

Just the Facts

For 2006

IOWA EXECUTIVE BRANCH WORKFORCE ALMANAC



**State of Iowa
November 2006**

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

Executive Summary

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There are 19,726 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 2006” 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 (16%), 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 1.0% from fiscal year 1999 to the end of FY 2006. Over the past 2 years the number of employees has increased 1.0%.

** 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 35.6% since FY 1999, an average of about 5.1% a year. The average annual base salary of state employees in FY 2006 was \$48,605 or \$23.37 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 2006, the total for these bonus pay expenditures have been reduced by 39.0% across all Executive Branch Departments.

Overtime has also been reduced. Executive Branch employees earned 81,821.8 days of overtime in Fiscal Year 2006, valued at \$19,264,175. Of the 81,821.8 days of overtime worked, 85.1% of these days were worked in three departments, Human Services, Transportation, and Corrections. From FY 2000 to FY 2006, overtime has been reduced by 31.6% 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 2006, the number of days per employee has dropped to 6.03 days.

Chapter 3: Equal Employment

The State of Iowa is committed to equal opportunity in employment and ensuring that employment practices are nondiscriminatory. The state workforce continues to represent females and minorities in most EEO categories at rates greater than the relevant labor market. The State's workforce overall has not completely kept pace with the increasing diversity in Iowa, based on the 2000 labor force reported in the U.S. Census. Females represent 50.3% of the State's workforce compared to 47.4% in the statewide labor force. Minorities make up 5.2% of the State's workforce while their representation in the statewide labor force is now 6.0%. The representation of persons with disabilities in the State's workforce is 6.6% 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. Thirty-seven percent of persons with a disability ages 16 - 64 in the U.S. are unemployed. In Iowa, this would mean approximately 100,000 Iowans.

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 434,004.3 days of vacation with a value of \$77,184,145.28 and took 400,232.0 days of vacation valued at \$71,313,758.40. This is approximately 20.29* vacation days taken per full-time employee.

Employees used 164,792.4 days of regular sick leave, valued at \$28,694,944.35, during FY 2006. This is about 8.23 days per full-time and part-time employee. This was less than half of

the total 363,285.6 days of total sick leave earned, valued at \$62,072,102.31.

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 30% 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 64% since FY 1997. 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 decreased from 10.6% in FY 1999 to 7.7% in FY 2006. The Executive Branch turnover rate has decreased from 7.3% in FY 1999 to 5.2% in FY 2006. By comparison, according to data attained from the U.S. Department of Labor, turnover rates for the U.S., from September 2003 to August 2004 stand at 20.2%. In contrast to this number, state and local government turnover for the same period of time is 7.0%.

A five-year average shows that over 48% 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 2011, 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 41%, while the number of employees in the 25-29 age group has remained relatively flat, with an increase of .01%. At the end of FY 2006, the average age of the 19,726 full-time permanent employees working in the Executive Branch was 46.70 years and the average time worked for the State was 14.15 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 more than 60% of the workforce generally, and more than 75% of supervisors, are over 45 years of age.

Chapter 8: Collective Bargaining

The majority (64.9%) of the 19,726 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 \$43,709 (up 38.6% from FY 1999). Employees covered by the State Police Officers Council (SPOC) collective bargaining agreement earn an average annual salary of \$50,559 (up 28.7% from FY 1999). Employees covered by the United Electrical Local 893/Iowa United Professional (UE/IUP) collective bargaining agreement earn an average annual salary of \$45,918 (up 29.2% from FY 1999).

Employees covered by the AFSCME collective bargaining agreement are, on average, 47.04 years old and have been employed in the Executive Branch for 13.85 years. Employees

covered by the SPOC collective bargaining agreement are, on average, 38.17 years old and have been employed in the Executive Branch for 12.78 years. Employees covered by the UE/IUP collective bargaining agreement are, on average, 44.80 years old and have been employed in the Executive Branch for 13.11 years.

Conclusion

DAS/HRE publishes “Just the Facts 2006,” an almanac on the Executive Branch workforce, for two primary reasons. First, to assist state decision makers in preparing for the future. Thorough strategic planning is requisite to state government’s future ability to provide quality products and services. Second, the almanac is intended to function as an historical source of workforce data that can be used for comparative purposes as the workforce continues to change.

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

Executive Branch Full-Time Employees

DEPARTMENT	FY 99	FY 00	FY 01	FY 02	FY 03	FY 04	FY 05	FY 06
ADMINISTRATIVE SERVICES	*	*	*	*	*	366	366	367
AGRICULTURE	424	440	432	381	385	381	380	385
ALCOHOLIC BEVERAGES	***	***	***	***	***	***	51	50
AUDITOR	125	128	117	101	103	100	112	107
BANKING	***	***	***	***	***	***	62	64
BLIND	90	99	100	95	100	102	99	97
CIVIL RIGHTS	35	32	36	35	28	27	23	23
COLLEGE AID	35	35	35	36	37	36	41	41
COMMERCE	319	316	314	293	287	308	****	****
CORRECTIONS	2,815	3,069	3,074	2,863	2,977	2,939	2,871	2,920
CREDIT UNION	***	***	***	***	***	***	16	15
CULTURAL AFFAIRS	88	85	83	70	63	65	64	70
ECONOMIC DEVELOPMENT***	143	185	190	201	207	216	131	127
EDUCATION	600	591	613	612	599	609	592	596
ELDER AFFAIRS	27	26	31	29	29	24	28	32
ETHICS/CAMPAIGN DISCLOSURE	8	8	8	5	6	6	6	6
FINANCE AUTHORITY	***	***	***	***	***	***	86	86
GENERAL SERVICES	212	212	206	174	162	**	**	**
GOVERNOR'S OFFICE	41	47	47	44	39	40	40	40
HUMAN RIGHTS	47	48	52	51	51	54	57	55
HUMAN SERVICES	5,320	5,428	5,477	5,136	5,038	5,146	5,237	5,520
INFORMATION TECHNOLOGY	137	144	136	113	116	**	**	**
INSPECTIONS AND APPEALS	449	468	481	456	459	474	488	505
INSURANCE	***	***	***	***	***	***	84	87
IOWA COMMUNICATIONS NTRK	88	93	99	97	95	96	90	80
IOWA PUBLIC TELEVISION	139	135	129	123	112	116	110	116
IPERS	***	***	***	***	***	86	83	86
JUSTICE	204	208	218	210	202	207	203	204
LAW ENFORCEMENT ACADEMY	31	29	31	30	27	27	27	27
LOTTERY	***	***	***	***	***	108	108	112
MANAGEMENT	27	31	30	27	27	28	27	28
NATURAL RESOURCES	803	836	864	853	880	898	912	928
PAROLE	10	12	12	11	10	11	10	10
PERSONNEL	144	159	159	148	151	**	**	**
PROFESSIONAL LICENSING	***	***	***	***	***	***	10	12
PUBLIC DEFENSE	265	276	294	306	327	366	373	361
PUBLIC EMPLOYMENT RELATIONS	12	12	12	9	10	10	10	9
PUBLIC HEALTH	329	346	373	372	397	388	394	410
PUBLIC SAFETY	916	943	946	898	861	838	847	948
REVENUE ***	567	566	560	491	473	359	369	373
SECRETARY OF STATE	38	40	41	30	34	35	39	40
TRANSPORTATION	3,562	3,569	3,533	3,139	3,163	3,156	3,112	3,112
TREASURER	20	21	21	24	21	24	22	23
UTILITIES	***	***	***	***	***	***	90	89
VETERAN'S AFFAIRS	697	762	754	733	736	769	779	799
WORKFORCE DEVELOPMENT	850	847	851	757	765	783	753	766
GRAND TOTALS	19,617	20,246	20,359	18,953	18,977	19,198	19,202	19,726

* Department not in existence at the time.

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

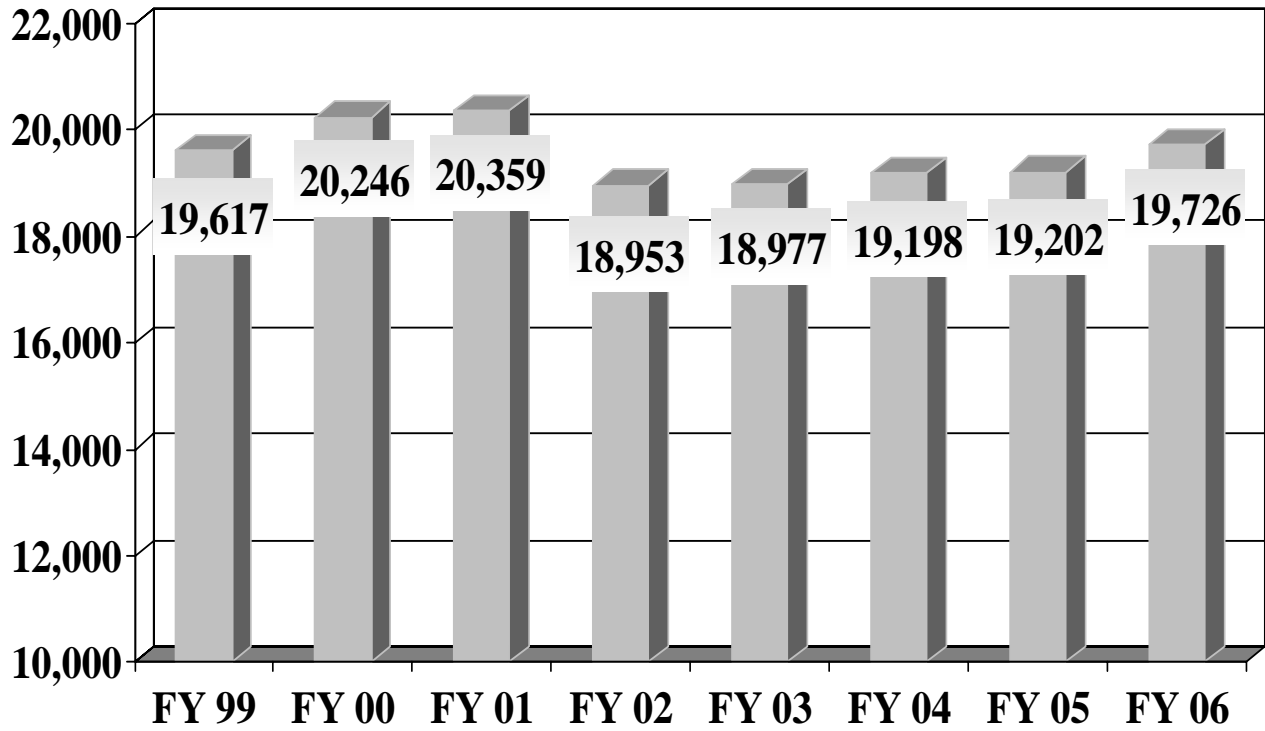
*** Formerly part of other department and now are their own department.

