Just the Facts

For 2009

IOWA EXECUTIVE BRANCH WORKFORCE ALMANAC

Iowa Department of Administrative Services

DAS

State of Iowa
November 2009

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

Executive Summary

There are 20,515 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 2009" 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 (28%), 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 increased a total of 6.9% from fiscal year 2004 to the end of FY 2009. Since the end of FY 2008, the number of employees has decreased 0.2%.

** 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 30.3% since FY 2002, an average of about 4.3% a year. The average annual base salary of state employees in FY 2009 was $53,619 or $25.78 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, average earnings in 2005 for individuals who hold a Bachelor's degree was $51,206 annually, while individuals with an advanced degree earned $74,602 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 2009, the total for these bonus pay expenditures have been reduced by 71.5% across all Executive Branch Departments.

Overtime has also been reduced. Executive Branch employees earned 117,390.0 days of overtime in Fiscal Year 2009, valued at $30,087,354.95. Of the 117,390.0 days of overtime worked, 86.4% of these days were worked in three departments, Human Services, Transportation, and Corrections. From FY 2000 to FY 2009, overtime has been reduced by 1.8% 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 2009, the number of days per employee has dropped to 8.51 days.

Chapter 3: Equal Employment

The State of Iowa is committed to equal opportunity in employment and ensuring that employment practices are nondiscriminatory. The state workforce continues to represent females and minorities in most EEO categories at rates greater than the relevant labor market. The State's workforce overall has not completely kept pace with the increasing diversity in Iowa, based on the 2000 labor force reported in the U.S. Census. Females represent 51.4% of the State's workforce compared to 47.4% in the statewide labor force. Minorities make up 5.8% of the State's workforce while their representation in the statewide labor force is now 6.0%. The representation of persons with disabilities in the State's workforce is 6.3% and is less than the 11.8% in the statewide labor force rate. Over a third of both female and racial/ethnic minority employees are found in professional job classes.

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

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

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

Chapter 4: Leave

Employees earned 440,772.0 days of vacation with a value of $87,819,939.52 and took 407,804.2 days of vacation valued at $81,542,852.90. This is approximately 19.88* vacation days taken per full-time employee.

Employees used 175,151.0 days of regular sick leave, valued at $33,654,109.45, during FY 2009. This is about 8.41 days per full-time and part-time employee. This was less than half of the total 339,268.4 days of total sick leave earned, valued at $63,516,852.43.

** 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 23% 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 35% since FY 1999. The employer premium share of family coverage for this plan has more than tripled during the same period.

Chapter 6: Employee Mobility

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

The Executive Branch new hire rate has increased from 3.4% in FY 2002 to 5.6% in FY 2009. The Executive Branch turnover rate has decreased from 10.4% in FY 2002 to 5.9% in FY 2009. 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 65% 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 2014, it has been estimated that over 26% of the current workforce will have reached retirement eligibility, makes it imperative that workforce planning be a part of the strategic planning process.

Chapter 7: Age & Years of Service

The State's workforce continues to age. During the past five years, the number of employees in the 55-59 age group increased over 11.6%, while the number of employees in the 25-29 age group has increased by 21.5%. At the end of FY 2009, the average age of the 20,515 full-time permanent employees working in the Executive Branch was 46.78 years and the average time worked for the State was 13.76 years. These figures are generally comparable when broken down by gender and racial/ethnic minority status. Again, findings support the need for departments to strategically plan for the future. Just slightly less than 60% of the workforce generally, and more than 73% of supervisors, are over 45 years of age.

Chapter 8: Collective Bargaining

The majority (65.1%) of the 20,515 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 $47,840 (up 31.5% from FY 2002). Employees covered by the State Police Officers Council (SPOC) collective bargaining agreement earn an average annual salary of $55,335 (up 22.2% from FY 2002). Employees covered by the United Electrical Local 893/Iowa United Professional (UE/IUP) collective bargaining agreement earn an average annual salary of $52,025 (up 30.3% from FY 2002).

Employees covered by the AFSCME collective bargaining agreement are, on average, 47.07 years old and have been employed in the Executive Branch for 13.41 years. Employees covered by the SPOC collective bargaining agreement are, on average, 37.89 years old and have been employed in the Executive Branch for 12.46 years. Employees covered by the UE/IUP collective bargaining

agreement are, on average, 44.55 years old and have been employed in the Executive Branch for 12.85 years.

Conclusion

DAS/HRE publishes "Just the Facts 2009," 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 2009, there were 20,515 full-time employees, 317 part-time employees, and 1, temporary employees working in the Executive Branch.
- With a net decrease of 37 full-time employees from last year's headcount of 20,552, the number of full-time employees represents a 8.2% increase from Fiscal Year 2002.
- Three departments comprise 58.1% of all Executive Branch employees: Human Services (28.1%), Corrections (15.2%), and Transportation (14.8%).
- Thirty-five 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 2009.

* 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

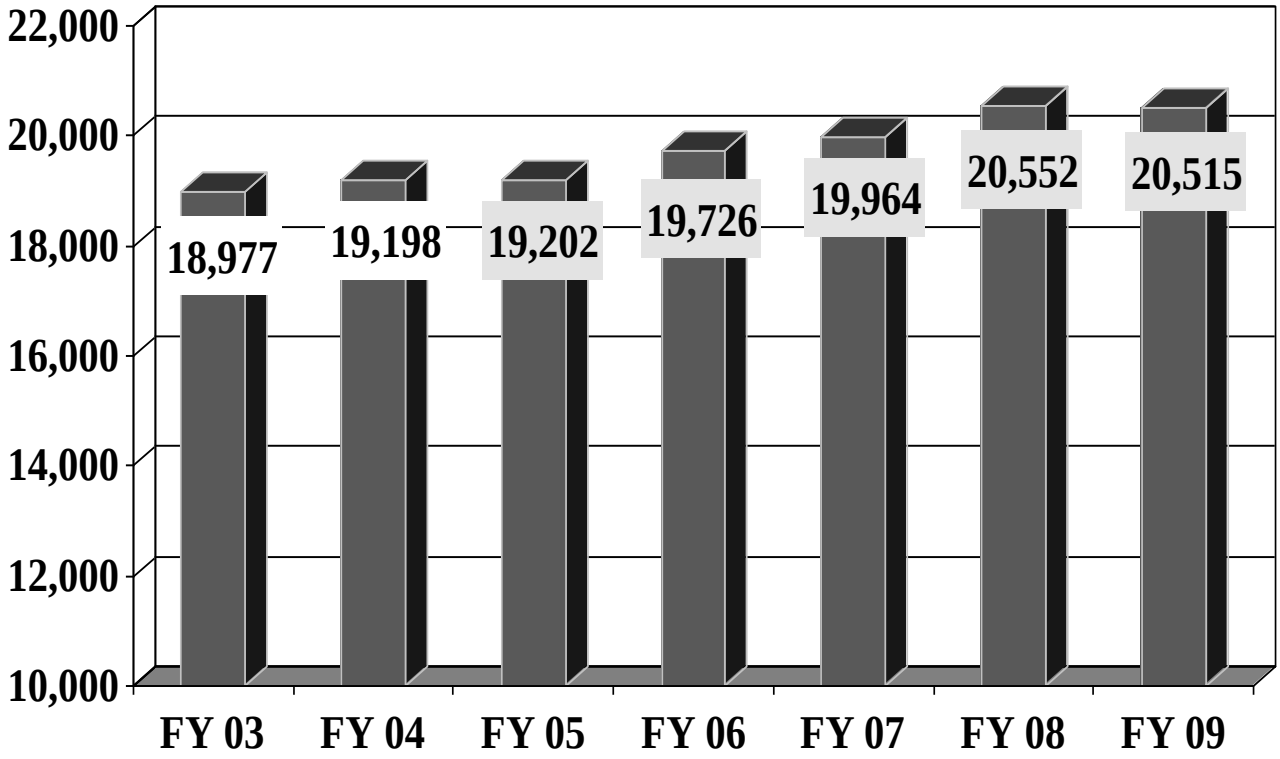
DEPARTMENT	FY 02	FY 03	FY 04	FY 05	FY 06	FY 07	FY 08	FY 09
ADMINISTRATIVE SERVICES	*	*	366	366	367	375	400	402
AGRICULTURE	381	385	381	380	385	382	392	385
ALCOHOLIC BEVERAGES	***	***	***	51	50	61	61	59
AUDITOR	101	103	100	112	107	106	110	102
BANKING****	***	***	***	62	64	64	81	80
BLIND	95	100	102	99	97	92	89	86
CIVIL RIGHTS	35	28	27	23	23	23	26	27
COLLEGE AID	36	37	36	41	41	46	50	55
COMMERCE	293	287	308	****	****	****	****	****
CORRECTIONS	2,863	2,977	2,939	2,871	2,920	3,079	3,151	3,119
CREDIT UNION	***	***	***	16	15	13	17	14
CULTURAL AFFAIRS	70	63	65	64	70	71	75	70
ECONOMIC DEVELOPMENT***	201	207	216	131	127	131	147	146
EDUCATION	612	599	609	592	596	573	612	637
ETHICS/CAMPAIGN DISCLOSURE	5	6	6	6	6	5	6	6
FINANCE AUTHORITY	***	***	***	86	86	83	86	82
GENERAL SERVICES	174	162	**	**	**	**	**	**
GOVERNOR'S OFFICE	44	39	40	40	40	39	49	50
HUMAN RIGHTS	51	51	54	57	55	52	56	54
HUMAN SERVICES	5,136	5,038	5,146	5,237	5,520	5,625	5,781	5,767
INFORMATION TECHNOLOGY	113	116	**	**	**	**	**	**
INSPECTIONS AND APPEALS	456	459	474	488	505	514	531	536
INSURANCE	***	***	***	84	87	88	88	92
IOWA COMMUNICATIONS NTWRK	97	95	96	90	80	84	81	86
IOWA DEPT OF AGING	29	29	24	28	32	32	37	36
IOWA PUBLIC TELEVISION	123	112	116	110	116	116	111	110
IPERS	***	***	86	83	86	82	79	77
JUSTICE*****	210	202	207	203	204	241	246	256
LAW ENFORCEMENT ACADEMY	30	27	27	27	27	27	26	25
LOTTERY	***	***	108	108	112	111	110	109
MANAGEMENT	27	27	28	27	28	30	32	31
NATURAL RESOURCES	853	880	898	912	928	945	974	948
PAROLE	11	10	11	10	10	11	11	12
PERSONNEL	148	151	**	**	**	**	**	**
PROFESSIONAL LICENSING	***	***	***	10	12	14	****	****
PUBLIC DEFENSE	306	327	366	373	361	354	362	379
PUBLIC EMPLOYMENT RELATIONS	9	10	10	10	9	9	11	10
PUBLIC HEALTH	372	397	388	394	410	407	432	445
PUBLIC SAFETY	898	861	838	847	948	953	990	994
REVENUE ***	491	473	359	369	373	362	385	376
SECRETARY OF STATE	30	34	35	39	40	36	38	37
TRANSPORTATION	3,139	3,163	3,156	3,112	3,112	3,045	3,063	3,032
TREASURER	24	21	24	22	23	24	23	25
UTILITIES	***	***	***	90	89	67	68	66
VETERAN'S AFFAIRS	733	736	769	779	799	813	860	15
VETERAN'S HOME	***	***	***	***	***	***	***	857
WORKFORCE DEVELOPMENT	757	765	783	753	766	779	805	820
GRAND TOTALS	18,953	18,977	19,198	19,202	19,726	19,964	20,552	20,515

* 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

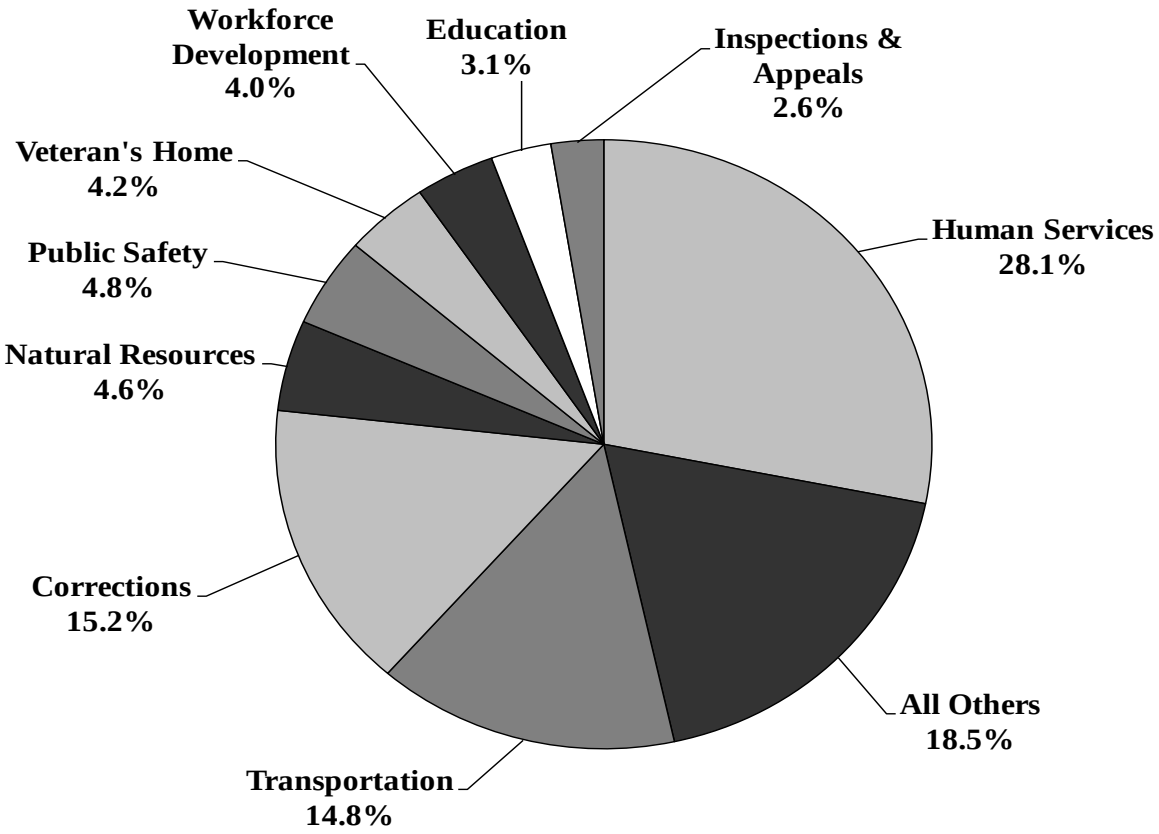
Executive Branch Full-Time Employees by Fiscal Year



-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 2009



-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	FY02	FY03	FY04	FY05	FY06	FY07	FY08	FY09
	9	7	98*	6	6	5	4	3
ADAIR	33	29	30	31	29	29	28	26
ADAMS	9	9	9	9	8	7	8	6
ALLAMAKEE	32	27	35	31	32	28	32	32
APPANOOSE	39	39	41	40	40	41	41	41
AUDUBON	3	3	3	6	7	8	8	7
BENTON	37	39	41	40	41	43	37	38
BLACK HAWK	407	381	377	378	407	415	425	424
BOONE	687	699	692	697	748	766	780	800
BREMER	29	28	27	30	30	30	30	31
BUCHANAN	366	334	321	322	318	315	318	310
BUENA VISTA	51	52	48	47	52	53	53	52
BUTLER	24	27	28	27	30	31	31	29
CALHOUN	118	116	116	112	122	119	124	123
CARROLL	84	99	69	70	70	67	69	66
CASS	100	99	98	87	91	93	90	94
CEDAR	21	22	21	18	19	20	20	20
CERRO GORDO	209	214	223	222	228	225	228	220
CHEROKEE	273	275	305	309	342	340	348	344
CHICKASAW	34	35	35	33	33	33	33	33
CLARKE	95	95	52	51	59	58	61	64
CLAY	78	86	94	96	98	87	92	92
CLAYTON	30	25	25	28	32	33	36	40
CLINTON	81	78	83	82	89	88	89	93
CRAWFORD	45	43	46	49	50	49	54	53
DALLAS	50	51	51	50	51	48	49	47
DAVIS	18	15	15	14	13	10	9	10
DECATUR	26	29	30	28	29	29	29	29
DELAWARE	74	78	76	76	78	77	77	75
DES MOINES CTY	97	101	99	102	102	110	107	113
DICKINSON	43	44	45	43	46	45	50	46
DUBUQUE	166	168	171	177	192	190	199	204
EMMET	20	20	17	18	18	16	17	14
FAYETTE	57	58	66	65	65	65	66	60
FLOYD	29	36	38	35	37	37	41	38
FRANKLIN	22	17	18	17	17	17	17	15
FREMONT	18	18	18	18	18	21	19	18
GREENE	27	23	22	22	23	23	22	25
GRUNDY	11	10	12	12	11	12	12	12
GUTHRIE	23	18	18	19	19	18	20	22
HAMILTON	32	30	32	33	31	30	31	29
HANCOCK	22	23	23	23	24	25	25	24
HARDIN	233	216	215	213	223	221	225	214
HARRISON	30	32	32	32	31	30	32	32
HENRY	487	478	482	465	476	482	490	492
HOWARD	2	1	1	2	1	0	2	2
HUMBOLDT	7	5	5	6	6	5	5	4
IDA	8	9	8	9	9	10	10	10
IOWA	27	24	24	24	23	24	25	25
JACKSON	49	45	45	44	43	40	39	39

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

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

* County codes were incorrect for FY04.

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

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

COUNTY NAME	FY02	FY03	FY04	FY05	FY06	FY07	FY08	FY09
JASPER	391	408	389	379	384	393	400	394
JEFFERSON	76	82	81	81	79	78	79	77
JOHNSON	490	497	494	485	499	673	744	749
JONES	410	418	415	400	400	395	395	396
KEOKUK	20	19	18	17	19	20	19	18
KOSSUTH	29	29	30	27	29	27	28	26
LEE	557	640	639	624	617	618	622	619
LINN	423	426	398	408	419	430	441	438
LOUISA	16	10	11	11	11	11	11	9
LUCAS	52	53	55	55	56	52	52	53
LYON	16	14	15	15	15	16	15	15
MADISON	8	8	8	9	10	10	10	10
MAHASKA	35	37	37	40	43	44	44	40
MARION	39	40	40	40	44	39	41	40
MARSHALL	812	823	857	872	901	916	955	967
MILLS	850	855	865	889	931	945	953	955
MITCHELL	8	9	9	9	11	10	9	10
MONONA	26	20	20	22	25	26	25	22
MONROE	14	15	11	12	13	15	15	14
MONTGOMERY	36	25	25	24	23	23	27	25
MUSCATINE	70	79	84	80	86	85	89	86
O'BRIEN	25	26	26	25	28	13	13	13
OSCEOLA	3	3	3	3	3	16	17	16
PAGE	408	405	402	435	425	425	416	412
PALO ALTO	13	13	13	13	10	17	16	21
PLYMOUTH	31	36	37	33	34	33	34	34
POCAHONTAS	14	11	11	10	10	11	12	12
POLK	6,338	6,285	6,393	6,488	6,638	6,652	6,938	6,904
POTTAWATTAMIE	284	293	309	327	345	351	381	403
POWESHIEK	29	28	29	28	30	29	27	27
RINGGOLD	16	12	14	13	12	12	12	14
SAC	23	20	20	20	21	20	20	18
SCOTT	313	311	319	322	344	352	349	351
SHELBY	13	8	8	8	8	8	8	8
SIOUX	25	24	25	26	29	28	29	28
STORY	1,126	1,126	1,130	1,108	1,118	1,086	1,116	1,115
TAMA	148	135	136	133	141	144	148	142
TAYLOR	15	10	10	9	9	7	6	6
UNION	59	66	64	63	67	61	63	62
VAN BUREN	11	10	9	10	10	15	16	16
WAPELLO	143	145	144	148	143	142	140	145
WARREN	37	36	34	37	42	42	35	53
WASHINGTON	53	55	57	58	56	59	59	63
WAYNE	7	4	5	5	5	5	5	5
WEBSTER	496	504	512	495	504	506	514	493
WINNEBAGO	12	14	13	13	13	13	14	14
WINNESHIEK	59	58	60	60	60	65	69	70
WOODBURY	370	389	402	410	406	422	425	424
WORTH	13	12	13	13	12	13	15	20
WRIGHT	19	21	19	22	21	23	24	23
TOTALS	18,953	18,977	19,198	19,202	19,726	19,964	20,552	20,515

-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 2009

-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 2009

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	46	192	28	0	0	29	40	67
AGRICULTURE	29	119	126	0	0	110	0	0
ALCOHOLIC BEVERAGES	5	16	2	0	0	8	0	28
AUDITOR	8	89	1	0	0	3	0	0
BANKING	16	59	1	0	0	4	0	0
BLIND	12	42	2	0	0	22	8	0
CIVIL RIGHTS	3	22	0	0	0	2	0	0
COLLEGE AID	9	37	3	0	0	6	0	0
COMMERCE	***	***	***	***	***	***	***	***
CORRECTIONS	268	518	107	1,832	0	164	179	51
CREDIT UNION	3	10	0	0	0	1	0	0
CULTURAL AFFAIRS	6	50	4	0	0	5	0	5
ECONOMIC DEVELOPMENT**	27	95	4	0	0	12	0	8
EDUCATION	35	354	128	0	0	115	2	3
ETHICS/CAMPAIGN DISCLOSURE	1	3	0	0	0	2	0	0
FINANCE AUTHORITY**	29	50	0	0	0	3	0	0
GENERAL SERVICES	*	*	*	*	*	*	*	*
GOVERNOR'S OFFICE	24	16	1	0	0	2	0	5
HUMAN RIGHTS	12	38	1	0	0	3	0	0
HUMAN SERVICES	449	1,967	1,041	234	0	631	127	1,318
INFORMATION TECHNOLOGY	*	*	*	*	*	*	*	*
INSPECTIONS AND APPEALS	34	414	4	0	0	84	0	0
INSURANCE	23	57	0	0	0	12	0	0
IOWA COMMUNICATIONS NTWK	18	54	11	0	0	1	2	0
IOWA DEPT OF AGING	13	15	4	0	0	4	0	0
IOWA PUBLIC TELEVISION	15	48	41	0	0	6	0	0
IPERS**	13	53	2	0	0	9	0	0
JUSTICE	27	190	1	0	0	37	0	0
LAW ENFORCEMENT ACADEMY	2	13	0	1	0	7	2	0
LOTTERY**	20	61	8	0	0	18	0	2
MANAGEMENT	3	26	0	0	0	2	0	0
NATURAL RESOURCES	126	509	148	113	0	46	4	2
PAROLE	3	6	0	0	0	3	0	0
PERSONNEL	*	*	*	*	*	*	*	*
PROFESSIONAL LICENSING	***	***	***	***	***	***	***	***
PUBLIC DEFENSE	36	120	9	105	0	10	75	24
PUBLIC EMPLOYMENT RELATIONS	3	4	1	0	0	2	0	0
PUBLIC HEALTH	85	273	12	4	0	71	0	0
PUBLIC SAFETY	54	83	65	662	0	120	10	0
REVENUE**	49	261	3	0	0	63	0	0
SECRETARY OF STATE	7	16	0	0	0	13	0	0
TRANSPORTATION	199	548	568	116	0	337	1,238	26
TREASURER	5	15	2	0	0	2	0	0
UTILITIES	13	45	1	0	0	7	0	0
VETERAN'S AFFAIRS	4	5	0	0	0	3	2	1
VETERAN'S HOME	30	204	112	6	0	53	24	428
WORKFORCE DEVELOPMENT	76	565	39	0	0	139	0	1
GRAND TOTALS	1,840	7,262	2,480	3,073	0	2,171	1,713	1,969

* Former individual departments, which now make up the Department of Administrative Services.
** Formerly part of other department and now are their own department.
*** Commerce is now reported individually by division (as of FY08, Professional Licensing is reported with Banking).

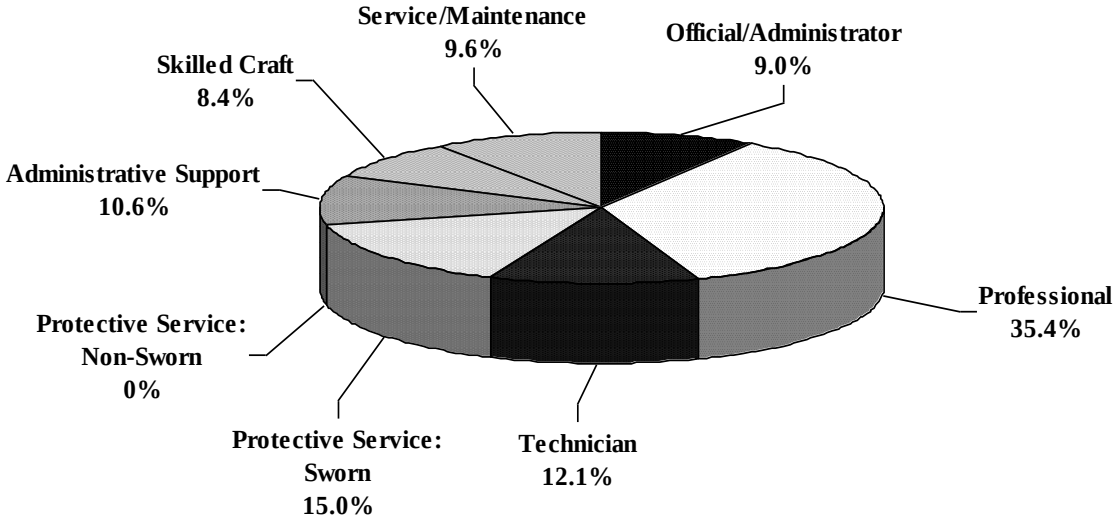
NOTE: EEO-4 Category - The Equal Employment Opportunity occupational category to which a given job class is assigned. There are eight distinct categories (please refer to page 22-23 for definitions of these categories).

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

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

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

Executive Branch Full-Time Employee Percentages by EEO-4 Category, Fiscal Year 2009



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	FY02	FY03	FY04	FY05	FY06	FY07	FY08	FY09
ADMINISTRATIVE SERVICES	*	*	2	8	6	3	8	10
AGRICULTURE	0	1	2	1	1	1	1	1
ALCOHOLIC BEVERAGES	***	***	***	0	0	0	0	0
AUDITOR	1	1	1	1	1	1	0	0
BANKING****	***	***	***	1	1	1	1	1
BLIND	0	0	1	0	0	0	0	0
CIVIL RIGHTS	1	1	1	0	1	1	1	1
COLLEGE AID	0	0	0	0	0	0	2	2
COMMERCE	6	6	6	****	****	****	****	****
CORRECTIONS	11	12	15	14	13	13	12	9
CREDIT UNION	***	***	***	0	0	0	0	0
CULTURAL AFFAIRS	3	3	4	2	3	6	5	4
ECONOMIC DEVELOPMENT***	1	1	1	1	1	1	1	1
EDUCATION	4	13	35	36	33	36	42	37
ETHICS/CAMPAIGN DISCLOSURE	1	0	0	0	0	0	0	0
FINANCE AUTHORITY	***	***	***	0	0	0	2	2
GENERAL SERVICES	2	1	**	**	**	**	**	**
GOVERNOR'S OFFICE	0	0	0	0	0	0	0	0
HUMAN RIGHTS	0	0	1	0	1	1	0	0
HUMAN SERVICES	40	43	48	40	38	37	37	31
INFORMATION TECHNOLOGY	0	0	**	**	**	**	**	**
INSPECTIONS AND APPEALS	20	31	31	30	33	36	38	35
INSURANCE	***	***	***	3	4	4	4	3
IOWA COMMUNICATIONS NTWRK	0	0	0	0	0	0	0	0
IOWA DEPT OF AGING	1	1	1	1	0	1	1	1
IOWA PUBLIC TELEVISION	1	0	2	4	2	3	2	0
IPERS	***	***	2	2	2	2	2	2
JUSTICE	4	4	4	5	4	4	4	4
LAW ENFORCEMENT ACADEMY	0	0	0	0	0	0	0	1
LOTTERY	***	***	2	1	3	3	3	2
MANAGEMENT	0	0	0	0	0	0	0	0
NATURAL RESOURCES	3	4	5	5	6	6	6	4
PAROLE	4	4	3	4	4	4	3	3
PERSONNEL	2	2	**	**	**	**	**	**
PROFESSIONAL LICENSING	***	***	***	0	0	0	****	****
PUBLIC DEFENSE	1	0	0	0	2	3	1	1
PUBLIC EMPLOYMENT RELATIONS	0	0	0	0	0	0	0	0
PUBLIC HEALTH	0	0	2	4	5	6	6	9
PUBLIC SAFETY	3	1	1	1	1	2	2	1
REVENUE ***	3	3	1	1	2	2	2	2
SECRETARY OF STATE	0	0	0	0	0	0	0	0
TRANSPORTATION	26	21	22	18	17	19	16	16
TREASURER	1	1	1	1	1	1	1	1
UTILITIES	***	***	***	4	4	3	3	3
VETERAN'S AFFAIRS***	112	111	115	117	111	113	116	0
VETERAN'S HOME	***	***	***	***	***	***	***	123
WORKFORCE DEVELOPMENT	7	8	8	7	8	7	7	7
GRAND TOTALS	258	273	317	312	308	320	329	317

* Department not in existence at the time.
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**** Commerce is now reported individually by division (as of FY08, Professional Licensing is reported with Banking).

