

Dept. of Transportation Facts – FY '13

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General Information

Address: 800 Lincoln Way
Ames, IA 50010

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

# FT EEs: 2,737	# PT EEs: 11	# Temporary EEs: 152	Average Length of Service: 16.42
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Span of Control: 13.22	Total Unemployment Insurance Claims: 62
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Employee Age Groups				Supervisor Age Groups				Females		Males	
<25	14	45-54	1,036	<25	0	45-54	100	# of Females:	658	# of Males:	2,079
25-34	318	55-64	730	25-34	4	55-64	63	% of WF:	24.04%	% of WF:	75.96%
35-44	604	65+	35	35-44	37	65+	3	Average Age:	49.05	Average Age:	48.13
Employee Average Age: 48.35				Supervisor Average Age: 51.20				Average Length of Service: 17.51		Average Length of Service: 16.07	

Minorities		Non-minorities		Breakout of Minorities		Did Not Respond	
# of Minorities:	124	# of Non-minorities:	2,605	# African-American:	40	# of "did not respond":	8
% of Workforce:	4.53%	% of Workforce:	95.18%	# Asian/Pacific Island:	29	% of Workforce:	0.29%
Average Age:	48.41	Average Age:	48.37	# Am. Indian/Alaskan:	31	Average Age:	39.39
Average Length of Service:	17.92	Average Length of Service:	16.38	# Hispanic or Latino:	24	Average Length of Service:	4.84

Persons With Disabilities		Persons With No Disabilities		Did Not Respond	
# of Persons With Disabilities:	129	# of Persons With No Disabilities:	1,959	# of "did not respond":	649
% of Workforce:	4.71%	% of Workforce:	71.57%	% of Workforce:	23.71%
Average Age:	52.71	Average Age:	48.77	Average Age:	46.19
Average Length of Service:	22.56	Average Length of Service:	17.19	Average Length of Service:	12.86

Officials/Administrators EEO Category 1: 181	Professionals EEO Category 2: 531	Technicians EEO Category 3: 472	Protective Service: Sworn EEO Category 4: 114
Protect. Serv.: Non-Sworn EEO Category 5: 0	Administrative Services EEO Category 6: 264	Skilled Craft EEO Category 7: 1,154	Service/Maintenance EEO Category 8: 21

Separation Rate: N/A%	Hire Rate: N/A%	Number Hires: 95	Transfer In: N/A
Retirements: 87	All Terminations: 23	Voluntary Quits: 35	Transfer Out: N/A

# of Classes Used: 158	Most Populous Classes: Highway Tech Associate (589), Equipment Operator Senior (122), Mechanic (118), Hwy Technician (112)
Separations - By Class:	Highway Technician Associate (33), Clerk-Specialist (8), Drivers License Clerk (7), Mechanics (7)
# Eligible for Retirement:	16 Prot Serv 851 General – in next 5 years % Eligible (Prot Serv): 14.04% % Eligible (General): 32.44%

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

Vacation Payouts: \$1,714,445.75	Sick Leave Payouts: \$156,979.00	Annual Payroll: \$164,547,123.73	Avg. Base Salary: \$58,517.10	Overtime Days Worked: 16,441.9
Overtime Cost: \$3,244,512.21	Reassignment Pay: \$0	Recruitment Bonus Pay: \$0	Retention Pay: \$0	Exceptional Job Performance Pay: \$0
Vacation Pay - Earned Value: \$13,885,917.19	Vacation Days Earned: 59,759.8	Vacation Used Expense: \$13,225,716.38	Vacation Days Taken: 55,824.9	
Sick Leave Days Earned: 41,050.0	Reg. Sick Leave Used Expense: \$4,371,927.83	Reg. Sick Leave Days Used: 20,687.0	Converted Sick Leave To Vacation Days Used: 5,745.8	
Sick Leave -Earned Value: \$8,956,426.55		Avg. Sick Leave Days Per EE: 7.56	Converted Sick Leave To Vacation Used Expense: \$504,418.74	
Workers' Comp Leave Used Expense: \$45,791.80	Workers' Comp Leave Days Used: 402.3	Classification Appeals: 0	Reclassifications Up (Filled): 29 Up (Vacant): 8 Down (Filled): 5 Down (Vacant): 10 Lateral (Filled): 2 Lateral (Vacant): 3 Approx. Annual New Cost of Reclassified Positions:* \$224,286.40	
Funeral Leave Used Expense: \$N/A	Funeral Days Used: N/A	Extraordinary Pay: \$0	Grievances Contract Grievances: 38 Disciplinary: 21 Language: 17 Non-Contract Grievances: 9 Disciplinary: 9 Language: 0 Arbitrations: 4	
Jury Leave Used Expense: \$N/A	Jury Leave Days Used: N/A	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