Just the Facts

For 2011

IOWA EXECUTIVE BRANCH WORKFORCE ALMANAC

Iowa Department of Administrative Services

DAS

State of Iowa
November 2011

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

Executive Summary

There are 19,009 full-time employees who work for the State of Iowa Executive Branch (excluding Fair Authority, Community-Based Corrections, and the Regents employees). These employees are undoubtedly the most valuable resource for providing timely and quality services to Iowans. To strategically manage this resource, state departments and policymakers must have thorough and accurate information.

The information in "Just the Facts for 2011" is a snapshot of the workforce, collected, compiled, and presented in a format that will aid agencies and decision makers in strategic planning. In many cases, data cover a number of years and are presented to give the reader a sense of trends.

While the Department of Administrative Services, Human Resource Enterprise (DAS/HRE) wants to present data in its purest form so readers can draw their own conclusions, we also have a responsibility to clarify anything that may be confusing or misleading. It is important to highlight workforce trends and explain their significance to the work of Iowa state government. The following chapter summaries are intended to do that.

Chapter 1: Employees

The Executive Branch is the largest employer in the state when all agencies and the Regents institutions are combined. It is the third largest employer in Iowa when the Regents are not included.

Over half of the full-time workforce is in the departments of Human Services (27%), Transportation (15%), and Corrections (15%). Over one-third of the Executive Branch workforce is in Polk County and over one-third of the full-time workforce is classified as Professional.

The number of full-time employees* has decreased a total of 3.6% from fiscal year 2006 to the end of FY 2011. Since the end of FY 2010, the number of employees has increased 3.1%.

** This does not include the Fair Authority, Community-Based Corrections, and Regents employees.*

Chapter 2: Salaries

The annual base salary has increased a total of 21.1% since FY 2004, an average of about 3.0% a year. The average annual base salary of state employees in FY 2011 was $55,076 or $26.48 per hour.

It is useful to compare salaries paid to Executive Branch employees with salaries paid by other employers. Because the work of government is primarily knowledge-based, many jobs require at least a college education, while others require post-graduate degrees. According to the U.S. Census Bureau, median earnings in 2006 for individuals who hold a Bachelor's degree was $57,026 annually, while individuals with an advanced degree earned $82,320 a year.

Since the first "Just the Facts" in FY 2000, Reassignment, Recruitment, Retention and Performance bonuses have been drastically reduced. From FY 2000 to FY 2011, the total for these bonus pay expenditures have been reduced by 99.5% across all Executive Branch Departments.

Overtime has also been reduced. Executive Branch employees earned 102,193.3 days of overtime in Fiscal Year 2011, valued at $24,289,149.71. Of the 102,193.3 days of overtime worked, 84.4% of these days were worked in three departments, Human Services, Transportation, and Corrections. From FY 2000 to FY 2011, overtime has been reduced by 14.5% 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 2011, the number of days per employee has dropped to 8.02 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 50.5% of the State's workforce compared to 47.4% in the statewide labor force. Minorities make up 6.2% 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 4.3% and is less than the 11.8% in the statewide labor force rate. Over 40% 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 9.7% of Iowa's population by 2025.

Persons with disabilities also represent a relatively untapped source of labor. According to the U.S. Department of Labor, Bureau of Labor Statistics, the unemployment rate for persons with disabilities was 16.2% in September 2009, while persons with no disabilities has an unemployment rate of 9.2% for the same period of time.

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 376,348.3 days of vacation with a value of $81,938,524.73 and took 356,215.7 days of vacation valued at $77,836,646.21. This is approximately 18.74* vacation days taken per full-time employee.

Employees used 161,305.2 days of regular sick leave, valued at $32,062,378.89, during FY 2011. This is about 8.38 days per full-time and part-time employee. This was just over half of the total 299,165.6 days of total sick leave earned, valued at $60,487,703.93.

** 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 17% 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 27% since FY 2002. The employer premium share of family coverage for this plan has more than doubled 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 5.5% in FY 2004 to 8.2% in FY 2011. The Executive Branch turnover rate has increased from 4.8% in FY 2004 to 5.8% in FY 2011. 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 54% 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 2016, it has been estimated that over 21.8% 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 has continued to age since the first "Just the Facts" in FY2000, until last 2 fiscal years. With the implementation of the State Employee Retirement Incentive Program (SERIP) for FY2010 and the continuation of the Sick Leave Insurance Program (SLIP), this trend changed significantly. During the past five years, the number of employees in the 55-59 age group decreased 13.2%, while the number of employees in the 25-29 age group has increased by 6.2%. At the end of FY 2011, the average age of the 19,009 full-time permanent employees working in the Executive Branch was 46.18 years and the average time worked for the State was 12.97 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 over 57% of the workforce generally, and 73% of supervisors, are over 45 years of age.

Chapter 8: Collective Bargaining

The majority (65.9%) of the 19,009 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 $49,782 (up 22.2% from FY 2004). Employees covered by the State Police Officers Council (SPOC) collective bargaining agreement earn an average annual salary of $58,515 (up 17.7% from FY 2004). Employees covered by the United Electrical Local 893/Iowa United Professional (UE/IUP) collective bargaining agreement earn an average annual salary of $54,284 (up 28.4% from FY 2004).

Employees covered by the AFSCME collective bargaining agreement are, on average, 46.45 years old and have been employed in the Executive Branch for 12.53 years. Employees covered by the SPOC collective bargaining agreement are, on average, 38.48 years old and have been employed in

the Executive Branch for 13.08 years. Employees covered by the UE/IUP collective bargaining agreement are, on average, 43.91 years old and have been employed in the Executive Branch for 12.34 years.

Conclusion

DAS/HRE publishes "Just the Facts 2011," 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.

Employees

In this section, the reader will find employment statistics for the Executive Branch workforce, excluding the Fair Authority, Community-Based Corrections (CBC) and the Regents. Tables and graphs show the number of full-time, part-time, and temporary employees along with other overall pictures of the Executive Branch. The following are points of summary for this section:

- At the end of Fiscal Year 2011, there were 19,009 full-time employees, 248 part-time employees, and 703 temporary employees working in the Executive Branch.
- With a net increase of 565 full-time employees from last year's headcount of 18,444, the number of full-time employees represents a 1.0% increase from Fiscal Year 2004.
- Three departments comprise 56.7% of all Executive Branch employees: Human Services (27.0%), Corrections (14.7%), and Transportation (15.0%).
- Just over thirty-seven percent of all full-time Executive Branch employees are assigned to EEO-4 Category 2 (Professionals)*.
- Just over one-third of all Executive Branch employees worked in Polk County at the end of Fiscal Year 2011.

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

Executive Branch Full-Time Employees

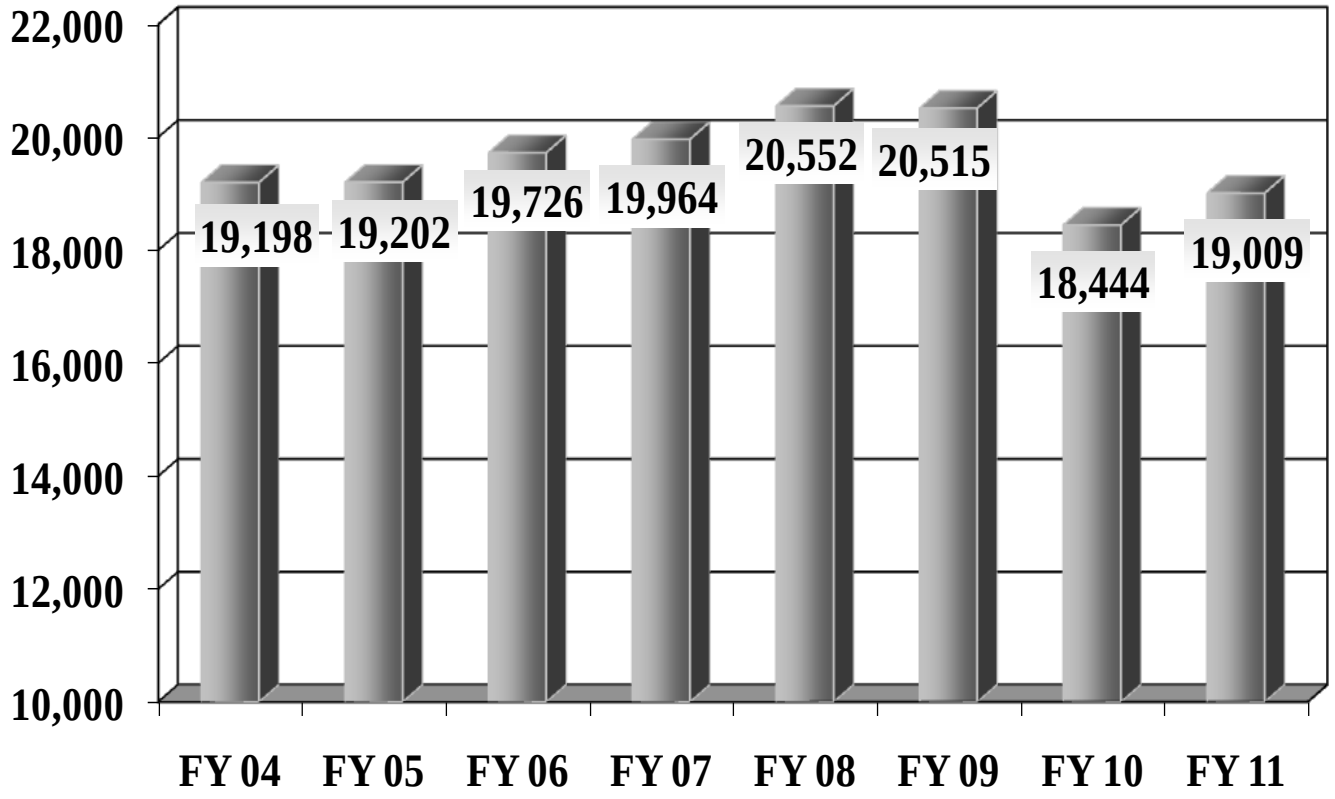
DEPARTMENT	FY 04	FY 05	FY 06	FY 07	FY 08	FY 09	FY 10	FY 11
ADMINISTRATIVE SERVICES	366	366	367	375	400	402	350	357
AGRICULTURE	381	380	385	382	392	385	323	332
ALCOHOLIC BEVERAGES	***	51	50	61	61	59	62	68
AUDITOR	100	112	107	106	110	102	102	109
BANKING****	***	62	64	64	81	80	80	81
BLIND	102	99	97	92	89	86	85	87
CIVIL RIGHTS	27	23	23	23	26	27	26	21
COLLEGE AID	36	41	41	46	50	55	45	44
COMMERCE	308	****	****	****	****	****	****	****
CORRECTIONS	2,939	2,871	2,920	3,079	3,151	3,119	2,742	2,794
CREDIT UNION	***	16	15	13	17	14	14	14
CULTURAL AFFAIRS	65	64	70	71	75	70	59	63
ECONOMIC DEVELOPMENT***	216	131	127	131	147	146	115	127
EDUCATION	609	592	596	573	612	637	563	615
ENERGY INDEPENDENCE	*	*	*	*	*	4	23	19
ETHICS/CAMPAIGN DISCLOSURE	6	6	6	5	6	6	3	5
FINANCE AUTHORITY	***	86	86	83	86	82	82	87
GENERAL SERVICES	**	**	**	**	**	**	**	**
GOVERNOR'S OFFICE	40	40	40	39	49	46	44	33
HUMAN RIGHTS	54	57	55	52	56	54	48	46
HUMAN SERVICES	5,146	5,237	5,520	5,625	5,781	5,767	5,021	5,122
INFORMATION TECHNOLOGY	**	**	**	**	**	**	**	**
INSPECTIONS AND APPEALS	474	488	505	514	531	536	478	534
INSURANCE	***	84	87	88	88	92	88	94
IOWA COMMUNICATIONS NTWRK	96	90	80	84	81	86	77	83
IOWA DEPT OF AGING	24	28	32	32	37	36	31	32
IOWA PUBLIC TELEVISION	116	110	116	116	111	110	100	99
IPERS	86	83	86	82	79	77	78	81
JUSTICE*****	207	203	204	241	246	256	225	238
LAW ENFORCEMENT ACADEMY	27	27	27	27	26	25	20	21
LOTTERY	108	108	112	111	110	109	86	102
MANAGEMENT	28	27	28	30	32	31	22	22
NATURAL RESOURCES	898	912	928	945	974	948	896	938
PAROLE	11	10	10	11	11	12	8	9
PERSONNEL	**	**	**	**	**	**	**	**
PROFESSIONAL LICENSING	***	10	12	14	****	****	****	****
PUBLIC DEFENSE	366	373	361	354	362	379	384	433
PUBLIC EMPLOYMENT RELATIONS	10	10	9	9	11	10	7	8
PUBLIC HEALTH	388	394	410	407	432	445	416	421
PUBLIC SAFETY	838	847	948	953	990	994	943	938
REBUILD IOWA	*	*	*	*	*	*	12	*
REVENUE ***	359	369	373	362	385	376	299	306
SECRETARY OF STATE	35	39	40	36	38	37	30	31
TRANSPORTATION	3,156	3,112	3,112	3,045	3,063	3,032	2,747	2,840
TREASURER	24	22	23	24	23	25	25	28
UTILITIES	***	90	89	67	68	66	64	61
VETERAN'S AFFAIRS	769	779	799	813	860	15	13	13
VETERAN'S HOME	***	***	***	***	***	857	763	764
WORKFORCE DEVELOPMENT	783	753	766	779	805	820	845	889
GRAND TOTALS	19,198	19,202	19,726	19,964	20,552	20,515	18,444	19,009

* Department not in existence at the time or no longer in existence.
** 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 – Data Warehouse Query: PPeterson

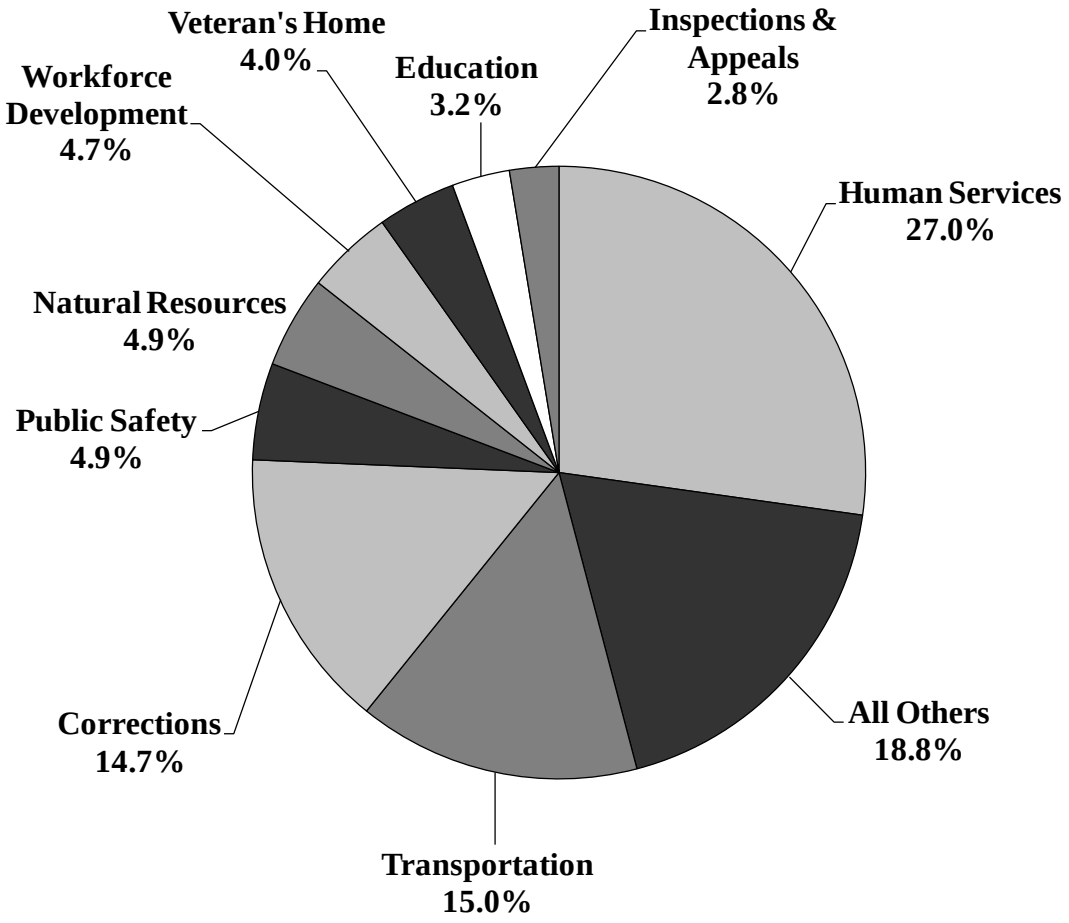
Executive Branch Full-Time Employees by Fiscal Year



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

Source: Iowa Department of Administrative Services, HRE – Data Warehouse Query: PPeterson

Executive Branch Full-Time Employee Percentages by Department, Fiscal Year 2011



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

Source: Iowa Department of Administrative Services, HRE – Data Warehouse Query: PPeterson

Executive Branch Full-Time Employees by Work County

COUNTY	FY03	FY04	FY05	FY06	FY07	FY08	FY09	FY10	FY11
	7	98*	6	6	5	4	3	3	4
ADAIR	29	30	31	29	29	28	26	26	25
ADAMS	9	9	9	8	7	8	6	7	8
ALLAMAKEE	27	35	31	32	28	32	32	26	30
APPANOOSE	39	41	40	40	41	41	41	32	27
AUDUBON	3	3	6	7	8	8	7	8	8
BENTON	39	41	40	41	43	37	38	32	44
BLACK HAWK	381	377	378	407	415	425	424	370	378
BOONE	699	692	697	748	766	780	800	751	749
BREMER	28	27	30	30	30	30	31	30	24
BUCHANAN	334	321	322	318	315	318	310	258	265
BUENA VISTA	52	48	47	52	53	53	52	48	52
BUTLER	27	28	27	30	31	31	29	27	29
CALHOUN	116	116	112	122	119	124	123	111	115
CARROLL	99	69	70	70	67	69	66	60	64
CASS	99	98	87	91	93	90	94	83	87
CEDAR	22	21	18	19	20	20	20	20	20
CERRO GORDO	214	223	222	228	225	228	220	192	215
CHEROKEE	275	305	309	342	340	348	344	275	266
CHICKASAW	35	35	33	33	33	33	33	30	30
CLARKE	95	52	51	59	58	61	64	74	80
CLAY	86	94	96	98	87	92	92	97	95
CLAYTON	25	25	28	32	33	36	40	38	42
CLINTON	78	83	82	89	88	89	93	83	94
CRAWFORD	43	46	49	50	49	54	53	58	56
DALLAS	51	51	50	51	48	49	47	40	55
DAVIS	15	15	14	13	10	9	10	10	9
DECATUR	29	30	28	29	29	29	29	27	17
DELAWARE	78	76	76	78	77	77	75	72	61
DES MOINES CTY	101	99	102	102	110	107	113	107	102
DICKINSON	44	45	43	46	45	50	46	42	50
DUBUQUE	168	171	177	192	190	199	204	183	179
EMMET	20	17	18	18	16	17	14	14	16
FAYETTE	58	66	65	65	65	66	60	56	54
FLOYD	36	38	35	37	37	41	38	37	33
FRANKLIN	17	18	17	17	17	17	15	15	16
FREMONT	18	18	18	18	21	19	18	19	19
GREENE	23	22	22	23	23	22	25	22	23
GRUNDY	10	12	12	11	12	12	12	9	13
GUTHRIE	18	18	19	19	18	20	22	20	20
HAMILTON	30	32	33	31	30	31	29	27	30
HANCOCK	23	23	23	24	25	25	24	25	26
HARDIN	216	215	213	223	221	225	214	184	176
HARRISON	32	32	32	31	30	32	32	30	34
HENRY	478	482	465	476	482	490	492	429	453
HOWARD	1	1	2	1	0	2	2	2	3
HUMBOLDT	5	5	6	6	5	5	4	4	3
IDA	9	8	9	9	10	10	10	9	9
IOWA	24	24	24	23	24	25	25	20	18
JACKSON	45	45	44	43	40	39	39	34	29

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 – Data Warehouse Query: PPeterson

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

COUNTY NAME	FY03	FY04	FY05	FY06	FY07	FY08	FY09	FY10	FY11
JASPER	408	389	379	384	393	400	394	341	348
JEFFERSON	82	81	81	79	78	79	77	68	73
JOHNSON	497	494	485	499	673	744	749	690	697
JONES	418	415	400	400	395	395	396	333	357
KEOKUK	19	18	17	19	20	19	18	15	13
KOSSUTH	29	30	27	29	27	28	26	21	18
LEE	640	639	624	617	618	622	619	527	538
LINN	426	398	408	419	430	441	438	385	412
LOUISA	10	11	11	11	11	11	9	8	9
LUCAS	53	55	55	56	52	52	53	47	48
LYON	14	15	15	15	16	15	15	15	16
MADISON	8	8	9	10	10	10	10	9	2
MAHASKA	37	37	40	43	44	44	40	35	42
MARION	40	40	40	44	39	41	40	32	22
MARSHALL	823	857	872	901	916	955	967	863	869
MILLS	855	865	889	931	945	953	955	886	886
MITCHELL	9	9	9	11	10	9	10	7	7
MONONA	20	20	22	25	26	25	22	21	22
MONROE	15	11	12	13	15	15	14	12	8
MONTGOMERY	25	25	24	23	23	27	25	19	23
MUSCATINE	79	84	80	86	85	89	86	80	80
O'BRIEN	26	26	25	28	13	13	13	11	16
OSCEOLA	3	3	3	3	16	17	16	18	18
PAGE	405	402	435	425	425	416	412	352	357
PALO ALTO	13	13	13	10	17	16	21	23	20
PLYMOUTH	36	37	33	34	33	34	34	32	25
POCAHONTAS	11	11	10	10	11	12	12	11	11
POLK	6,285	6,393	6,488	6,638	6,652	6,938	6,904	6,313	6,601
POTTAWATTAMIE	293	309	327	345	351	381	403	384	412
POWESHIEK	28	29	28	30	29	27	27	23	17
RINGGOLD	12	14	13	12	12	12	14	14	15
SAC	20	20	20	21	20	20	18	17	18
SCOTT	311	319	322	344	352	349	351	326	338
SHELBY	8	8	8	8	8	8	8	6	6
SIOUX	24	25	26	29	28	29	28	24	34
STORY	1,126	1,130	1,108	1,118	1,086	1,116	1,115	1,005	1,063
TAMA	135	136	133	141	144	148	142	123	116
TAYLOR	10	10	9	9	7	6	6	5	2
UNION	66	64	63	67	61	63	62	54	59
VAN BUREN	10	9	10	10	15	16	16	12	13
WAPELLO	145	144	148	143	142	140	145	104	123
WARREN	36	34	37	42	42	35	53	51	59
WASHINGTON	55	57	58	56	59	59	63	60	53
WAYNE	4	5	5	5	5	5	5	5	5
WEBSTER	504	512	495	504	506	514	493	409	423
WINNEBAGO	14	13	13	13	13	14	14	11	6
WINNESHIEK	58	60	60	60	65	69	70	59	57
WOODBURY	389	402	410	406	422	425	424	368	362
WORTH	12	13	13	12	13	15	20	14	21
WRIGHT	21	19	22	21	23	24	23	20	14
TOTALS	18,977	19,198	19,202	19,726	19,964	20,552	20,515	18,444	19,009

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

Source: Iowa Department of Administrative Services, HRE – Data Warehouse Query: PPeterson

Executive Branch Full-Time Employees by Work County, Fiscal Year 2011

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

Source: Iowa Department of Administrative Services, HRE – Data Warehouse Query: PPeterson

Executive Branch Full-Time Employees by EEO-4 Category, Fiscal Year 2011

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	44	169	22	0	0	22	33	67
AGRICULTURE	27	100	117	0	0	87	0	0
ALCOHOLIC BEVERAGES	5	16	2	0	0	8	1	36
AUDITOR	8	98	0	0	0	2	0	0
BANKING	15	61	1	0	0	4	0	0
BLIND	6	51	2	0	0	20	7	1
CIVIL RIGHTS	3	17	0	0	0	1	0	0
COLLEGE AID	6	32	2	0	0	4	0	0
CORRECTIONS	140	449	96	1,673	0	135	160	141
CREDIT UNION	3	10	0	0	0	1	0	0
CULTURAL AFFAIRS	4	48	2	0	0	5	2	2
ECONOMIC DEVELOPMENT	18	94	2	0	0	7	0	6
EDUCATION	33	357	120	0	0	103	2	0
ENERGY INDEPENDENCE	5	13	0	0	0	1	0	0
ETHICS/CAMPAIGN DISCLOSURE	1	3	0	0	0	1	0	0
FINANCE AUTHORITY	29	57	0	0	0	1	0	0
GOVERNOR'S OFFICE	16	12	0	0	0	1	0	2
HUMAN RIGHTS	12	32	0	0	0	2	0	0
HUMAN SERVICES	302	1,812	865	219	0	518	110	1,296
INSPECTIONS AND APPEALS	30	431	4	0	0	69	0	0
INSURANCE	22	60	0	3	0	9	0	0
IOWA COMMUNICATIONS NTWK	15	55	10	0	0	1	2	0
IOWA DEPT OF AGING	10	16	3	0	0	3	0	0
IOWA PUBLIC TELEVISION	13	46	36	0	0	4	0	0
IPERS	11	59	2	0	0	9	0	0
JUSTICE	23	174	1	0	0	39	0	0
LAW ENFORCEMENT ACADEMY	1	12	0	1	0	7	0	0
LOTTERY	18	62	6	0	0	14	0	2
MANAGEMENT	1	20	0	0	0	1	0	0
NATURAL RESOURCES	92	532	153	110	0	46	4	1
PAROLE	3	4	0	0	0	2	0	0
PUBLIC DEFENSE	36	177	9	111	0	11	64	25
PUBLIC EMPLOYMENT RELATIONS	2	4	0	0	0	2	0	0
PUBLIC HEALTH	88	255	13	3	0	62	0	0
PUBLIC SAFETY	47	103	35	641	0	105	7	0
REVENUE	46	207	3	0	0	50	0	0
SECRETARY OF STATE	8	13	0	0	0	9	0	0
TRANSPORTATION	178	541	497	116	0	284	1,201	23
TREASURER	6	18	1	0	0	2	0	0
UTILITIES	11	44	2	0	0	4	0	0
VETERAN'S AFFAIRS	2	5	0	0	0	3	2	1
VETERAN'S HOME	24	187	102	4	0	42	20	385
WORKFORCE DEVELOPMENT	76	642	40	0	0	128	0	3
GRAND TOTALS	1,440	7,098	2,148	2,881	0	1,829	1,615	1,991

NOTE: As of FY08, Professional Licensing is reported with Banking.

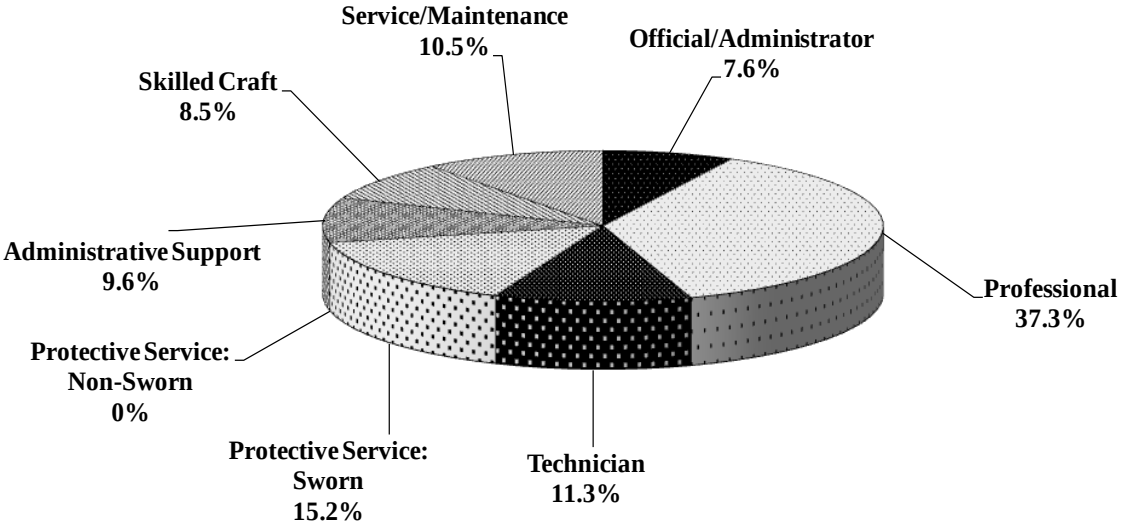
NOTE: EEO-4 Category - The Equal Employment Opportunity occupational category to which a given job class is assigned. There are eight distinct categories (please refer to page 22-23 for definitions of these categories).