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

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

Executive Branch Temporary Employees by Department

DEPARTMENT	FY02	FY03	FY04	FY05	FY06	FY07	FY08	FY09
ADMINISTRATIVE SERVICES	*	*	4	2	4	7	7	11
AGRICULTURE	16	46	74	37	27	25	32	23
ALCOHOLIC BEVERAGES	***	***	***	1	0	4	4	1
AUDITOR	0	0	0	0	0	1	0	0
BANKING****	***	***	***	0	0	1	1	1
BLIND	4	5	9	8	14	19	11	5
CIVIL RIGHTS	0	0	0	0	1	9	19	18
COLLEGE AID	0	0	0	1	1	1	1	0
COMMERCE	3	3	2	****	****	****	****	****
CORRECTIONS	25	46	53	68	61	63	73	65
CREDIT UNION	***	***	***	0	0	0	0	0
CULTURAL AFFAIRS	5	10	18	18	26	41	32	28
ECONOMIC DEVELOPMENT***	7	9	10	8	1	1	9	11
EDUCATION	5	7	12	12	5	8	15	15
ETHICS/CAMPAIGN DISCLOSURE	0	0	0	0	0	0	0	0
FINANCE AUTHORITY	***	***	***	0	0	0	0	0
GENERAL SERVICES	1	0	**	**	**	**	**	**
GOVERNOR'S OFFICE	3	1	0	2	1	3	2	3
HUMAN RIGHTS	3	1	0	0	0	1	10	1
HUMAN SERVICES	61	82	102	104	136	128	150	140
INFORMATION TECHNOLOGY	2	1	**	**	**	**	**	**
INSPECTIONS AND APPEALS	33	43	27	32	31	34	30	30
INSURANCE	***	***	***	8	4	6	4	7
IOWA COMMUNICATIONS NTWRK	3	0	0	1	1	0	0	0
IOWA DEPT OF AGING	0	0	1	1	1	1	2	1
IOWA PUBLIC TELEVISION	28	26	35	23	35	38	39	27
IPERS	***	***	0	1	1	1	0	1
JUSTICE	3	4	4	6	6	7	11	5
LAW ENFORCEMENT ACADEMY	4	4	4	4	4	4	4	7
LOTTERY	***	***	5	6	3	1	1	1
MANAGEMENT	1	0	0	0	0	0	1	2
NATURAL RESOURCES	336	364	313	338	354	400	445	286
PAROLE	4	3	3	4	2	4	1	1
PERSONNEL	3	4	**	**	**	**	**	**
PROFESSIONAL LICENSING	***	***	***	0	0	0	****	****
PUBLIC DEFENSE	45	19	29	26	23	29	21	22
PUBLIC EMPLOYMENT RELATIONS	0	0	0	0	0	0	0	0
PUBLIC HEALTH	41	46	33	45	68	62	60	56
PUBLIC SAFETY	3	5	23	26	28	27	31	25
REVENUE ***	70	73	51	50	35	42	40	31
SECRETARY OF STATE	1	2	1	2	5	1	1	2
TRANSPORTATION	134	149	89	80	81	106	105	135
TREASURER	3	2	2	3	2	0	1	3
UTILITIES	***	***	***	0	0	0	0	0
VETERAN'S AFFAIRS***	65	83	83	111	98	102	69	0
VETERAN'S HOME	***	***	***	***	***	***	***	53
WORKFORCE DEVELOPMENT	96	74	44	61	23	6	15	34
GRAND TOTALS	1,008	1,112	1,031	1,089	1,082	1,183	1,247	1,051

* Department not in existence at the time.
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-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 2009 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 2009, executive branch full-time employees, on average, earned $53,619 annually in base salary.

The average salary of Executive Branch full-time employees has increased 30.3% since Fiscal Year 2002 and 4.3% 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 71.5% from FY 2000 across all Executive Branch departments.

Executive Branch employees worked 117,390.0 days of overtime in Fiscal Year 2009, valued at $30,087,354.95.

Of the 117,390.0 days of overtime worked, 86.4% 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 1.8% 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 2009, the number of days per employee has been reduced to 8.51 days.

Executive Branch Bonus Pay Expenditures by Department, Fiscal Year 2009

DEPARTMENT	Reassignment		Recruitment		Retention		Performance	
	Count	Cost	Count	Cost	Count	Cost	Count	Cost
ADMINISTRATIVE SERVICES	1	$3,889.60	0	$0.00	3	$5,308.80	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	5	$34,570.72	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
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	1	$18,000.00	0	$0.00	0	$0.00
HUMAN SERVICES	0	$0.00	0	$0.00	2	$2,821.60	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	22	$127,674.88	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	1	$1,632.00	0	$0.00	0	$0.00
LAW ENFORCEMENT ACADEMY	0	$0.00	0	$0.00	0	$0.00	0	$0.00
LOTTERY*	0	$0.00	0	$0.00	0	$0.00	0	$0.00
MANAGEMENT	0	$0.00	0	$0.00	0	$0.00	0	$0.00
NATURAL RESOURCES	1	$2,030.40	0	$0.00	0	$0.00	0	$0.00
PAROLE	0	$0.00	0	$0.00	0	$0.00	0	$0.00
PROFESSIONAL LICENSING	**	**	**	**	**	**	**	**
PUBLIC DEFENSE	1	$1,363.20	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
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	1	$1,846.20	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	7	$36,577.30	0	$0.00
WORKFORCE DEVELOPMENT	0	$0.00	0	$0.00	0	$0.00	0	$0.00
GRAND TOTALS	3	$7,283.20	2	$19,632.00	40	$208,799.50	0	$0.00

* Formerly part of other department and now are their own department.
** Commerce is now reported individually by division (as of FY08, Professional Licensing is reported with Banking).

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

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

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

Executive Branch Full-Time Average Base Salary by Department

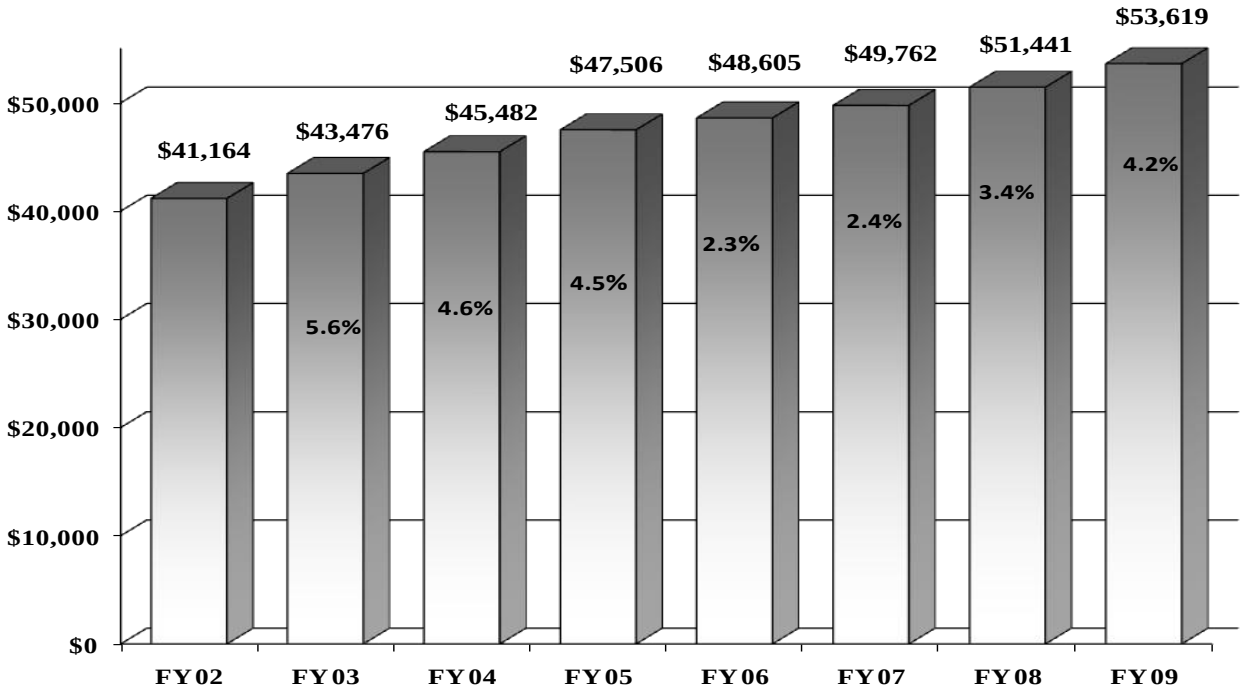
Department	FY 02	FY 03	FY 04	FY 05	FY 06	FY 07	FY 08	FY 09
ADMINISTRATIVE SERVICES	*	*	$53,023	$56,017	$57,743	$58,841	$60,169	$62,155
AGRICULTURE	$38,572	$40,716	$42,939	$44,696	$45,630	$46,820	$48,029	$50,502
ALCOHOLIC BEVERAGES	****	****	****	$42,632	$45,069	$41,517	$45,154	$47,548
AUDITOR	$49,830	$51,673	$54,007	$52,465	$54,291	$54,838	$57,155	$60,936
BANKING	****	****	****	$68,909	$71,871	$77,197	$77,236	$82,758
BLIND	$39,527	$41,684	$43,837	$46,280	$47,031	$48,874	$51,403	$53,368
CIVIL RIGHTS	$44,148	$47,370	$49,470	$50,587	$53,341	$54,489	$55,606	$57,311
COLLEGE AID	$39,899	$42,351	$44,545	$45,186	$47,409	$49,227	$51,512	$55,096
COMMERCE	$56,153	$59,580	$59,858	****	****	****	****	****
CORRECTIONS	$38,942	$40,924	$43,303	$45,659	$46,933	$47,323	$49,026	$51,038
CREDIT UNION	****	****	****	$56,890	$60,866	$69,741	$69,528	$76,523
CULTURAL AFFAIRS	$42,400	$45,486	$46,868	$49,731	$49,293	$51,407	$53,574	$56,434
ECONOMIC DEVELOPMENT	$48,704	$50,814	$54,050	$56,775	$58,344	$59,975	$61,972	$65,503
EDUCATION	$44,317	$47,738	$50,424	$52,745	$54,745	$56,856	$58,337	$61,184
ETHICS/CAMPAIGN DISCLOSURE	$43,697	$46,011	$48,105	$51,467	$53,888	$57,671	$57,057	$60,214
FINANCE AUTHORITY	***	***	***	$56,169	$59,834	$62,351	$66,900	$71,106
GENERAL SERVICES	$36,665	$36,705	**	**	**	**	**	**
GOVERNOR'S OFFICE	$50,623	$52,486	$53,482	$55,474	$57,525	$57,857	$60,522	$63,872
HUMAN RIGHTS	$45,990	$48,389	$49,457	$51,894	$54,618	$57,120	$60,140	$62,253
HUMAN SERVICES	$36,953	$38,826	$40,309	$41,945	$42,787	$44,209	$45,498	$47,487
INFORMATION TECHNOLOGY	$62,378	$66,257	**	**	**	**	**	**
INSPECTIONS AND APPEALS	$50,389	$53,133	$55,713	$58,199	$59,248	$60,471	$62,247	$64,634
INSURANCE	****	****	****	$55,910	$56,297	$57,745	$60,527	$64,496
IA COMMUNICATIONS NETWORK	$51,772	$55,501	$59,516	$61,334	$64,849	$67,112	$70,824	$73,087
IOWA DEPT OF AGING	$47,779	$48,882	$51,894	$53,089	$54,075	$54,679	$57,058	$59,920
IOWA PUBLIC TELEVISION	$44,838	$49,079	$51,143	$53,764	$55,019	$56,342	$58,959	$61,084
IPERS	***	***	$54,162	$56,884	$58,295	$59,711	$63,630	$66,123
JUSTICE*****	$64,017	$66,106	$67,995	$68,314	$70,247	$75,754	$78,962	$81,797
LAW ENFORCEMENT ADACEMY	$45,156	$46,914	$48,992	$50,409	$51,987	$53,853	$55,666	$56,955
LOTTERY	***	***	$48,642	$52,600	$54,316	$56,103	$56,107	$58,479
MANAGEMENT	$68,478	$72,316	$74,864	$77,391	$77,623	$79,490	$83,329	$84,688
NATURAL RESOURCES	$45,544	$48,060	$49,471	$51,984	$53,503	$54,766	$56,521	$58,866
PAROLE	$49,090	$52,995	$52,680	$55,016	$58,278	$54,767	$61,777	$60,959
PERSONNEL	$48,836	$52,267	**	**	**	**	**	**
PROFESSIONAL LICENSING	****	****	****	$52,171	$53,454	$58,470	****	****
PUBLIC DEFENSE	$38,179	$40,791	$42,553	$44,803	$46,774	$48,694	$50,251	$51,388
PUBL EMPLOYMENT RELATIONS	$58,613	$63,006	$65,136	$67,626	$80,221	$82,961	$81,344	$81,931
PUBLIC HEALTH	$48,240	$50,239	$52,713	$55,278	$56,192	$57,755	$59,809	$62,192
PUBLIC SAFETY	$46,054	$49,062	$51,146	$52,834	$52,405	$53,651	$55,688	$58,531
REVENUE***	$44,403	$48,111	$49,193	$50,759	$52,090	$54,205	$55,230	$58,053
SECRETARY OF STATE	$44,257	$45,409	$49,546	$51,943	$52,646	$52,271	$54,244	$56,379
TRANSPORTATION	$40,099	$42,591	$45,021	$47,277	$48,599	$49,635	$51,344	$53,380
TREASURER	$47,043	$49,349	$49,340	$49,951	$51,480	$50,415	$54,625	$55,676
UTILITIES*****	****	****	****	$74,358	$76,630	$73,132	$75,410	$78,771
VETERAN'S AFFAIRS	$36,472	$38,329	$39,821	$41,602	$42,381	$43,014	$44,459	$45,902
VETERAN'S HOME	***	***	***	***	***	***	***	$46,022
WORKFORCE DEVELOPMENT	$41,398	$44,091	$46,482	$48,821	$49,952	$50,452	$52,137	$53,707
AVERAGE ANNUAL SALARY	$41,164	$43,476	$45,482	$47,506	$48,605	$49,762	$51,441	$53,619

* 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 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 2009

DEPARTMENT	Overtime Expense	Overtime Days	Comp Earned Value	Comp Earned Days	Comp Taken Expense	Comp Taken Days
ADMINISTRATIVE SERVICES	$276,481.21	1,059.1	$161,797.81	780.5	$100,203.52	480.2
AGRICULTURE	$33,401.68	129.6	$30,540.15	169.0	$27,890.93	150.2
ALCOHOLIC BEVERAGES*	$184,739.02	935.9	$21,090.89	147.8	$5,349.61	32.7
AUDITOR	$5,849.04	38.4	$0.00	0.0	$0.00	0.0
BANKING*	$1,329.70	4.7	$94.66	0.5	$262.61	1.6
BLIND	$69,567.20	261.2	$20,327.23	123.9	$16,542.02	100.5
CIVIL RIGHTS	$224.96	1.0	$0.00	0.0	$0.00	0.0
COLLEGE AID	$8,580.31	38.4	$2,645.36	13.9	$4,109.80	23.1
CORRECTIONS	$4,863,181.06	17,853.3	$4,289,818.21	23,653.3	$1,101,673.49	5,916.0
CREDIT UNION*	$0.00	0.0	$0.00	0.0	$0.00	0.0
CULTURAL AFFAIRS	$9,128.83	45.3	$66,228.15	343.9	$61,886.53	311.2
ECONOMIC DEVELOPMENT	$4,857.58	17.3	$5,558.90	40.4	$2,055.45	9.6
EDUCATION	$138,556.55	482.0	$41,335.21	167.3	$27,326.12	117.2
ETHICS/CAMPAIGN DISCLOSURE	$0.00	0.0	$387.39	2.5	$215.06	1.2
FINANCE AUTHORITY*	$89,519.93	335.5	$49,643.80	181.8	$29,925.59	112.5
GOVERNOR'S OFFICE	$204.86	1.1	$10,508.44	65.3	$9,331.99	61.5
HUMAN RIGHTS	$2,594.24	12.0	$14,470.59	82.3	$15,192.10	84.9
HUMAN SERVICES	$9,307,210.53	39,289.0	$4,902,041.49	31,023.1	$2,117,744.28	12,891.2
INSPECTIONS AND APPEALS	$55,353.70	175.6	$46,660.22	197.7	$33,974.26	153.6
INSURANCE*	$289.24	1.2	$30,336.21	124.1	$20,653.34	91.5
IOWA COMMUNICATIONS NTWK	$68,206.80	205.6	$21,346.88	77.0	$21,080.72	75.3
IOWA DEPT OF AGING	$6,869.37	25.6	$10,996.10	55.3	$8,500.95	43.6
IOWA PUBLIC TELEVISION	$103,648.55	346.5	$88,698.45	431.3	$57,884.35	279.1
IPERS*	$90,885.68	303.8	$35,142.21	164.4	$30,675.95	144.3
JUSTICE**	$3,495.01	14.2	$34,611.77	157.6	$31,163.65	141.8
LAW ENFORCEMENT ACADEMY	$11,400.70	45.2	$16,388.64	87.9	$7,837.30	47.4
LOTTERY*	$50,221.23	208.8	$61,063.65	298.2	$41,331.89	196.1
MANAGEMENT	$582.19	1.7	$1,392.78	7.7	$1,336.95	7.6
NATURAL RESOURCES	$83,458.43	340.7	$1,316,787.15	6,445.9	$1,047,478.06	5,123.6
PAROLE	$0.00	0.0	$0.00	0.0	$0.00	0.0
PROFESSIONAL LICENSING*	****	****	****	****	****	****
PUBLIC DEFENSE	$416,161.85	1,624.4	$353,224.58	2,004.2	$227,482.92	1,255.4
PUBLIC EMPLOYMENT RELATIONS	$0.00	0.0	$0.00	0.0	$0.00	0.0
PUBLIC HEALTH	$248,781.78	858.8	$168,005.82	749.5	$153,349.13	681.7
PUBLIC SAFETY	$266,464.00	946.3	$2,848,458.38	13,864.9	$858,743.36	4,368.3
REVENUE	$13,734.42	39.6	$33,892.40	136.1	$27,248.74	121.0
SECRETARY OF STATE	$14,623.20	54.6	$6,401.30	34.2	$6,821.49	36.6
TRANSPORTATION	$11,841,419.46	44,266.3	$4,716,747.07	41,924.9	$3,196,635.93	26,298.8
TREASURER	$10,704.01	71.6	$12,825.24	76.4	$8,800.74	52.5
UTILITIES*	$0.00	0.0	$29,081.46	93.6	$27,070.74	85.8
VETERANS AFFAIRS	$0.00	0.0	$719.08	4.9	$263.99	1.8
VETERANS HOME	$1,391,996.14	5,838.3	$1,024,696.99	6,451.5	$334,402.13	1,806.8
WORKFORCE DEVELOPMENT	$413,631.49	1,517.4	$164,694.59	838.1	$118,698.90	615.8
GRAND TOTALS	$30,087,353.95	117,390.0	$20,638,659.25	131,020.9	$9,781,144.59	61,922.0

* Formerly part of other department and now are their own department.
** Commerce is now reported individually by division (as of FY08, Professional Licensing is reported with Banking).

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

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

Salary Increases of Executive Branch Employees

		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%	Min/Max (up to 5%)	
1986	6	1.0%		+ Step		1.0%	Min/Max (up to 5%)	
1987	6	1.0%		+ Step		1.0%	Min/Max (up to 5%)	
1988	6	2.0%		+ Step		2.0%	Min/Max (up to 5%)	
1989	6	4.0%		+ Step		4.0%	Min/Max (up to 5%)	
1990	6	3.5%		+ Step		3.5%	Min/Max (up to 5%)	
1991	6	5.0%		+ Step		5.0%	Min/Max (up to 5%)	
1992	6	5.0%	(c)	+ Step		0.0%	None	
1993	6	4.0%		+ Step	(b)	7.5%	Min/Max (up to 5%)	
1994	6	PLUS $650		+ Step		PLUS $650	Min/Max (up to 5%)	
1995	6	4.0%	(d)	+ Step		4.0%	Min/Max (up to 5%)	(d)
1996	6	3.0%		+ Step		3.0%	Min/Max (up to 5%)	
1997	6	2.5%		+ Step	(e)	2.5%	Min/Max (up to 5%)	(e)
1998	6	3.0%		+ Step		3.0%	Min/Max (up to 5%)	
1999	6	3.0%		+ Step		3.0%	Min/Max (up to 5%)	
2000	6 TO 7	0.0%	(f)	+ Step		3.0%	Min/Max (up to 5%)	
2001	7 TO 8	2.6%	(g)	+ Step		3.0%	Min/Max (up to 5%)	
2002	8	3.0%		+ Step		3.0%	Min/Max (up to 5%)	(h)
2003	Min/Max	3.0%	(i) (j)	+ 4.0%		3.0%	Min/Max (up to 5%)	
2004	Min/Max	2.0%		+ 4.5%		2.0%	Min/Max (up to 5%)	
2005	Min/Max	2.0%	(k)	+ 4.5%		2.0%	Min/Max (up to 5%)	
2006	Min/Max	0.0%	(l)	+ 4.5%		0.0%	Min/Max (up to 5%)	
2007	Min/Max	2.0%		+ 4.5%		2.0%	Min/Max (up to 5%)	
2008	Min/Max	3.0%		+4.5%		3.0%	Min/Max (up to 5%)	
2009	Min/Max	3.0%		+4.5%		3.0%	Min/Max (up to 5%)	
2010	Min/Max	0.0%		+4.5%		0.0%	Min/Max (up to 5%)	

(a) Includes both Across-the-Board and Step increases
(b) Contractual employees received a $400 bonus in December 1992
(c) 3.0% effective July 1, 1991 and 2.0% effective January 1, 1992
(d) 2.0% effective July 1, 1994 and 2.0% effective January 1, 1994
(e) A one-time $300 payment for full-time employees at the top step was provided in December 1996. Part-time employees at the top step received a one-time $150 payment
(f) Increased the number of steps but retained the minimums and maximums. The increased step was equivalent to a 3.0% ATB
(g) The maximum was increased on average by 3.2% due to the 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

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 51.4% of the workforce compared to 49.2% in Fiscal Year 2000.

Executive Branch full-time racial/ethnic minority employees now make up 5.8% of the workforce compared to 5.0% in Fiscal Year 2000.

Executive Branch full-time employees with disabilities now make up 6.3% of the workforce compared to 5.0% in Fiscal Year 2000.

- Twenty-nine percent of all full-time Executive Branch ***male*** employees are assigned to EEO-4 Category 2 (Professionals)*.
- Forty-one percent of all full-time Executive Branch ***female*** employees are assigned to EEO-4 Category 2 (Professionals)*.
- Thirty-five percent of all full-time Executive Branch ***non-minority*** employees are assigned to EEO-4 Category 2 (Professionals)*.
- Forty-two 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.

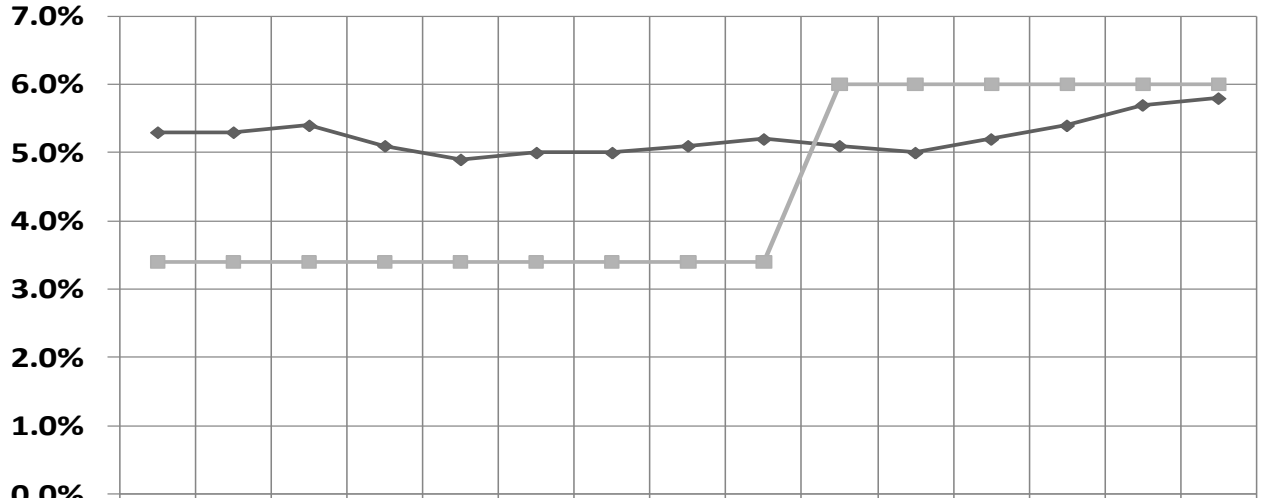
EEO-6 Administrative Support - Occupations in which workers are responsible for internal and external communication, recording and retrieval of data and/or information and other paperwork required in an office.

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.

