

# Dept. of DOC-ISP (242) Facts – FY '13

www.doc.state.ia.us



## General Information

**Address:** 31 Avenue G, Box 316  
Fort Madison, IA 52627

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

# FT EEs: 417	# PT EEs: 2	# Temporary EEs: 3	Average Length of Service: 14.33
---------------	-------------	--------------------	----------------------------------

Span of Control: 14.86	Total Unemployment Insurance Claims: 11
------------------------	---

Employee Age Groups				Supervisor Age Groups				Females		Males	
<25	12	45-54	160	<25	0	45-54	19	# of Females:	101	# of Males:	316
25-34	61	55-64	64	25-34	0	55-64	2	% of WF:	24.22%	% of WF:	75.78%
35-44	119	65+	1	35-44	7	65+	0	Average Age:	46.90	Average Age:	44.31
Employee Average Age: 44.94				Supervisor Average Age: 48.06				Average Length of Service: 12.77		Average Length of Service: 14.82	

Minorities		Non-minorities		Breakout of Minorities		Did Not Respond	
# of Minorities:	32	# of Non-minorities:	385	# African-American:	8	# of "did not respond":	0
% of Workforce:	7.67%	% of Workforce:	92.33%	# Asian/Pacific Island:	2	% of Workforce:	0%
Average Age:	40.89	Average Age:	45.27	# Am. Indian/Alaskan:	1	Average Age:	N/A
Average Length of Service:	13.04	Average Length of Service:	14.43	# Hispanic or Latino:	21	Average Length of Service:	N/A

Persons With Disabilities		Persons With No Disabilities		Did Not Respond	
# of Persons With Disabilities:	8	# of Persons With No Disabilities:	325	# of "did not respond":	84
% of Workforce:	1.92%	% of Workforce:	77.94%	% of Workforce:	20.14%
Average Age:	50.54	Average Age:	43.86	Average Age:	48.59
Average Length of Service:	20.70	Average Length of Service:	12.42	Average Length of Service:	21.07

Officials/Administrators EEO Category 1: 13	Professionals EEO Category 2: 56	Technicians EEO Category 3: 3	Protective Service: Sworn EEO Category 4: 303
Protect. Serv.: Non-Sworn EEO Category 5: 0	Administrative Services EEO Category 6: 16	Skilled Craft EEO Category 7: 15	Service/Maintenance EEO Category 8: 11

Separation Rate: N/A%	Hire Rate: N/A%	Number Hires: 37	Transfer In: N/A
Retirements: 24	All Terminations: 7	Voluntary Quits: 7	Transfer Out: N/A

# of Classes Used: 46	Most Populous Classes: Correctional Officer (269), Senior Correctional Officer (18), Registered Nurse (15)		
Separations - By Class:	Correctional Officer (22), Sr Correctional Off (4), Corr Food Serv Coord (3), Registered Nurse (3)		
# Eligible for Retirement:	60 Protect Serv 19 General - in next 5 yrs	% Eligible (Protective Serv): 19.80	% Eligible (General): 16.67

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

Vacation Payouts: \$189,352.88	Sick Leave Payouts: \$39,881.16	Annual Payroll: \$25,318,451.14	Avg. Base Salary: \$56,041.43	Overtime Days Worked: 1,987.6
Overtime Cost: \$621,792.08	Reassignment Pay: \$0	Recruitment Bonus Pay: \$0	Retention Pay: \$0	Exceptional Job Performance Pay: \$0
Vacation Pay - Earned Value: \$1,887,915.58	Vacation Days Earned: 8,571.1	Vacation Used Expense: \$1,877,229.50	Vacation Days Taken: 8,533.6	
Sick Leave Days Earned: 6,801.2	Reg. Sick Leave Used Expense: \$884,910.04	Reg. Sick Leave Days Used: 4,183.3	Converted Sick Leave To Vacation Days Used: 178.5	
Sick Leave -Earned Value: \$1,421,118.34		Avg. Sick Leave Days Per EE: 10.03	Converted Sick Leave To Vacation Used Expense: \$41,106.08	
Workers' Comp Leave Used Expense: \$13,829.51	Workers' Comp Leave Days Used: 64.0	Classification Appeals: N/A	<b>Reclassifications</b> Up (Filled): 5 Up (Vacant): 0 Down (Filled): 1 Down (Vacant): 0 Lateral (Filled): 1 Lateral (Vacant): 0 Approx. Annual New Cost of Reclassified Positions:* \$21,964.80	
Funeral Leave Used Expense: \$54,119.19	Funeral Days Used: 260.3	Extraordinary Pay: \$0	<b>Grievances</b> 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: \$2,046.27	Jury Leave Days Used: 9.8	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