

Department of Public Safety Facts – FY '09

http://www.dps.state.ia.us/



General Information

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

Workforce Data (unless otherwise noted, information provided is at the end of FY '09)

# FT EEs: 994	# PT EEs: 1	# Temporary EEs: 25	Average Length of Service: 13.39
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Span of Control: 6.48	% Performance Evaluations Completed: 95.47%	Total Unemployment Insurance Claims: 7
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Employee Age Groups				Supervisor Age Groups				Females		Males	
<25	47	45-54	261	<25	0	45-54	83	# of Females:	223	# of Males:	771
25-34	238	55-64	105	25-34	3	55-64	17	% of WF:	22.43%	% of WF:	77.57%
35-44	338	65+	5	35-44	50	65+	0	Average Age:	45.46	Average Age:	40.46
Employee Average Age: 41.58				Supervisor Average Age: 47.66				Average Length of Service: 13.70		Average Length of Service: 13.30	

Minorities		Breakout of Minorities		Non-minorities	
# of Minorities:	33	# of African-American:	14	# of Non-minorities:	956
% of Workforce:	3.32%	# of Asian:	9	% of Workforce:	96.18%
Average Age:	42.47	# of American Indian:	1	Average Age:	41.54
Average Length of Service:	11.77	# of Hispanic or Latino:	9	Average Length of Service:	13.46

Persons With Disabilities		Persons With Non-Disabilities	
# of Persons With Disabilities:	31	# of Persons With Non-Disabilities:	881
% of Workforce:	3.12%	% of Workforce:	88.63%
Average Age:	50.42	Average Age:	40.89
Average Length of Service:	19.80	Average Length of Service:	12.61

Officials/Administrators EEO Category 1: 54	Professionals EEO Category 2: 83	Technicians EEO Category 3: 65	Protective Service: Sworn EEO Category 4: 662
Protect. Serv.: Non-Sworn EEO Category 5: 0	Administrative Services EEO Category 6: 120	Skilled Craft EEO Category 7: 10	Service/Maintenance EEO Category 8: 0

Separation Rate: 3.02%	Hire Rate: 4.03%	Number Hires: 33	Transfer In: 7
Retirements: 16 (6 were SLIP)	All Terminations: 5	Voluntary Quits: 7	Transfer Out: 2

# of Classes Used: 84	Most Populous Classes: Trooper 2 (155), Special Agent (140), Trooper 3 (136)
Separations - By Class:	Sergeant (3), 6 classes with 2 incumbents each
# Eligible for Retirement:	68 Prot Occ & 89 Civ in next 5 years % Eligible: 10.27 Protective Occupations & 26.81 Others

Leave and Benefits (unless otherwise noted, information provided is at the end of FY '09)

Vacation Payouts: \$246,339.50	Sick Leave Payouts: \$14,002.52	Annual Payroll: \$63,020,486	Avg. Base Salary: \$58,531.32	Overtime Days Worked: 946.3
Overtime Cost: \$266,464.00	Reassignment Pay: \$0	Recruitment Bonus Pay: \$0	Retention Pay: \$0	Exceptional Job Performance Pay: \$0
Workers' Comp Payouts: \$43,779.17	Vacation Pay - Earned Value: \$4,396,837.78	Vacation Days Earned: 18,893.0	Vacation Used Expense: \$3,856,300.70	Vacation Days Taken: 16,597.7
Workers' Comp Days Used: 385	Sick Leave Days Earned: 13,242.1 Sick Leave -Earned Value: \$2,726,822.62	Reg. Sick Leave Used Expense: \$899,361.63	Reg. Sick Leave Days Used: 4,297.0 Avg. Sick Leave Days Per EE: 4.32	Converted Sick Leave To Vacation Days Used: 295.5 Converted Sick Leave To Vacation Used Expense: \$65,982.80
Injury Leave Used Expense: \$44,445.00	Injury Leave Days Used: 170.4	Classification Appeals: 0	Reclassifications Up (Filled): 5 Up (Vacant): 0 Down (Filled): 0 Down (Vacant): 0 Lateral (Filled): 27 Lateral (Vacant): 0 Approx. Annual New Cost of Reclassified Positions:* \$32,147.23	Grievances Contract Grievances: 4 Disciplinary: 2 Language: 2 Non-Contract Grievances: 2 Disciplinary: 0 Language: 2 Arbitrations: 1
Funeral Leave Used Expense: \$2,601.72	Funeral Days Used: 9.3	Extraordinary Pay: \$30,276.00		
Jury Leave Used Expense: \$177.76	Jury Leave Days Used: 1.0	Special Duty Pay: \$0		

* based on difference between average of old and new pay grade FY '09. Vacancies and laterals were not calculated into the "cost."

Affirmative Action (Underutilization [UU] and Gains/Losses)

Females: Begin of Year (FY '09) UU: 41 Gains/Losses (FY '09): 3 End of Year (FY '09) UU: 38	Minorities: Begin of Year (FY '09) UU: 15 Gains/Losses (FY '09): 1 End of Year (FY '09) UU: 14	PWD: Begin of Year (FY '09) UU: 74 Gains/Losses (FY '09): -1 End of Year (FY '09) UU: 75
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Sources: AS400 Queries; "Just the Facts for FY09" Almanac; Department of Management; DAS-HRE Labor Relations Team and DAS-HRE Personnel Officers.

Date of Completion: January 2010