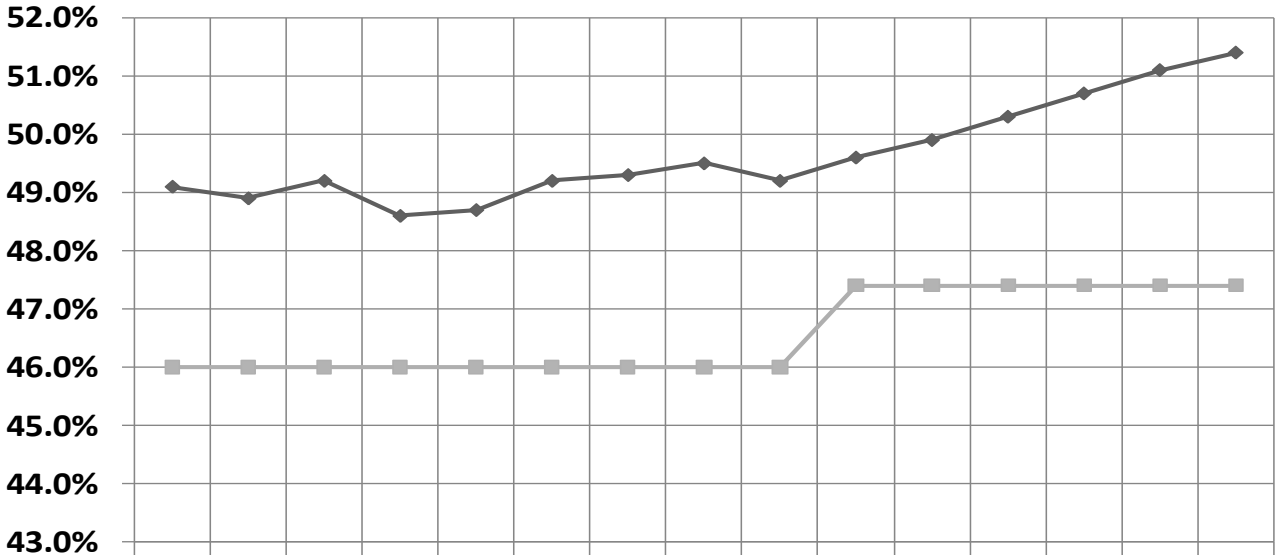
Executive Branch Workforce in Comparison to Iowa's Labor Force

RACIAL/ETHNIC MINORITIES



	FY 95	FY 96	FY 97	FY 98	FY 99	FY 00	FY 01	FY 02	FY 03	FY 04	FY 05	FY 06	FY 07	FY 08	FY 09
Workforce	5.3%	5.3%	5.4%	5.1%	4.9%	5.0%	5.0%	5.1%	5.2%	5.1%	5.0%	5.2%	5.4%	5.7%	5.8%
Labor Force	3.4%	3.4%	3.4%	3.4%	3.4%	3.4%	3.4%	3.4%	3.4%	6.0%	6.0%	6.0%	6.0%	6.0%	6.0%

FEMALES



	FY 95	FY 96	FY 97	FY 98	FY 99	FY 00	FY 01	FY 02	FY 03	FY 04	FY 05	FY 06	FY 07	FY 08	FY 09
Workforce	49.1%	48.9%	49.2%	48.6%	48.7%	49.2%	49.3%	49.5%	49.2%	49.6%	49.9%	50.3%	50.7%	51.1%	51.4%
Labor Force	46.0%	46.0%	46.0%	46.0%	46.0%	46.0%	46.0%	46.0%	46.0%	47.4%	47.4%	47.4%	47.4%	47.4%	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	FY02 Male	FY02 Female	FY03 Male	FY03 Female	FY04 Male	FY04 Female	FY05 Male	FY05 Female
ADMINISTRATIVE SERVICES	*	*	*	*	216	150	211	155
AGRICULTURE	196	185	197	188	196	185	197	183
ALCOHOLIC BEVERAGES	****	****	****	****	****	****	31	20
AUDITOR	44	57	49	54	44	56	52	60
BANKING	****	****	****	****	****	****	42	20
BLIND	37	58	40	60	41	61	39	60
CIVIL RIGHTS	15	20	11	17	11	16	9	14
COLLEGE AID	13	23	13	24	13	23	13	28
COMMERCE	155	138	133	130	166	142	****	****
CORRECTIONS	2,006	857	2,093	884	2,069	870	2,018	853
CREDIT UNION	****	****	****	****	****	****	8	8
CULTURAL AFFAIRS	33	37	29	34	28	37	27	37
ECONOMIC DEVELOPMENT***	70	131	76	131	82	134	51	80
EDUCATION	189	423	188	411	194	415	185	407
ETHICS/CAMPAIGN DISCLOSURE	1	4	1	5	1	5	1	5
FINANCE AUTHORITY***	**	**	**	**	**	**	35	51
GENERAL SERVICES	114	60	105	57	***	***	***	***
GOVERNOR'S OFFICE	19	25	14	25	13	27	13	27
HUMAN RIGHTS	20	31	19	32	22	32	22	35
HUMAN SERVICES	1,412	3,724	1,384	3,654	1,394	3,752	1,410	3,827
INFORMATION TECHNOLOGY	66	47	69	47	***	***	***	***
INSPECTIONS AND APPEALS	173	283	169	290	178	296	189	299
INSURANCE	****	****	****	****	****	****	37	47
IOWA COMMUNICATIONS NTWRK	55	42	56	39	58	38	54	36
IOWA DEPT OF AGING	9	20	9	20	8	16	8	20
IOWA PUBLIC TELEVISION	73	50	66	46	69	47	67	43
IPERS	**	**	**	**	33	53	32	51
JUSTICE*****	85	125	98	128	85	122	88	115
LAW ENFORCEMENT ACADEMY	17	13	15	12	15	12	15	12
LOTTERY	**	**	**	**	66	42	66	42
MANAGEMENT	15	12	15	12	16	12	16	11
NATURAL RESOURCES	653	200	668	212	660	238	665	247
PAROLE	4	7	4	6	4	7	3	7
PERSONNEL	56	92	59	92	***	***	***	***
PROFESSIONAL LICENSING	****	****	****	****	****	****	3	7
PUBLIC DEFENSE	233	73	253	74	279	87	287	86
PUBLIC EMPLOYMENT RELATIONS	4	5	5	5	5	5	5	5
PUBLIC HEALTH	108	264	105	292	104	284	106	288
PUBLIC SAFETY	698	200	669	192	642	196	653	194
REVENUE**	231	260	225	248	155	204	157	212
SECRETARY OF STATE	7	23	7	27	8	27	10	29
TRANSPORTATION	2,346	793	2,379	784	2,374	782	2,339	773
TREASURER	7	17	5	16	7	17	4	18
UTILITIES*****	****	****	****	****	****	****	52	38
VETERAN'S AFFAIRS	130	603	131	605	141	628	145	634
VETERAN'S HOME								
WORKFORCE DEVELOPMENT	272	485	271	494	275	508	261	492
GRAND TOTAL	9,566	9,387	9,630	9,347	9,672	9,526	9,626	9,576

* 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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***** 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	FY06 Male	FY06 Female	FY07 Male	FY07 Female	FY08 Male	FY08 Female	FY09 Male	FY09 Female
ADMINISTRATIVE SERVICES	207	160	210	165	224	176	228	174
AGRICULTURE	200	185	198	184	207	185	201	184
ALCOHOLIC BEVERAGES	30	20	40	21	38	23	37	22
AUDITOR	50	57	55	51	50	60	47	55
BANKING****	43	21	41	23	46	35	45	35
BLIND	37	60	34	58	33	56	30	56
CIVIL RIGHTS	10	13	9	14	10	16	10	17
COLLEGE AID	10	31	12	34	12	38	16	39
COMMERCE	****	****	****	****	****	****	****	****
CORRECTIONS	2,046	874	2,110	969	2,127	1,024	2,104	1,015
CREDIT UNION	8	7	7	6	10	7	8	6
CULTURAL AFFAIRS	28	42	28	43	31	44	28	42
ECONOMIC DEVELOPMENT***	45	82	49	82	52	95	51	95
EDUCATION	189	407	173	400	186	426	194	443
ETHICS/CAMPAIGN DISCLOSURE	1	5	1	4	1	5	1	5
FINANCE AUTHORITY***	35	51	32	51	36	50	30	52
GENERAL SERVICES	***	***	***	***	***	***	***	***
GOVERNOR'S OFFICE	13	27	16	23	21	28	24	26
HUMAN RIGHTS	23	32	22	30	25	31	23	31
HUMAN SERVICES	1,472	4,048	1,491	4,134	1,526	4,255	1,524	4,243
INFORMATION TECHNOLOGY	***	***	***	***	***	***	***	***
INSPECTIONS AND APPEALS	195	310	201	313	196	335	190	346
INSURANCE	34	53	34	54	34	54	37	55
IOWA COMMUNICATIONS NTWRK	52	28	53	31	50	31	54	32
IOWA DEPT OF AGING	6	26	5	27	6	31	7	29
IOWA PUBLIC TELEVISION	67	49	68	48	66	45	62	48
IPERS	33	53	29	53	29	50	29	48
JUSTICE*****	89	115	92	127	108	138	111	145
LAW ENFORCEMENT ACADEMY	14	13	14	13	13	13	12	13
LOTTERY***	67	45	67	44	64	46	65	44
MANAGEMENT	16	12	18	12	19	13	16	15
NATURAL RESOURCES	675	253	679	266	697	277	670	278
PAROLE	3	7	3	8	3	8	3	9
PERSONNEL	***	***	***	***	***	***	***	***
PROFESSIONAL LICENSING	4	8	3	11	****	****	****	****
PUBLIC DEFENSE	277	84	275	79	278	84	290	89
PUBLIC EMPLOYMENT RELATIONS	5	4	5	4	5	6	4	6
PUBLIC HEALTH	110	300	105	302	121	311	122	323
PUBLIC SAFETY	740	208	738	215	763	227	771	223
REVENUE***	158	215	152	210	156	229	155	221
SECRETARY OF STATE	10	30	8	28	11	27	12	25
TRANSPORTATION	2,339	773	2,287	758	2,299	764	2,280	752
TREASURER	4	19	4	20	5	18	5	20
UTILITIES*****	51	38	53	36	38	30	37	29
VETERAN'S AFFAIRS	147	652	154	659	162	698	10	5
VETERAN'S HOME							152	705
WORKFORCE DEVELOPMENT	264	502	265	514	279	526	278	542
GRAND TOTAL	9,807	9,919	9,840	10,124	10,037	10,515	9,973	10,542

* 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 2009

	Category 1 Official/Administrator	Category 2 Professional	Category 3 Technician	Category 4 Protective Service: Sworn
Males	967	2,908	976	2,596
% Chg from FY '08	0.4%	0.6%	0.8%	-2.6%
Females	873	4,354	1,504	477
% Chg from FY '08	0.7%	1.2%	6.0%	-11.5%
Totals	1,840	7,262	2,480	3,073
% Chg from FY '08	0.5%	1.0%	3.9%	-4.1%

	Category 5 Protective Service: Non-Sworn	Category 6 Administrative Support	Category 7 Skilled Craft	Category 8 Service Maintenance
Males	0	185	1,660	675
% Chg from FY '08	0%	-2.1%	-0.8%	-1.3%
Females	0	1,986	53	1,294
% Chg from FY '08	0.0%	-2.9%	-3.6%	0.5%
Totals	0	2,171	1,713	1,969
% Chg from FY '08	0.0%	-2.9%	-0.9%	-0.1%

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.

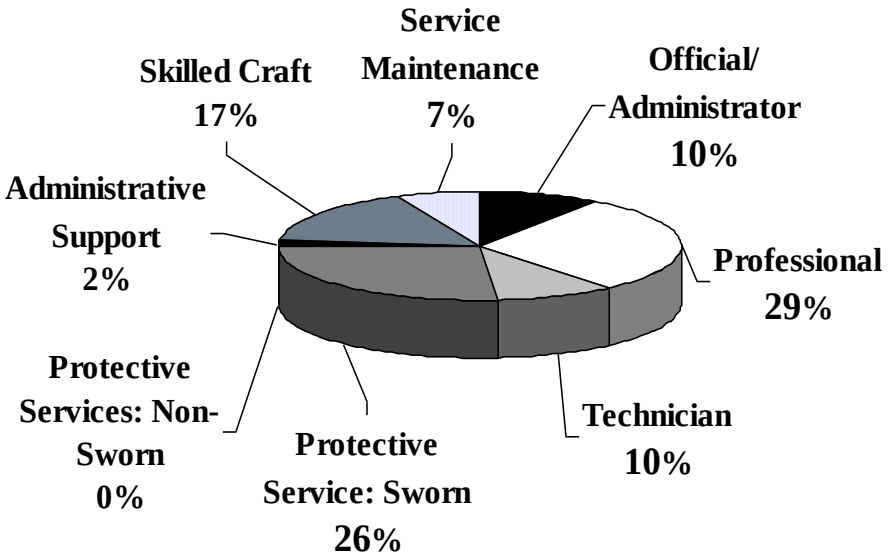
NOTE: By definition, elected officials are not included in EEO-4 Category groupings. This accounts for the difference in total full-time employees

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

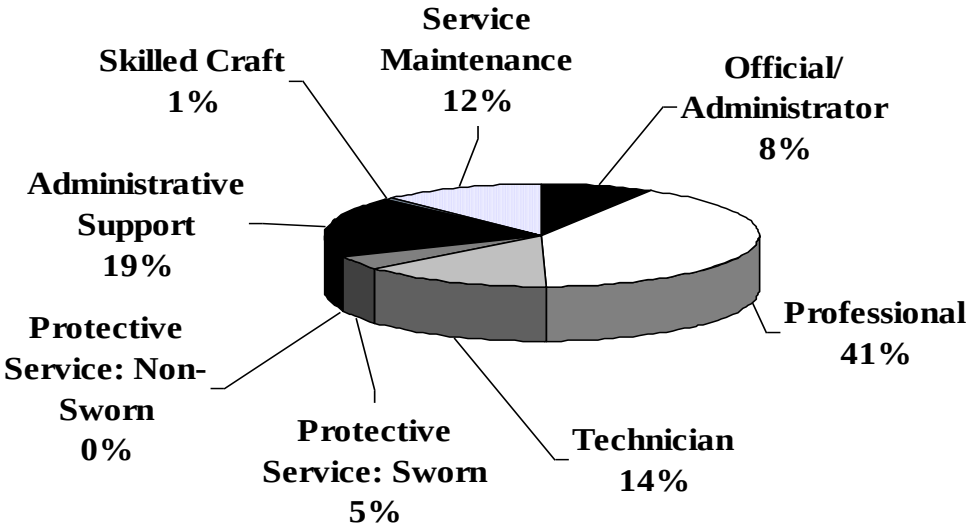
Source: Iowa Department of Administrative Services, HRE – Data Warehouse Query: PPeterson

Executive Branch Full-Time Employees by Gender by EEO-4 Category, Fiscal Year 2009

Males (Total = 9,973)



Females (Total = 10,542)



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 02 Total Employees	FY 02 Total Minority Employees	FY 02 Minority Employee Percentage	FY 03 Total Employees	FY 03 Total Minority Employees	FY 03 Minority Employee Percentage	FY 04 Total Employees	FY 04 Total Minority Employees	FY 04 Minority Employee Percentage	FY 05 Total Employees	FY 05 Total Minority Employees	FY 05 Minority Employee Percentage
ADMINISTRATIVE SERVICES	*	*	*	*	*	*	366	34	9.29%	366	34	9.29%
AGRICULTURE	381	5	1.31%	385	5	1.30%	381	5	1.31%	380	6	1.58%
ALCOHOLIC BEVERAGES	****	****	****	****	****	****	****	****	****	51	1	1.96%
AUDITOR	101	0	0.00%	103	0	0.00%	100	0	0.00%	112	0	0.00%
BANKING	****	****	****	****	****	****	****	****	****	62	1	1.61%
BLIND	95	4	4.21%	100	5	5.00%	102	5	4.90%	99	5	5.05%
CIVIL RIGHTS	35	16	45.71%	28	11	39.29%	27	10	37.04%	23	8	34.78%
COLLEGE AID	36	2	5.56%	37	2	5.41%	36	1	2.78%	41	1	2.44%
COMMERCE	293	13	4.44%	287	13	4.53%	308	13	4.22%	****	****	****
CORRECTIONS	2,863	138	4.82%	2,977	146	4.90%	2,939	146	4.97%	2,871	139	4.84%
CREDIT UNION	****	****	****	****	****	****	****	****	****	16	0	0.00%
CULTURAL AFFAIRS	70	3	4.29%	63	1	1.59%	65	1	1.54%	64	1	1.56%
ECONOMIC DEVELOPMENT	201	10	4.98%	207	11	5.31%	216	11	5.09%	131	9	6.87%
EDUCATION	612	41	6.70%	599	38	6.34%	609	38	6.24%	592	36	6.08%
ETHICS/CAMPAIGN DISCLOSURE	5	0	0.00%	6	0	0.00%	6	0	0.00%	6	0	0.00%
FINANCE AUTHORITY	**	**	**	**	**	**	**	**	**	86	3	3.49%
GENERAL SERVICES	174	25	14.37%	162	23	14.20%	***	***	***	***	***	***
GOVERNOR'S OFFICE	44	4	9.09%	39	4	10.26%	40	4	10.00%	40	2	5.00%
HUMAN RIGHTS	51	4	7.84%	51	4	7.84%	54	6	11.11%	57	5	8.77%
HUMAN SERVICES	5,136	227	4.42%	5,038	230	4.57%	5,146	233	4.53%	5,237	239	4.56%
INFORMATION TECHNOLOGY	113	5	4.42%	116	7	6.03%	***	***	***	***	***	***
INSPECTIONS AND APPEALS	456	24	5.26%	459	27	5.88%	474	23	4.85%	488	28	5.74%
INSURANCE	****	****	****	****	****	****	****	****	****	84	8	9.52%
IOWA COMMUNICATIONS NTWRK	97	6	6.19%	95	6	6.32%	96	6	6.25%	90	5	5.56%
IOWA DEPT OF AGING	29	1	3.45%	29	1	3.45%	24	1	4.17%	28	1	3.57%
IOWA PUBLIC TELEVISION	123	3	2.44%	112	2	1.79%	116	2	1.72%	110	2	1.82%
IPERS	**	**	**	**	**	**	86	5	5.81%	83	6	7.23%
JUSTICE*****	210	3	1.43%	202	3	1.49%	207	4	1.93%	203	6	2.96%
LAW ENFORCEMENT ACADEMY	30	0	0.00%	27	0	0.00%	27	0	0.00%	27	0	0.00%
LOTTERY**	*	*	*	*	*	*	108	5	4.63%	108	5	4.63%
MANAGEMENT	27	1	3.70%	27	1	3.70%	28	1	3.57%	27	2	7.41%
NATURAL RESOURCES	853	47	5.51%	880	46	5.23%	898	44	4.90%	912	46	5.04%
PAROLE	11	2	18.18%	10	2	20.00%	11	2	18.18%	10	2	20.00%
PERSONNEL	148	10	6.76%	151	9	5.96%	***	***	***	***	***	***
PROFESSIONAL LICENSING	****	****	****	****	****	****	****	****	****	10	0	0.00%
PUBLIC DEFENSE	306	13	4.25%	327	17	5.20%	366	18	4.92%	373	17	4.56%
PUBLIC EMPLOYMENT RELATIONS	9	0	0.00%	10	0	0.00%	10	0	0.00%	10	0	0.00%
PUBLIC HEALTH	372	26	6.99%	397	26	6.55%	388	24	6.19%	394	26	6.60%
PUBLIC SAFETY	898	28	3.12%	861	30	3.48%	838	29	3.46%	847	27	3.19%
REVENUE**	491	28	5.70%	473	26	5.50%	359	21	5.85%	369	22	5.96%
SECRETARY OF STATE	30	2	6.67%	34	3	8.82%	35	3	8.57%	39	3	7.69%
TRANSPORTATION	3,139	145	4.62%	3,163	147	4.65%	3,156	145	4.59%	3,112	137	4.40%
TREASURER	24	0	0.00%	21	0	0.00%	24	0	0.00%	22	0	0.00%
UTILITIES*****	****	****	****	****	****	****	****	****	****	90	7	7.78%
VETERAN'S AFFAIRS	733	24	3.27%	736	27	3.67%	769	30	3.90%	779	24	3.08%
WORKFORCE DEVELOPMENT	757	97	12.81%	765	105	13.73%	783	106	13.54%	753	104	13.81%
GRAND TOTALS	18,953	957	5.05%	18,977	978	5.15%	19,198	976	5.08%	19,202	968	5.04%

* 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 06 Total Employees	FY 06 Total Minority Employees	FY 06 Minority Employee Percentage	FY 07 Total Employees	FY 07 Total Minority Employees	FY 07 Minority Employee Percentage	FY 08 Total Employees	FY 08 Total Minority Employees	FY 08 Minority Employee Percentage	FY 09 Total Employees	FY 09 Total Minority Employees	FY 09 Minority Employee Percentage
ADMINISTRATIVE SERVICES	367	33	8.99%	375	33	8.80%	400	39	9.75%	402	44	10.95%
AGRICULTURE	385	6	1.56%	382	7	1.83%	392	9	2.30%	385	10	2.60%
ALCOHOLIC BEVERAGES	50	1	2.00%	61	3	4.92%	61	4	6.56%	59	4	6.78%
AUDITOR	107	1	0.93%	106	1	0.94%	110	2	1.82%	102	2	1.96%
BANKING	64	1	1.56%	64	2	3.13%	81	2	2.47%	80	2	2.50%
BLIND	97	5	5.15%	92	6	6.52%	89	6	6.74%	86	4	4.65%
CIVIL RIGHTS	23	8	34.78%	23	7	30.43%	26	9	34.62%	27	9	33.33%
COLLEGE AID	41	1	2.44%	46	3	6.52%	50	2	4.00%	55	3	5.45%
COMMERCE	****	****	****	****	****	****	****	****	****	****	****	****
CORRECTIONS	2,920	148	5.07%	3,079	166	5.39%	3,151	177	5.62%	3,119	170	5.45%
CREDIT UNION	15	0	0.00%	13	0	0.00%	17	0	0.00%	14	0	0.00%
CULTURAL AFFAIRS	70	2	2.86%	71	2	2.82%	75	2	2.67%	70	2	2.86%
ECONOMIC DEVELOPMENT	127	8	6.30%	131	9	6.87%	147	13	8.84%	146	12	8.22%
EDUCATION	596	34	5.70%	573	32	5.58%	612	37	6.05%	637	40	6.28%
ETHICS/CAMPAIGN DISCLOSURE	6	0	0.00%	5	0	0.00%	6	0	0.00%	6	0	0.00%
FINANCE AUTHORITY	86	3	3.49%	83	4	4.82%	86	5	5.81%	82	5	6.10%
GENERAL SERVICES	***	***	***	***	***	***	***	***	***	***	***	***
GOVERNOR'S OFFICE	40	5	12.50%	39	4	10.26%	49	4	8.16%	50	2	4.00%
HUMAN RIGHTS	55	6	10.91%	52	7	13.46%	56	6	10.71%	54	6	11.11%
HUMAN SERVICES	5,520	260	4.71%	5,625	274	4.87%	5,781	311	5.38%	5,767	318	5.51%
INFORMATION TECHNOLOGY	***	***	***	***	***	***	***	***	***	***	***	***
INSPECTIONS AND APPEALS	505	30	5.94%	514	32	6.23%	531	34	6.40%	536	34	6.34%
INSURANCE	87	9	10.34%	88	10	11.36%	88	9	10.23%	92	11	11.96%
IOWA COMMUNICATIONS NTWRK	80	5	6.25%	84	7	8.33%	81	8	9.88%	86	9	10.47%
IOWA DEPT OF AGING	32	1	3.13%	32	1	3.13%	37	3	8.11%	36	3	8.33%
IOWA PUBLIC TELEVISION	116	2	1.72%	116	1	0.86%	111	1	0.90%	110	1	0.91%
IPERS**	86	7	8.14%	82	8	9.76%	79	7	8.86%	77	7	9.09%
JUSTICE*****	204	5	2.45%	241	9	3.73%	246	11	4.47%	256	12	4.69%
LAW ENFORCEMENT ACADEMY	27	0	0.00%	27	0	0.00%	26	0	0.00%	25	0	0.00%
LOTTERY**	112	6	5.36%	111	5	4.50%	110	5	4.55%	109	6	5.50%
MANAGEMENT	28	2	7.14%	30	2	6.67%	32	2	6.25%	31	1	3.23%
NATURAL RESOURCES	928	50	5.39%	945	51	5.40%	974	49	5.03%	948	46	4.85%
PAROLE	10	3	30.00%	11	3	27.27%	11	3	27.27%	12	4	33.33%
PERSONNEL	***	***	***	***	***	***	***	***	***	***	***	***
PROFESSIONAL LICENSING	12	1	8.33%	14	0	0.00%	****	****	****	****	****	****
PUBLIC DEFENSE	361	17	4.71%	354	17	4.80%	362	21	5.80%	379	24	6.33%
PUBLIC EMPLOYMENT RELATIONS	9	0	0.00%	9	0	0.00%	11	0	0.00%	10	0	0.00%
PUBLIC HEALTH	410	29	7.07%	407	26	6.39%	432	29	6.71%	445	30	6.74%
PUBLIC SAFETY	948	30	3.16%	953	32	3.36%	990	33	3.33%	994	33	3.32%
REVENUE**	373	24	6.43%	362	24	6.63%	385	34	8.83%	376	34	9.04%
SECRETARY OF STATE	40	4	10.00%	36	2	5.56%	38	2	5.26%	37	2	5.41%
TRANSPORTATION	3,112	138	4.43%	3,045	135	4.43%	3,063	134	4.37%	3,032	133	4.39%
TREASURER	23	0	0.00%	24	0	0.00%	23	1	4.35%	25	1	4.00%
UTILITIES*****	89	8	8.99%	67	7	10.45%	68	7	10.29%	66	5	7.58%
VETERAN'S AFFAIRS	799	29	3.63%	813	32	3.94%	860	33	3.84%	15	0	0.00%
VETERAN'S HOME	**	**	**	**	**	**	**	**	**	857	33	3.85%
WORKFORCE DEVELOPMENT	766	107	13.97%	779	120	15.40%	805	126	15.65%	820	133	16.22%
GRAND TOTALS	19,726	1,029	5.22%	19,964	1,084	5.43%	20,552	1,180	5.74%	20,515	1,195	5.83%

* 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 2009

	Category 1 Official / Administrator	Category 2 Professional	Category 3 Technician	Category 4 Protective Service: Sworn
Non-Minority	1,732	6,622	2,305	2,912
% Chg from FY '08	0.2%	1.0%	2.8%	-3.8%
Minority	76	504	135	148
% Chg from FY '08	7.0%	1.0%	23.9%	-6.9%
Declined to Respond	32	136	40	13
Totals	1,840	7,262	2,480	3,073
% Chg from FY '08	0.5%	1.0%	3.9%	-4.1%

	Category 5 Protective Service: Non-Sworn	Category 6 Administrative Support	Category 7 Skilled Craft	Category 8 Service Maintenance
Non-Minority	0	1,985	1,638	1,752
% Chg from FY '08	0.0%	-2.8%	-0.6%	0.4%
Minority	0	162	60	110
% Chg from FY '08	0.0%	-3.6%	-6.3%	0.0%
Declined to Respond	0	24	15	107
Totals	0	2,171	1,713	1,969
% Chg from FY '08	0.0%	-2.9%	-0.9%	-0.1%

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.

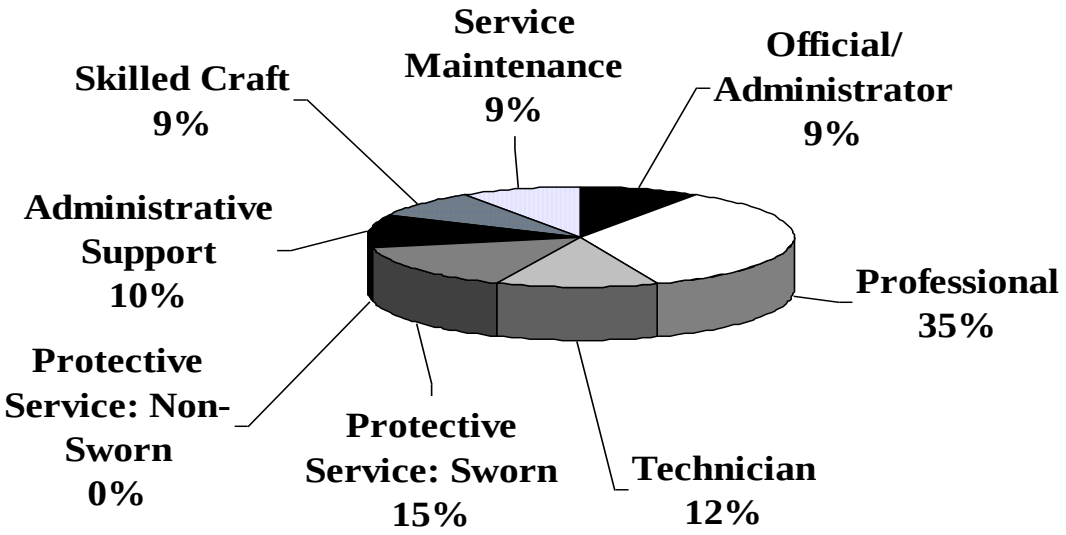
NOTE: Minority Status based on self-report during orientation of new employees.