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 – Data Warehouse Query: PPeterson

Executive Branch Full-Time Employee Percentages by EEO-4 Category, Fiscal Year 2011



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 – Data Warehouse Query: PPeterson

Executive Branch Part-Time Employees by Department

DEPARTMENT	FY04	FY05	FY06	FY07	FY08	FY09	FY10	FY11
ADMINISTRATIVE SERVICES	2	8	6	3	8	10	7	7
AGRICULTURE	2	1	1	1	1	1	9	6
ALCOHOLIC BEVERAGES	***	0	0	0	0	0	0	0
AUDITOR	1	1	1	1	0	0	0	0
BANKING****	***	1	1	1	1	1	1	1
BLIND	1	0	0	0	0	0	0	0
CIVIL RIGHTS	1	0	1	1	1	1	1	1
COLLEGE AID	0	0	0	0	2	2	1	0
COMMERCE	6	****	****	****	****	****	****	****
CORRECTIONS	15	14	13	13	12	9	7	7
CREDIT UNION	***	0	0	0	0	0	0	0
CULTURAL AFFAIRS	4	2	3	6	5	4	4	4
ECONOMIC DEVELOPMENT***	1	1	1	1	1	1	0	0
EDUCATION	35	36	33	36	42	37	37	36
ENERGY INDEPENDENCE	*	*	*	*	*	0	0	0
ETHICS/CAMPAIGN DISCLOSURE	0	0	0	0	0	0	0	0
FINANCE AUTHORITY	***	0	0	0	2	2	2	1
GENERAL SERVICES	**	**	**	**	**	**	**	**
GOVERNOR'S OFFICE	0	0	0	0	0	0	1	0
HUMAN RIGHTS	1	0	1	1	0	0	0	0
HUMAN SERVICES	48	40	38	37	37	31	21	16
INFORMATION TECHNOLOGY	**	**	**	**	**	**	**	**
INSPECTIONS AND APPEALS	31	30	33	36	38	35	33	30
INSURANCE	***	3	4	4	4	3	1	2
IOWA COMMUNICATIONS NTWRK	0	0	0	0	0	0	0	0
IOWA DEPT OF AGING	1	1	0	1	1	1	0	0
IOWA PUBLIC TELEVISION	2	4	2	3	2	0	0	0
IPERS	2	2	2	2	2	2	2	0
JUSTICE*****	4	5	4	4	4	4	4	3
LAW ENFORCEMENT ACADEMY	0	0	0	0	0	0	1	1
LOTTERY	2	1	3	3	3	2	4	3
MANAGEMENT	0	0	0	0	0	0	0	0
NATURAL RESOURCES	5	5	6	6	6	4	1	2
PAROLE	3	4	4	4	3	3	1	2
PERSONNEL	**	**	**	**	**	**	**	**
PROFESSIONAL LICENSING	***	0	0	0	****	****	****	****
PUBLIC DEFENSE	0	0	2	3	1	1	1	1
PUBLIC EMPLOYMENT RELATIONS	0	0	0	0	0	0	0	0
PUBLIC HEALTH	2	4	5	6	6	9	10	9
PUBLIC SAFETY	1	1	1	2	2	1	2	3
REBUILD IOWA	*	*	*	*	*	*	0	*
REVENUE ***	1	1	2	2	2	2	1	0
SECRETARY OF STATE	0	0	0	0	0	0	0	0
TRANSPORTATION	22	18	17	19	16	16	14	13
TREASURER	1	1	1	1	1	1	1	1
UTILITIES	***	4	4	3	3	3	3	3
VETERAN'S AFFAIRS***	115	117	111	113	116	0	0	0
VETERAN'S HOME	***	***	***	***	***	123	101	91
WORKFORCE DEVELOPMENT	8	7	8	7	7	7	6	5
GRAND TOTALS	317	312	308	320	329	316	277	248

* Department not in existence at the time or no longer in existence.
** 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 – Data Warehouse Query: PPeterson

Executive Branch Temporary Employees by Department

DEPARTMENT	FY04	FY05	FY06	FY07	FY08	FY09	FY10	FY11
ADMINISTRATIVE SERVICES	4	2	4	7	7	11	2	2
AGRICULTURE	74	37	27	25	32	23	13	15
ALCOHOLIC BEVERAGES	***	1	0	4	4	1	2	1
AUDITOR	0	0	0	1	0	0	0	2
BANKING****	***	0	0	1	1	1	0	0
BLIND	9	8	14	19	11	5	1	0
CIVIL RIGHTS	0	0	1	9	19	18	9	11
COLLEGE AID	0	1	1	1	1	0	1	0
COMMERCE	2	****	****	****	****	****	****	****
CORRECTIONS	53	68	61	63	73	65	58	50
CREDIT UNION	***	0	0	0	0	0	0	0
CULTURAL AFFAIRS	18	18	26	41	32	28	19	18
ECONOMIC DEVELOPMENT***	10	8	1	1	9	11	12	10
EDUCATION	12	12	5	8	15	15	6	7
ENERGY INDEPENDENCE	*	*	*	*	*	0	0	0
ETHICS/CAMPAIGN DISCLOSURE	0	0	0	0	0	0	0	0
FINANCE AUTHORITY	***	0	0	0	0	0	0	0
GENERAL SERVICES	**	**	**	**	**	**	**	**
GOVERNOR'S OFFICE	0	2	1	3	2	3	3	0
HUMAN RIGHTS	0	0	0	1	10	1	2	1
HUMAN SERVICES	102	104	136	128	150	140	113	80
INFORMATION TECHNOLOGY	**	**	**	**	**	**	**	**
INSPECTIONS AND APPEALS	27	32	31	34	30	30	27	22
INSURANCE	***	8	4	6	4	7	8	8
IOWA COMMUNICATIONS NTWRK	0	1	1	0	0	0	0	0
IOWA DEPT OF AGING	1	1	1	1	2	1	0	0
IOWA PUBLIC TELEVISION	35	23	35	38	39	27	37	32
IPERS	0	1	1	1	0	1	1	1
JUSTICE*****	4	6	6	7	11	5	6	4
LAW ENFORCEMENT ACADEMY	4	4	4	4	4	7	4	3
LOTTERY	5	6	3	1	1	1	1	1
MANAGEMENT	0	0	0	0	1	2	1	0
NATURAL RESOURCES	313	338	354	400	445	286	309	186
PAROLE	3	4	2	4	1	1	1	0
PERSONNEL	**	**	**	**	**	**	**	**
PROFESSIONAL LICENSING	***	0	0	0	****	****	****	****
PUBLIC DEFENSE	29	26	23	29	21	22	25	32
PUBLIC EMPLOYMENT RELATIONS	0	0	0	0	0	0	0	0
PUBLIC HEALTH	33	45	68	62	60	56	58	59
PUBLIC SAFETY	23	26	28	27	31	25	23	27
REBUILD IOWA	*	*	*	*	*	*	0	*
REVENUE ***	51	50	35	42	40	31	30	28
SECRETARY OF STATE	1	2	5	1	1	2	0	1
TRANSPORTATION	89	80	81	106	105	135	140	78
TREASURER	2	3	2	0	1	3	1	0
UTILITIES	***	0	0	0	0	0	0	0
VETERAN'S AFFAIRS***	83	111	98	102	69	0	0	0
VETERAN'S HOME	***	***	***	***	***	53	31	22
WORKFORCE DEVELOPMENT	44	61	23	6	15	34	4	2
GRAND TOTALS	1,031	1,089	1,082	1,183	1,247	1,051	948	703

* Department not in existence at the time or no longer in existence.
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**** 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 – Data Warehouse Query: PPeterson

Salaries

In this section the reader will find Fiscal Year 2011 salary and payroll information for the Executive Branch workforce, not including the Fair Authority, Community-Based Corrections and Regents. The following are points of summary for this section. The State's workforce covers a wide range of jobs. This should be taken into account when reviewing average salaries that include everything from correctional officers and secretaries to physicians and engineers.

In Fiscal Year 2011, executive branch full-time employees, on average, earned $55,076 annually in base salary.

The average salary of Executive Branch full-time employees has increased 21.1% since Fiscal Year 2004 and 2.2% since last fiscal year.

Since the first "Just the Facts" in FY 2000, Reassignment, Recruitment, Retention and Performance bonuses have been drastically reduced. The total for these bonus pay expenditures have been reduced by 99.5% from FY 2000 across all Executive Branch departments.

Executive Branch employees worked 102,193.3 days of overtime in Fiscal Year 2011, valued at $24,289,149.71.

Of the 102,193.3 days of overtime worked, 84.4% of these days were worked in three departments, Transportation, Human Services, and Corrections.

Since the first "Just the Facts" in FY 2000, overtime has been reduced 14.5% 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 2011, the number of days per employee has increased to 8.02 days.

Executive Branch Bonus Pay Expenditures by Department, Fiscal Year 2011

DEPARTMENT	Reassignment		Recruitment		Retention		Performance	
	Count	Cost	Count	Cost	Count	Cost	Count	Cost
ADMINISTRATIVE SERVICES	1	$3,889.60	0	$0.00	0	$0.00	0	$0.00
AGRICULTURE	0	$0.00	0	$0.00	0	$0.00	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	0	$0.00	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	0	$0.00	0	$0.00
EDUCATION	0	$0.00	0	$0.00	0	$0.00	0	$0.00
ENERGY INDEPENDENCE	0	$0.00	0	$0.00	0	$0.00	0	$0.00
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	0	$0.00
HUMAN RIGHTS	0	$0.00	0	$0.00	0	$0.00	0	$0.00
HUMAN SERVICES	0	$0.00	0	$0.00	0	$0.00	0	$0.00
INSPECTIONS AND APPEALS	0	$0.00	0	$0.00	0	$0.00	0	$0.00
INSURANCE	0	$0.00	0	$0.00	0	$0.00	0	$0.00
IOWA COMMUNICATIONS NTWK	0	$0.00	0	$0.00	0	$0.00	0	$0.00
IOWA DEPT OF AGING	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	0	$0.00	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	0	$0.00	0	$0.00	0	$0.00	0	$0.00
PAROLE	0	$0.00	0	$0.00	0	$0.00	0	$0.00
PUBLIC DEFENSE	0	$0.00	0	$0.00	0	$0.00	0	$0.00
PUBLIC EMPLOYMENT RELATIONS	0	$0.00	0	$0.00	0	$0.00	0	$0.00
PUBLIC HEALTH	0	$0.00	0	$0.00	0	$0.00	0	$0.00
PUBLIC SAFETY	0	$0.00	0	$0.00	0	$0.00	0	$0.00
REBUILD IOWA	0	$0.00	0	$0.00	0	$0.00	0	$0.00
REVENUE	0	$0.00	0	$0.00	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	0	$0.00	0	$0.00
VETERANS AFFAIRS	0	$0.00	0	$0.00	0	$0.00	0	$0.00
VETERANS HOME	0	$0.00	0	$0.00	0	$0.00	0	$0.00
WORKFORCE DEVELOPMENT	0	$0.00	0	$0.00	0	$0.00	0	$0.00
GRAND TOTALS	1	$3,889.60	0	$0.00	0	$0.00	0	$0.00

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 – Data Warehouse Query: TMohning

Executive Branch Full-Time Average Base Salary by Department

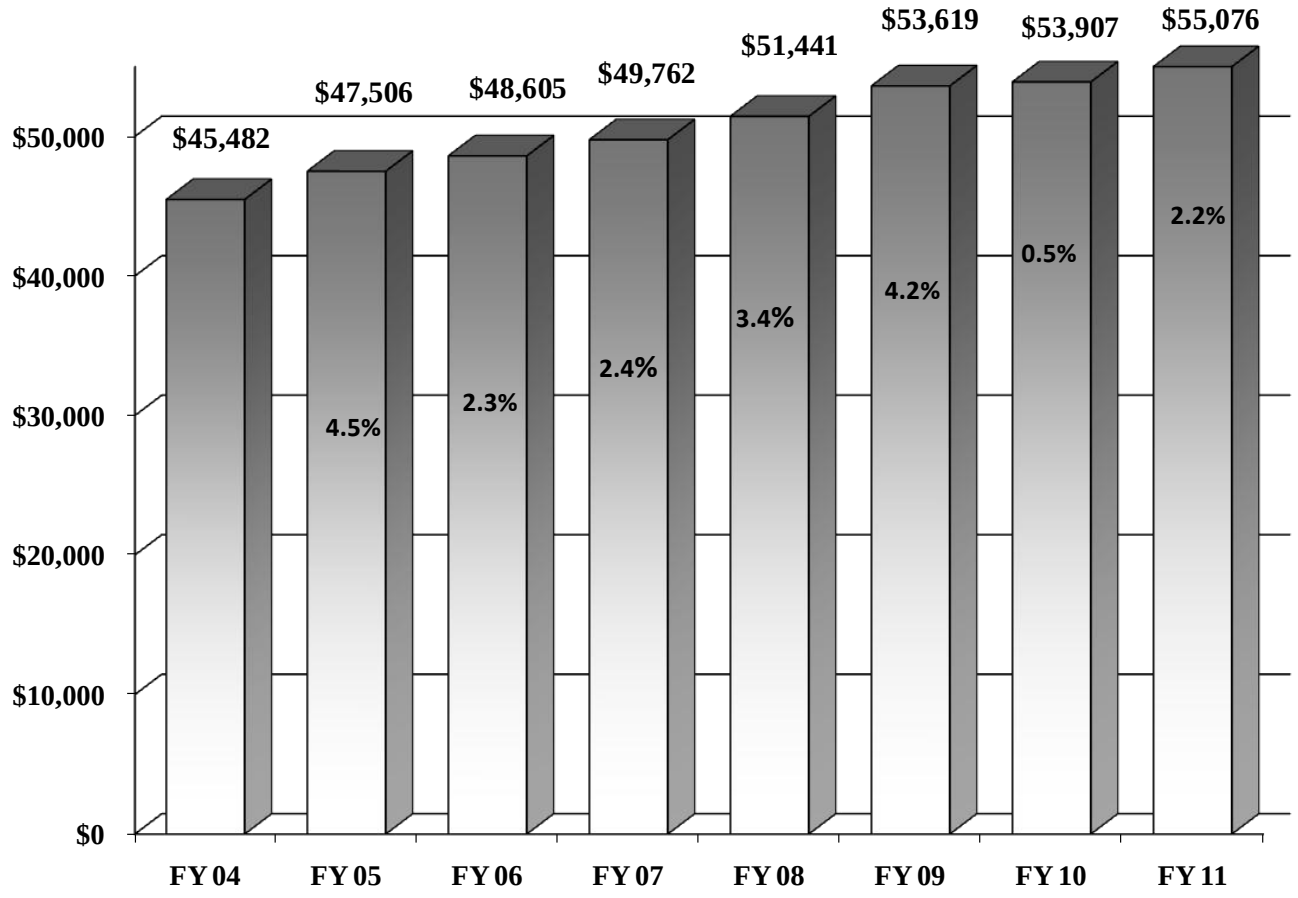
Department	FY 04	FY 05	FY 06	FY 07	FY 08	FY 09	FY 10	FY 11
ADMINISTRATIVE SERVICES	$53,023	$56,017	$57,743	$58,841	$60,169	$62,155	$63,140	$64,392
AGRICULTURE	$42,939	$44,696	$45,630	$46,820	$48,029	$50,502	$51,620	$53,073
ALCOHOLIC BEVERAGES	****	$42,632	$45,069	$41,517	$45,154	$47,548	$43,190	$44,739
AUDITOR	$54,007	$52,465	$54,291	$54,838	$57,155	$60,936	$59,633	$58,202
BANKING	****	$68,909	$71,871	$77,197	$77,236	$82,758	$84,560	$82,074
BLIND	$43,837	$46,280	$47,031	$48,874	$51,403	$53,368	$52,635	$51,855
CIVIL RIGHTS	$49,470	$50,587	$53,341	$54,489	$55,606	$57,311	$57,863	$58,202
COLLEGE AID	$44,545	$45,186	$47,409	$49,227	$51,512	$55,096	$55,580	$57,258
COMMERCE	$59,858	****	****	****	****	****	****	****
CORRECTIONS	$43,303	$45,659	$46,933	$47,323	$49,026	$51,038	$51,471	$53,170
CREDIT UNION	****	$56,890	$60,866	$69,741	$69,528	$76,523	$77,554	$76,735
CULTURAL AFFAIRS	$46,868	$49,731	$49,293	$51,407	$53,574	$56,434	$56,800	$57,781
ECONOMIC DEVELOPMENT	$54,050	$56,775	$58,344	$59,975	$61,972	$65,503	$64,255	$63,354
EDUCATION	$50,424	$52,745	$54,745	$56,856	$58,337	$61,184	$62,457	$62,374
ENERGY INDEPENDENCE	*	*	*	*	*	$84,963	$61,911	$61,185
ETHICS/CAMPAIGN DISCLOSURE	$48,105	$51,467	$53,888	$57,671	$57,057	$60,214	$62,000	$45,063
FINANCE AUTHORITY	***	$56,169	$59,834	$62,351	$66,900	$71,106	$70,756	$72,143
GENERAL SERVICES	**	**	**	**	**	**	**	**
GOVERNOR'S OFFICE	$53,482	$55,474	$57,525	$57,857	$60,522	$62,038	$66,649	$66,499
HUMAN RIGHTS	$49,457	$51,894	$54,618	$57,120	$60,140	$62,253	$63,620	$65,348
HUMAN SERVICES	$40,309	$41,945	$42,787	$44,209	$45,498	$47,487	$47,561	$48,767
INFORMATION TECHNOLOGY	**	**	**	**	**	**	**	**
INSPECTIONS AND APPEALS	$55,713	$58,199	$59,248	$60,471	$62,247	$64,634	$66,175	$66,410
INSURANCE	****	$55,910	$56,297	$57,745	$60,527	$64,496	$64,876	$66,210
IA COMMUNICATIONS NETWORK	$59,516	$61,334	$64,849	$67,112	$70,824	$73,087	$74,004	$75,323
IOWA DEPT OF AGING	$51,894	$53,089	$54,075	$54,679	$57,058	$59,920	$60,105	$60,189
IOWA PUBLIC TELEVISION	$51,143	$53,764	$55,019	$56,342	$58,959	$61,084	$61,737	$63,144
IPERS	$54,162	$56,884	$58,295	$59,711	$63,630	$66,123	$66,344	$67,354
JUSTICE*****	$67,995	$68,314	$70,247	$75,754	$78,962	$81,797	$81,482	$80,113
LAW ENFORCEMENT ADACEMY	$48,992	$50,409	$51,987	$53,853	$55,666	$56,955	$51,835	$52,855
LOTTERY	$48,642	$52,600	$54,316	$56,103	$56,107	$58,479	$60,335	$58,275
MANAGEMENT	$74,864	$77,391	$77,623	$79,490	$83,329	$84,688	$86,438	$83,925
NATURAL RESOURCES	$49,471	$51,984	$53,503	$54,766	$56,521	$58,866	$58,750	$60,111
PAROLE	$52,680	$55,016	$58,278	$54,767	$61,777	$60,959	$67,349	$63,750
PERSONNEL	**	**	**	**	**	**	**	**
PROFESSIONAL LICENSING	****	$52,171	$53,454	$58,470	****	****	****	****
PUBLIC DEFENSE	$42,553	$44,803	$46,774	$48,694	$50,251	$51,388	$51,049	$52,136
PUBL EMPLOYMENT RELATIONS	$65,136	$67,626	$80,221	$82,961	$81,344	$81,931	$82,477	$79,458
PUBLIC HEALTH	$52,713	$55,278	$56,192	$57,755	$59,809	$62,192	$62,598	$63,895
PUBLIC SAFETY	$51,146	$52,834	$52,405	$53,651	$55,688	$58,531	$59,491	$61,417
REVENUE***	$49,193	$50,759	$52,090	$54,205	$55,230	$58,053	$58,970	$60,053
REBUILD IOWA	*	*	*	*	*	*	$59,173	*
SECRETARY OF STATE	$49,546	$51,943	$52,646	$52,271	$54,244	$56,379	$56,107	$63,042
TRANSPORTATION	$45,021	$47,277	$48,599	$49,635	$51,344	$53,380	$53,138	$54,170
TREASURER	$49,340	$49,951	$51,480	$50,415	$54,625	$55,676	$52,682	$52,225
UTILITIES*****	****	$74,358	$76,630	$73,132	$75,410	$78,771	$79,149	$80,074
VETERAN'S AFFAIRS	$39,821	$41,602	$42,381	$43,014	$44,459	$45,902	$44,385	$47,924
VETERAN'S HOME	***	***	***	***	***	$46,022	$47,404	$48,624
WORKFORCE DEVELOPMENT	$46,482	$48,821	$49,952	$50,452	$52,137	$53,707	$51,865	$53,103
AVERAGE ANNUAL SALARY	$45,482	$47,506	$48,605	$49,762	$51,441	$53,619	$53,907	$55,076

* Department not in existence at the time or no longer in existence.
** 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 – Data Warehouse 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 – Data Warehouse Query: PPeterson

Overtime/Compensatory Time by Department, Fiscal Year 2011

DEPARTMENT	Overtime Expense	Overtime Days	Comp Earned Value	Comp Earned Days	Comp Taken Expense	Comp Taken Days
ADMINISTRATIVE SERVICES	$185,024.84	674.8	$152,662.32	715.3	$84,337.14	395.2
AGRICULTURE	$5,366.98	21.9	$25,753.65	126.5	$23,971.88	119.5
ALCOHOLIC BEVERAGES	$211,034.99	1,030.9	$32,476.12	216.7	$7,579.73	38.2
AUDITOR	$9,398.03	61.9	$0.00	0.0	$0.00	0.0
BANKING	$909.15	3.0	$1,435.83	7.4	$1,360.03	7.1
BLIND	$5,014.75	18.6	$4,877.08	27.2	$3,940.63	22.6
CIVIL RIGHTS	$304.08	2.0	$0.00	0.0	$0.00	0.0
COLLEGE AID	$0.00	0.0	$0.00	0.0	$0.00	0.0
CORRECTIONS	$5,955,883.26	21,225.9	$4,886,001.34	26,482.3	$1,291,945.59	6,846.6
CREDIT UNION	$0.00	0.0	$0.00	0.0	$0.00	0.0
CULTURAL AFFAIRS	$769.02	3.4	$45,891.89	218.7	$41,167.31	191.1
ECONOMIC DEVELOPMENT	$597.24	2.8	$1,638.94	11.8	$538.15	3.2
EDUCATION	$120,254.17	395.7	$24,247.46	105.0	$22,773.04	98.5
ENERGY INDEPENDENCE	$1,812.14	7.5	$18,453.14	97.7	$11,233.89	58.4
ETHICS/CAMPAIGN DISCLOSURE	$0.00	0.0	$260.29	1.3	$260.29	1.3
FINANCE AUTHORITY	$44,604.96	176.9	$47,413.34	194.5	$30,093.16	123.2
GOVERNOR'S OFFICE	$37.50	0.3	$0.00	0.0	$0.00	0.0
HUMAN RIGHTS	$620.22	2.7	$14,071.81	68.9	$14,462.07	71.2
HUMAN SERVICES	$8,337,016.08	33,223.8	$4,751,569.55	29,300.3	$1,856,298.79	10,931.1
INSPECTIONS AND APPEALS	$16,995.73	54.3	$47,543.78	205.4	$36,510.15	160.4
INSURANCE	$2,806.41	9.8	$32,758.08	119.9	$30,116.84	109.8
IOWA COMMUNICATIONS NTWK	$77,253.19	251.3	$13,924.29	54.0	$11,154.55	43.1
IOWA DEPT OF AGING	$13,325.14	45.7	$6,537.23	31.1	$6,278.40	29.5
IOWA PUBLIC TELEVISION	$27,609.55	96.2	$59,765.76	273.3	$32,745.64	144.0
IPERS	$63,949.88	196.2	$22,042.58	94.8	$17,863.61	78.8
JUSTICE	$3,879.58	14.9	$29,685.16	143.9	$26,401.90	134.6
LAW ENFORCEMENT ACADEMY	$23,414.98	79.9	$35,423.40	175.6	$26,108.56	129.3
LOTTERY	$43,388.45	181.1	$47,467.95	218.1	$31,627.93	136.8
MANAGEMENT	$0.00	0.0	$0.00	0.0	$0.00	0.0
NATURAL RESOURCES	$62,893.84	243.2	$1,585,648.17	7,546.9	$1,032,917.28	4,903.7
PAROLE	$0.00	0.0	$0.00	0.0	$0.00	0.0
PUBLIC DEFENSE	$400,742.71	1,463.8	$378,333.21	2,096.1	$234,507.51	1,295.9
PUBLIC EMPLOYMENT RELATIONS	$2,483.49	8.1	$0.00	0.0	$0.00	0.0
PUBLIC HEALTH	$146,762.45	447.3	$178,831.56	723.9	$156,074.39	627.4
PUBLIC SAFETY	$829,903.00	2,554.7	$2,096,377.69	9,318.3	$752,995.96	3,554.5
REBUILD IOWA	$0.00	0.0	$0.00	0.0	$0.00	0.0
REVENUE	$51,955.90	149.4	$32,448.69	108.7	$21,326.70	75.7
SECRETARY OF STATE	$9,354.81	29.5	$6,394.58	32.0	$5,463.04	28.1
TRANSPORTATION	$5,688,040.46	31,841.0	$4,607,133.94	26,429.1	$2,771,746.89	16,181.6
TREASURER	$3,901.66	20.8	$8,671.03	49.2	$8,916.40	49.9
UTILITIES	$0.00	0.0	$17,604.19	54.3	$19,049.40	59.4
VETERANS AFFAIRS	$0.00	0.0	$2,139.71	12.8	$1,840.85	11.1
VETERANS HOME	$1,004,921.79	4,096.3	$1,190,461.32	6,743.6	$384,590.45	2,063.0
WORKFORCE DEVELOPMENT	$936,919.28	3,557.7	$216,291.00	1,211.6	$161,635.86	925.6
GRAND TOTALS	$24,289,149.71	102,193.3	$20,622,236.08	113,216.2	$9,159,834.01	49,649.4

-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

		Contract Covered (AFSCME only)				Non-Contract		
Fiscal Year	Steps	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%	+ Merit Steps	
1986	6	1.0%		+ Step		1.0%	+ Merit Steps	
1987	6	1.0%		+ Step		1.0%	+ Merit Steps	
1988	6	2.0%		+ Step		2.0%	+ Merit Steps	
1989	6	4.0%		+ Step		4.0%	+ Merit Steps	
1990	6	3.5%		+ Step		3.5%	+ Merit Steps	
1991	6	5.0%		+ Step		5.0%	+ Merit Steps	
1992	6	5.0%	(c)	+ Step		0.0%	None	
1993	6	4.0%		+ Step	(b)	7.5%	+ Merit Steps	
1994	6	PLUS $650		+ Step		PLUS $650	+ Merit Steps	
1995	6	4.0%	(d)	+ Step		4.0%	+ Merit Steps	(d)
1996	6	3.0%		+ Step		3.0%	+ Merit Steps	
1997	6	2.5%		+ Step	(e)	2.5%	+ Merit Steps	(e)
1998	6	3.0%		+ Step		3.0%	+ Merit Steps	
1999	6	3.0%		+ Step		3.0%	+ Merit Steps	
2000	6 TO 7	0.0%	(f)	+ Step		3.0%	+ Merit Steps	
2001	7 TO 8	2.6%	(g)	+ Step		3.0%	+ Merit Steps	
2002	8	3.0%		+ Step		3.0%	+ Merit Steps	(h)
2003	Min/Max	3.0%	(i) (j)	+ 4.0%		3.0%	+ Merit Steps	
2004	Min/Max	2.0%		+ 4.5%		2.0%	+ Merit Steps	
2005	Min/Max	2.0%	(k)	+ 4.5%		2.0%	+ Merit Steps	
2006	Min/Max	0.0%	(l)	+ 4.5%		0.0%	+ Merit Steps	
2007	Min/Max	2.0%		+ 4.5%		2.0%	+ Merit Steps	
2008	Min/Max	3.0%		+4.5%		3.0%	+ Merit Steps	
2009	Min/Max	3.0%		+4.5%		3.0%	+ Merit Steps	
2010	Min/Max	0.0%		+4.5%		0.0%	+ Merit Steps	
2011	Min/Max	3.0%	(m)	+4.5%		0.0%	None	
2012	Min/Max	3.0%	(n)	+4.5%		3.0%	+ Merit Steps	(n)

(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 8th 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
(m) 2.0% effective July 1, 2010 and 1.0% effective January 1, 2011
(n) 2.0% effective July 1, 2011 and 1.0% effective January 1, 2012

NOTE: The first session of the 74th 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 74th 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, HRE, CHellmann

Equal Employment Opportunity

The State of Iowa is committed to equal employment opportunity and ensuring that the State's employment practices are nondiscriminatory. As shown by the figures below, the State's workforce percentages for females are greater than Iowa's available labor force based on 2000 U.S. Census information. However, as a result of the new census data, the statewide labor force for Minorities now exceeds the State's workforce. Based on the increase in the available number of racial/ethnic minorities in the state over the last decade, the State is instituting initiatives to fully utilize the labor force diversity. This section shows that:

Executive Branch full-time female employees now make up 50.5% of the workforce compared to 49.5% in Fiscal Year 2002.

