

# Dept. of DOC-ASP (243) Facts – FY '13

www.doc.state.ia.us



## General Information

**Address:** 406 North High Street, Box 10  
Anamosa, IA 52205

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

# FT EEs: 305	# PT EEs: 0	# Temporary EEs: 3	Average Length of Service: 14.63
---------------	-------------	--------------------	----------------------------------

Span of Control: 11.26	Total Unemployment Insurance Claims: 1
------------------------	--

Employee Age Groups				Supervisor Age Groups				Females		Males	
<25	7	45-54	112	<25	0	45-54	11	# of Females:	62	# of Males:	243
25-34	54	55-64	50	25-34	4	55-64	6	% of WF:	20.33%	% of WF:	79.67%
35-44	77	65+	5	35-44	5	65+	1	Average Age:	46.39	Average Age:	45.28
Employee Average Age: 45.51				Supervisor Average Age: 48.74				Average Length of Service: 13.76		Average Length of Service: 14.85	

Minorities		Non-minorities		Breakout of Minorities		Did Not Respond	
# of Minorities:	18	# of Non-minorities:	285	# African-American:	8	# of "did not respond":	2
% of Workforce:	5.90%	% of Workforce:	93.44%	# Asian/Pacific Island:	1	% of Workforce:	0.66%
Average Age:	40.05	Average Age:	45.86	# Am. Indian/Alaskan:	3	Average Age:	43.95
Average Length of Service:	8.21	Average Length of Service:	15.04	# Hispanic or Latino:	6	Average Length of Service:	13.75

Persons With Disabilities		Persons With No Disabilities		Did Not Respond	
# of Persons With Disabilities:	6	# of Persons With No Disabilities:	247	# of "did not respond":	52
% of Workforce:	1.97%	% of Workforce:	80.98%	% of Workforce:	17.05%
Average Age:	52.12	Average Age:	44.72	Average Age:	48.48
Average Length of Service:	14.31	Average Length of Service:	13.68	Average Length of Service:	19.14

Officials/Administrators EEO Category 1: 11	Professionals EEO Category 2: 41	Technicians EEO Category 3: 4	Protective Service: Sworn EEO Category 4: 211
Protect. Serv.: Non-Sworn EEO Category 5: 0	Administrative Services EEO Category 6: 13	Skilled Craft EEO Category 7: 14	Service/Maintenance EEO Category 8: 11

Separation Rate: N/A%	Hire Rate: N/A%	Number Hires: 11	Transfer In: N/A
Retirements: 16	All Terminations: 2	Voluntary Quits: 5	Transfer Out: N/A

# of Classes Used: 45	Most Populous Classes: Correctional Officer (178), Senior Correctional Officer (19), Correctional Counselor (13)
Separations - By Class:	Correctional Officer (9), Sr Correctional Officer (5), Correctional Supervisor I (3)
# Eligible for Retirement:	48 Protect Serv 35 General - in next 5 yrs % Eligible (Protective Serv): 22.75% % Eligible (General): 37.23%

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

Vacation Payouts: \$198,303.79	Sick Leave Payouts: \$32,000.00	Annual Payroll: \$18,960,960.11	Avg. Base Salary: \$55,903.99	Overtime Days Worked: 2,857.3
Overtime Cost: \$846,901.69	Reassignment Pay: \$0	Recruitment Bonus Pay: \$0	Retention Pay: \$0	Exceptional Job Performance Pay: \$0
Vacation Pay - Earned Value: \$1,397,659.40	Vacation Days Earned: 6,307.5	Vacation Used Expense: \$1,356,328.04	Vacation Days Taken: 6,118.0	
Sick Leave Days Earned: 4,829.1	Reg. Sick Leave Used Expense: \$684,114.05	Reg. Sick Leave Days Used: 3,170.3	Converted Sick Leave To Vacation Days Used: 147.0	
Sick Leave -Earned Value: \$996,471.93		Avg. Sick Leave Days Per EE: 10.39	Converted Sick Leave To Vacation Used Expense: \$36,593.04	
Workers' Comp Leave Used Expense: \$6,889.89	Workers' Comp Leave Days Used: 32.7	Classification Appeals: N/A	Reclassifications Up (Filled): 2 Up (Vacant): 0 Down (Filled): 0 Down (Vacant): 0 Lateral (Filled): 0 Lateral (Vacant): 0 Approx. Annual New Cost of Reclassified Positions:* \$11,051.04	Grievances Contract Grievances: N/A Disciplinary: N/A Language: N/A Non-Contract Grievances: N/A Disciplinary: N/A Language: N/A Arbitrations: N/A
Funeral Leave Used Expense: \$42,703.23	Funeral Days Used: 193.1	Extraordinary Pay: \$0		
Jury Leave Used Expense: \$1,055.44	Jury Leave Days Used: 4.0	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