

# Dept. of DOC-NCF (245) Facts – FY '13

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## General Information

Address: 307 S. 60<sup>th</sup> Avenue, W  
Newton, IA 50208

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

# FT EEs: 265	# PT EEs: 0	# Temporary EEs: 5	Average Length of Service: 11.56
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Span of Control: 11.48	Total Unemployment Insurance Claims: 7
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Employee Age Groups				Supervisor Age Groups				Females		Males	
<25	6	45-54	92	<25	0	45-54	10	# of Females:	72	# of Males:	193
25-34	42	55-64	48	25-34	0	55-64	5	% of WF:	27.17%	% of WF:	72.83%
35-44	75	65+	2	35-44	8	65+	0	Average Age:	44.97	Average Age:	45.16
Employee Average Age: 45.11				Supervisor Average Age: 48.53				Average Length of Service: 10.53		Average Length of Service: 11.95	

Minorities		Non-minorities		Breakout of Minorities		Did Not Respond	
# of Minorities:	14	# of Non-minorities:	249	# African-American:	4	# of "did not respond":	2
% of Workforce:	5.28%	% of Workforce:	93.96%	# Asian/Pacific Island:	1	% of Workforce:	0.75%
Average Age:	43.52	Average Age:	45.23	# Am. Indian/Alaskan:	2	Average Age:	40.72
Average Length of Service:	12.10	Average Length of Service:	11.54	# Hispanic or Latino:	7	Average Length of Service:	10.53

Persons With Disabilities		Persons With No Disabilities		Did Not Respond	
# of Persons With Disabilities:	11	# of Persons With No Disabilities:	215	# of "did not respond":	39
% of Workforce:	4.15%	% of Workforce:	81.13%	% of Workforce:	14.72%
Average Age:	48.65	Average Age:	44.62	Average Age:	46.81
Average Length of Service:	13.31	Average Length of Service:	10.66	Average Length of Service:	16.03

Officials/Administrators EEO Category 1: 15	Professionals EEO Category 2: 41	Technicians EEO Category 3: 9	Protective Service: Sworn EEO Category 4: 160
Protect. Serv.: Non-Sworn EEO Category 5: 0	Administrative Services EEO Category 6: 10	Skilled Craft EEO Category 7: 14	Service/Maintenance EEO Category 8: 16

Separation Rate: N/A%	Hire Rate: N/A%	Number Hires: 28	Transfer In: N/A
Retirements: 10	All Terminations: 5	Voluntary Quits: 9	Transfer Out: N/A

# of Classes Used: 44	Most Populous Classes: Correctional Officer (143), Correctional Counselor (19), Correctional Food Serv Coordinator (12)
Separations - By Class:	Correctional Officer (14), Correctional Counselor (3), Registered Nurse (3)
# Eligible for Retirement:	13 Protect Serv 24 General - in next 5 yrs % Eligible (Protective Serv): 8.13 % Eligible (General): 22.86

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

Vacation Payouts: \$82,270.77	Sick Leave Payouts: \$14,154.36	Annual Payroll: \$15,760,944.33	Avg. Base Salary: \$56,275.93	Overtime Days Worked: 1,608.1
Overtime Cost: \$485,792.91	Reassignment Pay: \$0	Recruitment Bonus Pay: \$0	Retention Pay: \$0	Exceptional Job Performance Pay: \$0
Vacation Pay - Earned Value: \$1,124,595.63	Vacation Days Earned: 5,045.1	Vacation Used Expense: \$1,033,165.78	Vacation Days Taken: 4,565.3	
Sick Leave Days Earned: 4,268.9	Reg. Sick Leave Used Expense: \$516,125.53	Reg. Sick Leave Days Used: 2,429.4	Converted Sick Leave To Vacation Days Used: 171.5	
Sick Leave -Earned Value: \$887,702.27		Avg. Sick Leave Days Per EE: 9.17	Converted Sick Leave To Vacation Used Expense: \$40,458.52	
Workers' Comp Leave Used Expense: \$80.52	Workers' Comp Leave Days Used: 0.4	Classification Appeals: N/A	<b>Reclassifications</b> Up (Filled): 1 Up (Vacant): 1 Down (Filled): 1 Down (Vacant): 0 Lateral (Filled): 0 Lateral (Vacant): 0 Approx. Annual New Cost of Reclassified Positions:* \$-3,068.00	
Funeral Leave Used Expense: \$36,649.72	Funeral Days Used: 176.0	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: \$1,134.48	Jury Leave Days Used: 6.0	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