Executive Branch full-time racial/ethnic minority employees now make up 6.2% of the workforce compared to 5.1% in Fiscal Year 2002.

Executive Branch full-time employees with disabilities now make up 4.3% of the workforce compared to 4.4% in Fiscal Year 2002.

- Thirty percent of all full-time Executive Branch ***male*** employees are assigned to EEO-4 Category 2 (Professionals)*.
- Forty-four percent of all full-time Executive Branch ***female*** employees are assigned to EEO-4 Category 2 (Professionals)*.
- Thirty-seven percent of all full-time Executive Branch ***non-minority*** employees are assigned to EEO-4 Category 2 (Professionals)*.
- Forty-four percent of all full-time Executive Branch ***minority*** employees are assigned to EEO-4 Category 2 (Professionals)*.

* EEO-4 Category - The Equal Employment Opportunity Commission occupational category to which a given job class is assigned. There are eight EEO-4 categories. For further definitions of the eight EEO-4 categories, see below.

Definitions of the eight EEO-4 categories, as provided by the U.S. Equal Employment Opportunity Commission, EEOC Form 164, State and Local Government Information (EEO-4) instruction booklet

EEO-1 Officials/Administrators - Occupations in which employees set broad policies, exercise overall responsibility for execution of these policies, or direct individual departments or special phases of the agency's operations, or provide specialized consultation on a regional, district, or area basis.

EEO-2 Professional - Occupations which require specialized and theoretical knowledge which is usually acquired through college training or through work experience and other training which provides comparable knowledge.

EEO-3 Technician - Occupations which require a combination of basic scientific or technical knowledge and manual skill which can be obtained through specialized post-secondary school education or through equivalent on-the-job training.

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.

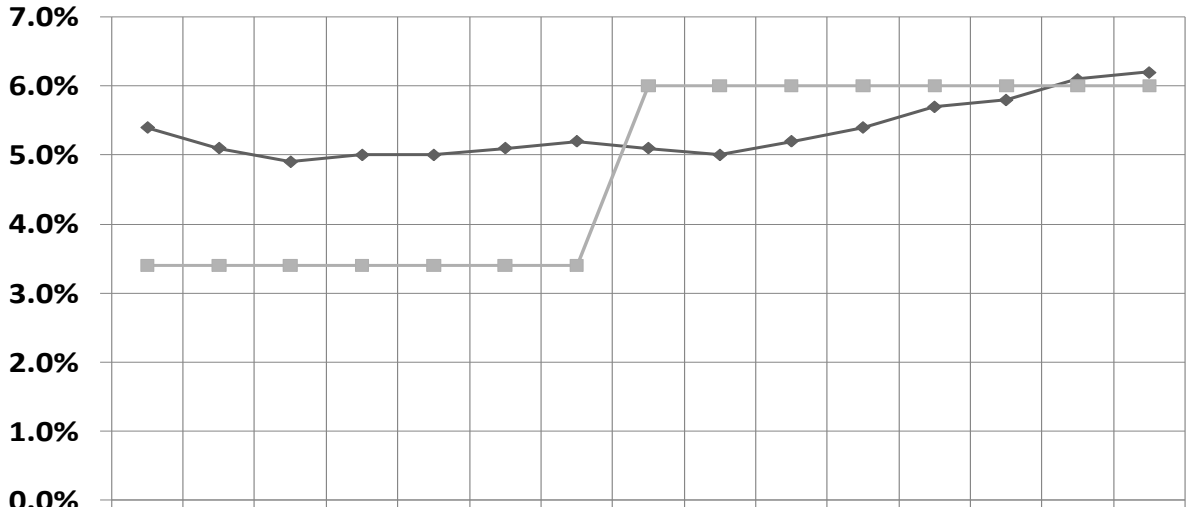
EEO-6 Administrative Support - Occupations in which workers are responsible for internal and external communication, recording and retrieval of data and/or information and other paperwork required in an office.

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.

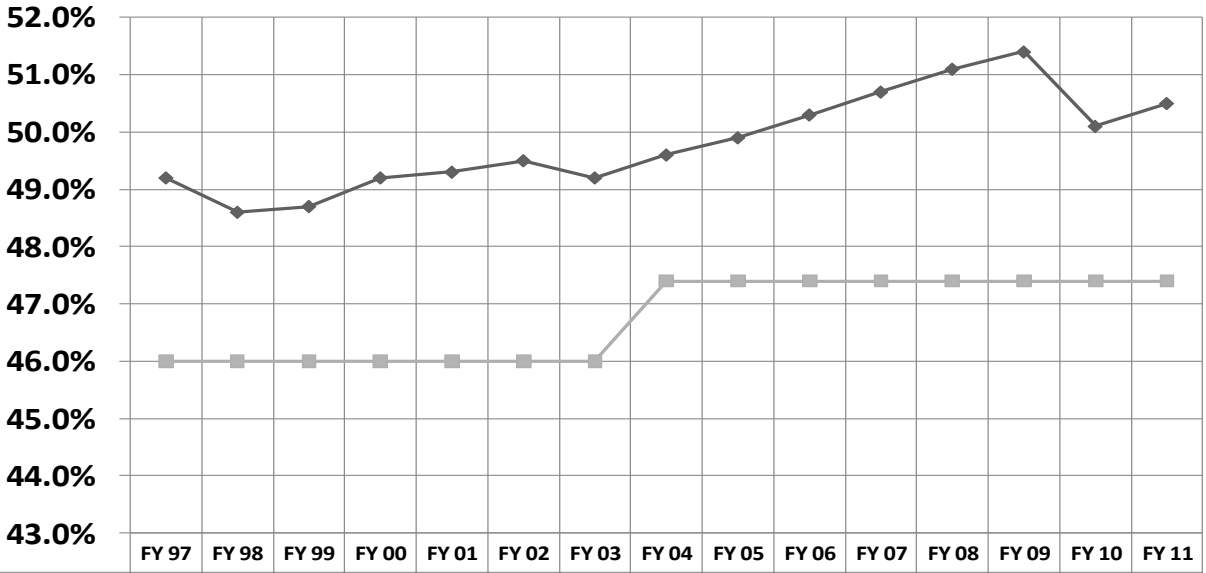
Executive Branch Workforce in Comparison to Iowa's Labor Force

RACIAL/ETHNIC MINORITIES



	FY 97	FY 98	FY 99	FY 00	FY 01	FY 02	FY 03	FY 04	FY 05	FY 06	FY 07	FY 08	FY 09	FY 10	FY 11
Workforce	5.4%	5.1%	4.9%	5.0%	5.0%	5.1%	5.2%	5.1%	5.0%	5.2%	5.4%	5.7%	5.8%	6.1%	6.2%
Labor Force	3.4%	3.4%	3.4%	3.4%	3.4%	3.4%	3.4%	6.0%	6.0%	6.0%	6.0%	6.0%	6.0%	6.0%	6.0%

FEMALES



	FY 97	FY 98	FY 99	FY 00	FY 01	FY 02	FY 03	FY 04	FY 05	FY 06	FY 07	FY 08	FY 09	FY 10	FY 11
Workforce	49.2%	48.6%	48.7%	49.2%	49.3%	49.5%	49.2%	49.6%	49.9%	50.3%	50.7%	51.1%	51.4%	50.1%	50.5%
Labor Force	46.0%	46.0%	46.0%	46.0%	46.0%	46.0%	46.0%	47.4%	47.4%	47.4%	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 – Data Warehouse Query: PPeterson

Executive Branch Full-Time Employees by Gender by Department

DEPARTMENT	FY04 Male	FY04 Female	FY05 Male	FY05 Female	FY06 Male	FY06 Female	FY07 Male	FY07 Female
ADMINISTRATIVE SERVICES	216	150	211	155	207	160	210	165
AGRICULTURE	196	185	197	183	200	185	198	184
ALCOHOLIC BEVERAGES	****	****	31	20	30	20	40	21
AUDITOR	44	56	52	60	50	57	55	51
BANKING	****	****	42	20	43	21	41	23
BLIND	41	61	39	60	37	60	34	58
CIVIL RIGHTS	11	16	9	14	10	13	9	14
COLLEGE AID	13	23	13	28	10	31	12	34
COMMERCE	166	142	****	****	****	****	****	****
CORRECTIONS	2,069	870	2,018	853	2,046	874	2,110	969
CREDIT UNION	****	****	8	8	8	7	7	6
CULTURAL AFFAIRS	28	37	27	37	28	42	28	43
ECONOMIC DEVELOPMENT***	82	134	51	80	45	82	49	82
EDUCATION	194	415	185	407	189	407	173	400
ENERGY INDEPENDENCE	*	*	*	*	*	*	*	*
ETHICS/CAMPAIGN DISCLOSURE	1	5	1	5	1	5	1	4
FINANCE AUTHORITY***	**	**	35	51	35	51	32	51
GENERAL SERVICES	***	***	***	***	***	***	***	***
GOVERNOR'S OFFICE	13	27	13	27	13	27	16	23
HUMAN RIGHTS	22	32	22	35	23	32	22	30
HUMAN SERVICES	1,394	3,752	1,410	3,827	1,472	4,048	1,491	4,134
INFORMATION TECHNOLOGY	***	***	***	***	***	***	***	***
INSPECTIONS AND APPEALS	178	296	189	299	195	310	201	313
INSURANCE	****	****	37	47	34	53	34	54
IOWA COMMUNICATIONS NTWRK	58	38	54	36	52	28	53	31
IOWA DEPT OF AGING	8	16	8	20	6	26	5	27
IOWA PUBLIC TELEVISION	69	47	67	43	67	49	68	48
IPERS	33	53	32	51	33	53	29	53
JUSTICE*****	85	122	88	115	89	115	92	127
LAW ENFORCEMENT ACADEMY	15	12	15	12	14	13	14	13
LOTTERY	66	42	66	42	67	45	67	44
MANAGEMENT	16	12	16	11	16	12	18	12
NATURAL RESOURCES	660	238	665	247	675	253	679	266
PAROLE	4	7	3	7	3	7	3	8
PERSONNEL	***	***	***	***	***	***	***	***
PROFESSIONAL LICENSING	****	****	3	7	4	8	3	11
PUBLIC DEFENSE	279	87	287	86	277	84	275	79
PUBLIC EMPLOYMENT RELATIONS	5	5	5	5	5	4	5	4
PUBLIC HEALTH	104	284	106	288	110	300	105	302
PUBLIC SAFETY	642	196	653	194	740	208	738	215
REBUILD IOWA	*	*	*	*	*	*	*	*
REVENUE**	155	204	157	212	158	215	152	210
SECRETARY OF STATE	8	27	10	29	10	30	8	28
TRANSPORTATION	2,374	782	2,339	773	2,339	773	2,287	758
TREASURER	7	17	4	18	4	19	4	20
UTILITIES	****	****	52	38	51	38	53	36
VETERAN'S AFFAIRS	141	628	145	634	147	652	154	659
VETERAN'S HOME								
WORKFORCE DEVELOPMENT	275	508	261	492	264	502	265	514
GRAND TOTAL	9,672	9,526	9,626	9,576	9,807	9,919	9,840	10,124

* 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 – Data Warehouse Query: PPeterson

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

DEPARTMENT	FY08 Male	FY08 Female	FY09 Male	FY09 Female	FY10 Male	FY10 Female	FY11 Male	FY11 Female
ADMINISTRATIVE SERVICES	224	176	228	174	209	141	216	141
AGRICULTURE	207	185	201	184	175	148	179	153
ALCOHOLIC BEVERAGES	38	23	37	22	45	17	46	22
AUDITOR	50	60	47	55	46	56	56	53
BANKING****	46	35	45	35	47	33	46	35
BLIND	33	56	30	56	29	56	32	55
CIVIL RIGHTS	10	16	10	17	9	17	9	12
COLLEGE AID	12	38	16	39	14	31	12	32
COMMERCE	****	****	****	****	****	****	****	****
CORRECTIONS	2,127	1,024	2,104	1,015	1,870	872	1,912	882
CREDIT UNION	10	7	8	6	8	6	7	7
CULTURAL AFFAIRS	31	44	28	42	23	36	25	38
ECONOMIC DEVELOPMENT***	52	95	51	95	35	80	44	83
EDUCATION	186	426	194	443	168	395	170	445
ENERGY INDEPENDENCE	*	*	1	3	9	14	9	10
ETHICS/CAMPAIGN DISCLOSURE	1	5	1	5	1	2	1	4
FINANCE AUTHORITY***	36	50	30	52	29	53	31	56
GENERAL SERVICES	***	***	***	***	***	***	***	***
GOVERNOR'S OFFICE	21	28	24	26	22	22	15	18
HUMAN RIGHTS	25	31	23	31	21	27	19	27
HUMAN SERVICES	1,526	4,255	1,524	4,243	1,354	3,667	1,387	3,735
INFORMATION TECHNOLOGY	***	***	***	***	***	***	***	***
INSPECTIONS AND APPEALS	196	335	190	346	168	310	188	346
INSURANCE	34	54	37	55	35	53	37	57
IOWA COMMUNICATIONS NTWRK	50	31	54	32	50	27	53	30
IOWA DEPT OF AGING	6	31	7	29	6	25	5	27
IOWA PUBLIC TELEVISION	66	45	62	48	57	43	57	42
IPERS	29	50	29	48	32	46	32	49
JUSTICE*****	108	138	111	145	93	132	101	137
LAW ENFORCEMENT ACADEMY	13	13	12	13	7	13	8	13
LOTTERY***	64	46	65	44	51	35	64	38
MANAGEMENT	19	13	16	15	11	11	11	11
NATURAL RESOURCES	697	277	670	278	628	268	659	279
PAROLE	3	8	3	9	3	5	2	7
PERSONNEL	***	***	***	***	***	***	***	***
PROFESSIONAL LICENSING	****	****	****	****	****	****	****	****
PUBLIC DEFENSE	278	84	290	89	289	95	324	109
PUBLIC EMPLOYMENT RELATIONS	5	6	4	6	3	4	3	5
PUBLIC HEALTH	121	311	122	323	108	308	110	311
PUBLIC SAFETY	763	227	771	223	747	196	747	191
REBUILD IOWA	*	*	*	*	3	9	*	*
REVENUE***	156	229	155	221	122	177	121	185
SECRETARY OF STATE	11	27	12	25	10	20	10	21
TRANSPORTATION	2,299	764	2,280	752	2,073	674	2,152	688
TREASURER	5	18	5	20	5	20	6	22
UTILITIES	38	30	37	29	36	28	32	29
VETERAN'S AFFAIRS	162	698	10	5	8	5	7	6
VETERAN'S HOME			152	705	143	620	149	615
WORKFORCE DEVELOPMENT	279	526	278	542	290	555	312	577
GRAND TOTAL	10,037	10,515	9,974	10,545	9,092	9,352	9,406	9,603

* 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 – Data Warehouse Query: PPeterson

Executive Branch Full-Time Employees by Gender by EEO-4 Category, Fiscal Year 2011

	Category 1 Official/Administrator	Category 2 Professional	Category 3 Technician	Category 4 Protective Service: Sworn
Males	758	2,829	866	2,451
% Chg from FY '10	1.5%	5.0%	2.5%	1.2%
Females	682	4,269	1,282	430
% Chg from FY '10	4.9%	3.8%	2.5%	-2.7%
Totals	1,440	7,098	2,148	2,881
% Chg from FY '10	3.1%	4.3%	2.5%	0.6%

	Category 5 Protective Service: Non-Sworn	Category 6 Administrative Support	Category 7 Skilled Craft	Category 8 Service Maintenance
Males	0	178	1,571	747
% Chg from FY '10	0%	4.7%	5.6%	3.5%
Females	0	1,651	44	1,244
% Chg from FY '10	0.0%	1.7%	0.0%	1.1%
Totals	0	1,829	1,615	1,991
% Chg from FY '10	0.0%	2.0%	5.5%	2.0%

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.

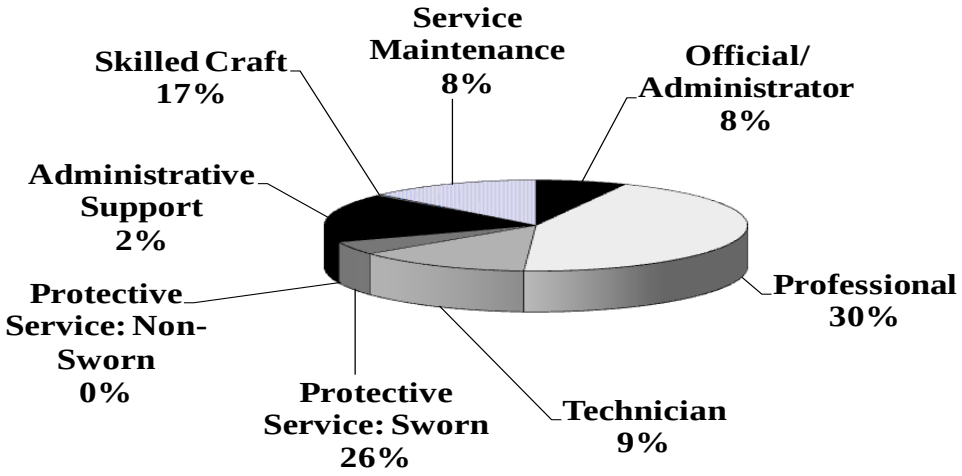
NOTE: By definition, elected officials are not included in EEO-4 Category groupings. This accounts for the difference in total full-time employees

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

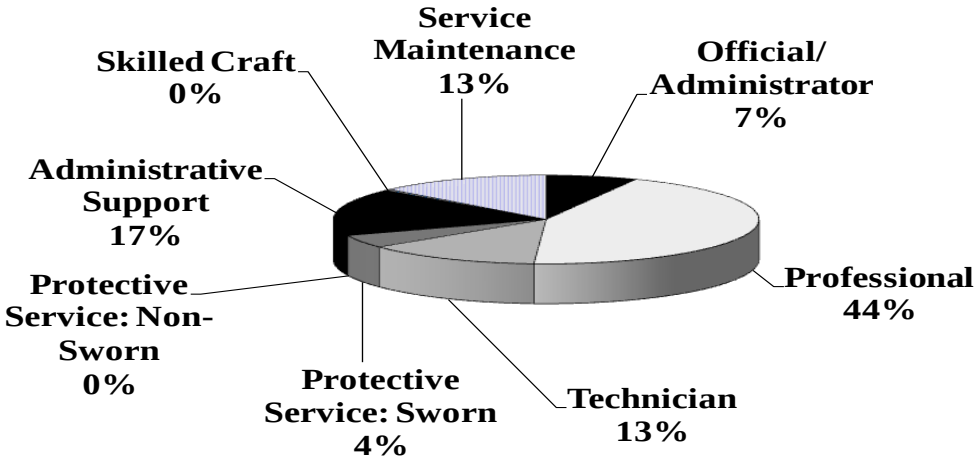
Source: Iowa Department of Administrative Services, HRE – Data Warehouse Query: PPeterson

Executive Branch Full-Time Employees by Gender by EEO-4 Category, Fiscal Year 2011

Males (Total = 9,400)



Females (Total = 9,602)



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 – Data Warehouse Query: PPeterson

Executive Branch Full-Time Minority Employees by Department

Department	FY 04 Total Employees	FY 04 Total Minority Employees	FY 04 Minority Employee Percentage	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
ADMINISTRATIVE SERVICES	366	34	9.29%	366	34	9.29%	367	33	8.99%	375	33	8.80%
AGRICULTURE	381	5	1.31%	380	6	1.58%	385	6	1.56%	382	7	1.83%
ALCOHOLIC BEVERAGES	****	****	****	51	1	1.96%	50	1	2.00%	61	3	4.92%
AUDITOR	100	0	0.00%	112	0	0.00%	107	1	0.93%	106	1	0.94%
BANKING	****	****	****	62	1	1.61%	64	1	1.56%	64	2	3.13%
BLIND	102	5	4.90%	99	5	5.05%	97	5	5.15%	92	6	6.52%
CIVIL RIGHTS	27	10	37.04%	23	8	34.78%	23	8	34.78%	23	7	30.43%
COLLEGE AID	36	1	2.78%	41	1	2.44%	41	1	2.44%	46	3	6.52%
COMMERCE	308	13	4.22%	****	****	****	****	****	****	****	****	****
CORRECTIONS	2,939	146	4.97%	2,871	139	4.84%	2,920	148	5.07%	3,079	166	5.39%
CREDIT UNION	****	****	****	16	0	0.00%	15	0	0.00%	13	0	0.00%
CULTURAL AFFAIRS	65	1	1.54%	64	1	1.56%	70	2	2.86%	71	2	2.82%
ECONOMIC DEVELOPMENT	216	11	5.09%	131	9	6.87%	127	8	6.30%	131	9	6.87%
EDUCATION	609	38	6.24%	592	36	6.08%	596	34	5.70%	573	32	5.58%
										*	*	*
ETHICS/CAMPAIGN DISCLOSURE	6	0	0.00%	6	0	0.00%	6	0	0.00%	5	0	0.00%
FINANCE AUTHORITY	**	**	**	86	3	3.49%	86	3	3.49%	83	4	4.82%
GENERAL SERVICES	***	***	***	***	***	***	***	***	***	***	***	***
GOVERNOR'S OFFICE	40	4	10.00%	40	2	5.00%	40	5	12.50%	39	4	10.26%
HUMAN RIGHTS	54	6	11.11%	57	5	8.77%	55	6	10.91%	52	7	13.46%
HUMAN SERVICES	5,146	233	4.53%	5,237	239	4.56%	5,520	260	4.71%	5,625	274	4.87%
INFORMATION TECHNOLOGY	***	***	***	***	***	***	***	***	***	***	***	***
INSPECTIONS AND APPEALS	474	23	4.85%	488	28	5.74%	505	30	5.94%	514	32	6.23%
INSURANCE	****	****	****	84	8	9.52%	87	9	10.34%	88	10	11.36%
IOWA COMMUNICATIONS NTWRK	96	6	6.25%	90	5	5.56%	80	5	6.25%	84	7	8.33%
IOWA DEPT OF AGING	24	1	4.17%	28	1	3.57%	32	1	3.13%	32	1	3.13%
IOWA PUBLIC TELEVISION	116	2	1.72%	110	2	1.82%	116	2	1.72%	116	1	0.86%
IPERS	86	5	5.81%	83	6	7.23%	86	7	8.14%	82	8	9.76%
JUSTICE*****	207	4	1.93%	203	6	2.96%	204	5	2.45%	241	9	3.73%
LAW ENFORCEMENT ACADEMY	27	0	0.00%	27	0	0.00%	27	0	0.00%	27	0	0.00%
LOTTERY**	108	5	4.63%	108	5	4.63%	112	6	5.36%	111	5	4.50%
MANAGEMENT	28	1	3.57%	27	2	7.41%	28	2	7.14%	30	2	6.67%
NATURAL RESOURCES	898	44	4.90%	912	46	5.04%	928	50	5.39%	945	51	5.40%
PAROLE	11	2	18.18%	10	2	20.00%	10	3	30.00%	11	3	27.27%
PERSONNEL	***	***	***	***	***	***	***	***	***	***	***	***
PROFESSIONAL LICENSING	****	****	****	10	0	0.00%	12	1	8.33%	14	0	0.00%
PUBLIC DEFENSE	366	18	4.92%	373	17	4.56%	361	17	4.71%	354	17	4.80%
PUBLIC EMPLOYMENT RELATIONS	10	0	0.00%	10	0	0.00%	9	0	0.00%	9	0	0.00%
PUBLIC HEALTH	388	24	6.19%	394	26	6.60%	410	29	7.07%	407	26	6.39%
PUBLIC SAFETY	838	29	3.46%	847	27	3.19%	948	30	3.16%	953	32	3.36%
										*	*	*
REVENUE**	359	21	5.85%	369	22	5.96%	373	24	6.43%	362	24	6.63%
SECRETARY OF STATE	35	3	8.57%	39	3	7.69%	40	4	10.00%	36	2	5.56%
TRANSPORTATION	3,156	145	4.59%	3,112	137	4.40%	3,112	138	4.43%	3,045	135	4.43%
TREASURER	24	0	0.00%	22	0	0.00%	23	0	0.00%	24	0	0.00%
UTILITIES	****	****	****	90	7	7.78%	89	8	8.99%	67	7	10.45%
VETERAN'S AFFAIRS	769	30	3.90%	779	24	3.08%	799	29	3.63%	813	32	3.94%
VETERAN'S HOME	**	**	**	**	**	**	**	**	**	**	**	**
WORKFORCE DEVELOPMENT	783	106	13.54%	753	104	13.81%	766	107	13.97%	779	120	15.40%
GRAND TOTALS	19,198	976	5.08%	19,202	968	5.04%	19,726	1,029	5.22%	19,964	1,084	5.43%

* 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 – Data Warehouse Query: PPeterson