**** Commerce is now reported individually by division.

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

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

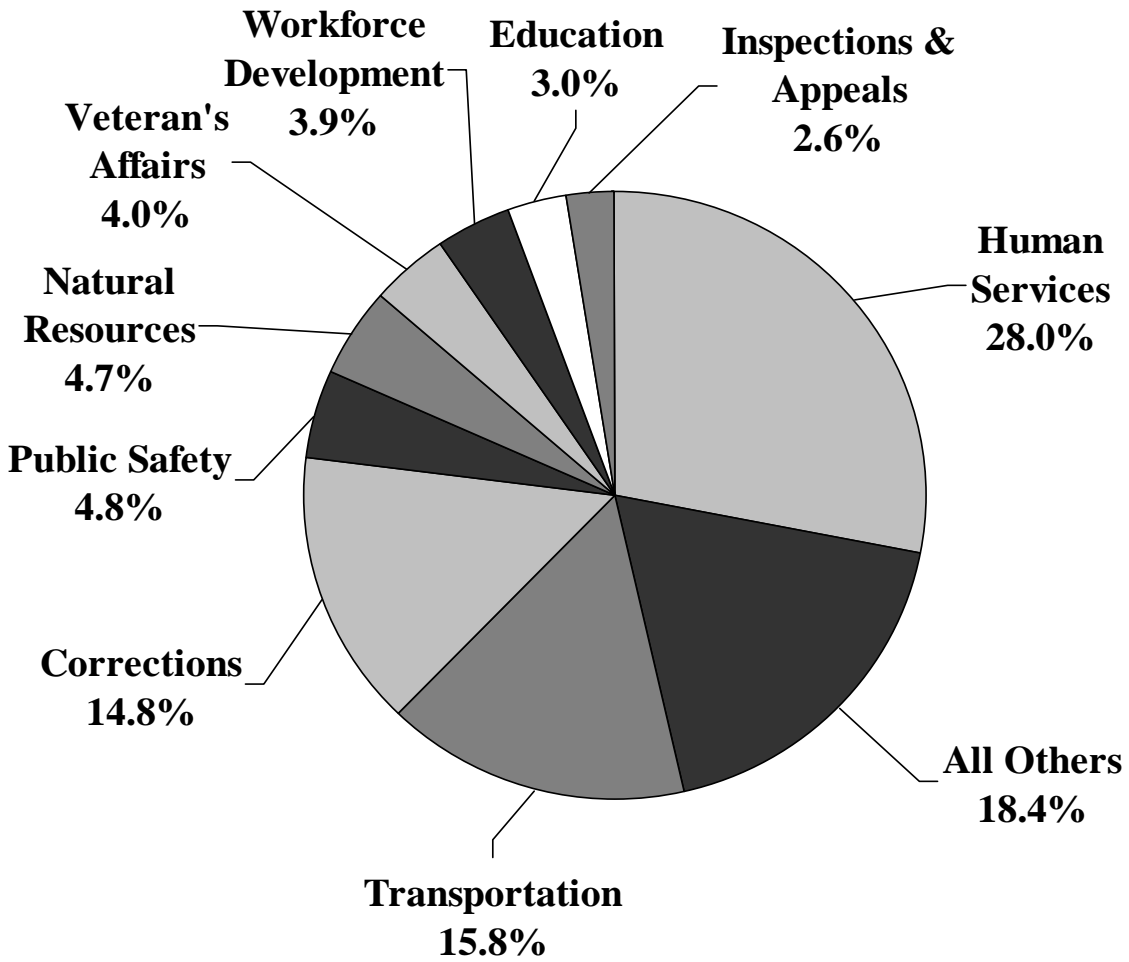
Executive Branch Full-Time Employees by Fiscal Year



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

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

Executive Branch Full-Time Employee Percentages by Department, Fiscal Year 2006



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

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

Executive Branch Full-Time Employees by Work County

COUNTY	FY99	FY00	FY01	FY02	FY03	FY04	FY05	FY06
	10	13	15	9	7	98*	6	6
ADAIR	12	28	28	33	29	30	31	29
ADAMS	10	11	10	9	9	9	9	8
ALLAMAKEE	32	34	37	32	27	35	31	32
APPANOOSE	45	46	45	39	39	41	40	40
AUDUBON	8	8	7	3	3	3	6	7
BENTON	37	37	32	37	39	41	40	41
BLACK HAWK	396	393	434	407	381	377	378	407
BOONE	691	701	702	687	699	692	697	748
BREMER	28	27	27	29	28	27	30	30
BUCHANAN	389	397	393	366	334	321	322	318
BUENA VISTA	54	55	55	51	52	48	47	52
BUTLER	27	28	28	24	27	28	27	30
CALHOUN	126	133	132	118	116	116	112	122
CARROLL	93	91	90	84	99	69	70	70
CASS	112	108	106	100	99	98	87	91
CEDAR	28	26	30	21	22	21	18	19
CERRO GORDO	207	218	226	209	214	223	222	228
CHEROKEE	278	285	286	273	275	305	309	342
CHICKASAW	38	42	43	34	35	35	33	33
CLARKE	124	126	107	95	95	52	51	59
CLAY	71	70	70	78	86	94	96	98
CLAYTON	35	37	31	30	25	25	28	32
CLINTON	79	82	86	81	78	83	82	89
CRAWFORD	63	62	59	45	43	46	49	50
DALLAS	48	47	48	50	51	51	50	51
DAVIS	17	17	18	18	15	15	14	13
DECATUR	29	27	29	26	29	30	28	29
DELAWARE	81	81	84	74	78	76	76	78
DES MOINES CTY	109	102	107	97	101	99	102	102
DICKINSON	34	33	40	43	44	45	43	46
DUBUQUE	164	162	165	166	168	171	177	192
EMMET	22	22	23	20	20	17	18	18
FAYETTE	56	55	55	57	58	66	65	65
FLOYD	35	34	35	29	36	38	35	37
FRANKLIN	23	24	24	22	17	18	17	17
FREMONT	22	23	24	18	18	18	18	18
GREENE	31	30	28	27	23	22	22	23
GRUNDY	9	11	12	11	10	12	12	11
GUTHRIE	42	29	30	23	18	18	19	19
HAMILTON	45	39	43	32	30	32	33	31
HANCOCK	25	27	25	22	23	23	23	24
HARDIN	223	243	241	233	216	215	213	223
HARRISON	37	38	34	30	32	32	32	31
HENRY	484	518	518	487	478	482	465	476
HOWARD	11	11	10	2	1	1	2	1
HUMBOLDT	14	13	12	7	5	5	6	6
IDA	11	12	10	8	9	8	9	9
IOWA	33	30	29	27	24	24	24	23
JACKSON	48	48	50	49	45	45	44	43

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

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

* County codes were incorrect for FY04.

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

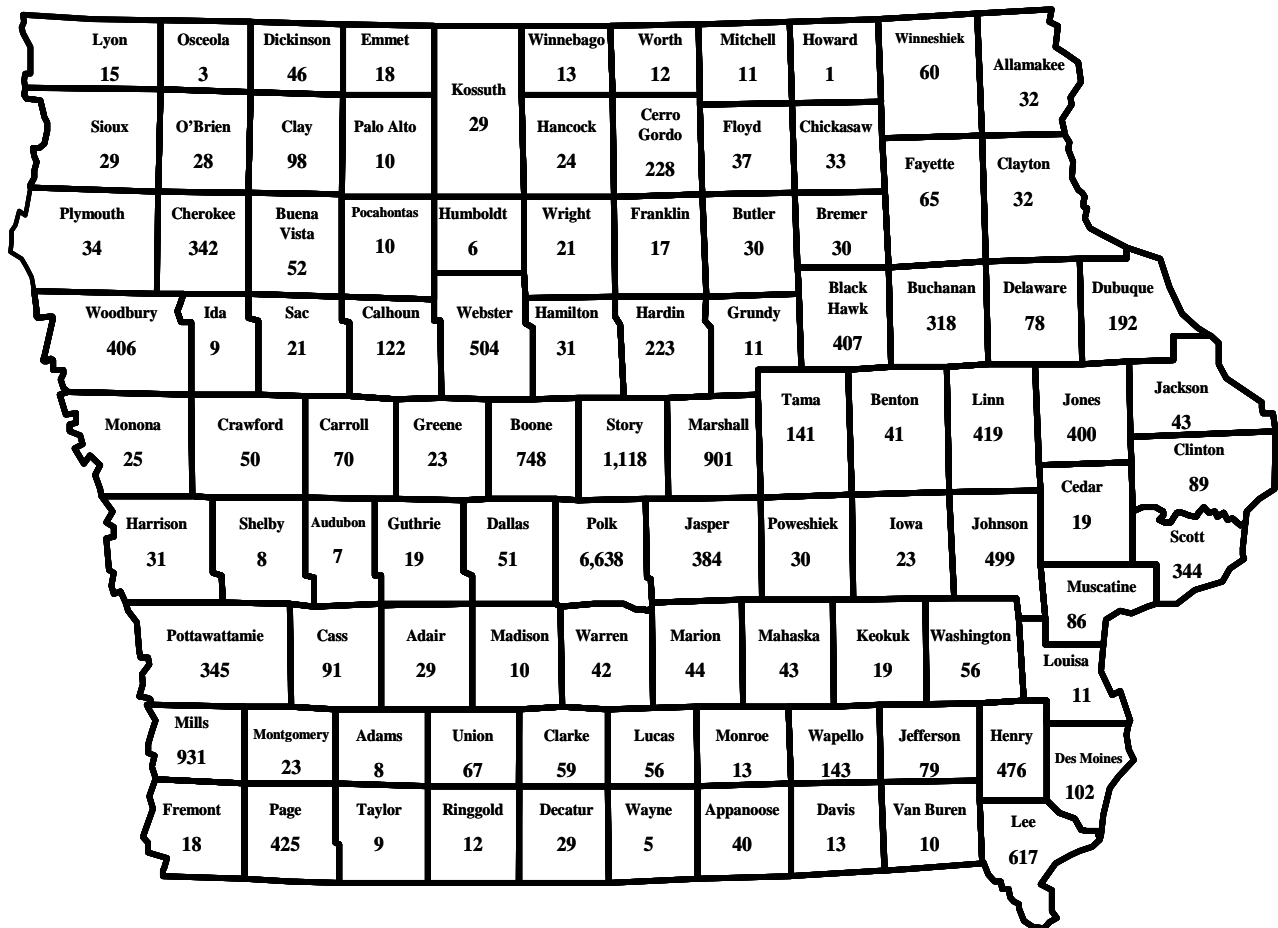
Executive Branch Full-Time Employees by Work County (cont.)