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

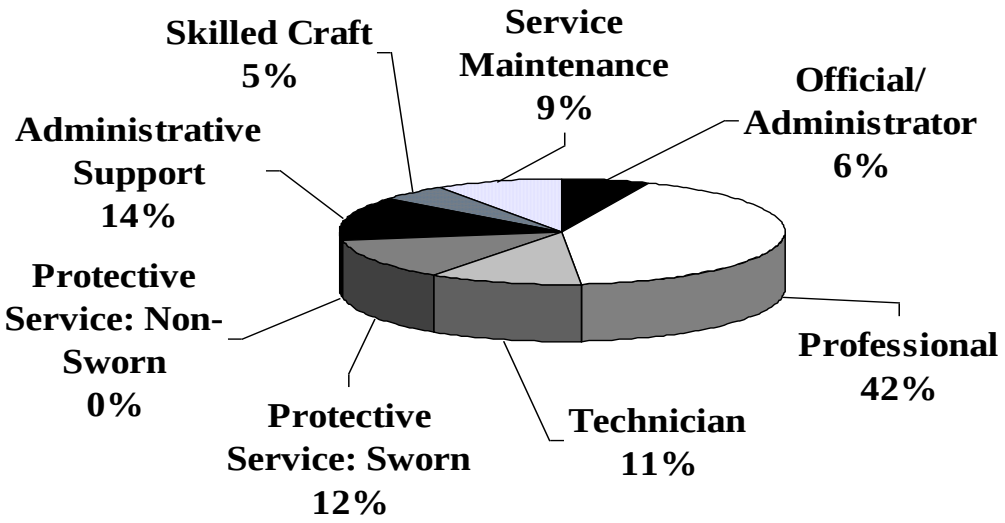
Source: Iowa Department of Administrative Services, HRE – Data Warehouse Query: PPeterson

Executive Branch Full-Time Minority Employees by EEO-4 Category, Fiscal Year 2009

Non-Minority (Total=18,946)



Minority (Total=1,195)



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

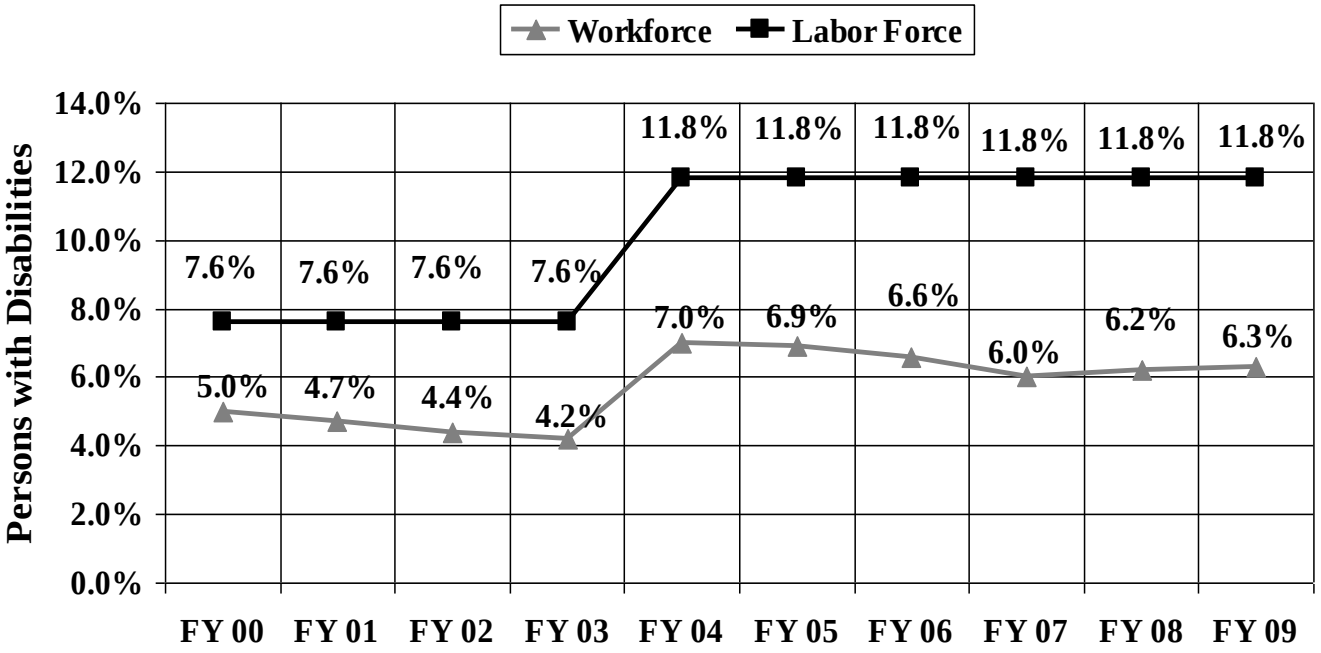
EEO-4 Category - The Equal Employment Opportunity occupational category to which a given job class is assigned. There are eight distinct categories.

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.

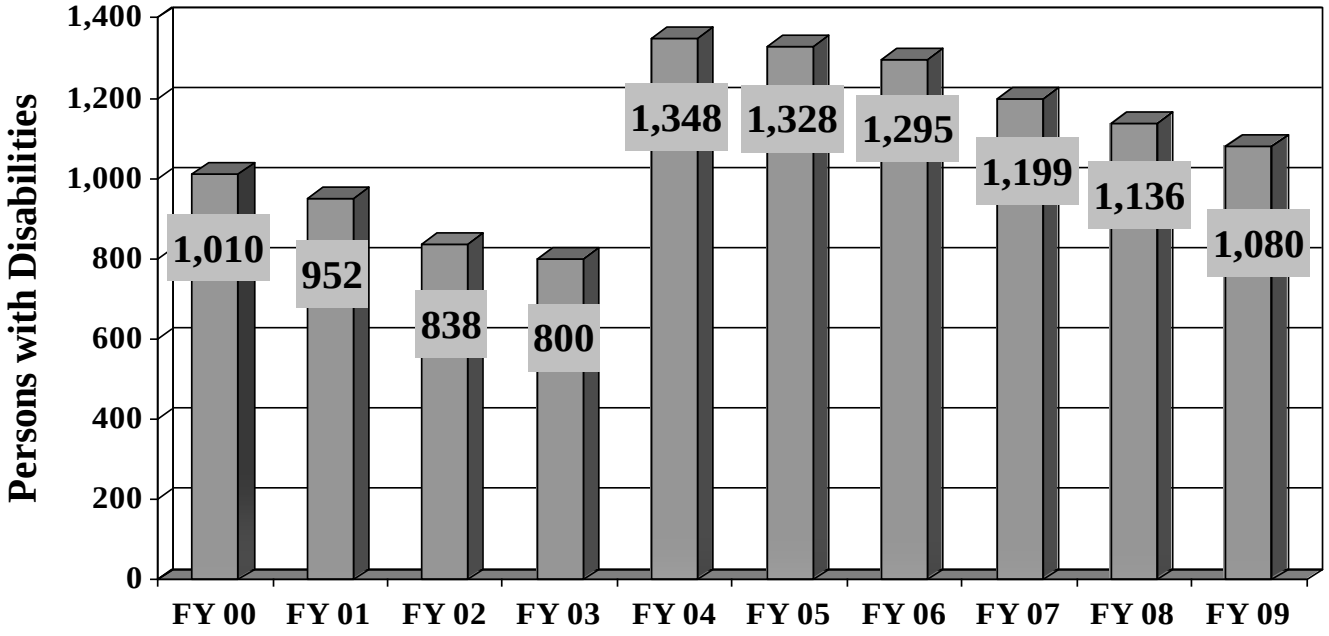
-Does not include Fair Authority, Community-Based Corrections, or Regents employees.

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 440,722.0 days of vacation in Fiscal Year 2009, valued at $87,819,939.52. Of this, employees took 407,804.2 days of vacation at a value of $81,542,852.90.
- Executive Branch employees took 175,151.0 days of regular sick leave in Fiscal Year 2009, valued at $33,654,109.45.

Executive Branch Full-Time Employee Vacation Leave, Expenditures & Usage, Fiscal Year 2009

DEPARTMENT	Vacation Earned Value	Vacation Earned Days	Vacation Taken Expense	Vacation Taken Days
ADMINISTRATIVE SERVICES	$2,015,352.98	8,275.3	$1,848,299.40	7,487.5
AGRICULTURE	$1,618,343.57	8,226.0	$1,497,640.94	7,681.7
ALCOHOLIC BEVERAGES**	$196,396.52	1,053.8	$166,375.29	846.3
AUDITOR	$439,352.59	1,795.9	$404,558.00	1,572.7
BANKING**	$588,814.59	1,784.7	$520,322.08	1,584.7
BLIND	$393,555.19	1,867.5	$348,446.25	1,653.6
CIVIL RIGHTS	$131,186.07	576.0	$105,892.71	478.2
COLLEGE AID	$189,792.85	948.9	$153,107.71	752.4
CORRECTIONS	$11,998,010.08	59,765.9	$11,723,958.38	57,968.3
CREDIT UNION**	$83,633.79	294.9	$75,051.27	263.2
CULTURAL AFFAIRS	$330,177.79	1,522.9	$301,156.27	1,386.2
ECONOMIC DEVELOPMENT*	$748,442.15	2,953.8	$651,687.99	2,583.3
EDUCATION	$3,128,228.47	12,834.5	$2,866,050.26	11,734.3
ETHICS/CAMPAIGN DISCLOSURE	$27,386.50	126.7	$28,803.28	131.5
FINANCE AUTHORITY*	$413,758.98	1,604.9	$307,857.89	1,173.6
GOVERNOR'S OFFICE	$183,617.35	808.7	$143,529.58	628.2
HUMAN RIGHTS	$251,685.64	1,083.1	$215,172.62	923.2
HUMAN SERVICES	$21,903,832.43	115,860.3	$20,360,275.01	108,138.5
INSPECTIONS AND APPEALS	$2,796,842.62	11,076.5	$2,643,364.60	10,454.4
INSURANCE**	$494,770.88	1,917.6	$429,954.58	1,710.5
IOWA COMMUNICATIONS NTWK	$480,580.93	1,746.1	$421,628.44	1,516.4
IOWA DEPT OF AGING	$155,889.76	688.5	$148,693.06	649.5
IOWA PUBLIC TELEVISION	$541,531.78	2,298.5	$508,297.50	2,167.3
IPERS*	$431,859.56	1,655.7	$386,871.70	1,503.2
JUSTICE***	$1,628,869.68	5,038.3	$1,496,636.02	4,586.6
LAW ENFORCEMENT ACADEMY	$129,507.34	580.1	$159,069.80	676.9
LOTTERY*	$527,787.93	2,363.1	$443,514.42	2,025.2
MANAGEMENT	$223,937.29	666.9	$209,844.85	631.3
NATURAL RESOURCES	$4,488,282.84	19,423.4	$4,048,224.16	17,313.6
PAROLE	$50,783.06	204.1	$49,931.68	193.7
PROFESSIONAL LICENSING**	**	**	**	**
PUBLIC DEFENSE	$1,449,658.91	7,275.4	$1,358,216.72	6,658.4
PUBLIC EMPLOYMENT RELATIONS	$70,841.56	230.5	$66,071.91	220.1
PUBLIC HEALTH	$2,011,136.56	8,433.2	$1,824,182.33	7,535.7
PUBLIC SAFETY	$4,396,837.78	18,893.0	$3,856,300.70	16,597.7
REVENUE*	$1,871,781.77	8,251.5	$1,784,883.25	7,912.6
SECRETARY OF STATE	$152,430.23	731.0	$133,093.61	649.7
TRANSPORTATION	$14,031,935.98	91,836.9	$13,264,749.82	85,034.4
TREASURER	$97,731.96	420.2	$86,215.91	359.7
UTILITIES**	$440,789.14	1,471.2	$397,171.89	1,331.8
VETERANS AFFAIRS	$35,004.17	217.8	$25,280.66	148.4
VETERANS HOME	$3,043,662.54	16,959.5	$2,846,841.81	15,799.0
WORKFORCE DEVELOPMENT	$3,625,917.71	16,959.2	$3,235,628.55	15,140.7
GRAND TOTALS	$87,819,939.52	440,722.0	$81,542,852.90	407,804.2

* Formerly part of other department and now are their own department.
** Commerce is now reported individually by division (as of FY08, Professional Licensing is reported with Banking).
*** as of FY07 Justice includes the Consumer Advocate Office, which in previous years has been reported with Commerce-Utilities

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

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

Executive Branch Full-Time Sick Leave, Expenditures & Usage, Fiscal Year 2009

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	$1,476,336.00	6,606.2	$701,262.83	3,392.2	$174,308.76	665.0
AGRICULTURE	$1,155,169.13	6,233.7	$635,157.28	3,462.0	$180,746.32	833.7
ALCOHOLIC BEVERAGES**	$182,232.20	1,056.0	$95,327.35	563.7	$7,663.20	41.0
AUDITOR	$377,177.88	1,751.1	$130,948.11	660.1	$40,020.16	170.5
BANKING**	$407,998.67	1,371.2	$138,556.77	436.2	$115,445.76	368.0
BLIND	$275,753.83	1,418.2	$153,349.13	828.0	$37,264.64	169.0
CIVIL RIGHTS	$76,508.70	370.9	$39,077.55	198.8	$13,406.16	49.5
COLLEGE AID	$187,162.02	943.2	$74,422.80	396.1	$27,284.04	120.0
CORRECTIONS	$9,552,508.87	50,832.3	$5,996,243.49	31,464.8	$504,108.31	2,306.1
CREDIT UNION**	$68,345.62	255.9	$19,685.35	88.3	$25,703.84	88.5
CULTURAL AFFAIRS	$248,028.80	1,236.3	$117,921.61	584.0	$57,153.00	259.5
ECONOMIC DEVELOPMENT*	$591,062.86	2,467.5	$232,122.65	1,049.3	$88,742.64	326.0
EDUCATION	$2,358,614.31	9,972.6	$1,252,223.56	5,362.8	$158,256.85	650.4
ETHICS/CAMPAIGN DISCLOSURE	$22,654.60	109.2	$15,194.80	75.8	$6,635.40	27.0
FINANCE AUTHORITY*	$390,093.07	1,487.8	$183,616.86	776.2	$75,256.00	252.5
GOVERNOR'S OFFICE	$195,655.12	864.1	$69,586.67	330.5	$26,289.24	112.5
HUMAN RIGHTS	$195,463.48	889.2	$92,209.73	413.6	$23,379.60	97.3
HUMAN SERVICES	$15,319,002.65	88,550.2	$9,139,514.65	52,444.2	$1,179,966.12	5,759.9
INSPECTIONS AND APPEALS	$2,215,174.37	9,353.6	$896,786.90	3,872.0	$298,190.39	1,116.9
INSURANCE**	$383,585.59	1,633.1	$203,822.86	913.9	$45,022.32	132.9
IOWA COMMUNICATIONS NTWK	$402,342.51	1,488.5	$188,631.08	717.0	$84,800.80	274.0
IOWA DEPT OF AGING	$143,075.82	647.9	$67,132.42	317.0	$18,843.72	73.0
IOWA PUBLIC TELEVISION	$369,956.81	1,664.8	$145,029.29	672.1	$61,536.72	259.4
IPERS*	$330,962.06	1,344.1	$147,859.86	642.0	$57,047.00	187.5
JUSTICE***	$1,285,823.56	4,281.3	$456,677.20	1,680.7	$242,608.48	646.0
LAW ENFORCEMENT ACADEMY	$94,986.64	456.8	$44,844.16	220.5	$32,372.60	136.0
LOTTERY*	$390,360.38	1,826.5	$143,434.51	709.4	$110,741.44	491.5
MANAGEMENT	$149,823.50	478.2	$52,324.74	168.3	$19,794.48	56.0
NATURAL RESOURCES	$3,057,818.33	14,161.8	$1,110,287.88	5,233.5	$517,151.76	2,086.5
PAROLE	$38,070.77	173.5	$22,180.32	103.0	$1,960.40	5.0
PROFESSIONAL LICENSING**	**	**	**	**	**	**
PUBLIC DEFENSE	$1,125,409.75	5,957.1	$677,339.05	3,594.0	$97,215.92	449.5
PUBLIC EMPLOYMENT RELATIONS	$49,681.85	175.6	$11,904.17	55.0	$16,502.64	45.0
PUBLIC HEALTH	$1,704,512.27	7,415.8	$836,040.10	3,756.0	$173,931.76	625.5
PUBLIC SAFETY	$2,726,822.62	13,242.1	$899,361.63	4,297.0	$65,982.80	295.5
REVENUE*	$1,291,285.08	6,198.7	$675,278.03	3,370.3	$102,762.24	458.0
SECRETARY OF STATE	$128,048.11	621.9	$50,079.97	269.5	$25,191.84	99.0
TRANSPORTATION	$8,958,645.92	61,572.9	$4,367,450.37	22,493.5	$433,692.51	5,375.3
TREASURER	$84,542.09	410.8	$44,021.70	255.8	$12,961.20	38.2
UTILITIES**	$322,668.91	1,122.8	$172,429.87	624.9	$45,976.78	160.4
VETERANS AFFAIRS	$44,335.15	274.8	$28,114.66	182.9	$2,587.44	10.5
VETERANS HOME	$2,540,858.13	15,170.3	$1,863,492.49	11,028.9	$108,265.40	573.0
WORKFORCE DEVELOPMENT	$2,598,294.40	13,179.9	$1,463,165.00	7,447.2	$261,316.49	1,123.0
GRAND TOTALS	$63,516,852.43	339,268.4	$33,654,109.45	175,151.0	$5,578,087.17	27,014.0

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

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

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

Executive Branch Full-Time Other Types Leave, Expenditures & Usage, Fiscal Year 2009

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	$1,339.39	9.3	$26,409.28	119.4	$2,703.48	10.7
AGRICULTURE	$0.00	0.0	$37,414.02	196.4	$3,459.90	18.2
ALCOHOLIC BEVERAGES**	$0.00	0.0	$10,365.26	54.9	$741.14	3.1
AUDITOR	$0.00	0.0	$0.00	0.0	$0.00	0.0
BANKING**	$0.00	0.0	$3,020.02	11.3	$0.00	0.0
BLIND	$699.52	5.1	$2,819.34	16.1	$187.25	0.6
CIVIL RIGHTS	$0.00	0.0	$339.10	1.8	$0.00	0.0
COLLEGE AID	$0.00	0.0	$3,387.04	20.3	$3,215.75	14.6
CORRECTIONS	$64,172.13	343.8	$380,955.61	2,039.8	$6,345.06	34.1
CREDIT UNION**	$0.00	0.0	$856.32	3.0	$0.00	0.0
CULTURAL AFFAIRS	$0.00	0.0	$3,868.44	20.9	$212.86	1.0
ECONOMIC DEVELOPMENT*	$0.00	0.0	$7,421.21	31.1	$0.00	0.0
EDUCATION	$11,809.31	19.4	$33,325.10	140.1	$8,786.25	34.9
ETHICS/CAMPAIGN DISCLOSURE	$0.00	0.0	$154.56	1.0	$0.00	0.0
FINANCE AUTHORITY*	$0.00	0.0	$9,824.45	38.7	$0.00	0.0
GOVERNOR'S OFFICE	$0.00	0.0	$3,337.15	17.7	$378.88	2.0
HUMAN RIGHTS	$0.00	0.0	$1,491.69	6.3	$83.64	0.5
HUMAN SERVICES	$52,584.24	308.5	$136,990.39	766.3	$30,327.13	157.9
INSPECTIONS AND APPEALS	$1,262.46	4.9	$43,626.12	185.6	$1,777.78	6.3
INSURANCE**	$0.00	0.0	$6,406.27	30.2	$1,226.60	5.2
IOWA COMMUNICATIONS NTWK	$0.00	0.0	$11,701.92	38.5	$1,929.54	6.1
IOWA DEPT OF AGING	$0.00	0.0	$3,515.98	13.6	$219.44	1.0
IOWA PUBLIC TELEVISION	$0.00	0.0	$4,902.93	21.5	$0.00	0.0
IPERS*	$0.00	0.0	$7,084.10	32.3	$0.00	0.0
JUSTICE***	$0.00	0.0	$12,841.47	43.1	$893.10	2.9
LAW ENFORCEMENT ACADEMY	$0.00	0.0	$2,628.96	9.0	$0.00	0.0
LOTTERY*	$0.00	0.0	$9,168.06	44.9	$3,631.04	23.0
MANAGEMENT	$0.00	0.0	$1,165.93	3.8	$1,202.65	3.8
NATURAL RESOURCES	$847.60	5.0	$34,029.34	162.0	$5,678.14	26.3
PAROLE	$0.00	0.0	$731.76	4.0	$110.24	1.0
PROFESSIONAL LICENSING**	**	**	**	**	**	**
PUBLIC DEFENSE	$419.78	2.0	$5,878.10	25.5	$1,211.20	6.5
PUBLIC EMPLOYMENT RELATIONS	$0.00	0.0	$2,605.97	7.6	$0.00	0.0
PUBLIC HEALTH	$715.49	3.0	$46,103.74	185.7	$1,031.48	4.5
PUBLIC SAFETY	$44,445.00	170.4	$2,601.72	9.3	$177.76	1.0
REVENUE*	$109.35	0.7	$31,479.28	149.9	$4,117.04	23.5
SECRETARY OF STATE	$0.00	0.0	$3,231.96	17.0	$0.00	0.0
TRANSPORTATION	$96,353.34	555.3	N/A	N/A	N/A	N/A
TREASURER	$0.00	0.0	$1,747.32	8.2	$392.60	2.5
UTILITIES**	$0.00	0.0	$8,302.15	29.6	$699.20	5.0
VETERANS AFFAIRS	$0.00	0.0	$463.98	2.8	$0.00	0.0
VETERANS HOME	$0.00	0.0	$0.00	0.0	$0.00	0.0
WORKFORCE DEVELOPMENT	$0.00	0.0	$63,196.78	307.1	$7,430.63	34.1
GRAND TOTALS	$274,757.61	1,427.4	$965,392.82	4,816.3	$88,169.78	430.3

* Formerly part of other department and now are their own department
** Commerce is now reported individually by division (as of FY08, Professional Licensing is reported with Banking).
*** as of FY07 Justice includes the Consumer Advocate Office, which in previous years has been reported with Commerce-Utilities

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

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

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

Benefits

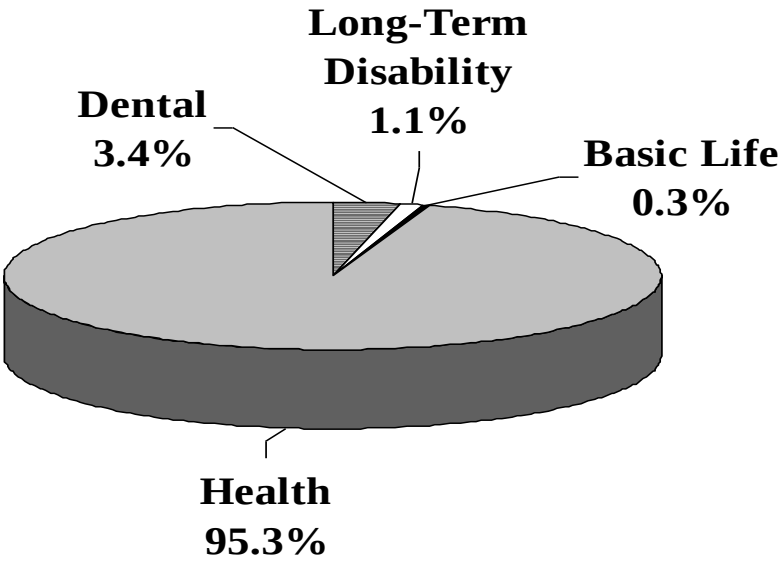
CALENDER YEAR 2009 GROUP INSURANCE BENEFITS FACTS

Insurance Type	Funding Type	Who Pays What?	Projected Year 2009 Costs	Who's Eligible?	Current Vendor
HEALTH Traditional (Plan 3 Plus)	Minimum Premium	State pays 100% for single contracts and 85% of PPO family contract.	Total Projected Wellmark Cost = $162,223,091	AFSCME, Judicial AFSCME, Judicial Non-Contract, 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 72% of Deductible 3 Plus family contract.	Included Above.	UE/IUP and Non-Contract employees who work 20 hours or more per week are eligible.	Wellmark
Managed Care Organization (Category includes all HMOs)	Fully Insured	State pays 100% for single contracts and 85% of the AFSCME PPO family contract except for IUP employees who receive 72% of Deductible 3 Plus.	Total Projected Cost Equals $154,794,950	All employees who work 20 hours or more per week are eligible.	Wellmark, United Healthcare, John Deere (2 Plans), Coventry (2 Plans)
DENTAL	Minimum Premium	State pays 100% for single contracts and 50% for a family contract (except for UE/IUP members).	Total Projected Cost Equals $17,508,661	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 $899,823	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 $1,781,815	Employees must work 30 hours or more per week to be eligible.	The Hartford
LONG TERM DISABILITY	Fully Insured	State pays 100%	Total Projected Cost Equals $3,492,034		

NOTE: Health and Dental Insurance 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 2009



January 1, 2009 - December 31, 2009*

Type Of Insurance	State Contribution	Percent of Total	Employee Contribution	Percent of Total	Total Premium
Health					
Wellmark BCBS	$149,200,126	91.1%	$13,022,965	8.0%	$162,223,091**
MCOs	$154,794,950	100.0%	$0	0.0%	$154,794,950
Subtotal	$303,995,076	95.9%	$13,022,965	4.1%	$317,018,041
Dental	$10,736,707	61.3%	$6,771,954	38.7%	$17,508,661
Life					
Basic	$899,823	100.0%	0	0.0%	$899,823
Optional	$0	0.0%	$1,781,815	100.0%	$1,781,815
Subtotal	$899,823	33.6%	$1,781,815	66.4%	$2,681,638
Long Term Disability	$3,492,034	100.0%	$0	0.0%	$3,492,034
Total	$319,123,640	93.7%	$21,576,734	6.3%	$340,700,374

* Projections use the January 2009 active employee enrollment. Regents' professional and faculty employees are not included in the calculations.

** Does not include SPOC.

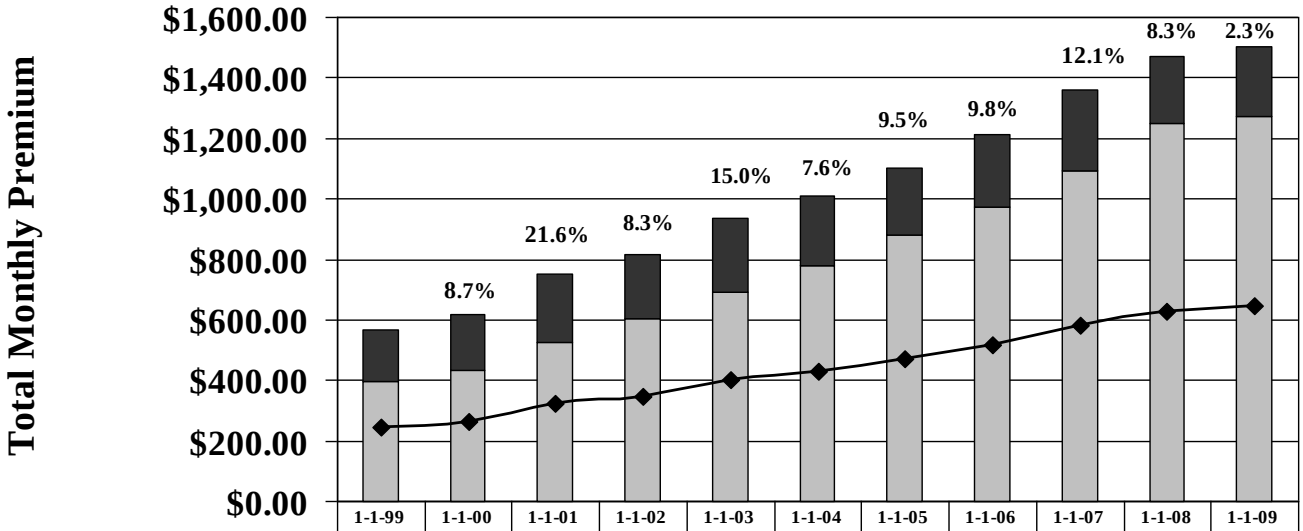
Source: Iowa Department of Administrative Services, HRE - Benefits Bureau Data: EHolland.

