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**Questions?: Contact Pete Peterson, Iowa Department of Administrative Services,  
Human Resource Enterprise at (515) 281-4429**



Since the first “Just the Facts” in FY 2000, Reassignment, Recruitment, Retention and Performance bonuses have been drastically reduced. From FY 2000 to FY 2008, the total for these bonus pay expenditures have been reduced by 44.4% across all Executive Branch Departments.

Overtime has also been reduced. Executive Branch employees earned 117,238.6 days of overtime in Fiscal Year 2008, valued at \$29,058,002. Of the 117,238.6 days of overtime worked, 86.7% of these days were worked in three departments, Human Services, Transportation, and Corrections. From FY 2000 to FY 2008, overtime has been reduced by 2.0% across all Executive Branch Departments. In FY 2000, the average amount of overtime worked for employees in Human Services, Transportation, and Corrections, when aggregated, was 8.66 days per state employee. In FY 2008, the number of days per employee has dropped to 8.47 days.

### **Chapter 3: Equal Employment**

The State of Iowa is committed to equal opportunity in employment and ensuring that employment practices are nondiscriminatory. The state workforce continues to represent females and minorities in most EEO categories at rates greater than the relevant labor market. The State’s workforce overall has not completely kept pace with the increasing diversity in Iowa, based on the 2000 labor force reported in the U.S. Census. Females represent 51.1% of the State’s workforce compared to 47.4% in the statewide labor force. Minorities make up 5.7% of the State’s workforce while their representation in the statewide labor force is now 6.0%. The representation of persons with disabilities in the State’s workforce is 6.2% and is less than the 11.8% in the statewide labor force rate. Over a third of both female and racial/ethnic minority employees are found in professional job classes.

In the future, the State will need to explore a more diverse range of sources for applicants and methods of retention in order to remain competitive in the recruitment marketplace. Eighty-five percent of the net growth of the nation’s labor force during the 1990s came from people of color, immigrants, and women. The U.S. Census Bureau projects that racial/ethnic minorities will make up 8.8% of Iowa’s population by 2025.

Persons with disabilities also represent a relatively untapped source of labor. The employment gap between persons without disabilities (79.7%) and persons with disabilities (36.9%) is 42.8%.

The aging of the baby boomers may also result in a new labor pool to be tapped. While there will be a greater number of workers retiring, and retiring earlier, this is likely to increase the number of people interested in part-time employment and second careers.

### **Chapter 4: Leave**

Employees earned 435,207.2 days of vacation with a value of \$83,643,278.60 and took 401,364.7 days of vacation valued at \$77,321,727.71. This is approximately 19.53\* vacation days taken per full-time employee.

Employees used 172,323.4 days of regular sick leave, valued at \$31,997,360.59, during FY 2008. This is about 8.25 days per full-time and part-time employee. This was less than half of the total 333,221.8 days of total sick leave earned, valued at \$60,225,305.69.

*\* These figures are slightly inflated due to the fact that a small portion of these vacation and sick leave hours are attributed to permanent part-time employees not included in the average.*

## **Chapter 5: Benefits**

Health care costs and utilization continue to rise nationwide, and employees continue to ask for more flexibility in the benefits they receive. Just over 29% of health contract holders in the Executive Branch were in Wellmark's Program 3 Plus health plan. The employee premium share of family coverage for this plan has risen approximately 51% since FY 1998. The employer premium share of family coverage for this plan has more than tripled during the same period.

## **Chapter 6: Employee Mobility**

Many factors affect employee mobility: growth or decline in the number of state jobs, the availability of funding, the dynamics of state programs, types of occupations, geographical location of jobs, the characteristics of state employees themselves, external labor market conditions, and the availability of other employment.

The Executive Branch new hire rate has increased from 7.7% in FY 2001 to 9.9% in FY 2008. The Executive Branch turnover rate has decreased from 7.3% in FY 2001 to 6.7% in FY 2008. By comparison, according to data attained from the U.S. Department of Labor, turnover rates for the U.S., from September 2005 to August 2006 stand at 23.4%. In contrast to this number, state and local government turnover for the same period of time is 8.2%.

A five-year average shows that over 50% of employees who voluntarily left the Executive Branch were with the State for less than three years. This, along with the fact that by FY 2013, it has been estimated that over 23% of the current workforce will have reached retirement eligibility, makes it imperative that workforce planning be a part of the strategic planning process.

## **Chapter 7: Age & Years of Service**

The State's workforce continues to age, but the discrepancy between the 2 age groups previously reported in past years has decreased. "Just the Facts" for FY 2004 reported the number of employees in the 55-59 age group increased 30.9%, although this year the increase was only 18.6%. While the number of employees in the 25-29 age group remained fairly stable. In FY 2007, the increase was 8.3% and in FY 2008, the increase was 8.5%. At the end of FY 2008, the average age of the 20,552 full-time permanent employees working in the Executive Branch was 46.49 years and the average time worked for the State was 13.56 years. These figures are generally comparable when broken down by gender and racial/ethnic minority status. Again, findings support the need for departments to strategically plan for the future. Just slightly less than 60% of the workforce generally, and more than 73% of supervisors, are over 45 years of age.

## **Chapter 8: Collective Bargaining**

The majority (65.0%) of the 20,552 full-time permanent Executive Branch employees are in positions covered by the American Federation of State, County, and Municipal Employees (AFSCME), Iowa Council 61. Employees covered by the AFSCME collective bargaining agreement earn an average annual salary of \$46,027 (up 33.3% from FY 2001). Employees covered by the State Police Officers Council (SPOC) collective bargaining agreement earn an average annual salary of \$53,430 (up 24.9% from FY 2001). Employees covered by the United Electrical Local 893/Iowa United Professional (UE/IUP) collective bargaining agreement earn an average annual salary of \$49,518 (up 29.4% from FY 2001).

Employees covered by the AFSCME collective bargaining agreement are, on average, 46.82 years old and have been employed in the Executive Branch for 13.25 years. Employees

covered by the SPOC collective bargaining agreement are, on average, 37.80 years old and have been employed in the Executive Branch for 12.38 years. Employees covered by the UE/IUP collective bargaining agreement are, on average, 44.36 years old and have been employed in the Executive Branch for 12.56 years.

## **Conclusion**

DAS/HRE publishes “Just the Facts 2008,” an almanac on the Executive Branch workforce, for two primary reasons. First, to assist state decision makers in preparing for the future. Thorough strategic planning is requisite to state government’s future ability to provide quality products and services. Second, the almanac is intended to function as an historical source of workforce data that can be used for comparative purposes as the workforce continues to change.

The information in this almanac represents a static snapshot of our greatest resource – our employees. However, the workforce is fluid and constantly changing. Continuous workforce planning and management of our human capital are essential to future success.



# Executive Branch Full-Time Employees

DEPARTMENT	FY 01	FY 02	FY 03	FY 04	FY 05	FY 06	FY 07	FY 08
ADMINISTRATIVE SERVICES	*	*	*	366	366	367	375	400
AGRICULTURE	432	381	385	381	380	385	382	392
ALCOHOLIC BEVERAGES	***	***	***	***	51	50	61	61
AUDITOR	117	101	103	100	112	107	106	110
BANKING****	***	***	***	***	62	64	64	81
BLIND	100	95	100	102	99	97	92	89
CIVIL RIGHTS	36	35	28	27	23	23	23	26
COLLEGE AID	35	36	37	36	41	41	46	50
COMMERCE	314	293	287	308	****	****	****	****
CORRECTIONS	3,074	2,863	2,977	2,939	2,871	2,920	3,079	3,151
CREDIT UNION	***	***	***	***	16	15	13	17
CULTURAL AFFAIRS	83	70	63	65	64	70	71	75
ECONOMIC DEVELOPMENT***	190	201	207	216	131	127	131	147
EDUCATION	613	612	599	609	592	596	573	612
ELDER AFFAIRS	31	29	29	24	28	32	32	37
ETHICS/CAMPAIGN DISCLOSURE	8	5	6	6	6	6	5	6
FINANCE AUTHORITY	***	***	***	***	86	86	83	86
GENERAL SERVICES	206	174	162	**	**	**	**	**
GOVERNOR'S OFFICE	47	44	39	40	40	40	39	49
HUMAN RIGHTS	52	51	51	54	57	55	52	56
HUMAN SERVICES	5,477	5,136	5,038	5,146	5,237	5,520	5,625	5,781
INFORMATION TECHNOLOGY	136	113	116	**	**	**	**	**
INSPECTIONS AND APPEALS	481	456	459	474	488	505	514	531
INSURANCE	***	***	***	***	84	87	88	88
IOWA COMMUNICATIONS NTRWK	99	97	95	96	90	80	84	81
IOWA PUBLIC TELEVISION	129	123	112	116	110	116	116	111
IPERS	***	***	***	86	83	86	82	79
JUSTICE*****	218	210	202	207	203	204	241	246
LAW ENFORCEMENT ACADEMY	31	30	27	27	27	27	27	26
LOTTERY	***	***	***	108	108	112	111	110
MANAGEMENT	30	27	27	28	27	28	30	32
NATURAL RESOURCES	864	853	880	898	912	928	945	974
PAROLE	12	11	10	11	10	10	11	11
PERSONNEL	159	148	151	**	**	**	**	**
PROFESSIONAL LICENSING	***	***	***	***	10	12	14	****
PUBLIC DEFENSE	294	306	327	366	373	361	354	362
PUBLIC EMPLOYMENT RELATIONS	12	9	10	10	10	9	9	11
PUBLIC HEALTH	373	372	397	388	394	410	407	432
PUBLIC SAFETY	946	898	861	838	847	948	953	990
REVENUE ***	560	491	473	359	369	373	362	385
SECRETARY OF STATE	41	30	34	35	39	40	36	38
TRANSPORTATION	3,533	3,139	3,163	3,156	3,112	3,112	3,045	3,063
TREASURER	21	24	21	24	22	23	24	23
UTILITIES	***	***	***	***	90	89	67	68
VETERAN'S AFFAIRS	754	733	736	769	779	799	813	860
WORKFORCE DEVELOPMENT	851	757	765	783	753	766	779	805
<b>GRAND TOTALS</b>	<b>20,359</b>	<b>18,953</b>	<b>18,977</b>	<b>19,198</b>	<b>19,202</b>	<b>19,726</b>	<b>19,964</b>	<b>20,552</b>

\* Department not in existence at the time.

\*\* Former individual departments, which now make up the Department of Administrative Services.

\*\*\* Formerly part of other department and now are their own department.

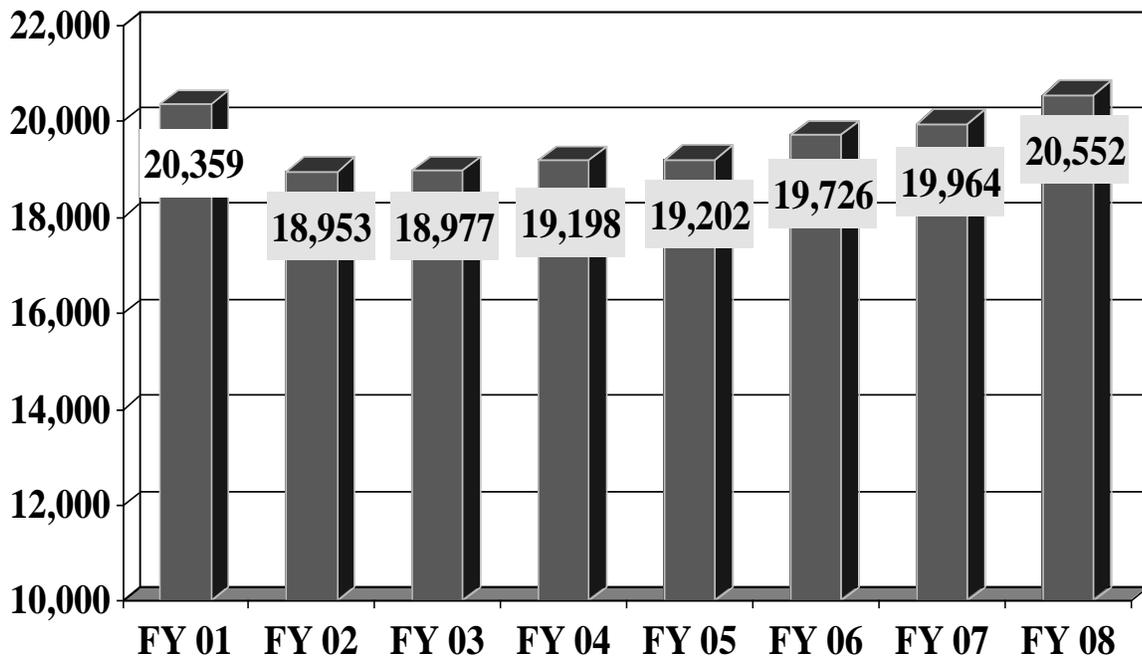
\*\*\*\* Commerce is now reported individually by division (as of FY08, Professional Licensing is reported with Banking).

\*\*\*\*\* as of FY07 Justice includes the Consumer Advocate Office, which in previous years has been reported with Commerce-Utilities

-Does not include Fair Authority, Community-Based Corrections, or Regents employees.

Source: Iowa Department of Administrative Services, Human Resource Enterprise (HRE) - AS/400 Query: PPeterson.

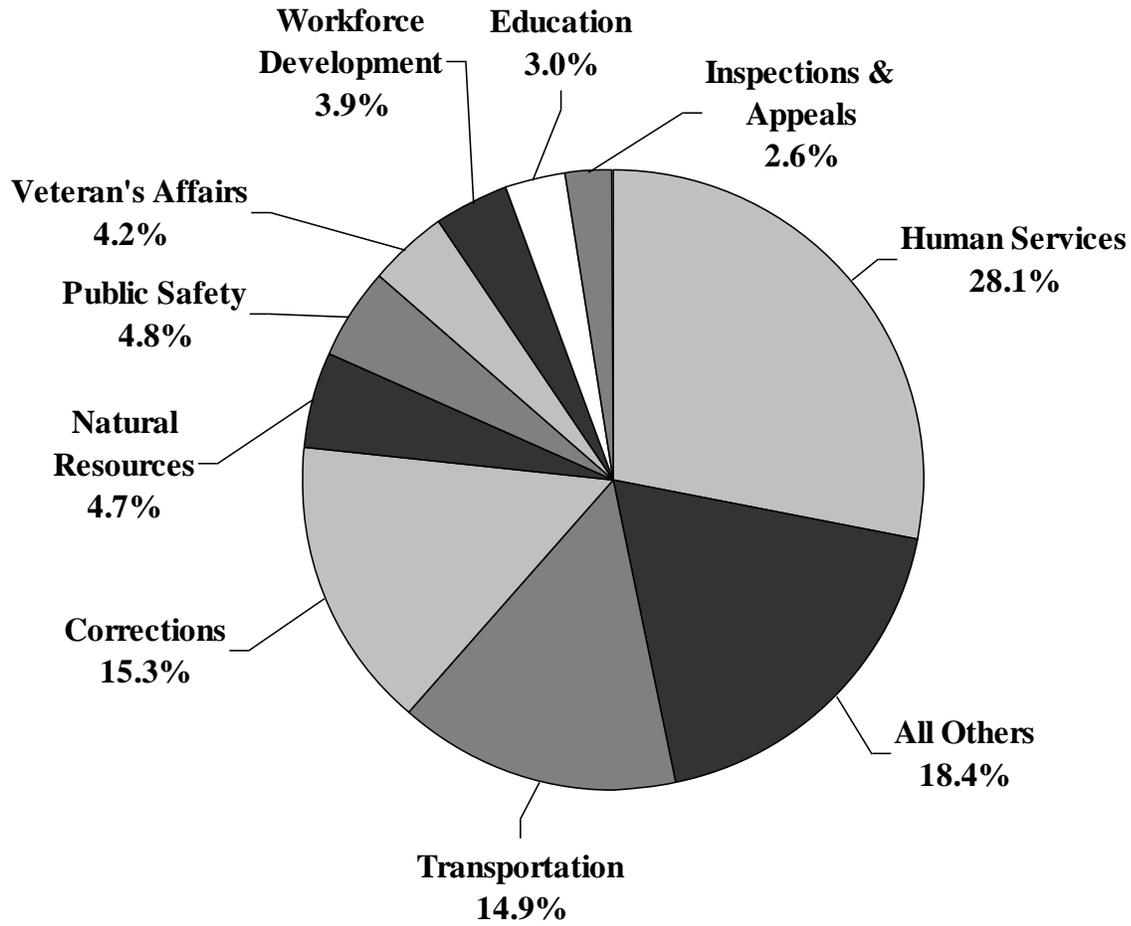
## Executive Branch Full-Time Employees by Fiscal Year



*-Does not include Fair Authority, Community-Based Corrections, or Regents employees.*

Source: Iowa Department of Administrative Services, HRE - AS/400 Query: PPeterson.

# Executive Branch Full-Time Employee Percentages by Department, Fiscal Year 2008



-Does not include Fair Authority, Community-Based Corrections, or Regents employees.

Source: Iowa Department of Administrative Services, HRE - AS/400 Query: PPeterson.

# Executive Branch Full-Time Employees by Work County

COUNTY	FY01	FY02	FY03	FY04	FY05	FY06	FY07	FY08
	15	9	7	98*	6	6	5	4
ADAIR	28	33	29	30	31	29	29	28
ADAMS	10	9	9	9	9	8	7	8
ALLAMAKEE	37	32	27	35	31	32	28	32
APPANOOSE	45	39	39	41	40	40	41	41
AUDUBON	7	3	3	3	6	7	8	8
BENTON	32	37	39	41	40	41	43	37
BLACK HAWK	434	407	381	377	378	407	415	425
BOONE	702	687	699	692	697	748	766	780
BREMER	27	29	28	27	30	30	30	30
BUCHANAN	393	366	334	321	322	318	315	318
BUENA VISTA	55	51	52	48	47	52	53	53
BUTLER	28	24	27	28	27	30	31	31
CALHOUN	132	118	116	116	112	122	119	124
CARROLL	90	84	99	69	70	70	67	69
CASS	106	100	99	98	87	91	93	90
CEDAR	30	21	22	21	18	19	20	20
CERRO GORDO	226	209	214	223	222	228	225	228
CHEROKEE	286	273	275	305	309	342	340	348
CHICKASAW	43	34	35	35	33	33	33	33
CLARKE	107	95	95	52	51	59	58	61
CLAY	70	78	86	94	96	98	87	92
CLAYTON	31	30	25	25	28	32	33	36
CLINTON	86	81	78	83	82	89	88	89
CRAWFORD	59	45	43	46	49	50	49	54
DALLAS	48	50	51	51	50	51	48	49
DAVIS	18	18	15	15	14	13	10	9
DECATUR	29	26	29	30	28	29	29	29
DELAWARE	84	74	78	76	76	78	77	77
DES MOINES CTY	107	97	101	99	102	102	110	107
DICKINSON	40	43	44	45	43	46	45	50
DUBUQUE	165	166	168	171	177	192	190	199
EMMET	23	20	20	17	18	18	16	17
FAYETTE	55	57	58	66	65	65	65	66
FLOYD	35	29	36	38	35	37	37	41
FRANKLIN	24	22	17	18	17	17	17	17
FREMONT	24	18	18	18	18	18	21	19
GREENE	28	27	23	22	22	23	23	22
GRUNDY	12	11	10	12	12	11	12	12
GUTHRIE	30	23	18	18	19	19	18	20
HAMILTON	43	32	30	32	33	31	30	31
HANCOCK	25	22	23	23	23	24	25	25
HARDIN	241	233	216	215	213	223	221	225
HARRISON	34	30	32	32	32	31	30	32
HENRY	518	487	478	482	465	476	482	490
HOWARD	10	2	1	1	2	1	0	2
HUMBOLDT	12	7	5	5	6	6	5	5
IDA	10	8	9	8	9	9	10	10
IOWA	29	27	24	24	24	23	24	25
JACKSON	50	49	45	45	44	43	40	39

NOTE: County #0 indicates employee's work assignment outside Iowa.

-Does not include Fair Authority, Community-Based Corrections, or Regents employees.

\* County codes were incorrect for FY04.

Source: Iowa Department of Administrative Services, HRE - AS/400 Query: PPeterson.

## Executive Branch Full-Time Employees by Work County (cont.)

COUNTY NAME	FY01	FY02	FY03	FY04	FY05	FY06	FY07	FY08
JASPER	427	391	408	389	379	384	393	400
JEFFERSON	78	76	82	81	81	79	78	79
JOHNSON	524	490	497	494	485	499	673	744
JONES	437	410	418	415	400	400	395	395
KEOKUK	19	20	19	18	17	19	20	19
KOSSUTH	30	29	29	30	27	29	27	28
LEE	587	557	640	639	624	617	618	622
LINN	494	423	426	398	408	419	430	441
LOUISA	20	16	10	11	11	11	11	11
LUCAS	64	52	53	55	55	56	52	52
LYON	18	16	14	15	15	15	16	15
MADISON	13	8	8	8	9	10	10	10
MAHASKA	39	35	37	37	40	43	44	44
MARION	38	39	40	40	40	44	39	41
MARSHALL	837	812	823	857	872	901	916	955
MILLS	857	850	855	865	889	931	945	953
MITCHELL	8	8	9	9	9	11	10	9
MONONA	28	26	20	20	22	25	26	25
MONROE	20	14	15	11	12	13	15	15
MONTGOMERY	41	36	25	25	24	23	23	27
MUSCATINE	72	70	79	84	80	86	85	89
O'BRIEN	27	25	26	26	25	28	13	13
OSCEOLA	9	3	3	3	3	3	16	17
PAGE	444	408	405	402	435	425	425	416
PALO ALTO	19	13	13	13	13	10	17	16
PLYMOUTH	33	31	36	37	33	34	33	34
POCAHONTAS	16	14	11	11	10	10	11	12
POLK	6,833	6,338	6,285	6,393	6,488	6,638	6,652	6,938
POTTAWATTAMIE	295	284	293	309	327	345	351	381
POWESHIEK	31	29	28	29	28	30	29	27
RINGGOLD	17	16	12	14	13	12	12	12
SAC	23	23	20	20	20	21	20	20
SCOTT	326	313	311	319	322	344	352	349
SHELBY	22	13	8	8	8	8	8	8
SIOUX	25	25	24	25	26	29	28	29
STORY	1,256	1,126	1,126	1,130	1,108	1,118	1,086	1,116
TAMA	155	148	135	136	133	141	144	148
TAYLOR	15	15	10	10	9	9	7	6
UNION	65	59	66	64	63	67	61	63
VAN BUREN	16	11	10	9	10	10	15	16
WAPELLO	157	143	145	144	148	143	142	140
WARREN	43	37	36	34	37	42	42	35
WASHINGTON	56	53	55	57	58	56	59	59
WAYNE	9	7	4	5	5	5	5	5
WEBSTER	525	496	504	512	495	504	506	514
WINNEBAGO	18	12	14	13	13	13	13	14
WINNESHIEK	61	59	58	60	60	60	65	69
WOODBURY	403	370	389	402	410	406	422	425
WORTH	15	13	12	13	13	12	13	15
WRIGHT	21	19	21	19	22	21	23	24
<b>TOTALS</b>	<b>20,359</b>	<b>18,953</b>	<b>18,977</b>	<b>19,198</b>	<b>19,202</b>	<b>19,726</b>	<b>19,964</b>	<b>20,552</b>

-Does not include Fair Authority, Community-Based Corrections, or Regents employees.

Source: Iowa Department of Administrative Services, HRE - AS/400 Query: PPeterson.

# Executive Branch Full-Time Employees by Work County, Fiscal Year 2008



-Does not include Fair Authority, Community-Based Corrections, or Regents employees.

Source: Iowa Department of Administrative Services, HRE - AS/400 Query: PPeterson.

# Executive Branch Full-Time Employees by EEO-4 Category, Fiscal Year 2008

DEPARTMENT	EEO-4 Category 1 Official / Administrator	EEO-4 Category 2 Professional	EEO-4 Category 3 Technician	EEO-4 Category 4 Protective Service: Sworn	EEO-4 Category 5 Protective Service: Non-Sworn	EEO-4 Category 6 Admin Support	EEO-4 Category 7 Skilled Craft	EEO-4 Category 8 Service Maintenance
ADMINISTRATIVE SERVICES	47	188	28	0	0	33	35	69
AGRICULTURE	29	118	131	0	0	113	0	0
ALCOHOLIC BEVERAGES	5	16	2	0	0	8	0	30
AUDITOR	9	96	1	0	0	3	0	0
BANKING	17	59	1	0	0	4	0	0
BLIND	12	44	2	0	0	22	9	0
CIVIL RIGHTS	3	20	1	0	0	2	0	0
COLLEGE AID	7	34	3	0	0	6	0	0
COMMERCE	***	***	***	***	***	***	***	***
CORRECTIONS	249	515	68	1,924	0	166	179	50
CREDIT UNION	4	12	0	0	0	1	0	0
CULTURAL AFFAIRS	7	51	5	0	0	6	0	6
ECONOMIC DEVELOPMENT**	25	97	4	0	0	13	0	8
EDUCATION	36	338	111	0	0	121	3	3
ELDER AFFAIRS	15	16	3	0	0	3	0	0
ETHICS/CAMPAIGN DISCLOSURE	1	3	0	0	0	2	0	0
FINANCE AUTHORITY**	31	53	0	0	0	2	0	0
GENERAL SERVICES	*	*	*	*	*	*	*	*
GOVERNOR'S OFFICE	23	16	0	0	0	2	0	6
HUMAN RIGHTS	13	39	1	0	0	3	0	0
HUMAN SERVICES	459	1,952	1,027	247	0	654	126	1,316
INFORMATION TECHNOLOGY	*	*	*	*	*	*	*	*
INSPECTIONS AND APPEALS	32	413	4	0	0	82	0	0
INSURANCE	19	55	0	0	0	14	0	0
IOWA COMMUNICATIONS NTKW	19	52	7	0	0	1	2	0
IOWA PUBLIC TELEVISION	16	47	43	0	0	5	0	0
IPERS**	14	52	2	0	0	11	0	0
JUSTICE	27	182	1	0	0	35	0	0
LAW ENFORCEMENT ACADEMY	2	14	0	1	0	7	2	0
LOTTERY**	19	62	9	0	0	18	0	2
MANAGEMENT	4	26	0	0	0	2	0	0
NATURAL RESOURCES	134	510	155	122	0	47	4	2
PAROLE	3	6	0	0	0	2	0	0
PERSONNEL	*	*	*	*	*	*	*	*
PROFESSIONAL LICENSING	***	***	***	***	***	***	***	***
PUBLIC DEFENSE	36	106	10	101	0	10	78	21
PUBLIC EMPLOYMENT RELATIONS	3	5	1	0	0	2	0	0
PUBLIC HEALTH	82	268	12	4	0	66	0	0
PUBLIC SAFETY	49	66	65	677	0	124	9	0
REVENUE**	51	263	3	0	0	68	0	0
SECRETARY OF STATE	6	18	0	0	0	13	0	0
TRANSPORTATION	195	543	564	121	0	342	1,255	43
TREASURER	5	14	2	0	0	1	0	0
UTILITIES	13	46	1	0	0	8	0	0
VETERAN'S AFFAIRS	34	208	102	6	0	71	26	413
WORKFORCE DEVELOPMENT	75	568	18	0	0	142	0	2
<b>GRAND TOTALS</b>	<b>1,830</b>	<b>7,191</b>	<b>2,387</b>	<b>3,203</b>	<b>0</b>	<b>2,235</b>	<b>1,728</b>	<b>1,971</b>

\* Former individual departments, which now make up the Department of Administrative Services.

\*\* Formerly part of other department and now are their own department.

\*\*\* Commerce is now reported individually by division (as of FY08, Professional Licensing is reported with Banking).

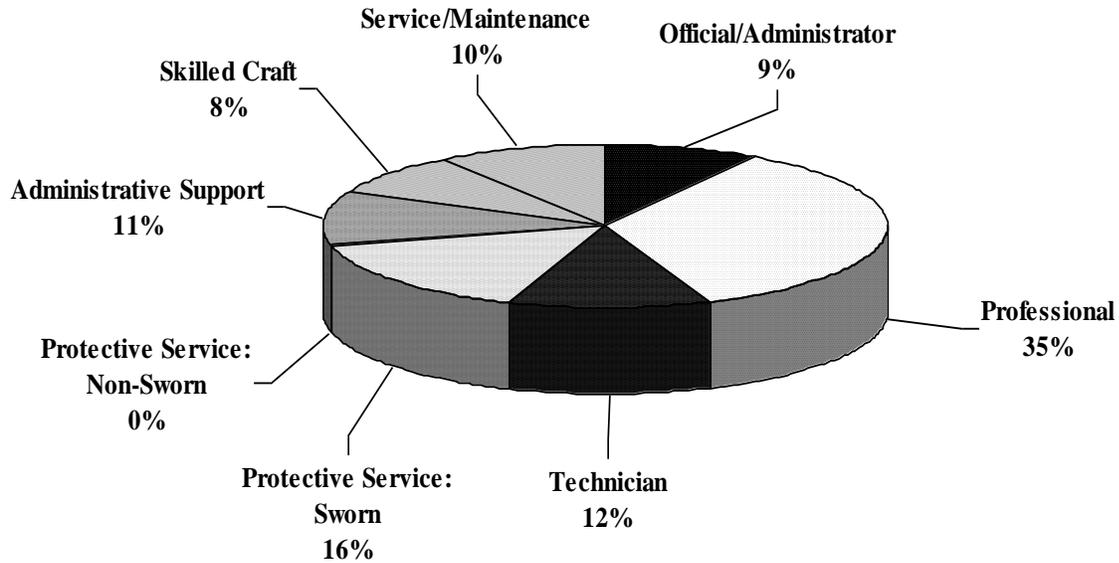
**NOTE:** EEO-4 Category - The Equal Employment Opportunity occupational category to which a given job class is assigned. There are eight distinct categories (please refer to page 22-23 for definitions of these categories).

**NOTE:** The Equal Employment Opportunity Commission exempts elected officials (7) from the EEO-4 Category groupings (pursuant to Section 701(f) of the Equal Employment Opportunity Act of 1972).

-Does not include Fair Authority, Community-Based Corrections, or Regents employees.

Source: Iowa Department of Administrative Services, HRE - AS/400 Query: PPeterson.

# Executive Branch Full-Time Employee Percentages by EEO-4 Category, Fiscal Year 2008



NOTE: Percentages are rounded.

NOTE: EEO-4 Category - The Equal Employment Opportunity occupational category to which a given job class is assigned. There are eight distinct categories.

NOTE: By definition, elected officials are not included in EEO-4 Category groupings.

*-Does not include Fair Authority, Community-Based Corrections, or Regents employees.*

Source: Iowa Department of Administrative Services, HRE - AS/400 Query: PPeterson.

# Executive Branch Part-Time Employees by Department

DEPARTMENT	FY00	FY01	FY02	FY03	FY04	FY05	FY06	FY07	FY08
ADMINISTRATIVE SERVICES	*	*	*	*	2	8	6	3	8
AGRICULTURE	6	0	0	1	2	1	1	1	1
ALCOHOLIC BEVERAGES	***	***	***	***	***	0	0	0	0
AUDITOR	1	1	1	1	1	1	1	1	0
BANKING****	***	***	***	***	***	1	1	1	1
BLIND	1	0	0	0	1	0	0	0	0
CIVIL RIGHTS	1	1	1	1	1	0	1	1	1
COLLEGE AID	0	0	0	0	0	0	0	0	2
COMMERCE	9	6	6	6	6	****	****	****	****
CORRECTIONS	8	11	11	12	15	14	13	13	12
CREDIT UNION	***	***	***	***	***	0	0	0	0
CULTURAL AFFAIRS	3	3	3	3	4	2	3	6	5
ECONOMIC DEVELOPMENT***	1	1	1	1	1	1	1	1	1
EDUCATION	0	4	4	13	35	36	33	36	42
ELDER AFFAIRS	0	0	1	1	1	1	0	1	1
ETHICS/CAMPAIGN DISCLOSURE	0	0	1	0	0	0	0	0	0
FINANCE AUTHORITY	***	***	***	***	***	0	0	0	2
GENERAL SERVICES	4	3	2	1	**	**	**	**	**
GOVERNOR'S OFFICE	0	0	0	0	0	0	0	0	0
HUMAN RIGHTS	0	0	0	0	1	0	1	1	0
HUMAN SERVICES	56	55	40	43	48	40	38	37	37
INFORMATION TECHNOLOGY	0	0	0	0	**	**	**	**	**
INSPECTIONS AND APPEALS	21	20	20	31	31	30	33	36	38
INSURANCE	***	***	***	***	***	3	4	4	4
IOWA COMMUNICATIONS NTWRK	0	0	0	0	0	0	0	0	0
IOWA PUBLIC TELEVISION	0	2	1	0	2	4	2	3	2
IPERS	***	***	***	***	2	2	2	2	2
JUSTICE	0	5	4	4	4	5	4	4	4
LAW ENFORCEMENT ACADEMY	0	0	0	0	0	0	0	0	0
LOTTERY	***	***	***	***	2	1	3	3	3
MANAGEMENT	0	0	0	0	0	0	0	0	0
NATURAL RESOURCES	22	4	3	4	5	5	6	6	6
PAROLE	5	4	4	4	3	4	4	4	3
PERSONNEL	1	1	2	2	**	**	**	**	**
PROFESSIONAL LICENSING	***	***	***	***	***	0	0	0	****
PUBLIC DEFENSE	2	3	1	0	0	0	2	3	1
PUBLIC EMPLOYMENT RELATIONS	0	0	0	0	0	0	0	0	0
PUBLIC HEALTH	0	0	0	0	2	4	5	6	6
PUBLIC SAFETY	2	3	3	1	1	1	1	2	2
REVENUE ***	2	4	3	3	1	1	2	2	2
SECRETARY OF STATE	2	1	0	0	0	0	0	0	0
TRANSPORTATION	41	39	26	21	22	18	17	19	16
TREASURER	1	1	1	1	1	1	1	1	1
UTILITIES	***	***	***	***	***	4	4	3	3
VETERAN'S AFFAIRS	109	109	112	111	115	117	111	113	116
WORKFORCE DEVELOPMENT	8	7	7	8	8	7	8	7	7
<b>GRAND TOTALS</b>	<b>306</b>	<b>288</b>	<b>258</b>	<b>273</b>	<b>317</b>	<b>312</b>	<b>308</b>	<b>320</b>	<b>329</b>

\* Department not in existence at the time.

