

Dept. of DOC-ISI (250) Facts – FY '13

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General Information

Address: 2323 Dean Avenue
Des Moines, IA 50317

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

# FT EEs: 74	# PT EEs: 0	# Temporary EEs: 7	Average Length of Service: 15.98
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Span of Control: 5.62	Total Unemployment Insurance Claims: 2
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Employee Age Groups				Supervisor Age Groups				Females		Males	
<25	0	45-54	33	<25	0	45-54	7	# of Females:	20	# of Males:	54
25-34	3	55-64	22	25-34	0	55-64	3	% of WF:	27.03%	% of WF:	72.97%
35-44	16	65+	0	35-44	3	65+	0	Average Age:	51.59	Average Age:	49.29
Employee Average Age: 49.91				Supervisor Average Age: 50.50				Average Length of Service: 19.31		Average Length of Service: 14.75	

Minorities		Non-minorities		Breakout of Minorities		Did Not Respond	
# of Minorities:	1	# of Non-minorities:	73	# African-American:	0	# of "did not respond":	0
% of Workforce:	1.35%	% of Workforce:	98.65%	# Asian/Pacific Island:	0	% of Workforce:	0%
Average Age:	52.98	Average Age:	49.87	# Am. Indian/Alaskan:	0	Average Age:	N/A
Average Length of Service:	15.18	Average Length of Service:	15.99	# Hispanic or Latino:	1	Average Length of Service:	N/A

Persons With Disabilities		Persons With No Disabilities		Did Not Respond	
# of Persons With Disabilities:	3	# of Persons With No Disabilities:	68	# of "did not respond":	3
% of Workforce:	4.05%	% of Workforce:	91.89%	% of Workforce:	4.05%
Average Age:	53.00	Average Age:	49.79	Average Age:	49.63
Average Length of Service:	28.44	Average Length of Service:	15.69	Average Length of Service:	10.24

Officials/Administrators EEO Category 1: 9	Professionals EEO Category 2: 12	Technicians EEO Category 3: 2	Protective Service: Sworn EEO Category 4: 0
Protect. Serv.: Non-Sworn EEO Category 5: 0	Administrative Services EEO Category 6: 5	Skilled Craft EEO Category 7: 41	Service/Maintenance EEO Category 8: 5

Separation Rate: N/A%	Hire Rate: N/A%	Number Hires: 4	Transfer In: N/A
Retirements: 2	All Terminations: 0	Voluntary Quits: 1	Transfer Out: N/A

# of Classes Used: 18	Most Populous Classes: Senior State Industries Tech (14), State Industries Tech (14), State Industries Prod Coordinator (7)
Separations - By Class:	State Indus Prod Coord (1), State Indus Tech (1), Public Service Executive 3 (1)
# Eligible for Retirement:	22 in next 5 yrs % Eligible: 29.73

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

Vacation Payouts: \$52,952.88	Sick Leave Payouts: \$4,000.00	Annual Payroll: \$5,055,894.02	Avg. Base Salary: \$62,470.55	Overtime Days Worked: 742.4
Overtime Cost: \$241,661.59	Reassignment Pay: \$0	Recruitment Bonus Pay: \$0	Retention Pay: \$0	Exceptional Job Performance Pay: \$0

Vacation Pay - Earned Value: \$386,956.99	Vacation Days Earned: 1,561.4	Vacation Used Expense: \$363,103.21	Vacation Days Taken: 1,491.6
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Sick Leave Days Earned: 1,068.4	Reg. Sick Leave Used Expense: \$118,089.09	Reg. Sick Leave Days Used: 528.8	Converted Sick Leave To Vacation Days Used: 45.5
Sick Leave -Earned Value: \$242,685.32		Avg. Sick Leave Days Per EE: 7.15	Converted Sick Leave To Vacation Used Expense: \$10,950.36

Workers' Comp Leave Used Expense: \$684.32	Workers' Comp Leave Days Used: 3.5	Classification Appeals: N/A	Reclassifications Up (Filled): 1 Up (Vacant): 0 Down (Filled): 1 Down (Vacant): 0 Lateral (Filled): 0 Lateral (Vacant): 0 Approx. Annual New Cost of Reclassified Positions:* \$1,788.80	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: \$9,120.76	Funeral Days Used: 37.6	Extraordinary Pay: \$0		
Jury Leave Used Expense: \$423.04	Jury Leave Days Used: 2.0	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