COUNTY NAME	FY99	FY00	FY01	FY02	FY03	FY04	FY05	FY06
JASPER	422	435	427	391	408	389	379	384
JEFFERSON	72	77	78	76	82	81	81	79
JOHNSON	523	523	524	490	497	494	485	499
JONES	446	445	437	410	418	415	400	400
KEOKUK	17	18	19	20	19	18	17	19
KOSSUTH	29	29	30	29	29	30	27	29
LEE	554	570	587	557	640	639	624	617
LINN	489	493	494	423	426	398	408	419
LOUISA	15	18	20	16	10	11	11	11
LUCAS	56	58	64	52	53	55	55	56
LYON	17	18	18	16	14	15	15	15
MADISON	13	14	13	8	8	8	9	10
MAHASKA	39	36	39	35	37	37	40	43
MARION	41	40	38	39	40	40	40	44
MARSHALL	786	850	837	812	823	857	872	901
MILLS	859	875	857	850	855	865	889	931
MITCHELL	10	8	8	8	9	9	9	11
MONONA	28	27	28	26	20	20	22	25
MONROE	20	20	20	14	15	11	12	13
MONTGOMERY	41	40	41	36	25	25	24	23
MUSCATINE	72	75	72	70	79	84	80	86
O'BRIEN	30	28	27	25	26	26	25	28
OSCEOLA	12	12	9	3	3	3	3	3
PAGE	439	442	444	408	405	402	435	425
PALO ALTO	17	17	19	13	13	13	13	10
PLYMOUTH	32	31	33	31	36	37	33	34
POCAHONTAS	16	16	16	14	11	11	10	10
POLK	6,445	6,724	6,833	6,338	6,285	6,393	6,488	6,638
POTTAWATTAMIE	291	282	295	284	293	309	327	345
POWESHIEK	37	34	31	29	28	29	28	30
RINGGOLD	18	17	17	16	12	14	13	12
SAC	24	24	23	23	20	20	20	21
SCOTT	312	312	326	313	311	319	322	344
SHELBY	20	21	22	13	8	8	8	8
SIOUX	23	25	25	25	24	25	26	29
STORY	1,308	1,300	1,256	1,126	1,126	1,130	1,108	1,118
TAMA	158	163	155	148	135	136	133	141
TAYLOR	15	16	15	15	10	10	9	9
UNION	71	67	65	59	66	64	63	67
VAN BUREN	20	18	16	11	10	9	10	10
WAPELLO	143	147	157	143	145	144	148	143
WARREN	44	42	43	37	36	34	37	42
WASHINGTON	56	55	56	53	55	57	58	56
WAYNE	8	9	9	7	4	5	5	5
WEBSTER	393	525	525	496	504	512	495	504
WINNEBAGO	21	18	18	12	14	13	13	13
WINNESHIEK	61	63	61	59	58	60	60	60
WOODBURY	375	401	403	370	389	402	410	406
WORTH	15	14	15	13	12	13	13	12
WRIGHT	18	20	21	19	21	19	22	21
TOTALS	19,617	20,246	20,359	18,953	18,977	19,198	19,202	19,726

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

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

Executive Branch Full-Time Employees by Work County, Fiscal Year 2006



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

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

Executive Branch Full-Time Employees by EEO-4 Category, Fiscal Year 2006

DEPARTMENT	EEO-4 Category 1 Official / Administrator	EEO-4 Category 2 Professional	EEO-4 Category 3 Technician	EEO-4 Category 4 Protective Service: Sworn	EEO-4 Category 5 Protective Service: Non-Sworn	EEO-4 Category 6 Admin Support	EEO-4 Category 7 Skilled Craft	EEO-4 Category 8 Service Maintenance
ADMINISTRATIVE SERVICES	44	179	24	0	0	29	29	62
AGRICULTURE	29	102	134	0	0	119	0	0
ALCOHOLIC BEVERAGES	6	15	3	0	0	8	0	18
AUDITOR	10	92	1	0	0	3	0	0
BANKING	3	58	1	0	0	2	0	0
BLIND	14	47	2	0	0	25	9	0
CIVIL RIGHTS	4	15	1	0	0	3	0	0
COLLEGE AID	5	26	3	0	0	7	0	0
COMMERCE	***	***	***	***	***	***	***	***
CORRECTIONS	260	483	36	1,745	0	174	181	41
CREDIT UNION	3	11	0	0	0	1	0	0
CULTURAL AFFAIRS	6	45	4	0	0	10	0	5
ECONOMIC DEVELOPMENT**	22	84	5	0	0	13	0	3
EDUCATION	34	333	98	0	0	124	4	3
ELDER AFFAIRS	10	16	3	0	0	3	0	0
ETHICS/CAMPAIGN DISCLOSURE	1	3	0	0	0	2	0	0
FINANCE AUTHORITY**	27	53	1	0	0	5	0	0
GENERAL SERVICES	*	*	*	*	*	*	*	*
GOVERNOR'S OFFICE	17	15	1	0	0	2	0	3
HUMAN RIGHTS	12	38	1	0	0	4	0	0
HUMAN SERVICES	427	1,825	998	229	0	631	118	1,292
INFORMATION TECHNOLOGY	*	*	*	*	*	*	*	*
INSPECTIONS AND APPEALS	35	385	4	0	0	81	0	0
INSURANCE	19	53	0	0	0	15	0	0
IOWA COMMUNICATIONS NTKW	20	48	7	0	0	3	2	0
IOWA PUBLIC TELEVISION	19	57	35	0	0	5	0	0
IPERS**	14	61	2	0	0	9	0	0
JUSTICE	21	151	0	0	0	31	0	0
LAW ENFORCEMENT ACADEMY	2	15	0	1	0	7	2	0
LOTTERY**	21	62	9	0	0	18	0	2
MANAGEMENT	8	18	0	0	0	2	0	0
NATURAL RESOURCES	125	491	142	116	0	51	1	2
PAROLE	4	5	0	0	0	1	0	0
PERSONNEL	*	*	*	*	*	*	*	*
PROFESSIONAL LICENSING	5	5	0	0	0	2	0	0
PUBLIC DEFENSE	38	99	10	110	0	11	73	20
PUBLIC EMPLOYMENT RELATIONS	3	4	1	0	0	1	0	0
PUBLIC HEALTH	68	265	11	1	0	65	0	0
PUBLIC SAFETY	41	61	59	658	0	118	11	0
REVENUE**	48	245	4	0	0	76	0	0
SECRETARY OF STATE	9	18	0	0	0	12	0	0
TRANSPORTATION	198	553	594	122	0	350	1,253	42
TREASURER	4	14	2	0	0	2	0	0
UTILITIES	20	57	1	0	0	11	0	0
VETERAN'S AFFAIRS	32	194	81	6	0	72	24	390
WORKFORCE DEVELOPMENT	68	533	15	0	0	148	0	2
GRAND TOTALS	1,756	6,834	2,293	2,988	0	2,256	1,707	1,885

* 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.

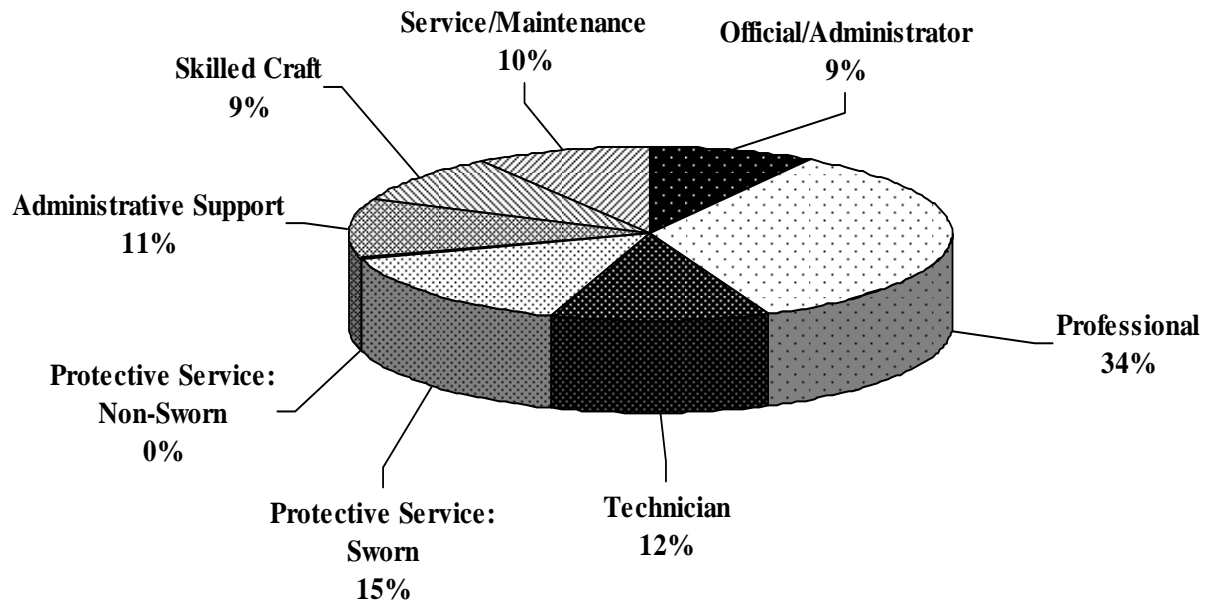
NOTE: EEO-4 Category - The Equal Employment Opportunity occupational category to which a given job class is assigned. There are eight distinct categories (please refer to page 22-23 for definitions of these categories).

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

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

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

Executive Branch Full-Time Employee Percentages by EEO-4 Category, Fiscal Year 2006



NOTE: Percentages are rounded.

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

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

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

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

Executive Branch Part-Time Employees by Department

DEPARTMENT	FY99	FY00	FY01	FY02	FY03	FY04	FY05	FY06
ADMINISTRATIVE SERVICES	*	*	*	*	*	2	8	6
AGRICULTURE	0	6	0	0	1	2	1	1
ALCOHOLIC BEVERAGES	***	***	***	***	***	***	0	0
AUDITOR	1	1	1	1	1	1	1	1
BANKING	***	***	***	***	***	***	1	1
BLIND	1	1	0	0	0	1	0	0
CIVIL RIGHTS	1	1	1	1	1	1	0	1
COLLEGE AID	0	0	0	0	0	0	0	0
COMMERCE	9	9	6	6	6	6	****	****
CORRECTIONS	8	8	11	11	12	15	14	13
CREDIT UNION	***	***	***	***	***	***	0	0
CULTURAL AFFAIRS	1	3	3	3	3	4	2	3
ECONOMIC DEVELOPMENT***	2	1	1	1	1	1	1	1
EDUCATION	0	0	4	4	13	35	36	33
ELDER AFFAIRS	0	0	0	1	1	1	1	0
ETHICS/CAMPAIGN DISCLOSURE	0	0	0	1	0	0	0	0
FINANCE AUTHORITY	***	***	***	***	***	***	0	0
GENERAL SERVICES	4	4	3	2	1	**	**	**
GOVERNOR'S OFFICE	0	0	0	0	0	0	0	0
HUMAN RIGHTS	0	0	0	0	0	1	0	1
HUMAN SERVICES	55	56	55	40	43	48	40	38
INFORMATION TECHNOLOGY	0	0	0	0	0	**	**	**
INSPECTIONS AND APPEALS	21	21	20	20	31	31	30	33
INSURANCE	***	***	***	***	***	***	3	4
IOWA COMMUNICATIONS NTWRK	1	0	0	0	0	0	0	0
IOWA PUBLIC TELEVISION	0	0	2	1	0	2	4	2
IPERS	***	***	***	***	***	2	2	2
JUSTICE	2	0	5	4	4	4	5	4
LAW ENFORCEMENT ACADEMY	0	0	0	0	0	0	0	0
LOTTERY	***	***	***	***	***	2	1	3
MANAGEMENT	0	0	0	0	0	0	0	0
NATURAL RESOURCES	21	22	4	3	4	5	5	6
PAROLE	5	5	4	4	4	3	4	4
PERSONNEL	1	1	1	2	2	**	**	**
PROFESSIONAL LICENSING	***	***	***	***	***	***	0	0
PUBLIC DEFENSE	2	2	3	1	0	0	0	2
PUBLIC EMPLOYMENT RELATIONS	0	0	0	0	0	0	0	0
PUBLIC HEALTH	0	0	0	0	0	2	4	5
PUBLIC SAFETY	2	2	3	3	1	1	1	1
REVENUE ***	2	2	4	3	3	1	1	2
SECRETARY OF STATE	2	2	1	0	0	0	0	0
TRANSPORTATION	46	41	39	26	21	22	18	17
TREASURER	1	1	1	1	1	1	1	1
UTILITIES	***	***	***	***	***	***	4	4
VETERAN'S AFFAIRS	62	109	109	112	111	115	117	111
WORKFORCE DEVELOPMENT	10	8	7	7	8	8	7	8
GRAND TOTALS	260	306	288	258	273	317	312	308

* 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 (IPERS, Revenue & Lottery).