\*\* Former individual departments, which now make up the Department of Administrative Services.

\*\*\* Formerly part of other department and now are their own department.

\*\*\*\* Commerce is now reported individually by division (as of FY08, Professional Licensing is reported with Banking).

-Does not include Fair Authority, Community-Based Corrections, or Regents employees.

Source: Iowa Department of Administrative Services, HRE - AS/400 Query: PPeterson.

# Executive Branch Temporary Employees by Department

DEPARTMENT	FY01	FY02	FY03	FY04	FY05	FY06	FY07	FY08
ADMINISTRATIVE SERVICES	*	*	*	4	2	4	7	7
AGRICULTURE	16	16	46	74	37	27	25	32
ALCOHOLIC BEVERAGES	***	***	***	***	1	0	4	4
AUDITOR	3	0	0	0	0	0	1	0
BANKING****	***	***	***	***	0	0	1	1
BLIND	3	4	5	9	8	14	19	11
CIVIL RIGHTS	0	0	0	0	0	1	9	19
COLLEGE AID	0	0	0	0	1	1	1	1
COMMERCE	2	3	3	2	****	****	****	****
CORRECTIONS	36	25	46	53	68	61	63	73
CREDIT UNION	***	***	***	***	0	0	0	0
CULTURAL AFFAIRS	13	5	10	18	18	26	41	32
ECONOMIC DEVELOPMENT***	13	7	9	10	8	1	1	9
EDUCATION	7	5	7	12	12	5	8	15
ELDER AFFAIRS	0	0	0	1	1	1	1	2
ETHICS/CAMPAIGN DISCLOSURE	0	0	0	0	0	0	0	0
FINANCE AUTHORITY	***	***	***	***	0	0	0	0
GENERAL SERVICES	0	1	0	**	**	**	**	**
GOVERNOR'S OFFICE	2	3	1	0	2	1	3	2
HUMAN RIGHTS	3	3	1	0	0	0	1	10
HUMAN SERVICES	76	61	82	102	104	136	128	150
INFORMATION TECHNOLOGY	0	2	1	**	**	**	**	**
INSPECTIONS AND APPEALS	27	33	43	27	32	31	34	30
INSURANCE	***	***	***	***	8	4	6	4
IOWA COMMUNICATIONS NTRWK	0	3	0	0	1	1	0	0
IOWA PUBLIC TELEVISION	32	28	26	35	23	35	38	39
IPERS	***	***	***	0	1	1	1	0
JUSTICE	6	3	4	4	6	6	7	11
LAW ENFORCEMENT ACADEMY	4	4	4	4	4	4	4	4
LOTTERY	***	***	***	5	6	3	1	1
MANAGEMENT	2	1	0	0	0	0	0	1
NATURAL RESOURCES	511	336	364	313	338	354	400	445
PAROLE	2	4	3	3	4	2	4	1
PERSONNEL	0	3	4	**	**	**	**	**
PROFESSIONAL LICENSING	***	***	***	***	0	0	0	****
PUBLIC DEFENSE	44	45	19	29	26	23	29	21
PUBLIC EMPLOYMENT RELATIONS	0	0	0	0	0	0	0	0
PUBLIC HEALTH	46	41	46	33	45	68	62	60
PUBLIC SAFETY	46	3	5	23	26	28	27	31
REVENUE ***	94	70	73	51	50	35	42	40
SECRETARY OF STATE	6	1	2	1	2	5	1	1
TRANSPORTATION	188	134	149	89	80	81	106	105
TREASURER	2	3	2	2	3	2	0	1
UTILITIES	***	***	***	***	0	0	0	0
VETERAN'S AFFAIRS	52	65	83	83	111	98	102	69
WORKFORCE DEVELOPMENT	61	96	74	44	61	23	6	15
<b>GRAND TOTALS</b>	<b>1,297</b>	<b>1,008</b>	<b>1,112</b>	<b>1,031</b>	<b>1,089</b>	<b>1,082</b>	<b>1,183</b>	<b>1,247</b>

\* Department not in existence at the time.

\*\* Former individual departments, which now make up the Department of Administrative Services.

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-Does not include Fair Authority, Community-Based Corrections, or Regents employees.

Source: Iowa Department of Administrative Services, HRE - AS/400 Query: PPeterson.



# Executive Branch Bonus Pay Expenditures by Department, Fiscal Year 2008

DEPARTMENT	Reassignment		Recruitment		Retention		Performance	
	Count	Cost	Count	Cost	Count	Cost	Count	Cost
ADMINISTRATIVE SERVICES	1	\$3,777.60	0	\$0.00	3	\$9,480.72	1	\$600.00
AGRICULTURE	0	\$0.00	0	\$0.00	1	\$4,800.00	0	\$0.00
ALCOHOLIC BEVERAGES**	0	\$0.00	0	\$0.00	0	\$0.00	0	\$0.00
AUDITOR	0	\$0.00	0	\$0.00	0	\$0.00	0	\$0.00
BANKING**	0	\$0.00	0	\$0.00	0	\$0.00	0	\$0.00
BLIND	0	\$0.00	0	\$0.00	0	\$0.00	0	\$0.00
CIVIL RIGHTS	0	\$0.00	0	\$0.00	0	\$0.00	0	\$0.00
COLLEGE AID	0	\$0.00	0	\$0.00	0	\$0.00	0	\$0.00
CORRECTIONS	0	\$0.00	0	\$0.00	6	\$83,365.76	0	\$0.00
CREDIT UNION**	0	\$0.00	0	\$0.00	0	\$0.00	0	\$0.00
CULTURAL AFFAIRS	0	\$0.00	0	\$0.00	0	\$0.00	0	\$0.00
ECONOMIC DEVELOPMENT*	0	\$0.00	0	\$0.00	1	\$11,429.60	0	\$0.00
EDUCATION	0	\$0.00	1	\$2,000.00	0	\$0.00	0	\$0.00
ELDER AFFAIRS	0	\$0.00	1	\$5,000.00	2	\$3,599.20	1	\$2,500.00
ETHICS/CAMPAIGN DISCLOSURE	0	\$0.00	0	\$0.00	0	\$0.00	0	\$0.00
FINANCE AUTHORITY*	0	\$0.00	0	\$0.00	0	\$0.00	0	\$0.00
GOVERNOR'S OFFICE	0	\$0.00	0	\$0.00	0	\$0.00	2	\$2,700.00
HUMAN RIGHTS	0	\$0.00	1	\$18,574.40	0	\$0.00	0	\$0.00
HUMAN SERVICES	0	\$0.00	3	\$11,000.00	6	\$17,000.60	0	\$0.00
INSPECTIONS AND APPEALS	0	\$0.00	0	\$0.00	0	\$0.00	1	\$3,500.00
INSURANCE**	0	\$0.00	0	\$0.00	22	\$71,620.87	0	\$0.00
IOWA COMMUNICATIONS NTKW	0	\$0.00	0	\$0.00	0	\$0.00	0	\$0.00
IOWA PUBLIC TELEVISION	0	\$0.00	0	\$0.00	0	\$0.00	0	\$0.00
IPERS*	0	\$0.00	0	\$0.00	0	\$0.00	0	\$0.00
JUSTICE	0	\$0.00	1	\$96.00	0	\$0.00	0	\$0.00
LAW ENFORCEMENT ACADEMY	0	\$0.00	0	\$0.00	0	\$0.00	0	\$0.00
LOTTERY*	0	\$0.00	0	\$0.00	0	\$0.00	0	\$0.00
MANAGEMENT	0	\$0.00	0	\$0.00	0	\$0.00	0	\$0.00
NATURAL RESOURCES	1	\$2,808.00	2	\$6,000.00	1	\$5,220.80	1	\$2,000.00
PAROLE	0	\$0.00	0	\$0.00	0	\$0.00	0	\$0.00
PROFESSIONAL LICENSING	**	**	**	**	**	**	**	**
PUBLIC DEFENSE	1	\$849.60	0	\$0.00	0	\$0.00	45	\$79,800.00
PUBLIC EMPLOYMENT RELATIONS	0	\$0.00	0	\$0.00	0	\$0.00	0	\$0.00
PUBLIC HEALTH	0	\$0.00	0	\$0.00	1	\$384.60	0	\$0.00
PUBLIC SAFETY	0	\$0.00	0	\$0.00	0	\$0.00	1	\$4,000.00
REVENUE*	0	\$0.00	1	\$1,000.00	0	\$0.00	0	\$0.00
SECRETARY OF STATE	0	\$0.00	0	\$0.00	0	\$0.00	0	\$0.00
TRANSPORTATION	0	\$0.00	0	\$0.00	0	\$0.00	0	\$0.00
TREASURER	0	\$0.00	0	\$0.00	0	\$0.00	0	\$0.00
UTILITIES**	0	\$0.00	0	\$0.00	1	\$2,953.92	0	\$0.00
VETERANS AFFAIRS	0	\$0.00	0	\$0.00	8	\$104,593.77	0	\$0.00
WORKFORCE DEVELOPMENT	0	\$0.00	0	\$0.00	0	\$0.00	0	\$0.00
<b>GRAND TOTALS</b>	<b>3</b>	<b>\$7,435.20</b>	<b>10</b>	<b>\$43,670.40</b>	<b>52</b>	<b>\$314,449.84</b>	<b>52</b>	<b>\$95,100.00</b>

\* Formerly part of other department and now are their own department.

\*\* Commerce is now reported individually by division (as of FY08, Professional Licensing is reported with Banking).

NOTE: Employees receiving bonuses counted only one time in each category but may have received more than one payment.

-Does not include Fair Authority, Community-Based Corrections, or Regents employees.

Source: Iowa Department of Administrative Services, HRE - AS/400 Query: TMohning.

# Executive Branch Full-Time Average Base Salary by Department

Department	FY 01	FY 02	FY 03	FY 04	FY 05	FY 06	FY 07	FY 08
ADMINISTRATIVE SERVICES	*	*	*	\$53,023	\$56,017	\$57,743	\$58,841	\$60,169
AGRICULTURE	\$36,720	\$38,572	\$40,716	\$42,939	\$44,696	\$45,630	\$46,820	\$48,029
ALCOHOLIC BEVERAGES	****	****	****	****	\$42,632	\$45,069	\$41,517	\$45,154
AUDITOR	\$45,819	\$49,830	\$51,673	\$54,007	\$52,465	\$54,291	\$54,838	\$57,155
BANKING	****	****	****	****	\$68,909	\$71,871	\$77,197	\$77,236
BLIND	\$37,363	\$39,527	\$41,684	\$43,837	\$46,280	\$47,031	\$48,874	\$51,403
CIVIL RIGHTS	\$42,129	\$44,148	\$47,370	\$49,470	\$50,587	\$53,341	\$54,489	\$55,606
COLLEGE AID	\$36,947	\$39,899	\$42,351	\$44,545	\$45,186	\$47,409	\$49,227	\$51,512
COMMERCE	\$52,011	\$56,153	\$59,580	\$59,858	****	****	****	****
CORRECTIONS	\$36,950	\$38,942	\$40,924	\$43,303	\$45,659	\$46,933	\$47,323	\$49,026
CREDIT UNION	****	****	****	****	\$56,890	\$60,866	\$69,741	\$69,528
CULTURAL AFFAIRS	\$39,833	\$42,400	\$45,486	\$46,868	\$49,731	\$49,293	\$51,407	\$53,574
ECONOMIC DEVELOPMENT	\$47,442	\$48,704	\$50,814	\$54,050	\$56,775	\$58,344	\$59,975	\$61,972
EDUCATION	\$41,992	\$44,317	\$47,738	\$50,424	\$52,745	\$54,745	\$56,856	\$58,337
ELDER AFFAIRS	\$43,579	\$47,779	\$48,882	\$51,894	\$53,089	\$54,075	\$54,679	\$57,058
ETHICS/CAMPAIGN DISCLOSURE	\$44,803	\$43,697	\$46,011	\$48,105	\$51,467	\$53,888	\$57,671	\$57,057
FINANCE AUTHORITY	***	***	***	***	\$56,169	\$59,834	\$62,351	\$66,900
GENERAL SERVICES	\$34,941	\$36,665	\$36,705	**	**	**	**	**
GOVERNOR'S OFFICE	\$50,237	\$50,623	\$52,486	\$53,482	\$55,474	\$57,525	\$57,857	\$60,522
HUMAN RIGHTS	\$44,003	\$45,990	\$48,389	\$49,457	\$51,894	\$54,618	\$57,120	\$60,140
HUMAN SERVICES	\$35,688	\$36,953	\$38,826	\$40,309	\$41,945	\$42,787	\$44,209	\$45,498
INFORMATION TECHNOLOGY	\$58,099	\$62,378	\$66,257	**	**	**	**	**
INSPECTIONS AND APPEALS	\$48,262	\$50,389	\$53,133	\$55,713	\$58,199	\$59,248	\$60,471	\$62,247
INSURANCE	****	****	****	****	\$55,910	\$56,297	\$57,745	\$60,527
IA COMMUNICATIONS NETWORK	\$49,800	\$51,772	\$55,501	\$59,516	\$61,334	\$64,849	\$67,112	\$70,824
IOWA PUBLIC TELEVISION	\$43,559	\$44,838	\$49,079	\$51,143	\$53,764	\$55,019	\$56,342	\$58,959
IPERS	***	***	***	\$54,162	\$56,884	\$58,295	\$59,711	\$63,630
JUSTICE*****	\$61,897	\$64,017	\$66,106	\$67,995	\$68,314	\$70,247	\$75,754	\$78,962
LAW ENFORCEMENT ACADEMY	\$42,734	\$45,156	\$46,914	\$48,992	\$50,409	\$51,987	\$53,853	\$55,666
LOTTERY	***	***	***	\$48,642	\$52,600	\$54,316	\$56,103	\$56,107
MANAGEMENT	\$67,000	\$68,478	\$72,316	\$74,864	\$77,391	\$77,623	\$79,490	\$83,329
NATURAL RESOURCES	\$43,448	\$45,544	\$48,060	\$49,471	\$51,984	\$53,503	\$54,766	\$56,521
PAROLE	\$49,683	\$49,090	\$52,995	\$52,680	\$55,016	\$58,278	\$54,767	\$61,777
PERSONNEL	\$46,574	\$48,836	\$52,267	**	**	**	**	**
PROFESSIONAL LICENSING	****	****	****	****	\$52,171	\$53,454	\$58,470	****
PUBLIC DEFENSE	\$35,694	\$38,179	\$40,791	\$42,553	\$44,803	\$46,774	\$48,694	\$50,251
PUBL EMPLOYMENT RELATIONS	\$57,390	\$58,613	\$63,006	\$65,136	\$67,626	\$80,221	\$82,961	\$81,344
PUBLIC HEALTH	\$45,971	\$48,240	\$50,239	\$52,713	\$55,278	\$56,192	\$57,755	\$59,809
PUBLIC SAFETY	\$43,383	\$46,054	\$49,062	\$51,146	\$52,834	\$52,405	\$53,651	\$55,688
REVENUE***	\$41,950	\$44,403	\$48,111	\$49,193	\$50,759	\$52,090	\$54,205	\$55,230
SECRETARY OF STATE	\$43,359	\$44,257	\$45,409	\$49,546	\$51,943	\$52,646	\$52,271	\$54,244
TRANSPORTATION	\$37,022	\$40,099	\$42,591	\$45,021	\$47,277	\$48,599	\$49,635	\$51,344
TREASURER	\$47,435	\$47,043	\$49,349	\$49,340	\$49,951	\$51,480	\$50,415	\$54,625
UTILITIES*****	****	****	****	****	\$74,358	\$76,630	\$73,132	\$75,410
VETERAN'S AFFAIRS	\$34,844	\$36,472	\$38,329	\$39,821	\$41,602	\$42,381	\$43,014	\$44,459
WORKFORCE DEVELOPMENT	\$40,336	\$41,398	\$44,091	\$46,482	\$48,821	\$49,952	\$50,452	\$52,137
AVERAGE ANNUAL SALARY	\$39,091	\$41,164	\$43,476	\$45,482	\$47,506	\$48,605	\$49,762	\$51,441

\* Department not in existence at the time.

\*\* Former individual departments, which now make up the Department of Administrative Services.

\*\*\* Formerly part of other department and now are their own department.

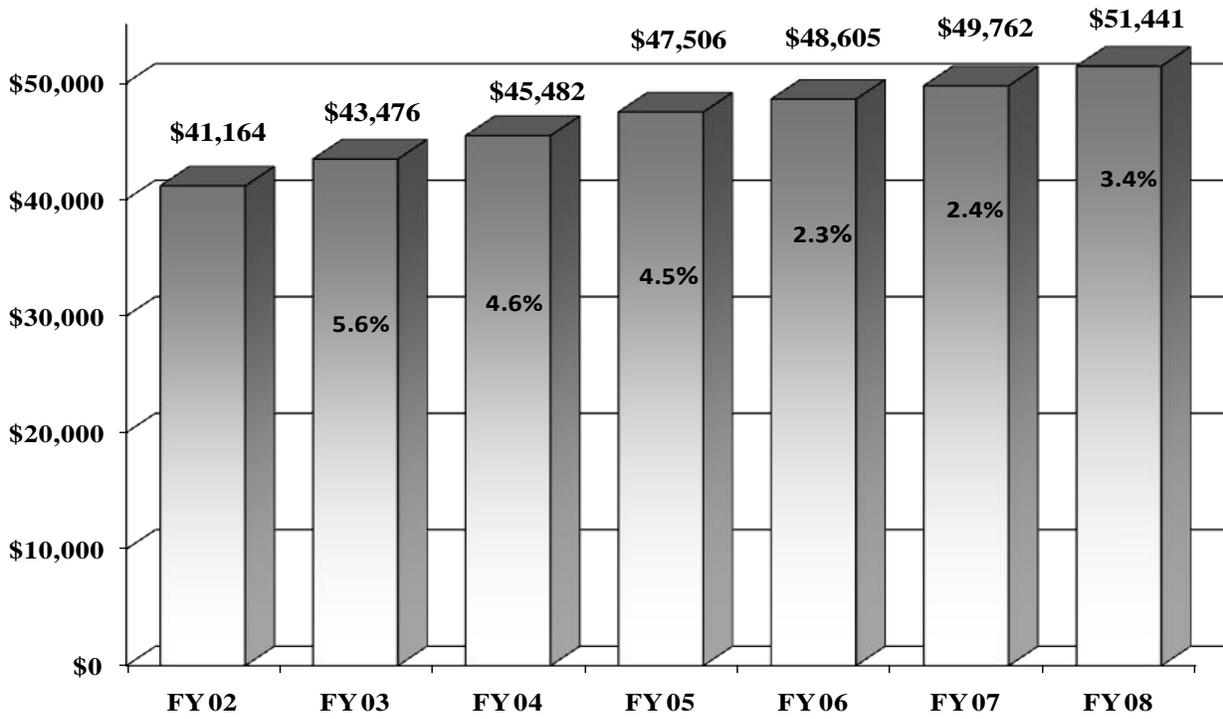
\*\*\*\* Commerce is now reported individually by division (as of FY08, Professional Licensing is reported with Banking).

\*\*\*\*\* as of FY07 Justice includes the Consumer Advocate Office, which in previous years has been reported with Commerce-Utilities

-Does not include Fair Authority, Community-Based Corrections, or Regents employees.

Source: Iowa Department of Administrative Services, HRE - AS/400 Query: PPeterson.

# Executive Branch Full-Time Average Base Salary



**NOTE:** Percentages in each bar represent increase from previous fiscal year.

-Does not include Fair Authority, Community-Based Corrections, or Regents employees.

Source: Iowa Department of Administrative Services, HRE - AS/400 Query: PPeterson.

## Overtime/Compensatory Time by Department, Fiscal Year 2008

DEPARTMENT	Overtime Expense	Overtime Days	Comp Earned Value	Comp Earned Days	Comp Taken Expense	Comp Taken Days
ADMINISTRATIVE SERVICES	\$486,985.01	1,881.5	\$239,418.45	1,235.7	\$122,410.29	639.2
AGRICULTURE	\$15,566.70	63.8	\$23,995.32	116.7	\$20,782.99	104.2
ALCOHOLIC BEVERAGES*	\$209,163.19	1,113.3	\$12,574.16	90.2	\$1,552.40	7.9
AUDITOR	\$4,416.13	30.0	\$0.00	0.0	\$0.00	0.0
BANKING*	\$675.27	3.5	\$641.43	4.0	\$493.88	2.9
BLIND	\$15,078.84	66.9	\$11,669.04	80.0	\$9,436.62	65.9
CIVIL RIGHTS	\$0.00	0.0	\$0.00	0.0	\$0.00	0.0
COLLEGE AID	\$13,315.96	55.6	\$12,349.55	71.9	\$10,051.68	58.5
CORRECTIONS	\$5,570,450.06	20,901.4	\$4,182,447.89	23,740.6	\$963,525.17	5,323.1
CREDIT UNION*	\$0.00	0.0	\$0.00	0.0	\$0.00	0.0
CULTURAL AFFAIRS	\$11,033.94	56.9	\$52,625.98	286.1	\$45,519.01	233.1
ECONOMIC DEVELOPMENT	\$1,298.87	6.1	\$6,080.91	52.2	\$2,444.11	14.8
EDUCATION	\$11,916.51	43.8	\$12,771.53	51.9	\$10,925.34	43.7
ELDER AFFAIRS	\$4,098.47	16.5	\$19,614.88	101.0	\$18,893.24	99.5
ETHICS/CAMPAIGN DISCLOSURE	\$0.00	0.0	\$1,655.04	8.5	\$1,642.51	8.3
FINANCE AUTHORITY*	\$102,039.35	408.5	\$39,413.75	161.2	\$29,186.57	120.2
GOVERNOR'S OFFICE	\$1,885.13	9.6	\$13,665.31	89.3	\$8,855.40	57.8
HUMAN RIGHTS	\$461.47	3.0	\$11,514.93	65.6	\$9,921.93	56.8
HUMAN SERVICES	\$8,558,417.30	37,487.0	\$4,727,586.20	30,912.8	\$1,933,190.02	12,110.5
INSPECTIONS AND APPEALS	\$19,820.99	68.3	\$70,643.95	309.9	\$53,450.27	242.0
INSURANCE*	\$3,360.89	14.2	\$34,736.41	143.9	\$24,538.58	105.5
IOWA COMMUNICATIONS NTKW	\$131,910.51	410.4	\$20,599.49	79.7	\$13,390.68	55.1
IOWA PUBLIC TELEVISION	\$158,026.61	531.5	\$79,305.10	412.7	\$56,887.66	294.7
IPERS*	\$96,773.28	325.4	\$19,338.84	97.7	\$15,041.82	76.4
JUSTICE**	\$2,733.28	12.3	\$38,505.50	191.3	\$33,708.54	169.0
LAW ENFORCEMENT ACADEMY	\$15,738.31	69.9	\$5,507.70	38.7	\$3,288.18	25.5
LOTTERY*	\$41,024.24	178.1	\$42,263.05	225.4	\$18,167.86	95.1
MANAGEMENT	\$0.00	0.0	\$1,226.59	7.5	\$1,203.34	7.3
NATURAL RESOURCES	\$72,402.35	307.9	\$1,222,758.95	6,187.8	\$981,093.13	4,965.9
PAROLE	\$0.00	0.0	\$0.00	0.0	\$0.00	0.0
PROFESSIONAL LICENSING*	****	****	****	****	****	****
PUBLIC DEFENSE	\$239,897.86	982.9	\$324,757.62	1,909.5	\$192,429.41	1,140.8
PUBLIC EMPLOYMENT RELATIONS	\$0.00	0.0	\$0.00	0.0	\$0.00	0.0
PUBLIC HEALTH	\$189,747.14	712.2	\$174,166.87	803.7	\$142,095.06	661.9
PUBLIC SAFETY	\$407,331.22	1,580.9	\$3,021,402.67	14,916.4	\$780,334.08	4,077.8
REVENUE	\$25,086.91	97.8	\$47,990.74	218.2	\$31,020.60	146.8
SECRETARY OF STATE	\$7,898.17	31.8	\$1,907.37	10.1	\$1,731.18	9.1
TRANSPORTATION	\$11,099,294.79	43,249.5	\$4,870,875.99	43,886.8	\$2,858,945.56	23,938.6
TREASURER	\$8,282.32	54.0	\$10,688.06	59.6	\$11,074.37	65.0
UTILITIES*	\$983.22	3.4	\$20,199.46	67.2	\$18,702.41	62.3
VETERANS AFFAIRS	\$1,309,024.53	5,672.3	\$1,003,019.45	6,400.5	\$348,828.54	1,876.9
WORKFORCE DEVELOPMENT	\$221,863.07	788.4	\$82,382.02	432.1	\$66,476.94	357.6
<b>GRAND TOTALS</b>	<b>\$29,058,001.89</b>	<b>117,238.6</b>	<b>\$20,460,300.20</b>	<b>133,466.4</b>	<b>\$8,841,239.37</b>	<b>57,319.7</b>

\* Formerly part of other department and now are their own department.

\*\* Commerce is now reported individually by division (as of FY08, Professional Licensing is reported with Banking).

-Does not include Fair Authority, Community-Based Corrections, or Regents employees.

Source: Iowa Department of Administrative Services, HRE & Iowa Department of Transportation - HRIS: TMohning.

# Salary Increases of Executive Branch Employees

Fiscal Year	Steps	Contract Covered (AFSCME only)			Non-Contract		
		Across-the-Board		Steps	Across-the-Board	Merit Steps	
1982	7 TO 6	8.0%	(a)	None	8.0%	None	
1983	6	8.0%		None	8.0%	None	
1984	6	0.0%		None	0.0%	None	
1985	6	4.0%		+ Step	4.0%	Min/Max (up to 5%)	
1986	6	1.0%		+ Step	1.0%	Min/Max (up to 5%)	
1987	6	1.0%		+ Step	1.0%	Min/Max (up to 5%)	
1988	6	2.0%		+ Step	2.0%	Min/Max (up to 5%)	
1989	6	4.0%		+ Step	4.0%	Min/Max (up to 5%)	
1990	6	3.5%		+ Step	3.5%	Min/Max (up to 5%)	
1991	6	5.0%		+ Step	5.0%	Min/Max (up to 5%)	
1992	6	5.0%	(c)	+ Step	0.0%	None	
1993	6	4.0%		+ Step	(b) 7.5%	Min/Max (up to 5%)	
1994	6	PLUS \$650		+ Step	PLUS \$650	Min/Max (up to 5%)	
1995	6	4.0%	(d)	+ Step	4.0%	Min/Max (up to 5%)	(d)
1996	6	3.0%		+ Step	3.0%	Min/Max (up to 5%)	
1997	6	2.5%		+ Step	(e) 2.5%	Min/Max (up to 5%)	(e)
1998	6	3.0%		+ Step	3.0%	Min/Max (up to 5%)	
1999	6	3.0%		+ Step	3.0%	Min/Max (up to 5%)	
2000	6 TO 7	0.0%	(f)	+ Step	3.0%	Min/Max (up to 5%)	
2001	7 TO 8	2.6%	(g)	+ Step	3.0%	Min/Max (up to 5%)	
2002	8	3.0%		+ Step	3.0%	Min/Max (up to 5%)	(h)
2003	Min/Max	3.0%	(i) (j)	+ 4.0%	3.0%	Min/Max (up to 5%)	
2004	Min/Max	2.0%		+ 4.5%	2.0%	Min/Max (up to 5%)	
2005	Min/Max	2.0%	(k)	+ 4.5%	2.0%	Min/Max (up to 5%)	
2006	Min/Max	0.0%	(l)	+ 4.5%	0.0%	Min/Max (up to 5%)	
2007	Min/Max	2.0%		+ 4.5%	2.0%	Min/Max (up to 5%)	
2008	Min/Max	3.0%		+4.5%	3.0%	Min/Max (up to 5%)	
2009	Min/Max	3.0%		+4.5%	3.0%	Min/Max (up to 5%)	

- (a) Includes both Across-the-Board and Step increases
- (b) Contractual employees received a \$400 bonus in December 1992
- (c) 3.0% effective July 1, 1991 and 2.0% effective January 1, 1992
- (d) 2.0% effective July 1, 1994 and 2.0% effective January 1, 1994
- (e) A one-time \$300 payment for full-time employees at the top step was provided in December 1996. Part-time employees at the top step received a one-time \$150 payment
- (f) Increased the number of steps but retained the minimums and maximums. The increased step was equivalent to a 3.0% ATB
- (g) The maximum was increased on average by 3.2% due to the 8<sup>th</sup> step
- (h) Non-Contract Pay plan merged to 000 and ranges matched to AFSCME 014 Pay Plan
- (i) All AFSCME plans merged into 014 and maximums were increased by 4.0%
- (j) FY03 increase was effective November 1, 2002
- (k) 2.0% added to Non-Contract/AFSCME range maximums January 1, 2005
- (l) 2.5% added to Non-Contract/AFSCME range maximums April 1, 2006

**NOTE:** The first session of the 74<sup>th</sup> General Assembly passed salary adjustment legislation (SF 548) for Fiscal Year 1992 fully funded the arbitrated agreements for contract employees and provided a 2.0% Across-the-Board increase for non-contract employees. The Governor item vetoed the increase and was taken to court by the unions. The Iowa Supreme Court found in favor of the unions. The second session of the 74<sup>th</sup> General Assembly passed salary adjustment legislation (SF 2393) which fully funded the arbitrated agreements for contract employees and provided back pay for Fiscal Year 1992. Non-Contract employees received no back pay, but were given 7.5% increases for Fiscal Year 1992.

Source: Iowa Department of Administrative Services, Human Resource Enterprise, JGroff.



**EEO-4 Protective Service Sworn** - Occupations in which workers are entrusted with public safety, security and protection from destructive forces.

**EEO-5 Protective Service: Non-Sworn** - Occupations which include crossing guards, lifeguards and other protective service occupations.

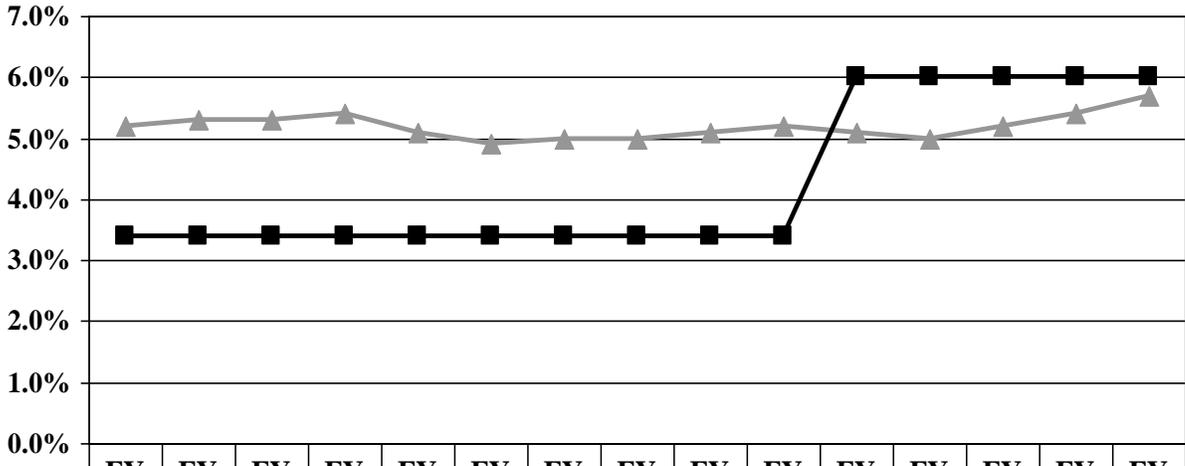
**EEO-6 Administrative Support** - Occupations in which workers are responsible for internal and external communication, recording and retrieval of data and/or information and other paperwork required in an office.