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

Department	FY 08 Total Employees	FY 08 Total Minority Employees	FY 08 Minority Employee Percentage	FY 09 Total Employees	FY 09 Total Minority Employees	FY 09 Minority Employee Percentage	FY 10 Total Employees	FY 10 Total Minority Employees	FY 10 Minority Employee Percentage	FY 11 Total Employees	FY 11 Total Minority Employees	FY 11 Minority Employee Percentage
ADMINISTRATIVE SERVICES	400	39	9.75%	402	44	10.95%	350	40	11.43%	357	36	10.08%
AGRICULTURE	392	9	2.30%	385	10	2.60%	323	9	2.79%	332	10	3.01%
ALCOHOLIC BEVERAGES	61	4	6.56%	59	4	6.78%	62	2	3.23%	68	3	4.41%
AUDITOR	110	2	1.82%	102	2	1.96%	102	2	1.96%	109	3	2.75%
BANKING	81	2	2.47%	80	2	2.50%	80	1	1.25%	81	1	1.23%
BLIND	89	6	6.74%	86	4	4.65%	85	3	3.53%	87	3	3.45%
CIVIL RIGHTS	26	9	34.62%	27	9	33.33%	26	9	34.62%	21	9	42.86%
COLLEGE AID	50	2	4.00%	55	3	5.45%	45	3	6.67%	44	3	6.82%
COMMERCE	****	****	****	****	****	****	****	****	****	****	****	****
CORRECTIONS	3,151	177	5.62%	3,119	170	5.45%	2,742	163	5.94%	2,794	174	6.23%
CREDIT UNION	17	0	0.00%	14	0	0.00%	14	0	0.00%	14	0	0.00%
CULTURAL AFFAIRS	75	2	2.67%	70	2	2.86%	59	2	3.39%	63	2	3.17%
ECONOMIC DEVELOPMENT	147	13	8.84%	146	12	8.22%	115	9	7.83%	127	10	7.87%
EDUCATION	612	37	6.05%	637	40	6.28%	563	37	6.57%	615	41	6.67%
ENERGY INDEPENDENCE	*	*	*	4	0	0.00%	23	3	13.04%	19	1	5.26%
ETHICS/CAMPAIGN DISCLOSURE	6	0	0.00%	6	0	0.00%	3	0	0.00%	5	0	0.00%
FINANCE AUTHORITY	86	5	5.81%	82	5	6.10%	82	7	8.54%	87	6	6.90%
GENERAL SERVICES	***	***	***	***	***	***	***	***	***	***	***	***
GOVERNOR'S OFFICE	49	4	8.16%	50	2	4.00%	44	3	6.82%	33	3	9.09%
HUMAN RIGHTS	56	6	10.71%	54	6	11.11%	48	5	10.42%	46	3	6.52%
HUMAN SERVICES	5,781	311	5.38%	5,767	318	5.51%	5,021	279	5.56%	5,122	295	5.76%
INFORMATION TECHNOLOGY	***	***	***	***	***	***	***	***	***	***	***	***
INSPECTIONS AND APPEALS	531	34	6.40%	536	34	6.34%	478	29	6.07%	534	33	6.18%
INSURANCE	88	9	10.23%	92	11	11.96%	88	12	13.64%	94	12	12.77%
IOWA COMMUNICATIONS NTWRK	81	8	9.88%	86	9	10.47%	77	10	12.99%	83	12	14.46%
IOWA DEPT OF AGING	37	3	8.11%	36	3	8.33%	31	3	9.68%	32	2	6.25%
IOWA PUBLIC TELEVISION	111	1	0.90%	110	1	0.91%	100	1	1.00%	99	0	0.00%
IPERS**	79	7	8.86%	77	7	9.09%	78	7	8.97%	81	8	9.88%
JUSTICE*****	246	11	4.47%	256	12	4.69%	225	12	5.33%	238	11	4.62%
LAW ENFORCEMENT ACADEMY	26	0	0.00%	25	0	0.00%	20	0	0.00%	21	0	0.00%
LOTTERY**	110	5	4.55%	109	6	5.50%	86	4	4.65%	102	3	2.94%
MANAGEMENT	32	2	6.25%	31	1	3.23%	22	1	4.55%	22	2	9.09%
NATURAL RESOURCES	974	49	5.03%	948	46	4.85%	896	46	5.13%	938	47	5.01%
PAROLE	11	3	27.27%	12	4	33.33%	8	2	25.00%	9	3	33.33%
PERSONNEL	***	***	***	***	***	***	***	***	***	***	***	***
PROFESSIONAL LICENSING	****	****	****	****	****	****	****	****	****	****	****	****
PUBLIC DEFENSE	362	21	5.80%	379	24	6.33%	384	25	6.51%	433	27	6.24%
PUBLIC EMPLOYMENT RELATIONS	11	0	0.00%	10	0	0.00%	7	0	0.00%	8	0	0.00%
PUBLIC HEALTH	432	29	6.71%	445	30	6.74%	416	27	6.49%	421	26	6.18%
PUBLIC SAFETY	990	33	3.33%	994	33	3.32%	943	30	3.18%	938	28	2.99%
REBUILD IOWA	*	*	*	*	*	*	12	0	0.00%	*	*	*
REVENUE**	385	34	8.83%	376	34	9.04%	299	32	10.70%	306	35	11.44%
SECRETARY OF STATE	38	2	5.26%	37	2	5.41%	30	1	3.33%	31	1	3.23%
TRANSPORTATION	3,063	134	4.37%	3,032	133	4.39%	2,747	123	4.48%	2,840	130	4.58%
TREASURER	23	1	4.35%	25	1	4.00%	25	1	4.00%	28	1	3.57%
UTILITIES	68	7	10.29%	66	5	7.58%	64	5	7.81%	61	6	9.84%
VETERAN'S AFFAIRS	860	33	3.84%	15	0	0.00%	13	0	0.00%	13	0	0.00%
VETERAN'S HOME	**	**	**	857	33	3.85%	763	35	4.59%	764	39	5.10%
WORKFORCE DEVELOPMENT	805	126	15.65%	820	133	16.22%	845	149	17.63%	889	158	17.77%
GRAND TOTALS	20,552	1,180	5.74%	20,519	1,195	5.82%	18,444	1,132	6.14%	19,009	1,187	6.24%

* 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 – Data Warehouse Query: PPeterson

Executive Branch Full-Time Minority Employees by EEO-4 Category, Fiscal Year 2011

	Category 1 Official / Administrator	Category 2 Professional	Category 3 Technician	Category 4 Protective Service: Sworn
Non-Minority	1,337	6,441	1,976	2,715
% Chg from FY '10	2.9%	4.2%	2.0%	0.5%
Minority	69	520	134	152
% Chg from FY '10	-4.2%	5.3%	6.3%	2.7%
Declined to Respond	34	137	38	14
Totals	1,440	7,098	2,148	2,881
% Chg from FY '10	3.1%	4.3%	2.5%	0.6%

	Category 5 Protective Service: Non-Sworn	Category 6 Administrative Support	Category 7 Skilled Craft	Category 8 Service Maintenance
Non-Minority	0	1,663	1,554	1,767
% Chg from FY '10	0.0%	1.6%	5.7%	1.6%
Minority	0	144	48	120
% Chg from FY '10	0.0%	7.5%	0.0%	9.1%
Declined to Respond	0	22	13	104
Totals	0	1,829	1,615	1,991
% Chg from FY '10	0.0%	2.0%	5.5%	2.0%

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.

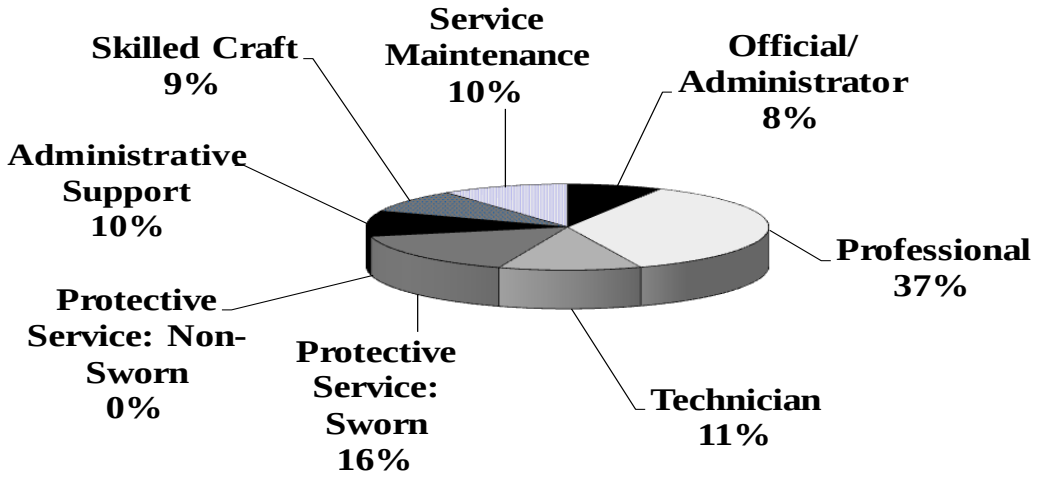
NOTE: Minority Status based on self-report during orientation of new employees.

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

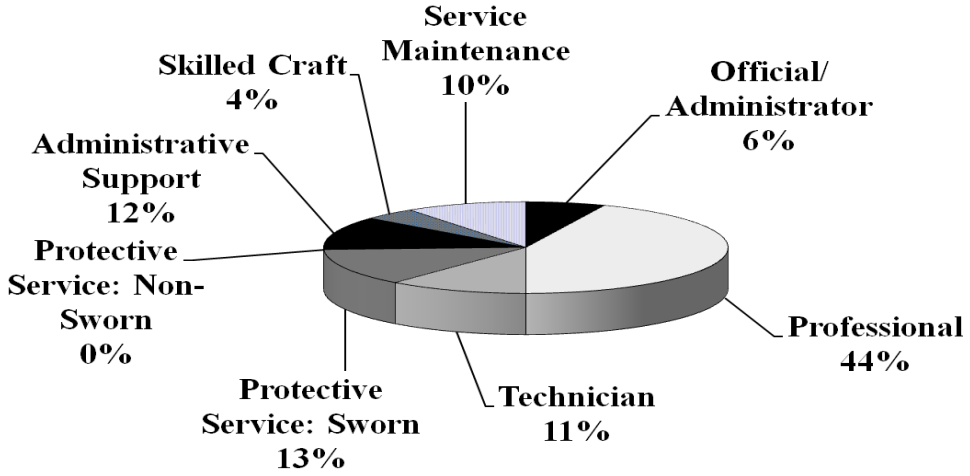
Source: Iowa Department of Administrative Services, HRE – Data Warehouse Query: PPeterson

Executive Branch Full-Time Minority Employees by EEO-4 Category, Fiscal Year 2011

Non-Minority (Total=17,453)



Minority (Total=1,187)



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

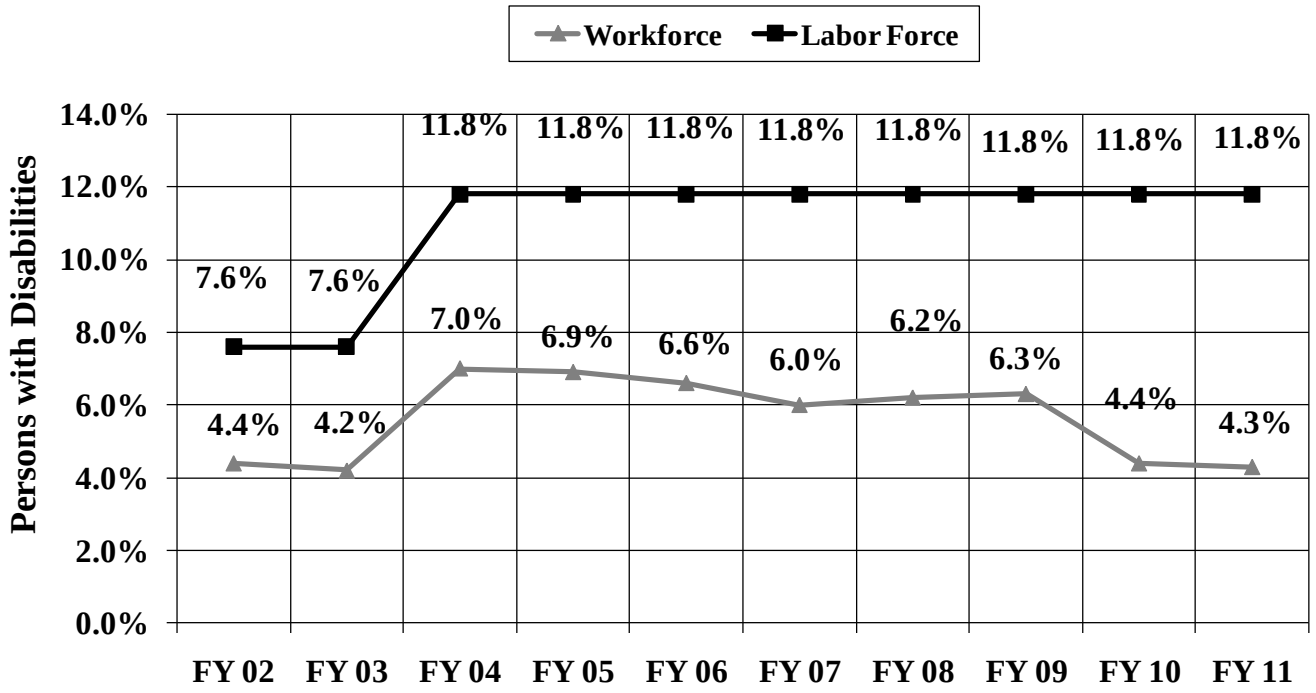
EEO-4 Category - The Equal Employment Opportunity occupational category to which a given job class is assigned. There are eight distinct categories.

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.

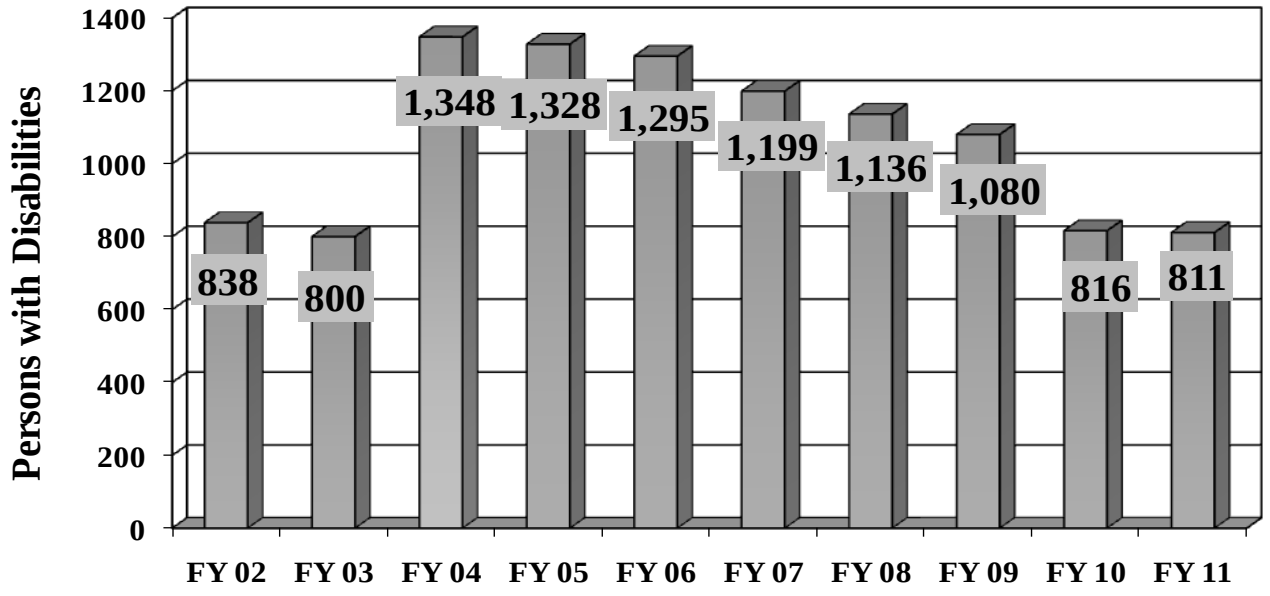
-Does not include Fair Authority, Community-Based Corrections, or Regents employees.

Source: Iowa Department of Administrative Services, HRE – Data Warehouse Query: PPeterson

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



Executive Branch Full-Time Employees with Disabilities



NOTE: Workforce re-surveyed in FY04.

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

Source: Iowa Department of Administrative Services, HRE – Data Warehouse Query: PPeterson

Leave

In this section, the reader will find types of leave summarized for the Executive Branch, not including Fair Authority, Community-Based Corrections or Regents employees. The following are points of summary for this section:

- Executive Branch employees earned 376,348.3 days of vacation in Fiscal Year 2011, valued at $81,938,524.73. Of this, employees took 356,215.7 days of vacation at a value of $77,836,646.21.
- Executive Branch employees took 161,305.2 days of regular sick leave in Fiscal Year 2011, valued at $32,062,378.89.

Executive Branch Full-Time Employee Vacation Leave, Expenditures & Usage, Fiscal Year 2011

DEPARTMENT	Vacation Earned Value	Vacation Earned Days	Vacation Taken Expense	Vacation Taken Days
ADMINISTRATIVE SERVICES	$1,817,297.19	7,161.3	$1,756,905.11	6,806.9
AGRICULTURE	$1,425,787.36	6,848.6	$1,380,601.46	6,649.8
ALCOHOLIC BEVERAGES	$208,710.30	1,139.7	$179,564.70	974.4
AUDITOR	$432,107.86	1,764.6	$399,347.03	1,547.0
BANKING	$625,595.08	1,821.7	$585,432.38	1,695.9
BLIND	$370,386.52	1,774.3	$388,389.66	1,836.0
CIVIL RIGHTS	$112,677.17	507.8	$115,706.44	546.3
COLLEGE AID	$167,794.59	784.9	$169,190.02	815.7
CORRECTIONS	$11,273,434.78	54,072.8	$10,816,738.51	51,751.4
CREDIT UNION	$92,644.52	308.2	$86,540.69	292.2
CULTURAL AFFAIRS	$300,284.40	1,353.3	$303,609.35	1,352.2
ECONOMIC DEVELOPMENT	$598,525.79	2,422.3	$514,870.07	2,071.1
EDUCATION	$3,024,591.23	11,928.3	$2,913,383.44	11,448.4
ENERGY INDEPENDENCE	$88,862.71	388.9	$66,039.46	265.9
ETHICS/CAMPAIGN DISCLOSURE	$10,730.89	59.6	$5,143.76	29.7
FINANCE AUTHORITY	$445,917.87	1,642.8	$376,050.55	1,510.5
GOVERNOR'S OFFICE	$123,716.12	501.5	$121,014.32	469.1
HUMAN RIGHTS	$236,009.88	930.3	$223,330.48	890.1
HUMAN SERVICES	$19,599,414.47	101,417.5	$18,572,091.21	95,911.7
INSPECTIONS AND APPEALS	$472,124.22	1,604.3	$481,938.23	1,633.2
INSURANCE	$2,778,423.98	10,677.0	$2,572,683.20	9,786.4
IOWA COMMUNICATIONS NTWK	$500,383.27	1,865.3	$462,433.57	1,828.7
IOWA DEPT OF AGING	$137,936.19	589.0	$126,837.32	542.0
IOWA PUBLIC TELEVISION	$516,657.53	2,108.0	$528,192.70	2,138.4
IPERS	$455,313.11	1,719.8	$445,854.55	1,769.3
JUSTICE	$1,506,715.04	4,688.4	$1,432,614.26	4,441.8
LAW ENFORCEMENT ACADEMY	$85,568.21	432.5	$77,228.13	404.3
LOTTERY	$481,391.48	2,069.7	$409,133.23	1,943.3
MANAGEMENT	$159,931.34	478.6	$144,604.73	438.5
NATURAL RESOURCES	$4,292,328.50	18,206.8	$3,987,099.61	16,727.9
PAROLE	$41,052.86	167.0	$34,855.31	139.3
PUBLIC DEFENSE	$1,553,840.69	7,715.9	$1,433,475.52	6,923.5
PUBLIC EMPLOYMENT RELATIONS	$41,459.71	142.1	$42,769.33	143.5
PUBLIC HEALTH	$2,025,025.60	8,193.1	$1,892,481.25	7,493.6
PUBLIC SAFETY	$4,470,367.40	18,357.6	$4,245,060.78	17,414.4
REBUILD IOWA	$32,561.73	150.8	$26,313.62	114.0
REVENUE	$1,510,129.29	6,439.2	$1,473,756.23	6,344.9
SECRETARY OF STATE	$129,240.61	600.5	$115,040.81	540.8
TRANSPORTATION	$12,831,385.91	59,375.6	$12,309,917.79	56,180.6
TREASURER	$96,998.66	444.7	$90,310.15	421.9
UTILITIES	$432,754.68	1,379.5	$417,145.06	1,336.5
VETERANS AFFAIRS	$30,932.97	188.9	$30,359.88	175.7
VETERANS HOME	$2,891,244.84	15,275.7	$2,796,585.22	15,227.1
WORKFORCE DEVELOPMENT	$3,510,268.18	16,649.9	$3,286,007.09	15,241.8
GRAND TOTALS	$81,938,524.73	376,348.3	$77,836,646.21	356,215.7

-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 2011

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	$1,364,437.09	5,853.5	$688,369.87	3,121.0	$184,316.72	617.0
AGRICULTURE	$1,014,072.52	5,159.1	$459,995.82	2,439.8	$146,470.66	620.5
ALCOHOLIC BEVERAGES	$192,750.65	1,166.4	$73,110.36	473.9	$34,869.04	165.0
AUDITOR	$336,346.97	1,567.1	$99,483.38	465.2	$65,058.84	291.5
BANKING	$412,343.03	1,369.7	$132,246.33	452.3	$113,521.12	335.0
BLIND	$277,106.19	1,436.0	$142,997.97	756.6	$33,481.44	148.5
CIVIL RIGHTS	$70,673.74	352.6	$53,990.49	254.2	$6,951.96	29.5
COLLEGE AID	$164,476.97	775.6	$86,196.17	438.0	$16,913.48	59.0
CORRECTIONS	$8,950,616.99	45,915.9	$5,724,893.03	28,826.0	$402,255.40	1,769.0
CREDIT UNION	$69,042.98	243.0	$14,665.69	54.8	$34,485.52	125.0
CULTURAL AFFAIRS	$216,806.79	1,039.7	$84,278.61	394.9	$56,453.04	259.0
ECONOMIC DEVELOPMENT	$497,402.33	2,131.1	$188,751.13	824.3	$96,294.88	364.1
EDUCATION	$2,327,112.97	9,580.4	$1,292,982.51	5,540.8	$168,019.22	645.2
ENERGY INDEPENDENCE	$94,930.41	435.3	$36,813.85	170.0	$8,144.16	30.0
ETHICS/CAMPAIGN DISCLOSURE	$11,417.24	65.9	$3,886.28	22.7	$1,204.92	4.5
FINANCE AUTHORITY	$414,098.59	1,553.3	$167,761.61	684.8	$79,092.56	234.0
GOVERNOR'S OFFICE	$133,267.72	547.8	$45,976.87	193.2	$13,392.60	49.5
HUMAN RIGHTS	$186,538.53	779.0	$100,993.18	408.4	$17,117.36	68.5
HUMAN SERVICES	$14,045,034.30	79,095.9	$8,312,977.30	46,467.5	$1,006,053.38	4,778.8
INSPECTIONS AND APPEALS	$383,612.07	1,380.5	$219,080.44	789.6	$57,609.52	177.0
INSURANCE	$2,172,546.92	8,975.6	$904,108.04	3,792.8	$303,179.35	1,077.5
IOWA COMMUNICATIONS NTWK	$374,150.94	1,539.1	$197,504.32	835.4	$51,034.50	153.4
IOWA DEPT OF AGING	$125,172.18	562.4	$50,572.11	237.9	$21,642.48	80.0
IOWA PUBLIC TELEVISION	$345,592.80	1,501.2	$163,589.11	731.0	$51,765.20	206.5
IPERS	$347,658.16	1,390.1	$184,605.25	769.2	$39,818.28	137.5
JUSTICE	$1,170,507.18	3,979.7	$395,499.91	1,566.1	$213,628.04	576.5
LAW ENFORCEMENT ACADEMY	$72,726.52	385.2	$25,661.26	160.9	$16,761.64	75.5
LOTTERY	$373,895.61	1,728.0	$118,295.04	595.4	$80,166.00	319.9
MANAGEMENT	$95,570.90	320.2	$25,799.89	88.8	$9,849.84	26.0
NATURAL RESOURCES	$3,018,369.11	13,605.4	$1,096,058.26	4,908.6	$459,924.04	1,884.5
PAROLE	$31,946.19	139.3	$30,524.95	131.3	$0.00	0.0
PUBLIC DEFENSE	$1,306,369.06	6,899.4	$755,732.91	3,980.2	$82,185.28	354.5
PUBLIC EMPLOYMENT RELATIONS	$35,522.33	131.0	$13,024.37	52.0	$5,066.16	16.5
PUBLIC HEALTH	$1,712,583.88	7,231.8	$850,596.47	3,782.3	$177,433.16	619.5
PUBLIC SAFETY	$2,708,358.90	12,481.5	$1,040,996.62	4,574.7	$74,800.40	301.0
REBUILD IOWA	$43,003.77	185.8	$41,139.27	174.0	$3,370.32	16.5
REVENUE	$1,071,795.44	4,935.9	$651,994.11	3,084.2	$74,753.12	305.0
SECRETARY OF STATE	$115,644.92	519.9	$49,454.44	255.1	$18,026.36	84.5
TRANSPORTATION	$8,504,644.28	42,162.9	$3,930,458.01	19,669.4	$409,725.07	5,061.0
TREASURER	$86,638.09	440.2	$40,331.59	205.5	$7,001.04	21.0
UTILITIES	$312,532.04	1,055.5	$155,664.97	520.5	$44,174.00	136.0
VETERANS AFFAIRS	$39,636.18	232.2	$19,394.06	116.6	$274.68	1.5
VETERANS HOME	$2,393,187.77	13,570.1	$1,700,027.28	9,578.1	$93,020.24	486.0
WORKFORCE DEVELOPMENT	$2,867,562.68	14,745.4	$1,691,895.76	8,717.2	$236,919.60	944.5
GRAND TOTALS	$60,487,703.93	299,165.6	$32,062,378.89	161,305.2	$5,016,224.62	23,655.4

-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 2011

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	$741.03	5.9	$37,513.04	158.2	$3,677.95	13.6
AGRICULTURE	$2,592.30	14.3	$30,655.45	161.5	$2,409.32	9.8
ALCOHOLIC BEVERAGES	$2,528.47	19.3	$8,258.67	52.5	$265.00	2.3
AUDITOR	$0.00	0.0	$0.00	0.0	$0.00	0.0
BANKING	$229.68	1.0	$5,946.16	20.7	$0.00	0.0
BLIND	$2,736.44	17.9	$4,206.19	20.9	$131.07	0.4
CIVIL RIGHTS	$0.00	0.0	$316.96	2.0	$471.68	2.0
COLLEGE AID	$0.00	0.0	$3,432.09	17.7	$99.27	0.6
CORRECTIONS	$41,714.08	218.7	$332,282.83	1,721.2	$12,141.68	59.0
CREDIT UNION	$0.00	0.0	$1,156.06	4.6	$0.00	0.0
CULTURAL AFFAIRS	$969.83	7.8	$2,594.65	12.0	$473.11	3.2
ECONOMIC DEVELOPMENT	$0.00	0.0	$3,971.72	17.9	$0.00	0.0
EDUCATION	$1,443.52	5.8	$35,545.80	149.8	$4,985.07	16.6
ENERGY INDEPENDENCE	$0.00	0.0	$461.86	3.3	$101.43	0.4
ETHICS/CAMPAIGN DISCLOSURE	$0.00	0.0	$0.00	0.0	$0.00	0.0
FINANCE AUTHORITY	$0.00	0.0	$5,697.83	21.4	$0.00	0.0
GOVERNOR'S OFFICE	$0.00	0.0	$2,481.39	9.9	$0.00	0.0
HUMAN RIGHTS	$0.00	0.0	$4,651.28	18.9	$219.95	0.6
HUMAN SERVICES	$48,993.36	322.3	$146,955.44	792.0	$12,905.34	69.0
INSPECTIONS AND APPEALS	$6,989.26	27.6	$54,687.85	229.4	$2,682.15	10.7
INSURANCE	$0.00	0.0	$8,438.40	34.3	$133.92	0.5
IOWA COMMUNICATIONS NTWK	$0.00	0.0	$7,537.09	28.0	$158.02	0.8
IOWA DEPT OF AGING	$0.00	0.0	$2,181.32	9.4	$0.00	0.0
IOWA PUBLIC TELEVISION	$0.00	0.0	$5,247.03	24.3	$0.00	0.0
IPERS	$0.00	0.0	$10,588.26	45.5	$228.08	0.8
JUSTICE	$0.00	0.0	$14,570.26	49.5	$314.55	1.7
LAW ENFORCEMENT ACADEMY	$0.00	0.0	$928.28	3.5	$0.00	0.0
LOTTERY	$0.00	0.0	$9,621.73	36.8	$920.70	3.7
MANAGEMENT	$0.00	0.0	$1,300.55	4.4	$0.00	0.0
NATURAL RESOURCES	$6,133.74	32.3	$29,581.01	137.3	$3,280.13	14.9
PAROLE	$0.00	0.0	$0.00	0.0	$525.77	2.4
PUBLIC DEFENSE	$0.00	0.0	$22,282.82	98.2	$797.00	3.5
PUBLIC EMPLOYMENT RELATIONS	$0.00	0.0	$1,680.60	5.5	$0.00	0.0
PUBLIC HEALTH	$1,109.50	2.8	$38,222.06	156.6	$4,272.32	15.5
PUBLIC SAFETY	$22,857.44	96.6	$6,167.06	27.0	$764.64	2.4
REBUILD IOWA	$0.00	0.0	$0.00	0.0	$0.00	0.0
REVENUE	$971.24	3.9	$38,126.35	155.1	$3,272.91	14.1
SECRETARY OF STATE	$0.00	0.0	$3,161.35	15.0	$489.00	2.3
TRANSPORTATION	$51,862.49	505.5	N/A	N/A	N/A	N/A
TREASURER	$0.00	0.0	$2,745.51	15.1	$0.00	0.0
UTILITIES	$0.00	0.0	$8,593.93	27.1	$661.38	4.3
VETERANS AFFAIRS	$0.00	0.0	$0.00	0.0	$467.52	3.0
VETERANS HOME	$0.00	0.0	$0.00	0.0	$0.00	0.0
WORKFORCE DEVELOPMENT	$615.08	3.3	$71,402.78	351.3	$5,391.26	26.9
GRAND TOTALS	$192,487.46	1,285.0	$963,191.66	4,637.8	$62,240.22	285.0

NOTE: Data not available for Transportation since they are 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.