Health Plan Provider Premium Comparisons

	Health Plan		2008 Total Monthly Premium	2008 Employer Share	2008 Employee Share	Total Premium Percent Increase	2009 Total Monthly Premium	2009 Employer Share	2009 Employee Share
AFSCME, & Non-Contract Employees	Program 3 Plus	(S)	$628.74	$628.74	$0.00	2.3%	$643.23	$643.23	$0.00
		(F)	$1,471.25	$1,251.81	$219.44	2.3%	$1,505.17	$1,274.79	$230.38
	Deductible 3 Plus	(S)	$632.25	$632.25	$0.00	2.2%	$646.46	$646.46	$0.00
		(F)	$1,479.48	$1,251.82	$227.66	2.2%	$1,512.76	$1,274.80	$237.96
	Iowa Select	(S)	$629.36	$629.36	$0.00	1.8%	$640.92	$640.92	$0.00
		(F)	$1,472.72	$1,251.82	$220.90	1.8%	$1,499.75	$1,274.79	$224.96
	Blue Access	(S)	$396.00	$396.00	$0.00	0.6%	$398.49	$398.49	$0.00
		(F)	$950.28	$950.28	$0.00	-1.9%	$932.47	$932.47	$0.00
	Blue Advantage	(S)	$386.36	$386.36	$0.00	-0.8%	$383.30	$383.30	$0.00
		(F)	$927.20	$927.20	$0.00	-3.3%	$896.94	$896.94	$0.00
	UHC Choice	(S)	$525.47	$525.47	$0.00	NA	Not Offered	Not Offered	Not Offered
		(F)	$1,261.10	$1,251.82	$9.28	NA	Not Offered	Not Offered	Not Offered
	UHC Heritage Select	(S)	$490.77	$490.77	$0.00	NA	Not Offered	Not Offered	Not Offered
		(F)	$1,177.84	$1,177.84	$0.00	NA	Not Offered	Not Offered	Not Offered

*United Health Care of the Midlands.

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



	1-1-99	1-1-00	1-1-01	1-1-02	1-1-03	1-1-04	1-1-05	1-1-06	1-1-07	1-1-08	1-1-09
Employee Share of Family Coverage	$170.48	$185.60	$225.66	$211.28	$242.90	$229.98	$222.56	$238.38	$267.42	$219.44	$230.38
Employer Share of Family Coverage	$398.70	$433.08	$526.53	$603.31	$693.79	$777.90	$881.06	$973.45	$1,091.42	$1,251.81	$1,274.79
Single Coverage Cost	$245.91	$264.38	$321.44	$348.12	$400.29	$430.72	$471.63	$517.87	$580.71	$628.74	$643.23

NOTE: Program 3-Plus shown because as of 01/01/09 over 23% of health contract holders were in this plan.

NOTE: Percentages indicate Total Premium change from prior year.

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

Health Plan Enrollments as of 01/01/09

(ACTIVE EMPLOYEES ONLY)

Wellmark	Single	Family	Double Spouse	Combined	Percentage Enrolled
Plan 3 Plus	4,180	1,920	555	6,655	23.0%
Deductible 3 Plus	715	465	93	1,273	4.4%
Iowa Select	2,806	2,366	301	5,473	18.9%
Subtotal	**7,701**	**4,751**	**949**	**13,401**	**46.3%**
Managed Care Plans					
Blue Access	1,951	8,006	213	10,170	35.1%
Blue Advantage	717	4,582	82	5,381	18.6%
UnitedHealthcare Choice	0	0	0	0	0.0%
UHC Heritage Select	0	0	0	0	0.0%
Subtotal	**2,668**	**12,588**	**295**	**15,551**	**53.7%**
Total Health	**10,369**	**17,339**	**1,244**	**28,952**	**100.0%**
Total Dental	**12,400**	**15,443**	**1,000**	**28,843**	

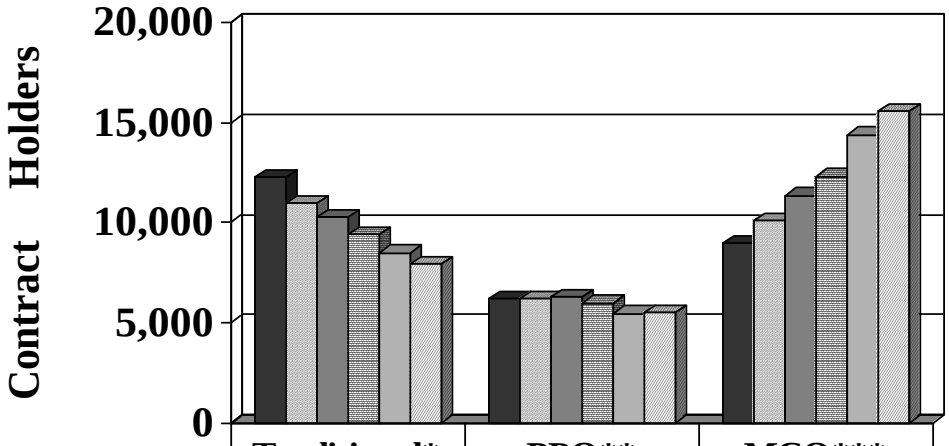
NOTE: Contract Holders are all employees in a particular plan that holds a contract. Therefore, contracts that cover a double spouse situation are counted only once. Contract holders include Legislative, Judicial, or Executive Branch employees (*Includes Fair Authority, Community-Based Corrections, and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

NOTE: Does not include SPOC.

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

Health Plan Enrollments as of 01/01/09

(ACTIVE EMPLOYEES ONLY)



	Traditional*	PPO**	MCO***
2004	12,272	6,165	8,937
2005	10,967	6,196	10,099
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

* 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

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

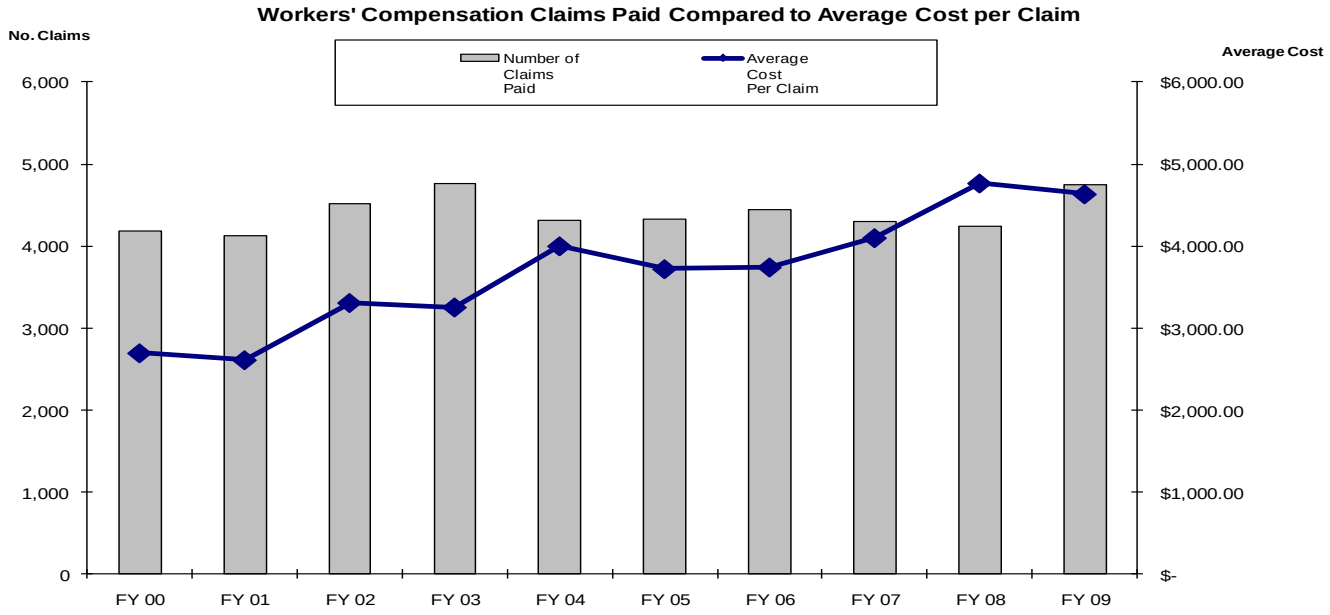
Source: Iowa Department of Administrative Services, HRE - Benefits Bureau Data: EHolland.

Workers' Compensation Claims

Fiscal Year	Total Claim Dollars Paid*	Percent Change	Injuries Receiving One or More Payments**	Percent Change	Average Cost/Claim in Dollars	Percent Change
FY 00	$11,264,304	17.1%	4,177	2.5%	$2,697	14.3%
FY 01	$10,762,300	-4.5%	4,120	-1.4%	$2,612	-3.1%
FY 02	$14,938,337	38.8%	4,513	9.5%	$3,310	26.7%
FY 03	$15,482,638	3.6%	4,786	6.0%	$3,235	-2.3%
FY 04	$17,231,786	11.3%	4,307	-9.4%	$4,001	22.9%
FY 05	$16,120,462	-6.4%	4,331	0.6%	$3,722	-7.0%
FY 06	$16,656,373	3.3%	4,450	2.7%	$3,743	0.6%
FY 07	$17,619,772	5.8%	4,251	-4.5%	$4,145	10.7%
FY 08	$20,218,241	14.7%	4,241	-0.2%	$4,767	15.0%
FY 09	$21,989,298	8.8%	4,744	11.9%	$4,635	-2.8%

* Amount reported on annual financial statement to the Department of Revenue.
Does not include charges incurred from 3rd party claims payor or other administrative costs.
** New or carryover injuries
*** Data population includes Regents Institutions, Community-Based Corrections, and Fair Authority employees.

Workers' Compensation Claims Paid Compared to Average Cost per Claim



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

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

Lost Work Days Due to Injury

Fiscal Year	Number of New Claims	Work Days Lost Due to New Claims	Average Days/Claim	Average Days/Claim Percent Change
FY 01	689	20,669	30.0	11.1%
FY 02	628	16,008	25.5	
FY 03	664	13,801	20.8	-18.5%
FY 04	489	12,905	26.4	27.0%
FY 05	530	12,589	23.8	-10.0%
FY 06	531	12,126	22.8	-3.9%
FY 07	554	12,897	23.3	1.9%
FY 08	609	15,011	24.6	5.9%
FY 09	579	13,924	24.0	-2.4%

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

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

Workers' Compensation Comparisons by Government Branch

			FY 02	FY 03	FY 04	FY 05	FY 06	FY 07	FY 08	FY 09
Total Premiums	Premium Revenue*		$ 12,860,000	$ 17,210,964	$ 17,141,580	$ 16,416,388	$ 17,689,188	$ 18,350,676	$ 19,083,450	$ 19,739,244
	Administrative Fee		[1]	[1]	$ 2,250,000	$ 2,486,680	$ 2,600,004	$ 2,750,016	$ 2,750,004	$ 2,265,101
	Percent of Total	Executive	67.97%	60.93%	56.69%	57.88%	58.45%	58.66%	59.05%	61.15%
		Judicial	1.14%	1.21%	1.04%	1.38%	1.50%	1.50%	1.51%	1.42%
		Legislative	0.19%	0.14%	0.07%	0.07%	0.06%	0.08%	0.09%	0.10%
		Regents	30.70%	37.72%	42.20%	40.67%	39.99%	39.76%	39.35%	37.33%
		Grand Total	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%
			FY 02	FY 03	FY 04	FY 05	FY 06	FY 07	FY 08	FY 09
Paid Claims	Claim Expense		$ 14,364,349	$ 15,723,977	$ 17,234,154	$ 16,120,462	$ 16,656,373	$ 17,619,772	$ 20,218,241	$ 21,989,298
	Administrative Fee		[1]	[1]	$ 2,232,226	$ 2,439,881	$ 2,477,807	$ 2,585,460	$ 2,002,607	$ 2,175,697
	Percent of Total	Executive	61.02%	60.33%	57.89%	57.88%	61.28%	64.66%	64.60%	64.51%
		Judicial	1.17%	1.21%	1.52%	1.38%	2.09%	1.45%	1.00%	1.51%
		Legislative	0.00%	0.01%	0.01%	0.07%	0.24%	0.17%	0.04%	0.00%
		Regents	37.81%	38.45%	40.58%	40.67%	36.39%	33.72%	34.36%	33.98%
		Grand Total	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%

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

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

Unemployment Expenditures

	FY 02	FY 03	FY 04	FY 05
NEW CLAIMS	858	691	633	538
PROTESTS	219	266	191	182
% In Favor of Employer	87.3%	87.3%	76.0%	67.0%
BENEFIT CHARGES PAID	$966,785.00	$722,557.00	$785,392.00	$825,161.00
SERVICE FEE	$23,492.75	$22,416.00	$23,047.00	$22,899.00
TOTAL COSTS	$990,277.75	$744,973.00	$808,439.00	$848,060.00
Credit Balances (Returned to General Fund)	$9,195.00	$21,468.00	$15,068.00	$25,507.00
NET COSTS (Total Costs - Credits Returned)	$981,082.75	$723,505.00	$793,371.00	$822,553.00

	FY 06	FY 07	FY 08	FY 09
NEW CLAIMS	591	536	576	739
PROTESTS	222	205	168	217
% In Favor of Employer	76.0%	80.0%	76.8%	82.0%
BENEFIT CHARGES PAID	$813,686.00	$710,370.00	$716,107.00	$835,943.92
SERVICE FEE	$22,893.00	$27,643.00	$28,126.00	$28,930.00
TOTAL COSTS	$836,579.00	$738,013.00	$744,233.00	$864,873.92
Credit Balances (Returned to General Fund)	$28,449.00	$29,986.00	$14,409.00	$31,249.77
NET COSTS (Total Costs - Credits Returned)	$808,130.00	$708,027.00	$729,824.00	$833,624.15

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 2009

DEPARTMENT	Total Claims	Claims		Claim Decisions Received	Claim Decisions	
		Protested	Not Protested		Favorable	Unfavorable
ADMINISTRATIVE SERVICES	0	0	0	0	0	0
AGRICULTURE	3	0	3	0	0	0
ALCOHOLIC BEVERAGES***	3	1	2	1	1	0
AUDITOR	*	*	*	*	*	*
BANKING***	1	0	1	0	0	0
BLIND	1	1	0	1	1	0
CIVIL RIGHTS	0	0	0	0	0	0
COLLEGE AID	0	0	0	0	0	0
COMMERCE	***	***	***	***	***	***
CORRECTIONS	49	27	22	27	24	3
CREDIT UNION***	0	0	0	0	0	0
CULTURAL AFFAIRS	6	2	4	1	1	0
ECONOMIC DEVELOPMENT**	3	2	1	2	2	0
EDUCATION	7	5	2	4	3	1
ETHICS/CAMPAIGN DISCLOSURE	0	0	0	0	0	0
FINANCE AUTHORITY**	2	1	1	1	1	0
GOVERNOR'S OFFICE	1	1	0	1	1	0
HUMAN RIGHTS	6	1	5	0	0	0
HUMAN SERVICES	146	73	73	68	52	16
INSPECTIONS AND APPEALS	10	6	4	4	4	0
INSURANCE***	0	0	0	0	0	0
IOWA COMMUNICATIONS NTWRK	0	0	0	1	1	0
IOWA DEPT OF AGING	1	1	0	0	0	0
IOWA PUBLIC TELEVISION	1	0	1	0	0	0
IPERS**	0	0	0	0	0	0
JUSTICE****	1	0	1	0	0	0
LAW ENFORCEMENT ACADEMY	1	1	0	1	1	0
LOTTERY**	1	0	1	1	1	0
MANAGEMENT	0	0	0	0	0	0
NATURAL RESOURCES	104	8	96	6	5	1
PAROLE	1	1	0	1	1	0
PROFESSIONAL LICENSING***	***	***	***		***	***
PUBLIC DEFENSE	7	1	6	0	0	0
PUBLIC EMPLOYMENT RELATIONS	0	0	0	0	0	0
PUBLIC HEALTH	*	*	*		*	*
PUBLIC SAFETY	7	0	7	0	0	0
REVENUE**	43	1	42	3	2	1
SECRETARY OF STATE	0	0	0	0	0	0
TRANSPORTATION	88	13	75	18	13	5
TREASURER	*	*	*		*	*
UTILITIES***	0	0	0	0	0	0
VETERAN'S AFFAIRS	0	0	0	0	0	0
VETERAN'S HOME	70	34	36	19	14	5
WORKFORCE DEVELOPMENT	*	*	*		*	*
GRAND TOTALS	563	180	383	160	128	32

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

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 02	FY 03	FY 04	FY 05
Number of employees*	18,953	18,977	19,198	19,202
Number of clients served	747	686	660	686
Percent utilization	3.9%	3.6%	3.4%	3.6%
Number of counseling hours	1,701	1,368	1,535	1,517
Average number of counseling hours/client	2.28	1.99	2.33	2.21
EAP COSTS				
Counseling	$121,724	$97,863	$99,758	$108,541
Training	$3,523	$2,690	$1,825	$318
TOTAL	$125,247	$100,553	$101,583	$108,859
Average total counseling costs/client	$162.95	$142.66	$151.15	$158.22
Average cost/employee	$6.61	$5.30	$5.29	$5.67

	FY 06	FY 07	FY 08	FY 09
Number of employees*	19,726	19,964	20,552	20,515
Number of clients served	886	830	1,001	888
Percent utilization	4.5%	4.2%	4.9%	4.3%
Number of counseling hours	1,608	1,265	1,382	1,540
Average number of counseling hours/client	1.81	1.52	1.38	1.73
EAP COSTS				
Counseling	$126,499	$110,403	$107,808	$120,142
Training	$0	$4,535	$4,365	$3,963
TOTAL	$126,499	$114,938	$112,173	$124,105
Average total counseling costs/client	$142.78	$133.02	$126.53	$135.29
Average cost/employee	$6.41	$5.76	$5.46	$6.05

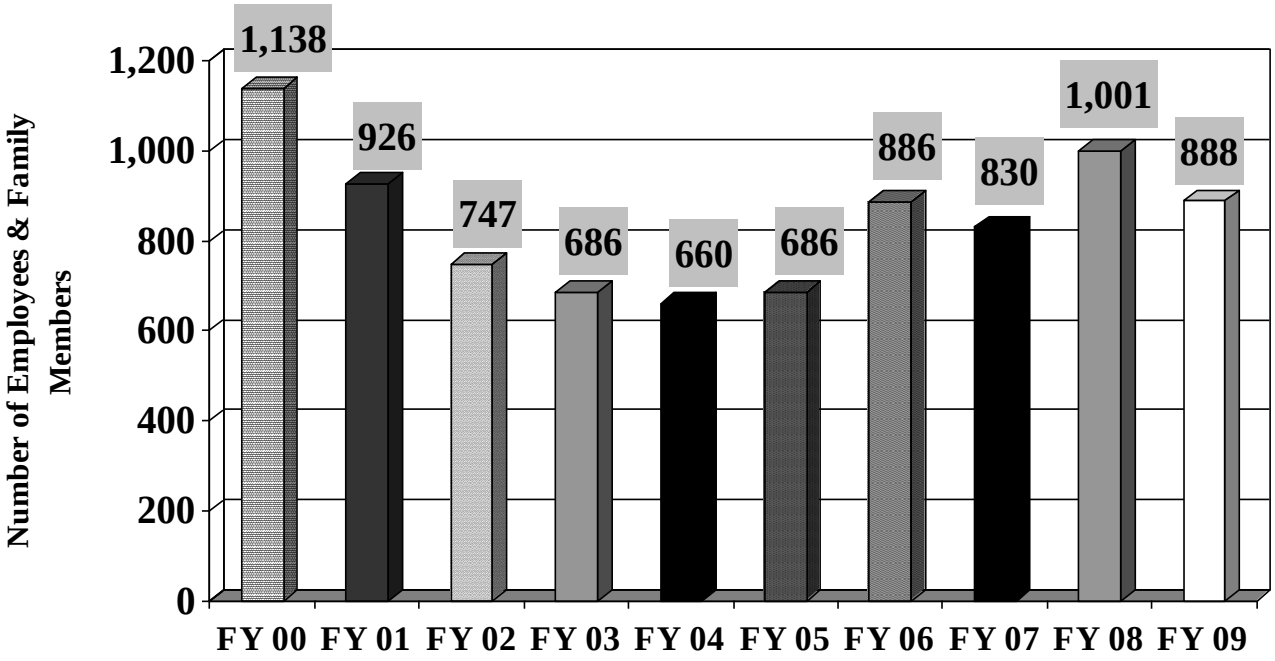
*This number Includes: Only Full-Time Executive Branch (*excludes Community-Based Corrections, Regent Institutions and Fair Authority*)

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 2009

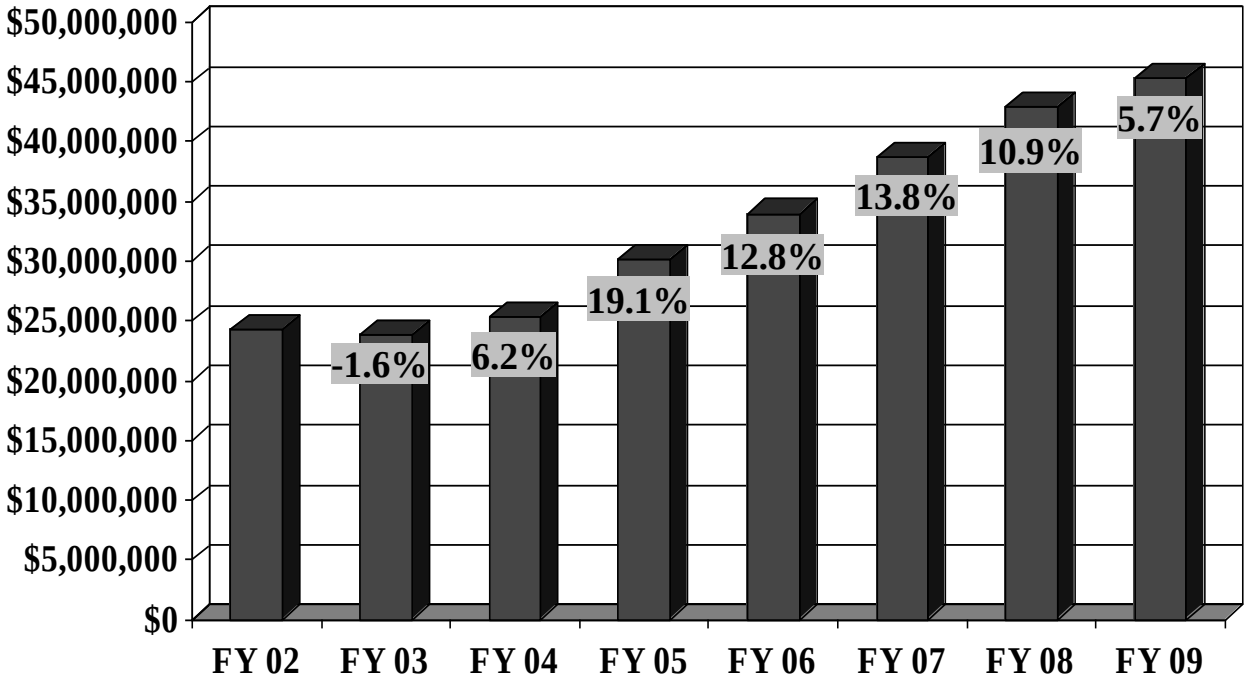
State Government	# Eligible	# Deferring	Participation
EXECUTIVE BRANCH			
AFSCME			
Clerical (001)	**1,821**	**886**	**48.7%**
Technical (002)	**3,928**	**1,875**	**47.7%**
Blue Collar (003)	**2,300**	**1,346**	**58.5%**
Fiscal & Staff (004/104)	**2,740**	**2,024**	**73.9%**
Security (006)	**2,143**	**1,134**	**52.9%**
Patient Care (011)	**651**	**412**	**63.3%**
Subtotal	**13,583**	**7,677**	**56.5%**
UE/IUP			
Social Services (005)	**1,516**	**839**	**55.3%**
Science (009)	**479**	**356**	**74.3%**
Social Services-IMW (015)	**790**	**414**	**52.4%**
Subtotal	**2,785**	**1,609**	**57.8%**
SPOC			
Public Safety (007)	**656**	**554**	**84.5%**
NONCONTRACT	**3,883**	**2,668**	**68.7%**
TOTAL	**20,907**	**12,508**	**59.8%**
JUDICIAL BRANCH			
AFSCME	**758**	**441**	**58.2%**
NONCONTRACT	**1,091**	**756**	**69.3%**
PPME	**108**	**71**	**65.7%**
TOTAL	**1,957**	**1,268**	**64.8%**
LEGISLATIVE BRANCH			
TOTAL	**359**	**139**	**38.7%**
COMMUNITY BASED CORRECTIONS			
TOTAL	**1,150**	**855**	**74.3%**
GRAND TOTAL	**24,373**	**14,770**	**60.6%**

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 750 job classes.
- Of the 1,145 non-promotional hires in Fiscal Year 2009, 55.5% were in 27 job classes.
- The Executive Branch new hire rate (the percentage of non-promotional hires to total workforce) has increased from 3.4% in FY '02 to 5.6% in FY '09.
- Of the 1,210 employees who left Executive Branch employment in Fiscal Year 2009, 54.8% were in 25 job classes.
- The Executive Branch separation rate (the percentage of individuals who left Executive Branch employment to total workforce) decreased from 10.4% in Fiscal Year 2002 to 5.9% in Fiscal Year 2009.
- A five-year average of separations shows that over 52.5% 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 2009

Rank	Class Code	Class Title	Count	Percentage of Full-Time FY '09 Workforce
1	86406	Correctional Officer (& 76406)	1,626	7.9%
2	03201	Resident Treatment Worker	1,349	6.6%
3	03089	Income Maintenance Worker 2	714	3.5%
4	08121	Highway Technician Associate	672	3.3%
5	03011	Social Worker 2 (& 23013)	621	3.0%
6	00025	Secretary 1 (& 90025)	323	1.6%
7	00026	Secretary 2 (& 90026)	317	1.5%
8	00807	Workforce Advisor	286	1.4%
9	00018	Clerk - Specialist (& 90018)	281	1.4%
10	02020	Registered Nurse (& 82020)	269	1.3%
11	03016	Social Worker 3 (& 23016)	266	1.3%
12	00013	Typist-Advanced	251	1.2%
13	00709	Administrative Assistant 2 (& 90709)	239	1.2%
14	00121	Information Technology Specialist 4 (& 90121)	212	1.0%
15	00708	Administrative Assistant 1 (& 90708)	210	1.0%
16	00711	Executive Officer 2 (& 90711)	200	1.0%
17	00122	Information Technology Specialist 5 (& 90122)	189	0.9%
18	02002	Licensed Practical Nurse (& 82002)	187	0.9%
19	03345	Child Support Recovery Officer	164	0.8%
20	86419	Correctional Counselor	157	0.8%
22	16000	Trooper 2	155	0.8%
22	03040	Youth Services Worker	155	0.8%
23	00710	Executive Officer 1 (& 90710)	154	0.8%
24	04023	Program Planner 3 (& 94023)	149	0.7%
25	10170	Special Agent	140	0.7%
TOTAL			9,146	44.6%

-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 2009

Rank	Class Code	Class Title	Count	Percentage of Full-Time FY '09 Hires
1	03201	Resident Treatment Worker	157	13.7%
2	86406	Correctional Officer	100	8.7%
3	03089	Income Maintenance Worker 2	66	5.8%
4	02002	Licensed Practical Nurse (& 82002)	42	3.7%
5	02020	Registered Nurse (& 82020)	34	3.0%
6	00013	Typist-Advanced	28	2.4%
7	03011	Social Worker 2	24	2.1%
9	08121	Highway Technician Associate	21	1.8%
9	00025	Secretary 1	21	1.8%
10	07005	Custodial Worker	18	1.6%
12	01071	Education Program Consultant	16	1.4%
12	08328	Electrical Inspector	16	1.4%
13	00708	Administrative Assistant 1	15	1.3%
14	03174	Disability Examiner	14	1.2%
16	00121	Information Technology Specialist 4	13	1.1%
16	03010	Social Work Associate	13	1.1%
20	45007	Assistant Attoryney General 1	11	1.0%
20	00017	Clerk-Advanced	11	1.0%
20	07200	Food Service Worker	11	1.0%
20	00807	Workforce Advisor	11	1.0%
27	02060	Community Health Consultant	10	0.9%
27	06298	Drivers License Clerk	10	0.9%
27	00710	Executive Officer 1 (& 90710)	10	0.9%
27	04219	Transportation Engineer Intern	10	0.9%
27	87237	Correctional Food Service Coordinator	9	0.8%
27	08375	Mechanic	9	0.8%
27	15186	Physician	9	0.8%
Totals			*709*	*61.9%*

NOTE: There were 1,145 total non-promotional hires in Fiscal Year 2009.