**EEO-7 Skilled Craft** - Occupations in which workers perform jobs which require special manual skill and a thorough and comprehensive knowledge of the processes involved in the work which is acquired through on-the-job training and experience or through apprenticeship or other formal training programs.

**EEO-8 Service Maintenance** - Occupations in which workers perform duties which result in or contribute to the comfort, convenience, hygiene or safety of the general public or which contribute to the upkeep and care of buildings, facilities or grounds of public property.

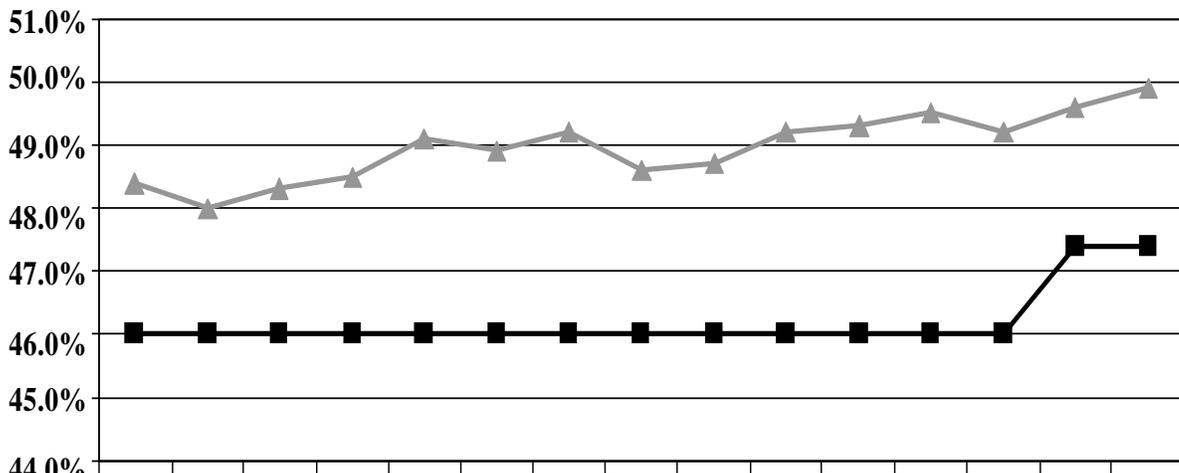
# Executive Branch Workforce in Comparison to Iowa's Labor Force

## RACIAL/ETHNIC MINORITIES



	FY 94	FY 95	FY 96	FY 97	FY 98	FY 99	FY 00	FY 01	FY 02	FY 03	FY 04	FY 05	FY 06	FY 07	FY 08
▲ Workforce	5.2%	5.3%	5.3%	5.4%	5.1%	4.9%	5.0%	5.0%	5.1%	5.2%	5.1%	5.0%	5.2%	5.4%	5.7%
■ Labor Force	3.4%	3.4%	3.4%	3.4%	3.4%	3.4%	3.4%	3.4%	3.4%	3.4%	6.0%	6.0%	6.0%	6.0%	6.0%

## FEMALES



	FY 94	FY 95	FY 96	FY 97	FY 97	FY 99	FY 00	FY 01	FY 02	FY 03	FY 04	FY 05	FY 06	FY 07	FY 08
▲ Workforce	48.5%	49.1%	48.9%	49.2%	48.6%	48.7%	49.2%	49.3%	49.5%	49.2%	49.6%	49.9%	50.3%	50.7%	51.1%
■ Labor Force	46.0%	46.0%	46.0%	46.0%	46.0%	46.0%	46.0%	46.0%	46.0%	46.0%	47.4%	47.4%	47.4%	47.4%	47.4%

Note: Labor force numbers reflect the 2000 U.S. Census data, specific to Iowa, utilized as of FY04.

Source: Iowa Department of Administrative Services, HRE - Affirmative Action Year End Report.

# Executive Branch Full-Time Employees by Gender by Department

DEPARTMENT	FY01 Male	FY01 Female	FY02 Male	FY02 Female	FY03 Male	FY03 Female	FY04 Male	FY04 Female
<b>ADMINISTRATIVE SERVICES</b>	*	*	*	*	*	*	216	150
<b>AGRICULTURE</b>	230	202	196	185	197	188	196	185
<b>ALCOHOLIC BEVERAGES</b>	****	****	****	****	****	****	****	****
<b>AUDITOR</b>	52	65	44	57	49	54	44	56
<b>BANKING</b>	****	****	****	****	****	****	****	****
<b>BLIND</b>	39	61	37	58	40	60	41	61
<b>CIVIL RIGHTS</b>	15	21	15	20	11	17	11	16
<b>COLLEGE AID</b>	12	23	13	23	13	24	13	23
<b>COMMERCE</b>	166	148	155	138	133	130	166	142
<b>CORRECTIONS</b>	2,130	944	2,006	857	2,093	884	2,069	870
<b>CREDIT UNION</b>	****	****	****	****	****	****	****	****
<b>CULTURAL AFFAIRS</b>	36	47	33	37	29	34	28	37
<b>ECONOMIC DEVELOPMENT***</b>	74	116	70	131	76	131	82	134
<b>EDUCATION</b>	193	420	189	423	188	411	194	415
<b>ELDER AFFAIRS</b>	6	25	9	20	9	20	8	16
<b>ETHICS/CAMPAIGN DISCLOSURE</b>	1	7	1	4	1	5	1	5
<b>FINANCE AUTHORITY***</b>	**	**	**	**	**	**	**	**
<b>GENERAL SERVICES</b>	134	72	114	60	105	57	***	***
<b>GOVERNOR'S OFFICE</b>	18	29	19	25	14	25	13	27
<b>HUMAN RIGHTS</b>	20	32	20	31	19	32	22	32
<b>HUMAN SERVICES</b>	1,473	4,004	1,412	3,724	1,384	3,654	1,394	3,752
<b>INFORMATION TECHNOLOGY</b>	78	58	66	47	69	47	***	***
<b>INSPECTIONS AND APPEALS</b>	181	300	173	283	169	290	178	296
<b>INSURANCE</b>	****	****	****	****	****	****	****	****
<b>IOWA COMMUNICATIONS NTRK</b>	56	43	55	42	56	39	58	38
<b>IOWA PUBLIC TELEVISION</b>	80	49	73	50	66	46	69	47
<b>IPERS</b>	**	**	**	**	**	**	33	53
<b>JUSTICE****</b>	91	127	85	125	98	128	85	122
<b>LAW ENFORCEMENT ACADEMY</b>	18	13	17	13	15	12	15	12
<b>LOTTERY</b>	**	**	**	**	**	**	66	42
<b>MANAGEMENT</b>	17	13	15	12	15	12	16	12
<b>NATURAL RESOURCES</b>	662	202	653	200	668	212	660	238
<b>PAROLE</b>	5	7	4	7	4	6	4	7
<b>PERSONNEL</b>	58	101	56	92	59	92	***	***
<b>PROFESSIONAL LICENSING</b>	****	****	****	****	****	****	****	****
<b>PUBLIC DEFENSE</b>	224	70	233	73	253	74	279	87
<b>PUBLIC EMPLOYMENT RELATIONS</b>	6	6	4	5	5	5	5	5
<b>PUBLIC HEALTH</b>	113	260	108	264	105	292	104	284
<b>PUBLIC SAFETY</b>	741	205	698	200	669	192	642	196
<b>REVENUE**</b>	265	295	231	260	225	248	155	204
<b>SECRETARY OF STATE</b>	12	29	7	23	7	27	8	27
<b>TRANSPORTATION</b>	2,655	878	2,346	793	2,379	784	2,374	782
<b>TREASURER</b>	6	15	7	17	5	16	7	17
<b>UTILITIES*****</b>	****	****	****	****	****	****	****	****
<b>VETERAN'S AFFAIRS</b>	129	625	130	603	131	605	141	628
<b>WORKFORCE DEVELOPMENT</b>	322	529	272	485	271	494	275	508
<b>GRAND TOTAL</b>	<b>10,318</b>	<b>10,041</b>	<b>9,566</b>	<b>9,387</b>	<b>9,630</b>	<b>9,347</b>	<b>9,672</b>	<b>9,526</b>

\* Department not in existence at the time.

\*\* Former individual departments, which now make up the Department of Administrative Services.

\*\*\* Formerly part of other department and now are their own department.

\*\*\*\* Commerce is now reported individually by division (as of FY08, Professional Licensing is reported with Banking).

\*\*\*\*\* as of FY07 Justice includes the Consumer Advocate Office, which in previous years has been reported with Commerce-Utilities

-Does not include Fair Authority, Community-Based Corrections, or Regents employees.

Source: Iowa Department of Administrative Services, HRE - AS/400 Query: PPeterson.

## Executive Branch Full-Time Employees by Gender, by Department (cont.)

DEPARTMENT	FY05 Male	FY05 Female	FY06 Male	FY06 Female	FY07 Male	FY07 Female	FY08 Male	FY08 Female
ADMINISTRATIVE SERVICES	211	155	207	160	210	165	224	176
AGRICULTURE	197	183	200	185	198	184	207	185
ALCOHOLIC BEVERAGES	31	20	30	20	40	21	38	23
AUDITOR	52	60	50	57	55	51	50	60
BANKING****	42	20	43	21	41	23	46	35
BLIND	39	60	37	60	34	58	33	56
CIVIL RIGHTS	9	14	10	13	9	14	10	16
COLLEGE AID	13	28	10	31	12	34	12	38
COMMERCE	****	****	****	****	****	****	****	****
CORRECTIONS	2,018	853	2,046	874	2,110	969	2,127	1,024
CREDIT UNION	8	8	8	7	7	6	10	7
CULTURAL AFFAIRS	27	37	28	42	28	43	31	44
ECONOMIC DEVELOPMENT***	51	80	45	82	49	82	52	95
EDUCATION	185	407	189	407	173	400	186	426
ELDER AFFAIRS	8	20	6	26	5	27	6	31
ETHICS/CAMPAIGN DISCLOSURE	1	5	1	5	1	4	1	5
FINANCE AUTHORITY***	35	51	35	51	32	51	36	50
GENERAL SERVICES	***	***	***	***	***	***	***	***
GOVERNOR'S OFFICE	13	27	13	27	16	23	21	28
HUMAN RIGHTS	22	35	23	32	22	30	25	31
HUMAN SERVICES	1,410	3,827	1,472	4,048	1,491	4,134	1,526	4,255
INFORMATION TECHNOLOGY	***	***	***	***	***	***	***	***
INSPECTIONS AND APPEALS	189	299	195	310	201	313	196	335
INSURANCE	37	47	34	53	34	54	34	54
IOWA COMMUNICATIONS NTWRK	54	36	52	28	53	31	50	31
IOWA PUBLIC TELEVISION	67	43	67	49	68	48	66	45
IPERS	32	51	33	53	29	53	29	50
JUSTICE*****	88	115	89	115	92	127	108	138
LAW ENFORCEMENT ACADEMY	15	12	14	13	14	13	13	13
LOTTERY***	66	42	67	45	67	44	64	46
MANAGEMENT	16	11	16	12	18	12	19	13
NATURAL RESOURCES	665	247	675	253	679	266	697	277
PAROLE	3	7	3	7	3	8	3	8
PERSONNEL	***	***	***	***	***	***	***	***
PROFESSIONAL LICENSING	3	7	4	8	3	11	****	****
PUBLIC DEFENSE	287	86	277	84	275	79	278	84
PUBLIC EMPLOYMENT RELATIONS	5	5	5	4	5	4	5	6
PUBLIC HEALTH	106	288	110	300	105	302	121	311
PUBLIC SAFETY	653	194	740	208	738	215	763	227
REVENUE***	157	212	158	215	152	210	156	229
SECRETARY OF STATE	10	29	10	30	8	28	11	27
TRANSPORTATION	2,339	773	2,339	773	2,287	758	2,299	764
TREASURER	4	18	4	19	4	20	5	18
UTILITIES*****	52	38	51	38	53	36	38	30
VETERAN'S AFFAIRS	145	634	147	652	154	659	162	698
WORKFORCE DEVELOPMENT	261	492	264	502	265	514	279	526
<b>GRAND TOTAL</b>	<b>9,626</b>	<b>9,576</b>	<b>9,807</b>	<b>9,919</b>	<b>9,840</b>	<b>10,124</b>	<b>10,037</b>	<b>10,515</b>

\* Department not in existence at the time.

\*\* Former individual departments, which now make up the Department of Administrative Services.

\*\*\* Formerly part of other department and now are their own department.

\*\*\*\* Commerce is now reported individually by division (as of FY08, Professional Licensing is reported with Banking).

\*\*\*\*\* as of FY07 Justice includes the Consumer Advocate Office, which in previous years has been reported with Commerce-Utilities

-Does not include Fair Authority, Community-Based Corrections, or Regents employees.

Source: Iowa Department of Administrative Services, HRE - AS/400 Query: PPeterson.

## Executive Branch Full-Time Employees by Gender by EEO-4 Category, Fiscal Year 2008

	Category 1 Official/Administrator	Category 2 Professional	Category 3 Technician	Category 4 Protective Service: Sworn
<b>Males</b>	<b>963</b>	<b>2,890</b>	<b>968</b>	<b>2,664</b>
% Chg from FY '07	2.9%	1.5%	2.8%	1.3%
<b>Females</b>	<b>867</b>	<b>4,301</b>	<b>1,419</b>	<b>539</b>
% Chg from FY '07	5.5%	6.1%	4.6%	11.4%
<b>Totals</b>	<b>1,830</b>	<b>7,191</b>	<b>2,387</b>	<b>3,203</b>
% Chg from FY '07	4.1%	4.2%	3.9%	2.9%

	Category 5 Protective Service: Non-Sworn	Category 6 Administrative Support	Category 7 Skilled Craft	Category 8 Service Maintenance
<b>Males</b>	<b>0</b>	<b>189</b>	<b>1,673</b>	<b>684</b>
% Chg from FY '07	0%	9.9%	1.8%	3.2%
<b>Females</b>	<b>0</b>	<b>2,046</b>	<b>55</b>	<b>1,287</b>
% Chg from FY '07	0.0%	-1.5%	1.9%	1.0%
<b>Totals</b>	<b>0</b>	<b>2,235</b>	<b>1,728</b>	<b>1,971</b>
% Chg from FY '07	0.0%	-0.7%	1.8%	1.8%

EEO-4 Category - The Equal Employment Opportunity occupational category to which a given job class is assigned. There are eight distinct categories.

NOTE: With the beginning of FY06, the State's analysis of underutilization calculations started using the 2000 U.S. Census labor force data. One of the revisions necessitated by this change was that the labor force data was mapped to revised EEO categories. When the Equal Employment Opportunity Commission revised its EEO-4 (State and Local Government) Categories, it eliminated the Paraprofessional category and revised the Protective Services Category to include Sworn and Non-Sworn. The result is that the FY06 workforce count shows no employees in the Paraprofessional category.

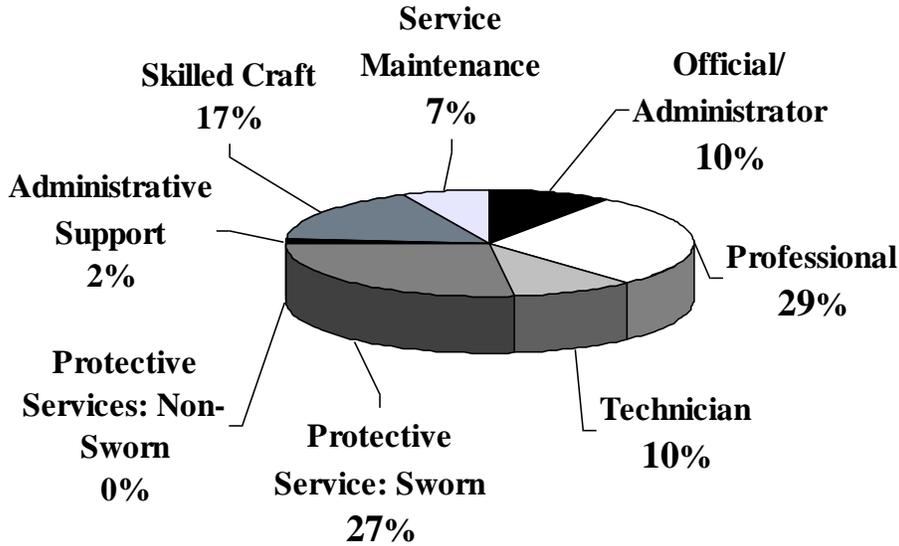
NOTE: By definition, elected officials are not included in EEO-4 Category groupings. This accounts for the difference in total full-time employees

-Does not include Fair Authority, Community-Based Corrections, or Regents employees.

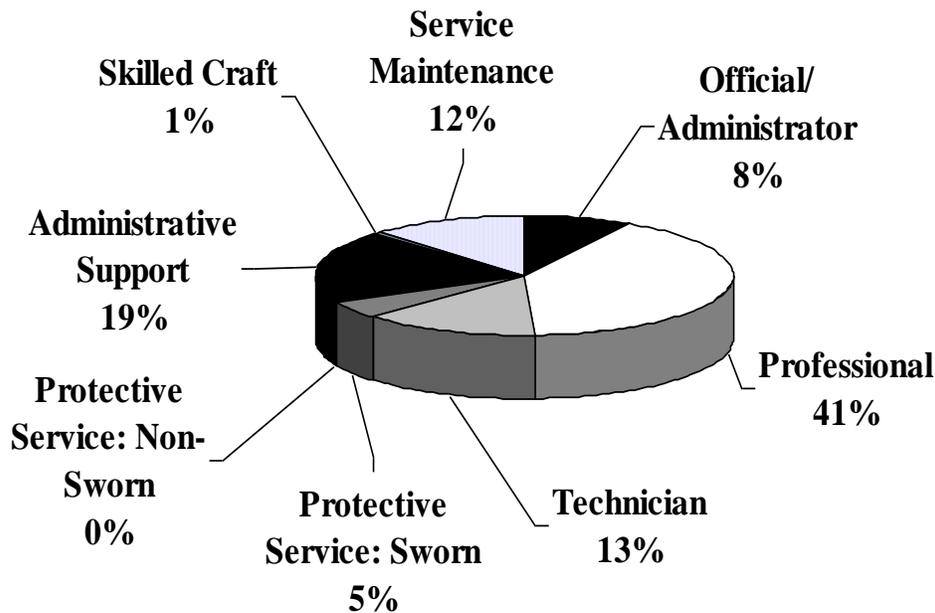
Source: Iowa Department of Administrative Services, HRE - AS/400 Query: PPeterson.

# Executive Branch Full-Time Employees by Gender by EEO-4 Category, Fiscal Year 2008

## Males (Total = 10,031)



## Females (Total = 10,514)



EEO-4 Category - The Equal Employment Opportunity occupational category to which a given job class is assigned. There are eight distinct categories.

NOTE: By definition, elected officials are not included in EEO-4 Category groupings. This accounts for the difference in total full-time employees.

NOTE: Percentages are rounded and may not total 100%. -Does not include Fair Authority, Community-Based Corrections, or Regents employees.

Source: Iowa Department of Administrative Services, HRE - AS/400 Query: PPeterson.

# Executive Branch Full-Time Minority Employees by Department

Department	FY 01 Total Employees	FY 01 Total Minority Employees	FY 01 Minority Employee Percentage	FY 02 Total Employees	FY 02 Total Minority Employees	FY 02 Minority Employee Percentage	FY 03 Total Employees	FY 03 Total Minority Employees	FY 03 Minority Employee Percentage	FY 04 Total Employees	FY 04 Total Minority Employees	FY 04 Minority Employee Percentage
ADMINISTRATIVE SERVICES	*	*	*	*	*	*	*	*	*	366	34	9.29%
AGRICULTURE	432	9	2.08%	381	5	1.31%	385	5	1.30%	381	5	1.31%
ALCOHOLIC BEVERAGES	****	****	****	****	****	****	****	****	****	****	****	****
AUDITOR	117	0	0.00%	101	0	0.00%	103	0	0.00%	100	0	0.00%
BANKING	****	****	****	****	****	****	****	****	****	****	****	****
BLIND	100	4	4.00%	95	4	4.21%	100	5	5.00%	102	5	4.90%
CIVIL RIGHTS	36	16	44.44%	35	16	45.71%	28	11	39.29%	27	10	37.04%
COLLEGE AID	35	2	5.71%	36	2	5.56%	37	2	5.41%	36	1	2.78%
COMMERCE	314	15	4.78%	293	13	4.44%	287	13	4.53%	308	13	4.22%
CORRECTIONS	3,074	147	4.78%	2,863	138	4.82%	2,977	146	4.90%	2,939	146	4.97%
CREDIT UNION	****	****	****	****	****	****	****	****	****	****	****	****
CULTURAL AFFAIRS	83	3	3.61%	70	3	4.29%	63	1	1.59%	65	1	1.54%
ECONOMIC DEVELOPMENT	190	11	5.79%	201	10	4.98%	207	11	5.31%	216	11	5.09%
EDUCATION	613	44	7.18%	612	41	6.70%	599	38	6.34%	609	38	6.24%
ELDER AFFAIRS	31	2	6.45%	29	1	3.45%	29	1	3.45%	24	1	4.17%
ETHICS/CAMPAIGN DISCLOSURE	8	0	0.00%	5	0	0.00%	6	0	0.00%	6	0	0.00%
FINANCE AUTHORITY	**	**	**	**	**	**	**	**	**	**	**	**
GENERAL SERVICES	206	33	16.02%	174	25	14.37%	162	23	14.20%	***	***	***
GOVERNOR'S OFFICE	47	5	10.64%	44	4	9.09%	39	4	10.26%	40	4	10.00%
HUMAN RIGHTS	52	5	9.62%	51	4	7.84%	51	4	7.84%	54	6	11.11%
HUMAN SERVICES	5,477	236	4.31%	5,136	227	4.42%	5,038	230	4.57%	5,146	233	4.53%
INFORMATION TECHNOLOGY	136	10	7.35%	113	5	4.42%	116	7	6.03%	***	***	***
INSPECTIONS AND APPEALS	481	25	5.20%	456	24	5.26%	459	27	5.88%	474	23	4.85%
INSURANCE	****	****	****	****	****	****	****	****	****	****	****	****
IOWA COMMUNICATIONS NTRWK	99	4	4.04%	97	6	6.19%	95	6	6.32%	96	6	6.25%
IOWA PUBLIC TELEVISION	129	3	2.33%	123	3	2.44%	112	2	1.79%	116	2	1.72%
IPERS	**	**	**	**	**	**	**	**	**	86	5	5.81%
JUSTICE****	218	4	1.83%	210	3	1.43%	202	3	1.49%	207	4	1.93%
LAW ENFORCEMENT ACADEMY	31	0	0.00%	30	0	0.00%	27	0	0.00%	27	0	0.00%
LOTTERY**	*	*	*	*	*	*	*	*	*	108	5	4.63%
MANAGEMENT	30	1	3.33%	27	1	3.70%	27	1	3.70%	28	1	3.57%
NATURAL RESOURCES	864	43	4.98%	853	47	5.51%	880	46	5.23%	898	44	4.90%
PAROLE	12	2	16.67%	11	2	18.18%	10	2	20.00%	11	2	18.18%
PERSONNEL	159	11	6.92%	148	10	6.76%	151	9	5.96%	***	***	***
PROFESSIONAL LICENSING	**	**	**	****	****	****	****	****	****	****	****	****
PUBLIC DEFENSE	294	12	4.08%	306	13	4.25%	327	17	5.20%	366	18	4.92%
PUBLIC EMPLOYMENT RELATIONS	12	0	0.00%	9	0	0.00%	10	0	0.00%	10	0	0.00%
PUBLIC HEALTH	373	20	5.36%	372	26	6.99%	397	26	6.55%	388	24	6.19%
PUBLIC SAFETY	946	28	2.96%	898	28	3.12%	861	30	3.48%	838	29	3.46%
REVENUE**	560	36	6.43%	491	28	5.70%	473	26	5.50%	359	21	5.85%
SECRETARY OF STATE	41	4	9.76%	30	2	6.67%	34	3	8.82%	35	3	8.57%
TRANSPORTATION	3,533	153	4.33%	3,139	145	4.62%	3,163	147	4.65%	3,156	145	4.59%
TREASURER	21	0	0.00%	24	0	0.00%	21	0	0.00%	24	0	0.00%
UTILITIES****	****	****	****	****	****	****	****	****	****	****	****	****
VETERAN'S AFFAIRS	754	26	3.45%	733	24	3.27%	736	27	3.67%	769	30	3.90%
WORKFORCE DEVELOPMENT	851	108	12.69%	757	97	12.81%	765	105	13.73%	783	106	13.54%
GRAND TOTALS	20,359	1,022	5.02%	18,953	957	5.05%	18,977	978	5.15%	19,198	976	5.08%

\* Department not in existence at the time.

\*\* Formerly part of other department and now are their own department.

\*\*\* Former individual departments, which now make up the Department of Administrative Services.

\*\*\*\* Commerce is now reported individually by division (as of FY08, Professional Licensing is reported with Banking).

\*\*\*\*\* as of FY07 Justice includes the Consumer Advocate Office, which in previous years has been reported with Commerce-Utilities

**NOTE:** Minority Status based on self-report during orientation of new employees. If Minority Status undeclared than record treated as a non-minority.

-Does not include Fair Authority, Community-Based Corrections, or Regents employees.

Source: Iowa Department of Administrative Services, HRE - AS/400 Query: PPeterson.

# Executive Branch Full-Time Minority Employees by Department (cont.)

Department	FY 05 Total Employees	FY 05 Total Minority Employees	FY 05 Minority Employee Percentage	FY 06 Total Employees	FY 06 Total Minority Employees	FY 06 Minority Employee Percentage	FY 07 Total Employees	FY 07 Total Minority Employees	FY 07 Minority Employee Percentage	FY 08 Total Employees	FY 08 Total Minority Employees	FY 08 Minority Employee Percentage
ADMINISTRATIVE SERVICES	366	34	9.29%	367	33	8.99%	375	33	8.80%	400	39	9.75%
AGRICULTURE	380	6	1.58%	385	6	1.56%	382	7	1.83%	392	9	2.30%
ALCOHOLIC BEVERAGES	51	1	1.96%	50	1	2.00%	61	3	4.92%	61	4	6.56%
AUDITOR	112	0	0.00%	107	1	0.93%	106	1	0.94%	110	2	1.82%
BANKING	62	1	1.61%	64	1	1.56%	64	2	3.13%	81	2	2.47%
BLIND	99	5	5.05%	97	5	5.15%	92	6	6.52%	89	6	6.74%
CIVIL RIGHTS	23	8	34.78%	23	8	34.78%	23	7	30.43%	26	9	34.62%
COLLEGE AID	41	1	2.44%	41	1	2.44%	46	3	6.52%	50	2	4.00%
COMMERCE	****	****	****	****	****	****	****	****	****	****	****	****
CORRECTIONS	2,871	139	4.84%	2,920	148	5.07%	3,079	166	5.39%	3,151	177	5.62%
CREDIT UNION	16	0	0.00%	15	0	0.00%	13	0	0.00%	17	0	0.00%
CULTURAL AFFAIRS	64	1	1.56%	70	2	2.86%	71	2	2.82%	75	2	2.67%
ECONOMIC DEVELOPMENT	131	9	6.87%	127	8	6.30%	131	9	6.87%	147	13	8.84%
EDUCATION	592	36	6.08%	596	34	5.70%	573	32	5.58%	612	37	6.05%
ELDER AFFAIRS	28	1	3.57%	32	1	3.13%	32	1	3.13%	37	3	8.11%
ETHICS/CAMPAIGN DISCLOSURE	6	0	0.00%	6	0	0.00%	5	0	0.00%	6	0	0.00%
FINANCE AUTHORITY	86	3	3.49%	86	3	3.49%	83	4	4.82%	86	5	5.81%
GENERAL SERVICES	***	***	***	***	***	***	***	***	***	***	***	***
GOVERNOR'S OFFICE	40	2	5.00%	40	5	12.50%	39	4	10.26%	49	4	8.16%
HUMAN RIGHTS	57	5	8.77%	55	6	10.91%	52	7	13.46%	56	6	10.71%
HUMAN SERVICES	5,237	239	4.56%	5,520	260	4.71%	5,625	274	4.87%	5,781	311	5.38%
INFORMATION TECHNOLOGY	***	***	***	***	***	***	***	***	***	***	***	***
INSPECTIONS AND APPEALS	488	28	5.74%	505	30	5.94%	514	32	6.23%	531	34	6.40%
INSURANCE	84	8	9.52%	87	9	10.34%	88	10	11.36%	88	9	10.23%
IOWA COMMUNICATIONS NTRWK	90	5	5.56%	80	5	6.25%	84	7	8.33%	81	8	9.88%
IOWA PUBLIC TELEVISION	110	2	1.82%	116	2	1.72%	116	1	0.86%	111	1	0.90%
IPERS**	83	6	7.23%	86	7	8.14%	82	8	9.76%	79	7	8.86%
JUSTICE****	203	6	2.96%	204	5	2.45%	241	9	3.73%	246	11	4.47%
LAW ENFORCEMENT ACADEMY	27	0	0.00%	27	0	0.00%	27	0	0.00%	26	0	0.00%
LOTTERY**	108	5	4.63%	112	6	5.36%	111	5	4.50%	110	5	4.55%
MANAGEMENT	27	2	7.41%	28	2	7.14%	30	2	6.67%	32	2	6.25%
NATURAL RESOURCES	912	46	5.04%	928	50	5.39%	945	51	5.40%	974	49	5.03%
PAROLE	10	2	20.00%	10	3	30.00%	11	3	27.27%	11	3	27.27%
PERSONNEL	***	***	***	***	***	***	***	***	***	***	***	***
PROFESSIONAL LICENSING	10	0	0.00%	12	1	8.33%	14	0	0.00%	****	****	****
PUBLIC DEFENSE	373	17	4.56%	361	17	4.71%	354	17	4.80%	362	21	5.80%
PUBLIC EMPLOYMENT RELATIONS	10	0	0.00%	9	0	0.00%	9	0	0.00%	11	0	0.00%
PUBLIC HEALTH	394	26	6.60%	410	29	7.07%	407	26	6.39%	432	29	6.71%
PUBLIC SAFETY	847	27	3.19%	948	30	3.16%	953	32	3.36%	990	33	3.33%
REVENUE**	369	22	5.96%	373	24	6.43%	362	24	6.63%	385	34	8.83%
SECRETARY OF STATE	39	3	7.69%	40	4	10.00%	36	2	5.56%	38	2	5.26%
TRANSPORTATION	3,112	137	4.40%	3,112	138	4.43%	3,045	135	4.43%	3,063	134	4.37%
TREASURER	22	0	0.00%	23	0	0.00%	24	0	0.00%	23	1	4.35%
UTILITIES****	90	7	7.78%	89	8	8.99%	67	7	10.45%	68	7	10.29%
VETERAN'S AFFAIRS	779	24	3.08%	799	29	3.63%	813	32	3.94%	860	33	3.84%
WORKFORCE DEVELOPMENT	753	104	13.81%	766	107	13.97%	779	120	15.40%	805	126	15.65%
GRAND TOTALS	19,202	968	5.04%	19,726	1,029	5.22%	19,964	1,084	5.43%	20,552	1,180	5.74%

\* Department not in existence at the time.

\*\* Formerly part of other department and now are their own department.

\*\*\* Former individual departments, which now make up the Department of Administrative Services.

\*\*\*\* Commerce is now reported individually by division (as of FY08, Professional Licensing is reported with Banking).

\*\*\*\*\* as of FY07 Justice includes the Consumer Advocate Office, which in previous years has been reported with Commerce-Utilities

**NOTE:** Minority Status based on self-report during orientation of new employees. If Minority Status Undeclared, record treated as a non-minority.

-Does not include Fair Authority, Community-Based Corrections, or Regents employees.

Source: Iowa Department of Administrative Services, HRE - AS/400 Query: PPeterson.

