

Dept. of DOC-Clarinda (248) Facts – FY '13

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General Information

Address: 2000 N. 16th Street, Box 1338
Clarinda, IA 51632

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

# FT EEs: 263	# PT EEs: 0	# Temporary EEs: 12	Average Length of Service: 13.16
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Span of Control: 14.56	Total Unemployment Insurance Claims: 1
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Employee Age Groups				Supervisor Age Groups				Females		Males	
<25	0	45-54	85	<25	0	45-54	7	# of Females:	80	# of Males:	183
25-34	36	55-64	66	25-34	0	55-64	7	% of WF:	30.42%	% of WF:	69.58%
35-44	67	65+	9	35-44	4	65+	0	Average Age:	49.80	Average Age:	47.29
Employee Average Age: 48.06				Supervisor Average Age: 51.79				Average Length of Service: 12.76		Average Length of Service: 13.33	

Minorities		Non-minorities		Breakout of Minorities		Did Not Respond	
# of Minorities:	7	# of Non-minorities:	249	# African-American:	1	# of "did not respond":	7
% of Workforce:	2.66%	% of Workforce:	94.68%	# Asian/Pacific Island:	2	% of Workforce:	2.66%
Average Age:	47.88	Average Age:	48.02	# Am. Indian/Alaskan:	3	Average Age:	49.34
Average Length of Service:	15.93	Average Length of Service:	13.15	# Hispanic or Latino:	1	Average Length of Service:	10.75

Persons With Disabilities		Persons With No Disabilities		Did Not Respond	
# of Persons With Disabilities:	12	# of Persons With No Disabilities:	218	# of "did not respond":	33
% of Workforce:	4.56%	% of Workforce:	82.89%	% of Workforce:	12.55%
Average Age:	55.72	Average Age:	47.71	Average Age:	47.54
Average Length of Service:	25.07	Average Length of Service:	11.96	Average Length of Service:	16.72

Officials/Administrators EEO Category 1: 10	Professionals EEO Category 2: 39	Technicians EEO Category 3: 2	Protective Service: Sworn EEO Category 4: 164
Protect. Serv.: Non-Sworn EEO Category 5: 0	Administrative Services EEO Category 6: 12	Skilled Craft EEO Category 7: 15	Service/Maintenance EEO Category 8: 21

Separation Rate: N/A%	Hire Rate: N/A%	Number Hires: 22	Transfer In: N/A
Retirements: 4	All Terminations: 3	Voluntary Quits: 8	Transfer Out: N/A

# of Classes Used: 40	Most Populous Classes: Correctional Officer (146), Correctional Food Serv Coordinator (18), Registered Nurse (13)
Separations - By Class:	Correctional Officer (8), Correctional Trades Leader (2), 5 classes with 1 incumbent each
# Eligible for Retirement:	30 Protect Serv 38 General - in next 5 yrs % Eligible (Protective Serv): 18.29 % Eligible (General): 38.38

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

Vacation Payouts: \$37,409.25	Sick Leave Payouts: \$6,440.89	Annual Payroll: \$14,853,100.95	Avg. Base Salary: \$56,300.62	Overtime Days Worked: 723.9
Overtime Cost: \$220,889.07	Reassignment Pay: \$0	Recruitment Bonus Pay: \$0	Retention Pay: \$0	Exceptional Job Performance Pay: \$0
Vacation Pay - Earned Value: \$1,134,169.68	Vacation Days Earned: 5,138.6	Vacation Used Expense: \$1,098,377.12	Vacation Days Taken: 4,979.2	
Sick Leave Days Earned: 4,418.0	Reg. Sick Leave Used Expense: \$573,515.34	Reg. Sick Leave Days Used: 2,696.7	Converted Sick Leave To Vacation Days Used: 109.5	
Sick Leave -Earned Value: \$921,595.04		Avg. Sick Leave Days Per EE: 10.25	Converted Sick Leave To Vacation Used Expense: \$24,529.76	
Workers' Comp Leave Used Expense: \$5,289.44	Workers' Comp Leave Days Used: 23.9	Classification Appeals: N/A	Reclassifications Up (Filled): 1 Up (Vacant): 0 Down (Filled): 0 Down (Vacant): 0 Lateral (Filled): 1 Lateral (Vacant): 0 Approx. Annual New Cost of Reclassified Positions:* \$7,467.20	
Funeral Leave Used Expense: \$26,897.61	Funeral Days Used: 124.9	Extraordinary Pay: \$0	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	
Jury Leave Used Expense: \$1,500.92	Jury Leave Days Used: 6.7	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