

# Dept. of Natural Resources Facts – FY '13

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## General Information

**Address:** Wallace Building  
502 East 9<sup>th</sup> Street  
Des Moines, IA 50319-0034

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

# FT EEs: 910	# PT EEs: 2	# Temporary EEs: 320	Average Length of Service: 14.98
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Span of Control: 12.12	Total Unemployment Insurance Claims: 52
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Employee Age Groups				Supervisor Age Groups				Females		Males	
<25	0	45-54	254	<25	0	45-54	25	# of Females:	262	# of Males:	648
25-34	185	55-64	180	25-34	5	55-64	24	% of WF:	28.79%	% of WF:	71.21%
35-44	271	65+	20	35-44	17	65+	4	Average Age:	45.88	Average Age:	45.51
Employee Average Age: 45.62				Supervisor Average Age: 50.66				Average Length of Service: 14.09		Average Length of Service: 15.35	

Minorities		Non-minorities		Breakout of Minorities		Did Not Respond	
# of Minorities:	46	# of Non-minorities:	861	# African-American:	8	# of "did not respond":	3
% of Workforce:	5.05%	% of Workforce:	94.62%	# Asian/Pacific Island:	21	% of Workforce:	0.33%
Average Age:	47.33	Average Age:	45.55	# Am. Indian/Alaskan:	10	Average Age:	37.90
Average Length of Service:	14.48	Average Length of Service:	15.04	# Hispanic or Latino:	7	Average Length of Service:	7.33

Persons With Disabilities		Persons With No Disabilities		Did Not Respond	
# of Persons With Disabilities:	19	# of Persons With No Disabilities:	831	# of "did not respond":	60
% of Workforce:	2.09%	% of Workforce:	91.32%	% of Workforce:	6.59%
Average Age:	49.12	Average Age:	45.29	Average Age:	49.04
Average Length of Service:	18.60	Average Length of Service:	14.72	Average Length of Service:	17.51

Officials/Administrators EEO Category 1: 90	Professionals EEO Category 2: 517	Technicians EEO Category 3: 150	Protective Service: Sworn EEO Category 4: 110
Protect. Serv.: Non-Sworn EEO Category 5: 0	Administrative Services EEO Category 6: 38	Skilled Craft EEO Category 7: 4	Service/Maintenance EEO Category 8: 1

Separation Rate: 4.04%	Hire Rate: 2.51%	Number Hires: 18	Transfer In: 5
Retirements: 22	All Terminations: 6	Voluntary Quits: 8	Transfer Out: 1

# of Classes Used: 77	Most Populous Classes: Environmental Specialist (94), Natural Research Tech 2 (84), Conservation Officer (80)
Separations - By Class:	Conservation Officer (3), Executive Officer 2 (3), Natural Resources Biologist (3), Natural Resources Technician 2 (3)
# Eligible for Retirement:	26 Protect Serv 198 General – in next 5 yrs      % Eligible (Prot Serv): 23.64%    %Eligible (General): 24.75

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

Vacation Payouts: \$455,657.15	Sick Leave Payouts: \$36,359.65	Annual Payroll: \$63,806,212.07	Avg. Base Salary: \$65,363.74	Overtime Days Worked: 169.2
Overtime Cost: \$50,109.30	Reassignment Pay: \$0	Recruitment Bonus Pay: \$0	Retention Pay: \$0	Exceptional Job Performance Pay: \$0
Vacation Pay - Earned Value: \$4,814,832.14	Vacation Days Earned: 18,794.8	Vacation Used Expense: \$4,632,382.57	Vacation Days Taken: 18,120.0	
Sick Leave Days Earned: 13,262.3	Reg. Sick Leave Used Expense: \$1,331,198.22	Reg. Sick Leave Days Used: 5,477.4	Converted Sick Leave To Vacation Days Used: 1,810.1	
Sick Leave -Earned Value: \$3,185,026.83		Avg. Sick Leave Days Per EE: 6.02	Converted Sick Leave To Vacation Used Expense: \$490,677.16	
Workers' Comp Leave Used Expense: \$13,958.50	Workers' Comp Leave Days Used: 64.2	Classification Appeals: 0	<b>Reclassifications</b> Up (Filled): 10 Up (Vacant): 0 Down (Filled): 6 Down (Vacant): 1 Lateral (Filled): 0 Lateral (Vacant): 0 Approx. Annual New Cost of Reclassified Positions:* \$64,199.20	<b>Grievances</b> Contract Grievances: 5 Disciplinary: 5 Language: 0 Non-Contract Grievances: 0 Disciplinary: 0 Language: 0 Arbitrations: 0
Funeral Leave Used Expense: \$25,913.28	Funeral Days Used: 109.5	Extraordinary Pay: \$0		
Jury Leave Used Expense: \$6,369.10	Jury Leave Days Used: 25.2	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