

Dept. of Public Safety Facts – FY '13

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General Information

Address: 215 East 7th Street
Des Moines, IA 50319

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

# FT EEs: 885	# PT EEs: 4	# Temporary EEs: 25	Average Length of Service: 15.35
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Span of Control: 6.70	Total Unemployment Insurance Claims: N/A
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Employee Age Groups				Supervisor Age Groups				Females		Males	
<25	11	45-54	275	<25	0	45-54	77	# of Females:	190	# of Males:	695
25-34	189	55-64	96	25-34	0	55-64	16	% of WF:	21.47%	% of WF:	78.53%
35-44	305	65+	9	35-44	39	65+	0	Average Age:	45.60	Average Age:	42.64
Employee Average Age: 43.27				Supervisor Average Age: 48.63				Average Length of Service: 14.09		Average Length of Service: 15.70	

Minorities		Non-minorities		Breakout of Minorities		Did Not Respond	
# of Minorities:	26	# of Non-minorities:	853	# African-American:	10	# of "did not respond":	6
% of Workforce:	2.94%	% of Workforce:	96.38%	# Asian/Pacific Island:	9	% of Workforce:	0.68%
Average Age:	45.94	Average Age:	43.18	# Am. Indian/Alaskan:	0	Average Age:	44.58
Average Length of Service:	14.70	Average Length of Service:	15.39	# Hispanic or Latino:	7	Average Length of Service:	12.41

Persons With Disabilities		Persons With No Disabilities		Did Not Respond	
# of Persons With Disabilities:	22	# of Persons With No Disabilities:	769	# of "did not respond":	67
% of Workforce:	2.49%	% of Workforce:	89.94%	% of Workforce:	7.57%
Average Age:	52.07	Average Age:	42.60	Average Age:	48.31
Average Length of Service:	21.05	Average Length of Service:	14.65	Average Length of Service:	21.86

Officials/Administrators EEO Category 1: 46	Professionals EEO Category 2: 103	Technicians EEO Category 3: 35	Protective Service: Sworn EEO Category 4: 593
Protect. Serv.: Non-Sworn EEO Category 5: 0	Administrative Services EEO Category 6: 102	Skilled Craft EEO Category 7: 6	Service/Maintenance EEO Category 8: 0

Separation Rate: 5.46%	Hire Rate: 2.34%	Number Hires: 16	Transfer In: 5
Retirements: 25	All Terminations: 6	Voluntary Quits: 15	Transfer Out: 3

# of Classes Used: 77	Most Populous Classes: Trooper 3 (162), Special Agent 2 (129), Trooper 2 (110), Special Agent 1 (53)
Separations - By Class:	Trooper 3 (7), Trooper 2 (5), Communications Center Specialist 2 (4), Criminalist (4)
# Eligible for Retirement:	77 Prot Serv 81 General – in next 5 years % Eligible (Prot Serv): 12.98% % Eligible (General): 27.74

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

Vacation Payouts: \$489,943.53	Sick Leave Payouts: \$18,164.87	Annual Payroll: \$65,343,313.36	Avg. Base Salary: \$67,218.61	Overtime Days Worked: 3,324.5
Overtime Cost: \$1,184,295.40	Reassignment Pay: \$0	Recruitment Bonus Pay: \$0	Retention Pay: \$0	Exceptional Job Performance Pay: \$0
Vacation Pay - Earned Value: \$4,880,994.66	Vacation Days Earned: 18,462.9	Vacation Used Expense: \$4,599,663.36	Vacation Days Taken: 17,573.8	
Sick Leave Days Earned: 11,860.2	Reg. Sick Leave Used Expense: \$1,075,967.12	Reg. Sick Leave Days Used: 4,586.8	Converted Sick Leave To Vacation Days Used: 332.0	
Sick Leave -Earned Value: \$2,813,708.33		Avg. Sick Leave Days Per EE: 5.18	Converted Sick Leave To Vacation Used Expense: \$87,797.76	
Workers' Comp Leave Used Expense: \$42,757.72	Workers' Comp Leave Days Used: 157.4	Classification Appeals: 1	Reclassifications Up (Filled): 10 Up (Vacant): 0 Down (Filled): 4 Down (Vacant): 2 Lateral (Filled): 12 Lateral (Vacant): 1 Approx. Annual New Cost of Reclassified Positions:* \$158,392.00	Grievances Contract Grievances: 18 Disciplinary: 7 Language: 11 Non-Contract Grievances: 0 Disciplinary: 0 Language: 0 Arbitrations: 0
Funeral Leave Used Expense: \$14,319.92	Funeral Days Used: 59.5	Extraordinary Pay: \$30,473.60		
Jury Leave Used Expense: \$743.40	Jury Leave Days Used: 3.1	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