**** Commerce is now reported individually by division.

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

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

Executive Branch Temporary Employees by Department

DEPARTMENT	FY99	FY00	FY01	FY02	FY03	FY04	FY05	FY06
ADMINISTRATIVE SERVICES	*	*	*	*	*	4	2	4
AGRICULTURE	25	34	16	16	46	74	37	27
ALCOHOLIC BEVERAGES	***	***	***	***	***	***	1	0
AUDITOR	0	0	3	0	0	0	0	0
BANKING	***	***	***	***	***	***	0	0
BLIND	1	3	3	4	5	9	8	14
CIVIL RIGHTS	0	0	0	0	0	0	0	1
COLLEGE AID	0	0	0	0	0	0	1	1
COMMERCE	4	6	2	3	3	2	****	****
CORRECTIONS	28	30	36	25	46	53	68	61
CREDIT UNION	***	***	***	***	***	***	0	0
CULTURAL AFFAIRS	9	8	13	5	10	18	18	26
ECONOMIC DEVELOPMENT***	14	14	13	7	9	10	8	1
EDUCATION	9	6	7	5	7	12	12	5
ELDER AFFAIRS	0	0	0	0	0	1	1	1
ETHICS/CAMPAIGN DISCLOSURE	0	0	0	0	0	0	0	0
FINANCE AUTHORITY	***	***	***	***	***	***	0	0
GENERAL SERVICES	2	0	0	1	0	**	**	**
GOVERNOR'S OFFICE	0	4	2	3	1	0	2	1
HUMAN RIGHTS	1	0	3	3	1	0	0	0
HUMAN SERVICES	109	88	76	61	82	102	104	136
INFORMATION TECHNOLOGY	2	3	0	2	1	**	**	**
INSPECTIONS AND APPEALS	29	29	27	33	43	27	32	31
INSURANCE	***	***	***	***	***	***	8	4
IOWA COMMUNICATIONS NTRK	2	1	0	3	0	0	1	1
IOWA PUBLIC TELEVISION	48	36	32	28	26	35	23	35
IPERS	***	***	***	***	***	0	1	1
JUSTICE	10	6	6	3	4	4	6	6
LAW ENFORCEMENT ACADEMY	3	5	4	4	4	4	4	4
LOTTERY	***	***	***	***	***	5	6	3
MANAGEMENT	2	4	2	1	0	0	0	0
NATURAL RESOURCES	489	444	511	336	364	313	338	354
PAROLE	2	4	2	4	3	3	4	2
PERSONNEL	7	8	0	3	4	**	**	**
PROFESSIONAL LICENSING	***	***	***	***	***	***	0	0
PUBLIC DEFENSE	53	33	44	45	19	29	26	23
PUBLIC EMPLOYMENT RELATIONS	0	0	0	0	0	0	0	0
PUBLIC HEALTH	13	33	46	41	46	33	45	68
PUBLIC SAFETY	44	54	46	3	5	23	26	28
REVENUE ***	140	119	94	70	73	51	50	35
SECRETARY OF STATE	2	4	6	1	2	1	2	5
TRANSPORTATION	581	537	188	134	149	89	80	81
TREASURER	5	2	2	3	2	2	3	2
UTILITIES	***	***	***	***	***	***	0	0
VETERAN'S AFFAIRS	33	54	52	65	83	83	111	98
WORKFORCE DEVELOPMENT	23	24	61	96	74	44	61	23
GRAND TOTALS	1,690	1,593	1,297	1,008	1,112	1,031	1,089	1,082

* Department not in existence at the time.

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*** Formerly part of other department and now are their own department (IPERS, Revenue & Lottery).

**** Commerce is now reported individually by division.

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

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

Executive Branch Bonus Pay Expenditures by Department, Fiscal Year 2006

DEPARTMENT	Reassignment		Recruitment		Retention		Performance	
	Count	Cost	Count	Cost	Count	Cost	Count	Cost
ADMINISTRATIVE SERVICES	1	\$3,537.60	2	\$4,381.92	2	\$8,528.00	12	\$32,523.28
AGRICULTURE	0	\$0.00	0	\$0.00	0	\$0.00	2	\$8,500.00
ALCOHOLIC BEVERAGES**	0	\$0.00	0	\$0.00	0	\$0.00	0	\$0.00
AUDITOR	0	\$0.00	1	\$1,000.00	25	\$13,610.00	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	1	\$450.00	0	\$0.00
COMMERCE	**	**	**	**	**	**	**	**
CORRECTIONS	0	\$0.00	1	\$5,314.40	4	\$64,650.85	1	\$1,500.00
CREDIT UNION**	0	\$0.00	0	\$0.00	0	\$0.00	0	\$0.00
CULTURAL AFFAIRS	0	\$0.00	0	\$0.00	0	\$0.00	0	\$0.00
ECONOMIC DEVELOPMENT	0	\$0.00	0	\$0.00	1	\$2,115.38	1	\$535.81
EDUCATION	0	\$0.00	0	\$0.00	1	\$5,000.00	1	\$1,600.00
ELDER AFFAIRS	0	\$0.00	0	\$0.00	1	\$1,500.00	1	\$1,500.00
ETHICS/CAMPAIGN DISCLOSURE	0	\$0.00	0	\$0.00	0	\$0.00	0	\$0.00
FINANCE AUTHORITY**	0	\$0.00	0	\$0.00	0	\$0.00	1	\$1,000.00
GENERAL SERVICES	*	*	*	*	*	*	*	*
GOVERNOR'S OFFICE	0	\$0.00	0	\$0.00	0	\$0.00	1	\$1,000.00
HUMAN RIGHTS	0	\$0.00	0	\$0.00	0	\$0.00	0	\$0.00
HUMAN SERVICES	1	\$4,430.40	5	\$11,358.40	1	\$2,014.60	1	\$3,571.20
INFORMATION TECHNOLOGY	*	*	*	*	*	*	*	*
INSPECTIONS AND APPEALS	0	\$0.00	1	\$1,208.80	0	\$0.00	5	\$12,087.00
INSURANCE**	0	\$0.00	0	\$0.00	1	\$7,000.00	0	\$0.00
IOWA COMMUNICATIONS NTWK	0	\$0.00	0	\$0.00	0	\$0.00	0	\$0.00
IOWA PUBLIC TELEVISION	0	\$0.00	1	\$5,000.00	0	\$0.00	0	\$0.00
IPERS**	0	\$0.00	0	\$0.00	0	\$0.00	0	\$0.00
JUSTICE	0	\$0.00	0	\$0.00	0	\$0.00	0	\$0.00
LAW ENFORCEMENT ACADEMY	0	\$0.00	0	\$0.00	0	\$0.00	0	\$0.00
LOTTERY**	0	\$0.00	0	\$0.00	0	\$0.00	0	\$0.00
MANAGEMENT	0	\$0.00	0	\$0.00	0	\$0.00	0	\$0.00
NATURAL RESOURCES	1	\$2,408.00	1	\$2,000.00	1	\$3,951.78	1	\$2,335.84
PAROLE	0	\$0.00	0	\$0.00	0	\$0.00	1	\$1,000.00
PERSONNEL	*	*	*	*	*	*	*	*
PROFESSIONAL LICENSING**	0	\$0.00	0	\$0.00	0	\$0.00	0	\$0.00
PUBLIC DEFENSE	0	\$0.00	0	\$0.00	2	\$18,080.30	87	\$107,238.00
PUBLIC EMPLOYMENT RELATIONS	0	\$0.00	0	\$0.00	0	\$0.00	0	\$0.00
PUBLIC HEALTH	0	\$0.00	1	\$10,000.00	1	\$15,996.48	0	\$0.00
PUBLIC SAFETY	0	\$0.00	1	\$3,000.00	2	\$9,245.00	2	\$5,406.40
REVENUE**	0	\$0.00	2	\$6,000.00	0	\$0.00	0	\$0.00
SECRETARY OF STATE	0	\$0.00	0	\$0.00	0	\$0.00	1	\$2,500.00
TRANSPORTATION	0	\$0.00	0	\$0.00	0	\$0.00	0	\$0.00
TREASURER	0	\$0.00	0	\$0.00	0	\$0.00	0	\$0.00
UTILITIES	0	\$0.00	0	\$0.00	0	\$0.00	0	\$0.00
VETERANS AFFAIRS	0	\$0.00	0	\$0.00	7	\$82,599.38	0	\$0.00
WORKFORCE DEVELOPMENT	0	\$0.00	0	\$0.00	4	\$28,856.01	0	\$0.00
GRAND TOTALS	3	\$10,376.00	16	\$49,263.52	54	\$263,597.78	118	\$182,297.53

