

Dept. of Inspections & Appeals Facts – FY '13

www.state.ia.us/government/dia



General Information

Address: Lucas Building
321 East 12th Street
Des Moines, IA 50319-0083

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

# FT EEs: 515	# PT EEs: 28	# Temporary EEs: 6	Average Length of Service: 12.76
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Span of Control: 12.54	Total Unemployment Insurance Claims: 11
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Employee Age Groups				Supervisor Age Groups				Females		Males	
<25	1	45-54	167	<25	0	45-54	14	# of Females:	336	# of Males:	179
25-34	54	55-64	159	25-34	4	55-64	15	% of WF:	65.24%	% of WF:	34.76%
35-44	119	65+	15	35-44	5	65+	3	Average Age:	49.12	Average Age:	48.72
Employee Average Age: 48.98				Supervisor Average Age: 51.81				Average Length of Service: 12.95		Average Length of Service: 12.40	

Minorities		Non-minorities		Breakout of Minorities		Did Not Respond	
# of Minorities:	35	# of Non-minorities:	462	# African-American:	8	# of "did not respond":	18
% of Workforce:	6.80%	% of Workforce:	89.71%	# Asian/Pacific Island:	12	% of Workforce:	3.50%
Average Age:	46.68	Average Age:	49.08	# Am. Indian/Alaskan:	2	Average Age:	50.99
Average Length of Service:	11.70	Average Length of Service:	12.74	# Hispanic or Latino:	13	Average Length of Service:	15.12

Persons With Disabilities		Persons With No Disabilities		Did Not Respond	
# of Persons With Disabilities:	18	# of Persons With No Disabilities:	467	# of "did not respond":	30
% of Workforce:	3.50%	% of Workforce:	90.68%	% of Workforce:	5.83%
Average Age:	52.75	Average Age:	48.76	Average Age:	50.19
Average Length of Service:	15.17	Average Length of Service:	12.56	Average Length of Service:	14.33

Officials/Administrators EEO Category 1: 33	Professionals EEO Category 2: 419	Technicians EEO Category 3: 5	Protective Service: Sworn EEO Category 4: 0
Protect. Serv.: Non-Sworn EEO Category 5: 0	Administrative Services EEO Category 6: 58	Skilled Craft EEO Category 7: 0	Service/Maintenance EEO Category 8: 0

Separation Rate: 7.88%	Hire Rate: 6.15%	Number Hires: 25	Transfer In: 7
Retirements: 15	All Terminations: 10	Voluntary Quits: 12	Transfer Out: 4

# of Classes Used: 68	Most Populous Classes: Public Defender 2 (80), Health Facilities Surveyor (76), Investigator 3 (33)
Separations - By Class:	Public Defender 2 (6), Secretary 2 (4), Health Facilities Surveyor (3)
# Eligible for Retirement:	131 in the next 5 years % Eligible: 25.44%

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

Vacation Payouts: \$277,043.33	Sick Leave Payouts: \$32,000.00	Annual Payroll: \$38,441,964.75	Avg. Base Salary: \$72,269.01	Overtime Days Worked: 34.0
Overtime Cost: \$10,508.51	Reassignment Pay: \$0	Recruitment Bonus Pay: \$0	Retention Pay: \$0	Exceptional Job Performance Pay: \$0
Vacation Pay - Earned Value: \$3,012,219.10	Vacation Days Earned: 10,728.1	Vacation Used Expense: \$2,904,187.79	Vacation Days Taken: 10,356.6	
Sick Leave Days Earned: 8,689.8	Reg. Sick Leave Used Expense: \$1,197,340.37	Reg. Sick Leave Days Used: 4,472.5	Converted Sick Leave To Vacation Days Used: 891.1	
Sick Leave -Earned Value: \$2,289,960.24		Avg. Sick Leave Days Per EE: 8.68	Converted Sick Leave To Vacation Used Expense: \$265,785.07	
Workers' Comp Leave Used Expense: \$3,760.69	Workers' Comp Leave Days Used: 12.3	Classification Appeals: 0	Reclassifications Up (Filled): 11 Up (Vacant): 0 Down (Filled): 8 Down (Vacant): 2 Lateral (Filled): 17 Lateral (Vacant): 1 Approx. Annual New Cost of Reclassified Positions:* \$57,782.40	Grievances Contract Grievances: 7 Disciplinary: 6 Language: 1 Non-Contract Grievances: 0 Disciplinary: 0 Language: 0 Arbitrations: 0
Funeral Leave Used Expense: \$49,627.99	Funeral Days Used: 193.6	Extraordinary Pay: \$0		
Jury Leave Used Expense: \$3,437.84	Jury Leave Days Used: 14.7	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