Benefits

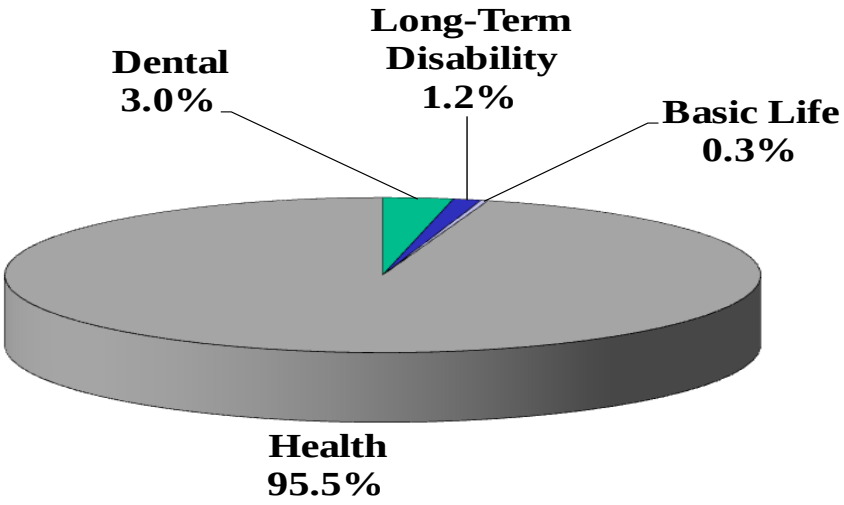
CALENDER YEAR 2011 GROUP INSURANCE BENEFITS FACTS

Insurance Type	Funding Type	Who Pays What?	Projected Year 2011 Costs	Who's Eligible?	Current Vendor
HEALTH Traditional (Plan 3 Plus)	Minimum Premium	State pays 100% for single contracts and 85% of the PPO family contract.	Total Projected Wellmark Cost = $149,047,614	AFSCME, Judicial AFSCME, PPME employees who work 20 hours or more per week are eligible.	Wellmark
Preferred Provider Organization (PPO-IA Select)	Minimum Premium	State pays 100% for single contracts and 85% of the PPO family contract.	Included Above.	AFSCME, Judicial AFSCME, PPME, and Non-Contract employees who work 20 hours or more per week are eligible.	Wellmark
Traditional (Deductible 3 Plus)	Minimum Premium	State pays 100% for single contracts and 85% of the PPO family contract.	Included Above.	UE/IUP and Non-Contract employees who work 20 hours or more per week are eligible.	Wellmark
Managed Care Organization	Fully Insured	State pays 100% for single contracts and 85% of the PPO family contract	Total Projected Cost Equals $181,280,017	All employees who work 20 hours or more per week are eligible.	Wellmark
DENTAL	Minimum Premium	State pays 100% for single contracts and 50% for a family contract (except for UE/IUP members).	Total Projected Cost Equals $16,690,527	Employees must work 20 hours or more per week to be eligible	Delta Dental
LIFE Term Basic Life	Fully Insured	State pays 100%	Total Projected Cost Equals $864,586	Employees must work 30 hours or more per week to be eligible	The Hartford
Supplemental (Optional)	Fully Insured	Employee pays 100%	Total Projected Employee Cost Equals $3,184,488		
LONG TERM DISABILITY	Fully Insured	State pays 100%	Total Projected Cost Equals $4,116,127	Employees must work 30 hours or more per week to be eligible.	The Hartford

NOTE: Health and Dental Insurance Information does not include SPOC plans or costs as these plans are based on a fiscal year.

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

State Funded Insurance Premiums, Calendar Year 2011



	January 1, 2011 - December 31, 2011*				
Type Of Insurance	**State Contribution**	**Percent of Total**	**Employee Contribution**	**Percent of Total**	**Total Premium**
Health					
Wellmark BCBS	$137,117,815	83.7%	$11,929,799	7.3%	$149,047,614**
MCOs	$181,280,017	100.0%	$0	0.0%	$181,280,017
Subtotal	$318,397,832	96.4%	$11,929,799	3.6%	$330,327,631
Dental	$10,031,074	60.1%	$6,659,453	39.9%	$16,690,527
Life					
Basic	$864,586	100.0%	0	0.0%	$864,586
Optional	$0	0.0%	$3,184,488	100.0%	$3,184,488
Subtotal	$864,586	21.4%	$3,184,488	78.6%	$4,049,074
Long Term Disability	$4,116,127	100.0%	$0	0.0%	$4,116,127
Total	$333,409,619	93.9%	$21,773,740	6.1%	$355,183,359

* Projections use the January 2011 active employee enrollment. Regents' professional and faculty employees are not included in the calculations.

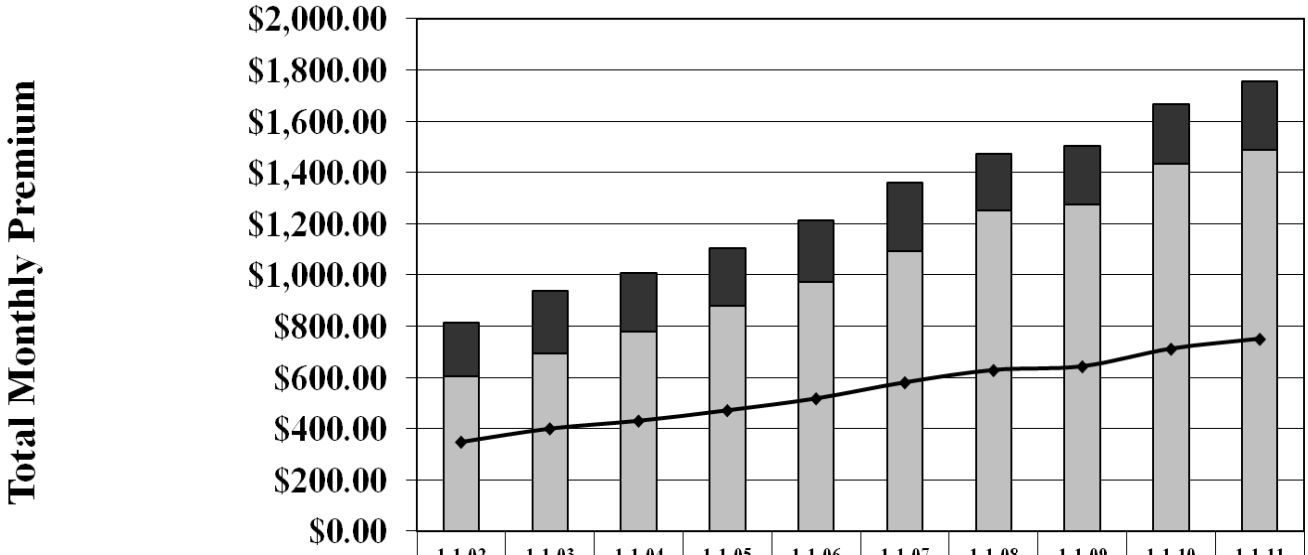
** Does not include SPOC.

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

Health Plan Provider Premium Comparisons

			2010 (Last Six Months)				2011		
Health Plan			Total Monthly Premium	Employer Share	Employee Share	Total Premium Percent Increase	Total Monthly Premium	Employer Share	Employee Share
AFSCME & Non-Contract Employees	Program 3 Plus	(S)	$712.01	$712.01	$0.00	5.4%	$750.62	$750.62	$0.00
		(F)	$1,666.12	$1,411.10	$255.02	5.4%	$1,756.45	$1,487.63	$268.82
	Deductible 3 Plus	(S)	$715.61	$715.61	$0.00	5.4%	$754.39	$754.39	$0.00
		(F)	$1,674.56	$1,411.10	$263.46	5.4%	$1,765.33	$1,487.63	$277.70
	Iowa Select	(S)	$709.45	$709.45	$0.00	5.4%	$747.91	$747.91	$0.00
		(F)	$1,660.11	$1,411.09	$249.02	5.4%	$1,750.14	$1,487.62	$262.52
	Blue Access	(S)	$442.76	$442.76	$0.00	5.7%	$468.10	$468.10	$0.00
		(F)	$1,036.03	$1,036.03	$0.00	5.7%	$1,095.34	$1,095.34	$0.00
	Blue Advantage	(S)	$426.22	$426.22	$0.00	5.7%	$450.69	$450.69	$0.00
		(F)	$997.40	$997.40	$0.00	5.7%	$1,054.65	$1,054.65	$0.00

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



	1-1-02	1-1-03	1-1-04	1-1-05	1-1-06	1-1-07	1-1-08	1-1-09	1-1-10	1-1-11
Employee Share of Family Coverage	$211.28	$242.90	$229.98	$222.56	$238.38	$267.42	$219.44	$230.38	$230.38	$268.82
Employer Share of Family Coverage	$603.31	$693.79	$777.90	$881.06	$973.45	$1,091.42	$1,251.81	$1,274.79	$1,435.74	$1,487.63
Single Coverage Cost	$348.12	$400.29	$430.72	$471.63	$517.87	$580.71	$628.74	$643.23	$712.01	$750.62

NOTE: Program 3-Plus shown because as of 07/01/11 over 17.4% of health contract holders were in this plan.

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

Health Plan Enrollments as of 07/01/11

(ACTIVE EMPLOYEES ONLY)

Wellmark	Single	Family	Double Spouse	Combined	Percentage Enrolled
Plan 3 Plus	2,906	1,319	441	4,666	17.4%
Deductible 3 Plus	419	313	56	788	2.9%
Iowa Select	2,200	1,751	250	4,201	15.7%
Subtotal	**5,525**	**3,383**	**747**	**9,655**	**36.1%**
Managed Care Plans					
Blue Access	2,337	10,248	274	12,859	48.1%
Blue Advantage	530	3,640	74	4,244	15.9%
Subtotal	**2,867**	**13,888**	**348**	**17,103**	**63.9%**
Total Health	**8,392**	**17,271**	**1,095**	**26,758**	**100.0%**
Total Dental	**10,453**	**15,480**	**916**	**26,849**	

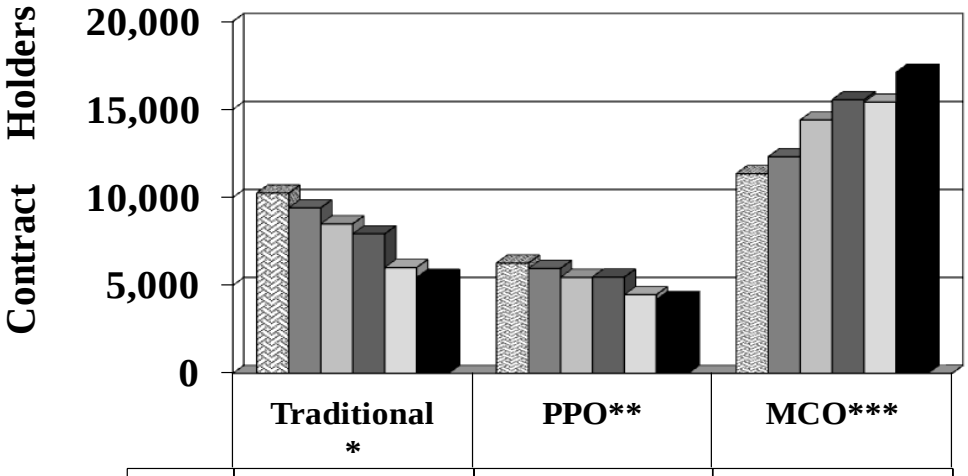
NOTE: Contract Holders are all employees in a particular plan that holds a contract. Therefore, contracts that cover a double spouse situation are counted only once. Contract holders include Legislative, Judicial, or Executive Branch employees (*Includes Fair Authority, Community-Based Corrections, and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

NOTE: Does not include SPOC.

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

Health Plan Enrollments as of 01/01/10

(ACTIVE EMPLOYEES ONLY)



	Traditional *	PPO**	MCO***
2006	10,246	6,268	11,346
2007	9,408	5,966	12,310
2008	8,495	5,456	14,396
2009	7,928	5,473	15,551
2010	6,016	4,471	15,412
2011	5,454	4,201	17,103

* 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
1-1-09**	$26.14	$0.00	$35.04	$35.02
1-1-10**	$26.92	$0.00	$36.08	$36.08
1-1-11**	$26.65	$0.00	$35.83	$35.82

* 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.

Unemployment Expenditures

	FY 04	FY 05	FY 06	FY 07
NEW CLAIMS	633	538	591	536
PROTESTS	191	182	222	205
% In Favor of Employer	76.0%	67.0%	76.0%	80.0%
BENEFIT CHARGES PAID	$785,392.00	$825,161.00	$813,686.00	$710,370.00
SERVICE FEE	$23,047.00	$22,899.00	$22,893.00	$27,643.00
TOTAL COSTS	$808,439.00	$848,060.00	$836,579.00	$738,013.00
Credit Balances (Returned to General Fund)	$15,068.00	$25,507.00	$28,449.00	$29,986.00
NET COSTS (Total Costs - Credits Returned)	$793,371.00	$822,553.00	$808,130.00	$708,027.00

	FY 08	FY 09	FY 10	FY 11
NEW CLAIMS	576	739	2,765	841
PROTESTS	168	217	354	333
% In Favor of Employer	76.8%	82.0%	78.0%	80.0%
BENEFIT CHARGES PAID	$716,107.00	$835,943.92	$1,870,950.04	$2,117,847.60
SERVICE FEE	$28,126.00	$28,930.00	$29,407.00	$27,335.00
TOTAL COSTS	$744,233.00	$864,873.92	$1,900,357.04	$2,145,182.60
Credit Balances (Returned to General Fund)	$14,409.00	$31,249.77	$69,096.12	$100,071.50
NET COSTS (Total Costs - Credits Returned)	$729,824.00	$833,624.15	$1,831,260.92	$2,045,111.10

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 2011

DEPARTMENT	Total Claims	Claims		Claim Decisions Received	Claim Decisions	
		Protested	Not Protested		Favorable	Unfavorable
ADMINISTRATIVE SERVICES	0	0	0	0	0	0
AGRICULTURE	5	2	3	2	2	0
ALCOHOLIC BEVERAGES	13	1	12	1	1	0
AUDITOR	*	*	*	*	*	*
BANKING	0	0	0	0	0	0
BLIND	0	0	0	0	0	0
CIVIL RIGHTS	0	0	0	0	0	0
COLLEGE AID	0	0	0	0	0	0
CORRECTIONS	79	50	29	59	43	16
CREDIT UNION	0	0	0	0	0	0
CULTURAL AFFAIRS	7	2	5	0	0	0
ECONOMIC DEVELOPMENT	6	2	4	1	1	0
EDUCATION	4	2	2	3	2	1
ENERGY INDEPENDENCE	4	4	0	0	0	0
ETHICS/CAMPAIGN DISCLOSURE	0	0	0	0	0	0
FINANCE AUTHORITY	2	0	2	1	1	0
GOVERNOR'S OFFICE	14	12	2	2	2	0
HUMAN RIGHTS	1	1	0	1	0	1
HUMAN SERVICES	170	116	54	86	64	22
INSPECTIONS AND APPEALS	25	12	13	5	4	1
INSURANCE	0	0	0	1	1	0
IOWA COMMUNICATIONS NTWRK	0	0	0	0	0	0
IOWA DEPT OF AGING	2	1	1	0	0	0
IOWA PUBLIC TELEVISION	0	0	0	0	0	0
IPERS	1	0	1	0	0	0
JUSTICE	2	2	0	2	1	1
LAW ENFORCEMENT ACADEMY	1	0	1	0	0	0
LOTTERY	0	0	0	0	0	0
MANAGEMENT	2	1	1	1	0	1
NATURAL RESOURCES	67	2	65	4	4	0
PAROLE	2	0	2	0	0	0
PUBLIC DEFENSE	8	4	4	4	4	0
PUBLIC EMPLOYMENT RELATIONS	0	0	0	0	0	0
PUBLIC HEALTH	*	*	*	*	*	*
PUBLIC SAFETY	8	1	7	0	0	0
REVENUE	19	3	16	2	1	1
SECRETARY OF STATE	4	4	0	0	0	0
TRANSPORTATION	127	25	102	40	38	2
TREASURER	*	*	*	*	*	*
UTILITIES	0	0	0	0	0	0
VETERAN'S AFFAIRS	0	0	0	0	0	0
VETERAN'S HOME	53	35	18	29	22	7
WORKFORCE DEVELOPMENT	*	*	*	*	*	*
GRAND TOTALS	626	282	344	244	191	53

* Indicates departments that are not covered by the Unemployment Insurance Administrative Service Contract.

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 04	FY 05	FY 06	FY 07
Number of employees*	19,198	19,202	19,726	19,964
Number of clients served	660	686	886	830
Percent utilization	3.4%	3.6%	4.5%	4.2%
Number of counseling hours	1,535	1,517	1,608	1,265
Average number of counseling hours/client	2.33	2.21	1.81	1.52
EAP COSTS				
Counseling	$99,758	$108,541	$126,499	$110,403
Training	$1,825	$318	$0	$4,535
TOTAL	$101,583	$108,859	$126,499	$114,938
Average total counseling costs/client	$151.15	$158.22	$142.78	$133.02
Average cost/employee	$5.29	$5.67	$6.41	$5.76

	FY 08	FY 09	FY 10	FY 11
Number of employees*	20,552	20,515	18,444	19,009
Number of clients served	1,001	888	922	832
Percent utilization	4.9%	4.3%	5.0%	4.4%
Number of counseling hours	1,382	1,540	1,079	1,517
Average number of counseling hours/client	1.38	1.73	1.17	1.82
EAP COSTS				
Counseling	$107,808	$120,142	$118,147	$118,812
Training	$4,365	$3,963	$3,780	$2,389
TOTAL	$112,173	$124,105	$121,927	$121,201
Average total counseling costs/client	$126.53	$135.29	$128.14	$142.80
Average cost/employee	$5.46	$6.05	$6.61	$6.38

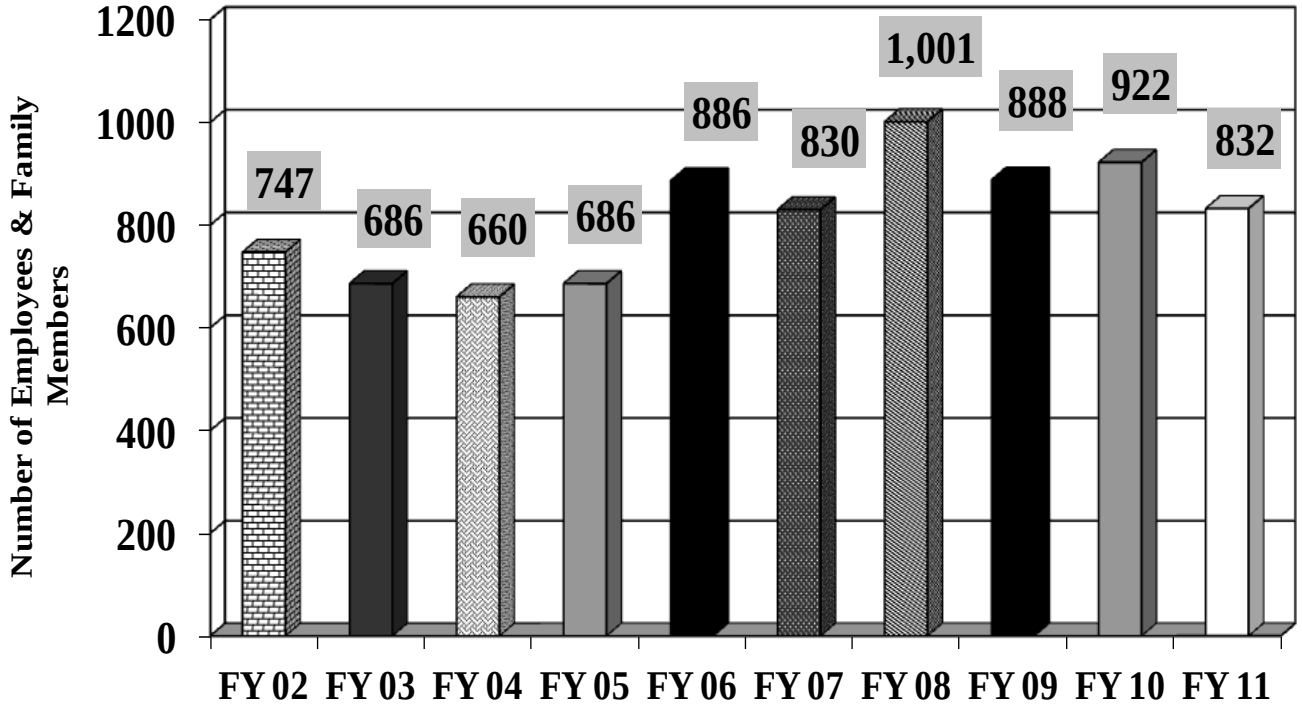
*This number Includes: Only Full-Time Executive Branch (*excludes Community-Based Corrections, Regent Institutions and Fair Authority*)

Does Not Include: 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 2011

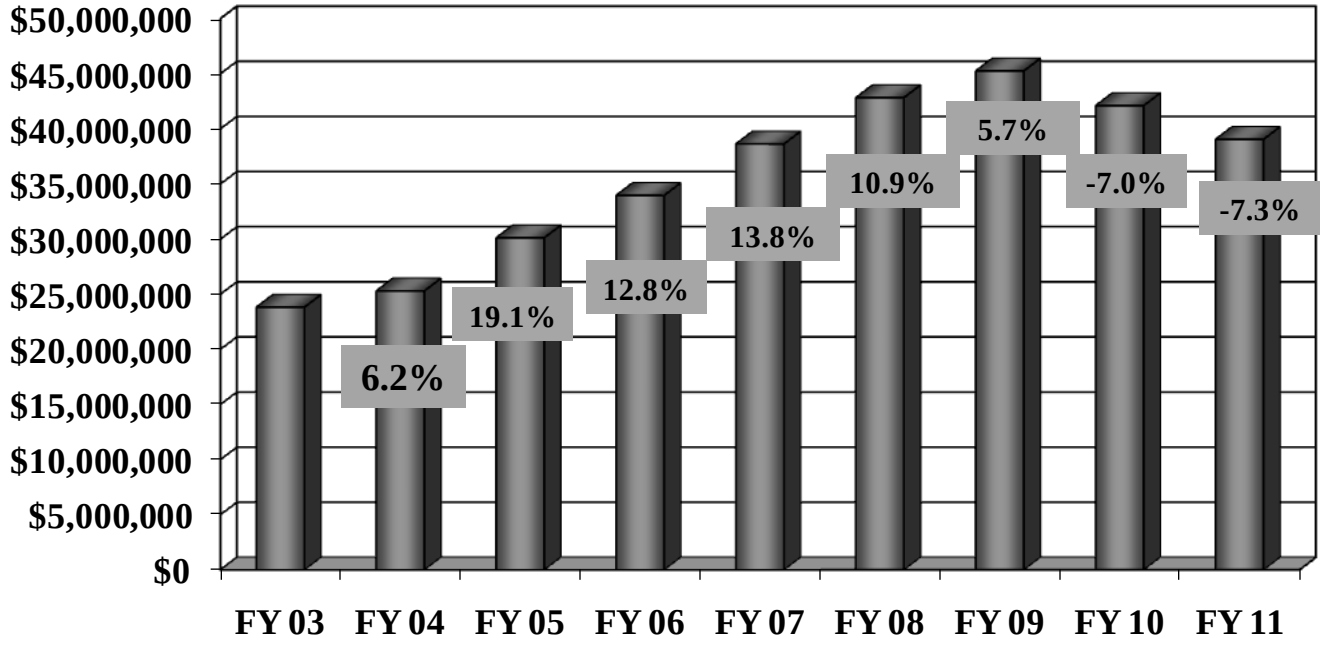
State Government	# Eligible	# Deferring	Participation
EXECUTIVE BRANCH			
AFSCME			
Clerical (001)	1,494	710	47.5%
Technical (002)	3,717	1,705	45.9%
Blue Collar (003)	2,156	1,175	54.5%
Fiscal & Staff (004/104)	2,746	1,883	68.6%
Security (006)	2,008	1,023	50.9%
Patient Care (011)	608	388	63.8%
Subtotal	12,729	6,884	54.1%
UE/IUP			
Social Services (005)	1,371	758	55.3%
Science (009)	457	349	76.4%
Social Services-IMW (015)	696	383	55.0%
Subtotal	2,524	1,490	59.0%
SPOC			
Public Safety (007)	646	531	82.2%
NONCONTRACT	3,411	2,317	67.9%
TOTAL	19,310	11,222	58.1%
JUDICIAL BRANCH			
AFSCME	674	451	66.9%
NONCONTRACT	1,016	701	69.0%
PPME	98	62	63.3%
TOTAL	1,788	1,214	67.9%
LEGISLATIVE BRANCH			
TOTAL	343	120	35.0%
COMMUNITY BASED CORRECTIONS			
TOTAL	1,082	764	70.6%
GRAND TOTAL	22,523	13,320	59.1%

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.

Employee Mobility

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

- Over 45% of the Executive Branch full-time workforce is employed in 25 job classes. There are over 730 job classes.
- Of the 1,561 non-promotional hires in Fiscal Year 2011, 56.8% were in 25 job classes.
- The Executive Branch new hire rate (the percentage of non-promotional hires to total workforce) has increased from 5.5% in FY '04 to 8.2% in FY '11.
- Of the 1,098 employees who left Executive Branch employment in Fiscal Year 2011, 51.6% were in 25 job classes.
- The Executive Branch separation rate (the percentage of individuals who left Executive Branch employment to total workforce) increased from 4.8% in Fiscal Year 2004 to 5.8% in Fiscal Year 2011.
- A five-year average of separations shows that 54.0% of employees who voluntarily left Executive Branch employment were employed with the State less than 3 years.

Top 25 Most Populous Job Classes, Fiscal Year 2011

Rank	Class Code	Class Title	Count	Percentage of Full-Time FY '11 Workforce
1	86406	Correctional Officer	1,495	7.9%
2	03201	Resident Treatment Worker	1,244	6.5%
3	08121	Highway Technician Associate	635	3.3%
4	03089	Income Maintenance Worker 2	632	3.3%
5	03011	Social Worker 2 (& 23013)	539	2.8%
6	00807	Workforce Advisor	354	1.9%
7	00026	Secretary 2 (& 90026)	268	1.4%
8	00025	Secretary 1 (& 90025)	254	1.3%
9	00018	Clerk - Specialist (& 90018)	249	1.3%
10	02020	Registered Nurse (& 82020)	248	1.3%
11	03016	Social Worker 3 (& 23016)	238	1.3%
12	00709	Administrative Assistant 2 (& 90709)	212	1.1%
13	00711	Executive Officer 2 (& 90711)	209	1.1%
15	00708	Administrative Assistant 1 (& 90708)	199	1.0%
15	00121	Information Technology Specialist 4 (& 90121)	199	1.0%
16	00013	Typist-Advanced	182	1.0%
17	02002	Licensed Practical Nurse (& 82002)	177	0.9%
18	00122	Information Technology Specialist 5 (& 90122)	175	0.9%
19	03345	Child Support Recovery Officer	166	0.9%
20	00710	Executive Officer 1 (80710 & 90710)	153	0.8%
21	16005	Trooper 3	148	0.8%
22	16000	Trooper 2	140	0.7%
23	04023	Program Planner 3 (& 94023)	138	0.7%
25	10170	Special Agent	137	0.7%
25	03040	Youth Services Worker	137	0.7%
TOTAL			8,528	44.9%

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

Source: Iowa Department of Administrative Services, HRE – Data Warehouse Query: PPeterson

Top 25 Classes by New Full-Time Hires, Fiscal Year 2011

Rank	Class Code	Class Title	Count	Percentage of Full-Time FY '11 Hires
1	03201	Resident Treatment Worker	143	9.2%
2	86406	Correctional Officer	124	7.9%
3	03089	Income Maintenance Worker 2	62	4.0%
4	08121	Highway Technician Associate	60	3.8%
5	03011	Social Worker 2 (& 23013)	48	3.1%
6	00017	Clerk-Advanced	47	3.0%
7	94584	Asst Auditor 1	37	2.4%
8	00807	Workforce Advisor	35	2.2%
9	00025	Secretary 1	31	2.0%
10	04016	Disaster Project Specialist 1	27	1.7%
11	02020	Registered Nurse (& 82020)	25	1.6%
12	00306	Accounting Clerk 2	24	1.5%
13	00708	Administrative Assistant 1 (& 90708)	23	1.5%
15	08375	Mechanic	19	1.2%
15	03016	Social Worker 3	19	1.2%
17	05301	Natural Resources Technician 1	18	1.2%
17	03040	Youth Services Worker	18	1.2%
18	00018	Clerk-Specialist	16	1.0%
19	00633	Public Defender 1	14	0.9%
20	01071	Education Program Consultant	13	0.8%
27	07130	Airport Firefighter	12	0.8%
27	00115	Information Tech Support Worker 2	12	0.8%
27	00696	Investigator 2 (45013)	12	0.8%
27	02002	Licensed Practical Nurse	12	0.8%
27	04020	Program Planner 1	12	0.8%
27	00025	Secretary 2 (& 90026)	12	0.8%
27	15999	Trooper 1	12	0.8%
Totals			*887*	*56.8%*

NOTE: There were 1,561 total non-promotional hires in Fiscal Year 2011.