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

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

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

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

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

Executive Branch Full-Time Average Base Salary by Department

Department	FY 99	FY 00	FY 01	FY 02	FY 03	FY 04	FY 05	FY 06
ADMINISTRATIVE SERVICES	*	*	*	*	*	\$53,023	\$56,017	\$57,743
AGRICULTURE	\$34,102	\$34,815	\$36,720	\$38,572	\$40,716	\$42,939	\$44,696	\$45,630
ALCOHOLIC BEVERAGES	***	***	***	***	***	***	\$42,632	\$45,069
AUDITOR	\$40,254	\$40,999	\$45,819	\$49,830	\$51,673	\$54,007	\$52,465	\$54,291
BANKING	***	***	***	***	***	***	\$68,909	\$71,871
BLIND	\$35,919	\$36,474	\$37,363	\$39,527	\$41,684	\$43,837	\$46,280	\$47,031
CIVIL RIGHTS	\$38,615	\$40,515	\$42,129	\$44,148	\$47,370	\$49,470	\$50,587	\$53,341
COLLEGE AID	\$34,458	\$35,527	\$36,947	\$39,899	\$42,351	\$44,545	\$45,186	\$47,409
COMMERCE	\$48,189	\$49,800	\$52,011	\$56,153	\$59,580	\$59,858	****	****
CORRECTIONS	\$34,149	\$35,001	\$36,950	\$38,942	\$40,924	\$43,303	\$45,659	\$46,933
CREDIT UNION	***	***	***	***	***	***	\$56,890	\$60,866
CULTURAL AFFAIRS	\$37,008	\$37,866	\$39,833	\$42,400	\$45,486	\$46,868	\$49,731	\$49,293
ECONOMIC DEVELOPMENT	\$45,504	\$45,211	\$47,442	\$48,704	\$50,814	\$54,050	\$56,775	\$58,344
EDUCATION	\$38,906	\$40,417	\$41,992	\$44,317	\$47,738	\$50,424	\$52,745	\$54,745
ELDER AFFAIRS	\$39,691	\$41,301	\$43,579	\$47,779	\$48,882	\$51,894	\$53,089	\$54,075
ETHICS/CAMPAIGN DISCLOSURE	\$40,550	\$42,522	\$44,803	\$43,697	\$46,011	\$48,105	\$51,467	\$53,888
FINANCE AUTHORITY	***	***	***	***	***	***	\$56,169	\$59,834
GENERAL SERVICES	\$31,353	\$32,663	\$34,941	\$36,665	\$36,705	**	**	**
GOVERNOR'S OFFICE	\$46,474	\$47,247	\$50,237	\$50,623	\$52,486	\$53,482	\$55,474	\$57,525
HUMAN RIGHTS	\$39,724	\$41,599	\$44,003	\$45,990	\$48,389	\$49,457	\$51,894	\$54,618
HUMAN SERVICES	\$32,914	\$33,937	\$35,688	\$36,953	\$38,826	\$40,309	\$41,945	\$42,787
INFORMATION TECHNOLOGY	\$44,848	\$47,566	\$58,099	\$62,378	\$66,257	**	**	**
INSPECTIONS AND APPEALS	\$44,807	\$46,045	\$48,262	\$50,389	\$53,133	\$55,713	\$58,199	\$59,248
INSURANCE	***	***	***	***	***	***	\$55,910	\$56,297
IA COMMUNICATIONS NETWORK	\$44,153	\$45,325	\$49,800	\$51,772	\$55,501	\$59,516	\$61,334	\$64,849
IOWA PUBLIC TELEVISION	\$38,964	\$41,288	\$43,559	\$44,838	\$49,079	\$51,143	\$53,764	\$55,019
IPERS	*	*	*	*	*	\$54,162	\$56,884	\$58,295
JUSTICE	\$57,580	\$59,221	\$61,897	\$64,017	\$66,106	\$67,995	\$68,314	\$70,247
LAW ENFORCEMENT ACADEMY	\$38,956	\$40,904	\$42,734	\$45,156	\$46,914	\$48,992	\$50,409	\$51,987
LOTTERY	*	*	*	*	*	\$48,642	\$52,600	\$54,316
MANAGEMENT	\$58,687	\$60,898	\$67,000	\$68,478	\$72,316	\$74,864	\$77,391	\$77,623
NATURAL RESOURCES	\$40,148	\$41,552	\$43,448	\$45,544	\$48,060	\$49,471	\$51,984	\$53,503
PAROLE	\$46,869	\$46,946	\$49,683	\$49,090	\$52,995	\$52,680	\$55,016	\$58,278
PERSONNEL	\$42,246	\$43,167	\$46,574	\$48,836	\$52,267	**	**	**
PROFESSIONAL LICENSING	***	***	***	***	***	***	\$52,171	\$53,454
PUBLIC DEFENSE	\$32,124	\$33,697	\$35,694	\$38,179	\$40,791	\$42,553	\$44,803	\$46,774
PUBL EMPLOYMENT RELATIONS	\$54,001	\$55,718	\$57,390	\$58,613	\$63,006	\$65,136	\$67,626	\$80,221
PUBLIC HEALTH	\$41,980	\$43,634	\$45,971	\$48,240	\$50,239	\$52,713	\$55,278	\$56,192
PUBLIC SAFETY	\$40,349	\$41,558	\$43,383	\$46,054	\$49,062	\$51,146	\$52,834	\$52,405
REVENUE***	\$37,580	\$39,008	\$41,950	\$44,403	\$48,111	\$49,193	\$50,759	\$52,090
SECRETARY OF STATE	\$39,139	\$40,032	\$43,359	\$44,257	\$45,409	\$49,546	\$51,943	\$52,646
TRANSPORTATION	\$33,449	\$34,855	\$37,022	\$40,099	\$42,591	\$45,021	\$47,277	\$48,599
TREASURER	\$43,432	\$43,732	\$47,435	\$47,043	\$49,349	\$49,340	\$49,951	\$51,480
UTILITIES	***	***	***	***	***	***	\$74,358	\$76,630
VETERAN'S AFFAIRS	\$33,004	\$33,039	\$34,844	\$36,472	\$38,329	\$39,821	\$41,602	\$42,381
WORKFORCE DEVELOPMENT	\$37,337	\$38,063	\$40,336	\$41,398	\$44,091	\$46,482	\$48,821	\$49,952
AVERAGE ANNUAL SALARY	\$35,846	\$36,972	\$39,091	\$41,164	\$43,476	\$45,482	\$47,506	\$48,605

* Department not in existence at the time.

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

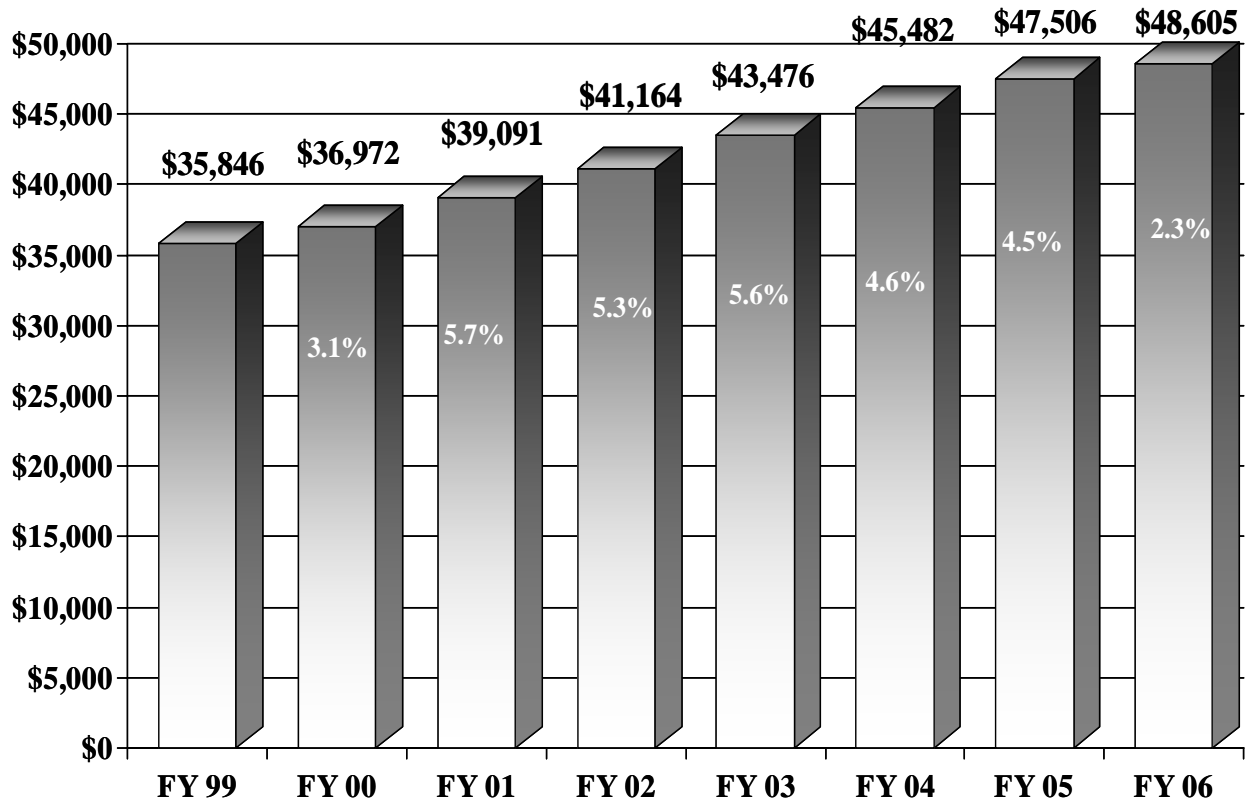
*** Formerly part of other department and now are their own department.