## Executive Branch Full-Time Minority Employees by EEO-4 Category, Fiscal Year 2008

	Category 1 Official / Administrator	Category 2 Professional	Category 3 Technician	Category 4 Protective Service: Sworn
<b>Non-Minority</b>	<b>1,729</b>	<b>6,559</b>	<b>2,242</b>	<b>3,027</b>
% Chg from FY '07	3.7%	3.7%	3.9%	2.6%
<b>Minority</b>	<b>71</b>	<b>499</b>	<b>109</b>	<b>159</b>
% Chg from FY '07	9.2%	11.9%	3.8%	8.2%
<b>Declined to Respond</b>	<b>30</b>	<b>133</b>	<b>36</b>	<b>17</b>
<b>Totals</b>	<b>1,830</b>	<b>7,191</b>	<b>2,387</b>	<b>3,203</b>
% Chg from FY '07	4.1%	4.2%	3.9%	2.9%

	Category 5 Protective Service: Non-Sworn	Category 6 Administrative Support	Category 7 Skilled Craft	Category 8 Service Maintenance
<b>Non-Minority</b>	<b>0</b>	<b>2,042</b>	<b>1,648</b>	<b>1,745</b>
% Chg from FY '07	0.0%	-1.0%	2.0%	1.5%
<b>Minority</b>	<b>0</b>	<b>168</b>	<b>64</b>	<b>110</b>
% Chg from FY '07	0.0%	1.2%	-4.5%	25.0%
<b>Declined to Respond</b>	<b>0</b>	<b>25</b>	<b>16</b>	<b>116</b>
<b>Totals</b>	<b>0</b>	<b>2,235</b>	<b>1,728</b>	<b>1,971</b>
% Chg from FY '07	0.0%	-0.7%	1.8%	1.8%

EEO-4 Category - The Equal Employment Opportunity occupational category to which a given job class is assigned. There are eight distinct categories.

NOTE: By definition, elected officials (7) are not included in EEO-4 Category groupings. This accounts for the difference in total full-time employees.

NOTE: Minority Status based on self-report during orientation of new employees.

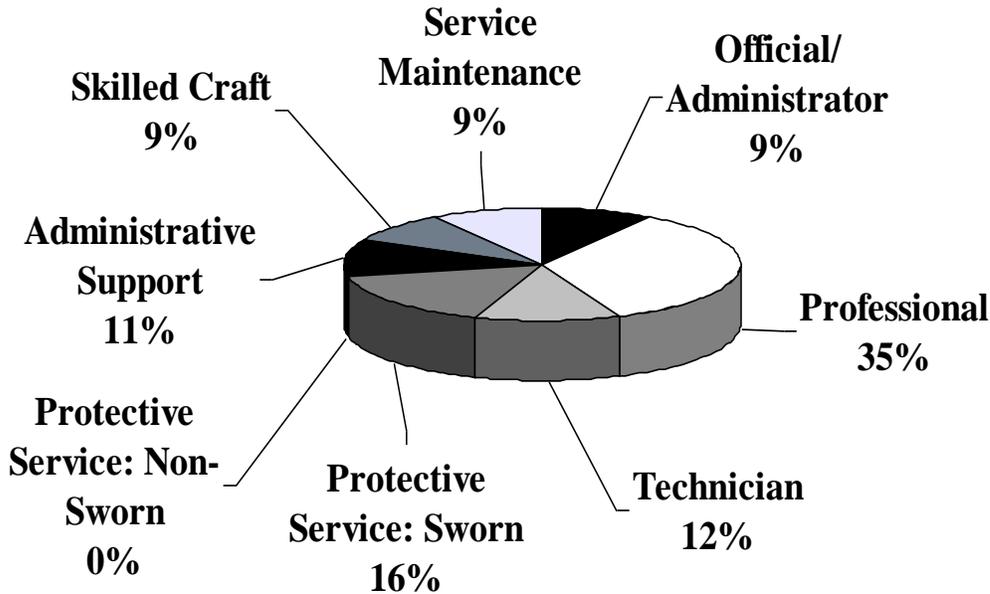
-Does not include Fair Authority, Community-Based Corrections, or Regents employees.

Source: Iowa Department of Administrative Services, HRE - AS/400 Query: PPeterson.

# Executive Branch Full-Time Minority Employees by EEO-4 Category, Fiscal Year 2008

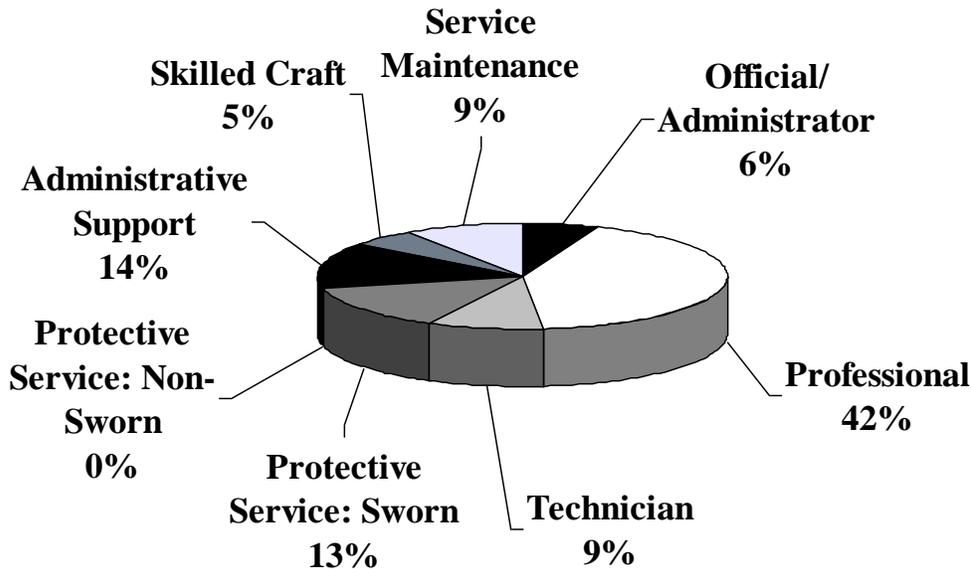
Non-Minority (Total=18,992)

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Minority (Total=1,180)

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Individuals who declined to respond were left out of these calculations.

**EEO-4 Category** - The Equal Employment Opportunity occupational category to which a given job class is assigned. There are eight distinct categories.

**NOTE:** Percentages are rounded and may not equal 100%.

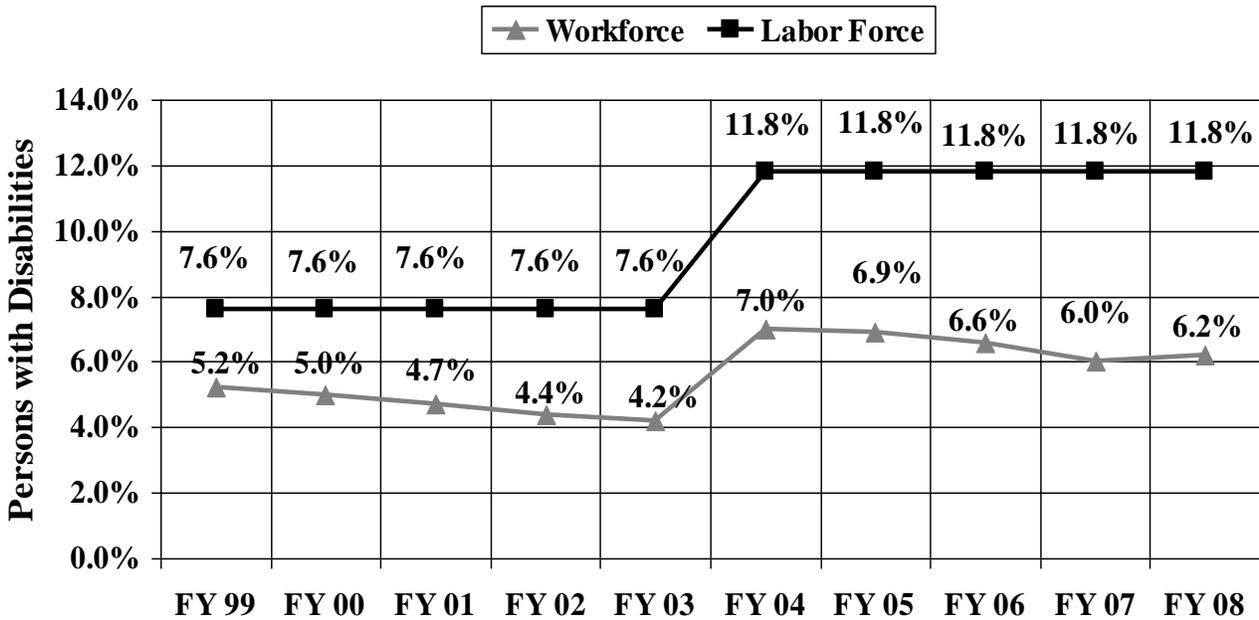
**NOTE:** By definition, elected officials (7) are not included in EEO-4 Category groupings. This accounts for the difference in total full-time employees.

**NOTE:** Minority Status based on self-report during orientation of new employees.

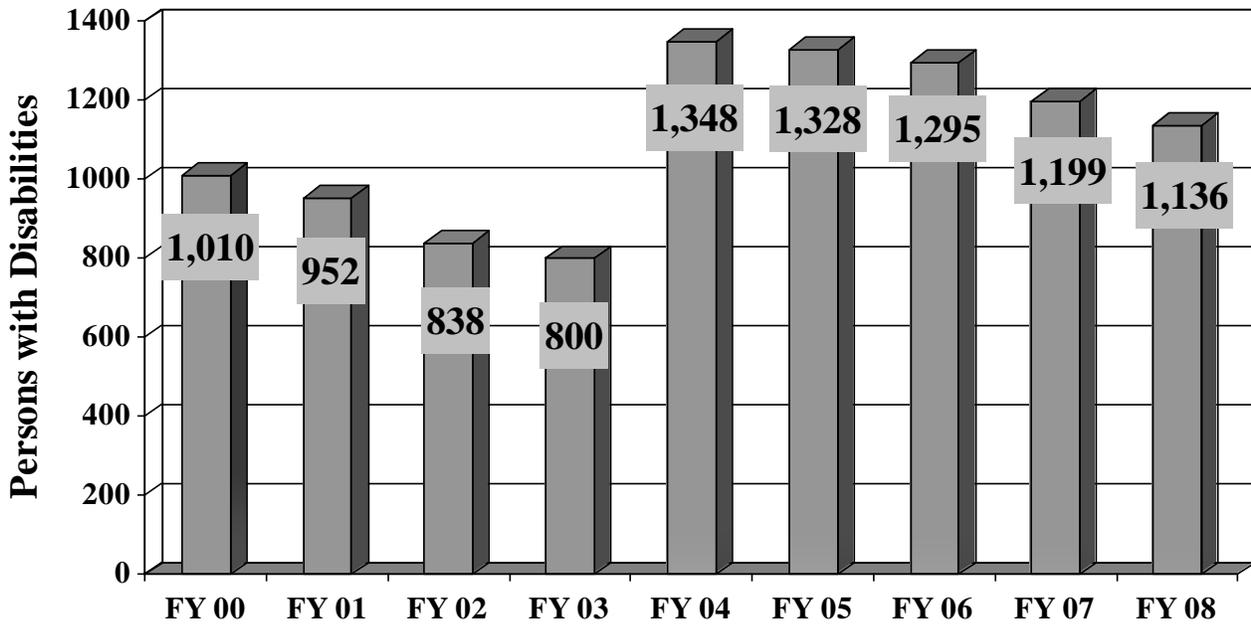
-Does not include Fair Authority, Community-Based Corrections, or Regents employees.

Source: Iowa Department of Administrative Services, HRE - AS/400 Query: PPeterson.

## Employees with Disabilities in the Executive Branch Workforce Compared to Iowa's Labor Force



## Executive Branch Full-Time Employees with Disabilities



**NOTE:** Disability status based on self-report during orientation of new employees. Reporting not required.

**NOTE:** Workforce re-surveyed in FY04.

-Does not include Fair Authority, Community-Based Corrections, or Regents employees.

Source: Iowa Department of Administrative Services, HRE - AS/400 Query: PPeterson.



# Executive Branch Full-Time Employee Vacation Leave, Expenditures & Usage, Fiscal Year 2008

DEPARTMENT	Vacation Earned Value	Vacation Earned Days	Vacation Taken Expense	Vacation Taken Days
ADMINISTRATIVE SERVICES	\$1,894,151.36	7,946.3	\$1,756,904.46	7,582.2
AGRICULTURE	\$1,519,584.21	8,034.1	\$1,442,507.39	7,648.1
ALCOHOLIC BEVERAGES**	\$174,161.79	976.0	\$156,744.72	880.4
AUDITOR	\$426,770.37	1,751.1	\$409,631.90	1,599.9
BANKING**	\$557,221.92	1,774.8	\$521,886.75	1,764.6
BLIND	\$379,527.23	1,882.6	\$347,441.10	1,849.1
CIVIL RIGHTS	\$124,392.40	569.8	\$103,659.18	511.9
COLLEGE AID	\$171,191.49	888.8	\$137,934.15	742.8
CORRECTIONS	\$11,485,693.77	59,756.6	\$10,933,470.06	55,928.3
CREDIT UNION**	\$84,231.64	317.7	\$79,555.59	300.0
CULTURAL AFFAIRS	\$314,541.96	1,515.6	\$292,019.52	1,373.8
ECONOMIC DEVELOPMENT*	\$680,240.54	2,833.7	\$639,738.27	2,714.4
EDUCATION	\$2,942,593.21	12,529.7	\$2,718,972.58	11,675.5
ELDER AFFAIRS	\$139,532.55	649.2	\$125,853.98	604.6
ETHICS/CAMPAIGN DISCLOSURE	\$24,856.85	118.3	\$23,370.89	121.0
FINANCE AUTHORITY*	\$395,780.58	1,616.2	\$323,400.55	1,446.0
GOVERNOR'S OFFICE	\$154,860.25	730.0	\$115,819.93	550.4
HUMAN RIGHTS	\$236,290.91	1,064.8	\$211,123.28	1,010.9
HUMAN SERVICES	\$20,873,265.07	114,536.4	\$19,478,373.74	106,957.4
INSPECTIONS AND APPEALS	\$2,680,212.03	10,961.7	\$2,390,870.17	9,856.8
INSURANCE**	\$449,960.77	1,850.3	\$413,059.84	1,846.4
IOWA COMMUNICATIONS NTKW	\$435,482.32	1,656.2	\$451,012.95	1,685.4
IOWA PUBLIC TELEVISION	\$544,734.22	2,419.3	\$512,530.94	2,253.6
IPERS*	\$409,497.74	1,663.8	\$370,167.19	1,605.3
JUSTICE***	\$1,522,433.22	4,856.8	\$1,370,736.53	4,369.1
LAW ENFORCEMENT ACADEMY	\$122,045.47	557.9	\$125,467.89	646.8
LOTTERY*	\$546,296.70	2,446.1	\$466,999.11	2,280.2
MANAGEMENT	\$214,868.12	667.9	\$196,194.28	618.5
NATURAL RESOURCES	\$4,282,696.28	19,249.0	\$3,904,419.72	17,363.5
PAROLE	\$48,371.00	213.0	\$44,365.64	192.7
PROFESSIONAL LICENSING**	**	**	**	**
PUBLIC DEFENSE	\$1,324,734.62	6,857.7	\$1,282,528.05	6,449.2
PUBLIC EMPLOYMENT RELATIONS	\$70,114.52	231.4	\$71,837.40	234.6
PUBLIC HEALTH	\$1,850,711.27	8,037.7	\$1,701,718.09	7,255.4
PUBLIC SAFETY	\$4,105,664.87	18,308.0	\$3,583,647.37	16,863.7
REVENUE*	\$1,798,772.15	8,193.5	\$1,741,868.79	7,948.0
SECRETARY OF STATE	\$148,526.46	731.1	\$128,373.70	698.8
TRANSPORTATION	\$13,604,686.98	91,167.5	\$12,255,134.75	79,983.0
TREASURER	\$88,022.76	396.2	\$80,654.71	375.0
UTILITIES**	\$424,117.61	1,472.4	\$370,545.90	1,331.5
VETERANS AFFAIRS	\$2,891,061.62	16,874.3	\$2,645,884.88	15,884.3
WORKFORCE DEVELOPMENT	\$3,501,379.77	16,903.7	\$3,395,301.77	16,361.6
<b>GRAND TOTALS</b>	<b>\$83,643,278.60</b>	<b>435,207.2</b>	<b>\$77,321,727.71</b>	<b>401,364.7</b>

\* Formerly part of other department and now are their own department.

\*\* Commerce is now reported individually by division (as of FY08, Professional Licensing is reported with Banking).

\*\*\* as of FY07 Justice includes the Consumer Advocate Office, which in previous years has been reported with Commerce-Utilities

-Does not include Fair Authority, Community-Based Corrections, or Regents employees.

Source: Iowa Department of Administrative Services, HRE & Iowa Department of Transportation - HRIS: TMohning.

# Executive Branch Full-Time Sick Leave, Expenditures & Usage, Fiscal Year 2008

DEPARTMENT	Sick Leave Earned Value	Sick Leave Earned Days	Regular Sick Leave Taken Expense	Regular Sick Leave Taken Days	Converted Sick Leave Expense	Converted Sick Leave Days
ADMINISTRATIVE SERVICES	\$1,361,044.69	6,183.0	\$670,727.65	3,280.2	\$181,756.92	698.5
AGRICULTURE	\$1,095,737.43	6,142.5	\$543,620.96	3,064.9	\$175,380.86	867.8
ALCOHOLIC BEVERAGES**	\$167,982.79	1,026.4	\$86,717.61	537.8	\$3,298.56	17.0
AUDITOR	\$356,221.61	1,666.0	\$131,689.82	620.2	\$43,124.61	168.5
BANKING**	\$378,264.17	1,338.2	\$148,512.68	533.8	\$109,336.44	346.0
BLIND	\$276,447.71	1,479.5	\$131,817.87	755.5	\$42,677.96	201.5
CIVIL RIGHTS	\$71,953.81	363.9	\$38,080.68	200.9	\$12,406.24	47.0
COLLEGE AID	\$161,933.67	850.4	\$58,289.39	333.5	\$18,841.00	98.5
CORRECTIONS	\$9,185,655.97	50,822.9	\$5,798,967.70	31,349.5	\$523,691.74	2,435.3
CREDIT UNION**	\$69,121.87	279.7	\$12,220.40	52.4	\$29,746.16	104.5
CULTURAL AFFAIRS	\$243,373.62	1,273.6	\$116,719.99	580.2	\$49,397.12	231.5
ECONOMIC DEVELOPMENT*	\$552,716.24	2,426.9	\$221,044.35	1,040.0	\$85,111.80	318.5
EDUCATION	\$2,182,749.44	9,583.5	\$1,203,411.68	5,517.8	\$162,785.25	702.3
ELDER AFFAIRS	\$126,724.72	603.7	\$53,189.55	271.6	\$21,992.92	91.1
ETHICS/CAMPAIGN DISCLOSURE	\$20,038.38	99.0	\$8,222.41	42.6	\$6,061.32	25.5
FINANCE AUTHORITY*	\$370,248.71	1,485.6	\$151,589.87	657.3	\$77,169.68	267.0
GOVERNOR'S OFFICE	\$171,942.71	802.0	\$57,107.05	285.3	\$20,712.72	88.5
HUMAN RIGHTS	\$186,293.72	890.3	\$88,939.83	423.1	\$28,203.24	123.5
HUMAN SERVICES	\$14,466,486.55	86,714.1	\$8,657,028.52	51,744.3	\$1,254,092.46	6,367.7
INSPECTIONS AND APPEALS	\$2,114,882.01	9,219.0	\$930,448.97	4,083.5	\$328,116.21	1,274.7
INSURANCE**	\$342,605.17	1,535.6	\$167,395.34	799.6	\$42,597.56	148.5
IOWA COMMUNICATIONS NTWK	\$377,859.06	1,464.0	\$177,766.33	693.8	\$76,480.36	255.0
IOWA PUBLIC TELEVISION	\$372,920.85	1,750.0	\$141,521.94	680.0	\$59,908.68	263.7
IPERS*	\$328,236.88	1,408.0	\$159,346.10	706.7	\$57,325.44	194.5
JUSTICE***	\$1,198,404.35	4,131.2	\$466,011.56	1,687.7	\$264,544.44	742.5
LAW ENFORCEMENT ACADEMY	\$90,330.27	442.8	\$38,955.95	221.3	\$27,068.04	114.5
LOTTERY*	\$390,194.14	1,848.9	\$157,440.75	714.7	\$127,341.88	573.0
MANAGEMENT	\$141,122.41	469.0	\$43,657.71	156.0	\$31,305.64	104.0
NATURAL RESOURCES	\$2,907,415.55	13,988.9	\$1,060,409.68	5,117.3	\$490,061.70	2,056.3
PAROLE	\$36,347.24	186.5	\$25,532.16	127.7	\$5,923.36	17.5
PROFESSIONAL LICENSING**	**	**	**	**	**	**
PUBLIC DEFENSE	\$1,025,317.53	5,572.0	\$684,691.19	3,687.1	\$60,074.12	283.0
PUBLIC EMPLOYMENT RELATIONS	\$46,415.35	166.9	\$18,115.49	69.5	\$14,933.32	44.5
PUBLIC HEALTH	\$1,562,961.03	7,027.7	\$765,555.45	3,642.2	\$170,706.92	628.5
PUBLIC SAFETY	\$2,522,376.52	12,718.9	\$838,351.17	4,159.9	\$79,890.80	374.1
REVENUE*	\$1,230,826.66	6,116.6	\$633,630.54	3,321.3	\$111,334.88	512.0
SECRETARY OF STATE	\$118,313.01	598.1	\$41,900.84	247.7	\$26,833.96	106.0
TRANSPORTATION	\$8,620,036.06	60,682.3	\$4,178,202.36	22,292.5	\$470,441.35	6,043.9
TREASURER	\$79,963.58	406.2	\$28,352.44	167.7	\$12,167.28	35.9
UTILITIES**	\$319,209.26	1,154.7	\$145,622.44	545.9	\$45,295.68	156.3
VETERANS AFFAIRS	\$2,461,326.16	15,284.8	\$1,689,374.07	10,364.3	\$98,720.84	549.0
WORKFORCE DEVELOPMENT	\$2,493,304.79	13,018.5	\$1,427,180.10	7,546.1	\$260,391.55	1,131.6
GRAND TOTALS	\$60,225,305.69	333,221.8	\$31,997,360.59	172,323.4	\$5,707,251.01	28,809.2

\* Formerly part of other department and now are their own department.

\*\* Commerce is now reported individually by division (as of FY08, Professional Licensing is reported with Banking).

\*\*\* as of FY07 Justice includes the Consumer Advocate Office, which in previous years has been reported with Commerce-Utilities

-Does not include Fair Authority, Community-Based Corrections, or Regents employees.

Source: Iowa Department of Administrative Services, HRE & Iowa Department of Transportation - HRIS: TMohning.

# Executive Branch Full-Time Other Types Leave, Expenditures & Usage, Fiscal Year 2008

DEPARTMENT	Injury Leave Taken Expense	Injury Leave Taken Days	Funeral Leave Taken Expense*	Funeral Leave Taken Days*	Jury Leave Taken Expense*	Jury Leave Taken Days*
ADMINISTRATIVE SERVICES	\$5,312.98	25.5	\$41,129.04	169.3	\$3,689.38	14.3
AGRICULTURE	\$741.76	4.6	\$31,443.89	178.2	\$4,746.20	25.1
ALCOHOLIC BEVERAGES**	\$0.00	0.0	\$6,936.00	42.2	\$1,378.20	7.8
AUDITOR	\$2,974.49	17.2	\$0.00	0.0	\$0.00	0.0
BANKING**	\$0.00	0.0	\$5,979.25	24.9	\$0.00	0.0
BLIND	\$0.00	0.0	\$7,524.42	37.8	\$1,565.00	8.3
CIVIL RIGHTS	\$0.00	0.0	\$150.08	1.0	\$0.00	0.0
COLLEGE AID	\$0.00	0.0	\$2,941.47	15.5	\$351.76	2.0
CORRECTIONS	\$31,303.45	165.1	\$350,293.93	1,931.7	\$9,680.17	54.0
CREDIT UNION**	\$0.00	0.0	\$0.00	0.0	\$0.00	0.0
CULTURAL AFFAIRS	\$655.35	3.7	\$3,678.48	22.5	\$63.73	0.4
ECONOMIC DEVELOPMENT*	\$0.00	0.0	\$15,443.40	69.7	\$0.00	0.0
EDUCATION	\$136.87	0.7	\$45,299.33	185.3	\$9,902.44	45.7
ELDER AFFAIRS	\$0.00	0.0	\$1,624.05	8.3	\$0.00	0.0
ETHICS/CAMPAIGN DISCLOSURE	\$0.00	0.0	\$821.60	4.0	\$0.00	0.0
FINANCE AUTHORITY*	\$0.00	0.0	\$7,990.84	30.9	\$0.00	0.0
GOVERNOR'S OFFICE	\$0.00	0.0	\$1,497.25	8.3	\$563.04	3.0
HUMAN RIGHTS	\$0.00	0.0	\$2,418.78	11.5	\$247.82	1.4
HUMAN SERVICES	\$37,065.37	241.1	\$143,732.37	798.5	\$15,217.62	78.9
INSPECTIONS AND APPEALS	\$0.00	0.0	\$41,369.71	182.0	\$2,206.29	10.0
INSURANCE**	\$0.00	0.0	\$6,465.72	31.2	\$1,202.89	4.3
IOWA COMMUNICATIONS NTWK	\$118.54	0.6	\$12,141.92	43.7	\$3,000.44	12.0
IOWA PUBLIC TELEVISION	\$138.00	0.9	\$8,343.18	39.2	\$1,088.57	6.1
IPERS*	\$0.00	0.0	\$10,115.23	39.6	\$788.64	3.0
JUSTICE***	\$0.00	0.0	\$17,047.91	55.0	\$1,438.16	4.0
LAW ENFORCEMENT ACADEMY	\$0.00	0.0	\$727.44	3.0	\$58.83	0.4
LOTTERY*	\$0.00	0.0	\$8,690.37	43.1	\$588.87	4.0
MANAGEMENT	\$0.00	0.0	\$1,564.01	5.4	\$0.00	0.0
NATURAL RESOURCES	\$3,544.21	16.1	\$24,724.76	111.8	\$9,190.82	35.9
PAROLE	\$0.00	0.0	\$0.00	0.0	\$0.00	0.0
PROFESSIONAL LICENSING**	**	**	**	**	**	**
PUBLIC DEFENSE	\$58.83	0.4	\$5,988.09	24.4	\$494.88	2.0
PUBLIC EMPLOYMENT RELATIONS	\$0.00	0.0	\$34.77	0.2	\$0.00	0.0
PUBLIC HEALTH	\$0.00	0.0	\$28,667.74	130.2	\$3,224.94	13.2
PUBLIC SAFETY	\$25,959.94	124.9	\$1,384.59	5.7	\$97.06	0.6
REVENUE*	\$0.00	0.0	\$29,809.53	146.3	\$2,577.48	11.9
SECRETARY OF STATE	\$0.00	0.0	\$2,811.80	17.0	\$0.00	0.0
TRANSPORTATION	\$107,655.87	645.8	N/A	N/A	N/A	N/A
TREASURER	\$0.00	0.0	\$1,018.66	3.8	\$307.60	1.9
UTILITIES**	\$0.00	0.0	\$10,356.29	37.6	\$610.24	3.0
VETERANS AFFAIRS	\$0.00	0.0	\$0.00	0.0	\$0.00	0.0
WORKFORCE DEVELOPMENT	\$329.09	1.6	\$67,508.43	339.5	\$5,824.64	32.3
<b>GRAND TOTALS</b>	<b>\$215,994.75</b>	<b>1,248.2</b>	<b>\$947,674.33</b>	<b>4,798.3</b>	<b>\$80,105.71</b>	<b>385.5</b>

\* Formerly part of other department and now are their own department

\*\* Commerce is now reported individually by division (as of FY08, Professional Licensing is reported with Banking).

\*\*\* as of FY07 Justice includes the Consumer Advocate Office, which in previous years has been reported with Commerce-Utilities

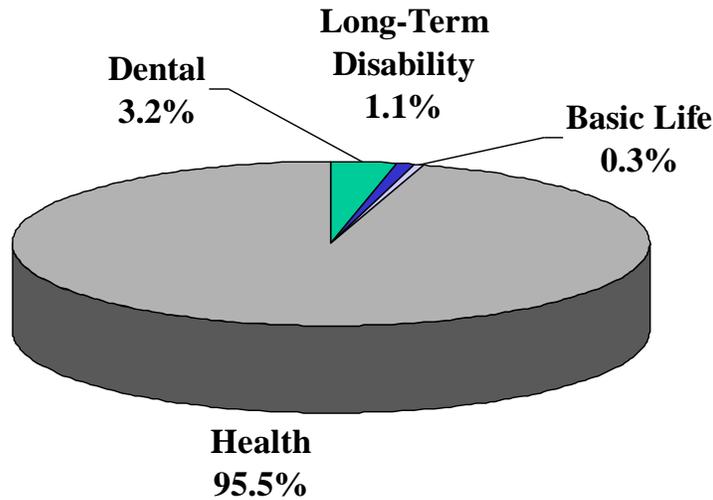
NOTE: Data not available for agencies (DOT) not on the HRIS time-reporting system.

-Does not include Fair Authority, Community-Based Corrections, or Regents employees.

Source: Iowa Department of Administrative Services, HRE & Iowa Department of Transportation - HRIS: TMohning.



# State Funded Insurance Premiums, Calendar Year 2008



January 1, 2008 - December 31, 2008\*

Type Of Insurance	State Contribution	Percent of Total	Employee Contribution	Percent of Total	Total Premium
<b>Health</b>					
Wellmark BCBS	\$168,988,512	103.2%	\$15,335,799	9.4%	\$184,324,311**
MCOs	\$131,040,374	99.8%	\$241,732	0.2%	\$131,282,106
<b>Subtotal</b>	<b>\$300,028,886</b>	<b>95.1%</b>	<b>\$15,577,531</b>	<b>4.9%</b>	<b>\$315,606,417</b>
<b>Dental</b>	<b>\$10,113,718</b>	<b>62.3%</b>	<b>\$6,120,061</b>	<b>37.7%</b>	<b>\$16,233,779</b>
<b>Life</b>					
Basic	\$871,377	100.0%	0	0.0%	\$871,377
Optional	\$0	0.0%	\$1,085,831	100.0%	\$1,085,831
<b>Subtotal</b>	<b>\$871,377</b>	<b>44.5%</b>	<b>\$1,085,831</b>	<b>55.5%</b>	<b>\$1,957,208</b>
<b>Long Term Disability</b>	<b>\$3,309,488</b>	<b>100.0%</b>	<b>\$0</b>	<b>0.0%</b>	<b>\$3,309,488</b>
<b>Total</b>	<b>\$314,323,469</b>	<b>93.2%</b>	<b>\$22,783,423</b>	<b>6.8%</b>	<b>\$337,106,892</b>

\* Projections use the January 2007 active employee enrollment. Regents' professional and faculty employees are not included in the calculations.

\*\* Does not include SPOC.

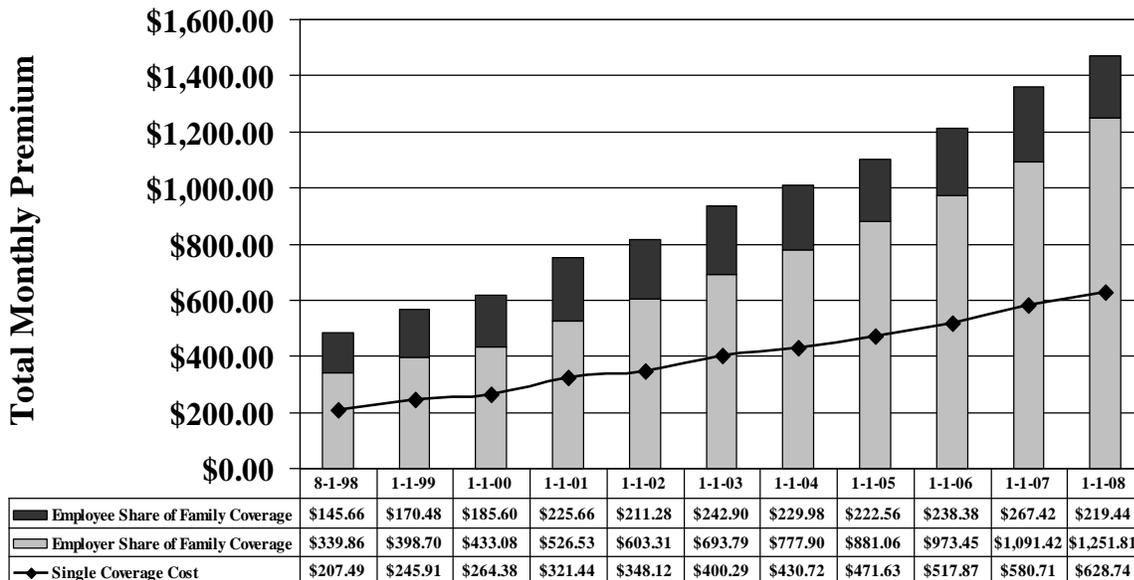
Source: Iowa Department of Administrative Services, HRE - Benefits Bureau Data: EHolland.