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 – Data Warehouse Query: PPeterson

Total New Full-Time Hires by Fiscal Year by Department

DEPARTMENT	FY 04			FY 05			FY 06			FY 07		
	Hires	Workforce	Rate	Hires	Workforce	Rate	Hires	Workforce	Rate	Hires	Workforce	Rate
ADMINISTRATIVE SERVICES	23	366	6.3%	19	366	5.2%	24	367	6.5%	28	375	7.5%
AGRICULTURE	10	381	2.6%	18	380	4.7%	28	385	7.3%	31	382	8.1%
ALCOHOLIC BEVERAGES	****	****	****	16	51	31.4%	6	50	12.0%	22	61	36.1%
AUDITOR	10	100	10.0%	38	112	33.9%	13	107	12.1%	22	106	20.8%
BANKING	****	****	****	7	62	11.3%	5	64	7.8%	2	64	3.1%
BLIND	5	102	4.9%	5	99	5.1%	2	97	2.1%	3	92	3.3%
CIVIL RIGHTS	1	27	3.7%	1	23	4.3%	0	23	0.0%	4	23	17.4%
COLLEGE AID	3	36	8.3%	5	41	12.2%	7	41	17.1%	10	46	21.7%
COMMERCE	36	308	11.7%	****	****	****	****	****	****	****	****	****
CORRECTIONS	114	2,939	3.9%	117	2,871	4.1%	201	2,920	6.9%	354	3,079	11.5%
CREDIT UNION	****	****	****	5	16	31.3%	0	15	0.0%	0	13	0.0%
CULTURAL AFFAIRS	9	65	13.8%	3	64	4.7%	8	70	11.4%	6	71	8.5%
ECONOMIC DEVELOPMENT***	14	216	6.5%	6	131	4.6%	6	127	4.7%	6	131	4.6%
EDUCATION	23	609	3.8%	38	592	6.4%	30	596	5.0%	33	573	5.8%
ENERGY INDEPENDENCE										*	*	*
ETHICS/CAMPAIGN DISCLOSURE	0	6	0.0%	0	6	0.0%	0	6	0.0%	0	5	0.0%
FINANCE AUTHORITY	***	***	***	5	86	5.8%	2	86	2.3%	1	83	1.2%
GENERAL SERVICES	**	**	**	**	**	**	**	**	**	**	**	**
GOVERNOR'S OFFICE	4	40	10.0%	5	40	12.5%	7	40	17.5%	15	39	38.5%
HUMAN RIGHTS	6	54	11.1%	4	57	7.0%	3	55	5.5%	1	52	1.9%
HUMAN SERVICES	381	5,146	7.4%	474	5,237	9.1%	636	5,520	11.5%	561	5,625	10.0%
INFORMATION TECHNOLOGY	**	**	**	**	**	**	**	**	**	**	**	**
INSPECTIONS AND APPEALS	31	474	6.5%	31	488	6.4%	25	505	5.0%	34	514	6.6%
INSURANCE	****	****	****	5	84	6.0%	12	87	13.8%	7	88	8.0%
IOWA COMMUNICATIONS NTWRK	5	96	5.2%	2	90	2.2%	5	80	6.3%	7	84	8.3%
IOWA DEPT OF AGING	2	24	8.3%	4	28	14.3%	2	32	6.3%	4	32	12.5%
IOWA PUBLIC TELEVISION	6	116	5.2%	2	110	1.8%	4	116	3.4%	12	116	10.3%
IPERS	1	86	1.2%	6	83	7.2%	4	86	4.7%	2	82	2.4%
JUSTICE*****	15	207	7.2%	21	203	10.3%	14	204	6.9%	29	241	12.0%
LAW ENFORCEMENT ACADEMY	0	27	0.0%	0	27	0.0%	3	27	11.1%	0	27	0.0%
LOTTERY	1	108	0.9%	2	108	1.9%	8	112	7.1%	5	111	4.5%
MANAGEMENT	1	28	3.6%	1	27	3.7%	1	28	3.6%	1	30	3.3%
NATURAL RESOURCES	49	898	5.5%	38	912	4.2%	43	928	4.6%	70	945	7.4%
PAROLE	0	11	0.0%	1	10	10.0%	1	10	10.0%	4	11	36.4%
PERSONNEL	**	**	**	**	**	**	**	**	**	**	**	**
PROFESSIONAL LICENSING	****	****	****	0	10	0.0%	1	12	8.3%	2	14	14.3%
PUBLIC DEFENSE	49	366	13.4%	23	373	6.2%	15	361	4.2%	28	354	7.9%
PUBLIC EMPLOYMENT RELATIONS	0	10	0.0%	0	10	0.0%	0	9	0.0%	0	9	0.0%
PUBLIC HEALTH	23	388	5.9%	45	394	11.4%	25	410	6.1%	36	407	8.8%
PUBLIC SAFETY	16	838	1.9%	56	847	6.6%	116	948	12.2%	60	953	6.3%
REBUILD IOWA										*	*	*
REVENUE***	23	359	6.4%	22	369	6.0%	14	373	3.8%	14	362	3.9%
SECRETARY OF STATE	4	35	11.4%	3	39	7.7%	2	40	5.0%	5	36	13.9%
TRANSPORTATION	57	3,156	1.8%	106	3,112	3.4%	87	3,112	2.8%	140	3,045	4.6%
TREASURER	6	24	25.0%	5	22	22.7%	4	23	17.4%	7	24	29.2%
UTILITIES	****	****	****	4	90	4.4%	3	89	3.4%	4	67	6.0%
VETERAN'S AFFAIRS	86	769	11.2%	81	779	10.4%	87	799	10.9%	90	813	11.1%
VETERAN'S HOME							***	***	***	***	***	***
WORKFORCE DEVELOPMENT	37	783	4.7%	31	753	4.1%	48	766	6.3%	73	779	9.4%
GRAND TOTALS	1,051	19,198	5.5%	1,255	19,202	6.5%	1,502	19,726	7.6%	1,733	19,964	8.7%

* 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 – Data Warehouse Query: PPeterson

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

DEPARTMENT	FY 08			FY 09			FY 10			FY 11		
	Hires	Workforce	Rate	Hires	Workforce	Rate	Hires	Workforce	Rate	Hires	Workforce	Rate
ADMINISTRATIVE SERVICES	39	400	9.8%	26	402	6.5%	5	350	1.4%	26	357	7.3%
AGRICULTURE	34	392	8.7%	8	385	2.1%	4	323	1.2%	13	332	3.9%
ALCOHOLIC BEVERAGES****	11	61	18.0%	7	59	11.9%	19	62	30.6%	12	68	17.6%
AUDITOR	25	110	22.7%	0	102	0.0%	7	102	6.9%	38	109	34.9%
BANKING****	5	81	6.2%	3	80	3.8%	5	80	6.3%	5	81	6.2%
BLIND	2	89	2.2%	2	86	2.3%	5	85	5.9%	6	87	6.9%
CIVIL RIGHTS	4	26	15.4%	2	27	7.4%	0	26	0.0%	4	21	19.0%
COLLEGE AID	7	50	14.0%	7	55	12.7%	2	45	4.4%	1	44	2.3%
COMMERCE	****	****	****	****	****	****	****	****	****	****	****	****
CORRECTIONS	312	3,151	9.9%	174	3,119	5.6%	105	2,742	3.8%	182	2,794	6.5%
CREDIT UNION	3	17	17.6%	0	14	0.0%	0	14	0.0%	1	14	7.1%
CULTURAL AFFAIRS	6	75	8.0%	0	70	0.0%	0	59	0.0%	5	63	7.9%
ECONOMIC DEVELOPMENT***	17	147	11.6%	5	146	3.4%	4	115	3.5%	22	127	17.3%
EDUCATION	75	612	12.3%	53	637	8.3%	30	563	5.3%	61	615	9.9%
ENERGY INDEPENDENCE	*	*	*	0	4	0.0%	11	23	47.8%	11	19	57.9%
ETHICS/CAMPAIGN DISCLOSURE	1	6	16.7%	0	6	0.0%	0	3	0.0%	4	5	80.0%
FINANCE AUTHORITY***	6	86	7.0%	7	82	8.5%	5	82	6.1%	8	87	9.2%
GENERAL SERVICES	**	**	**	**	**	**	**	**	**	**	**	**
GOVERNOR'S OFFICE	7	49	14.3%	5	50	10.0%	7	44	15.9%	27	33	81.8%
HUMAN RIGHTS	7	56	12.5%	2	54	3.7%	3	48	6.3%	2	46	4.3%
HUMAN SERVICES	702	5,781	12.1%	403	5,767	7.0%	235	5,021	4.7%	463	5,122	9.0%
INFORMATION TECHNOLOGY	**	**	**	**	**	**	**	**	**	**	**	**
INSPECTIONS AND APPEALS	57	531	10.7%	19	536	3.5%	10	478	2.1%	69	534	12.9%
INSURANCE****	8	88	9.1%	8	92	8.7%	5	88	5.7%	13	94	13.8%
IOWA COMMUNICATIONS NTWRK	4	81	4.9%	4	86	4.7%	1	77	1.3%	8	83	9.6%
IOWA DEPT OF AGING	7	37	18.9%	3	36	8.3%	3	31	9.7%	4	32	12.5%
IOWA PUBLIC TELEVISION	1	111	0.9%	3	110	2.7%	0	100	0.0%	2	99	2.0%
IPERS***	1	79	1.3%	0	77	0.0%	3	78	3.8%	1	81	1.2%
JUSTICE*****	20	246	8.1%	20	256	7.8%	12	225	5.3%	22	238	9.2%
LAW ENFORCEMENT ACADEMY	1	26	3.8%	1	25	4.0%	1	20	5.0%	4	21	19.0%
LOTTERY***	5	110	4.5%	6	109	5.5%	2	86	2.3%	16	102	15.7%
MANAGEMENT	1	32	3.1%	0	31	0.0%	0	22	0.0%	3	22	13.6%
NATURAL RESOURCES	68	974	7.0%	23	948	2.4%	37	896	4.1%	51	938	5.4%
PAROLE	2	11	18.2%	2	12	16.7%	2	8	25.0%	1	9	11.1%
PERSONNEL	**	**	**	**	**	**	**	**	**	**	**	**
PROFESSIONAL LICENSING****	****	****	****	****	****	****	****	****	****	****	****	****
PUBLIC DEFENSE	38	362	10.5%	44	379	11.6%	62	384	16.1%	64	433	14.8%
PUBLIC EMPLOYMENT RELATIONS	2	11	18.2%	0	10	0.0%	0	7	0.0%	0	8	0.0%
PUBLIC HEALTH	46	432	10.6%	29	445	6.5%	21	416	5.0%	31	421	7.4%
PUBLIC SAFETY	71	990	7.2%	33	994	3.3%	9	943	1.0%	34	938	3.6%
REBUILD IOWA	*	*	*	*	*	*	7	12	58.3%	*	*	*
REVENUE***	38	385	9.9%	16	376	4.3%	2	299	0.7%	18	306	5.9%
SECRETARY OF STATE	3	38	7.9%	1	37	2.7%	1	30	3.3%	8	31	25.8%
TRANSPORTATION	175	3,063	5.7%	102	3,032	3.4%	167	2,747	6.1%	172	2,840	6.1%
TREASURER	1	23	4.3%	2	25	8.0%	5	25	20.0%	4	28	14.3%
UTILITIES****	2	68	2.9%	2	66	3.0%	6	64	9.4%	5	61	8.2%
VETERAN'S AFFAIRS	133	860	15.5%	2	15	13.3%	0	13	0.0%	0	13	0.0%
VETERAN'S HOME	***	***	***	76	857	8.9%	37	763	4.8%	51	764	6.7%
WORKFORCE DEVELOPMENT	85	805	10.6%	45	820	5.5%	149	845	17.6%	89	889	10.0%
GRAND TOTALS	2,032	20,552	9.9%	1,145	20,519	5.6%	989	18,444	5.4%	1,561	19,009	8.2%

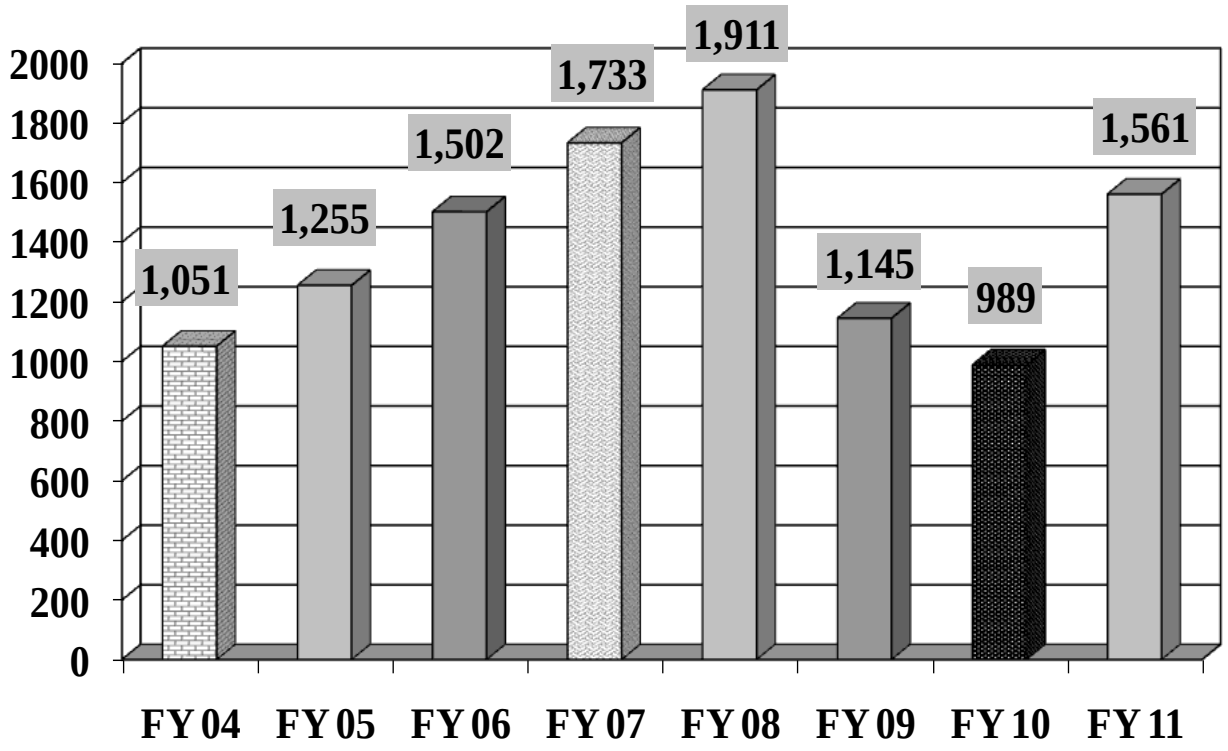
* Department not in existence at the time.
** Former individual departments, which now make up the Department of Administrative Services.
*** Formerly part of other department and now are their own department.
**** Commerce is now reported individually by division (as of FY08, Professional Licensing 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 – Data Warehouse Query: PPeterson

Total New Full-Time Hires by Fiscal Year

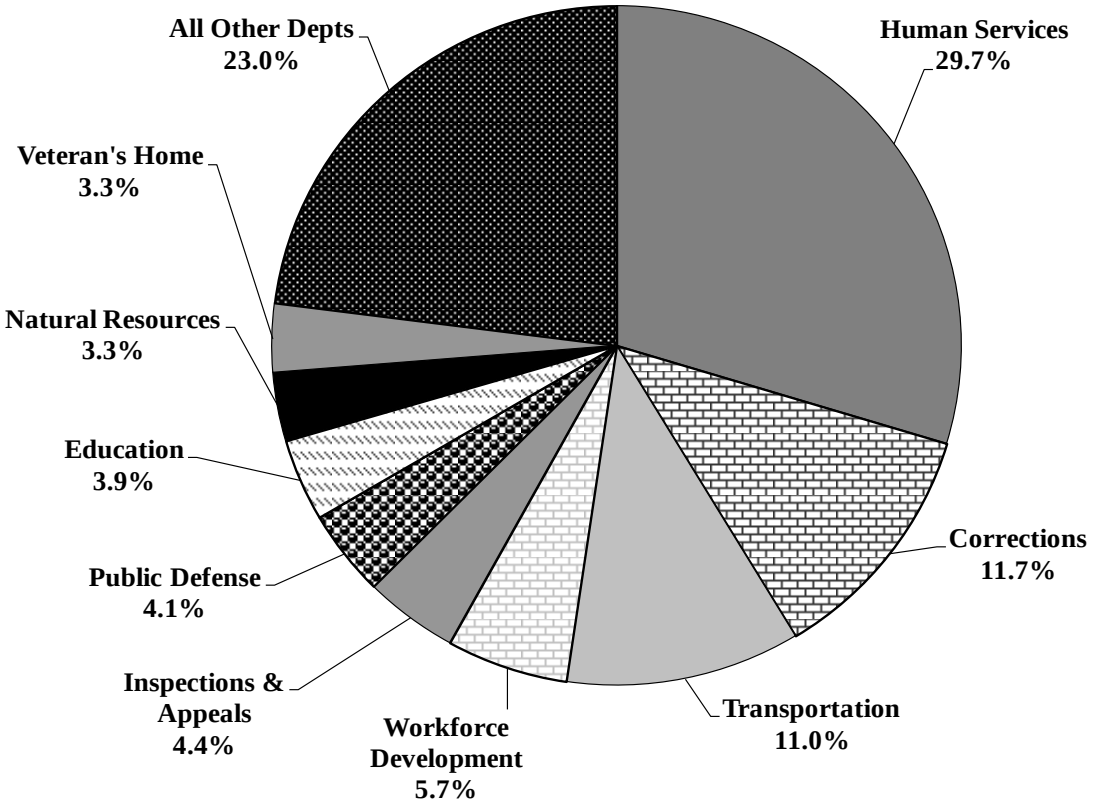


NOTE: New hires represent all non-promotional hires into state government. Not included are all promotional and transfer hires.

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

Source: Iowa Department of Administrative Services, HRE – Data Warehouse Query: PPeterson

New Full-Time Hire Percentages by Department, Fiscal Year 2011



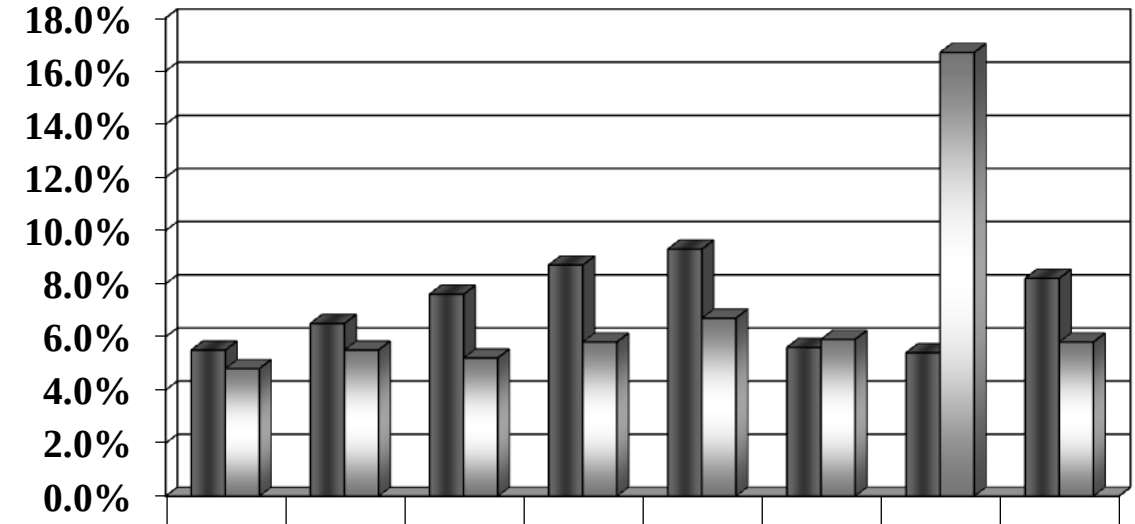
NOTE: Percentages are rounded and may not sum to exactly 100%.

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 – Data Warehouse Query: PPeterson

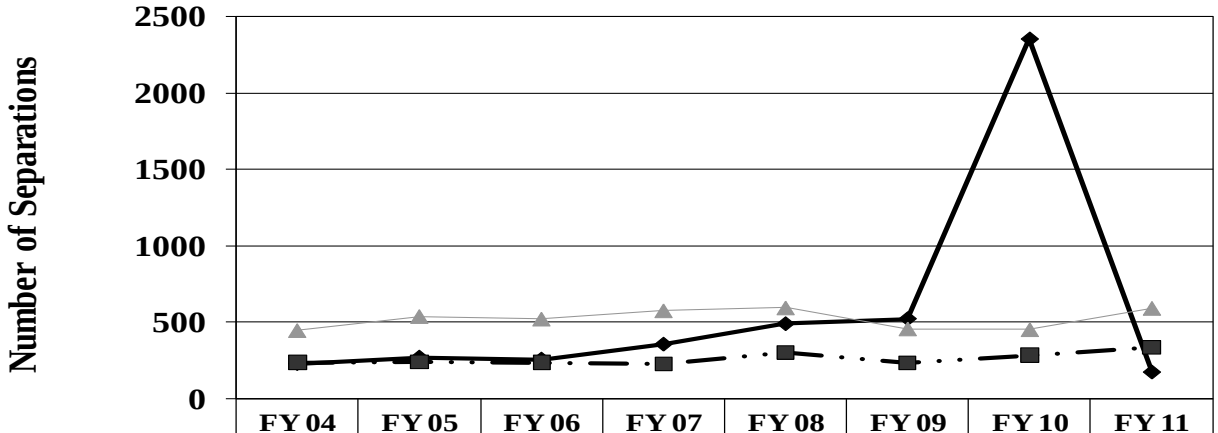
Executive Branch Full-Time Employee New Hire Rate and Separation Rate



	FY 04	FY 05	FY 06	FY 07	FY 08	FY 09	FY 10	FY 11
Hire Rate	5.5%	6.5%	7.6%	8.7%	9.3%	5.6%	5.4%	8.2%
TO Rate	4.8%	5.5%	5.2%	5.8%	6.7%	5.9%	16.7%	5.8%

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



	FY 04	FY 05	FY 06	FY 07	FY 08	FY 09	FY 10	FY 11
Retires	227	269	256	354	488	521	2,355	171
Involuntary	235	240	235	226	300	233	283	335
Voluntary	445	538	521	576	595	456	451	592

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

Source: Iowa Department of Administrative Services, HRE – Data Warehouse Query: PPeterson

Top 25 Executive Branch Separations by Class, Fiscal Year 2011

Rank	Class Code	Class Title	Separations Within Class	Percentage of FY '11 Separations
1	03201	Resident Treatment Worker	136	12.4%
2	86406	Correctional Officer	91	8.3%
3	03089	Income Maintenance Worker 2	47	4.3%
4	02020	Registered Nurse (& 82020)	31	2.8%
5	03011	Social Worker 2 (& 23013)	24	2.2%
6	08121	HighwayTechnician Associate	21	1.9%
8	00018	Clerk - Specialist	20	1.8%
8	00807	Workforce Advisor	20	1.8%
9	00025	Secretary 1	19	1.7%
10	03040	Youth Services Worker	18	1.6%
12	00708	Administrative Assistant 1 (& 90708)	13	1.2%
12	02002	Licensed Practical Nurse (& 82002)	13	1.2%
14	00017	Clerk-Advanced	11	1.0%
14	00784	Public Service Executive 3	11	1.0%
17	00306	Accounting Clerk 2	10	0.9%
17	07005	Custodial Worker	10	0.9%
17	03016	Social Worker 3	10	0.9%
19	94585	Assistant Auditor 2	9	0.8%
19	01071	Education Program Consultant	9	0.8%
21	06298	Drivers License Clerk	8	0.7%
21	00013	Typist-Advanced	8	0.7%
25	04016	Disaster Project Specialist 1	7	0.6%
25	00710	Executive Officer 1 (& 90710)	7	0.6%
25	04538	Health Facilities Surveyor	7	0.6%
25	00786	Public Service Executive 4	7	0.6%
TOTALS			*567*	51.6%

NOTE: There were a total of 1,098 individuals who separated from Executive Branch employment in Fiscal Year 2011.

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

Source: Iowa Department of Administrative Services, HRE – Data Warehouse Query: PPeterson

Executive Branch Separations by Department

DEPARTMENT	FY 04			FY 05			FY 06			FY 07		
	Retires	Terms	Quits	Retires	Terms	Quits	Retires	Terms	Quits	Retires	Terms	Quits
ADMINISTRATION SERVICES	3	8	11	2	3	10	7	4	11	7	3	10
AGRICULTURE	7	4	4	8	2	4	4	5	8	8	3	5
ALCOHOLIC BEVERAGES	*	*	*	2	2	8	1	2	5	1	5	1
AUDITOR	2	1	9	0	0	22	0	1	14	0	2	15
BANKING	*	*	*	0	1	4	1	0	2	0	0	3
BLIND	2	1	1	4	0	3	1	1	0	3	4	2
CIVIL RIGHTS	0	0	1	1	2	0	0	0	0	1	0	2
COLLEGE AID	0	0	5	1	0	0	1	2	2	1	1	2
COMMERCE	1	7	6	***	***	***	***	***	***	***	***	***
CORRECTIONS	45	34	79	34	44	70	36	40	69	27	35	80
CREDIT UNION	*	*	*	0	1	3	0	0	1	0	0	2
CULTURAL AFFAIRS	2	1	3	1	2	3	1	1	3	0	0	5
ECONOMIC DEVELOPMENT	0	4	5	0	4	2	0	0	12	2	2	4
EDUCATION	5	3	15	16	9	19	14	2	15	10	1	22
ENERGY INDEPENDENCE	*	*	*	*	*	*	*	*	*	*	*	*
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
GENERAL SERVICES	**	**	**	**	**	**	**	**	**			
GOVERNOR'S OFFICE	0	0	1	0	0	7	0	0	3	1	0	15
HUMAN RIGHTS	0	0	2	2	1	0	2	1	2	1	1	0
HUMAN SERVICES	53	100	137	75	93	182	62	111	193	58	95	188
INFORMATION TECHNOLOGY	**	**	**	**	**	**	**	**	**			
INSPECTIONS AND APPEALS	7	4	14	10	2	23	6	2	10	4	5	12
INSURANCE	*	*	*	0	1	5	3	2	2	1	2	2
IOWA COMMUNICATIONS NTWRK	0	0	2	3	1	3	6	1	5	2	0	3
IOWA DEPT OF AGING (ELDER AFF)	0	0	1	0	1	0	0	0	1	0	0	1
IOWA PUBLIC TELEVISION	1	0	1	1	1	3	1	0	1	2	1	7
IPERS	1	1	2	2	1	3	1	2	1	1	3	3
JUSTICE	0	0	7	1	1	18	3	0	5	4	1	10
LAW ENFORCEMENT ACADEMY	0	0	0	0	0	0	2	0	1	0	0	0
LOTTERY	0	0	0	1	0	0	1	0	3	3	0	1
MANAGEMENT	0	0	0	0	0	0	0	0	1	0	0	2
NATURAL RESOURCES	24	8	10	8	4	11	16	3	12	11	4	16
PAROLE	0	0	0	1	0	0	0	0	1	0	0	1
PERSONNEL	**	**	**	**	**	**	**	**	**			
PROFESSIONAL LICENSING	*	*	*	0	0	0	0	0	0	1	0	0
PUBLIC DEFENSE	3	4	12	2	2	9	9	3	15	5	5	14
PUBLIC EMPLOYMENT RELATIONS	0	0	0	0	0	0	0	1	0	0	0	0
PUBLIC HEALTH	6	3	23	7	2	18	2	1	7	4	0	25
PUBLIC SAFETY	13	7	19	23	5	14	9	4	15	24	6	12
REVENUE*	4	5	2	4	4	3	8	3	3	3	1	6
SECRETARY OF STATE	1	0	2	0	0	1	1	0	2	0	0	1
TRANSPORTATION	19	22	26	32	19	37	33	19	33	147	22	36
TREASURER	0	0	2	0	2	4	0	1	2	0	2	3
UTILITIES	*	*	*	0	0	1	1	0	2	1	1	2
VETERAN'S AFFAIRS	15	13	36	15	22	34	11	15	44	8	15	40
VETERAN'S HOME	***	***	***	***	***	***	***	***	***	***	***	***
WORKFORCE DEVELOPMENT	13	5	7	13	7	11	13	8	13	12	5	19
GRAND TOTALS	227	235	445	257	233	516	256	235	521	354	226	576
AVERAGE AGE	60.58	43.15	38.21	60.96	43.96	38.62	61.68	43.28	39.02	62.19	42.82	39.17
AVERAGE LENGTH OF SERVICE	23.76	7.74	5.17	21.27	7.81	5.57	22.29	7.06	5.44	25.83	7.66	5.33

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.

