

# Utilities Division Facts – FY '13

http://www.state.ia.us/government/com/util.index.html



## General Information

Address: 350 Maple Street  
Des Moines, IA 50319-0069

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

# FT EEs: 60	# PT EEs: 2	# Temporary EEs: 0	Average Length of Service: 16.47
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Span of Control: 7.38	Total Unemployment Insurance Claims: 2
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Employee Age Groups				Supervisor Age Groups				Females		Males	
<25	0	45-54	21	<25	0	45-54	2	# of Females:	31	# of Males:	29
25-34	2	55-64	25	25-34	0	55-64	6	% of WF:	51.67%	% of WF:	48.33%
35-44	6	65+	6	35-44	0	65+	0	Average Age:	53.46	Average Age:	54.92
Employee Average Age: 54.17				Supervisor Average Age: 56.86				Average Length of Service: 17.89		Average Length of Service: 14.94	

Minorities		Non-minorities		Breakout of Minorities		Did Not Respond	
# of Minorities:	7	# of Non-minorities:	51	# African-American:	2	# of "did not respond":	2
% of Workforce:	11.67%	% of Workforce:	85.00%	# Asian/Pacific Island:	5	% of Workforce:	3.33%
Average Age:	53.05	Average Age:	54.24	# Am. Indian/Alaskan:	0	Average Age:	56.11
Average Length of Service:	15.23	Average Length of Service:	17.03	# Hispanic or Latino:	0	Average Length of Service:	6.45

Persons With Disabilities		Persons With No Disabilities		Did Not Respond	
# of Persons With Disabilities:	2	# of Persons With No Disabilities:	51	# of "did not respond":	7
% of Workforce:	3.33%	% of Workforce:	85.00%	% of Workforce:	11.67%
Average Age:	58.84	Average Age:	53.35	Average Age:	58.79
Average Length of Service:	24.01	Average Length of Service:	15.62	Average Length of Service:	20.48

Officials/Administrators EEO Category 1: 12	Professionals EEO Category 2: 42	Technicians EEO Category 3: 1	Protective Service: Sworn EEO Category 4: 0
Protect. Serv.: Non-Sworn EEO Category 5: 0	Administrative Services EEO Category 6: 5	Skilled Craft EEO Category 7: 0	Service/Maintenance EEO Category 8: 0

Separation Rate: 10.00%	Hire Rate: 8.33%	Number Hires: 5	Transfer In: 0
Retirements: 3	All Terminations: 0	Voluntary Quits: 3	Transfer Out: 0

# of Classes Used: 24	Most Populous Classes: Utility Specialist (8), Senior Utility Analyst (6), 3 classes with 1 incumbent each
Separations - By Class:	Utilities Regulation Inspector (2), 4 classes with 1 incumbent each
# Eligible for Retirement:	30 in next 5 years      % Eligible: 50.00%

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

Vacation Payouts: \$77,670.54	Sick Leave Payouts: \$6,000.00	Annual Payroll: \$5,342,133.19	Avg. Base Salary: \$85,211.67	Overtime Days Worked: 1.1
Overtime Cost: \$377.46	Reassignment Pay: \$0	Recruitment Bonus Pay: \$0	Retention Pay: \$0	Exceptional Job Performance Pay: \$0
Vacation Pay - Earned Value: \$439,860.18	Vacation Days Earned: 1,324.4	Vacation Used Expense: \$424,248.23	Vacation Days Taken: 1,404.4	
Sick Leave Days Earned: 985.7	Reg. Sick Leave Used Expense: \$158,529.28	Reg. Sick Leave Days Used: 539.3	Converted Sick Leave To Vacation Days Used: 97.5	
Sick Leave -Earned Value: \$302,060.16		Avg. Sick Leave Days Per EE: 8.99	Converted Sick Leave To Vacation Used Expense: \$32,722.68	
Workers' Comp Leave Used Expense: \$0	Workers' Comp Leave Days Used: 0	Classification Appeals: 0	<b>Reclassifications</b> Up (Filled): 1 Up (Vacant): 0 Down (Filled): 0 Down (Vacant): 0 Lateral (Filled): 0 Lateral (Vacant): 0 Approx. Annual New Cost of Reclassified Positions:* \$5,168.80	<b>Grievances</b> Contract Grievances: 3 Disciplinary: 0 Language: 3 Non-Contract Grievances: 0 Disciplinary: 0 Language: 0 Arbitrations: 0
Funeral Leave Used Expense: \$3,920.65	Funeral Days Used: 15.9	Extraordinary Pay: \$0		
Jury Leave Used Expense: \$537.28	Jury Leave Days Used: 1.7	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