# Health Plan Provider Premium Comparisons

Health Plan		2007				2008			
		Total Monthly Premium	Employer Share	Employee Share	Total Premium Percent Increase	Total Monthly Premium	Employer Share	Employee Share	
<b>AFSCME, &amp; Non-Contract Employees</b>	Program 3 Plus	(S)	\$580.71	\$580.71	\$0.00	8.3%	\$628.74	\$628.74	\$0.00
		(F)	\$1,358.85	\$1,091.43	\$267.42	8.3%	\$1,471.25	\$1,251.81	\$219.44
	Deductible 3 Plus	(S)	\$579.94	\$579.94	\$0.00	9.0%	\$632.25	\$632.25	\$0.00
		(F)	\$1,357.06	\$977.08	\$379.98	9.0%	\$1,479.48	\$1,251.82	\$227.66
	Iowa Select	(S)	\$548.72	\$548.72	\$0.00	14.7%	\$629.36	\$629.36	\$0.00
		(F)	\$1,284.02	\$1,091.42	\$192.60	14.7%	\$1,472.72	\$1,251.82	\$220.90
	Blue Access	(S)	\$377.32	\$377.32	\$0.00	5.0%	\$396.00	\$396.00	\$0.00
		(F)	\$905.46	\$905.46	\$0.00	4.9%	\$950.28	\$950.28	\$0.00
	Blue Advantage	(S)	\$368.14	\$368.14	\$0.00	4.9%	\$386.36	\$386.36	\$0.00
		(F)	\$883.46	\$883.46	\$0.00	5.0%	\$927.20	\$927.20	\$0.00
	UHC Choice	(S)	\$477.70	\$477.70	\$0.00	10.0%	\$525.47	\$525.47	\$0.00
		(F)	\$1,146.45	\$1,091.43	\$55.02	10.0%	\$1,261.10	\$1,251.82	\$9.28
	UHC Heritage Select	(S)	\$437.80	\$437.80	\$0.00	12.1%	\$490.77	\$490.77	\$0.00
		(F)	\$1,050.71	\$1,050.71	\$0.00	12.1%	\$1,177.84	\$1,177.84	\$0.00

\*United Health Care of the Midlands.

## AFSCME Health Insurance Premium Shares Wellmark Blue Cross/Blue Shield Program 3 Plus



NOTE: Program 3-Plus shown because as of 01/01/08 over 29% of health contract holders were in this plan.

NOTE: Percentages indicate Total Premium change from prior year.

Source: Iowa Department of Administrative Services, HRE - Benefits Bureau Data: EHolland.

# Health Plan Enrollments as of 01/01/08

(ACTIVE EMPLOYEES ONLY)

Wellmark	Single	Family	Double Spouse	Combined	Percentage Enrolled
<b>Plan 3 Plus</b>	4,525	1,950	607	7,082	25.0%
<b>Deductible 3 Plus</b>	832	480	101	1,413	5.0%
<b>Iowa Select</b>	2,690	2,479	287	5,456	19.2%
<b>IUP Select</b>	0	0	0	0	0.0%
<b>Subtotal</b>	<b>8,047</b>	<b>4,909</b>	<b>995</b>	<b>13,951</b>	<b>49.2%</b>
<b>Managed Care Plans</b>					
<b>Blue Access</b>	1,223	4,862	122	6,207	21.9%
<b>Blue Advantage</b>	770	4,847	83	5,700	20.1%
<b>UnitedHealthcare Choice</b>	553	1,402	90	2,045	7.2%
<b>UHC Heritage Select</b>	62	372	10	444	1.6%
<b>Subtotal</b>	<b>2,608</b>	<b>11,483</b>	<b>305</b>	<b>14,396</b>	<b>50.8%</b>
<b>Total Health</b>	<b>10,655</b>	<b>16,392</b>	<b>1,300</b>	<b>28,347</b>	<b>100.0%</b>
<b>Total Dental</b>	<b>12,138</b>	<b>15,161</b>	<b>1,136</b>	<b>28,435</b>	

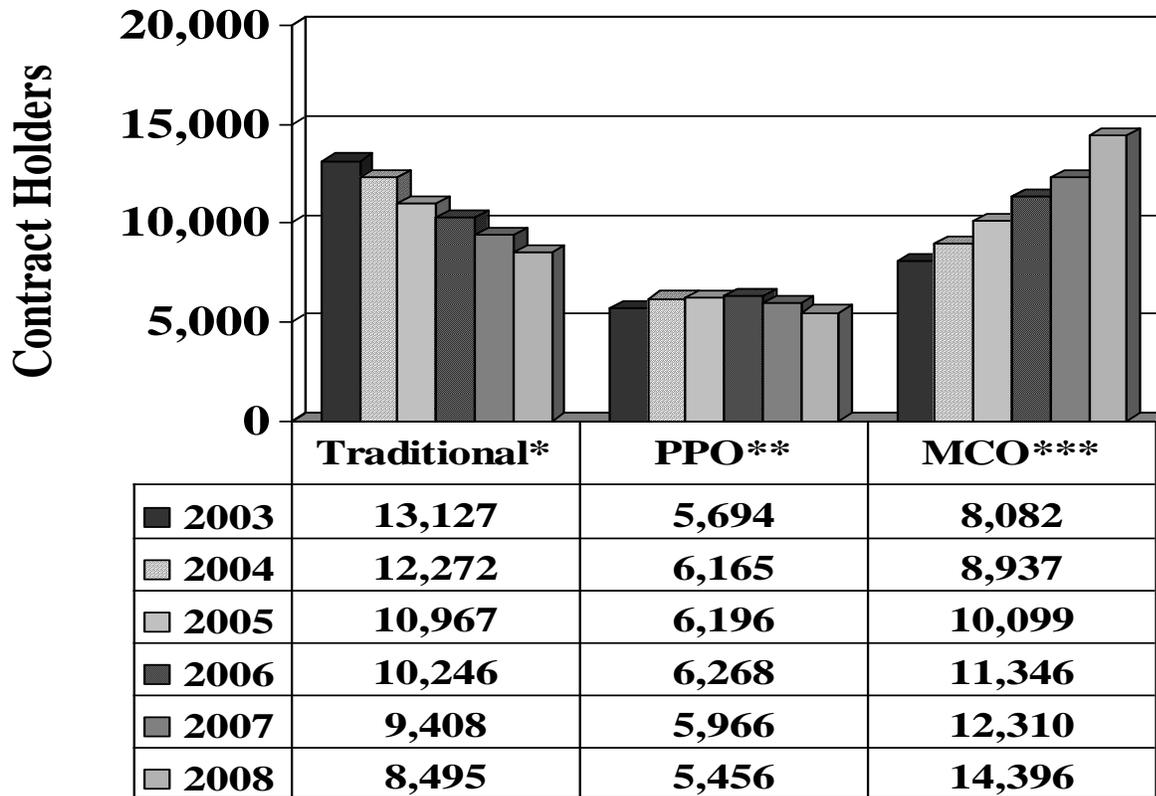
NOTE: Contract Holders are all employees in a particular plan that holds a contract. Therefore, contracts that cover a double spouse situation are counted only once. Contract holders include Legislative, Judicial, or Executive Branch employees (Includes Fair Authority, Community-Based Corrections, and Regents employees).

NOTE: Does not include SPOC.

Source: Iowa Department of Administrative Services, HRE - Benefits Bureau Data: EHolland.

# Health Plan Enrollments as of 01/01/08

(ACTIVE EMPLOYEES ONLY)



\* Wellmark Plan 3 Plus, & Deductible 3 Plus

\*\* Wellmark Iowa Select & IUP Select

\*\*\* Managed Care Organizations

**NOTE:** Contract Holders are all employees in a particular plan that holds a contract. Therefore, contracts that cover a double spouse situation are counted only once. Contract holders include Legislative, Judicial, or Executive Branch employees (Includes Fair Authority, Community-Based Corrections, and Regents employees).

**NOTE:** Does not include SPOC.

Source: Iowa Department of Administrative Services, HRE - Benefits Bureau Data: EHolland.

## Dental Insurance Contributions

Year	Single		Family	
	Employer	Employee	Employer	Employee
8-1-96*	\$13.10	\$0.00	\$13.10	\$21.90
8-1-97*	\$14.54	\$0.00	\$14.54	\$24.30
8-1-98*	\$14.54	\$0.00	\$14.54	\$24.30
1-1-99*	\$15.56	\$0.00	\$15.56	\$25.96
1-1-00*	\$15.56	\$0.00	\$15.56	\$25.96
1-1-01*	\$15.94	\$0.00	\$15.94	\$26.78
1-1-02*	\$16.66	\$0.00	\$16.66	\$28.02
1-1-03*	\$17.89	\$0.00	\$17.89	\$30.02
1-1-04*	\$20.19	\$0.00	\$20.19	\$33.88
1-1-05**	\$24.55	\$0.00	\$32.90	\$32.88
1-1-06**	\$23.20	\$0.00	\$31.10	\$31.10
1-1-07**	\$24.69	\$0.00	\$33.09	\$33.08
1-1-08**	\$25.38	\$0.00	\$34.02	\$34.00

\* Rates are for all bargaining units and non-contract employees with the exception of AFSCME Judicial employees.

\*\* Rates are for all bargaining units and non-contract employees with the exception of IUP employees.

Source: Iowa Department of Administrative Services, HRE - Benefits Bureau Data: EHolland.

## Workers' Compensation Claims

Fiscal Year	Total Claim Dollars Paid*	Percent Change	Injuries Receiving One or More Payments**	Percent Change	Average Cost/Claim in Dollars	Percent Change
FY 99	\$9,617,270	-1.3%	4,076	5.5%	\$2,359	-6.4%
FY 00	\$11,264,304	17.1%	4,177	2.5%	\$2,697	14.3%
FY 01	\$10,762,300	-4.5%	4,120	-1.4%	\$2,612	-3.1%
FY 02	\$14,938,337	38.8%	4,513	9.5%	\$3,310	26.7%
FY 03	\$15,482,638	3.6%	4,786	6.0%	\$3,235	-2.3%
FY 04	\$17,231,786	11.3%	4,307	-9.4%	\$4,001	22.9%
FY 05	\$16,120,462	-6.4%	4,331	0.6%	\$3,722	-7.0%
FY 06	\$16,656,373	3.3%	4,450	2.7%	\$3,743	0.6%
FY 07	\$17,619,772	5.8%	4,251	-4.5%	\$4,145	10.7%
FY 08	\$20,218,241	14.7%	4,241	-0.2%	\$4,767	15.0%

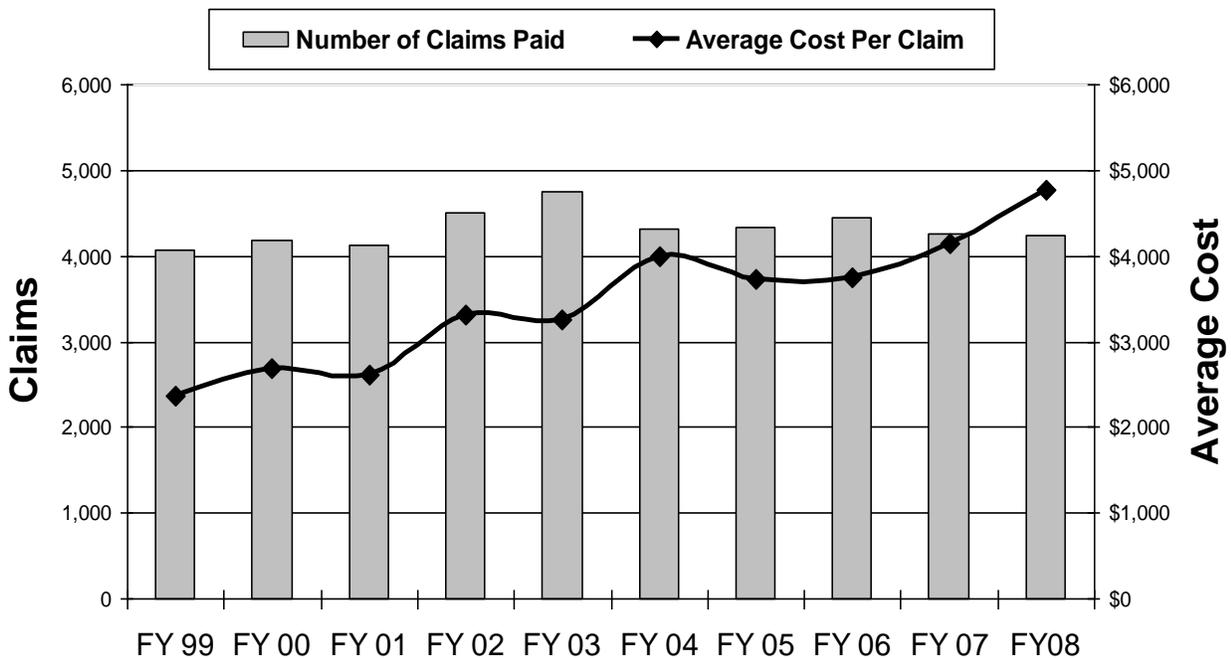
\* Amount reported on annual financial statement to the Department of Revenue.

Does not include charges incurred from 3rd party claims payor or other administrative costs.

\*\* New or carryover injuries

\*\*\* Data population includes Regents Institutions, Community-Based Corrections, and Fair Authority employees.

## Workers' Compensation Claims Paid Compared to Average Cost per Claim



**NOTE:** The number of claims paid equals the number of injury claims (First Reports filed) receiving one or more payments in a twelve-month period, and includes injuries that occurred in prior fiscal years.

Source: Iowa Department of Administrative Services, HRE - Benefits Bureau Data: GJackson.

## Lost Work Days Due to Injury

Fiscal Year	Number of New Claims	Work Days Lost Due to New Claims	Average Days/Claim	Average Days/Claim Percent Change
FY 00	711	19,195	27.0	19.8%
FY 01	689	20,669	30.0	11.1%
FY 02	628	16,008	25.5	
FY 03	664	13,801	20.8	-18.5%
FY 04	489	12,905	26.4	27.0%
FY 05	530	12,589	23.8	-10.0%
FY 06	531	12,126	22.8	-3.9%
FY 07	554	12,897	23.3	1.9%
FY 08	609	15,011	24.6	5.9%

Data criteria: Date received by SCMS between July 1, FY start, and June 30, FY end

NOTE: New claim data only. Does not include carryover claims from preceding years.

## Workers' Compensation Comparisons by Government Branch

		FY 01	FY 02	FY 03	FY 04	FY 05	FY 06	FY 07	FY 08	
<b>Total Premiums</b>	Premium Revenue*	\$ 12,180,000	\$ 12,860,000	\$ 17,210,964	\$ 17,141,580	\$ 16,416,388	\$ 17,689,188	\$ 18,350,676	\$ 19,083,450	
	Administrative Fee	[1]	[1]	[1]	\$ 2,250,000	\$ 2,486,680	\$ 2,600,004	\$ 2,750,016	\$ 2,750,004	
	<i>Percent of Total</i>	Executive	66.91%	67.97%	60.93%	56.69%	57.88%	58.45%	58.66%	59.05%
		Judicial	1.16%	1.14%	1.21%	1.04%	1.38%	1.50%	1.50%	1.51%
		Legislative	0.29%	0.19%	0.14%	0.07%	0.07%	0.06%	0.08%	0.09%
Regents		31.64%	30.70%	37.72%	42.20%	40.67%	39.99%	39.76%	39.35%	
	Grand Total	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	
		FY 01	FY 02	FY 03	FY 04	FY 05	FY 06	FY 07	FY 08	
<b>Paid Claims</b>	Claim Expense	\$ 10,762,300	\$ 14,364,349	\$ 15,723,977	\$ 17,234,154	\$ 16,120,462	\$ 16,656,373	\$ 17,619,772	\$ 20,218,241	
	Administrative Fee	[1]	[1]	[1]	\$ 2,232,226	\$ 2,439,881	\$ 2,477,807	\$ 2,585,460	\$ 2,002,607	
	<i>Percent of Total</i>	Executive	60.26%	61.02%	60.33%	57.89%	57.88%	61.28%	64.66%	64.60%
		Judicial	1.25%	1.17%	1.21%	1.52%	1.38%	2.09%	1.45%	1.00%
		Legislative	0.00%	0.00%	0.01%	0.01%	0.07%	0.24%	0.17%	0.04%
Regents		38.49%	37.81%	38.45%	40.58%	40.67%	36.39%	33.72%	34.36%	
	Grand Total	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	

\* Premium revenue equals State general fund appropriation and dollars billed to agencies.

Source: Iowa Department of Administrative Services, HRE - Benefits Bureau Data: GJackson.

## Unemployment Expenditures

	FY 01	FY 02	FY 03	FY 04
<b>NEW CLAIMS</b>	580	858	691	633
<b>PROTESTS</b>	246	219	266	191
<b>% In Favor of Employer</b>	87.4%	87.3%	87.3%	76.0%
<b>BENEFIT CHARGES PAID</b>	\$549,155.30	\$966,785.00	\$722,557.00	\$785,392.00
<b>SERVICE FEE</b>	\$23,982.75	\$23,492.75	\$22,416.00	\$23,047.00
<b>TOTAL COSTS</b>	\$573,138.05	\$990,277.75	\$744,973.00	\$808,439.00
<b>Credit Balances</b> (Returned to General Fund)	\$7,638.30	\$9,195.00	\$21,468.00	\$15,068.00
<b>NET COSTS</b> (Total Costs - Credits Returned)	\$565,499.75	\$981,082.75	\$723,505.00	\$793,371.00

	FY 05	FY 06	FY 07	FY 08
<b>NEW CLAIMS</b>	538	591	536	576
<b>PROTESTS</b>	182	222	205	168
<b>% In Favor of Employer</b>	67.0%	76.0%	80.0%	76.8%
<b>BENEFIT CHARGES PAID</b>	\$825,161.00	\$813,686.00	\$710,370.00	\$716,107.00
<b>SERVICE FEE</b>	\$22,899.00	\$22,893.00	\$27,643.00	\$28,126.00
<b>TOTAL COSTS</b>	\$848,060.00	\$836,579.00	\$738,013.00	\$744,233.00
<b>Credit Balances</b> (Returned to General Fund)	\$25,507.00	\$28,449.00	\$29,986.00	\$14,409.00
<b>NET COSTS</b> (Total Costs - Credits Returned)	\$822,553.00	\$808,130.00	\$708,027.00	\$729,824.00

\* Service fees not tracked by Third Party Administrator prior to Fiscal Year 1999.

NOTE: Unemployment insurance covers the Executive, Legislative, & Judicial Branches.

NOTE: Because of the nature of unemployment insurance costs, figures for recent years may fluctuate slightly.

-Does not include Community-Based Corrections, House, Senate or Regents employees.

Source: Iowa Department of Administrative Services, HRE - Third Party Administrator Query:

# Unemployment Claims by Department Fiscal Year 2008

DEPARTMENT	Non-Protestable	Protestable		Total Claims
		Favorable	Unfavorable	
ADMINISTRATIVE SERVICES	1	0	0	1
AGRICULTURE	4	2	1	7
ALCOHOLIC BEVERAGES***	0	0	0	0
AUDITOR	*	*	*	0
BANKING***	0	0	0	0
BLIND	0	2	0	2
CIVIL RIGHTS	0	0	0	0
COLLEGE AID	0	0	0	0
COMMERCE	***	***	***	0
CORRECTIONS	20	24	10	54
CREDIT UNION***	0	0	0	0
CULTURAL AFFAIRS	5	0	0	5
ECONOMIC DEVELOPMENT**	1	1	0	2
EDUCATION	1	0	0	1
ELDER AFFAIRS	0	0	0	0
ETHICS/CAMPAIGN DISCLOSURE	0	0	0	0
FINANCE AUTHORITY**	0	2	0	2
GOVERNOR'S OFFICE	0	0	0	0
HUMAN RIGHTS	1	0	0	1
HUMAN SERVICES	50	49	6	105
INSPECTIONS AND APPEALS	6	1	1	8
INSURANCE***	1	1	1	3
IOWA COMMUNICATIONS NTRWK	0	0	0	0
IOWA PUBLIC TELEVISION	1	0	0	1
IPERS**	1	0	0	1
JUSTICE****	8	3	4	15
LAW ENFORCEMENT ACADEMY	0	1	0	1
LOTTERY**	0	1	0	1
MANAGEMENT	0	0	0	0
NATURAL RESOURCES	63	4	1	68
PAROLE	1	0	0	1
PROFESSIONAL LICENSING***	***	***	***	0
PUBLIC DEFENSE	2	4	2	8
PUBLIC EMPLOYMENT RELATIONS	0	0	0	0
PUBLIC HEALTH	*	*	*	0
PUBLIC SAFETY	1	1	1	3
REVENUE**	37	1	0	38
SECRETARY OF STATE	0	0	0	0
TRANSPORTATION	55	7	2	64
TREASURER	*	*	*	0
UTILITIES***	0	0	0	0
VETERAN'S AFFAIRS	23	9	3	35
WORKFORCE DEVELOPMENT	*	*	*	0
<b>GRAND TOTALS</b>	<b>282</b>	<b>113</b>	<b>32</b>	<b>427</b>

\* Indicates departments that are not covered by the Unemployment Insurance Administrative Service Contract.  
 \*\* Formerly part of other department and now are their own department.  
 \*\*\* Commerce is now reported individually by division (as of FY08, Professional Licensing is reported with Banking).  
 \*\*\*\* as of FY07 Justice includes the Consumer Advocate Office, which in previous years has been reported with Commerce-Utilities

Non-Protestable - Employer unable to protest unemployment claim of a terminated employee (Separation Issue).  
 Protestable - Employer able to protest unemployment claim of a terminated employee. Decisions based on protest can be in the employer's favor (favorable) or not (unfavorable) or still pending.

**NOTE:** Unemployment covers the Executive, Legislative, & Judicial Branches. However, the Judicial Branch, Legislative Branch and Fair Authority are not presented in this table.

-Does not include Community-Based Corrections, or Regents employees.

Source: Iowa Department of Administrative Services, HRE - Third Party Administrator Query:

## Employee Assistance Program Data by Fiscal Year

	FY 01	FY 02	FY 03	FY 04
<b>Number of employees*</b>	<b>20,359</b>	<b>18,953</b>	<b>18,977</b>	<b>19,198</b>
<b>Number of clients served</b>	<b>926</b>	<b>747</b>	<b>686</b>	<b>660</b>
<b>Percent utilization</b>	<b>4.5%</b>	<b>3.9%</b>	<b>3.6%</b>	<b>3.4%</b>
<b>Number of counseling hours</b>	<b>2,126</b>	<b>1,701</b>	<b>1,368</b>	<b>1,535</b>
<b>Average number of counseling hours/client</b>	<b>2.30</b>	<b>2.28</b>	<b>1.99</b>	<b>2.33</b>
<b>EAP COSTS</b>				
<b>Counseling</b>	<b>\$152,097</b>	<b>\$121,724</b>	<b>\$97,863</b>	<b>\$99,758</b>
<b>Training</b>	<b>\$5,460</b>	<b>\$3,523</b>	<b>\$2,690</b>	<b>\$1,825</b>
<b>TOTAL</b>	<b>\$157,557</b>	<b>\$125,247</b>	<b>\$100,553</b>	<b>\$101,583</b>
<b>Average total counseling costs/client</b>	<b>\$164.25</b>	<b>\$162.95</b>	<b>\$142.66</b>	<b>\$151.15</b>
<b>Average cost/employee</b>	<b>\$7.74</b>	<b>\$6.61</b>	<b>\$5.30</b>	<b>\$5.29</b>

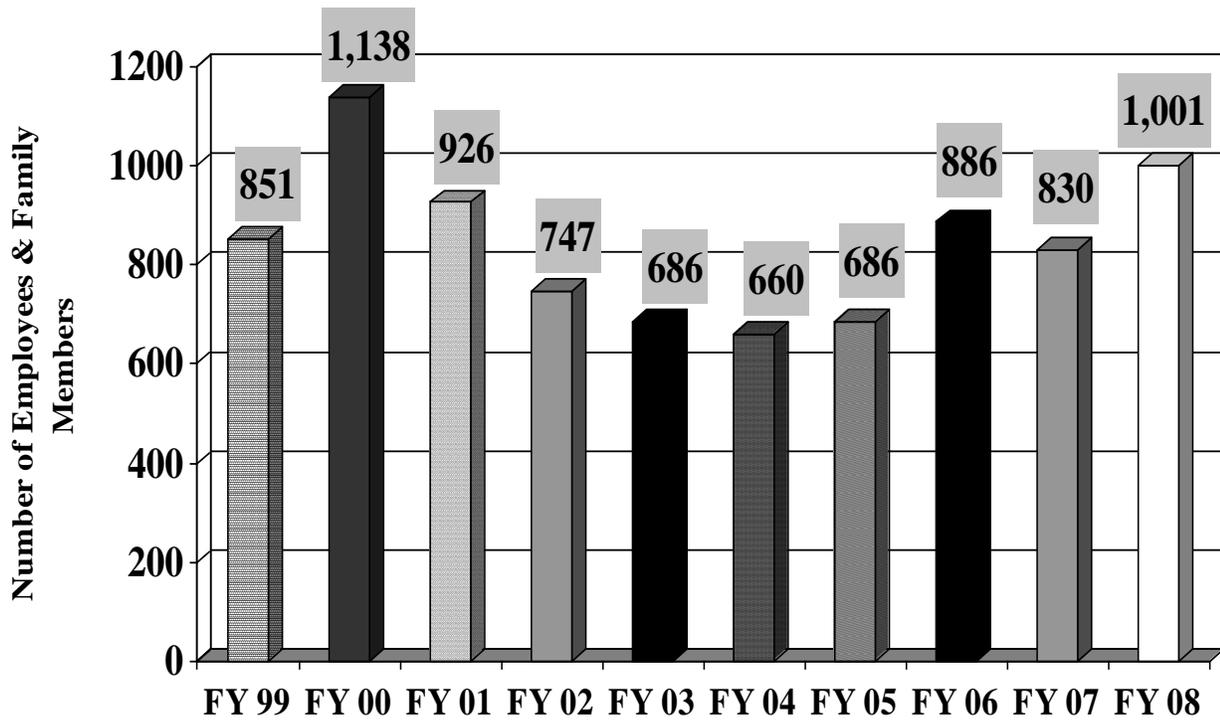
	FY 05	FY 06	FY 07	FY 08
<b>Number of employees*</b>	<b>19,202</b>	<b>19,726</b>	<b>19,964</b>	<b>20,552</b>
<b>Number of clients served</b>	<b>686</b>	<b>886</b>	<b>830</b>	<b>1,001</b>
<b>Percent utilization</b>	<b>3.6%</b>	<b>4.5%</b>	<b>4.2%</b>	<b>4.3%</b>
<b>Number of counseling hours</b>	<b>1,517</b>	<b>1,608</b>	<b>1,265</b>	<b>1,382</b>
<b>Average number of counseling hours/client</b>	<b>2.21</b>	<b>1.81</b>	<b>1.52</b>	<b>1.62</b>
<b>EAP COSTS</b>				
<b>Counseling</b>	<b>\$108,541</b>	<b>\$126,499</b>	<b>\$110,403</b>	<b>\$107,808</b>
<b>Training</b>	<b>\$318</b>	<b>\$0</b>	<b>\$4,535</b>	<b>\$4,365</b>
<b>TOTAL</b>	<b>\$108,859</b>	<b>\$126,499</b>	<b>\$114,938</b>	<b>\$112,173</b>
<b>Average total counseling costs/client</b>	<b>\$158.22</b>	<b>\$142.78</b>	<b>\$133.02</b>	<b>\$126.53</b>
<b>Average cost/employee</b>	<b>\$5.67</b>	<b>\$6.41</b>	<b>\$5.76</b>	<b>\$5.46</b>

\*Includes: Non-Regents Executive Branch  
 Regents Board Office  
 School for the Deaf  
 Braille & Sight Saving School  
 1990, added Judicial Branch employees  
 1991, added Legislative Branch employees (excluding Legislators)

**NOTE:** Total Iowa Employee Assistance Program (IEAP) costs do not include brochure, promotional item, travel, or administrative expenses.

Source: Iowa Department of Administrative Services, HRE - IEAP Annual Report.

## Employee Assistance Program Use by Fiscal Year



Source: Iowa Department of Administrative Services, HRE - Iowa Employee Assistance Program Annual Report: SJensen.

## Deferred Compensation Enrollments, Fiscal Year 2008

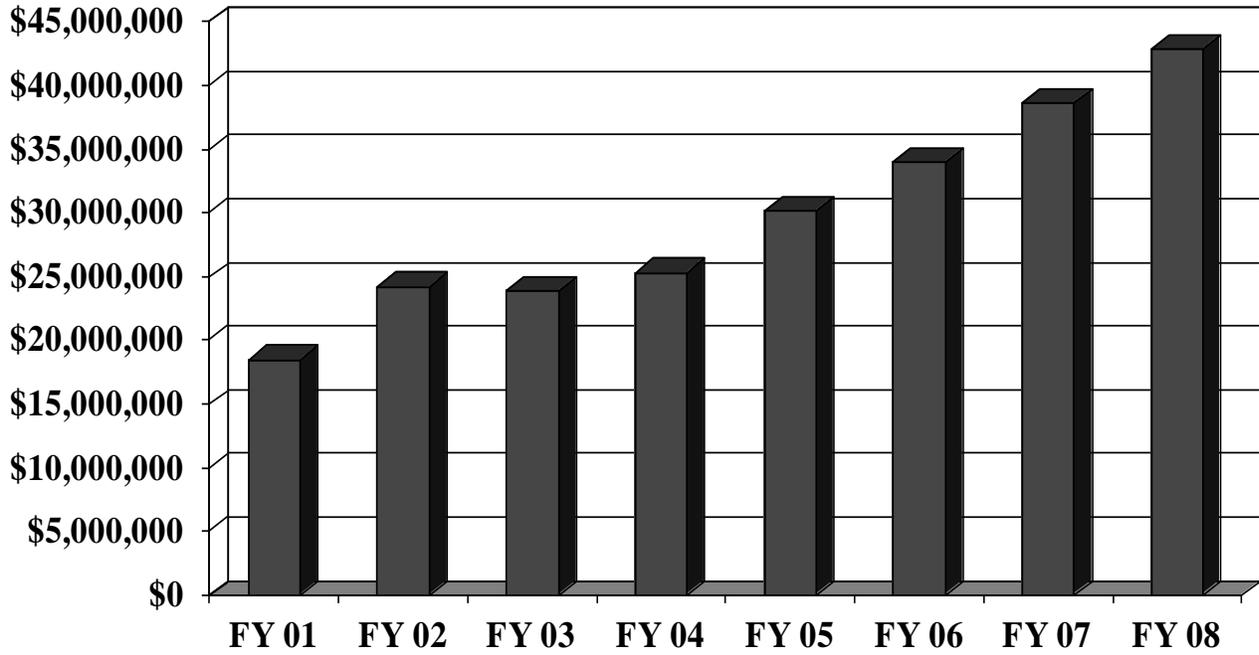
State Government	# Eligible	# Deferring	Participation
<b>EXECUTIVE BRANCH</b>			
<b>AFSCME</b>			
Clerical (001)	1,857	910	49.0%
Technical (002)	3,933	1,930	49.1%
Blue Collar (003)	2,310	1,364	59.0%
Fiscal & Staff (004/104)	2,695	1,906	70.7%
Security (006)	2,151	1,142	53.1%
Patient Care (011)	653	414	63.4%
<b>Subtotal</b>	<b>13,599</b>	<b>7,666</b>	<b>56.4%</b>
<b>UE/IUP</b>			
Social Services (005)	1,526	834	54.7%
Science (009)	479	346	72.2%
Social Services-IMW (015)	776	412	53.1%
<b>Subtotal</b>	<b>2,781</b>	<b>1,592</b>	<b>57.2%</b>
<b>SPOC</b>			
Public Safety (007)	648	547	84.4%
<b>NONCONTRACT</b>	<b>3,854</b>	<b>2,701</b>	<b>70.1%</b>
<b>TOTAL</b>	<b>20,882</b>	<b>12,506</b>	<b>59.9%</b>
<b>JUDICIAL BRANCH</b>			
<b>AFSCME</b>	<b>772</b>	<b>460</b>	<b>59.6%</b>
<b>NONCONTRACT</b>	<b>1,102</b>	<b>784</b>	<b>71.1%</b>
<b>PPME</b>	<b>112</b>	<b>74</b>	<b>66.1%</b>
<b>TOTAL</b>	<b>1,986</b>	<b>1,318</b>	<b>66.4%</b>
<b>LEGISLATIVE BRANCH</b>			
<b>TOTAL</b>	<b>357</b>	<b>148</b>	<b>41.5%</b>
<b>COMMUNITY BASED CORRECTIONS</b>			
<b>TOTAL</b>	<b>1,161</b>	<b>849</b>	<b>73.1%</b>
<b>GRAND TOTAL</b>			
	<b>24,386</b>	<b>14,821</b>	<b>60.8%</b>

Eligibility - Any employee of the State of Iowa working 20+ hours per week or an employee who has a fixed annual salary. This program does not include Regents employees.

