

Dept. of Corrections Facts – FY '13

www.doc.state.ia.us



General Information

Address: Jessie Parker Building
510 East 12th Street
Des Moines, IA 50319

Workforce Data (unless otherwise noted, information provided is at the end of FY '13)

# FT EEs: 2,708	# PT EEs: 6	# Temporary EEs: 60	Average Length of Service: 12.90
-----------------	-------------	---------------------	----------------------------------

Span of Control: 12.19	Total Unemployment Insurance Claims: 56
------------------------	---

Employee Age Groups				Supervisor Age Groups				Females		Males	
<25	42	45-54	946	<25	0	45-54	110	# of Females:	848	# of Males:	1,860
25-34	433	55-64	545	25-34	7	55-64	50	% of WF:	31.31%	% of WF:	68.69%
35-44	707	65+	35	35-44	52	65+	3	Average Age:	47.26	Average Age:	45.41
Employee Average Age: 45.99				Supervisor Average Age: 49.73				Average Length of Service: 12.06		Average Length of Service: 13.28	

Minorities		Non-minorities		Breakout of Minorities		Did Not Respond	
# of Minorities:	169	# of Non-minorities:	2,520	# African-American:	75	# of "did not respond":	19
% of Workforce:	6.24%	% of Workforce:	93.06%	# Asian/Pacific Island:	19	% of Workforce:	0.70%
Average Age:	44.22	Average Age:	46.12	# Am. Indian/Alaskan:	13	Average Age:	45.30
Average Length of Service:	11.22	Average Length of Service:	13.04	# Hispanic or Latino:	62	Average Length of Service:	9.16

Persons With Disabilities		Persons With No Disabilities		Did Not Respond	
# of Persons With Disabilities:	76	# of Persons With No Disabilities:	2,287	# of "did not respond":	345
% of Workforce:	2.81%	% of Workforce:	84.45%	% of Workforce:	12.74%
Average Age:	51.25	Average Age:	45.46	Average Age:	48.38
Average Length of Service:	19.32	Average Length of Service:	11.99	Average Length of Service:	17.50

Officials/Administrators EEO Category 1: 139	Professionals EEO Category 2: 455	Technicians EEO Category 3: 84	Protective Service: Sworn EEO Category 4: 1,613
Protect. Serv.: Non-Sworn EEO Category 5: 0	Administrative Services EEO Category 6: 124	Skilled Craft EEO Category 7: 156	Service/Maintenance EEO Category 8: 137

Separation Rate: 7.89%	Hire Rate: 7.34%	Number Hires: 186	Transfer In: 13
Retirements: 85	All Terminations: 47	Voluntary Quits: 186	Transfer Out: 10

# of Classes Used: 118	Most Populous Classes: Correctional Officer (1,441), Correctional Counselor (125), Registered Nurse (119)
Separations - By Class:	Correctional Officer (117), Registered Nurse (12), Sr Correctional Officer (10), Correctional Supervisor 1 (8)
# Eligible for Retirement:	265 Protect Serv 285 General - in next 5 yrs % Eligible (Protective Serv): 16.43 % Eligible (General): 26.03

Leave and Benefits (unless otherwise noted, information provided is at the end of FY '13)

Vacation Payouts: \$982,611.93	Sick Leave Payouts: \$149,818.15	Annual Payroll: \$163,135,385.99	Avg. Base Salary: \$57,062.22	Overtime Days Worked: 12,417.3
Overtime Cost: \$3,773,273.28	Reassignment Pay: \$0	Recruitment Bonus Pay: \$0	Retention Pay: \$0	Exceptional Job Performance Pay: \$0
Vacation Pay - Earned Value: \$12,115,520.92	Vacation Days Earned: 54,003.5	Vacation Used Expense: \$11,709,748.50	Vacation Days Taken: 52,181.5	
Sick Leave Days Earned: 44,161.1	Reg. Sick Leave Used Expense: \$5,733,150.24	Reg. Sick Leave Days Used: 26,807.3	Converted Sick Leave To Vacation Days Used: 1,677.7	
Sick Leave -Earned Value: \$9,313,687.36		Avg. Sick Leave Days Per EE: 9.90	Converted Sick Leave To Vacation Used Expense: \$421,224.22	
Workers' Comp Leave Used Expense: \$40,875.59	Workers' Comp Leave Days Used: 193.4	Classification Appeals: 7	Reclassifications Up (Filled): 25 Up (Vacant): 2 Down (Filled): 5 Down (Vacant): 3 Lateral (Filled): 3 Lateral (Vacant): 0 Approx. Annual New Cost of Reclassified Positions:* \$121,790.24	
Funeral Leave Used Expense: \$335,656.96	Funeral Days Used: 1,592.8	Extraordinary Pay: \$0	Grievances Contract Grievances: 249 Disciplinary: 92 Language: 157 Non-Contract Grievances: 2 Disciplinary: 1 Language: 1 Arbitrations: 3	
Jury Leave Used Expense: \$10,677.68	Jury Leave Days Used: 50.8	Special Duty Pay: \$0		

* based on difference between average of old and new pay grade FY '13. Vacancies and laterals were not calculated into the "cost."

Sources: Data Warehouse Queries; "Just the Facts for FY13" Almanac; Department of Management; DAS-HRE Labor Relations Team.

Date of Completion: December 3, 2013