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 02			FY 03			FY 04			FY 05		
	Hires	Workforce	Rate	Hires	Workforce	Rate	Hires	Workforce	Rate	Hires	Workforce	Rate
ADMINISTRATIVE SERVICES	*	*	*	*	*	*	23	366	6.3%	19	366	5.2%
AGRICULTURE	9	381	2.4%	17	385	4.4%	10	381	2.6%	18	380	4.7%
ALCOHOLIC BEVERAGES	****	****	****	****	****	****	****	****	****	16	51	31.4%
AUDITOR	3	101	3.0%	12	103	11.7%	10	100	10.0%	38	112	33.9%
BANKING	****	****	****	****	****	****	****	****	****	7	62	11.3%
BLIND	5	95	5.3%	9	100	9.0%	5	102	4.9%	5	99	5.1%
CIVIL RIGHTS	0	35	0.0%	0	28	0.0%	1	27	3.7%	1	23	4.3%
COLLEGE AID	2	36	5.6%	0	37	0.0%	3	36	8.3%	5	41	12.2%
COMMERCE	10	293	3.4%	12	287	4.2%	36	308	11.7%	****	****	****
CORRECTIONS	71	2,863	2.5%	309	2,977	10.4%	114	2,939	3.9%	117	2,871	4.1%
CREDIT UNION	****	****	****	****	****	****	****	****	****	5	16	31.3%
CULTURAL AFFAIRS	0	70	0.0%	5	63	7.9%	9	65	13.8%	3	64	4.7%
ECONOMIC DEVELOPMENT***	25	201	12.4%	13	207	6.3%	14	216	6.5%	6	131	4.6%
EDUCATION	38	612	6.2%	32	599	5.3%	23	609	3.8%	38	592	6.4%
ELDER AFFAIRS	4	29	13.8%	0	29	0.0%	2	24	8.3%	4	28	14.3%
ETHICS/CAMPAIGN DISCLOSURE	0	5	0.0%	0	6	0.0%	0	6	0.0%	0	6	0.0%
FINANCE AUTHORITY	***	***	***	***	***	***	***	***	***	5	86	5.8%
GENERAL SERVICES	4	174	2.3%	9	162	5.6%	**	**	**	**	**	**
GOVERNOR'S OFFICE	7	44	15.9%	11	39	28.2%	4	40	10.0%	5	40	12.5%
HUMAN RIGHTS	3	51	5.9%	2	51	3.9%	6	54	11.1%	4	57	7.0%
HUMAN SERVICES	241	5,136	4.7%	266	5,038	5.3%	381	5,146	7.4%	474	5,237	9.1%
INFORMATION TECHNOLOGY	4	113	3.5%	8	116	6.9%	**	**	**	**	**	**
INSPECTIONS AND APPEALS	17	456	3.7%	28	459	6.1%	31	474	6.5%	31	488	6.4%
INSURANCE	****	****	****	****	****	****	****	****	****	5	84	6.0%
IOWA COMMUNICATIONS NTWRK	5	97	5.2%	7	95	7.4%	5	96	5.2%	2	90	2.2%
IOWA PUBLIC TELEVISION	5	123	4.1%	0	112	0.0%	6	116	5.2%	2	110	1.8%
IPERS	***	***	***	***	***	***	1	86	1.2%	6	83	7.2%
JUSTICE*****	10	210	4.8%	3	202	1.5%	15	207	7.2%	21	203	10.3%
LAW ENFORCEMENT ACADEMY	1	30	3.3%	0	27	0.0%	0	27	0.0%	0	27	0.0%
LOTTERY	***	***	***	***	***	***	1	108	0.9%	2	108	1.9%
MANAGEMENT	1	27	3.7%	0	27	0.0%	1	28	3.6%	1	27	3.7%
NATURAL RESOURCES	36	853	4.2%	50	880	5.7%	49	898	5.5%	38	912	4.2%
PAROLE	1	11	9.1%	0	10	0.0%	0	11	0.0%	1	10	10.0%
PERSONNEL	6	148	4.1%	5	151	3.3%	**	**	**	**	**	**
PROFESSIONAL LICENSING	****	****	****	****	****	****	****	****	****	0	10	0.0%
PUBLIC DEFENSE	26	306	8.5%	32	327	9.8%	49	366	13.4%	23	373	6.2%
PUBLIC EMPLOYMENT RELATIONS	0	9	0.0%	1	10	10.0%	0	10	0.0%	0	10	0.0%
PUBLIC HEALTH	32	372	8.6%	40	397	10.1%	23	388	5.9%	45	394	11.4%
PUBLIC SAFETY	5	898	0.6%	7	861	0.8%	16	838	1.9%	56	847	6.6%
REVENUE***	3	491	0.6%	3	473	0.6%	23	359	6.4%	22	369	6.0%
SECRETARY OF STATE	0	30	0.0%	7	34	20.6%	4	35	11.4%	3	39	7.7%
TRANSPORTATION	8	3,139	0.3%	136	3,163	4.3%	57	3,156	1.8%	106	3,112	3.4%
TREASURER	5	24	20.8%	7	21	33.3%	6	24	25.0%	5	22	22.7%
UTILITIES	****	****	****	****	****	****	****	****	****	4	90	4.4%
VETERAN'S AFFAIRS	54	733	7.4%	74	736	10.1%	86	769	11.2%	81	779	10.4%
WORKFORCE DEVELOPMENT	12	757	1.6%	28	765	3.7%	37	783	4.7%	31	753	4.1%
GRAND TOTALS	653	18,953	3.4%	1,133	18,977	6.0%	1,051	19,198	5.5%	1,255	19,202	6.5%

* Department not in existence at the time.
** Former individual departments, which now make up the Department of Administrative Services.
*** Formerly part of other department and now are their own department.
**** Commerce is now reported individually by division (as of FY08, Professional Licensing is reported with Banking).
***** as of FY07 Justice includes the Consumer Advocate Office, which in previous years has been reported with Commerce-Utilities

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

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

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

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

DEPARTMENT	FY 06			FY 07			FY 08			FY 09		
	Hires	Workforce	Rate	Hires	Workforce	Rate	Hires	Workforce	Rate	Hires	Workforce	Rate
ADMINISTRATIVE SERVICES	24	367	6.5%	28	375	7.5%	39	400	9.8%	26	402	6.5%
AGRICULTURE	28	385	7.3%	31	382	8.1%	34	392	8.7%	8	385	2.1%
ALCOHOLIC BEVERAGES****	6	50	12.0%	22	61	36.1%	11	61	18.0%	7	59	11.9%
AUDITOR	13	107	12.1%	22	106	20.8%	25	110	22.7%	0	102	0.0%
BANKING****	5	64	7.8%	2	64	3.1%	5	81	6.2%	3	80	3.8%
BLIND	2	97	2.1%	3	92	3.3%	2	89	2.2%	2	86	2.3%
CIVIL RIGHTS	0	23	0.0%	4	23	17.4%	4	26	15.4%	2	27	7.4%
COLLEGE AID	7	41	17.1%	10	46	21.7%	7	50	14.0%	7	55	12.7%
COMMERCE	****	****	****	****	****	****	****	****	****	****	****	****
CORRECTIONS	201	2,920	6.9%	354	3,079	11.5%	312	3,151	9.9%	174	3,119	5.6%
CREDIT UNION	0	15	0.0%	0	13	0.0%	3	17	17.6%	0	14	0.0%
CULTURAL AFFAIRS	8	70	11.4%	6	71	8.5%	6	75	8.0%	0	70	0.0%
ECONOMIC DEVELOPMENT***	6	127	4.7%	6	131	4.6%	17	147	11.6%	5	146	3.4%
EDUCATION	30	596	5.0%	33	573	5.8%	75	612	12.3%	53	637	8.3%
ETHICS/CAMPAIGN DISCLOSURE	0	6	0.0%	0	5	0.0%	1	6	16.7%	0	6	0.0%
FINANCE AUTHORITY***	2	86	2.3%	1	83	1.2%	6	86	7.0%	7	82	8.5%
GENERAL SERVICES	**	**	**	**	**	**	**	**	**	**	**	**
GOVERNOR'S OFFICE	7	40	17.5%	15	39	38.5%	7	49	14.3%	5	50	10.0%
HUMAN RIGHTS	3	55	5.5%	1	52	1.9%	7	56	12.5%	2	54	3.7%
HUMAN SERVICES	636	5,520	11.5%	561	5,625	10.0%	702	5,781	12.1%	403	5,767	7.0%
INFORMATION TECHNOLOGY	**	**	**	**	**	**	**	**	**	**	**	**
INSPECTIONS AND APPEALS	25	505	5.0%	34	514	6.6%	57	531	10.7%	19	536	3.5%
INSURANCE****	12	87	13.8%	7	88	8.0%	8	88	9.1%	8	92	8.7%
IOWA COMMUNICATIONS NTWRK	5	80	6.3%	7	84	8.3%	4	81	4.9%	4	86	4.7%
IOWA DEPT OF AGING	2	32	6.3%	4	32	12.5%	7	37	18.9%	3	36	8.3%
IOWA PUBLIC TELEVISION	4	116	3.4%	12	116	10.3%	1	111	0.9%	3	110	2.7%
IPERS***	4	86	4.7%	2	82	2.4%	1	79	1.3%	0	77	0.0%
JUSTICE*****	14	204	6.9%	29	241	12.0%	20	246	8.1%	20	256	7.8%
LAW ENFORCEMENT ACADEMY	3	27	11.1%	0	27	0.0%	1	26	3.8%	1	25	4.0%
LOTTERY***	8	112	7.1%	5	111	4.5%	5	110	4.5%	6	109	5.5%
MANAGEMENT	1	28	3.6%	1	30	3.3%	1	32	3.1%	0	31	0.0%
NATURAL RESOURCES	43	928	4.6%	70	945	7.4%	68	974	7.0%	23	948	2.4%
PAROLE	1	10	10.0%	4	11	36.4%	2	11	18.2%	2	12	16.7%
PERSONNEL	**	**	**	**	**	**	**	**	**	**	**	**
PROFESSIONAL LICENSING****	1	12	8.3%	2	14	14.3%	****	****	****	****	****	****
PUBLIC DEFENSE	15	361	4.2%	28	354	7.9%	38	362	10.5%	44	379	11.6%
PUBLIC EMPLOYMENT RELATIONS	0	9	0.0%	0	9	0.0%	2	11	18.2%	0	10	0.0%
PUBLIC HEALTH	25	410	6.1%	36	407	8.8%	46	432	10.6%	29	445	6.5%
PUBLIC SAFETY	116	948	12.2%	60	953	6.3%	71	990	7.2%	33	994	3.3%
REVENUE***	14	373	3.8%	14	362	3.9%	38	385	9.9%	16	376	4.3%
SECRETARY OF STATE	2	40	5.0%	5	36	13.9%	3	38	7.9%	1	37	2.7%
TRANSPORTATION	87	3,112	2.8%	140	3,045	4.6%	175	3,063	5.7%	102	3,032	3.4%
TREASURER	4	23	17.4%	7	24	29.2%	1	23	4.3%	2	25	8.0%
UTILITIES****	3	89	3.4%	4	67	6.0%	2	68	2.9%	2	66	3.0%
VETERAN'S AFFAIRS	87	799	10.9%	90	813	11.1%	133	860	15.5%	2	15	13.3%
VETERAN'S HOME										76	857	8.9%
WORKFORCE DEVELOPMENT	48	766	6.3%	73	779	9.4%	85	805	10.6%	45	820	5.5%
GRAND TOTALS	1,502	19,726	7.6%	1,733	19,964	8.7%	2,032	20,552	9.9%	1,145	20,515	5.6%

* Department not in existence at the time.
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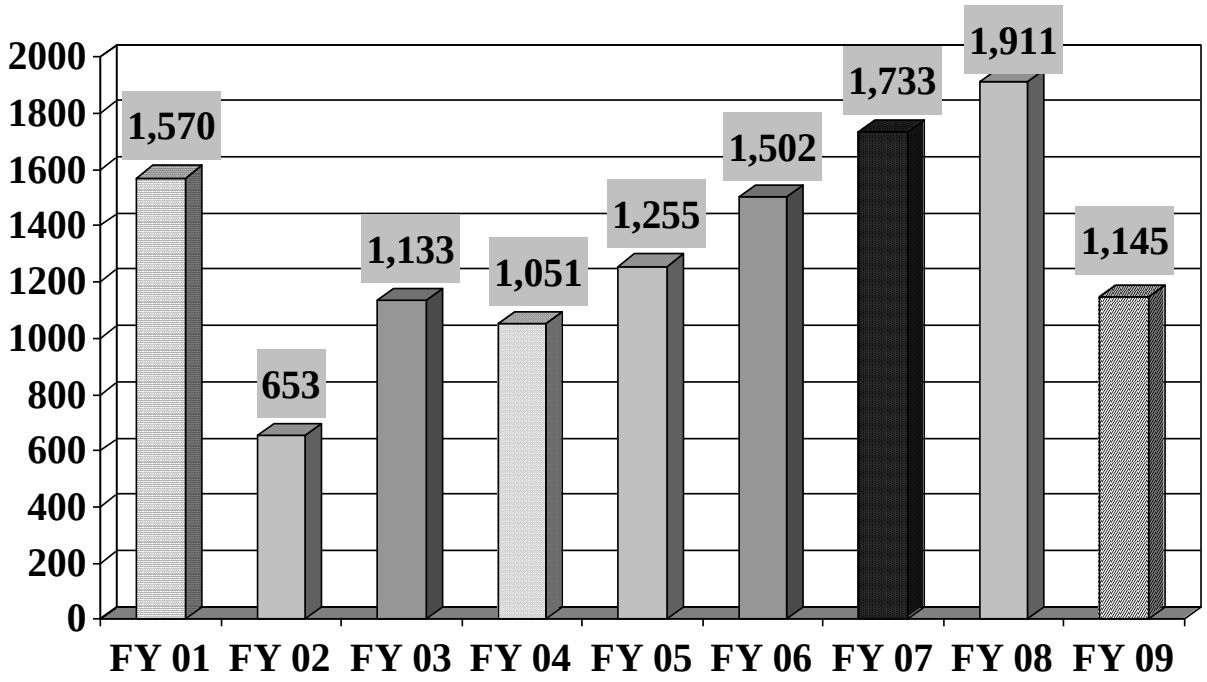
*** Formerly part of other department and now are their own department.
**** Commerce is now reported individually by division (as of FY08, Professional Licensing is reported with Banking).
***** as of FY07 Justice includes the Consumer Advocate Office, which in previous years has been reported with 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

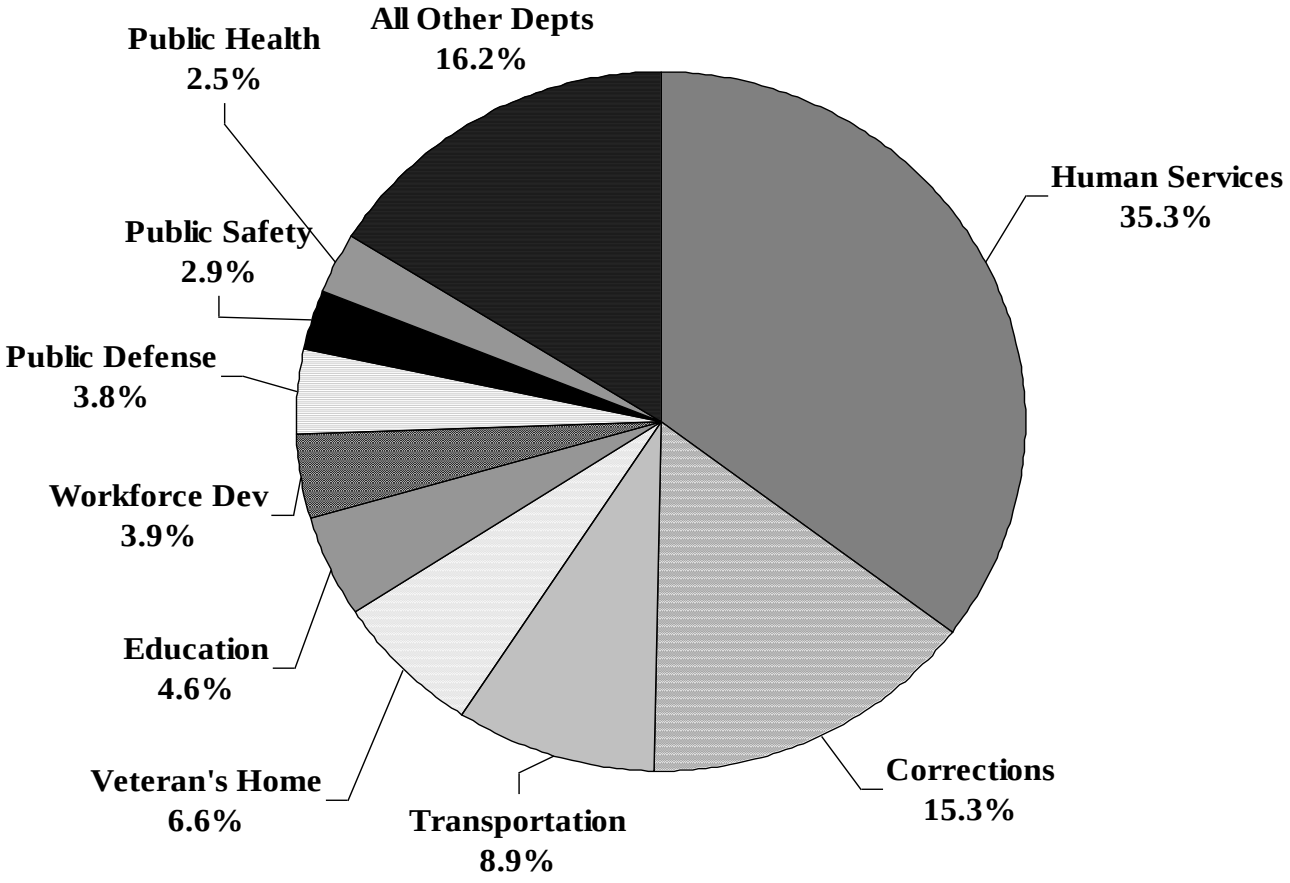


NOTE: New hires represent all non-promotional hires into state government. Not included are all promotional and transfer hires.

-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 2009



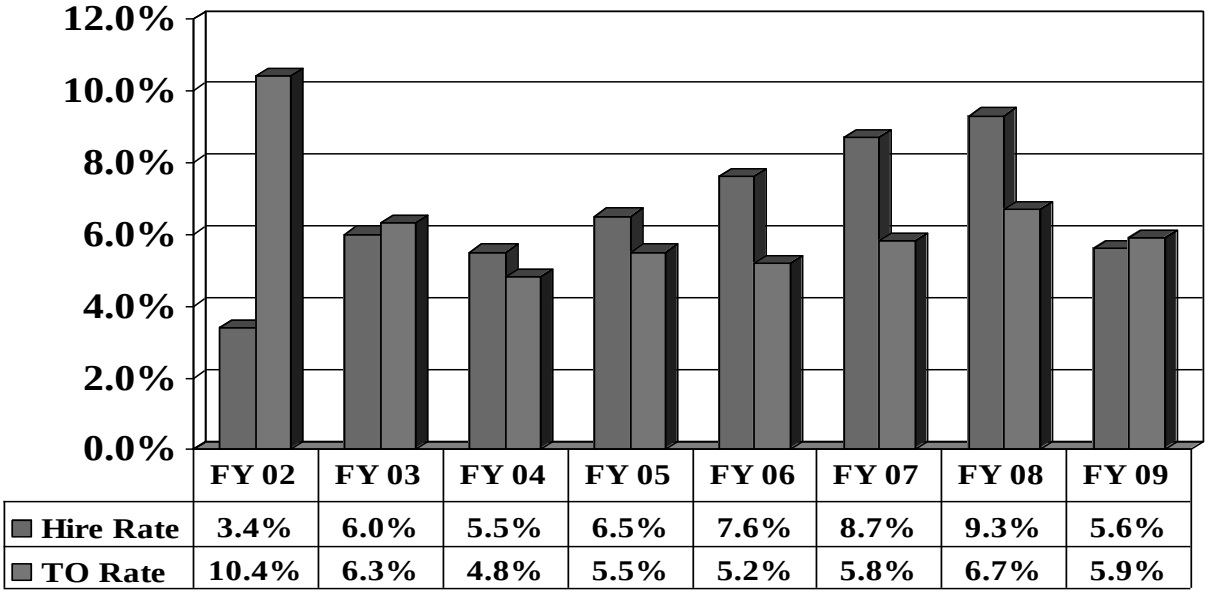
NOTE: Percentages are rounded and may not sum to exactly 100%.

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

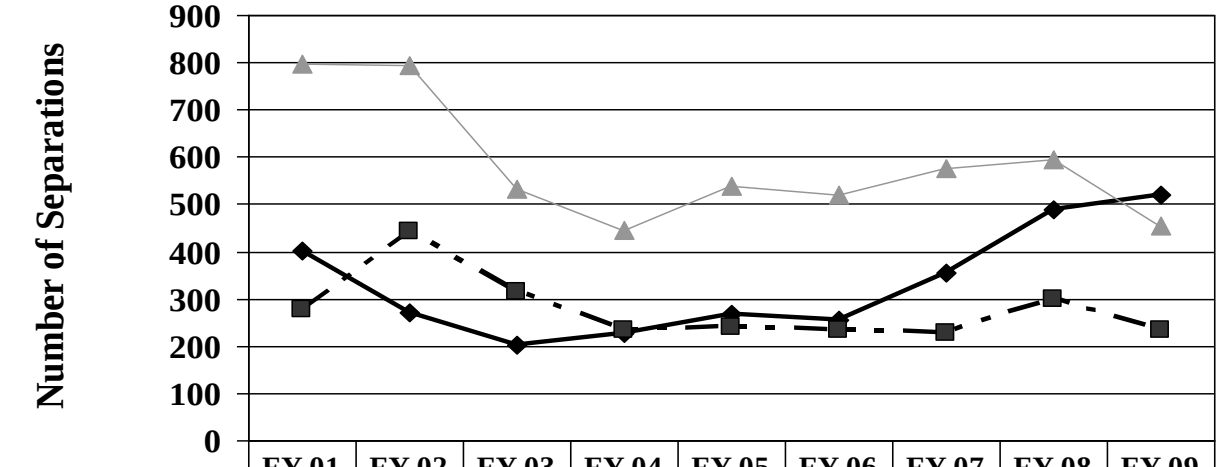
Executive Branch Full-Time Employee New Hire Rate and Separation Rate



	FY 02	FY 03	FY 04	FY 05	FY 06	FY 07	FY 08	FY 09
Hire Rate	3.4%	6.0%	5.5%	6.5%	7.6%	8.7%	9.3%	5.6%
TO Rate	10.4%	6.3%	4.8%	5.5%	5.2%	5.8%	6.7%	5.9%

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 01	FY 02	FY 03	FY 04	FY 05	FY 06	FY 07	FY 08	FY 09
Retires	402	272	202	227	269	256	354	488	521
Involuntary	276	443	316	235	240	235	226	300	233
Voluntary	797	793	531	445	538	521	576	595	456

-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 2009

Rank	Class Code	Class Title	Separations Within Class	Percentage of FY '09 Separations
1	03201	Resident Treatment Worker	135	11.2%
2	86406	Correctional Officer	106	8.8%
3	03089	Income Maintenance Worker 2	57	4.7%
4	08121	HighwayTechnician Associate	40	3.3%
5	02002	Licensed Practical Nurse (& 82002)	36	3.0%
6	02020	Registered Nurse (& 82020)	29	2.4%
7	03011	Social Worker 2	25	2.1%
8	00013	Typist-Advanced	20	1.7%
9	00025	Secretary 1	18	1.5%
10	03040	Youth Services Worker	17	1.4%
11	00807	Workforce Advisor	16	1.3%
12	00026	Secretary 2 (& 90026)	15	1.2%
16	00018	Clerk - Specialist	14	1.2%
16	07005	Custodial Worker	14	1.2%
16	00711	Executive Officer 2 (& 90711)	14	1.2%
17	00708	Administrative Assistant 1 (& 90708)	13	1.1%
19	07200	Food Service Worker	12	1.0%
19	03016	Social Worker 3	12	1.0%
21	00709	Administrative Assistant 2 (& 90709)	10	0.8%
21	00784	Public Service Executive 3	10	0.8%
23	00121	Information Technician Specialist 4	9	0.7%
23	00786	Public Service Executive 3 (& 60786)	9	0.7%
25	00292	Accounting Technician 2 (& 90292)	8	0.7%
25	93345	Child Support Recovery Officer	8	0.7%
25	04513	Environmental Specialist	8	0.7%
25	00710	Executive Officer 1 (& 90710)	8	0.7%
TOTALS			***663***	**54.8%**

NOTE: There were a total of 1,210 individuals who separated from Executive Branch employment in Fiscal Year 2008.