Note: 3-digit numbers in parenthesis refer to bargaining unit code.

Source: Iowa Department of Administrative Services, HRE - AS/400 Query: JSandusky.

## Deferred Compensation Program Total Amount Deferred



NOTE: Percentages in each bar represent increase/decrease of amount deferred from previous fiscal year.

Source: Iowa Department of Administrative Services, HRE - AS/400 Query: JSandusky.



## Top 25 Most Populous Job Classes, Fiscal Year 2008

Rank	Class Code	Class Title	Count	Percentage of Full-Time FY '08 Workforce
1	86406	Correctional Officer (& 76406)	1,645	8.0%
2	03201	Resident Treatment Worker	1,329	6.5%
3	08121	Highway Technician Associate	719	3.5%
4	03089	Income Maintenance Worker 2	710	3.5%
5	03011	Social Worker 2 (& 23013)	634	3.1%
6	00026	Secretary 2 (& 90026)	325	1.6%
7	00025	Secretary 1 (& 90025)	317	1.5%
8	00807	Workforce Advisor	281	1.4%
9	00018	Clerk - Specialist (& 90018)	277	1.3%
10	02020	Registered Nurse (& 82020)	271	1.3%
11	03016	Social Worker 3	268	1.3%
12	00013	Typist-Advanced (& 90013)	266	1.3%
13	00709	Administrative Assistant 2 (& 90709)	236	1.1%
15	00708	Administrative Assistant 1 (& 90708)	211	1.0%
15	00121	Information Technology Specialist 4 (& 90121)	211	1.0%
16	00711	Executive Officer 2 (& 90711)	205	1.0%
17	02002	Licensed Practical Nurse (& 82002)	190	0.9%
18	00122	Information Technology Specialist 5 (& 90122)	186	0.9%
20	86419	Correctional Counselor	165	0.8%
20	03040	Youth Services Worker	165	0.8%
21	03345	Child Support Recovery Officer (& 93345)	164	0.8%
22	16000	Trooper	161	0.8%
23	00710	Executive Officer 1 (80710 & 90710)	149	0.7%
24	04023	Program Planner 3 (& 94023)	147	0.7%
25	04513	Environmental Specialist	140	0.7%
<b>TOTAL</b>			<b>9,372</b>	<b>45.6%</b>

-Does not include Fair Authority, Community-Based Corrections, or Regents employees.

Source: Iowa Department of Administrative Services, HRE - AS/400 Query: PPeterson.

## Top 25 Classes by New Full-Time Hires, Fiscal Year 2008

Rank	Class Code	Class Title	Count	Percentage of Full-Time FY '08 Hires
1	03201	Resident Treatment Worker	210	11.0%
2	86406	Correctional Officer	125	6.5%
3	03011	Social Worker 2 (& 23013)	92	4.8%
4	03089	Income Maintenance Worker 2	81	4.2%
5	02020	Registered Nurse (& 82020)	69	3.6%
6	00013	Typist-Advanced	55	2.9%
7	02002	Licensed Practical Nurse (& 82002)	45	2.4%
8	08121	Highway Technician Associate	42	2.2%
9	07005	Custodial Worker	33	1.7%
10	15223	Peace Officer Candidate	33	1.7%
11	00025	Secretary 1	28	1.5%
12	00018	Clerk - Specialist	25	1.3%
13	00708	Administrative Assistant 1 (& 90708)	23	1.2%
14	04538	Health Facilities Surveyor	22	1.2%
15	01071	Education Program Consultant	21	1.1%
19	94584	Assistant Auditor 1	20	1.0%
19	04513	Environmental Specialist	20	1.0%
19	03220	Psychiatric Security Specialist	20	1.0%
19	03040	Youth Service Worker	20	1.0%
23	00017	Clerk-Advanced	19	1.0%
23	06298	Drivers License Clerk	19	1.0%
23	00121	Information Technology Specialist 4	19	1.0%
23	00807	Workforce Advisor	19	1.0%
24	03010	Social Work Associate	18	0.9%
25	03345	Child Support Recovery Officer	16	0.8%
25	04022	Program Planner 2	16	0.8%
25	00350	Revenue Examiner 1	16	0.8%
<b>Totals</b>			<b>1,126</b>	<b>58.9%</b>

NOTE: There were 1,911 total non-promotional hires in Fiscal Year 2008.

NOTE: Hires represent all non-promotional hires into state government. Not included are all promotional and transfer hires.

NOTE: Highway Technician Associates were previously classified as Equipment Operators

-Does not include Fair Authority, Community-Based Corrections, or Regents employees.

Source: Iowa Department of Administrative Services, HRE - AS/400 Query: PPeterson.

# Total New Full-Time Hires by Fiscal Year by Department

DEPARTMENT	FY 01			FY 02			FY 03			FY 04		
	Hires	Workforce	Rate									
ADMINISTRATIVE SERVICES	*	*	*	*	*	*	*	*	*	23	366	6.3%
AGRICULTURE	20	432	4.6%	9	381	2.4%	17	385	4.4%	10	381	2.6%
ALCOHOLIC BEVERAGES	****	****	****	****	****	****	****	****	****	****	****	****
AUDITOR	20	117	17.1%	3	101	3.0%	12	103	11.7%	10	100	10.0%
BANKING	****	****	****	****	****	****	****	****	****	****	****	****
BLIND	9	100	9.0%	5	95	5.3%	9	100	9.0%	5	102	4.9%
CIVIL RIGHTS	5	36	13.9%	0	35	0.0%	0	28	0.0%	1	27	3.7%
COLLEGE AID	5	35	14.3%	2	36	5.6%	0	37	0.0%	3	36	8.3%
COMMERCE	20	314	6.4%	10	293	3.4%	12	287	4.2%	36	308	11.7%
CORRECTIONS	234	3,074	7.6%	71	2,863	2.5%	309	2,977	10.4%	114	2,939	3.9%
CREDIT UNION	****	****	****	****	****	****	****	****	****	****	****	****
CULTURAL AFFAIRS	4	83	4.8%	0	70	0.0%	5	63	7.9%	9	65	13.8%
ECONOMIC DEVELOPMENT***	23	190	12.1%	25	201	12.4%	13	207	6.3%	14	216	6.5%
EDUCATION	58	613	9.5%	38	612	6.2%	32	599	5.3%	23	609	3.8%
ELDER AFFAIRS	6	31	19.4%	4	29	13.8%	0	29	0.0%	2	24	8.3%
ETHICS/CAMPAIGN DISCLOSURE	0	8	0.0%	0	5	0.0%	0	6	0.0%	0	6	0.0%
FINANCE AUTHORITY	***	***	***	***	***	***	***	***	***	***	***	***
GENERAL SERVICES	13	206	6.3%	4	174	2.3%	9	162	5.6%	**	**	**
GOVERNOR'S OFFICE	4	47	8.5%	7	44	15.9%	11	39	28.2%	4	40	10.0%
HUMAN RIGHTS	1	52	1.9%	3	51	5.9%	2	51	3.9%	6	54	11.1%
HUMAN SERVICES	545	5,477	10.0%	241	5,136	4.7%	266	5,038	5.3%	381	5,146	7.4%
INFORMATION TECHNOLOGY	19	136	14.0%	4	113	3.5%	8	116	6.9%	**	**	**
INSPECTIONS AND APPEALS	31	481	6.4%	17	456	3.7%	28	459	6.1%	31	474	6.5%
INSURANCE	****	****	****	****	****	****	****	****	****	****	****	****
IOWA COMMUNICATIONS NTRWK	16	99	16.2%	5	97	5.2%	7	95	7.4%	5	96	5.2%
IOWA PUBLIC TELEVISION	13	129	10.1%	5	123	4.1%	0	112	0.0%	6	116	5.2%
IPERS	***	***	***	***	***	***	***	***	***	1	86	1.2%
JUSTICE****	13	218	6.0%	10	210	4.8%	3	202	1.5%	15	207	7.2%
LAW ENFORCEMENT ACADEMY	3	31	9.7%	1	30	3.3%	0	27	0.0%	0	27	0.0%
LOTTERY	***	***	***	***	***	***	***	***	***	1	108	0.9%
MANAGEMENT	1	30	3.3%	1	27	3.7%	0	27	0.0%	1	28	3.6%
NATURAL RESOURCES	40	864	4.6%	36	853	4.2%	50	880	5.7%	49	898	5.5%
PAROLE	1	12	8.3%	1	11	9.1%	0	10	0.0%	0	11	0.0%
PERSONNEL	12	159	7.5%	6	148	4.1%	5	151	3.3%	**	**	**
PROFESSIONAL LICENSING	****	****	****	****	****	****	****	****	****	****	****	****
PUBLIC DEFENSE	28	294	9.5%	26	306	8.5%	32	327	9.8%	49	366	13.4%
PUBLIC EMPLOYMENT RELATIONS	0	12	0.0%	0	9	0.0%	1	10	10.0%	0	10	0.0%
PUBLIC HEALTH	49	373	13.1%	32	372	8.6%	40	397	10.1%	23	388	5.9%
PUBLIC SAFETY	71	946	7.5%	5	898	0.6%	7	861	0.8%	16	838	1.9%
REVENUE***	12	560	2.1%	3	491	0.6%	3	473	0.6%	23	359	6.4%
SECRETARY OF STATE	3	41	7.3%	0	30	0.0%	7	34	20.6%	4	35	11.4%
TRANSPORTATION	156	3,533	4.4%	8	3,139	0.3%	136	3,163	4.3%	57	3,156	1.8%
TREASURER	8	21	38.1%	5	24	20.8%	7	21	33.3%	6	24	25.0%
UTILITIES	****	****	****	****	****	****	****	****	****	****	****	****
VETERAN'S AFFAIRS	82	754	10.9%	54	733	7.4%	74	736	10.1%	86	769	11.2%
WORKFORCE DEVELOPMENT	45	851	5.3%	12	757	1.6%	28	765	3.7%	37	783	4.7%
GRAND TOTALS	1,570	20,359	7.7%	653	18,953	3.4%	1,133	18,977	6.0%	1,051	19,198	5.5%

\* Department not in existence at the time.

\*\* Former individual departments, which now make up the Department of Administrative Services.

\*\*\* Formerly part of other department and now are their own department.

\*\*\*\* Commerce is now reported individually by division (as of FY08, Professional Licensing is reported with Banking).

\*\*\*\*\* as of FY07 Justice includes the Consumer Advocate Office, which in previous years has been reported with Commerce-Utilities

**NOTE:** New hires represent all non-promotional hires into state government. Not included are all promotional and transfer hires.

-Does not include Fair Authority, Community-Based Corrections, or Regents employees.

Source: Iowa Department of Administrative Services, HRE - AS/400 Query: PPeterson.

## Total New Full-Time Hires by Fiscal Year by Department (cont.)

DEPARTMENT	FY 05			FY 06			FY 07			FY 08		
	Hires	Workforce	Rate									
ADMINISTRATIVE SERVICES	19	366	5.2%	24	367	6.5%	28	375	7.5%	39	400	9.8%
AGRICULTURE	18	380	4.7%	28	385	7.3%	31	382	8.1%	30	392	7.7%
ALCOHOLIC BEVERAGES****	16	51	31.4%	6	50	12.0%	22	61	36.1%	7	61	11.5%
AUDITOR	38	112	33.9%	13	107	12.1%	22	106	20.8%	21	110	19.1%
BANKING****	7	62	11.3%	5	64	7.8%	2	64	3.1%	5	81	6.2%
BLIND	5	99	5.1%	2	97	2.1%	3	92	3.3%	2	89	2.2%
CIVIL RIGHTS	1	23	4.3%	0	23	0.0%	4	23	17.4%	4	26	15.4%
COLLEGE AID	5	41	12.2%	7	41	17.1%	10	46	21.7%	7	50	14.0%
COMMERCE	****	****	****	****	****	****	****	****	****	****	****	****
CORRECTIONS	117	2,871	4.1%	201	2,920	6.9%	354	3,079	11.5%	285	3,151	9.0%
CREDIT UNION	5	16	31.3%	0	15	0.0%	0	13	0.0%	3	17	17.6%
CULTURAL AFFAIRS	3	64	4.7%	8	70	11.4%	6	71	8.5%	6	75	8.0%
ECONOMIC DEVELOPMENT***	6	131	4.6%	6	127	4.7%	6	131	4.6%	17	147	11.6%
EDUCATION	38	592	6.4%	30	596	5.0%	33	573	5.8%	73	612	11.9%
ELDER AFFAIRS	4	28	14.3%	2	32	6.3%	4	32	12.5%	6	37	16.2%
ETHICS/CAMPAIGN DISCLOSURE	0	6	0.0%	0	6	0.0%	0	5	0.0%	1	6	16.7%
FINANCE AUTHORITY***	5	86	5.8%	2	86	2.3%	1	83	1.2%	6	86	7.0%
GENERAL SERVICES	**	**	**	**	**	**	**	**	**	**	**	**
GOVERNOR'S OFFICE	5	40	12.5%	7	40	17.5%	15	39	38.5%	7	49	14.3%
HUMAN RIGHTS	4	57	7.0%	3	55	5.5%	1	52	1.9%	7	56	12.5%
HUMAN SERVICES	474	5,237	9.1%	636	5,520	11.5%	561	5,625	10.0%	662	5,781	11.5%
INFORMATION TECHNOLOGY	**	**	**	**	**	**	**	**	**	**	**	**
INSPECTIONS AND APPEALS	31	488	6.4%	25	505	5.0%	34	514	6.6%	53	531	10.0%
INSURANCE****	5	84	6.0%	12	87	13.8%	7	88	8.0%	7	88	8.0%
IOWA COMMUNICATIONS NTRK	2	90	2.2%	5	80	6.3%	7	84	8.3%	1	81	1.2%
IOWA PUBLIC TELEVISION	2	110	1.8%	4	116	3.4%	12	116	10.3%	1	111	0.9%
IPERS***	6	83	7.2%	4	86	4.7%	2	82	2.4%	0	79	0.0%
JUSTICE****	21	203	10.3%	14	204	6.9%	29	241	12.0%	18	246	7.3%
LAW ENFORCEMENT ACADEMY	0	27	0.0%	3	27	11.1%	0	27	0.0%	1	26	3.8%
LOTTERY***	2	108	1.9%	8	112	7.1%	5	111	4.5%	5	110	4.5%
MANAGEMENT	1	27	3.7%	1	28	3.6%	1	30	3.3%	1	32	3.1%
NATURAL RESOURCES	38	912	4.2%	43	928	4.6%	70	945	7.4%	64	974	6.6%
PAROLE	1	10	10.0%	1	10	10.0%	4	11	36.4%	1	11	9.1%
PERSONNEL	**	**	**	**	**	**	**	**	**	**	**	**
PROFESSIONAL LICENSING****	0	10	0.0%	1	12	8.3%	2	14	14.3%	****	****	****
PUBLIC DEFENSE	23	373	6.2%	15	361	4.2%	28	354	7.9%	37	362	10.2%
PUBLIC EMPLOYMENT RELATIONS	0	10	0.0%	0	9	0.0%	0	9	0.0%	2	11	18.2%
PUBLIC HEALTH	45	394	11.4%	25	410	6.1%	36	407	8.8%	46	432	10.6%
PUBLIC SAFETY	56	847	6.6%	116	948	12.2%	60	953	6.3%	69	990	7.0%
REVENUE***	22	369	6.0%	14	373	3.8%	14	362	3.9%	37	385	9.6%
SECRETARY OF STATE	3	39	7.7%	2	40	5.0%	5	36	13.9%	3	38	7.9%
TRANSPORTATION	106	3,112	3.4%	87	3,112	2.8%	140	3,045	4.6%	169	3,063	5.5%
TREASURER	5	22	22.7%	4	23	17.4%	7	24	29.2%	1	23	4.3%
UTILITIES****	4	90	4.4%	3	89	3.4%	4	67	6.0%	2	68	2.9%
VETERAN'S AFFAIRS	81	779	10.4%	87	799	10.9%	90	813	11.1%	126	860	14.7%
WORKFORCE DEVELOPMENT	31	753	4.1%	48	766	6.3%	73	779	9.4%	79	805	9.8%
GRAND TOTALS	1,255	19,202	6.5%	1,502	19,726	7.6%	1,733	19,964	8.7%	1,911	20,552	9.3%

\* Department not in existence at the time.

\*\* Former individual departments, which now make up the Department of Administrative Services.

\*\*\* Formerly part of other department and now are their own department.

\*\*\*\* Commerce is now reported individually by division (as of FY08, Professional Licensing is reported with Banking).

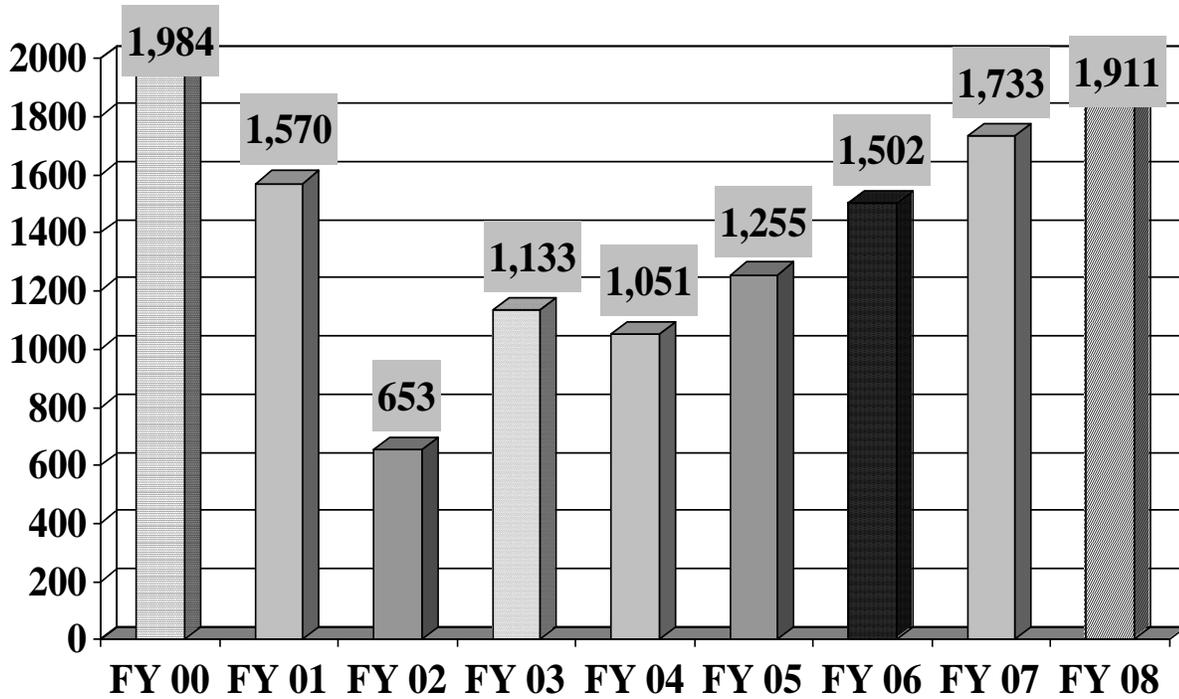
\*\*\*\*\* as of FY07 Justice includes the Consumer Advocate Office, which in previous years has been reported with Commerce-Utilities

NOTE: New hires represent all non-promotional hires into state government. Not included are all promotional and transfer hires.

-Does not include Fair Authority, Community-Based Corrections, or Regents employees.

Source: Iowa Department of Administrative Services, HRE - AS/400 Query: PPeterson.

## Total New Full-Time Hires by Fiscal Year

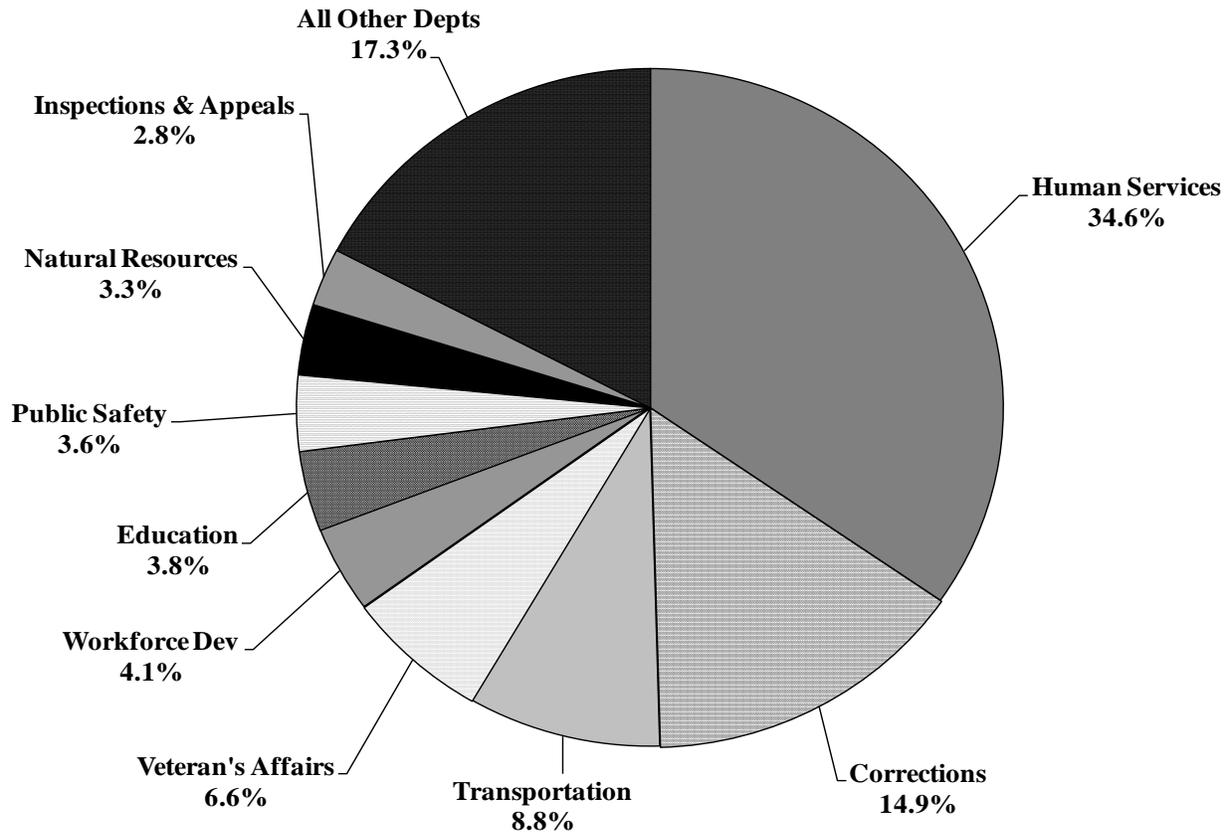


NOTE: New hires represent all non-promotional hires into state government. Not included are all promotional and transfer hires.

-Does not include Fair Authority, Community-Based Corrections, or Regents employees.

Source: Iowa Department of Administrative Services, HRE - AS/400 Query: PPeterson.

# New Full-Time Hire Percentages by Department, Fiscal Year 2008



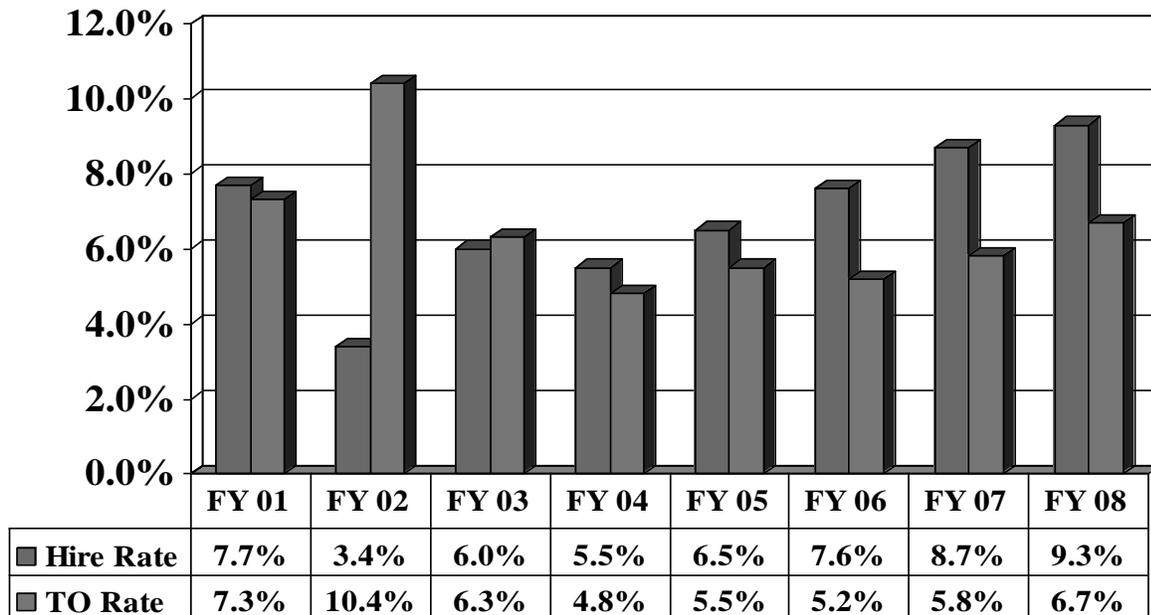
NOTE: Percentages are rounded and may not sum to exactly 100%.

NOTE: New hires represent all non-promotional hires into state government. Not included are all promotional and transfer hires.

-Does not include Fair Authority, Community-Based Corrections, or Regents employees.

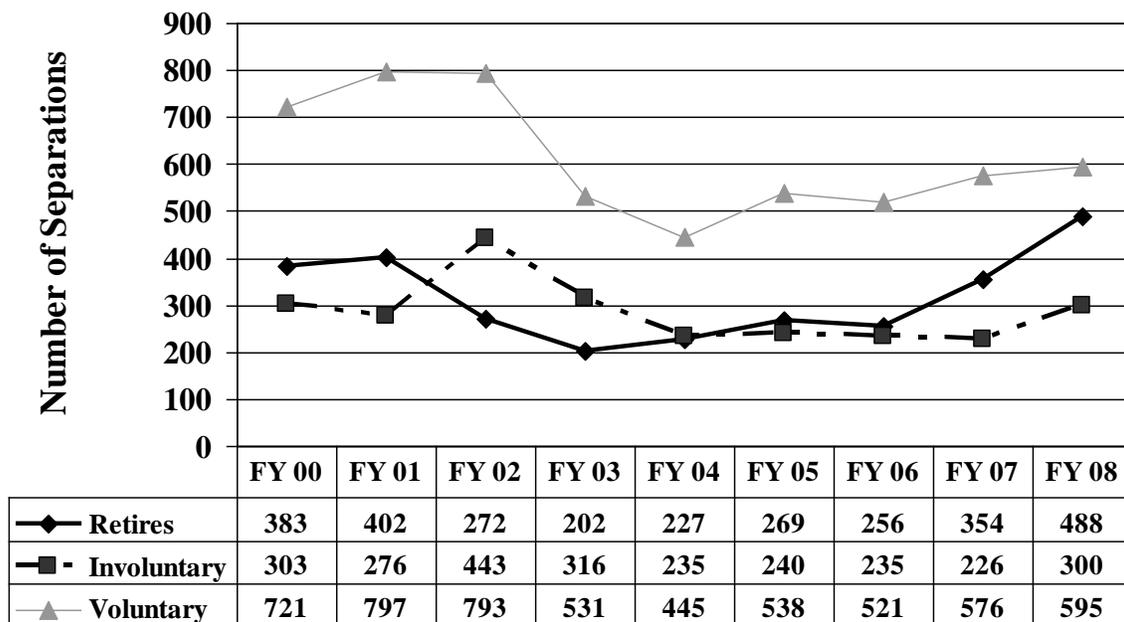
Source: Iowa Department of Administrative Services, HRE - AS/400 Query: PPeterson.

## Executive Branch Full-Time Employee New Hire Rate and Separation Rate



NOTE: Hires represent all non-promotional hires into state government. Not included are all promotional and transfer hires.  
NOTE: Executive Branch separation rate includes only individuals who have left Executive Branch employment.

## Separation Type



-Does not include Fair Authority, Community-Based Corrections, or Regents employees.

Source: Iowa Department of Administrative Services, HRE - AS/400 Query: PPeterson.

## Top 25 Executive Branch Separations by Class, Fiscal Year 2008

Rank	Class Code	Class Title	Separations Within Class	Percentage of FY '08 Separations
1	03201	Resident Treatment Worker	161	11.6%
2	86406	Correctional Officer	98	7.1%
3	03089	Income Maintenance Worker 2	47	3.4%
4	02020	Registered Nurse	44	3.2%
5	03011	Social Worker 2	38	2.7%
6	02002	Licensed Practical Nurse	31	2.2%
7	00013	Typist-Advanced	26	1.9%
8	08121	Highway Technician Associate	25	1.8%
9	00025	Secretary 1	17	1.2%
10	06298	Drivers License Clerk	15	1.1%
12	00018	Clerk - Specialist	14	1.0%
12	07005	Custodial Worker	14	1.0%
13	00807	Workforce Advisor	13	0.9%
15	00017	Clerk - Advanced	12	0.9%
15	07200	Food Service Worker	12	0.9%
18	00708	Administrative Assistant 1 (& 90708)	11	0.8%
18	01071	Education Program Consultant	11	0.8%
18	00026	Secretary 2 (& 90026)	11	0.8%
23	00709	Administrative Assistant 2 (& 90709)	10	0.7%
23	94585	Assistant Auditor 2	10	0.7%
23	87237	Correctional Food Service Coordinator	10	0.7%
23	04538	Health Facilities Surveyor	10	0.7%
23	03040	Youth Services Worker	10	0.7%
25	93345	Child Support Recovery Officer	9	0.7%
25	04513	Environmental Specialist	9	0.7%
<b>TOTALS</b>			<b>668</b>	<b>48.3%</b>

**NOTE:** There were a total of 1,383 individuals who separated from Executive Branch employment in Fiscal Year 2008.

*-Does not include Fair Authority, Community-Based Corrections, or Regents employees.*

Source: Iowa Department of Administrative Services, HRE - AS/400 Query: PPeterson.