**** Commerce is now reported individually by division.

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

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

Executive Branch Full-Time Average Base Salary



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

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

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

Overtime/Compensatory Time by Department, Fiscal Year 2006

DEPARTMENT	Overtime Expense	Overtime Days	Comp Earned Value	Comp Earned Days	Comp Taken Expense	Comp Taken Days
ADMINISTRATIVE SERVICES	\$366,685.49	1,544.4	\$260,272.19	1,238.9	\$148,924.26	670.0
AGRICULTURE	\$14,651.33	63.7	\$17,194.25	110.0	\$17,438.91	106.3
ALCOHOLIC BEVERAGES**	\$115,778.23	643.7	\$20,202.16	128.1	\$10,914.28	59.9
AUDITOR	\$5,164.13	36.8	\$0.00	0.0	\$0.00	0.0
BANKING**	\$0.00	0.0	\$0.00	0.0	\$0.00	0.0
BLIND	\$13,594.00	63.8	\$9,044.84	69.8	\$7,406.22	57.5
CIVIL RIGHTS	\$184.80	1.0	\$0.00	0.0	\$0.00	0.0
COLLEGE AID	\$3,863.72	16.3	\$0.00	0.0	\$0.00	0.0
COMMERCE	**	**	**	**	**	**
CORRECTIONS	\$3,845,323.75	15,311.7	\$3,303,664.35	20,010.6	\$723,962.32	4,264.8
CREDIT UNION**	\$0.00	0.0	\$0.00	0.0	\$0.00	0.0
CULTURAL AFFAIRS	\$17,915.67	94.1	\$39,291.96	224.9	\$24,080.08	132.9
ECONOMIC DEVELOPMENT	\$5,779.55	25.8	\$1,917.10	13.9	\$937.70	5.6
EDUCATION	\$42,058.74	171.0	\$18,002.50	95.2	\$16,897.20	88.8
ELDER AFFAIRS	\$9,867.44	42.6	\$14,921.96	76.7	\$9,514.22	47.9
ETHICS/CAMPAIGN DISCLOSURE	\$0.00	0.0	\$338.20	1.8	\$266.70	1.4
FINANCE AUTHORITY**	\$84,554.49	391.8	\$42,083.99	186.1	\$33,479.76	149.4
GENERAL SERVICES	*	*	*	*	*	*
GOVERNOR'S OFFICE	\$25.50	0.1	\$0.00	0.0	\$0.00	0.0
HUMAN RIGHTS	\$4,581.10	26.2	\$9,938.89	63.2	\$10,207.63	64.7
HUMAN SERVICES	\$5,842,329.75	26,544.9	\$3,967,696.28	27,595.8	\$1,642,585.74	10,960.1
INFORMATION TECHNOLOGY	*	*	*	*	*	*
INSPECTIONS AND APPEALS	\$16,239.07	62.8	\$42,330.49	200.4	\$28,729.43	139.8
INSURANCE**	\$6,483.43	27.8	\$33,701.02	158.8	\$28,139.31	131.5
IOWA COMMUNICATIONS NTWK	\$61,161.82	209.3	\$25,614.17	109.1	\$20,828.21	92.9
IOWA PUBLIC TELEVISION	\$143,430.59	557.1	\$76,308.29	428.2	\$52,445.68	296.3
IPERS**	\$46,005.01	160.7	\$9,614.77	46.5	\$7,532.75	35.1
JUSTICE	\$0.00	0.0	\$32,658.81	196.3	\$29,950.92	179.5
LAW ENFORCEMENT ACADEMY	\$13,290.93	60.3	\$4,475.26	31.5	\$1,819.97	14.6
LOTTERY**	\$65,096.79	298.6	\$51,376.95	304.5	\$15,612.16	82.9
MANAGEMENT	\$0.00	0.0	\$955.75	6.3	\$1,022.32	6.7
NATURAL RESOURCES	\$44,193.08	192.4	\$1,053,882.52	5,737.0	\$733,888.36	3,979.9
PAROLE	\$22.89	0.1	\$0.00	0.0	\$0.00	0.0
PERSONNEL	*	*	*	*	*	*
PROFESSIONAL LICENSING**	\$953.31	5.5	\$4,845.00	41.6	\$2,682.65	22.9
PUBLIC DEFENSE	\$172,394.26	774.9	\$293,845.13	1,823.4	\$164,993.60	1,007.4
PUBLIC EMPLOYMENT RELATIONS	\$0.00	0.0	\$0.00	0.0	\$0.00	0.0
PUBLIC HEALTH	\$186,285.59	767.9	\$136,727.03	672.9	\$122,581.30	598.3
PUBLIC SAFETY	\$243,815.29	1,005.2	\$2,614,509.13	13,452.5	\$852,216.60	4,493.8
REVENUE**	\$35,166.98	123.4	\$51,170.03	230.3	\$34,037.67	158.4
SECRETARY OF STATE	\$96,386.19	418.3	\$4,248.92	22.1	\$3,824.82	19.8
TRANSPORTATION	\$6,758,546.91	27,747.5	\$3,043,561.23	28,976.3	\$2,042,394.69	18,528.4
TREASURER	\$9,427.85	60.3	\$4,948.60	34.7	\$4,298.18	28.8
UTILITIES**	\$2,096.21	8.6	\$23,584.82	84.3	\$20,982.91	74.4
VETERANS AFFAIRS	\$814,048.12	3,720.6	\$864,177.74	5,788.9	\$297,819.25	1,695.1
WORKFORCE DEVELOPMENT	\$176,772.67	642.6	\$67,422.80	362.5	\$56,444.38	311.1
GRAND TOTALS	\$19,264,174.68	81,821.8	\$16,144,527.13	108,523.1	\$7,168,860.18	48,506.9

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

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

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

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

Salary Increases of Executive Branch Employees

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

- (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, Human Resource Enterprise, JGroff.

Equal Employment Opportunity

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

Executive Branch full-time female employees now make up 50.3% of the workforce compared to 48.6% in Fiscal Year 1998.

Executive Branch full-time racial/ethnic minority employees now make up 5.2% of the workforce compared to 5.1% in Fiscal Year 1998.

Executive Branch full-time employees with disabilities now make up 6.6% of the workforce compared to 4.5% in Fiscal Year 1998.

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

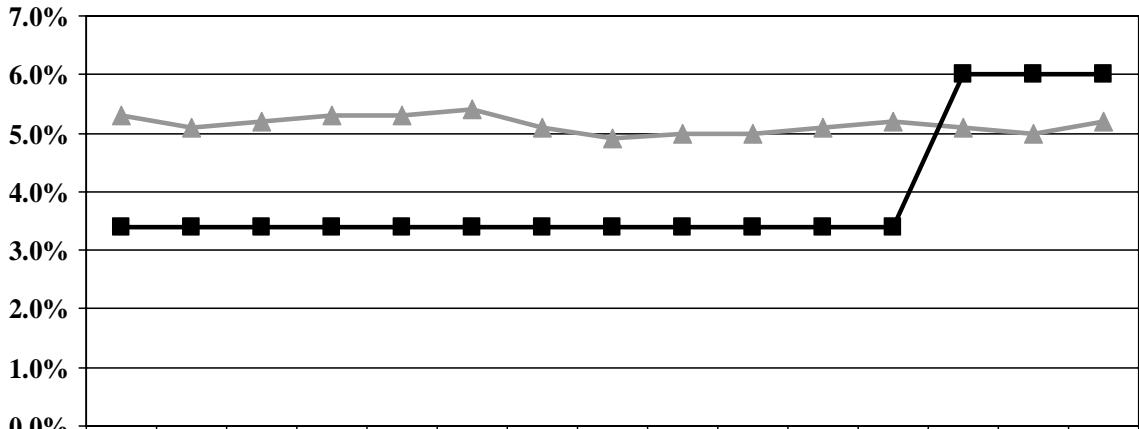
EEO-6 Administrative Support - Occupations in which workers are responsible for internal and external communication, recording and retrieval of data and/or information and other paperwork required in an office.

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.

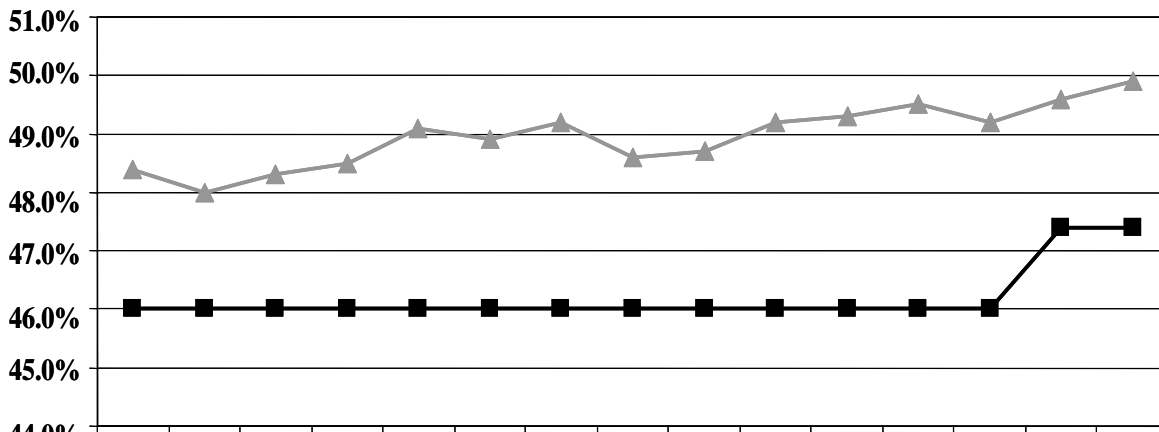
Executive Branch Workforce in Comparison to Iowa's Labor Force

RACIAL/ETHNIC MINORITIES



	FY 92	FY 93	FY 94	FY 95	FY 96	FY 97	FY 98	FY 99	FY 00	FY 01	FY 02	FY 03	FY 04	FY 05	FY 06
▲ Workforce	5.3%	5.1%	5.2%	5.3%	5.3%	5.4%	5.1%	4.9%	5.0%	5.0%	5.1%	5.2%	5.1%	5.0%	5.2%
■ Labor Force	3.4%	3.4%	3.4%	3.4%	3.4%	3.4%	3.4%	3.4%	3.4%	3.4%	3.4%	3.4%	6.0%	6.0%	6.0%

FEMALES



	FY 92	FY 93	FY 94	FY 95	FY 96	FY 97	FY 98	FY 99	FY 00	FY 01	FY 02	FY 03	FY 04	FY 05	FY 06
▲ Workforce	48.0%	48.3%	48.5%	49.1%	48.9%	49.2%	48.6%	48.7%	49.2%	49.3%	49.5%	49.2%	49.6%	49.9%	50.3%
■ Labor Force	46.0%	46.0%	46.0%	46.0%	46.0%	46.0%	46.0%	46.0%	46.0%	46.0%	46.0%	46.0%	47.4%	47.4%	47.4%

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

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

Executive Branch Full-Time Employees by Gender by Department

DEPARTMENT	FY99 Male	FY99 Female	FY00 Male	FY00 Female	FY01 Male	FY01 Female	FY02 Male	FY02 Female
ADMINISTRATIVE SERVICES	*	*	*	*	*	*	*	*
AGRICULTURE	223	201	233	207	230	202	196	185
ALCOHOLIC BEVERAGES	**	**	**	**	**	**	**	**
AUDITOR	49	76	47	81	52	65	44	57
BANKING	**	**	**	**	**	**	**	**
BLIND	34	56	39	60	39	61	37	58
CIVIL RIGHTS	16	19	14	18	15	21	15	20
COLLEGE AID	12	23	10	25	12	23	13	23
COMMERCE	169	150	170	146	166	148	155	138
CORRECTIONS	1,977	838	2,133	936	2,130	944	2,006	857
CREDIT UNION	**	**	**	**	**	**	**	**
CULTURAL AFFAIRS	40	48	40	45	36	47	33	37
ECONOMIC DEVELOPMENT***	57	86	71	114	74	116	70	131
EDUCATION	210	390	195	396	193	420	189	423
ELDER AFFAIRS	3	24	3	23	6	25	9	20
ETHICS/CAMPAIGN DISCLOSURE	1	7	1	7	1	7	1	4
FINANCE AUTHORITY	**	**	**	**	**	**	**	**
GENERAL SERVICES	133	79	130	82	134	72	114	60
GOVERNOR'S OFFICE	15	26	18	29	18	29	19	25
HUMAN RIGHTS	17	30	17	31	20	32	20	31
HUMAN SERVICES	1,455	3,865	1,475	3,953	1,473	4,004	1,412	3,724
INFORMATION TECHNOLOGY	75	62	81	63	78	58	66	47
INSPECTIONS AND APPEALS	175	274	178	290	181	300	173	283
INSURANCE	**	**	**	**	**	**	**	**
IOWA COMMUNICATIONS NTRWK	48	40	49	44	56	43	55	42
IOWA PUBLIC TELEVISION	82	57	80	55	80	49	73	50
IPERS	**	**	**	**	**	**	**	**
JUSTICE	83	121	87	121	91	127	85	125
LAW ENFORCEMENT ACADEMY	18	13	17	12	18	13	17	13
LOTTERY	**	**	**	**	**	**	**	**
MANAGEMENT	15	12	18	13	17	13	15	12
NATURAL RESOURCES	620	183	635	201	662	202	653	200
PAROLE	4	6	5	7	5	7	4	7
PERSONNEL	51	93	61	98	58	101	56	92
PROFESSIONAL LICENSING	**	**	**	**	**	**	**	**
PUBLIC DEFENSE	202	63	209	67	224	70	233	73
PUBLIC EMPLOYMENT RELATIONS	5	7	6	6	6	6	4	5
PUBLIC HEALTH	99	230	102	244	113	260	108	264
PUBLIC SAFETY	712	204	733	210	741	205	698	200
REVENUE**	268	299	270	296	265	295	231	260
SECRETARY OF STATE	10	28	11	29	12	29	7	23
TRANSPORTATION	2,707	855	2,676	893	2,655	878	2,346	793
TREASURER	8	12	7	14	6	15	7	17
UTILITIES	**	**	**	**	**	**	**	**
VETERAN'S AFFAIRS	117	580	127	635	129	625	130	603
WORKFORCE DEVELOPMENT	342	508	330	517	322	529	272	485
GRAND TOTAL	10,052	9,565	10,278	9,968	10,318	10,041	9,566	9,387

* Department not in existence at the time.