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

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

Executive Branch Separations by Department

DEPARTMENT	FY 02			FY 03			FY 04			FY 05		
	Retires	Terms	Quits	Retires	Terms	Quits	Retires	Terms	Quits	Retires	Terms	Quits
ADMINISTRATION SERVICES	*	*	*	*	*	*	3	8	11	2	3	10
AGRICULTURE	8	14	11	1	3	7	7	4	4	8	2	4
ALCOHOLIC BEVERAGES	***	***	***	***	***	***	*	*	*	2	2	8
AUDITOR	1	6	10	0	0	6	2	1	9	0	0	22
BANKING	***	***	***	***	***	***	*	*	*	0	1	4
BLIND	4	4	1	1	1	1	2	1	1	4	0	3
CIVIL RIGHTS	1	0	0	0	0	1	0	0	1	1	2	0
COLLEGE AID	1	0	1	1	0	0	0	0	5	1	0	0
COMMERCE	3	11	10	4	0	8	1	7	6	***	***	***
CORRECTIONS	24	64	138	18	69	94	45	34	79	34	44	70
CREDIT UNION	***	***	***	***	***	***	*	*	*	0	1	3
CULTURAL AFFAIRS	0	6	4	0	3	3	2	1	3	1	2	3
ECONOMIC DEVELOPMENT	1	1	17	2	3	12	0	4	5	0	4	2
EDUCATION	13	2	22	8	20	12	5	3	15	16	9	19
ELDER AFFAIRS	1	1	3	1	0	1	0	0	1	0	1	0
ETHICS/CAMPAIGN DISCLOSURE	1	0	0	0	0	0	0	0	0	0	0	0
FINANCE AUTHORITY	***	***	***	***	***	***	*	*	*	0	1	3
GENERAL SERVICES	3	13	12	4	6	2	**	**	**	**	**	**
GOVERNOR'S OFFICE	0	0	10	0	2	6	0	0	1	0	0	7
HUMAN RIGHTS	0	1	2	0	1	1	0	0	2	2	1	0
HUMAN SERVICES	85	163	253	71	105	152	53	100	137	75	93	182
INFORMATION TECHNOLOGY	2	10	2	1	2	7				**	**	**
INSPECTIONS AND APPEALS	3	4	23	8	16	27	7	4	14	10	2	23
INSURANCE	***	***	***	***	***	***	*	*	*	0	1	5
IOWA COMMUNICATIONS NTWRK	0	0	5	1	1	6	0	0	2	3	1	3
IOWA PUBLIC TELEVISION	1	1	5	0	1	5	1	0	1	1	1	3
IPERS	***	***	***	***	***	***	1	1	2	2	1	3
JUSTICE	0	0	14	2	0	7	0	0	7	1	1	18
LAW ENFORCEMENT ACADEMY	1	0	0	2	0	0	0	0	0	0	0	0
LOTTERY	***	***	***	***	***	***	0	0	0	1	0	0
MANAGEMENT	0	0	1	0	0	0	0	0	0	0	0	0
NATURAL RESOURCES	7	2	23	10	2	11	24	8	10	8	4	11
PAROLE	1	1	0	0	0	0	0	0	0	1	0	0
PERSONNEL	1	1	6	0	2	1	**	**	**	**	**	**
PROFESSIONAL LICENSING	***	***	***	***	***	***	*	*	*	0	0	0
PUBLIC DEFENSE	6	4	9	0	3	12	3	4	12	2	2	9
PUBLIC EMPLOYMENT RELATIONS	0	3	0	0	0	0	0	0	0	0	0	0
PUBLIC HEALTH	10	5	15	6	3	15	6	3	23	7	2	18
PUBLIC SAFETY	17	8	18	12	4	21	13	7	19	23	5	14
REVENUE*	7	16	5	8	5	2	4	5	2	4	4	3
SECRETARY OF STATE	0	4	3	0	0	1	1	0	2	0	0	1
TRANSPORTATION	44	60	106	27	29	48	19	22	26	32	19	37
TREASURER	0	1	1	0	2	7	0	0	2	0	2	4
UTILITIES	***	***	***	***	***	***	*	*	*	0	0	1
VETERAN'S AFFAIRS	11	20	39	6	28	48	15	13	36	15	22	34
WORKFORCE DEVELOPMENT	15	17	24	8	5	7	13	5	7	13	7	11
GRAND TOTALS	272	443	793	202	316	531	227	235	445	257	233	516
AVERAGE AGE	61.32	42.27	37.38	60.76	42.87	37.72	60.58	43.15	38.21	60.96	43.96	38.62
AVERAGE LENGTH OF SERVICE	22.73	8.21	5.20	21.40	7.84	5.70	23.76	7.74	5.17	21.27	7.81	5.57

Retires - Retirements
Terms - Involuntary Separations
Quits - Voluntary Separations

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

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

-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 (cont.)

DEPARTMENT	FY 06			FY 07			FY 08			FY 09		
	Retires	Terms	Quits	Retires	Terms	Quits	Retires	Terms	Quits	Retires	Terms	Quits
ADMINISTRATION SERVICES	7	4	11	7	3	10	8	3	12	12	8	5
AGRICULTURE	4	5	8	8	3	5	6	6	6	12	1	4
ALCOHOLIC BEVERAGES	1	2	5	1	5	1	0	2	5	0	6	1
AUDITOR	0	1	14	0	2	15	3	0	15	2	0	5
BANKING	1	0	2	0	0	3	2	0	0	2	1	2
BLIND	1	1	0	3	4	2	1	0	1	3	0	2
CIVIL RIGHTS	0	0	0	1	0	2	0	0	1	1	0	0
COLLEGE AID	1	2	2	1	1	2	2	0	0	2	0	1
COMMERCE	***	***	***	***	***	***	***	***	***	***	***	***
CORRECTIONS	36	40	69	27	35	80	72	53	102	68	45	83
CREDIT UNION	0	0	1	0	0	2	0	0	0	0	0	2
CULTURAL AFFAIRS	1	1	3	0	0	5	0	0	2	2	1	2
ECONOMIC DEVELOPMENT	0	0	12	2	2	4	0	1	7	0	2	4
EDUCATION	14	2	15	10	1	22	17	7	20	15	2	17
ETHICS/CAMPAIGN DISCLOSURE	0	0	0	0	0	0	0	0	0	0	0	0
FINANCE AUTHORITY	0	0	2	1	1	4	0	1	1	5	3	3
GOVERNOR'S OFFICE	0	0	3	1	0	15	0	0	3	1	0	4
HUMAN RIGHTS	2	1	2	1	1	0	2	0	1	0	0	2
HUMAN SERVICES	62	111	193	58	95	188	148	125	221	152	88	180
INSPECTIONS AND APPEALS	6	2	10	4	5	12	12	6	19	7	3	9
INSURANCE	3	2	2	1	2	2	2	1	4	2	0	3
IOWA COMMUNICATIONS NTWRK	6	1	5	2	0	3	3	0	3	1	1	0
IOWA DEPT OF AGING	0	0	1	0	0	1	0	1	1	1	0	2
IOWA PUBLIC TELEVISION	1	0	1	2	1	7	2	1	1	1	0	0
IPERS	1	2	1	1	3	3	1	1	1	2	0	2
JUSTICE**	3	0	5	4	1	10	6	0	8	2	0	7
LAW ENFORCEMENT ACADEMY	2	0	1	0	0	0	2	0	0	0	0	0
LOTTERY	1	0	3	3	0	1	4	0	1	5	0	0
MANAGEMENT	0	0	1	0	0	2	0	0	2	0	0	0
NATURAL RESOURCES	16	3	12	11	4	16	19	8	15	30	6	12
PAROLE	0	0	1	0	0	1	0	0	0	0	1	0
PROFESSIONAL LICENSING	0	0	0	1	0	0	****	****	****	****	****	****
PUBLIC DEFENSE	9	3	15	5	5	14	5	7	14	15	5	10
PUBLIC EMPLOYMENT RELATIONS	0	1	0	0	0	0	0	0	0	1	0	0
PUBLIC HEALTH	2	1	7	4	0	25	8	5	10	9	2	6
PUBLIC SAFETY	9	4	15	24	6	12	15	2	9	16	5	7
REVENUE*	8	3	3	3	1	6	14	4	3	10	6	5
SECRETARY OF STATE	1	0	2	0	0	1	1	0	0	1	0	0
TRANSPORTATION	33	19	33	147	22	36	90	28	36	96	22	28
TREASURER	0	1	2	0	2	3	0	0	1	0	0	0
UTILITIES	1	0	2	1	1	2	1	0	2	3	0	1
VETERAN'S AFFAIRS	11	15	44	8	15	40	15	30	43	0	1	1
VETERAN'S HOME	***	***	***	***	***	***	***	***	***	15	22	37
WORKFORCE DEVELOPMENT	13	8	13	12	5	19	27	8	25	27	2	9
GRAND TOTALS	256	235	521	354	226	576	488	300	595	521	233	456
AVERAGE AGE	61.68	43.28	39.02	62.19	42.82	39.17	61.64	42.98	39.29	61.91	43.44	38.98
AVERAGE LENGTH OF SERVICE	22.29	7.06	5.44	25.83	7.66	5.33	25.01	6.28	4.69	25.78	7.60	4.55

Retires - Retirements
Terms - Involuntary Separations
Quits - Voluntary Separations

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

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

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

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

Executive Branch Hire & Separation Rates by Department

DEPARTMENT	FT Employees FY '08	FT Employees FY '09	Hires	Transfer In	Retires	Terms	Quits	SLIP	Transfer Out	Hire Rate	Separation Rate
ADMINISTRATION SERVICES	400	402	26	2	3	8	5	9	5	6.98%	7.48%
AGRICULTURE	392	385	8	3	5	1	4	7	2	2.83%	4.89%
ALCOHOLIC BEVERAGES***	61	59	7	0	0	6	1	0	2	11.67%	15.00%
AUDITOR	110	102	0	0	0	0	5	2	1	0.00%	7.55%
BANKING***	81	80	3	1	0	1	2	2	1	4.97%	7.45%
BLIND	89	86	2	1	2	0	2	1	0	3.43%	5.71%
CIVIL RIGHTS	26	27	2	0	0	0	0	1	1	7.55%	7.55%
COLLEGE AID	50	55	7	0	0	0	1	2	0	13.33%	5.71%
CORRECTIONS	3,151	3,119	174	6	27	45	83	41	20	5.74%	6.89%
CREDIT UNION***	17	14	0	0	0	0	2	0	1	0.00%	19.35%
CULTURAL AFFAIRS	75	70	0	0	1	1	2	1	0	0.00%	6.90%
ECONOMIC DEVELOPMENT***	147	146	5	0	0	2	4	0	0	3.41%	4.10%
EDUCATION	612	637	53	7	5	2	17	10	5	9.61%	6.24%
ETHICS/CAMPAIGN DISCLOSURE	6	6	0	0	0	0	0	0	0	0.00%	0.00%
FINANCE AUTHORITY***	86	82	7	0	4	3	3	1	0	8.33%	13.10%
GOVERNOR'S OFFICE	49	50	5	5	1	0	4	0	3	20.20%	16.16%
HUMAN RIGHTS	56	54	2	0	0	0	2	0	1	3.64%	5.45%
HUMAN SERVICES	5,781	5,767	403	16	55	88	180	97	29	7.26%	7.78%
INSPECTIONS AND APPEALS	531	536	19	8	0	3	9	7	7	5.06%	4.87%
INSURANCE***	88	92	8	2	1	0	3	1	1	11.11%	6.67%
IOWA COMMUNICATIONS NTWRK	81	86	4	0	1	1	0	0	1	4.79%	3.59%
IOWA DEPT OF AGING	37	36	3	0	0	0	2	1	1	8.22%	10.96%
IOWA PUBLIC TELEVISION	111	110	3	1	0	0	0	1	1	3.62%	1.81%
IPERS	79	77	0	3	0	0	2	2	1	3.85%	6.41%
JUSTICE*	246	256	20	2	1	0	7	1	4	8.76%	5.18%
LAW ENFORCEMENT ACADEMY	26	25	1	1	0	0	0	0	0	7.84%	0.00%
LOTTERY***	110	109	6	0	2	0	0	3	3	5.48%	7.31%
MANAGEMENT	32	31	0	2	0	0	0	0	4	6.35%	12.70%
NATURAL RESOURCES	974	948	23	2	17	6	12	13	7	2.60%	5.72%
PAROLE	11	12	2	1	0	1	0	0	0	26.09%	8.70%
PROFESSIONAL LICENSING	*****	*****	*****	*****	*****	*****	*****	*****	*****	N/A	N/A
PUBLIC DEFENSE	362	379	44	5	7	5	10	8	2	13.23%	8.64%
PUBLIC EMPLOYMENT RELATIONS	11	10	0	0	0	0	0	1	0	0.00%	9.52%
PUBLIC HEALTH	432	445	29	6	6	2	6	3	6	7.98%	5.25%
PUBLIC SAFETY	990	994	33	7	10	5	7	6	2	4.03%	3.02%
REVENUE***	385	376	16	1	4	6	5	6	4	4.47%	6.57%
SECRETARY OF STATE	38	37	1	0	0	0	0	1	1	2.67%	5.33%
TRANSPORTATION	3,063	3,032	102	****	26	22	28	70	****	N/A	N/A
TREASURER	23	25	2	0	0	0	0	0	0	8.33%	0.00%
UTILITIES***	68	66	2	0	3	0	1	0	1	2.99%	7.46%
VETERAN'S AFFAIRS	846	15	2	1	0	1	1	0	0	0.70%	0.46%
VETERAN'S HOME	14	857	76	3	8	22	37	7	2	18.14%	17.45%
WORKFORCE DEVELOPMENT	805	820	45	12	8	2	9	19	6	7.02%	5.42%
GRAND TOTALS	20,552	20,515	1,145	98	197	233	456	324	125	6.05%	6.50%

Retires - Retirements
Terms - Involuntary Separations
Quits - Voluntary Separations

NOTE: Transfer In and Transfer Out indicate movement from one executive branch department to another only. Intra-agency transfers are not included.
NOTE: Rates determined by dividing by the average of FY '07 FT employee headcount and FY '08 FT employee headcount. These two figures represent the beginning and the end FT employee headcounts for FY '08.
NOTE: Large rates for small department are misleading because they are a function of the small number of employees in that department. (ex: Governor's Office & Treasurer's Office).

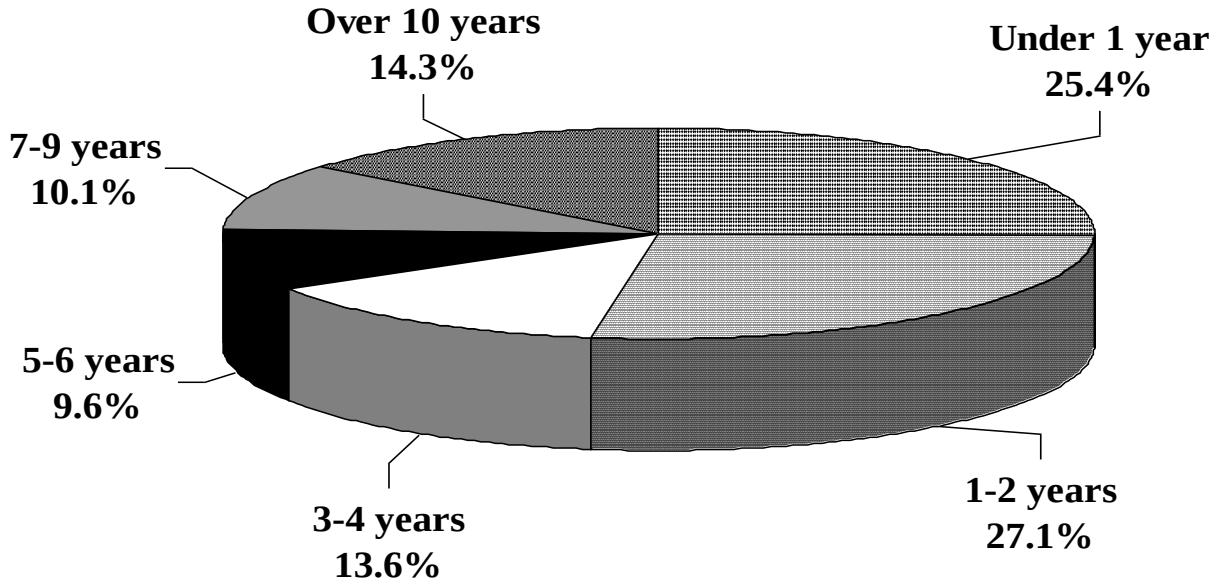
* Consumer Advocate Office previously reported as part of Commerce is now included with Justice.
** Former individual departments, which now make up the Department of Administrative Services.
*** Formerly part of other department and now reported as their own department
**** Data not available.
*****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

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

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

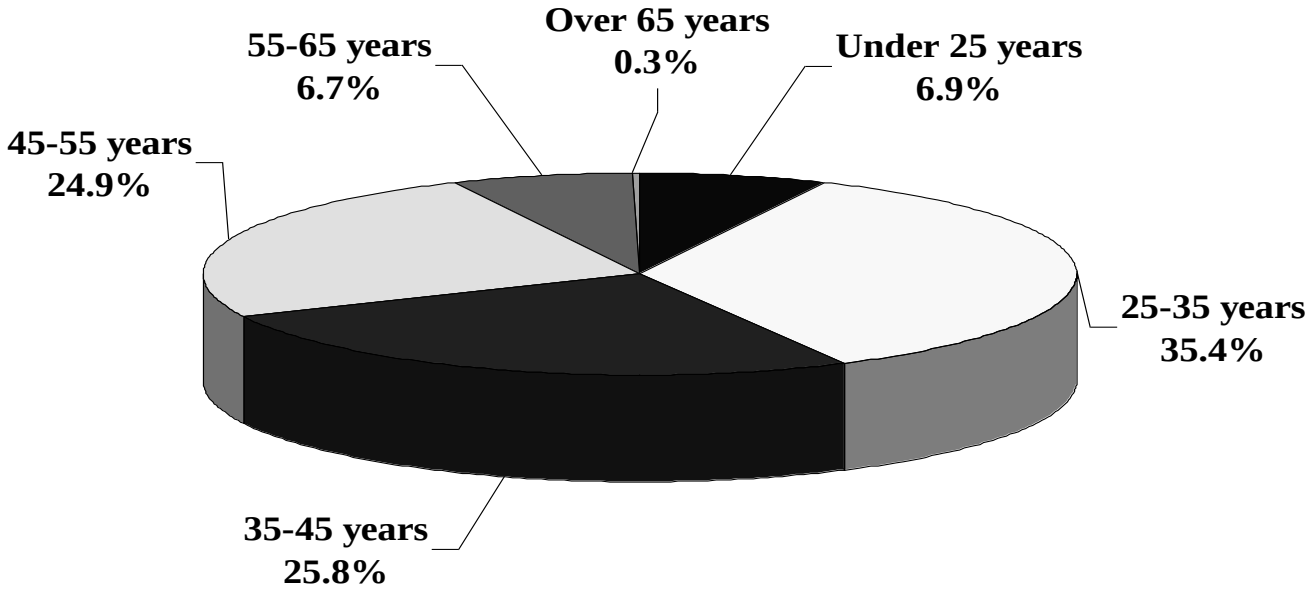
Voluntary Executive Branch Separations by Length of Service

(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 2009

DEPARTMENT	Vacation Payout *	Sick Leave Payout
ADMINISTRATIVE SERVICES	$190,482.13	$24,000.00
AGRICULTURE	$58,667.60	$16,169.79
ALCOHOLIC BEVERAGES***	$5,191.82	$0.00
AUDITOR	$67,977.07	$8,000.00
BANKING ***	$42,066.65	$4,000.00
BLIND	$33,555.90	$6,000.00
CIVIL RIGHTS	$5,683.09	$2,000.00
COLLEGE AID	$16,638.15	$4,000.00
CORRECTIONS	$532,581.51	$115,071.27
CREDIT UNION***	$3,758.79	$0.00
CULTURAL AFFAIRS	$26,365.71	$2,171.93
ECONOMIC DEVELOPMENT**	$6,658.36	$0.00
EDUCATION	$185,410.99	$32,337.92
ETHICS/CAMPAIGN DISCLOSURE	$0.00	$0.00
FINANCE AUTHORITY**	$46,957.86	$6,000.00
GOVERNOR'S OFFICE	$3,778.30	$1,224.53
HUMAN RIGHTS	$6,028.24	$0.00
HUMAN SERVICES	$1,266,111.84	$283,493.07
INSPECTIONS AND APPEALS	$157,634.19	$20,000.00
INSURANCE***	$7,405.98	$2,219.43
IOWA COMMUNICATIONS NTWK	$1,060.36	$2,000.00
IOWA DEPT OF AGING	$9,692.61	$2,000.00
IOWA PUBLIC TELEVISION	$23,932.23	$2,000.00
IPERS**	$5,511.55	$4,000.00
JUSTICE****	$23,555.37	$4,000.00
LAW ENFORCEMENT ACADEMY	$849.42	$2,204.91
LOTTERY**	$82,307.41	$10,000.00
MANAGEMENT	$0.00	$0.00
NATURAL RESOURCES	$449,187.26	$32,000.00
PAROLE	$156.14	$0.00
PROFESSIONAL LICENSING***	***	***
PUBLIC DEFENSE	$154,511.23	$18,912.48
PUBLIC EMPLOYMENT RELATIONS	$15,597.76	$2,000.00
PUBLIC HEALTH	$96,731.95	$18,004.87
PUBLIC SAFETY	$246,339.50	$14,002.52
REVENUE**	$63,013.00	$18,206.67
SECRETARY OF STATE	$11,425.44	$2,000.00
TRANSPORTATION	$825,385.85	$186,990.45
TREASURER	$0.00	$0.00
UTILITIES***	$31,409.33	$6,000.00
VETERANS AFFAIRS	$392.33	$0.00
VETERANS HOME	$99,174.85	$25,372.24
WORKFORCE DEVELOPMENT	$271,940.40	$46,664.92
GRAND TOTALS	$5,075,128.17	$923,047.00

* Vacation Payout includes Terminal Leave Payout.
** Formerly part of other department and now are their own department.
*** Commerce is now reported individually by division (as of FY08, Professional Licensing is reported with Banking).
**** as of FY07 Justice includes the Consumer Advocate Office, which in previous years has been reported with Commerce-Utilities

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

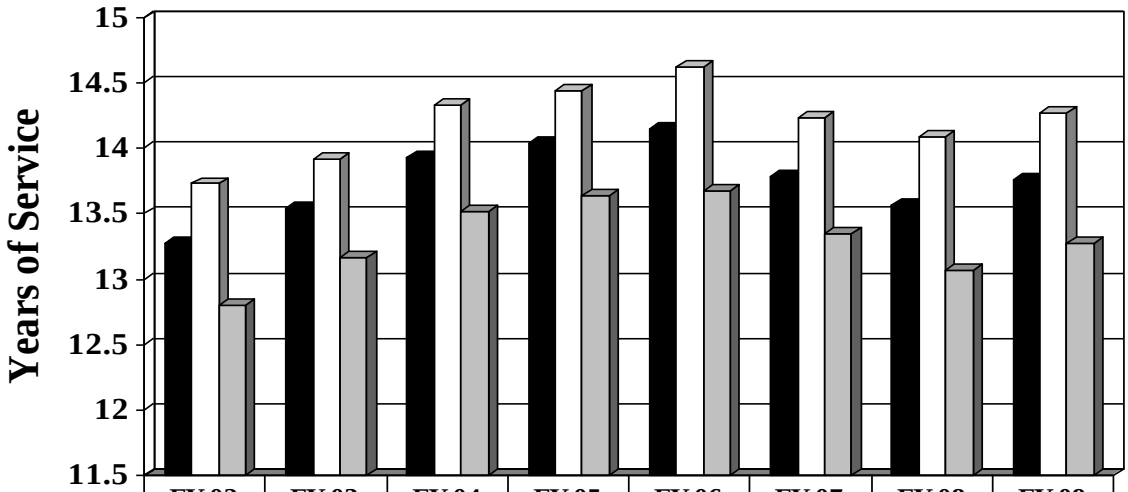
Source: Iowa Department of Administrative Services, HRE & Iowa Department of Transportation - HRIS: TMohning.

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 2009:

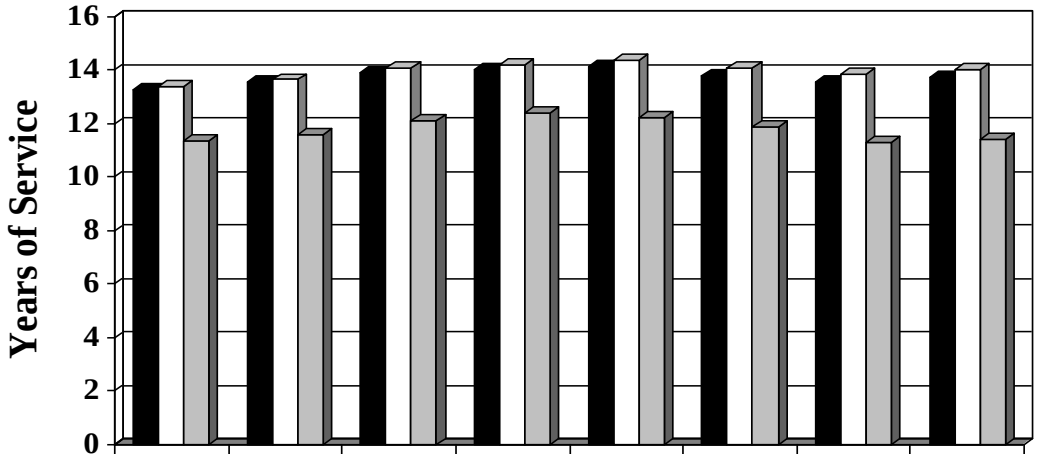
- The average age of the 20,515 full-time employees working in the Executive Branch was 46.78 years and the average time worked for the State was 13.76 years.
- On average, males were 46.90 years old and had worked for the State for 14.27 years.
- On average females were 46.66 years old and had worked for the State for 13.28 years.
- Racial/ethnic minorities were, on average, 45.07 years old and had worked for the State for 11.41 years.
- Non-minorities were, on average, 46.92 years old and had worked for the State for 14.04 years.
- Over 59.9% of the total workforce was over 45 years of age.
- Over 73.6% of supervisors were over 45 years of age.
- Of the 42 agencies reported on, 34, or 80.95% had an average age 45 or older and only one departments' average age was below 40.