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Source: Iowa Department of Administrative Services, HRE – Data Warehouse Query: PPeterson

Executive Branch Separations by Department (cont.)

DEPARTMENT	FY 08			FY 09			FY 10			FY 11		
	Retires	Terms	Quits	Retires	Terms	Quits	Retires	Terms	Quits	Retires	Terms	Quits
ADMINISTRATION SERVICES	8	3	12	12	8	5	47	3	7	5	7	17
AGRICULTURE	6	6	6	12	1	4	53	6	6	1	5	6
ALCOHOLIC BEVERAGES	0	2	5	0	6	1	10	5	2	1	6	2
AUDITOR	3	0	15	2	0	5	4	0	4	0	3	0
BANKING	2	0	0	2	1	2	2	1	2	3	0	2
BLIND	1	0	1	3	0	2	7	0	1	0	0	22
CIVIL RIGHTS	0	0	1	1	0	0	1	0	0	0	5	2
COLLEGE AID	2	0	0	2	0	1	4	0	2	0	0	2
CORRECTIONS	72	53	102	68	45	83	301	80	87	25	47	83
CREDIT UNION	0	0	0	0	0	2	0	0	0	1	0	0
CULTURAL AFFAIRS	0	0	2	2	1	2	7	2	1	0	2	1
ECONOMIC DEVELOPMENT	0	1	7	0	2	4	25	10	6	1	3	6
EDUCATION	17	7	20	15	2	17	86	4	14	8	3	14
ENERGY INDEPENDENCE	*	*	*	0	0	0	0	1	1	0	8	2
ETHICS/CAMPAIGN DISCLOSURE	0	0	0	0	0	0	3	0	0	0	0	0
FINANCE AUTHORITY	0	1	1	5	3	3	6	0	0	1	1	4
GOVERNOR'S OFFICE	0	0	3	1	0	4	0	2	5	2	0	21
HUMAN RIGHTS	2	0	1	0	0	2	8	0	1	1	1	3
HUMAN SERVICES	148	125	221	152	88	180	723	90	152	43	125	185
INSPECTIONS AND APPEALS	12	6	19	7	3	9	65	5	5	7	15	12
INSURANCE	2	1	4	2	0	3	7	0	3	0	0	3
IOWA COMMUNICATIONS NTWRK	3	0	3	1	1	0	8	0	2	0	1	1
IOWA DEPT OF AGING	0	1	1	1	0	2	6	2	1	1	2	1
IOWA PUBLIC TELEVISION	2	1	1	1	0	0	7	0	1	2	1	0
IPERS	1	1	1	2	0	2	2	0	0	1	0	0
JUSTICE**	6	0	8	2	0	7	24	3	13	2	2	11
LAW ENFORCEMENT ACADEMY	2	0	0	0	0	0	7	0	0	2	1	0
LOTTERY	4	0	1	5	0	0	22	1	3	0	2	1
MANAGEMENT	0	0	2	0	0	0	3	3	1	0	0	1
NATURAL RESOURCES	19	8	15	30	6	12	78	3	3	3	1	13
PAROLE	0	0	0	0	1	0	2	3	1	0	1	0
PUBLIC DEFENSE	5	7	14	15	5	10	33	2	25	4	2	17
PUBLIC EMPLOYMENT RELATIONS	0	0	0	1	0	0	3	0	0	0	0	0
PUBLIC HEALTH	8	5	10	9	2	6	37	1	11	4	5	18
PUBLIC SAFETY	15	2	9	16	5	7	45	3	6	12	6	15
REBUILD IOWA	*	*	*	*	*	*	0	0	0	0	6	4
REVENUE*	14	4	3	10	6	5	74	0	6	0	4	8
SECRETARY OF STATE	1	0	0	1	0	0	4	1	3	0	5	1
TRANSPORTATION	90	28	36	96	22	28	423	23	23	19	25	47
TREASURER	0	0	1	0	0	0	1	1	2	0	0	0
UTILITIES	1	0	2	3	0	1	6	0	1	2	3	2
VETERAN'S AFFAIRS	15	30	43	0	1	1	1	0	1	1	0	0
VETERAN'S HOME	***	***	***	15	22	37	86	19	35	9	23	39
WORKFORCE DEVELOPMENT	27	8	25	27	2	9	124	9	14	10	14	26
GRAND TOTALS	488	300	595	521	233	456	2,355	283	451	171	335	592
AVERAGE AGE	61.64	42.98	39.29	61.91	43.44	38.98	61.14	44.10	38.50	60.19	43.15	37.84
AVERAGE LENGTH OF SERVICE	25.01	6.28	4.69	25.78	7.60	4.55	26.42	7.19	4.70	22.81	6.82	4.70

Retires - Retirements
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**** Professional Licensing Is now included with the Banking department

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

Source: Iowa Department of Administrative Services, HRE – Data Warehouse Query: PPeterson

Executive Branch Hire & Separation Rates by Department

DEPARTMENT	FT Employees FY '10	FT Employees FY '11	Hires	Transfer In	Retires	Terms	Quits	SLIP	Transfer Out	Hire Rate	Separation Rate
ADMINISTRATION SERVICES	350	357	26	8	0	7	17	5	7	9.62%	10.18%
AGRICULTURE	323	332	13	3	1	5	6		1	4.89%	3.97%
ALCOHOLIC BEVERAGES***	62	68	12	4	0	6	2	1	1	24.62%	15.38%
AUDITOR	102	109	38	0	0	3	19	0	9	36.02%	29.38%
BANKING***	80	81	5	1	1	0	2	2	1	7.45%	7.45%
BLIND	85	87	6	1	0	0	3	0	0	8.14%	3.49%
CIVIL RIGHTS	26	21	4	0	0	5	2	0	1	17.02%	34.04%
COLLEGE AID	45	44	1	0	0	0	2	0	0	2.25%	4.49%
CORRECTIONS	2,742	2,794	182	13	15	47	83	10	15	7.04%	6.14%
CREDIT UNION***	14	14	1	0	1	0	0	0	0	7.14%	7.14%
CULTURAL AFFAIRS	59	63	5	3	0	2	1	0	0	13.11%	4.92%
ECONOMIC DEVELOPMENT***	115	127	22	2	1	3	6	0	4	19.83%	11.57%
EDUCATION	563	615	61	17	3	3	14	5	5	13.24%	5.09%
ENERGY INDEPENDENCE	23	19	11	3	0	8	2	0	8	66.67%	85.71%
ETHICS/CAMPAIGN DISCLOSURE	3	5	4	0	0	0	0	0	3	100.00%	75.00%
FINANCE AUTHORITY***	82	87	8	4	1	1	4	0	2	14.20%	9.47%
GOVERNOR'S OFFICE	44	33	27	3	1	0	21	1	7	77.92%	77.92%
HUMAN RIGHTS	48	46	2	1	1	1	3	0	1	6.38%	12.77%
HUMAN SERVICES	5,021	5,122	463	15	16	125	185	27	42	9.43%	7.79%
INSPECTIONS AND APPEALS	478	534	69	21	2	15	12	5	4	17.79%	7.51%
INSURANCE***	88	94	13	1	0	0	3	0	4	15.38%	7.69%
IOWA COMMUNICATIONS NTWRK	77	83	8	0	0	1	1	0	0	10.00%	2.50%
IOWA DEPT OF AGING	31	32	4	2	1	2	1	0	2	19.05%	19.05%
IOWA PUBLIC TELEVISION	100	99	2	0	0	1	0	2	0	2.01%	3.02%
IPERS	78	81	1	2	0	0	0	1	1	3.77%	2.52%
JUSTICE*	225	238	22	5	0	2	11	2	3	11.66%	7.78%
LAW ENFORCEMENT ACADEMY	20	21	4	0	1	1	0	1	0	19.51%	14.63%
LOTTERY***	86	102	16	3	0	2	1	0	3	20.21%	6.38%
MANAGEMENT	22	22	3	2	0	0	1	0	4	22.73%	22.73%
NATURAL RESOURCES	896	938	51	9	2	1	13	1	5	6.54%	2.40%
PAROLE	8	9	1	1	0	1	0	0	0	23.53%	11.76%
PUBLIC DEFENSE	384	433	64	12	1	2	17	3	7	18.60%	7.34%
PUBLIC EMPLOYMENT RELATIONS	7	8	0	2	0	0	0	0	1	26.67%	13.33%
PUBLIC HEALTH	416	421	31	4	1	5	18	3	5	8.36%	7.65%
PUBLIC SAFETY	943	938	34	3	10	6	15	2	11	3.93%	4.68%
REBUILD IOWA	12	N/A	0	0	0	6	4	0	2	N/A	N/A
REVENUE***	299	306	18	2	0	4	8	0	4	6.61%	5.29%
SECRETARY OF STATE	30	31	8	1	0	5	1	0	2	29.51%	26.23%
TRANSPORTATION	2,747	2,840	172	****	4	25	47	15	****	N/A	N/A
TREASURER	25	28	4	0	0	0	0	0	1	15.09%	3.77%
UTILITIES***	64	61	5	1	2	3	2	0	2	9.60%	14.40%
VETERAN'S AFFAIRS	13	13	0	1	0	0	0	1	0	7.69%	7.69%
VETERAN'S HOME	763	764	51	2	3	23	39	6	5	6.94%	9.95%
WORKFORCE DEVELOPMENT	845	889	89	17	7	14	26	3	14	12.23%	7.38%
GRAND TOTALS	18,444	19,009	1,561	169	75	335	592	96	187	9.24%	6.86%

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 '10 FT employee headcount and FY '11 FT employee headcount. These two figures represent the beginning and the end FT employee headcounts for FY '11.
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).

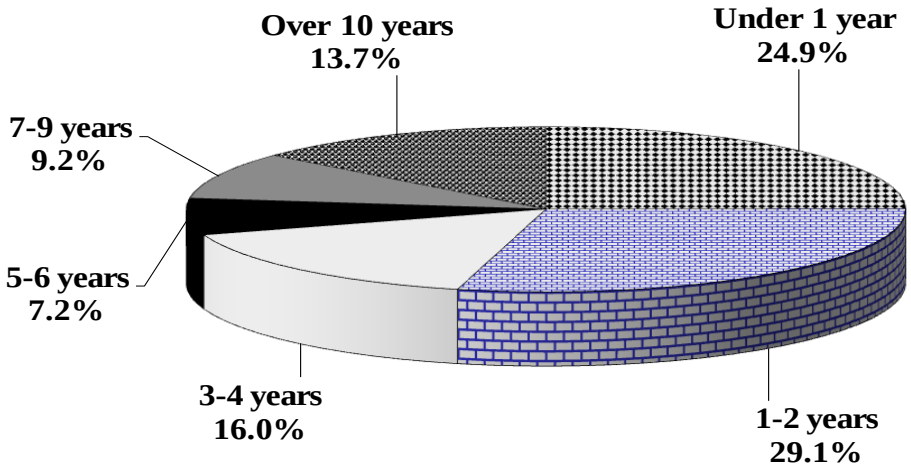
* Consumer Advocate Office previously reported as part of Commerce is now included with Justice.
** Former individual departments, which now make up the Department of Administrative Services.
*** Formerly part of other department and now reported as their own department
**** Data not available.
***** 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 – Data Warehouse Query: PPeterson

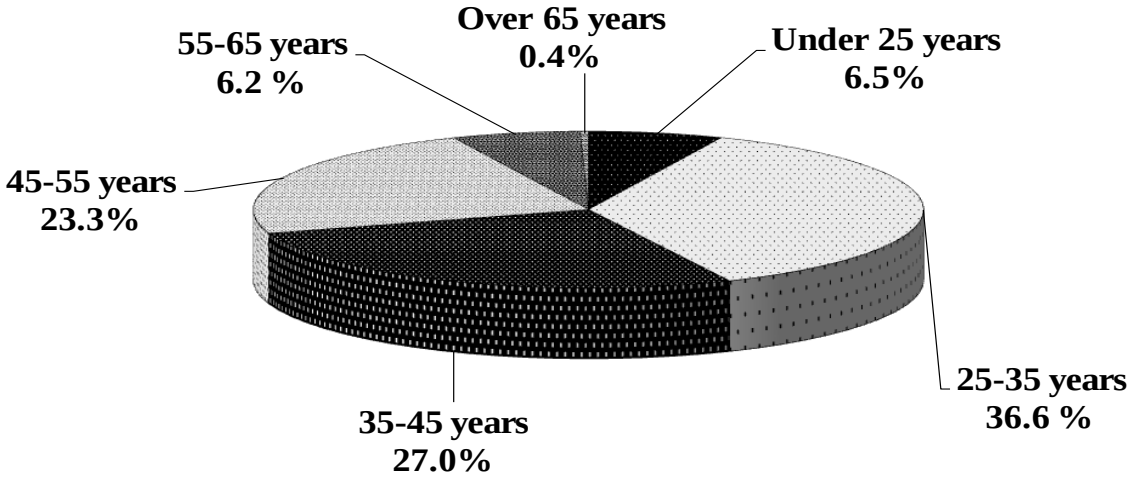
Voluntary Executive Branch Separations by Length of Service

(5 YEAR AVERAGE)



Voluntary Executive Branch Separations by Age Group

(5 YEAR AVERAGE)



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 – Data Warehouse Query: PPeterson

Separation Payouts by Department, Fiscal Year 2011

DEPARTMENT	Vacation Payout *	Sick Leave Payout
ADMINISTRATIVE SERVICES	$224,717.27	$14,000.00
AGRICULTURE	$122,389.21	$8,699.48
ALCOHOLIC BEVERAGES	$23,118.97	$2,000.00
AUDITOR	$48,300.00	$0.00
BANKING	$86,032.35	$6,000.00
BLIND	$20,695.79	$0.00
CIVIL RIGHTS	$39,230.92	$0.00
COLLEGE AID	$25,187.27	$0.00
CORRECTIONS	$516,832.28	$43,157.88
CREDIT UNION	$25,082.47	$2,000.00
CULTURAL AFFAIRS	$35,573.52	$2,000.00
ECONOMIC DEVELOPMENT	$94,913.55	$3,980.92
EDUCATION	$233,602.45	$18,951.55
ENERGY INDEPENDENCE	$10,169.76	$0.00
ETHICS/CAMPAIGN DISCLOSURE	$2,402.36	$0.00
FINANCE AUTHORITY	$92,147.06	$2,000.00
GOVERNOR'S OFFICE	$62,353.11	$2,000.00
HUMAN RIGHTS	$26,098.56	$2,000.00
HUMAN SERVICES	$1,613,711.83	$97,424.32
INSPECTIONS AND APPEALS	$298,676.86	$16,000.00
INSURANCE	$48,942.92	$0.00
IOWA COMMUNICATIONS NTWK	$4,425.37	$0.00
IOWA DEPT OF AGING	$18,865.14	$2,000.00
IOWA PUBLIC TELEVISION	$34,138.06	$6,000.00
IPERS	$29,166.68	$2,000.00
JUSTICE	$105,182.21	$6,000.00
LAW ENFORCEMENT ACADEMY	$36,305.42	$4,000.00
LOTTERY	$79,178.20	$0.00
MANAGEMENT	$7,904.28	$0.00
NATURAL RESOURCES	$229,182.39	$2,000.00
PAROLE	$4,212.81	$0.00
PUBLIC DEFENSE	$107,454.52	$8,000.00
PUBLIC EMPLOYMENT RELATIONS	$5,976.06	$0.00
PUBLIC HEALTH	$199,994.50	$10,000.00
PUBLIC SAFETY	$347,687.35	$6,000.00
REBUILD IOWA	$28,444.93	$0.00
REVENUE	$113,118.53	$0.00
SECRETARY OF STATE	$16,518.68	$0.00
TRANSPORTATION	$1,018,535.24	$35,356.68
TREASURER	$7,266.43	$0.00
UTILITIES	$24,644.99	$4,000.00
VETERANS AFFAIRS	$9,022.24	$2,000.00
VETERANS HOME	$267,488.06	$26,321.20
WORKFORCE DEVELOPMENT	$332,016.93	$27,927.87
GRAND TOTALS	$6,676,907.53	$361,819.90

* Vacation Payout includes Terminal Leave Payout.

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

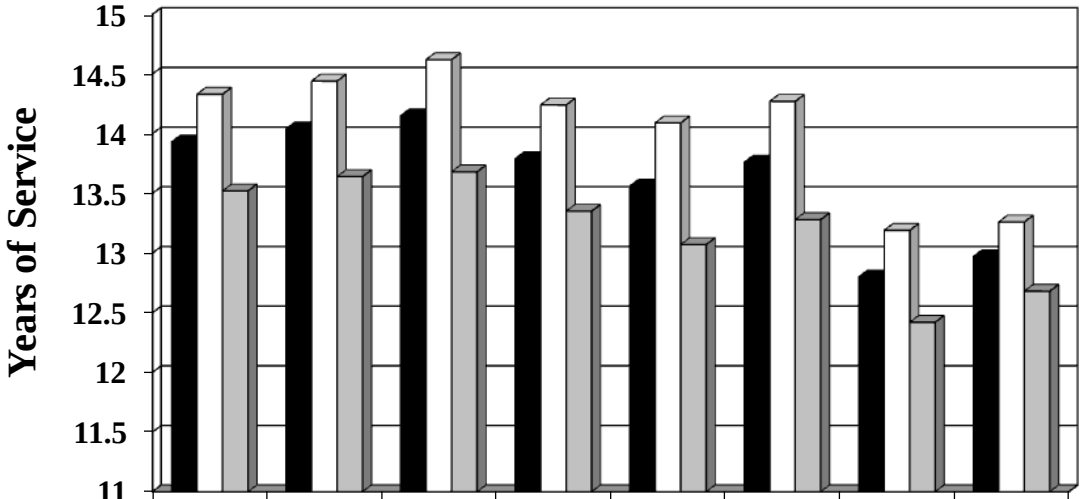
Source: Iowa Department of Administrative Services, HRE & Iowa Department of Transportation - HRIS: TMohning.

Age and Years of Service

In this section, the reader will find average age and length of service data for Executive Branch employees, not including Fair Authority, Community-Based Corrections or Regents. The following are points of summary for this section as of Fiscal Year-end 2011:

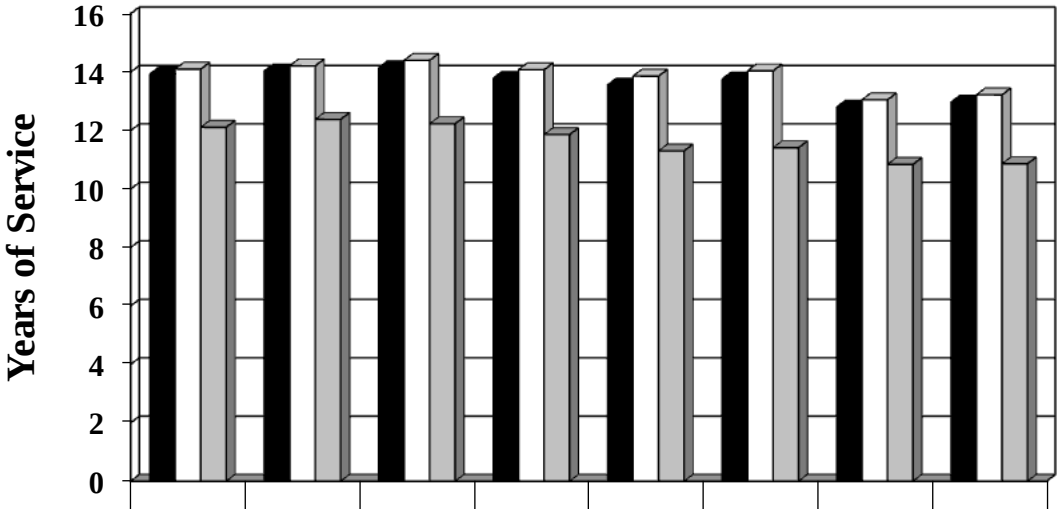
- The average age of the 19,009 full-time employees working in the Executive Branch was 46.18 years and the average time worked for the State was 12.97 years.
- On average, males were 46.15 years old and had worked for the State for 13.26 years.
- On average females were 46.21 years old and had worked for the State for 12.68 years.
- Racial/ethnic minorities were, on average, 44.64 years old and had worked for the State for 10.86 years.
- Non-minorities were, on average, 46.30 years old and had worked for the State for 13.22 years.
- Over 57.6% of the total workforce was over 45 years of age.
- Over 73.4% of supervisors were over 45 years of age.
- Of the 43 agencies reported on, 33, or 76.7% had an average age 45 or older and only two departments' average age was below 40.

Average Length of Service by Gender



	FY 04	FY 05	FY 06	FY 07	FY 08	FY 09	FY 10	FY 11
Total	13.93	14.04	14.15	13.79	13.56	13.76	12.80	12.97
Male	14.33	14.44	14.62	14.24	14.09	14.27	13.19	13.26
Female	13.52	13.64	13.68	13.35	13.07	13.28	12.42	12.68

Average Length of Service by Minority Status



	FY 04	FY 05	FY 06	FY 07	FY 08	FY 09	FY 10	FY 11
Total	13.93	14.04	14.15	13.79	13.56	13.76	12.80	12.97
Non-Minority	14.10	14.21	14.40	14.08	13.86	14.04	13.05	13.22
Minority	12.11	12.38	12.23	11.86	11.30	11.41	10.84	10.86

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 – Data Warehouse Query: PPeterson

Average Length of Service & Age by Department, Fiscal Year 2011

Department	Workforce	Ave LOS	Ave Age
ADMINISTRATIVE SERVICES	357	13.65	49.17
AGRICULTURE	332	15.10	49.68
ALCOHOLIC BEVERAGES	68	6.52	43.00
AUDITOR	109	9.20	36.01
BANKING	81	16.01	45.45
BLIND	87	15.14	51.45
CIVIL RIGHTS	21	15.45	51.43
COLLEGE AID	44	8.58	43.80
CORRECTIONS	2,794	12.31	45.38
CREDIT UNION	14	12.69	41.61
CULTURAL AFFAIRS	63	14.24	52.45
ECONOMIC DEVELOPMENT*	127	10.75	47.29
EDUCATION	615	11.43	48.69
ENERGY INDEPENDENCE	19	6.18	45.09
ETHICS/CAMPAIGN DISCLOSURE	5	2.94	40.98
FINANCE AUTHORITY	87	9.52	46.67
GOVERNOR'S OFFICE	33	4.52	43.34
HUMAN RIGHTS	46	13.17	48.72
HUMAN SERVICES	5,122	12.70	45.31
INSPECTIONS AND APPEALS	534	11.55	48.12
INSURANCE	94	13.32	49.90
IOWA COMMUNICATIONS NTWK	83	11.87	47.24
IOWA DEPT OF AGING	32	8.76	48.71
IOWA PUBLIC TELEVISION	99	15.58	48.58
IPERS	81	14.67	47.76
JUSTICE	238	12.84	47.28
LAW ENFORCEMENT ACADEMY	21	11.46	53.12
LOTTERY	102	12.39	49.21
MANAGEMENT	22	17.03	49.77
NATURAL RESOURCES	938	13.86	44.59
PAROLE	9	14.56	46.56
PUBLIC DEFENSE	433	8.92	45.74
PUBLIC EMPLOYMENT RELATIONS	8	11.79	51.03
PUBLIC HEALTH	421	11.43	47.72
PUBLIC SAFETY	938	13.97	42.06
REVENUE	306	16.57	48.70
SECRETARY OF STATE	31	12.20	44.30
TRANSPORTATION	2,840	15.51	47.35
TREASURER	28	7.63	38.75
UTILITIES	61	16.34	52.97
VETERAN'S AFFAIRS	13	5.23	54.40
VETERAN'S HOME	764	11.65	45.18
WORKFORCE DEVELOPMENT	889	11.50	48.37
GRAND TOTALS	19,009	*12.97*	*46.18*

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

Source: Iowa Department of Administrative Services, HRE – Data Warehouse Query: PPeterson

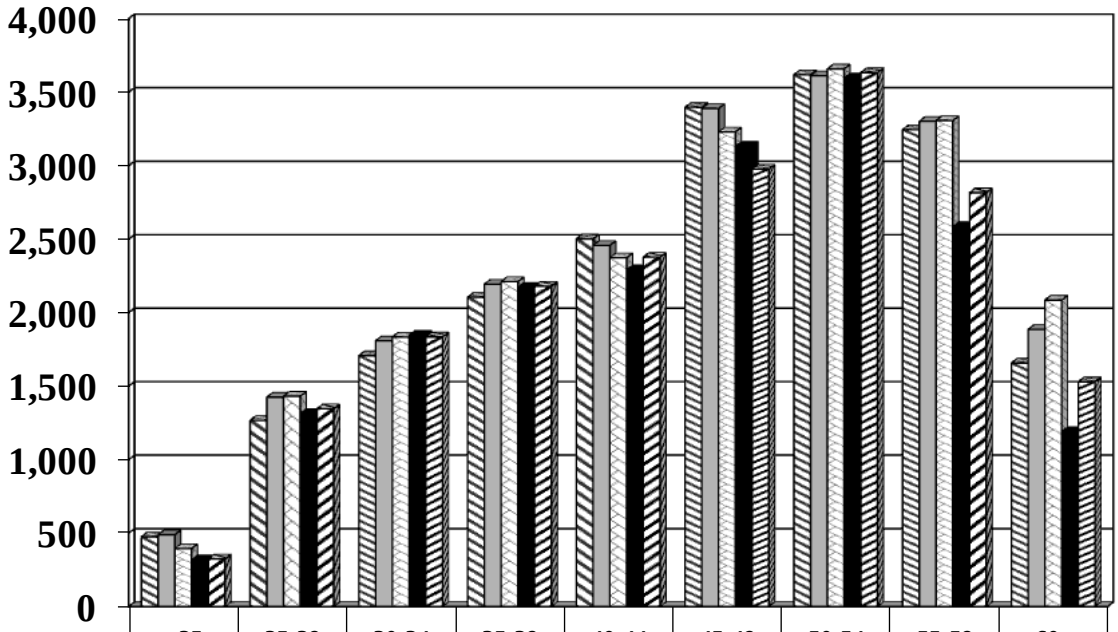
Age Groups by Department, Fiscal Year 2011