** Formerly part of other department and now are their own department (IPERS, Revenue & Lottery).

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

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

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

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

DEPARTMENT	FY03 Male	FY03 Female	FY04 Male	FY04 Female	FY05 Male	FY05 Female	FY06 Male	FY06 Female
ADMINISTRATIVE SERVICES	*	*	216	150	211	155	207	160
AGRICULTURE	197	188	196	185	197	183	200	185
ALCOHOLIC BEVERAGES	**	**	**	**	31	20	30	20
AUDITOR	49	54	44	56	52	60	50	57
BANKING	**	**	**	**	42	20	43	21
BLIND	40	60	41	61	39	60	37	60
CIVIL RIGHTS	11	17	11	16	9	14	10	13
COLLEGE AID	13	24	13	23	13	28	10	31
COMMERCE	133	130	166	142	****	****	****	****
CORRECTIONS	2,093	884	2,069	870	2,018	853	2,046	874
CREDIT UNION	**	**	**	**	8	8	8	7
CULTURAL AFFAIRS	29	34	28	37	27	37	28	42
ECONOMIC DEVELOPMENT***	76	131	82	134	51	80	45	82
EDUCATION	188	411	194	415	185	407	189	407
ELDER AFFAIRS	9	20	8	16	8	20	6	26
ETHICS/CAMPAIGN DISCLOSURE	1	5	1	5	1	5	1	5
FINANCE AUTHORITY	**	**	**	**	35	51	35	51
GENERAL SERVICES	105	57	***	***	***	***	***	***
GOVERNOR'S OFFICE	14	25	13	27	13	27	13	27
HUMAN RIGHTS	19	32	22	32	22	35	23	32
HUMAN SERVICES	1,384	3,654	1,394	3,752	1,410	3,827	1,472	4,048
INFORMATION TECHNOLOGY	69	47	***	***	***	***	***	***
INSPECTIONS AND APPEALS	169	290	178	296	189	299	195	310
INSURANCE	**	**	**	**	37	47	34	53
IOWA COMMUNICATIONS NTRWK	56	39	58	38	54	36	52	28
IOWA PUBLIC TELEVISION	66	46	69	47	67	43	67	49
IPERS	**	**	33	53	32	51	33	53
JUSTICE	98	128	85	122	88	115	89	115
LAW ENFORCEMENT ACADEMY	15	12	15	12	15	12	14	13
LOTTERY	**	**	66	42	66	42	67	45
MANAGEMENT	15	12	16	12	16	11	16	12
NATURAL RESOURCES	668	212	660	238	665	247	675	253
PAROLE	4	6	4	7	3	7	3	7
PERSONNEL	59	92	***	***	***	***	***	***
PROFESSIONAL LICENSING	**	**	**	**	3	7	4	8
PUBLIC DEFENSE	253	74	279	87	287	86	277	84
PUBLIC EMPLOYMENT RELATIONS	5	5	5	5	5	5	5	4
PUBLIC HEALTH	105	292	104	284	106	288	110	300
PUBLIC SAFETY	669	192	642	196	653	194	740	208
REVENUE**	225	248	155	204	157	212	158	215
SECRETARY OF STATE	7	27	8	27	10	29	10	30
TRANSPORTATION	2,379	784	2,374	782	2,339	773	2,339	773
TREASURER	5	16	7	17	4	18	4	19
UTILITIES	**	**	**	**	52	38	51	38
VETERAN'S AFFAIRS	131	605	141	628	145	634	147	652
WORKFORCE DEVELOPMENT	271	494	275	508	261	492	264	502
GRAND TOTAL	9,630	9,347	9,672	9,526	9,626	9,576	9,807	9,919

* Department not in existence at the time.

** Formerly part of other department and now are their own department (IPERS, Revenue & Lottery).

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

**** Commerce is now reported individually by division.

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

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

Executive Branch Full-Time Employees by Gender by EEO-4 Category, Fiscal Year 2006

	Category 1 Official/Administrator	Category 2 Professional	Category 3 Technician	Category 4 Protective Service: Sworn
Males	951	2,886	965	2,547
% Chg from FY '05	50.5%	-3.9%	12.7%	3.6%
Females	805	3,948	1,328	441
% Chg from FY '05	65.3%	8.9%	4.0%	5.8%
Totals	1,756	6,834	2,293	2,988
% Chg from FY '05	60.2%	4.1%	7.0%	3.0%

	Category 5 Protective Service: Non-Sworn	Category 6 Administrative Support	Category 7 Skilled Craft	Category 8 Service Maintenance
Males	0	178	1,650	625
% Chg from FY '05	-100.0%	6.6%	4.0%	39.5%
Females	0	2,078	57	1,260
% Chg from FY '05	-100.0%	5.4%	-5.0%	280.7%
Totals	0	2,256	1,707	1,885
% Chg from FY '05	-100.0%	3.2%	2.7%	135.0%

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

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

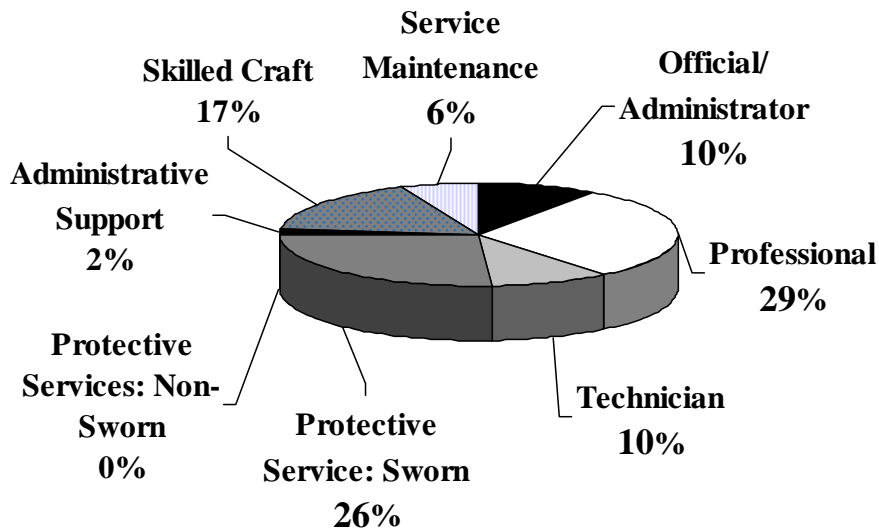
NOTE: By definition, elected officials are not included in EEO-4 Category groupings. This accounts for the difference in total full-time employees

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

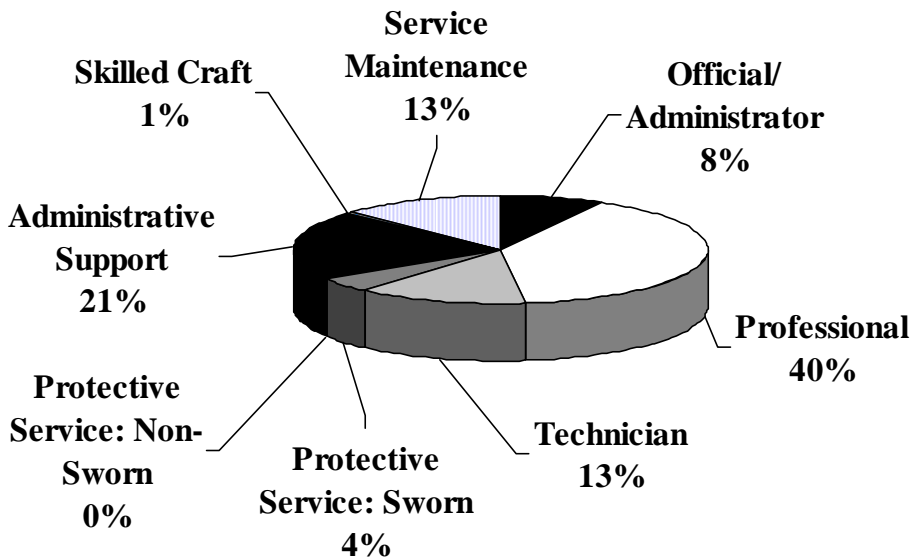
Source: Iowa Department of Administrative Services, HRE - AS/400 Query: PPeterson.

Executive Branch Full-Time Employees by Gender by EEO-4 Category, Fiscal Year 2006

Males (Total = 9,802)



Females (Total = 9,917)