# Executive Branch Separations by Department

DEPARTMENT	FY 01			FY 02			FY 03			FY 04		
	Retires	Terms	Quits									
ADMINISTRATION SERVICES	*	*	*	*	*	*	*	*	*	3	8	11
AGRICULTURE	7	3	13	8	14	11	1	3	7	7	4	4
ALCOHOLIC BEVERAGES	***	***	***	***	***	***	***	***	***	*	*	*
AUDITOR	1	0	21	1	6	10	0	0	6	2	1	9
BANKING	***	***	***	***	***	***	***	***	***	*	*	*
BLIND	5	0	3	4	4	1	1	1	1	2	1	1
CIVIL RIGHTS	1	0	0	1	0	0	0	0	1	0	0	1
COLLEGE AID	1	0	3	1	0	1	1	0	0	0	0	5
COMMERCE	9	1	17	3	11	10	4	0	8	1	7	6
CORRECTIONS	26	64	140	24	64	138	18	69	94	45	34	79
CREDIT UNION	***	***	***	***	***	***	***	***	***	*	*	*
CULTURAL AFFAIRS	0	2	6	0	6	4	0	3	3	2	1	3
ECONOMIC DEVELOPMENT	5	2	14	1	1	17	2	3	12	0	4	5
EDUCATION	24	6	20	13	2	22	8	20	12	5	3	15
ELDER AFFAIRS	3	1	1	1	1	3	1	0	1	0	0	1
ETHICS/CAMPAIGN DISCLOSURE	0	0	0	1	0	0	0	0	0	0	0	0
FINANCE AUTHORITY	***	***	***	***	***	***	***	***	***	*	*	*
GENERAL SERVICES	8	2	14	3	13	12	4	6	2			
GOVERNOR'S OFFICE	1	0	3	0	0	10	0	2	6	0	0	1
HUMAN RIGHTS	1	1	1	0	1	2	0	1	1	0	0	2
HUMAN SERVICES	114	112	236	85	163	253	71	105	152	53	100	137
INFORMATION TECHNOLOGY	2	2	4	2	10	2	1	2	7			
INSPECTIONS AND APPEALS	10	4	12	3	4	23	8	16	27	7	4	14
INSURANCE	***	***	***	***	***	***	***	***	***	*	*	*
IOWA COMMUNICATIONS NTRWK	1	1	9	0	0	5	1	1	6	0	0	2
IOWA PUBLIC TELEVISION	4	2	9	1	1	5	0	1	5	1	0	1
IPERS	***	***	***	***	***	***	***	***	***	1	1	2
JUSTICE	2	0	6	0	0	14	2	0	7	0	0	7
LAW ENFORCEMENT ACADEMY	0	0	1	1	0	0	2	0	0	0	0	0
LOTTERY	***	***	***	***	***	***	***	***	***	0	0	0
MANAGEMENT	0	2	1	0	0	1	0	0	0	0	0	0
NATURAL RESOURCES	13	2	17	7	2	23	10	2	11	24	8	10
PAROLE	0	0	1	1	1	0	0	0	0	0	0	0
PERSONNEL	1	0	10	1	1	6	0	2	1			
PROFESSIONAL LICENSING	***	***	***	***	***	***	***	***	***	*	*	*
PUBLIC DEFENSE	2	1	12	6	4	9	0	3	12	3	4	12
PUBLIC EMPLOYMENT RELATIONS	0	0	0	0	3	0	0	0	0	0	0	0
PUBLIC HEALTH	6	4	15	10	5	15	6	3	15	6	3	23
PUBLIC SAFETY	21	7	29	17	8	18	12	4	21	13	7	19
REVENUE*	11	3	6	7	16	5	8	5	2	4	5	2
SECRETARY OF STATE	0	0	2	0	4	3	0	0	1	1	0	2
TRANSPORTATION	85	25	93	44	60	106	27	29	48	19	22	26
TREASURER	0	2	6	0	1	1	0	2	7	0	0	2
UTILITIES	***	***	***	***	***	***	***	***	***	*	*	*
VETERAN'S AFFAIRS	12	19	53	11	20	39	6	28	48	15	13	36
WORKFORCE DEVELOPMENT	26	8	19	15	17	24	8	5	7	13	5	7
<b>GRAND TOTALS</b>	<b>402</b>	<b>276</b>	<b>797</b>	<b>272</b>	<b>443</b>	<b>793</b>	<b>202</b>	<b>316</b>	<b>531</b>	<b>227</b>	<b>235</b>	<b>445</b>
<b>AVERAGE AGE</b>	<b>61.17</b>	<b>40.99</b>	<b>37.08</b>	<b>61.32</b>	<b>42.27</b>	<b>37.38</b>	<b>60.76</b>	<b>42.87</b>	<b>37.72</b>	<b>60.58</b>	<b>43.15</b>	<b>38.21</b>
<b>AVERAGE LENGTH OF SERVICE</b>	<b>24.74</b>	<b>6.44</b>	<b>4.36</b>	<b>22.73</b>	<b>8.21</b>	<b>5.20</b>	<b>21.40</b>	<b>7.84</b>	<b>5.70</b>	<b>23.76</b>	<b>7.74</b>	<b>5.17</b>

Retires - Retirements  
 Terms - Involuntary Separations  
 Quits - Voluntary Separations

\* Department not in existence at the time.  
 \*\* Former individual departments, which now make up the Department of Administrative Services.  
 \*\*\* Formerly part of other department and now are their own department.

NOTE: Executive Branch separations include only individuals who have left Executive Branch employment. Separations do not include employees who left under an Early Out program.

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Source: Iowa Department of Administrative Services, HRE - AS/400 Query: PPeterson.

# Executive Branch Separations by Department (cont.)

DEPARTMENT	FY 05			FY 06			FY 07			FY 08		
	Retires	Terms	Quits									
ADMINISTRATION SERVICES	2	3	10	7	4	11	7	3	10	8	3	12
AGRICULTURE	8	2	4	4	5	8	8	3	5	6	6	6
ALCOHOLIC BEVERAGES	2	2	8	1	2	5	1	5	1	0	2	5
AUDITOR	0	0	22	0	1	14	0	2	15	3	0	15
BANKING	0	1	4	1	0	2	0	0	3	2	0	0
BLIND	4	0	3	1	1	0	3	4	2	1	0	1
CIVIL RIGHTS	1	2	0	0	0	0	1	0	2	0	0	1
COLLEGE AID	1	0	0	1	2	2	1	1	2	2	0	0
COMMERCE	***	***	***	***	***	***	***	***	***	***	***	***
CORRECTIONS	34	44	70	36	40	69	27	35	80	72	53	102
CREDIT UNION	0	1	3	0	0	1	0	0	2	0	0	0
CULTURAL AFFAIRS	1	2	3	1	1	3	0	0	5	0	0	2
ECONOMIC DEVELOPMENT	0	4	2	0	0	12	2	2	4	0	1	7
EDUCATION	16	9	19	14	2	15	10	1	22	17	7	20
ELDER AFFAIRS	0	1	0	0	0	1	0	0	1	0	1	1
ETHICS/CAMPAIGN DISCLOSURE	0	0	0	0	0	0	0	0	0	0	0	0
FINANCE AUTHORITY	0	1	3	0	0	2	1	1	4	0	1	1
GOVERNOR'S OFFICE	0	0	7	0	0	3	1	0	15	0	0	3
HUMAN RIGHTS	2	1	0	2	1	2	1	1	0	2	0	1
HUMAN SERVICES	75	93	182	62	111	193	58	95	188	148	125	221
INSPECTIONS AND APPEALS	10	2	23	6	2	10	4	5	12	12	6	19
INSURANCE	0	1	5	3	2	2	1	2	2	2	1	4
IOWA COMMUNICATIONS NTRK	3	1	3	6	1	5	2	0	3	3	0	3
IOWA PUBLIC TELEVISION	1	1	3	1	0	1	2	1	7	2	1	1
IPERS	2	1	3	1	2	1	1	3	3	1	1	1
JUSTICE**	1	1	18	3	0	5	4	1	10	6	0	8
LAW ENFORCEMENT ACADEMY	0	0	0	2	0	1	0	0	0	2	0	0
LOTTERY	1	0	0	1	0	3	3	0	1	4	0	1
MANAGEMENT	0	0	0	0	0	1	0	0	2	0	0	2
NATURAL RESOURCES	8	4	11	16	3	12	11	4	16	19	8	15
PAROLE	1	0	0	0	0	1	0	0	1	0	0	0
PROFESSIONAL LICENSING	0	0	0	0	0	0	1	0	0	****	****	****
PUBLIC DEFENSE	2	2	9	9	3	15	5	5	14	5	7	14
PUBLIC EMPLOYMENT RELATIONS	0	0	0	0	1	0	0	0	0	0	0	0
PUBLIC HEALTH	7	2	18	2	1	7	4	0	25	8	5	10
PUBLIC SAFETY	23	5	14	9	4	15	24	6	12	15	2	9
REVENUE*	4	4	3	8	3	3	3	1	6	14	4	3
SECRETARY OF STATE	0	0	1	1	0	2	0	0	1	1	0	0
TRANSPORTATION	32	19	37	33	19	33	147	22	36	90	28	36
TREASURER	0	2	4	0	1	2	0	2	3	0	0	1
UTILITIES	0	0	1	1	0	2	1	1	2	1	0	2
VETERAN'S AFFAIRS	15	22	34	11	15	44	8	15	40	15	30	43
WORKFORCE DEVELOPMENT	13	7	11	13	8	13	12	5	19	27	8	25
GRAND TOTALS	269	240	538	256	235	521	354	226	576	488	300	595
AVERAGE AGE	60.96	43.96	38.62	61.68	43.28	39.02	62.19	42.82	39.17	61.64	42.98	39.29
AVERAGE LENGTH OF SERVICE	21.27	7.81	5.57	22.29	7.06	5.44	25.83	7.66	5.33	25.01	6.28	4.69

Retires - Retirements

Terms - Involuntary Separations

Quits - Voluntary Separations

\* Department not in existence at the time.

\*\* Former individual departments, which now make up the Department of Administrative Services.

\*\*\* Formerly part of other department and now are their own department.

\*\*\*\* Professional Licensing Is now included with the Banking department

NOTE: Executive Branch separations include only individuals who have left Executive Branch employment. Separations do not include employees who left under an Early Out program.

-Does not include Fair Authority, Community-Based Corrections, or Regents employees.

Source: Iowa Department of Administrative Services, HRE - AS/400 Query: PPeterson.

# Executive Branch Hire & Separation Rates by Department

DEPARTMENT	FT Employees FY '07	FT Employees FY '08	Hires	Transfer In	Retires	Terms	Quits	SLIP	Transfer Out	Hire Rate	Separation Rate
ADMINISTRATION SERVICES	375	400	39	16	1	3	12	7	11	14.84%	9.18%
AGRICULTURE	382	392	30	4	4	6	6	2	2	8.92%	5.25%
ALCOHOLIC BEVERAGES***	61	61	7	2	0	2	5	0	2	16.07%	16.07%
AUDITOR	106	110	21	0	0	0	15	3	2	19.27%	18.35%
BANKING***	64	81	5	1	0	0	0	2	1	9.52%	4.76%
BLIND	92	89	2	0	1	0	1	0	3	2.09%	5.24%
CIVIL RIGHTS	23	26	4	0	0	0	1	0	0	17.39%	4.35%
COLLEGE AID	46	50	7	0	0	0	0	2	0	16.09%	4.60%
CORRECTIONS	3,079	3,151	285	19	31	53	102	41	17	10.22%	8.20%
CREDIT UNION***	13	17	3	1	0	0	0	0	0	27.59%	0.00%
CULTURAL AFFAIRS	71	75	6	1	0	0	2	0	1	10.37%	4.44%
ECONOMIC DEVELOPMENT***	131	147	17	4	0	1	7	0	1	16.03%	6.87%
EDUCATION	573	612	73	20	7	7	20	10	11	15.97%	9.44%
ELDER AFFAIRS	32	37	6	2	0	1	1	0	1	26.67%	10.00%
ETHICS/CAMPAIGN DISCLOSURE	5	6	1	0	0	0	0	0	0	18.18%	0.00%
FINANCE AUTHORITY***	83	86	6	0	0	1	1	0	2	7.10%	4.73%
GOVERNOR'S OFFICE	39	49	7	7	0	0	3	0	5	35.44%	20.25%
HUMAN RIGHTS	52	56	7	1	2	0	1	0	1	14.68%	7.34%
HUMAN SERVICES	5,625	5,781	662	15	60	125	221	88	50	12.47%	10.02%
INSPECTIONS AND APPEALS	514	531	53	6	6	6	19	7	6	11.78%	8.78%
INSURANCE***	88	88	7	0	0	1	4	2	0	8.14%	8.14%
IOWA COMMUNICATIONS NTRK	84	81	1	2	1	0	3	2	3	3.45%	10.34%
IOWA PUBLIC TELEVISION	116	111	1	1	0	1	1	2	2	1.77%	5.31%
IPERS	82	79	0	0	0	1	1	1	1	0.00%	4.85%
JUSTICE*	241	246	18	2	0	0	8	6	5	9.01%	8.56%
LAW ENFORCEMENT ACADEMY	27	26	1	0	0	0	0	1	1	3.70%	7.41%
LOTTERY***	111	110	5	2	1	0	1	3	3	6.39%	7.31%
MANAGEMENT	30	32	1	3	0	0	2	0	0	14.04%	7.02%
NATURAL RESOURCES	945	974	64	5	8	8	15	11	8	7.43%	5.39%
PAROLE	11	11	1	0	0	0	0	0	2	9.52%	19.05%
PROFESSIONAL LICENSING	14	*****	*****	*****	*****	*****	*****	*****	*****	*****	*****
PUBLIC DEFENSE	354	362	37	2	1	7	14	4	5	10.73%	8.53%
PUBLIC EMPLOYMENT RELATIONS	9	11	2	0	0	0	0	0	0	21.05%	0.00%
PUBLIC HEALTH	407	432	46	9	4	5	10	4	7	13.73%	7.49%
PUBLIC SAFETY	953	990	69	3	11	2	9	4	6	8.00%	3.56%
REVENUE***	362	385	37	6	7	4	3	7	3	11.76%	6.57%
SECRETARY OF STATE	36	38	3	3	0	0	0	1	2	16.00%	8.00%
TRANSPORTATION	3,045	3,063	169	****	33	28	36	57	****	N/A	N/A
TREASURER	24	23	1	0	0	0	1	0	1	4.35%	8.70%
UTILITIES***	67	68	2	2	0	0	2	1	1	5.10%	5.10%
VETERAN'S AFFAIRS	813	860	126	2	9	30	43	6	6	16.08%	11.81%
WORKFORCE DEVELOPMENT	779	805	79	13	12	8	25	15	7	12.01%	8.75%
GRAND TOTALS	19,964	20,552	1,911	154	199	300	595	289	179	10.54%	7.98%

Retires - Retirements

Terms - Involuntary Separations

Quits - Voluntary Separations

**NOTE:** Transfer In and Transfer Out indicate movement from one executive branch department to another only. Intra-agency transfers are not included.

**NOTE:** Rates determined by dividing by the average of FY '07 FT employee headcount and FY '08 FT employee headcount. These two figures represent the beginning and the end FT employee headcounts for FY '08.

**NOTE:** Large rates for small department are misleading because they are a function of the small number of employees in that department. (ex: Governor's Office & Treasurer's Office).

\* Consumer Advocate Office previously reported as part of Commerce is now included with Justice.

\*\* Former individual departments, which now make up the Department of Administrative Services.

\*\*\* Formerly part of other department and now reported as their own department

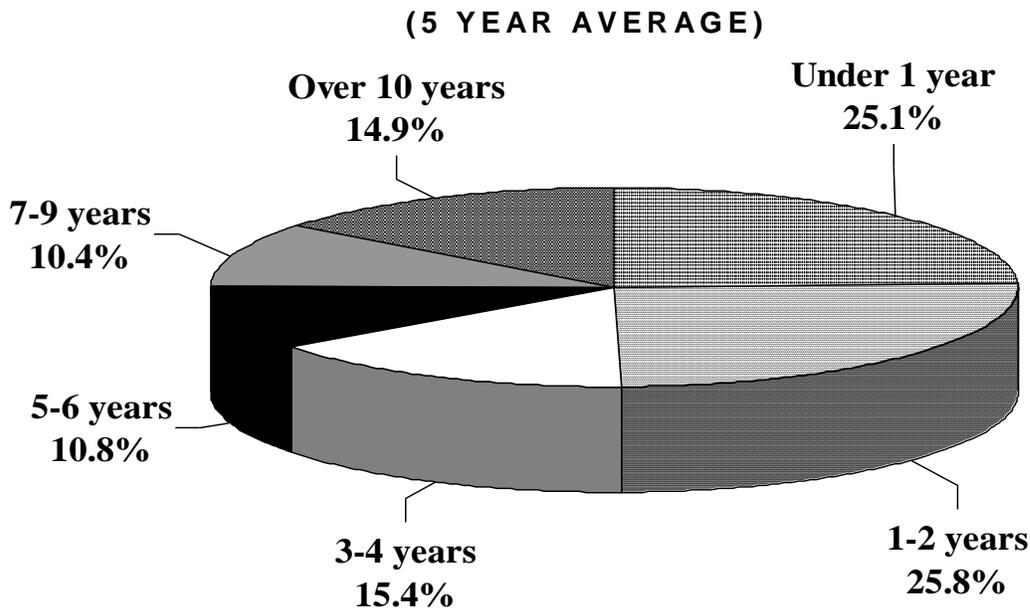
\*\*\*\* Data not available.

\*\*\*\*\* Professional Licensing now reported with Banking department.

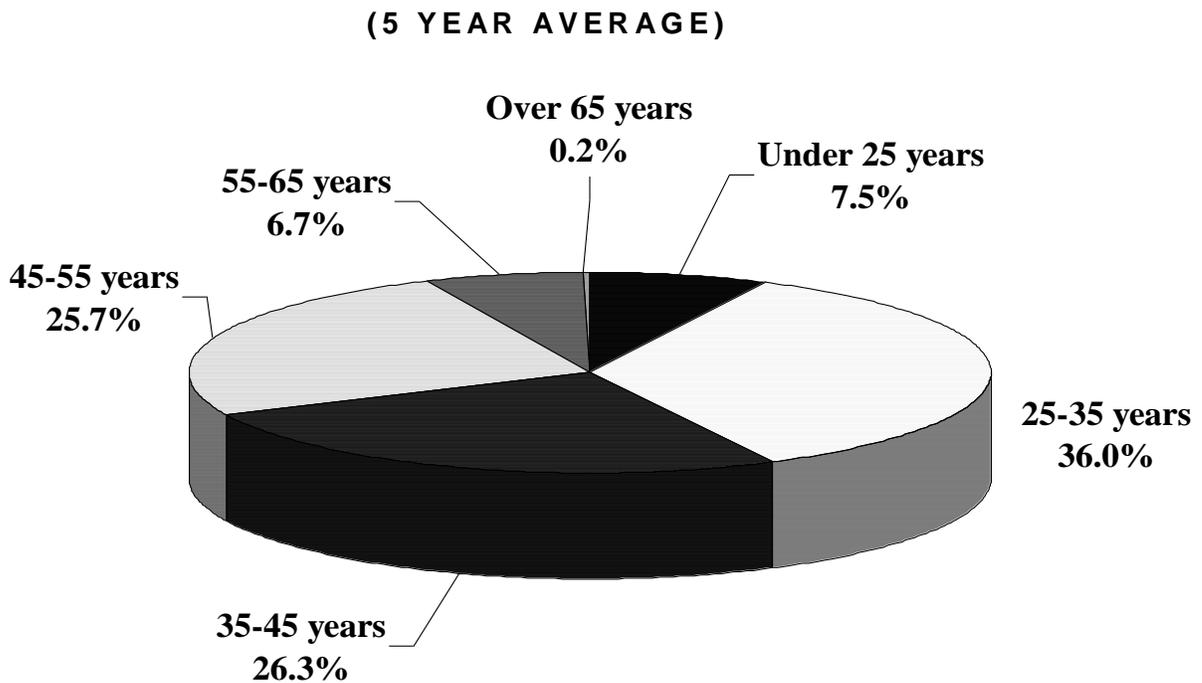
-Does not include Fair Authority, Community-Based Corrections, or Regents employees.

Source: Iowa Department of Administrative Services, HRE - AS/400 Query: PPeterson.

## Voluntary Executive Branch Separations by Length of Service



## Voluntary Executive Branch Separations by Age Group



**NOTE:** Voluntary Executive Branch separations include only individuals who have voluntarily left Executive Branch employment. Retirements and employees choosing the early out option are not included in voluntary separations. Also, percentages are rounded and may not sum to exactly 100%.

-Does not include Fair Authority, Community-Based Corrections, or Regents employees.

Source: Iowa Department of Administrative Services, HRE - AS/400 Query: PPeterson.

## Separation Payouts by Department, Fiscal Year 2008

DEPARTMENT	Vacation Payout *	Sick Leave Payout
ADMINISTRATIVE SERVICES	\$40,764.24	\$20,000.00
AGRICULTURE	\$77,771.94	\$19,232.18
ALCOHOLIC BEVERAGES***	\$16,148.23	\$0.00
AUDITOR	\$23,481.63	\$0.00
BANKING ***	\$63,745.43	\$4,000.00
BLIND	\$37,313.90	\$4,000.00
CIVIL RIGHTS	\$8,408.01	\$2,000.00
COLLEGE AID	\$34,501.26	\$4,000.00
CORRECTIONS	\$597,279.22	\$127,419.85
CREDIT UNION***	\$5,191.20	\$0.00
CULTURAL AFFAIRS	\$3,432.72	\$0.00
ECONOMIC DEVELOPMENT**	\$46,402.87	\$491.13
EDUCATION	\$227,009.98	\$37,672.86
ELDER AFFAIRS	\$8,403.80	\$14.64
ETHICS/CAMPAIGN DISCLOSURE	\$2,916.40	\$0.00
FINANCE AUTHORITY**	\$39,870.96	\$0.00
GOVERNOR'S OFFICE	\$11,552.42	\$0.00
HUMAN RIGHTS	\$20,674.30	\$2,854.45
HUMAN SERVICES	\$1,220,893.36	\$261,986.98
INSPECTIONS AND APPEALS	\$177,682.76	\$23,860.79
INSURANCE***	\$60,080.99	\$8,000.00
IOWA COMMUNICATIONS NTKW	\$29,201.40	\$6,000.00
IOWA PUBLIC TELEVISION	\$15,005.96	\$6,000.00
IPERS**	\$24,282.45	\$2,000.00
JUSTICE****	\$105,185.02	\$14,000.00
LAW ENFORCEMENT ACADEMY	\$28,306.86	\$2,000.00
LOTTERY**	\$114,459.09	\$8,000.00
MANAGEMENT	\$1,341.54	\$0.00
NATURAL RESOURCES	\$286,525.14	\$34,821.53
PAROLE	\$1,895.52	\$0.00
PROFESSIONAL LICENSING***	***	***
PUBLIC DEFENSE	\$52,455.73	\$8,983.42
PUBLIC EMPLOYMENT RELATIONS	\$0.00	\$0.00
PUBLIC HEALTH	\$64,157.94	\$15,147.96
PUBLIC SAFETY	\$486,182.00	\$14,000.00
REVENUE**	\$140,128.07	\$20,104.05
SECRETARY OF STATE	\$22,507.81	\$2,000.00
TRANSPORTATION	\$751,336.47	\$162,583.56
TREASURER	\$3,468.78	\$0.00
UTILITIES***	\$19,613.34	\$2,000.00
VETERANS AFFAIRS	\$204,761.03	\$25,486.72
WORKFORCE DEVELOPMENT	\$204,890.69	\$50,571.38
<b>GRAND TOTALS</b>	<b>\$5,279,230.46</b>	<b>\$889,231.50</b>

\* Vacation Payout includes Terminal Leave Payout.

\*\* Formerly part of other department and now are their own department.

\*\*\* Commerce is now reported individually by division (as of FY08, Professional Licensing is reported with Banking).

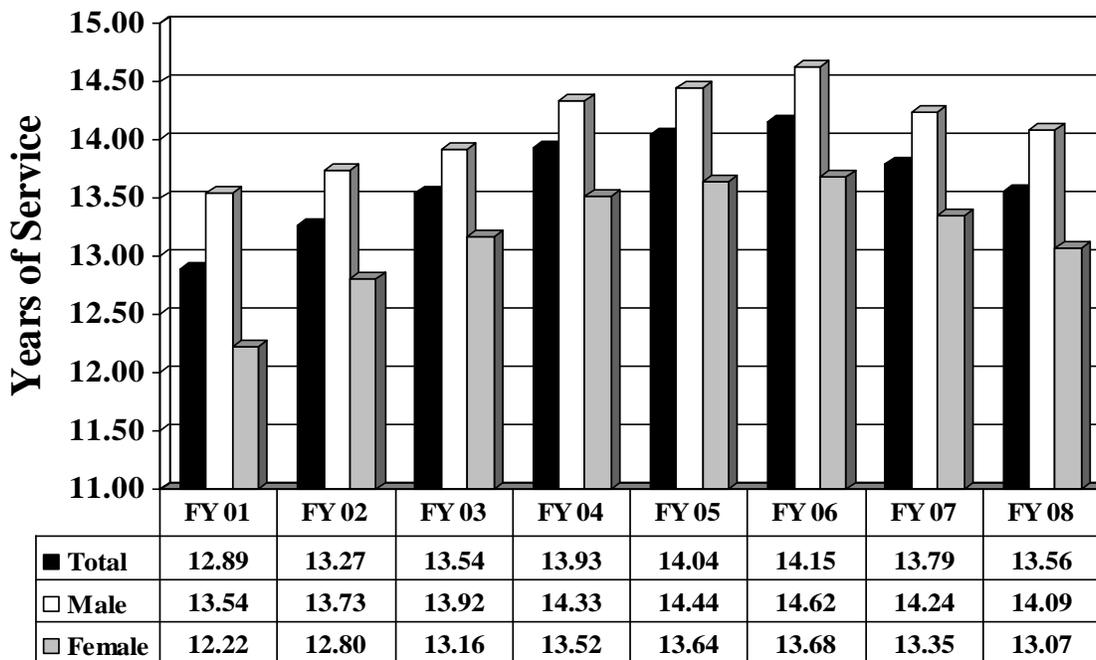
\*\*\*\* as of FY07 Justice includes the Consumer Advocate Office, which in previous years has been reported with Commerce-Utilities

*-Does not include Fair Authority, Community-Based Corrections, or Regents employees.*

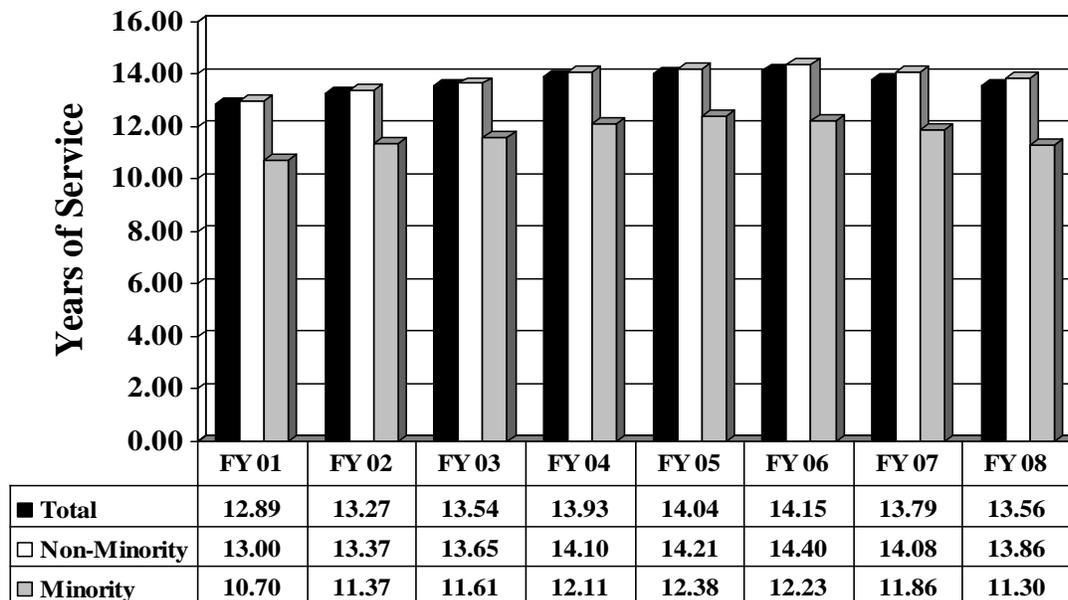
Source: Iowa Department of Administrative Services, HRE & Iowa Department of Transportation - HRIS: TMohning.



## Average Length of Service by Gender



## Average Length of Service by Minority Status



NOTE: Minority status based on self-report during orientation process for new employees. Reporting not required.

-Does not include Fair Authority, Community-Based Corrections, or Regents employees.

Source: Iowa Department of Administrative Services, HRE - AS/400 Query: PPeterson.

## Average Length of Service & Age by Department, Fiscal Year 2008

Department	Workforce	Ave LOS	Ave Age
<b>ADMINISTRATIVE SERVICES</b>	<b>400</b>	<b>14.75</b>	<b>48.99</b>
AGRICULTURE	392	14.82	49.48
<b>ALCOHOLIC BEVERAGES**</b>	<b>61</b>	<b>8.61</b>	<b>45.66</b>
AUDITOR	110	8.90	36.77
<b>BANKING**</b>	<b>81</b>	<b>15.70</b>	<b>45.13</b>
BLIND	89	15.50	50.56
<b>CIVIL RIGHTS</b>	<b>26</b>	<b>14.49</b>	<b>50.03</b>
COLLEGE AID	50	9.14	44.28
<b>CORRECTIONS</b>	<b>3,151</b>	<b>11.63</b>	<b>45.16</b>
CREDIT UNION**	17	10.46	37.82
<b>CULTURAL AFFAIRS</b>	<b>75</b>	<b>13.23</b>	<b>51.44</b>
ECONOMIC DEVELOPMENT*	147	12.34	48.72
<b>EDUCATION</b>	<b>612</b>	<b>12.99</b>	<b>49.38</b>
ELDER AFFAIRS	37	9.27	48.48
<b>ETHICS/CAMPAIGN DISCLOSURE</b>	<b>6</b>	<b>13.83</b>	<b>49.16</b>
FINANCE AUTHORITY*	86	8.93	47.16
<b>GOVERNOR'S OFFICE</b>	<b>49</b>	<b>6.72</b>	<b>40.09</b>
HUMAN RIGHTS	56	12.34	48.46
<b>HUMAN SERVICES</b>	<b>5,781</b>	<b>13.38</b>	<b>45.81</b>
INSPECTIONS AND APPEALS	531	11.89	48.56
<b>INSURANCE**</b>	<b>88</b>	<b>13.75</b>	<b>50.09</b>
IOWA COMMUNICATIONS NTWK	81	10.78	46.40
<b>IOWA PUBLIC TELEVISION</b>	<b>111</b>	<b>15.33</b>	<b>48.35</b>
IPERS	79	13.60	46.41
<b>JUSTICE***</b>	<b>246</b>	<b>13.02</b>	<b>47.11</b>
LAW ENFORCEMENT ACADEMY	26	15.71	56.04
<b>LOTTERY*</b>	<b>110</b>	<b>14.91</b>	<b>50.73</b>
MANAGEMENT	32	16.57	49.66
<b>NATURAL RESOURCES</b>	<b>974</b>	<b>14.16</b>	<b>44.47</b>
PAROLE	11	12.57	45.52
<b>PROFESSIONAL LICENSING**</b>	<b>**</b>	<b>**</b>	<b>**</b>
PUBLIC DEFENSE	362	11.08	46.96
<b>PUBLIC EMPLOYMENT RELATIONS</b>	<b>11</b>	<b>15.30</b>	<b>53.90</b>
PUBLIC HEALTH	432	11.10	47.10
<b>PUBLIC SAFETY</b>	<b>990</b>	<b>13.06</b>	<b>40.79</b>
REVENUE*	385	16.86	49.36
<b>SECRETARY OF STATE</b>	<b>38</b>	<b>12.61</b>	<b>45.38</b>
TRANSPORTATION	3,063	17.04	48.27
<b>TREASURER</b>	<b>23</b>	<b>8.93</b>	<b>42.20</b>
UTILITIES**	68	15.77	52.88
<b>VETERAN'S AFFAIRS</b>	<b>860</b>	<b>11.09</b>	<b>45.06</b>
WORKFORCE DEVELOPMENT	805	15.10	50.88
<b>GRAND TOTALS</b>	<b>20,552</b>	<b>13.56</b>	<b>46.49</b>

\* Formerly part of other department and now are their own department.

\*\* Commerce is now reported individually by division (as of FY08, Professional Licensing is reported with Banking).

\*\*\* as of FY07 Justice includes the Consumer Advocate Office, which in previous years has been reported with Commerce-Utilities

-Does not include Fair Authority, Community-Based Corrections, or Regents employees.

Source: Iowa Department of Administrative Services, HRE - AS/400 Query: PPeterson.

## Age Groups by Department, Fiscal Year 2008

DEPARTMENT	< 25	25-34	35-44	45-54	55-64	65+
ADMINISTRATIVE SERVICES	11	36	70	153	126	4
AGRICULTURE	2	40	70	153	115	12
ALCOHOLIC BEVERAGES**	2	14	10	15	19	1
AUDITOR	25	33	21	20	10	1
BANKING**	3	16	15	34	13	0
BLIND	0	8	17	27	33	4
CIVIL RIGHTS	0	3	5	7	10	1
COLLEGE AID	0	15	12	10	12	1
CORRECTIONS	74	515	874	1,091	565	32
CREDIT UNION**	3	6	2	5	0	1
CULTURAL AFFAIRS	0	7	8	29	27	4
ECONOMIC DEVELOPMENT*	0	23	28	52	32	12
EDUCATION	1	64	137	186	212	12
ELDER AFFAIRS	0	6	8	8	14	1
ETHICS/CAMPAIGN DISCLOSURE	0	1	1	2	2	0
FINANCE AUTHORITY*	1	13	21	25	22	4
GOVERNOR'S OFFICE	4	14	14	13	4	0
HUMAN RIGHTS	0	4	19	15	16	2
HUMAN SERVICES	162	1,047	1,236	1,972	1,280	84
INSPECTIONS AND APPEALS	1	53	139	180	143	15
INSURANCE**	1	8	11	37	28	3
IOWA COMMUNICATIONS NTKW	0	8	32	24	15	2
IOWA PUBLIC TELEVISION	1	16	18	42	34	0
IPERS*	0	7	25	31	15	1
JUSTICE***	3	33	59	86	63	2
LAW ENFORCEMENT ACADEMY	0	1	0	10	12	3
LOTTERY*	1	8	25	31	40	5
MANAGEMENT	0	0	7	18	7	0
NATURAL RESOURCES	9	239	228	275	214	9
PAROLE	0	3	1	4	3	0
PROFESSIONAL LICENSING**	**	**	**	**	**	**
PUBLIC DEFENSE	13	47	90	114	93	5
PUBLIC EMPLOYMENT RELATIONS	0	0	2	3	6	0
PUBLIC HEALTH	7	75	99	118	124	9
PUBLIC SAFETY	68	251	316	253	100	2
REVENUE*	11	44	57	137	125	11
SECRETARY OF STATE	2	8	9	6	11	2
TRANSPORTATION	26	341	635	1,229	790	42
TREASURER	0	7	6	6	4	0
UTILITIES**	0	3	12	20	27	6
VETERAN'S AFFAIRS	52	136	183	303	177	9
WORKFORCE DEVELOPMENT	5	78	126	255	310	31
<b>GRAND TOTALS</b>	<b>488</b>	<b>3,231</b>	<b>4,648</b>	<b>6,999</b>	<b>4,853</b>	<b>333</b>
<i>PERCENTAGES</i>	<i>2.4%</i>	<i>16.2%</i>	<i>23.3%</i>	<i>35.1%</i>	<i>24.3%</i>	<i>1.7%</i>

\* Formerly part of other department and now are their own department.