DEPARTMENT	< 25	25-34	35-44	45-54	55-64	65+
ADMINISTRATIVE SERVICES	5	31	69	141	106	5
AGRICULTURE	3	30	63	131	99	6
ALCOHOLIC BEVERAGES	4	20	13	18	11	2
AUDITOR	31	32	12	22	12	0
BANKING	7	9	16	31	18	0
BLIND	0	8	15	22	39	3
CIVIL RIGHTS	0	4	2	6	7	2
COLLEGE AID	1	13	11	10	8	1
CORRECTIONS	40	471	770	1,019	467	27
CREDIT UNION	0	6	2	5	1	0
CULTURAL AFFAIRS	0	6	10	15	23	9
ECONOMIC DEVELOPMENT	2	21	26	45	28	5
EDUCATION	3	79	142	179	195	17
ENERGY INDEPENDENCE	0	5	3	7	4	0
ETHICS/CAMPAIGN DISCLOSURE	0	2	2	1	0	0
FINANCE AUTHORITY	2	14	21	26	22	2
GOVERNOR'S OFFICE	3	12	2	7	7	2
HUMAN RIGHTS	0	4	14	19	5	4
HUMAN SERVICES	106	962	1,216	1,812	982	44
INSPECTIONS AND APPEALS	0	62	133	191	138	10
INSURANCE	3	8	12	35	32	4
IOWA COMMUNICATIONS NTWK	1	6	33	23	19	1
IOWA DEPT OF AGING	0	7	3	10	12	0
IOWA PUBLIC TELEVISION	0	13	22	31	31	2
IPERS	0	6	26	30	17	2
JUSTICE	2	43	51	72	66	4
LAW ENFORCEMENT ACADEMY	0	1	2	7	10	1
LOTTERY	1	8	17	47	28	1
MANAGEMENT	0	1	6	9	6	0
NATURAL RESOURCES	4	227	251	265	183	8
PAROLE	0	2	2	2	2	1
PROFESSIONAL LICENSING						
PUBLIC DEFENSE	6	90	94	133	100	10
PUBLIC EMPLOYMENT RELATIONS	0	1	1	2	4	0
PUBLIC HEALTH	2	66	100	121	119	13
PUBLIC SAFETY	23	223	322	269	94	7
REVENUE	4	44	48	112	93	5
SECRETARY OF STATE	2	6	8	8	6	1
TRANSPORTATION	26	358	643	1,158	624	31
TREASURER	2	10	9	4	3	0
UTILITIES	0	4	8	19	27	3
VETERANS AFFAIRS	0	0	2	4	6	1
VETERANS HOME	30	139	160	277	156	2
WORKFORCE DEVELOPMENT	10	125	194	262	269	29
GRAND TOTALS	***323***	***3,179***	***4,556***	***6,607***	***4,079***	***265***
PERCENTAGES	*1.7%*	*16.7%*	*24.0%*	*34.8%*	*21.5%*	*1.4%*

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

Source: Iowa Department of Administrative Services, HRE – Data Warehouse Query: PPeterson

Executive Branch Full-Time Employee Age Groups, Fiscal Year 2007 through Fiscal Year 2011



	<25	25-29	30-34	35-39	40-44	45-49	50-54	55-59	60+
FY 07	474	1,266	1,706	2,104	2,501	3,396	3,617	3,244	1,656
FY 08	488	1,424	1,807	2,192	2,456	3,388	3,611	3,301	1,885
FY 09	394	1,431	1,833	2,210	2,372	3,228	3,657	3,306	2,084
FY 10	318	1,314	1,845	2,172	2,291	3,131	3,597	2,586	1,190
FY 11	323	1,345	1,834	2,179	2,377	2,975	3,632	2,815	1,529

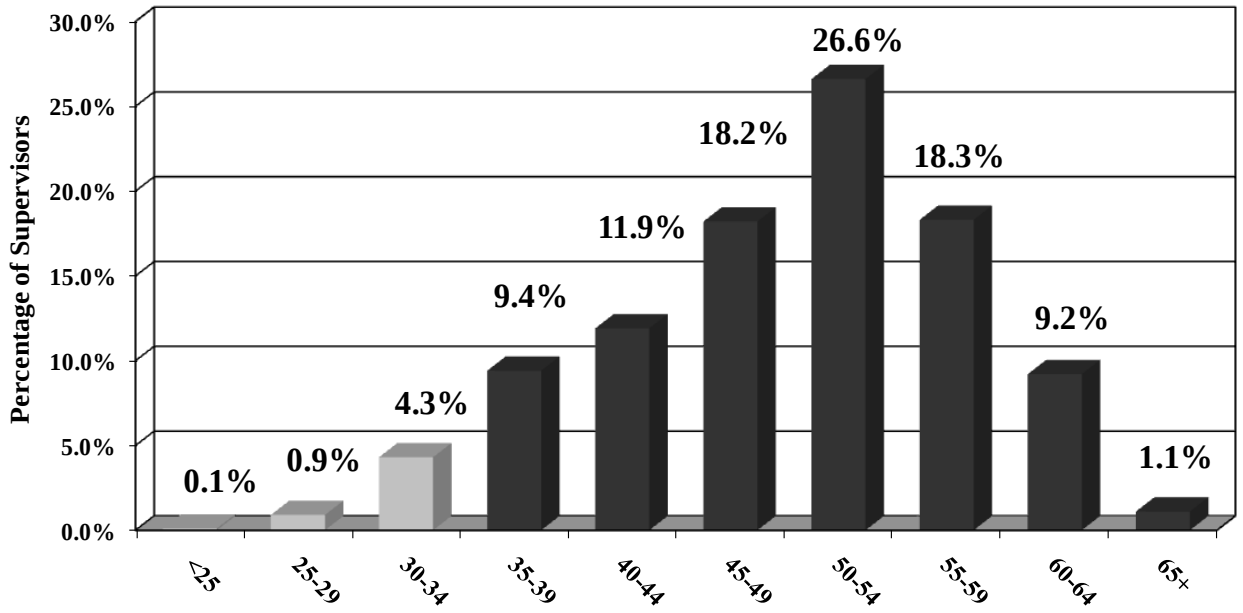
-Does not include Fair Authority, Community-Based Corrections, or Regents employees.

Source: Iowa Department of Administrative Services, HRE – Data Warehouse Query: PPeterson

Supervisors by Age Groups

Age Grp	FY 04		FY 05		FY 06		FY 07		FY 08		FY 09		FY 10		FY 11	
	Count	%	Count	%	Count	%	Count	%	Count	%	Count	%	Count	%	Count	%
<25	2	0.1%	0	0.0%	4	0.2%	1	0.1%	0	0.0%	0	0.0%	1	0.1%	2	0.1%
25-29	15	0.8%	20	1.1%	25	1.3%	26	1.4%	27	1.4%	28	1.4%	24	1.4%	15	0.9%
30-34	59	3.2%	67	3.7%	79	4.2%	88	4.6%	106	5.4%	84	4.3%	84	5.0%	72	4.3%
35-39	125	6.8%	114	6.3%	118	6.2%	138	7.3%	154	7.9%	172	8.8%	168	10.0%	157	9.4%
40-44	260	14.2%	254	14.0%	236	12.5%	247	13.0%	228	11.6%	231	11.8%	193	11.5%	198	11.9%
45-49	372	20.3%	368	20.3%	375	19.8%	363	19.1%	373	19.0%	350	17.9%	343	20.4%	304	18.2%
50-54	515	28.1%	487	26.9%	478	25.3%	466	24.6%	459	23.4%	457	23.3%	430	25.6%	444	26.6%
55-59	362	19.8%	381	21.0%	427	22.6%	410	21.6%	423	21.6%	431	22.0%	295	17.6%	305	18.3%
60-64	106	5.8%	105	5.8%	123	6.5%	132	7.0%	165	8.4%	175	8.9%	122	7.3%	153	9.2%
65+	15	0.8%	16	0.9%	26	1.4%	26	1.4%	25	1.3%	30	1.5%	19	1.1%	19	1.1%
Totals	1,831	100.0%	1,812	100.0%	1,891	100.0%	1,897	100.0%	1,960	100.0%	1,958	100.0%	1,679	100.0%	1,669	100.0%

Supervisors by Age Groups, Fiscal Year 2011

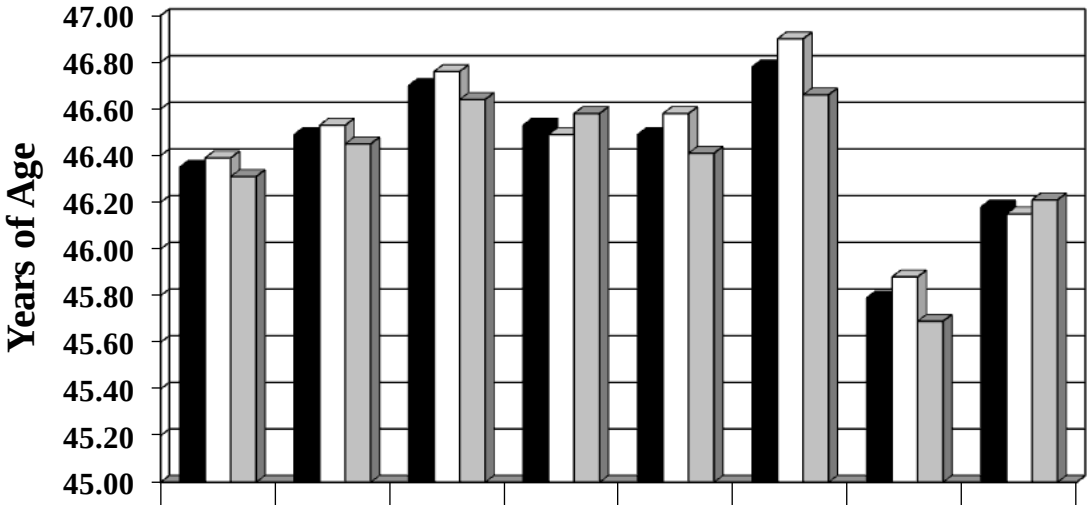


NOTE: Supervisors determined by identifying those designated as "Supervisory" under Bargaining Status in HRIS. Also, percentages are rounded and may not sum to exactly 100%.

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

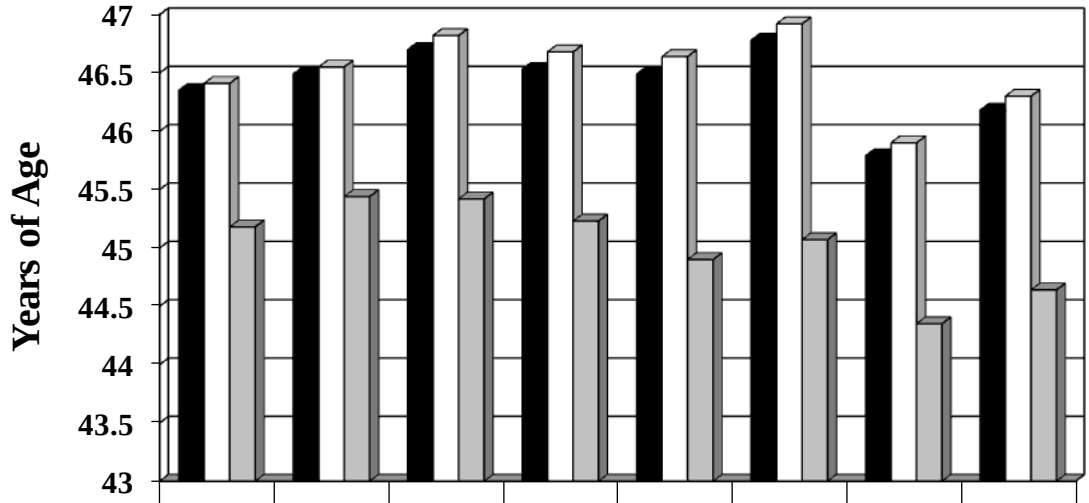
Source: Iowa Department of Administrative Services, HRE – Data Warehouse Query: PPeterson

Average Age by Gender



	FY 04	FY 05	FY 06	FY 07	FY 08	FY 09	FY 10	FY 11
Overall Ave.	46.35	46.49	46.70	46.53	46.49	46.78	45.79	46.18
Male	46.39	46.53	46.76	46.49	46.58	46.90	45.88	46.15
Female	46.31	46.45	46.64	46.58	46.41	46.66	45.69	46.21

Average Age by Minority Status



	FY 04	FY 05	FY 06	FY 07	FY 08	FY 09	FY 10	FY 11
Overall Ave.	46.35	46.49	46.70	46.53	46.49	46.78	45.79	46.18
Non-Minority	46.41	46.55	46.82	46.68	46.64	46.92	45.90	46.30
Minority	45.18	45.44	45.42	45.23	44.90	45.07	44.35	44.64

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 – Data Warehouse Query: PPeterson

Collective Bargaining

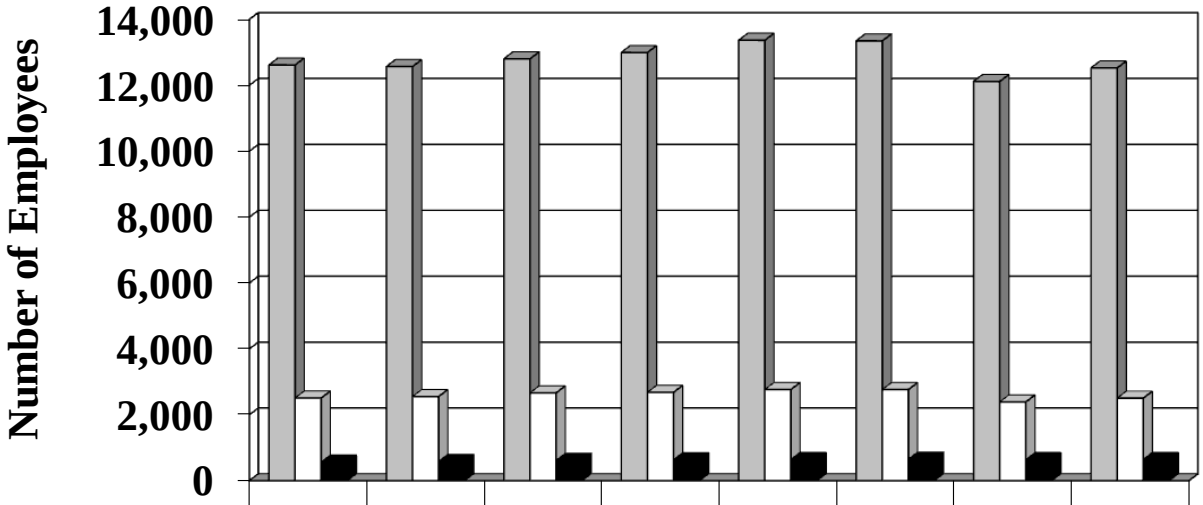
In this section, the reader will find information on employees by bargaining unit coverage in the Executive Branch, not including Fair Authority, Community-Based Corrections, or Regents. The following are points of summary for this section for Fiscal Year 2011 year end:

- Approximately 65.9% of the 19,009 full-time permanent Executive Branch employees were covered by American Federation of State, County, and Municipal Employees (AFSCME).
- The 12,524 employees covered by the AFSCME bargaining agreement earned an average annual salary of $49,782.
- The 645 employees covered by the State Police Officers Council (SPOC) bargaining agreement earned an average annual salary of $58,515.
- The 2,504 employees covered by the United Electrical/Iowa United Professionals (UE/IUP) bargaining agreement earned an average annual salary of $54,284.
- The 3,336 Executive branch employees not covered by a bargaining agreement earned an average annual salary of $74,881.
- Employees covered by the AFSCME bargaining agreement were, on average, 46.45 years old and had been employed in the Executive Branch for 12.53 years.
- Employees covered by the SPOC bargaining agreement were, on average, 38.48 years old and had been employed in the Executive Branch for 13.08 years.
- Employees covered by the UE/IUP bargaining agreement were, on average, 43.91 years old and had been employed in the Executive Branch for 12.34 years.

Of the 1,098 separations from Executive Branch employment in Fiscal Year 2011, 52% were in AFSCME-covered positions. Specifically:

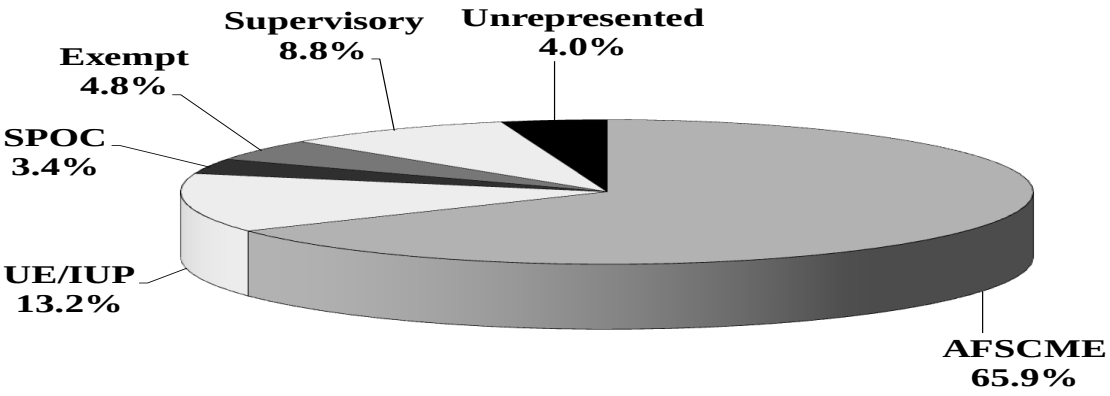
- 47% of the total retirements
- 69% of the total involuntary separations
- 68% of the total voluntary separations

Bargaining Unit Coverage



	FY 04	FY 05	FY 06	FY 07	FY 08	FY 09	FY 10	FY 11
AFSCME	12,615	12,567	12,801	12,993	13,365	13,346	12,114	12,524
UE / IUP	2,509	2,553	2,664	2,680	2,767	2,764	2,389	2,504
SPOC	567	586	616	638	647	654	639	645

Percentage of Employees by Collective Bargaining Coverage, Fiscal Year 2011



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 – Data Warehouse Query: PPeterson

Collective Bargaining Coverage by EEO-4 Category, Fiscal Year 2011

Bargaining Coverage	Category 1 Official / Administrator	Category 2 Professional	Category 3 Technician	Category 4 Protective Service: Sworn
AFSCME	361	3,772	1,240	2,038
IUP	0	1,713	791	0
SPOC	0	0	0	645
EXEMPT	125	570	51	0
SUPERVISORY	954	292	59	198
UNREPRESENTED	0	751	7	0
TOTALS	1,440	7,098	2,148	2,881

Bargaining Coverage	Category 5 Protective Service: Non-Sworn	Category 6 Admin Support	Category 7 Skilled Craft	Category 8 Service Maintenance
AFSCME	0	1,681	1,537	1,895
IUP	0	0	0	0
SPOC	0	0	0	0
EXEMPT	0	147	0	9
SUPERVISORY	0	1	78	87
UNREPRESENTED	0	0	0	0
TOTALS	0	1,829	1,615	1,991

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.
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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 – Data Warehouse Query: PPeterson

Collective Bargaining Coverage by Gender

Bargaining Coverage	FY 04		FY 05		FY 06		FY 07	
	Female	Male	Female	Male	Female	Male	Female	Male
AFSCME	6,119	6,496	6,129	6,438	6,300	6,501	6,418	6,575
IUP	1,714	795	1,763	790	1,864	800	1,906	774
SPOC	38	529	38	548	38	578	40	598
EXEMPT	631	319	624	339	624	379	638	365
SUPERVISORY	748	1,083	740	1,072	796	1,095	811	1,086
UNREPRESENTED	276	450	282	439	297	454	311	442
SUBTOTALS	9,526	9,672	9,576	9,626	9,919	9,807	10,124	9,840
GRAND TOTALS	19,198		19,202		19,726		19,964	

Bargaining Coverage	FY 08		FY 09		FY 10		FY 11	
	Female	Male	Female	Male	Female	Male	Female	Male
AFSCME	6,636	6,729	6,642	6,704	5,951	6,163	6,095	6,429
IUP	1,994	773	2,004	760	1,742	647	1,831	673
SPOC	45	602	49	605	47	592	45	600
EXEMPT	676	384	656	351	574	308	593	316
SUPERVISORY	846	1,114	860	1,098	722	957	718	951
UNREPRESENTED	318	435	331	455	316	425	321	437
SUBTOTALS	10,515	10,037	10,542	9,973	9,352	9,092	9,603	9,406
GRAND TOTALS	20,552		20,515		18,444		19,009	

AFSCME - Covered by a collective bargaining agreement made up of the Clerical, Technical, Blue Collar, Fiscal & Staff, Security, and Patient Care.
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Source: Iowa Department of Administrative Services, HRE – Data Warehouse Query: PPeterson

Collective Bargaining Coverage by Minority Status

Bargaining Coverage	FY 04			FY 05			FY 06			FY 07		
	Non-Minority	Minority	Declined to Respond	Non-Minority	Minority	Declined to Respond	Non-Minority	Minority	Declined to Respond	Non-Minority	Minority	Declined to Respond
AFSCME	11,814	666	135	11,773	653	141	11,884	681	236	11,979	716	298
IUP	2,360	129	20	2,390	141	22	2,488	156	20	2,494	164	22
SPOC	546	20	1	566	19	1	595	20	1	615	22	1
EXEMPT	896	35	19	909	35	19	949	39	15	950	41	12
SUPERVISORY	1,762	56	13	1,742	55	15	1,811	66	14	1,804	73	20
UNREPRESENTED	633	70	23	636	65	20	662	67	22	664	68	21
SUBTOTALS	18,011	976	211	18,016	968	218	18,389	1,029	308	18,506	1,084	374
GRAND TOTALS	19,198			19,202			19,726			19,964		

Bargaining Coverage	FY 08			FY 09			FY 10			FY 11		
	Non-Minority	Minority	Declined to Respond	Non-Minority	Minority	Declined to Respond	Non-Minority	Minority	Declined to Respond	Non-Minority	Minority	Declined to Respond
AFSCME	12,289	792	284	12,273	799	274	11,082	772	260	11,444	820	260
IUP	2,561	176	30	2,545	188	31	2,199	163	27	2,298	173	33
SPOC	624	22	1	632	22	0	620	19	0	625	19	1
EXEMPT	995	49	16	949	44	14	828	41	13	853	41	15
SUPERVISORY	1,860	78	22	1,850	81	27	1,580	74	25	1,561	73	35
UNREPRESENTED	670	63	20	704	61	21	660	63	18	679	61	18
SUBTOTALS	18,999	1,180	373	18,953	1,195	367	16,969	1,132	343	17,460	1,187	362
GRAND TOTALS	20,552			20,515			18,444			19,009		

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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 – Data Warehouse Query: PPeterson

Average Annual Base Salary by Collective Bargaining Coverage

Bargaining Coverage	FY 04		FY 05		FY 06		FY 07	
	Staff	Salary	Staff	Salary	Staff	Salary	Staff	Salary
AFSCME	12,615	$40,734	12,567	$42,730	12,801	$43,709	12,993	$44,532
IUP	2,509	$42,263	2,553	$44,591	2,664	$45,918	2,680	$48,126
SPOC	567	$49,698	586	$50,331	616	$50,559	638	$51,461
EXEMPT	950	$55,743	963	$56,977	1,003	$57,749	1,003	$59,951
SUPERVISORY	1,831	$67,771	1,812	$70,373	1,891	$71,769	1,897	$73,517
UNREPRESENTED	726	$66,183	721	$68,663	751	$69,457	753	$70,971
GRAND TOTALS	19,198	$45,482	19,202	$47,506	19,726	$48,605	19,964	$49,762

Bargaining Coverage	FY 08		FY 09		FY 10		FY 11	
	Staff	Salary	Staff	Salary	Staff	Salary	Staff	Salary
AFSCME	13,365	$46,027	13,346	$47,840	12,114	$48,113	12,524	$49,782
IUP	2,767	$49,518	2,764	$52,025	2,389	$52,541	2,504	$54,284
SPOC	647	$53,430	654	$55,335	639	$56,177	645	$58,515
EXEMPT	1,060	$62,104	1,007	$66,299	882	$66,657	909	$65,529
SUPERVISORY	1,960	$76,269	1,958	$79,028	1,679	$79,925	1,669	$79,570
UNREPRESENTED	753	$73,250	786	$76,386	741	$76,952	758	$75,772
GRAND TOTALS	20,552	$51,441	20,515	$53,619	18,444	$53,907	19,009	$55,076

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Source: Iowa Department of Administrative Services, HRE – Data Warehouse Query: PPeterson

Separations by Collective Bargaining Coverage

Bargaining Coverage	FY 04			FY 05			FY 06			FY 07		
	Retires	Terms	Quits	Retires	Terms	Quits	Retires	Terms	Quits	Retires	Terms	Quits
AFSCME	139	182	298	173	180	342	169	196	335	245	186	356
IUP	23	26	55	25	27	74	29	21	78	19	23	85
SPOC	18	5	13	12	1	3	10	1	5	12	1	2
EXEMPT	7	5	39	10	13	68	12	5	60	13	6	66
SUPERVISORY	30	13	19	35	15	28	25	9	29	54	8	40
UNREPRESENTED	10	4	21	14	4	23	11	3	14	11	2	27
TOTALS	227	235	445	269	240	538	256	235	521	354	226	576

Bargaining Coverage	FY 08			FY 09			FY 10			FY 11		
	Retires	Terms	Quits	Retires	Terms	Quits	Retires	Terms	Quits	Retires	Terms	Quits
AFSCME	188	248	403	190	181	315	1,096	196	308	45	252	376
IUP	25	31	80	26	21	57	209	40	58	11	37	57
SPOC	7	2	5	9	3	4	12	0	3	7	0	8
EXEMPT	238	1	46	246	7	29	809	21	36	77	19	72
SUPERVISORY	19	11	26	44	16	30	175	16	31	22	22	55
UNREPRESENTED	11	7	35	6	5	21	54	10	15	9	5	24
TOTALS	488	300	595	521	233	456	2,355	283	451	171	335	592

Retires - Retirements
Terms - Involuntary Separations
Quits - Voluntary Separations

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Source: Iowa Department of Administrative Services, HRE – Data Warehouse Query: PPeterson

Average Age & Length of Service (LOS) by Collective Bargaining Coverage, Fiscal Year 2011

Bargaining Coverage	Number of Staff	Avg. LOS	Avg Age
AFSCME			
Clerical	1,465	12.39	48.33
Technical	3,637	12.84	45.47
Blue Collar	2,120	12.39	47.89
Fiscal & Staff	2,418	13.53	47.50
Fiscal & Staff (Field Status)	290	12.18	49.94
Security	1,998	11.48	43.53
Patient Care	596	11.06	46.48
Totals	**12,524**	**12.53**	**46.45**
UE/IUP			
Social Services	1,362	11.87	43.55
Science	448	13.54	45.49
Social Services-IMW	694	12.48	43.57
Totals	**2,504**	**12.34**	**43.91**
SPOC			
Public Safety	**645**	**13.08**	**38.48**
NONCONTRACT			
Exempt	909	12.69	45.83
Supervisory	1,669	17.90	49.87
Unrepresented	758	11.70	48.22
Totals	**3,336**	**15.07**	**48.39**
GRAND TOTAL	**19,009**	**12.97**	**46.18**

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Source: Iowa Department of Administrative Services, HRE – Data Warehouse Query: PPeterson

Executive Branch Departments

Administrative Services (005)	
Agriculture -	Agriculture & Land Stewardship (009) Agricultural Development (014)
Auditor (126)	
Blind (131)	
Civil Rights (167)	
College Aid (284)	
Commerce - Alcoholic Beverages (212)	
Commerce - Banking	Banking (213) Professional Licensing (217)
Commerce - Credit Union (214)	
Commerce - Insurance (216)	
Commerce - Utilities (219)	
Corrections -	Central Office (238) Training Academy (239) Fort Madison (242) Anamosa (243) Oakdale (244) Newton (245) Mount Pleasant (246) Rockwell City (247) Clarinda (248) Mitchellville (249) Prison Industries (250) Farm (251) Fort Dodge (252)
Cultural Affairs (259)	
Economic Development (269)	
Finance Authority (270)	
Education -	Education (282) Vocational Rehabilitation (283)
Energy Independence (301)	
Ethics & Campaign Disclosure (167)	
Governor's Office -	Governor's Office (350) Office of Drug Control Policy (642)
Human Rights (379)	
Human Services -	Central Office (401) Community Services (402)

Iowa Juvenile Home (404) -Toledo
State Training School (405) -Eldora
Mental Health Services (406) – CCUSO, 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 Department of Aging (297)
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)
Rebuild Iowa (601)
Revenue (625)
Lottery (627)
Secretary of State (635)
Transportation (645)
Treasurer (655)
Veteran's Affairs (670)
Veteran's Home (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.