Average Length of Service by Gender



	FY 02	FY 03	FY 04	FY 05	FY 06	FY 07	FY 08	FY 09
■ Total	13.27	13.54	13.93	14.04	14.15	13.79	13.56	13.76
□ Male	13.73	13.92	14.33	14.44	14.62	14.24	14.09	14.27
▒ Female	12.80	13.16	13.52	13.64	13.68	13.35	13.07	13.28

Average Length of Service by Minority Status



	FY 02	FY 03	FY 04	FY 05	FY 06	FY 07	FY 08	FY 09
■ Total	13.27	13.54	13.93	14.04	14.15	13.79	13.56	13.76
□ Non-Minority	13.37	13.65	14.10	14.21	14.40	14.08	13.86	14.04
▒ Minority	11.37	11.61	12.11	12.38	12.23	11.86	11.30	11.41

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 2009

Department	Workforce	Ave LOS	Ave Age
ADMINISTRATIVE SERVICES	402	14.47	49.08
AGRICULTURE	385	15.41	50.04
ALCOHOLIC BEVERAGES**	59	9.54	46.14
AUDITOR	102	9.97	37.72
BANKING**	80	16.30	45.68
BLIND	86	15.93	50.86
CIVIL RIGHTS	27	14.07	49.07
COLLEGE AID	55	8.52	43.04
CORRECTIONS	3,119	11.99	45.50
CREDIT UNION**	14	12.34	40.46
CULTURAL AFFAIRS	70	14.19	52.52
ECONOMIC DEVELOPMENT*	146	13.11	49.57
EDUCATION	637	12.79	49.51
ETHICS/CAMPAIGN DISCLOSURE	6	14.82	50.16
FINANCE AUTHORITY*	82	9.37	46.89
GOVERNOR'S OFFICE	50	7.40	41.25
HUMAN RIGHTS	54	13.53	49.79
HUMAN SERVICES	5,767	13.54	46.02
INSPECTIONS AND APPEALS	536	12.33	49.00
INSURANCE**	92	14.18	50.43
IOWA COMMUNICATIONS NTWK	86	11.88	47.34
IOWA DEPT OF AGING	36	9.64	49.54
IOWA PUBLIC TELEVISION	110	15.36	48.31
IPERS	77	13.85	46.50
JUSTICE***	256	13.18	47.55
LAW ENFORCEMENT ACADEMY	25	15.80	55.94
LOTTERY*	109	14.50	51.04
MANAGEMENT	31	16.93	50.35
NATURAL RESOURCES	948	14.48	44.86
PAROLE	12	11.93	44.63
PUBLIC DEFENSE	379	10.57	46.57
PUBLIC EMPLOYMENT RELATIONS	10	15.87	53.98
PUBLIC HEALTH	445	11.25	47.16
PUBLIC SAFETY	994	13.39	41.58
REVENUE*	376	17.19	49.79
SECRETARY OF STATE	37	13.14	45.24
TRANSPORTATION	3,032	17.17	48.45
TREASURER	25	9.18	42.68
UTILITIES**	66	15.78	53.64
VETERAN'S AFFAIRS	15	4.06	51.76
VETERAN'S HOME	857	11.57	45.33
WORKFORCE DEVELOPMENT	820	14.93	50.80
GRAND TOTALS	**20,515**	***13.76***	***46.78***

* 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

Age Groups by Department, Fiscal Year 2009

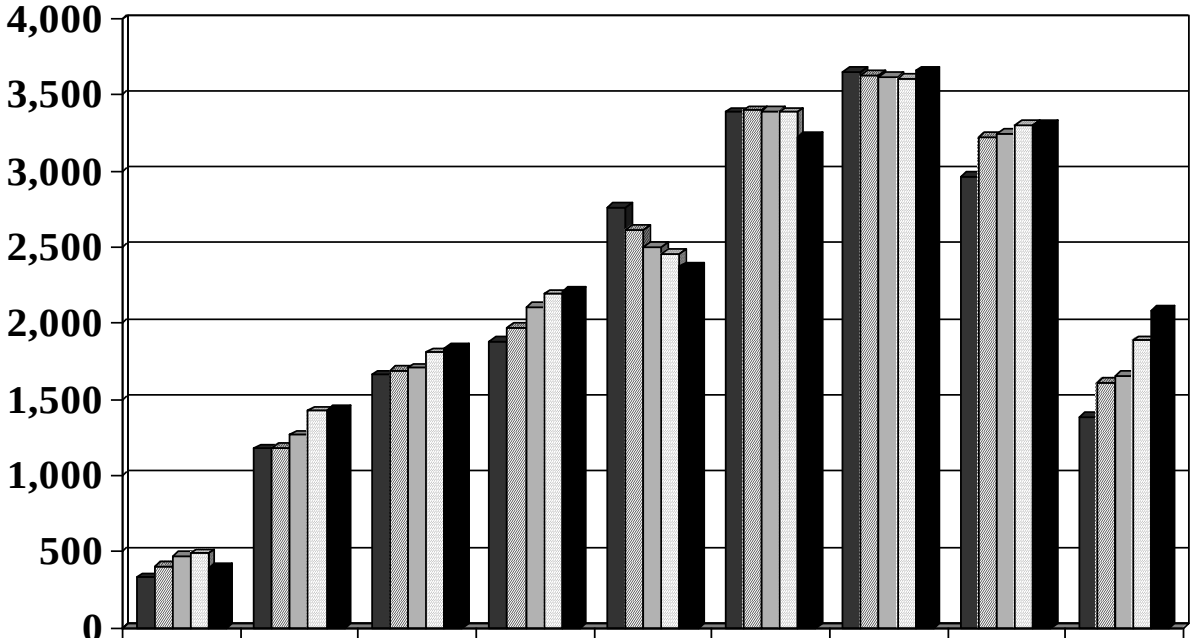
DEPARTMENT	< 25	25-34	35-44	45-54	55-64	65+
ADMINISTRATIVE SERVICES	7	35	85	143	128	4
AGRICULTURE	0	37	71	146	114	17
ALCOHOLIC BEVERAGES**	2	13	10	14	19	1
AUDITOR	16	37	17	20	11	1
BANKING**	1	15	16	33	15	0
BLIND	0	8	16	24	35	3
CIVIL RIGHTS	0	5	0	12	9	1
COLLEGE AID	0	19	15	9	11	1
CORRECTIONS	65	504	855	1,057	603	35
CREDIT UNION**	1	6	1	5	0	1
CULTURAL AFFAIRS	0	6	8	25	25	6
ECONOMIC DEVELOPMENT*	0	20	29	49	35	13
EDUCATION	2	75	135	182	226	17
ETHICS/CAMPAIGN DISCLOSURE	0	1	1	1	3	0
FINANCE AUTHORITY*	2	11	22	24	21	2
GOVERNOR'S OFFICE	3	15	11	16	4	1
HUMAN RIGHTS	0	2	20	14	16	2
HUMAN SERVICES	133	1,066	1,221	1,923	1,335	89
INSPECTIONS AND APPEALS	0	58	127	179	155	17
INSURANCE**	2	6	11	39	32	2
IOWA COMMUNICATIONS NTWK	0	6	33	25	20	2
IOWA DEPT OF AGING	0	5	7	9	14	1
IOWA PUBLIC TELEVISION	0	14	24	36	36	0
IPERS*	0	7	27	27	15	1
JUSTICE***	2	39	56	85	72	2
LAW ENFORCEMENT ACADEMY	0	1	1	10	10	3
LOTTERY*	0	8	20	36	39	6
MANAGEMENT	0	0	7	16	8	0
NATURAL RESOURCES	8	224	227	272	207	10
PAROLE	0	4	1	4	3	0
PROFESSIONAL LICENSING**	**	**	**	**	**	**
PUBLIC DEFENSE	10	61	81	125	96	6
PUBLIC EMPLOYMENT RELATIONS	0	0	2	2	6	0
PUBLIC HEALTH	4	88	90	126	127	10
PUBLIC SAFETY	47	238	338	261	105	5
REVENUE*	10	46	47	128	133	12
SECRETARY OF STATE	2	9	8	7	8	3
TRANSPORTATION	29	327	623	1,222	789	42
TREASURER	0	8	7	5	5	0
UTILITIES**	0	1	13	19	27	6
VETERANS AFFAIRS	0	1	3	4	6	1
VETERANS HOME	43	151	160	311	183	9
WORKFORCE DEVELOPMENT	5	87	131	245	312	40
GRAND TOTALS	*394*	*3,264*	*4,577*	*6,890*	*5,018*	*372*
PERCENTAGES	*1.9%*	*15.9%*	*22.3%*	*33.6%*	*24.5%*	*1.8%*

* 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 Employee Age Groups, Fiscal Year 2005 through Fiscal Year 2009



	<25	25-29	30-34	35-39	40-44	45-49	50-54	55-59	60+
FY 05	329	1,178	1,661	1,882	2,764	3,388	3,654	2,962	1,384
FY 06	405	1,183	1,691	1,970	2,613	3,399	3,634	3,223	1,608
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

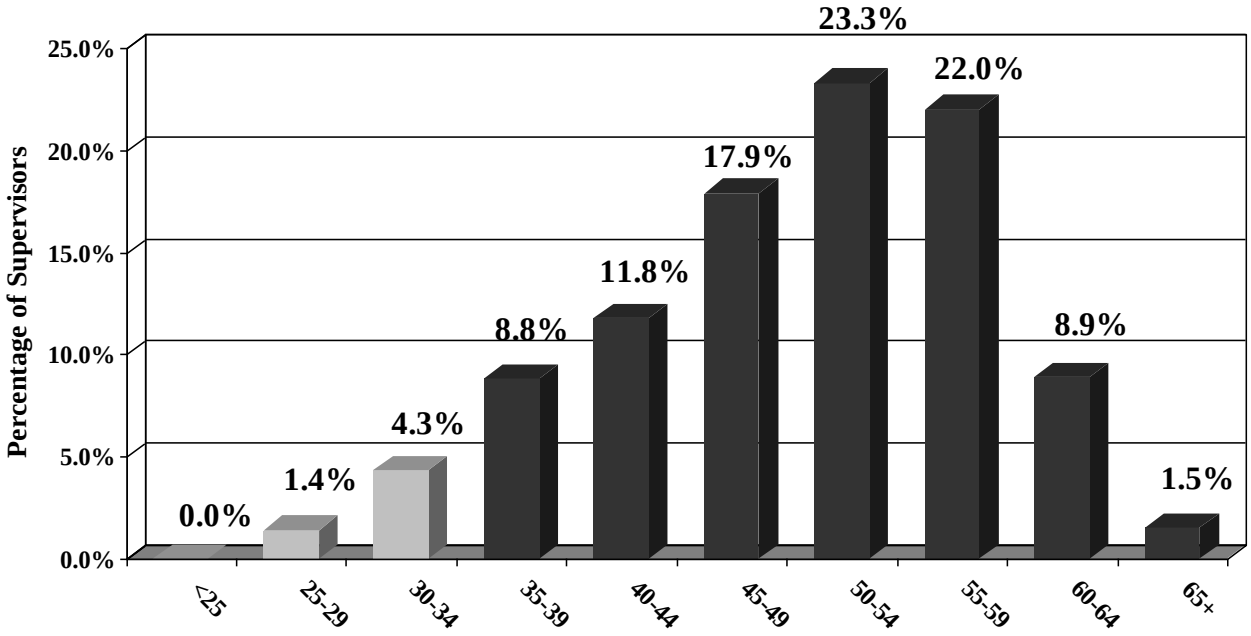
-Does not include Fair Authority, Community-Based Corrections, or Regents employees.

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

Supervisors by Age Groups

Age Grp	FY 02		FY 03		FY 04		FY 05		FY 06		FY 07		FY 08		FY 09	
	Count	%	Count	%	Count	%	Count	%	Count	%	Count	%	Count	%	Count	%
<25	0	0.0%	1	0.1%	2	0.1%	0	0.0%	4	0.2%	1	0.1%	0	0.0%	0	0.0%
25-29	15	0.8%	19	1.0%	15	0.8%	20	1.1%	25	1.3%	26	1.4%	27	1.4%	28	1.4%
30-34	52	2.9%	61	3.4%	59	3.2%	67	3.7%	79	4.2%	88	4.6%	106	5.4%	84	4.3%
35-39	158	8.7%	131	7.2%	125	6.8%	114	6.3%	118	6.2%	138	7.3%	154	7.9%	172	8.8%
40-44	297	16.4%	277	15.3%	260	14.2%	254	14.0%	236	12.5%	247	13.0%	228	11.6%	231	11.8%
45-49	396	21.8%	377	20.8%	372	20.3%	368	20.3%	375	19.8%	363	19.1%	373	19.0%	350	17.9%
50-54	533	29.4%	527	29.0%	515	28.1%	487	26.9%	478	25.3%	466	24.6%	459	23.4%	457	23.3%
55-59	278	15.3%	315	17.3%	362	19.8%	381	21.0%	427	22.6%	410	21.6%	423	21.6%	431	22.0%
60-64	77	4.2%	88	4.8%	106	5.8%	105	5.8%	123	6.5%	132	7.0%	165	8.4%	175	8.9%
65+	10	0.6%	12	0.7%	15	0.8%	16	0.9%	26	1.4%	26	1.4%	25	1.3%	30	1.5%
Totals	1,816	100%	1,808	100%	1,831	100.0%	1,812	100.0%	1,891	100.0%	1,897	100.0%	1,960	100.0%	1,958	100.0%

Supervisors by Age Groups, Fiscal Year 2009

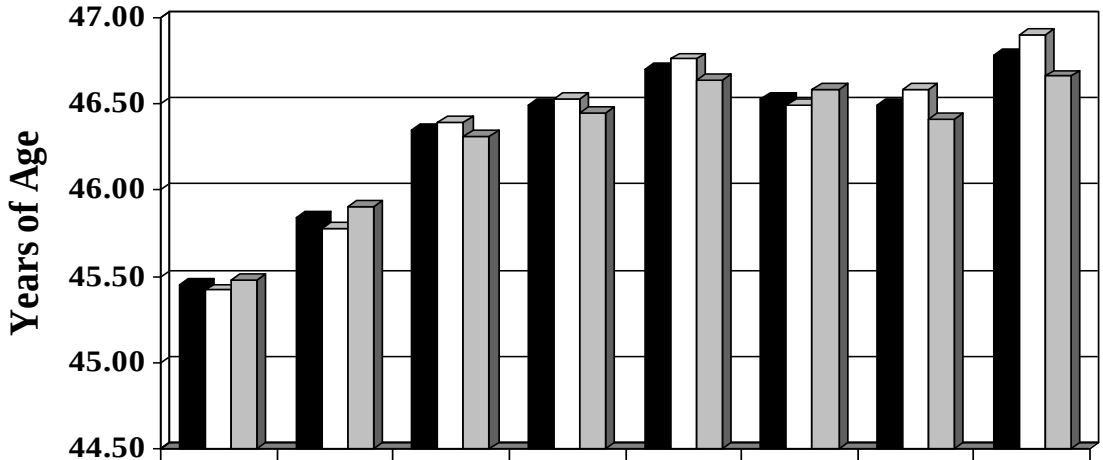


NOTE: Supervisors determined by identifying those designated as "Supervisory" under Bargaining Status in HRIS. Also, percentages are rounded and may not sum to exactly 100%.

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

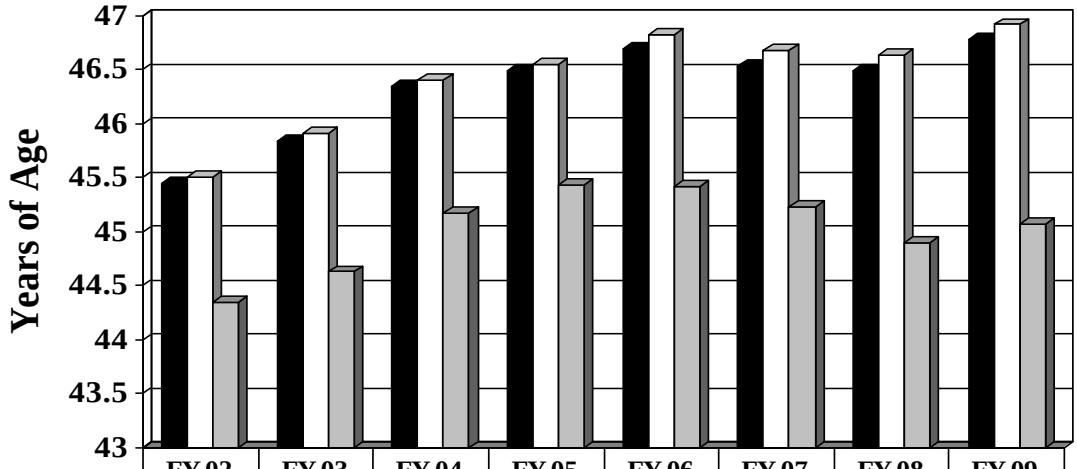
Source: Iowa Department of Administrative Services, HRE – Data Warehouse Query: PPeterson

Average Age by Gender



	FY 02	FY 03	FY 04	FY 05	FY 06	FY 07	FY 08	FY 09
■ Overall Ave.	45.45	45.84	46.35	46.49	46.70	46.53	46.49	46.78
□ Male	45.42	45.78	46.39	46.53	46.76	46.49	46.58	46.90
▨ Female	45.48	45.90	46.31	46.45	46.64	46.58	46.41	46.66

Average Age by Minority Status



	FY 02	FY 03	FY 04	FY 05	FY 06	FY 07	FY 08	FY 09
■ Overall Ave.	45.45	45.84	46.35	46.49	46.70	46.53	46.49	46.78
□ Non-Minority	45.51	45.91	46.41	46.55	46.82	46.68	46.64	46.92
▨ Minority	44.35	44.63	45.18	45.44	45.42	45.23	44.90	45.07

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

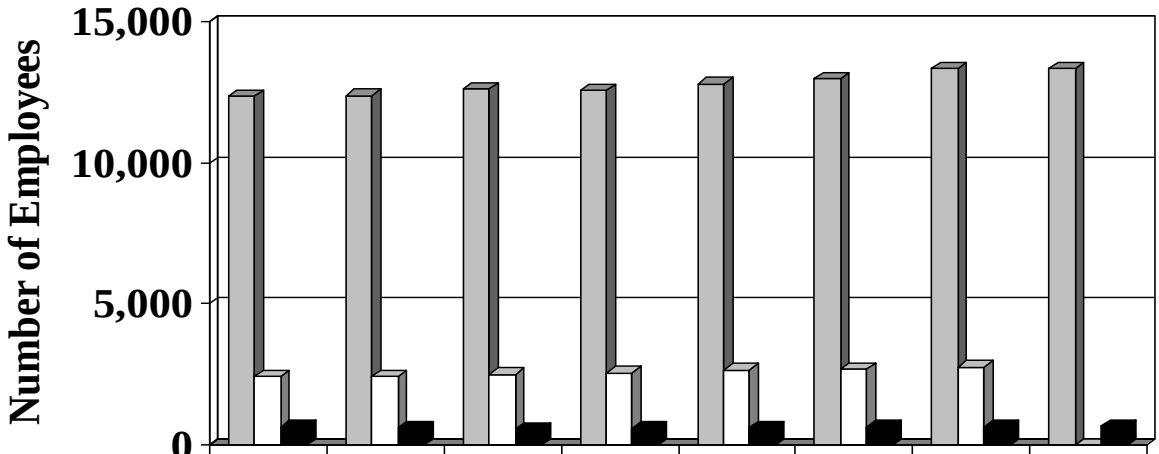
In this section, the reader will find information on employees by bargaining unit coverage in the Executive Branch, not including Fair Authority, Community-Based Corrections, or Regents. The following are points of summary for this section for Fiscal Year 2009 year end:

- Approximately 65% of the 20,515 full-time permanent Executive Branch employees were covered by American Federation of State, County, and Municipal Employees (AFSCME).
- The 13,346 employees covered by the AFSCME bargaining agreement earned an average annual salary of $47,840.
- The 654 employees covered by the State Police Officers Council (SPOC) bargaining agreement earned an average annual salary of $55,335.
- The 2,764 employees covered by the United Electrical/Iowa United Professionals (UE/IUP) bargaining agreement earned an average annual salary of $52,025.
- The 3,751 Executive branch employees not covered by a bargaining agreement earned an average annual salary of $75,057.
- Employees covered by the AFSCME bargaining agreement were, on average, 47.07 years old and had been employed in the Executive Branch for 13.41 years.
- Employees covered by the SPOC bargaining agreement were, on average, 37.89 years old and had been employed in the Executive Branch for 12.46 years.
- Employees covered by the UE/IUP bargaining agreement were, on average, 44.55 years old and had been employed in the Executive Branch for 12.85 years.

Of the 1,210 separations from Executive Branch employment in Fiscal Year 2009, 57% were in AFSCME-covered positions. Specifically:

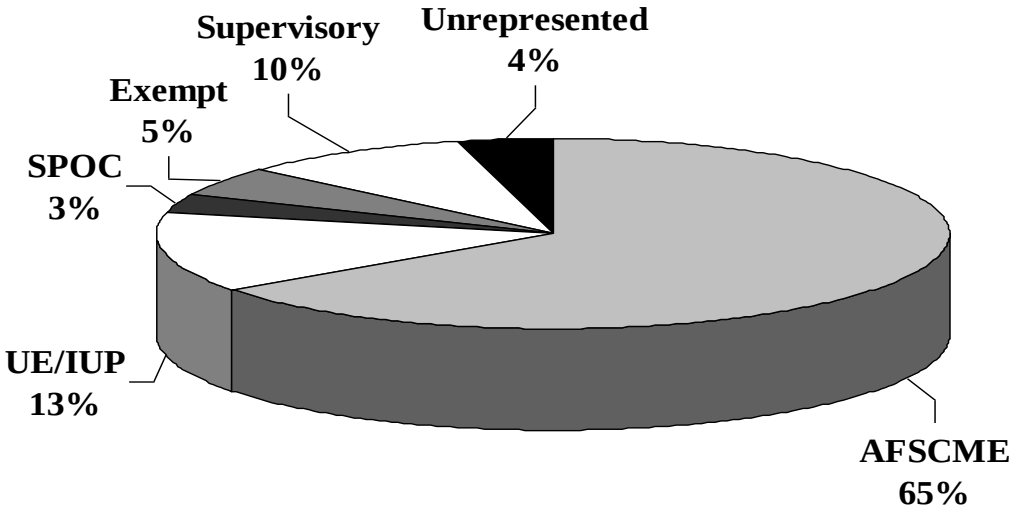
- 36% of the total retirements
- 78% of the total involuntary separations
- 69% of the total voluntary separations

Bargaining Unit Coverage



	FY 02	FY 03	FY 04	FY 05	FY 06	FY 07	FY 08	FY 09
AFSCME	12,351	12,386	12,615	12,567	12,801	12,993	13,365	13,346
UE / IUP	2,440	2,430	2,509	2,553	2,664	2,680	2,767	2.764
SPOC	646	619	567	586	616	638	647	654

Percentage of Employees by Collective Bargaining Coverage, Fiscal Year 2009



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 2009

Bargaining Coverage	Category 1 Official / Administrator	Category 2 Professional	Category 3 Technician	Category 4 Protective Service: Sworn
AFSCME	487	3,719	1,386	2,187
IUP	0	1,826	938	0
SPOC	0	0	0	654
EXEMPT	165	596	60	2
SUPERVISORY	1,187	347	85	230
UNREPRESENTED	1	774	11	0
TOTALS	1,840	7,262	2,480	3,073

Bargaining Coverage	Category 5 Protective Service: Non-Sworn	Category 6 Admin Support	Category 7 Skilled Craft	Category 8 Service Maintenance
AFSCME	0	2,007	1,625	1,935
IUP	0	0	0	0
SPOC	0	0	0	0
EXEMPT	0	0	0	177
SUPERVISORY	0	0	88	21
UNREPRESENTED	0	0	0	0
TOTALS	0	2,007	1,713	2,133

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 02		FY 03		FY 04		FY 05	
	Female	Male	Female	Male	Female	Male	Female	Male
AFSCME	6,048	6,303	5,987	6,399	6,119	6,496	6,129	6,438
IUP	1,643	797	1,641	789	1,714	795	1,763	790
SPOC	42	604	40	579	38	529	38	548
EXEMPT	675	351	671	351	631	319	624	339
SUPERVISORY	726	1,090	736	1,072	748	1,083	740	1,072
UNREPRESENTED	253	421	272	440	276	450	282	439
SUBTOTALS	9,387	9,566	9,347	9,630	9,526	9,672	9,576	9,626
GRAND TOTALS	18,953		18,977		19,198		19,202	

Bargaining Coverage	FY 06		FY 07		FY 08		FY 09	
	Female	Male	Female	Male	Female	Male	Female	Male
AFSCME	6,300	6,501	6,418	6,575	6,636	6,729	6,642	6,704
IUP	1,864	800	1,906	774	1,994	773	2,004	760
SPOC	38	578	40	598	45	602	49	605
EXEMPT	624	379	638	365	676	384	656	351
SUPERVISORY	796	1,095	811	1,086	846	1,114	860	1,098
UNREPRESENTED	297	454	311	442	318	435	331	455
SUBTOTALS	9,919	9,807	10,124	9,840	10,515	10,037	10,542	9,973
GRAND TOTALS	19,726		19,964		20,552		20,515	

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 02			FY 03			FY 04			FY 05		
	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	11,550	654	147	11,578	668	140	11,814	666	135	11,773	653	141
IUP	2,306	119	15	2,287	125	18	2,360	129	20	2,390	141	22
SPOC	623	22	1	596	22	1	546	20	1	566	19	1
EXEMPT	969	41	16	966	39	17	896	35	19	909	35	19
SUPERVISORY	1,744	58	14	1,738	59	11	1,762	56	13	1,742	55	15
UNREPRESENTED	590	63	21	626	65	21	633	70	23	636	65	20
SUBTOTALS	17,782	957	214	17,791	978	208	18,011	976	211	18,016	968	218
GRAND TOTALS	18,953			18,977			19,198			19,202		

Bargaining Coverage	FY 06			FY 07			FY 08			FY 09		
	Non-Minority	Minority	Declined to Respond	Non-Minority	Minority	Declined to Respond	Non-Minority	Minority	Declined to Respond	Non-Minority	Minority	Declined to Respond
	11,884	681	236	11,979	716	298	12,289	792	284	12,273	799	274
IUP	2,488	156	20	2,494	164	22	2,561	176	30	2,545	188	31
SPOC	595	20	1	615	22	1	624	22	1	632	22	0
EXEMPT	949	39	15	950	41	12	995	49	16	949	44	14
SUPERVISORY	1,811	66	14	1,804	73	20	1,860	78	22	1,850	81	27
UNREPRESENTED	662	67	22	664	68	21	670	63	20	704	61	21
SUBTOTALS	18,389	1,029	308	18,506	1,084	374	18,999	1,180	373	18,953	1,195	367
GRAND TOTALS	19,726			19,964			20,552			20,515		

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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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 02		FY 03		FY 04		FY 05	
	Staff	Salary	Staff	Salary	Staff	Salary	Staff	Salary
AFSCME	12,351	$36,373	12,386	$38,622	12,615	$40,734	12,567	$42,730
IUP	2,440	$39,931	2,430	$41,297	2,509	$42,263	2,553	$44,591
SPOC	646	$45,299	619	$48,396	567	$49,698	586	$50,331
EXEMPT	1,026	$50,638	1,022	$52,819	950	$55,743	963	$56,977
SUPERVISORY	1,816	$61,707	1,808	$65,000	1,831	$67,771	1,812	$70,373
UNREPRESENTED	674	$59,675	712	$62,999	726	$66,183	721	$68,663
GRAND TOTALS	18,953	$41,164	18,977	$43,476	19,198	$45,482	19,202	$47,506

Bargaining Coverage	FY 06		FY 07		FY 08		FY 09	
	Staff	Salary	Staff	Salary	Staff	Salary	Staff	Salary
AFSCME	12,801	$43,709	12,993	$44,532	13,365	$46,027	13,346	$47,840
IUP	2,664	$45,918	2,680	$48,126	2,767	$49,518	2,764	$52,025
SPOC	616	$50,559	638	$51,461	647	$53,430	654	$55,335
EXEMPT	1,003	$57,749	1,003	$59,951	1,060	$62,104	1,007	$66,299
SUPERVISORY	1,891	$71,769	1,897	$73,517	1,960	$76,269	1,958	$79,028
UNREPRESENTED	751	$69,457	753	$70,971	753	$73,250	786	$76,386
GRAND TOTALS	19,726	$48,605	19,964	$49,762	20,552	$51,441	20,515	$53,619

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

Separations by Collective Bargaining Coverage

Bargaining Coverage	FY 02			FY 03			FY 04			FY 05		
	Retires	Terms	Quits	Retires	Terms	Quits	Retires	Terms	Quits	Retires	Terms	Quits
AFSCME	163	350	488	122	252	363	139	182	298	173	180	342
IUP	44	45	135	40	28	67	23	26	55	25	27	74
SPOC	11	5	9	9	3	16	18	5	13	12	1	3
EXEMPT	9	17	77	4	12	38	7	5	39	10	13	68
SUPERVISORY	38	17	48	22	16	30	30	13	19	35	15	28
UNREPRESENTED	7	9	36	5	5	17	10	4	21	14	4	23
TOTALS	272	443	793	202	316	531	227	235	445	269	240	538

Bargaining Coverage	FY 06			FY 07			FY 08			FY 09		
	Retires	Terms	Quits	Retires	Terms	Quits	Retires	Terms	Quits	Retires	Terms	Quits
AFSCME	169	196	335	245	186	356	188	248	403	190	181	315
IUP	29	21	78	19	23	85	25	31	80	26	21	57
SPOC	10	1	5	12	1	2	7	2	5	9	3	4
EXEMPT	12	5	60	13	6	66	238	1	46	246	7	29
SUPERVISORY	25	9	29	54	8	40	19	11	26	44	16	30
UNREPRESENTED	11	3	14	11	2	27	11	7	35	6	5	21
TOTALS	256	235	521	354	226	576	488	300	595	521	233	456

Retires - Retirements
Terms - Involuntary Separations
Quits - Voluntary Separations

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

Average Age & Length of Service (LOS) by Collective Bargaining Coverage, Fiscal Year 2009

Bargaining Coverage	Number of Staff	Avg. LOS	Avg Age
AFSCME			
Clerical	1,778	13.36	49.21
Technical	3,837	13.96	46.14
Blue Collar	2,247	13.83	48.89
Fiscal & Staff	2,396	14.54	47.77
Fiscal & Staff (Field Status)	310	13.72	50.86
Security	2,141	11.45	43.84
Patient Care	637	10.86	46.73
Totals	**13,346**	**13.41**	**47.07**
UE/IUP			
Social Services	1,506	12.20	44.10
Science	473	13.40	45.34
Social Services-IMW	785	13.77	44.95
Totals	**2,764**	**12.85**	**44.55**
SPOC			
Public Safety	**654**	**12.46**	**37.89**
NONCONTRACT			
Exempt	1,007	13.58	46.76
Supervisory	1,958	18.50	50.14
Unrepresented	786	12.39	48.57
Totals	**3,751**	**15.90**	**48.90**
GRAND TOTAL	**20,515**	**13.76**	**46.78**

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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) 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)
Ethics & Campaign Disclosure (140)	
Governor's Office -	Office of Energy Independence (301) 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)
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.