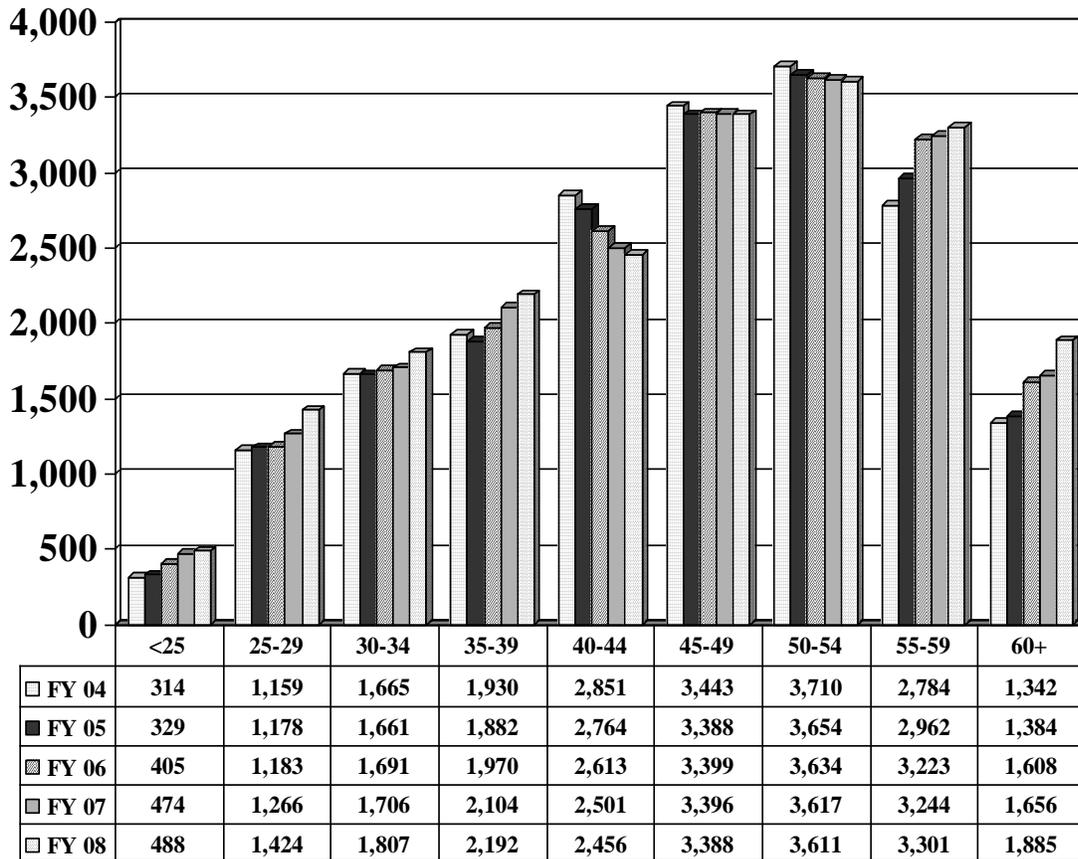
\*\* Commerce is now reported individually by division (as of FY08, Professional Licensing is reported with Banking).

\*\*\* as of FY07 Justice includes the Consumer Advocate Office, which in previous years has been reported with Commerce-Utilities

-Does not include Fair Authority, Community-Based Corrections, or Regents employees.

Source: Iowa Department of Administrative Services, HRE - AS/400 Query: PPeterson.

## Executive Branch Full-Time Employee Age Groups, Fiscal Year 2004 through Fiscal Year 2008



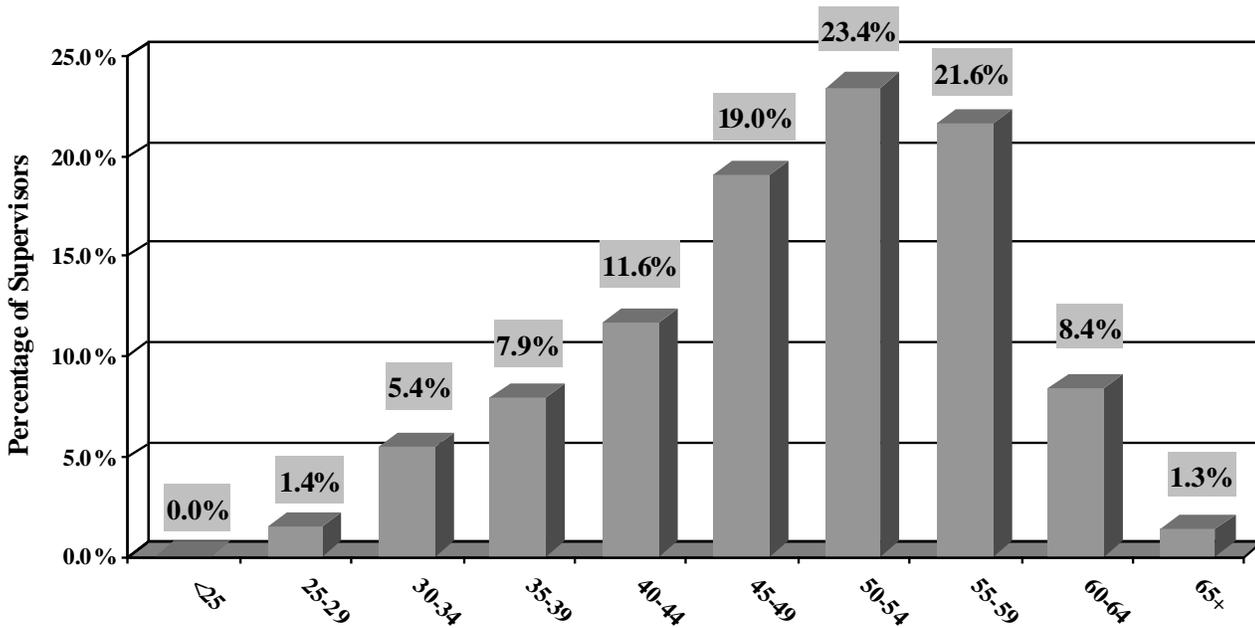
-Does not include Fair Authority, Community-Based Corrections, or Regents employees.

Source: Iowa Department of Administrative Services, HRE - AS/400 Query: PPeterson.

# Supervisors by Age Groups

Age Grp	FY 01		FY 02		FY 03		FY 04		FY 05		FY 06		FY 07		FY 08	
	Count	%	Count	%	Count	%	Count	%	Count	%	Count	%	Count	%	Count	%
<25	2	0.1%	0	0.0%	1	0.1%	2	0.1%	0	0.0%	4	0.2%	1	0.1%	0	0.0%
25-29	27	1.3%	15	0.8%	19	1.0%	15	0.8%	20	1.1%	25	1.3%	26	1.4%	27	1.4%
30-34	72	3.4%	52	2.9%	61	3.4%	59	3.2%	67	3.7%	79	4.2%	88	4.6%	106	5.4%
35-39	188	8.8%	158	8.7%	131	7.2%	125	6.8%	114	6.3%	118	6.2%	138	7.3%	154	7.9%
40-44	358	16.8%	297	16.4%	277	15.3%	260	14.2%	254	14.0%	236	12.5%	247	13.0%	228	11.6%
45-49	474	22.3%	396	21.8%	377	20.8%	372	20.3%	368	20.3%	375	19.8%	363	19.1%	373	19.0%
50-54	576	27.1%	533	29.4%	527	29.0%	515	28.1%	487	26.9%	478	25.3%	466	24.6%	459	23.4%
55-59	289	13.6%	278	15.3%	315	17.3%	362	19.8%	381	21.0%	427	22.6%	410	21.6%	423	21.6%
60-64	120	5.6%	77	4.2%	88	4.8%	106	5.8%	105	5.8%	123	6.5%	132	7.0%	165	8.4%
65+	19	0.9%	10	0.6%	12	0.7%	15	0.8%	16	0.9%	26	1.4%	26	1.4%	25	1.3%
<b>Totals</b>	<b>2,125</b>	<b>100%</b>	<b>1,816</b>	<b>100%</b>	<b>1,808</b>	<b>100%</b>	<b>1,831</b>	<b>100.0%</b>	<b>1,812</b>	<b>100.0%</b>	<b>1,891</b>	<b>100.0%</b>	<b>1,897</b>	<b>100.0%</b>	<b>1,960</b>	<b>100.0%</b>

## Supervisors by Age Groups, Fiscal Year 2008

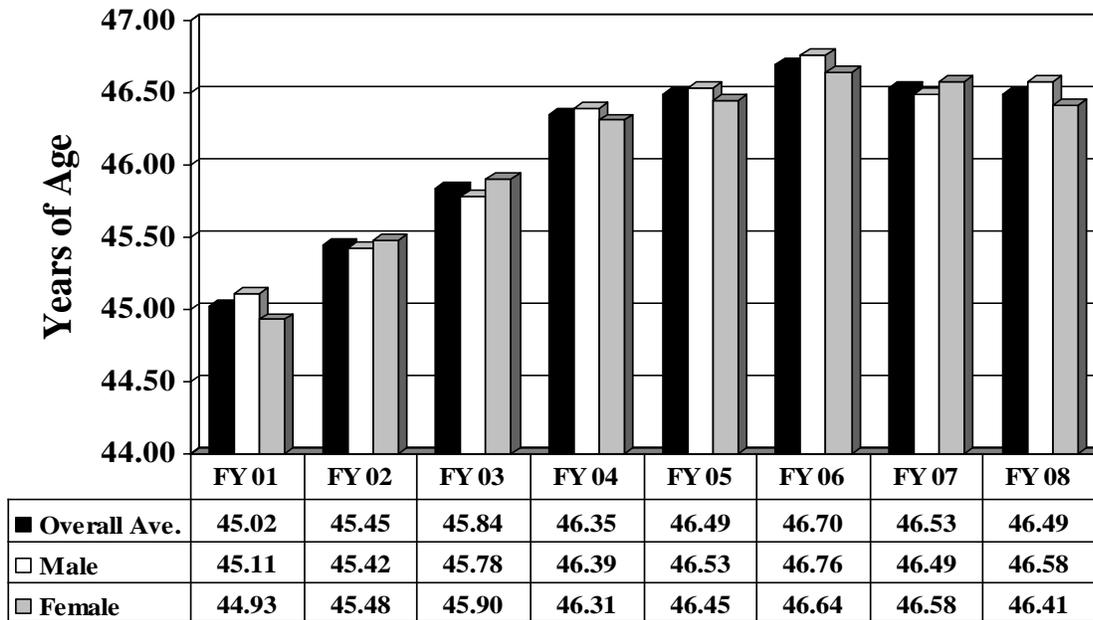


**NOTE:** Supervisors determined by identifying those designated as "Supervisory" under Bargaining Status in HRIS. Also, percentages are rounded and may not sum to exactly 100%.

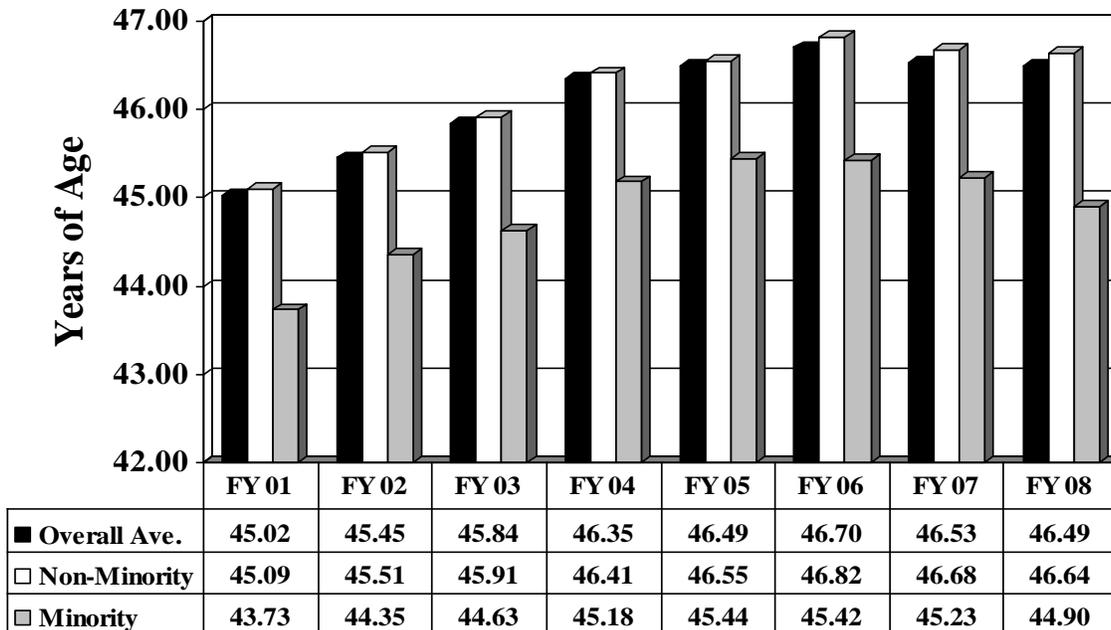
-Does not include Fair Authority, Community-Based Corrections, or Regents employees.

Source: Iowa Department of Administrative Services, HRE - AS/400 Query: PPeterson.

## Average Age by Gender



## Average Age by Minority Status



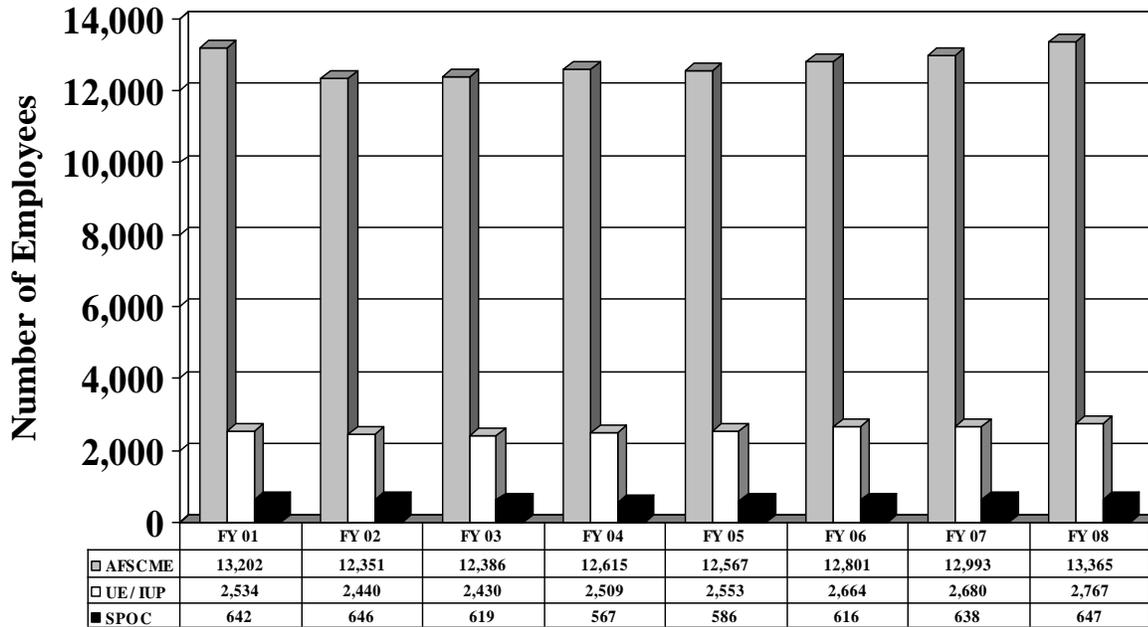
**NOTE:** Minority status based on self-report during orientation of new employees. Reporting not required.

-Does not include Fair Authority, Community-Based Corrections, or Regents employees.

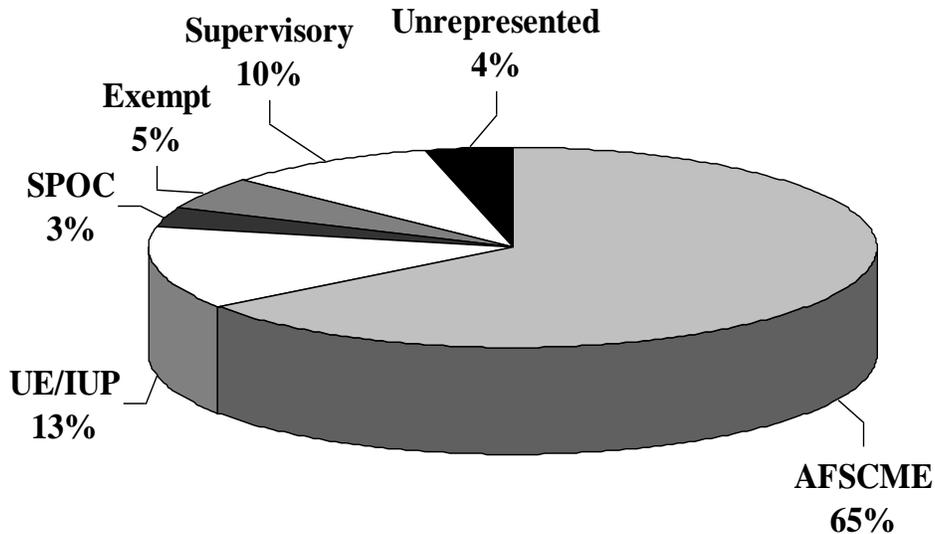
Source: Iowa Department of Administrative Services, HRE - AS/400 Query: PPeterson.



# Bargaining Unit Coverage



## Percentage of Employees by Collective Bargaining Coverage, Fiscal Year 2008



AFSCME - Covered by a collective bargaining agreement made up of the Clerical, Technical, Blue Collar, Fiscal & Staff, Security, and Patient Care bargaining units.

SPOC - Covered by a collective bargaining agreement made up of the Public Safety bargaining unit.

UE/IUP - Covered by a collective bargaining agreement made up of the Social Service and Science bargaining units.

Exempt - Exempt from collective bargaining and, therefore, not covered by a collective bargaining agreement.

Supervisory - Exempt from collective bargaining.

Unrepresented - Eligible for collective bargaining, but currently not organized.

-Does not include Fair Authority, Community-Based Corrections, or Regents employees.

Source: Iowa Department of Administrative Services, HRE - AS/400 Query: PPeterson.

## Collective Bargaining Coverage by EEO-4 Category, Fiscal Year 2008

Bargaining Coverage	Category 1 Official / Administrator	Category 2 Professional	Category 3 Technician	Category 4 Protective Service: Sworn
AFSCME	483	3,664	1,317	2,260
IUP	0	1,854	913	0
SPOC	0	0	0	647
EXEMPT	171	605	60	34
SUPERVISORY	1,175	332	86	257
UNREPRESENTED	1	736	11	5
<b>TOTALS</b>	<b>1,830</b>	<b>7,191</b>	<b>2,387</b>	<b>3,203</b>

Bargaining Coverage	Category 5 Protective Service: Non- Sworn	Category 6 Admin Support	Category 7 Skilled Craft	Category 8 Service Maintenance
AFSCME	0	2,067	1,641	1,933
IUP	0	0	0	0
SPOC	0	0	0	0
EXEMPT	0	168	0	15
SUPERVISORY	0	0	87	23
UNREPRESENTED	0	0	0	0
<b>TOTALS</b>	<b>0</b>	<b>2,235</b>	<b>1,728</b>	<b>1,971</b>

AFSCME - Covered by a collective bargaining agreement made up of the Clerical, Technical, Blue Collar, Fiscal & Staff, Security, and Patient Care bargaining units. Executive branch, full-time employees only.

SPOC - Covered by a collective bargaining agreement made up of the Public Safety bargaining unit.

UE/IUP - Covered by a collective bargaining agreement made up of the Social Service and Science bargaining units.

Exempt - Exempt from collective bargaining.

Supervisory - Exempt from collective bargaining.

Unrepresented - Eligible for collective bargaining, but currently not organized.

EEO-4 Category - The Equal Employment Opportunity occupational category to which a given job class is assigned. There are eight distinct categories. By definition, elected officials are not included in EEO-4 Category groupings.

*-Does not include Fair Authority, Community-Based Corrections, or Regents employees.*

Source: Iowa Department of Administrative Services, HRE - AS/400 Query: PPeterson.

## Collective Bargaining Coverage by Gender

	FY 01		FY 02		FY 03		FY 04	
	Female	Male	Female	Male	Female	Male	Female	Male
AFSCME	6,458	6,744	6,048	6,303	5,987	6,399	6,119	6,496
IUP	1,720	814	1,643	797	1,641	789	1,714	795
SPOC	39	603	42	604	40	579	38	529
EXEMPT	736	403	675	351	671	351	631	319
SUPERVISORY	824	1,301	726	1,090	736	1,072	748	1,083
UNREPRESENTED	264	453	253	421	272	440	276	450
SUBTOTALS	10,041	10,318	9,387	9,566	9,347	9,630	9,526	9,672
GRAND TOTALS	20,359		18,953		18,977		19,198	
	FY 05		FY 06		FY 07		FY 08	
	Female	Male	Female	Male	Female	Male	Female	Male
AFSCME	6,129	6,438	6,300	6,501	6,418	6,575	6,636	6,729
IUP	1,763	790	1,864	800	1,906	774	1,994	773
SPOC	38	548	38	578	40	598	45	602
EXEMPT	624	339	624	379	638	365	676	384
SUPERVISORY	740	1,072	796	1,095	811	1,086	846	1,114
UNREPRESENTED	282	439	297	454	311	442	318	435
SUBTOTALS	9,576	9,626	9,919	9,807	10,124	9,840	10,515	10,037
GRAND TOTALS	19,202		19,726		19,964		20,552	

AFSCME - Covered by a collective bargaining agreement made up of the Clerical, Technical, Blue Collar, Fiscal & Staff, Security, and Patient Care.

SPOC - Covered by a collective bargaining agreement made up of the Public Safety bargaining unit.

UE/IUP - Covered by a collective bargaining agreement made up of the Social Service and Science bargaining units.

Exempt - Exempt from collective bargaining.

Supervisory - Exempt from collective bargaining.

Unrepresented - Eligible for collective bargaining, but currently not organized.

*-Does not include Fair Authority, Community-Based Corrections, or Regents employees.*

Source: Iowa Department of Administrative Services, HRE - AS/400 Query: PPeterson.

# Collective Bargaining Coverage by Minority Status

	FY 01			FY 02			FY 03			FY 04		
	Non-Minority	Minority	Declined to Respond									
AFSCME	12,363	690	149	11,550	654	147	11,578	668	140	11,814	666	135
IUP	2,391	129	14	2,306	119	15	2,287	125	18	2,360	129	20
SPOC	622	19	1	623	22	1	596	22	1	546	20	1
EXEMPT	1,074	49	16	969	41	16	966	39	17	896	35	19
SUPERVISORY	2,045	66	14	1,744	58	14	1,738	59	11	1,762	56	13
UNREPRESENTED	620	69	28	590	63	21	626	65	21	633	70	23
<b>SUBTOTALS</b>	<b>19,115</b>	<b>1,022</b>	<b>222</b>	<b>17,782</b>	<b>957</b>	<b>214</b>	<b>17,791</b>	<b>978</b>	<b>208</b>	<b>18,011</b>	<b>976</b>	<b>211</b>
<b>GRAND TOTALS</b>	<b>20,359</b>			<b>18,953</b>			<b>18,977</b>			<b>19,198</b>		
	FY 05			FY 06			FY 07			FY 08		
	Non-Minority	Minority	Declined to Respond									
AFSCME	11,773	653	141	11,884	681	236	11,979	716	298	12,289	792	284
IUP	2,390	141	22	2,488	156	20	2,494	164	22	2,561	176	30
SPOC	566	19	1	595	20	1	615	22	1	624	22	1
EXEMPT	909	35	19	949	39	15	950	41	12	995	49	16
SUPERVISORY	1,742	55	15	1,811	66	14	1,804	73	20	1,860	78	22
UNREPRESENTED	636	65	20	662	67	22	664	68	21	670	63	20
<b>SUBTOTALS</b>	<b>18,016</b>	<b>968</b>	<b>218</b>	<b>18,389</b>	<b>1,029</b>	<b>308</b>	<b>18,506</b>	<b>1,084</b>	<b>374</b>	<b>18,999</b>	<b>1,180</b>	<b>373</b>
<b>GRAND TOTALS</b>	<b>19,202</b>			<b>19,726</b>			<b>19,964</b>			<b>20,552</b>		

AFSCME - Covered by a collective bargaining agreement made up of the Clerical, Technical, Blue Collar, Fiscal & Staff, Security, and Patient Care.

SPOC - Covered by a collective bargaining agreement made up of the Public Safety bargaining unit.

UE/IUP - Covered by a collective bargaining agreement made up of the Social Service and Science bargaining units.

Exempt - Exempt from collective bargaining.

Supervisory - Exempt from collective bargaining.

Unrepresented - Eligible for collective bargaining, but currently not organized.

**NOTE:** Minority Status based on self-report during orientation of new employees. Reporting not required.

*-Does not include Fair Authority, Community-Based Corrections, or Regents employees.*

Source: Iowa Department of Administrative Services, HRE - AS/400 Query: PPeterson.

## Average Annual Base Salary by Collective Bargaining Coverage

	FY 01		FY 02		FY 03		FY 04	
	Staff	Salary	Staff	Salary	Staff	Salary	Staff	Salary
AFSCME	13,202	\$34,528	12,351	\$36,373	12,386	\$38,622	12,615	\$40,734
IUP	2,534	\$38,264	2,440	\$39,931	2,430	\$41,297	2,509	\$42,263
SPOC	642	\$42,762	646	\$45,299	619	\$48,396	567	\$49,698
EXEMPT	1,139	\$47,411	1,026	\$50,638	1,022	\$52,819	950	\$55,743
SUPERVISORY	2,125	\$57,341	1,816	\$61,707	1,808	\$65,000	1,831	\$67,771
UNREPRESENTED	717	\$55,446	674	\$59,675	712	\$62,999	726	\$66,183
<b>GRAND TOTALS</b>	<b>20,359</b>	<b>\$39,091</b>	<b>18,953</b>	<b>\$41,164</b>	<b>18,977</b>	<b>\$43,476</b>	<b>19,198</b>	<b>\$45,482</b>

	FY 05		FY 06		FY 07		FY 08	
	Staff	Salary	Staff	Salary	Staff	Salary	Staff	Salary
AFSCME	12,567	\$42,730	12,801	\$43,709	12,993	\$44,532	13,365	\$46,027
IUP	2,553	\$44,591	2,664	\$45,918	2,680	\$48,126	2,767	\$49,518
SPOC	586	\$50,331	616	\$50,559	638	\$51,461	647	\$53,430
EXEMPT	963	\$56,977	1,003	\$57,749	1,003	\$59,951	1,060	\$62,104
SUPERVISORY	1,812	\$70,373	1,891	\$71,769	1,897	\$73,517	1,960	\$76,269
UNREPRESENTED	721	\$68,663	751	\$69,457	753	\$70,971	753	\$73,250
<b>GRAND TOTALS</b>	<b>19,202</b>	<b>\$47,506</b>	<b>19,726</b>	<b>\$48,605</b>	<b>19,964</b>	<b>\$49,762</b>	<b>20,552</b>	<b>\$51,441</b>

AFSCME - Covered by a collective bargaining agreement made up of the Clerical, Technical, Blue Collar, Fiscal & Staff, Security, and Patient Care bargaining units.

SPOC - Covered by a collective bargaining agreement made up of the Public Safety bargaining unit.

UE/IUP - Covered by a collective bargaining agreement made up of the Social Service and Science bargaining units.

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Source: Iowa Department of Administrative Services, HRE - AS/400 Query: PPeterson.

## Separations by Collective Bargaining Coverage

Bargaining Coverage	FY 01			FY 02			FY 03			FY 04		
	Retires	Terms	Quits									
AFSCME	241	232	523	163	350	488	122	252	363	139	182	298
IUP	43	20	103	44	45	135	40	28	67	23	26	55
SPOC	17	4	5	11	5	9	9	3	16	18	5	13
EXEMPT	27	6	88	9	17	77	4	12	38	7	5	39
SUPERVISORY	60	11	39	38	17	48	22	16	30	30	13	19
UNREPRESENTED	14	3	39	7	9	36	5	5	17	10	4	21
<b>TOTALS</b>	<b>402</b>	<b>276</b>	<b>797</b>	<b>272</b>	<b>443</b>	<b>793</b>	<b>202</b>	<b>316</b>	<b>531</b>	<b>227</b>	<b>235</b>	<b>445</b>

Bargaining Coverage	FY 05			FY 06			FY 07			FY 08		
	Retires	Terms	Quits									
AFSCME	173	180	342	169	196	335	245	186	356	188	248	403
IUP	25	27	74	29	21	78	19	23	85	25	31	80
SPOC	12	1	3	10	1	5	12	1	2	7	2	5
EXEMPT	10	13	68	12	5	60	13	6	66	238	1	46
SUPERVISORY	35	15	28	25	9	29	54	8	40	19	11	26
UNREPRESENTED	14	4	23	11	3	14	11	2	27	11	7	35
<b>TOTALS</b>	<b>269</b>	<b>240</b>	<b>538</b>	<b>256</b>	<b>235</b>	<b>521</b>	<b>354</b>	<b>226</b>	<b>576</b>	<b>488</b>	<b>300</b>	<b>595</b>

Retires - Retirements

Terms - Involuntary Separations

Quits - Voluntary Separations

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Source: Iowa Department of Administrative Services, HRE - AS/400 Query: PPeterson.

## Average Age & Length of Service (LOS) by Collective Bargaining Coverage, Fiscal Year 2008

State Government	Number of Staff	Avg. LOS	Avg Age
<b>AFSCME</b>			
Clerical	1,804	13.03	48.87
Technical	3,852	13.89	45.88
Blue Collar	2,259	13.66	48.58
Fiscal & Staff	2,326	14.52	47.49
Fiscal & Staff (Field Status)	340	13.13	50.35
Security	2,151	11.29	43.68
Patient Care	633	10.60	45.67
<b>Totals</b>	<b>13,365</b>	<b>13.25</b>	<b>46.82</b>
<b>UE/IUP</b>			
Social Services	1,517	11.67	43.71
Science	475	13.10	45.05
Social Services-IMW	775	13.97	45.22
<b>Totals</b>	<b>2,767</b>	<b>12.56</b>	<b>44.36</b>
<b>SPOC</b>			
Public Safety	647	12.38	37.80
<b>NONCONTRACT</b>			
Exempt	1,060	12.74	45.49
Supervisory	1,960	18.42	49.93
Unrepresented	753	12.35	48.50
<b>Totals</b>	<b>3,773</b>	<b>15.61</b>	<b>48.39</b>
<b>GRAND TOTAL</b>	<b>20,552</b>	<b>13.56</b>	<b>46.49</b>

AFSCME - Covered by a collective bargaining agreement made up of the Clerical, Technical, Blue Collar, Fiscal & Staff, Security, and Patient Care bargaining units.

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Source: Iowa Department of Administrative Services, HRE - AS/400 Query: PPeterson.



Iowa Juvenile Home (404) -Toledo  
State Training School (405) -Eldora  
Mental Health Services (406) – Cherokee  
Mental Health Institution (407) – Cherokee  
Mental Health Institution (408) -Clarinda  
Mental Health Institution (409) -Independence  
Mental Health Institution (410) -Mt. Pleasant  
Resource Center (411) -Glenwood  
Resource Center (412) -Woodward  
Central Office (413)

**Inspections & Appeals -**

Central Office (427)  
Appellate Defender (428)  
Racing and Gaming (429)

**Iowa Communications Network (336)**

**Iowa Public Television (285)**

**Justice -**

Attorney General's Office (112)  
Consumer Advocate (114)

**Law Enforcement Academy (467)**

**Management (532)**

**Natural Resources (542)**

**Parole (547)**

**IPERS (553)**

**Public Defense -**

Public Defense (582)  
Emergency Management (583)

**Public Employment Relations (572)**

**Public Health (588)**

**Public Safety (595)**

**Revenue (625)**

**Lottery (627)**

**Secretary of State (635)**

**Transportation (645)**

**Treasurer (655)**

**Veteran's Affairs (671)**

**Workforce Development (309)**

**NOTE:** Numbers listed adjacent to agency listings correspond to codes used in the budgeting and human resource system to identify distinct departmental and sub-departmental units.