

State of Iowa Facts – FY '13

www.iowa.gov



General Information

Address:

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

# FT EEs: 18,183	# PT EEs: 269	# Temporary EEs: 852	Average Length of Service: 13.91
------------------	---------------	----------------------	----------------------------------

Span of Control: 11.14	Total Unemployment Insurance Claims: 523
------------------------	--

Employee Age Groups				Supervisor Age Groups				Females		Males	
<25	236	45-54	5,914	<25	0	45-54	670	# of Females:	9,162	# of Males:	9,021
25-34	2,773	55-64	4,508	25-34	92	55-64	472	% of WF:	50.39%	% of WF:	49.61%
35-44	4,370	65+	382	35-44	359	65+	39	Average Age:	47.24	Average Age:	47.02
Employee Average Age: 47.13				Supervisor Average Age: 50.17				Average Length of Service: 13.75		Average Length of Service: 14.06	

Minorities		Non-minorities		Breakout of Minorities		Did Not Respond	
# of Minorities:	1,149	# of Non-minorities:	16,680	# African-American:	433	# of "did not respond":	354
% of Workforce:	6.32%	% of Workforce:	91.73%	# Asian/Pacific Island:	282	% of Workforce:	1.95%
Average Age:	45.52	Average Age:	47.26	# Am. Indian/Alaskan:	99	Average Age:	46.01
Average Length of Service:	12.02	Average Length of Service:	14.14	# Hispanic or Latino:	335	Average Length of Service:	8.90

Persons With Disabilities		Persons With No Disabilities		Did Not Respond	
# of Persons With Disabilities:	712	# of Persons With No Disabilities:	15,588	# of "did not respond":	1,883
% of Workforce:	3.92%	% of Workforce:	85.73%	% of Workforce:	10.36%
Average Age:	52.40	Average Age:	46.73	Average Age:	48.48
Average Length of Service:	19.21	Average Length of Service:	13.44	Average Length of Service:	15.77

Officials/Administrators EEO Category 1: 1,422	Professionals EEO Category 2: 6,798	Technicians EEO Category 3: 2,070	Protective Service: Sworn EEO Category 4: 2,767
Protect. Serv.: Non-Sworn EEO Category 5: 0	Administrative Services EEO Category 6: 1,676	Skilled Craft EEO Category 7: 1,563	Service/Maintenance EEO Category 8: 1,880

Separation Rate: 7.78%	Hire Rate: 5.02%	Number Hires: 837	Transfer In: 86
Retirements: 532	All Terminations: 318	Voluntary Quits: 474	Transfer Out: 107

# of Classes Used: 725	Most Populous Classes: Correctional Officer (1,441), Residential Treatment Worker (1,168), Income Maintenance Worker 2 (616)
Separations - By Class:	Residential Treatment Worker (174), Correctional Officer (117), Highway Tech Assoc (33), Registered Nurse (32)
# Eligible for Retirement:	452 Prot Serv 4,341 General – in next 5 years % Eligible (Prot Serv): 16.34% % Eligible (General): 28.16%

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

Vacation Payouts: \$9,520,519.20	Sick Leave Payouts: \$943,412.46	Annual Payroll: \$1,150,573,653.94	Avg. Base Salary: \$59,715.26	Overtime Days Worked: 73,825.2
Overtime Cost: \$19,578,062.53	Reassignment Pay: \$4,118.40	Recruitment Bonus Pay: \$0	Retention Pay: \$0	Exceptional Job Performance Pay: \$0
Vacation Pay - Earned Value: \$88,371,936.64	Vacation Days Earned: 376,840.0	Vacation Used Expense: \$84,520,781.16	Vacation Days Taken: 361,632.5	
Sick Leave Days Earned: 288,381.5	Reg. Sick Leave Used Expense: \$34,755,634.43	Reg. Sick Leave Days Used: 162,509.5	Converted Sick Leave To Vacation Days Used: 23,269.4	
Sick Leave -Earned Value: \$62,932,361.76		Avg. Sick Leave Days Per EE: 8.94	Converted Sick Leave To Vacation Used Expense: \$5,149,133.54	
Workers' Comp Leave Used Expense: \$258,910.39	Workers' Comp Leave Days Used: 1,465.0	Classification Appeals: 13	Reclassifications Up (Filled): 209 Up (Vacant): 19 Down (Filled): 80 Down (Vacant): 20 Lateral (Filled): 56 Lateral (Vacant): 6 Approx. Annual New Cost of Reclassified Positions:* \$1,358,575.82	Grievances Contract Grievances: 703 Disciplinary: 342 Language: 361 Non-Contract Grievances: 26 Disciplinary: 23 Language: 3 Arbitrations: 10
Funeral Leave Used Expense: \$973,647.86	Funeral Days Used: 4,393.0	Extraordinary Pay: \$33,420.80		
Jury Leave Used Expense: \$80,549.08	Jury Leave Days Used: 347.0	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