

Dept. of DOC-ICIW (249) Facts – FY '13

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General Information

Address: 300 Elm Avenue, SW
PO Box 1338
Mitchellville, IA 50169

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

# FT EEs: 163	# PT EEs: 0	# Temporary EEs: 8	Average Length of Service: 10.01
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Span of Control: 10.80	Total Unemployment Insurance Claims: 12
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Employee Age Groups				Supervisor Age Groups				Females		Males	
<25	1	45-54	56	<25	0	45-54	8	# of Females:	84	# of Males:	79
25-34	26	55-64	32	25-34	1	55-64	3	% of WF:	51.53%	% of WF:	48.47%
35-44	44	65+	4	35-44	3	65+	0	Average Age:	45.53	Average Age:	46.71
Employee Average Age: 46.10				Supervisor Average Age: 48.79				Average Length of Service: 9.25		Average Length of Service: 10.83	

Minorities		Non-minorities		Breakout of Minorities		Did Not Respond	
# of Minorities:	17	# of Non-minorities:	146	# African-American:	8	# of "did not respond":	0
% of Workforce:	10.43%	% of Workforce:	89.57%	# Asian/Pacific Island:	1	% of Workforce:	0%
Average Age:	42.97	Average Age:	46.46	# Am. Indian/Alaskan:	1	Average Age:	N/A
Average Length of Service:	8.58	Average Length of Service:	10.18	# Hispanic or Latino:	7	Average Length of Service:	N/A

Persons With Disabilities		Persons With No Disabilities		Did Not Respond	
# of Persons With Disabilities:	4	# of Persons With No Disabilities:	148	# of "did not respond":	11
% of Workforce:	2.45%	% of Workforce:	90.80%	% of Workforce:	6.75%
Average Age:	53.21	Average Age:	45.67	Average Age:	49.23
Average Length of Service:	14.69	Average Length of Service:	9.54	Average Length of Service:	14.70

Officials/Administrators EEO Category 1: 8	Professionals EEO Category 2: 32	Technicians EEO Category 3: 3	Protective Service: Sworn EEO Category 4: 104
Protect. Serv.: Non-Sworn EEO Category 5: 0	Administrative Services EEO Category 6: 4	Skilled Craft EEO Category 7: 8	Service/Maintenance EEO Category 8: 4

Separation Rate: N/A%	Hire Rate: N/A%	Number Hires: 9	Transfer In: N/A
Retirements: 3	All Terminations: 7	Voluntary Quits: 6	Transfer Out: N/A

# of Classes Used: 33	Most Populous Classes: Correctional Officer (95), Correctional Counselor (12), Registered Nurse (8)
Separations - By Class:	Correctional Officer (11), Registered Nurse (2), Admin Assistant 2 (1), Correctional Counselor (1), Info Tech Specialist 4 (1)
# Eligible for Retirement:	8 Protect Serv 9 General - in next 5 yrs % Eligible (Protective Serv): 7.69 % Eligible (General): 15.25

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

Vacation Payouts: \$61,890.22	Sick Leave Payouts: \$6,000.00	Annual Payroll: \$10,033,942.43	Avg. Base Salary: \$57,501.92	Overtime Days Worked: 695.7
Overtime Cost: \$208,285.54	Reassignment Pay: \$0	Recruitment Bonus Pay: \$0	Retention Pay: \$0	Exceptional Job Performance Pay: \$0
Vacation Pay - Earned Value: \$695,584.47	Vacation Days Earned: 3,081.8	Vacation Used Expense: \$642,283.26	Vacation Days Taken: 2,794.9	
Sick Leave Days Earned: 2,702.1	Reg. Sick Leave Used Expense: \$381,671.63	Reg. Sick Leave Days Used: 1,772.5	Converted Sick Leave To Vacation Days Used: 175.5	
Sick Leave -Earned Value: \$577,076.51		Avg. Sick Leave Days Per EE: 10.87	Converted Sick Leave To Vacation Used Expense: \$42,148.64	
Workers' Comp Leave Used Expense: \$1,935.37	Workers' Comp Leave Days Used: 9.5	Classification Appeals: N/A	Reclassifications Up (Filled): 2 Up (Vacant): 0 Down (Filled): 0 Down (Vacant): 1 Lateral (Filled): 0 Lateral (Vacant): 0 Approx. Annual New Cost of Reclassified Positions:* \$25,469.60	
Funeral Leave Used Expense: \$16,010.42	Funeral Days Used: 81.8	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: \$600.46	Jury Leave Days Used: 3.2	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