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

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

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

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

Executive Branch Full-Time Minority Employees by Department

Department	FY 99 Total Employees	FY 99 Total Minority Employees	FY 99 Minority Employee Percentage	FY 00 Total Employees	FY 00 Total Minority Employees	FY 00 Minority Employee Percentage	FY 01 Total Employees	FY 01 Total Minority Employees	FY 01 Minority Employee Percentage	FY 02 Total Employees	FY 02 Total Minority Employees	FY 02 Minority Employee Percentage
ADMINISTRATIVE SERVICES	*	*	*	*	*	*	*	*	*	*	*	*
AGRICULTURE	424	9	2.12%	440	8	1.82%	432	9	2.08%	381	5	1.31%
ALCOHOLIC BEVERAGES	****	****	****	****	****	****	****	****	****	****	****	****
AUDITOR	125	2	1.60%	128	0	0.00%	117	0	0.00%	101	0	0.00%
BANKING	****	****	****	****	****	****	****	****	****	****	****	****
BLIND	90	5	5.56%	99	5	5.05%	100	4	4.00%	95	4	4.21%
CIVIL RIGHTS	35	12	34.29%	32	14	43.75%	36	16	44.44%	35	16	45.71%
COLLEGE AID	35	1	2.86%	35	1	2.86%	35	2	5.71%	36	2	5.56%
COMMERCE	319	16	5.02%	316	14	4.43%	314	15	4.78%	293	13	4.44%
CORRECTIONS	2,815	138	4.90%	3,069	151	4.92%	3,074	147	4.78%	2,863	138	4.82%
CREDIT UNION	****	****	****	****	****	****	****	****	****	****	****	****
CULTURAL AFFAIRS	88	3	3.41%	85	3	3.53%	83	3	3.61%	70	3	4.29%
ECONOMIC DEVELOPMENT	143	8	5.59%	185	8	4.32%	190	11	5.79%	201	10	4.98%
EDUCATION	600	34	5.67%	591	40	6.77%	613	44	7.18%	612	41	6.70%
ELDER AFFAIRS	27	2	7.41%	26	2	7.69%	31	2	6.45%	29	1	3.45%
ETHICS/CAMPAIGN DISCLOSURE	8	0	0.00%	8	0	0.00%	8	0	0.00%	5	0	0.00%
FINANCE AUTHORITY	**	**	**	**	**	**	**	**	**	**	**	**
GENERAL SERVICES	212	30	14.15%	212	32	15.09%	206	33	16.02%	174	25	14.37%
GOVERNOR'S OFFICE	41	3	7.32%	47	6	12.77%	47	5	10.64%	44	4	9.09%
HUMAN RIGHTS	47	5	10.64%	48	5	10.42%	52	5	9.62%	51	4	7.84%
HUMAN SERVICES	5,320	238	4.47%	5,428	238	4.38%	5,477	236	4.31%	5,136	227	4.42%
INFORMATION TECHNOLOGY	137	8	5.84%	144	12	8.33%	136	10	7.35%	113	5	4.42%
INSPECTIONS AND APPEALS	449	24	5.35%	468	28	5.98%	481	25	5.20%	456	24	5.26%
INSURANCE	****	****	****	****	****	****	****	****	****	****	****	****
IOWA COMMUNICATIONS NTRWK	88	3	3.41%	93	5	5.38%	99	4	4.04%	97	6	6.19%
IOWA PUBLIC TELEVISION	139	4	2.88%	135	3	2.22%	129	3	2.33%	123	3	2.44%
IPERS**	*	*	*	*	*	*	*	*	*	*	*	*
JUSTICE	204	5	2.45%	208	4	1.92%	218	4	1.83%	210	3	1.43%
LAW ENFORCEMENT ACADEMY	31	0	0.00%	29	0	0.00%	31	0	0.00%	30	0	0.00%
LOTTERY**	*	*	*	*	*	*	*	*	*	*	*	*
MANAGEMENT	27	1	3.70%	31	1	3.23%	30	1	3.33%	27	1	3.70%
NATURAL RESOURCES	803	43	5.35%	836	42	5.02%	864	43	4.98%	853	47	5.51%
PAROLE	10	0	0.00%	12	2	16.67%	12	2	16.67%	11	2	18.18%
PERSONNEL	144	12	8.33%	159	11	6.92%	159	11	6.92%	148	10	6.76%
PROFESSIONAL LICENSING	**	**	**	**	**	**	**	**	**	****	****	****
PUBLIC DEFENSE	265	11	4.15%	276	10	3.62%	294	12	4.08%	306	13	4.25%
PUBLIC EMPLOYMENT RELATIONS	12	0	0.00%	12	0	0.00%	12	0	0.00%	9	0	0.00%
PUBLIC HEALTH	329	16	4.86%	346	16	4.62%	373	20	5.36%	372	26	6.99%
PUBLIC SAFETY	916	26	2.84%	943	30	3.18%	946	28	2.96%	898	28	3.12%
REVENUE**	567	36	6.35%	566	34	6.01%	560	36	6.43%	491	28	5.70%
SECRETARY OF STATE	38	3	7.89%	40	3	7.50%	41	4	9.76%	30	2	6.67%
TRANSPORTATION	3,562	157	4.41%	3,569	157	4.40%	3,533	153	4.33%	3,139	145	4.62%
TREASURER	20	0	0.00%	21	0	0.00%	21	0	0.00%	24	0	0.00%
UTILITIES	****	****	****	****	****	****	****	****	****	****	****	****
VETERAN'S AFFAIRS	697	19	2.73%	762	27	3.54%	754	26	3.45%	733	24	3.27%
WORKFORCE DEVELOPMENT	850	96	11.29%	847	102	12.04%	851	108	12.69%	757	97	12.81%
GRAND TOTALS	19,617	970	4.94%	20,246	1,014	5.01%	20,359	1,022	5.02%	18,953	957	5.05%

* 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.

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

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

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

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

Department	FY 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	FY 06 Total Employees	FY 06 Total Minority Employees	FY 06 Minority Employee Percentage
ADMINISTRATIVE SERVICES	*	*	*	366	34	9.29%	366	34	9.29%	367	33	8.99%
AGRICULTURE	385	5	1.30%	381	5	1.31%	380	6	1.58%	385	6	1.56%
ALCOHOLIC BEVERAGES	****	****	****	****	****	****	51	1	1.96%	50	1	2.00%
AUDITOR	103	0	0.00%	100	0	0.00%	112	0	0.00%	107	1	0.93%
BANKING	****	****	****	****	****	****	62	1	1.61%	64	1	1.56%
BLIND	100	5	5.00%	102	5	4.90%	99	5	5.05%	97	5	5.15%
CIVIL RIGHTS	28	11	39.29%	27	10	37.04%	23	8	34.78%	23	8	34.78%
COLLEGE AID	37	2	5.41%	36	1	2.78%	41	1	2.44%	41	1	2.44%
COMMERCE	287	13	4.53%	308	13	4.22%	****	****	****	****	****	****
CORRECTIONS	2,977	146	4.90%	2,939	146	4.97%	2,871	139	4.84%	2,920	148	5.07%
CREDIT UNION	****	****	****	****	****	****	16	0	0.00%	15	0	0.00%
CULTURAL AFFAIRS	63	1	1.59%	65	1	1.54%	64	1	1.56%	70	2	2.86%
ECONOMIC DEVELOPMENT	207	11	5.31%	216	11	5.09%	131	9	6.87%	127	8	6.30%
EDUCATION	599	38	6.34%	609	38	6.24%	592	36	6.08%	596	34	5.70%
ELDER AFFAIRS	29	1	3.45%	24	1	4.17%	28	1	3.57%	32	1	3.13%
ETHICS/CAMPAIGN DISCLOSURE	6	0	0.00%	6	0	0.00%	6	0	0.00%	6	0	0.00%
FINANCE AUTHORITY	**	**	**	**	**	**	86	3	3.49%	86	3	3.49%
GENERAL SERVICES	162	23	14.20%	***	***	***	***	***	***	***	***	***
GOVERNOR'S OFFICE	39	4	10.26%	40	4	10.00%	40	2	5.00%	40	5	12.50%
HUMAN RIGHTS	51	4	7.84%	54	6	11.11%	57	5	8.77%	55	6	10.91%
HUMAN SERVICES	5,038	230	4.57%	5,146	233	4.53%	5,237	239	4.56%	5,520	260	4.71%
INFORMATION TECHNOLOGY	116	7	6.03%	***	***	***	***	***	***	***	***	***
INSPECTIONS AND APPEALS	459	27	5.88%	474	23	4.85%	488	28	5.74%	505	30	5.94%
INSURANCE	****	****	****	****	****	****	84	8	9.52%	87	9	10.34%
IOWA COMMUNICATIONS NTRWK	95	6	6.32%	96	6	6.25%	90	5	5.56%	80	5	6.25%
IOWA PUBLIC TELEVISION	112	2	1.79%	116	2	1.72%	110	2	1.82%	116	2	1.72%
IPERS**	*	*	*	86	5	5.81%	83	6	7.23%	86	7	8.14%
JUSTICE	202	3	1.49%	207	4	1.93%	203	6	2.96%	204	5	2.45%
LAW ENFORCEMENT ACADEMY	27	0	0.00%	27	0	0.00%	27	0	0.00%	27	0	0.00%
LOTTERY**	*	*	*	108	5	4.63%	108	5	4.63%	112	6	5.36%
MANAGEMENT	27	1	3.70%	28	1	3.57%	27	2	7.41%	28	2	7.14%
NATURAL RESOURCES	880	46	5.23%	898	44	4.90%	912	46	5.04%	928	50	5.39%
PAROLE	10	2	20.00%	11	2	18.18%	10	2	20.00%	10	3	30.00%
PERSONNEL	151	9	5.96%	***	***	***	***	***	***	***	***	***
PROFESSIONAL LICENSING	****	****	****	****	****	****	10	0	0.00%	12	1	8.33%
PUBLIC DEFENSE	327	17	5.20%	366	18	4.92%	373	17	4.56%	361	17	4.71%
PUBLIC EMPLOYMENT RELATIONS	10	0	0.00%	10	0	0.00%	10	0	0.00%	9	0	0.00%
PUBLIC HEALTH	397	26	6.55%	388	24	6.19%	394	26	6.60%	410	29	7.07%
PUBLIC SAFETY	861	30	3.48%	838	29	3.46%	847	27	3.19%	948	30	3.16%
REVENUE**	473	26	5.50%	359	21	5.85%	369	22	5.96%	373	24	6.43%
SECRETARY OF STATE	34	3	8.82%	35	3	8.57%	39	3	7.69%	40	4	10.00%
TRANSPORTATION	3,163	147	4.65%	3,156	145	4.59%	3,112	137	4.40%	3,112	138	4.43%
TREASURER	21	0	0.00%	24	0	0.00%	22	0	0.00%	23	0	0.00%
UTILITIES	****	****	****	****	****	****	90	7	7.78%	89	8	8.99%
VETERAN'S AFFAIRS	736	27	3.67%	769	30	3.90%	779	24	3.08%	799	29	3.63%
WORKFORCE DEVELOPMENT	765	105	13.73%	783	106	13.54%	753	104	13.81%	766	107	13.97%
GRAND TOTALS	18,977	978	5.15%	19,198	976	5.08%	19,202	968	5.04%	19,726	1,029	5.22%

* 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.

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

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

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

Executive Branch Full-Time Minority Employees by EEO-4 Category, Fiscal Year 2006

	Category 1 Official / Administrator	Category 2 Professional	Category 3 Technician	Category 4 Protective Service: Sworn
Non-Minority	1,676	6,295	2,167	2,837
% Chg from FY '05	57.1%	2.8%	7.7%	3.7%
Minority	62	412	96	137
% Chg from FY '05	77.1%	5.4%	-5.9%	7.9%
Declined to Respond	18	127	30	14
Totals	1,756	6,834	2,293	2,988
% Chg from FY '05	56.9%	3.1%	7.5%	3.9%

	Category 5 Protective Service: Non-Sworn	Category 6 Administrative Support	Category 7 Skilled Craft	Category 8 Service Maintenance
Non-Minority	0	2,064	1,624	1,719
% Chg from FY '05	-100.0%	4.2%	3.2%	136.1%
Minority	0	170	70	82
% Chg from FY '05	-100.0%	25.0%	1.4%	86.4%
Declined to Respond	0	22	13	84
Totals	0	2,256	1,707	1,885
% Chg from FY '05	-100.0%	5.5%	3.7%	142.0%

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

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

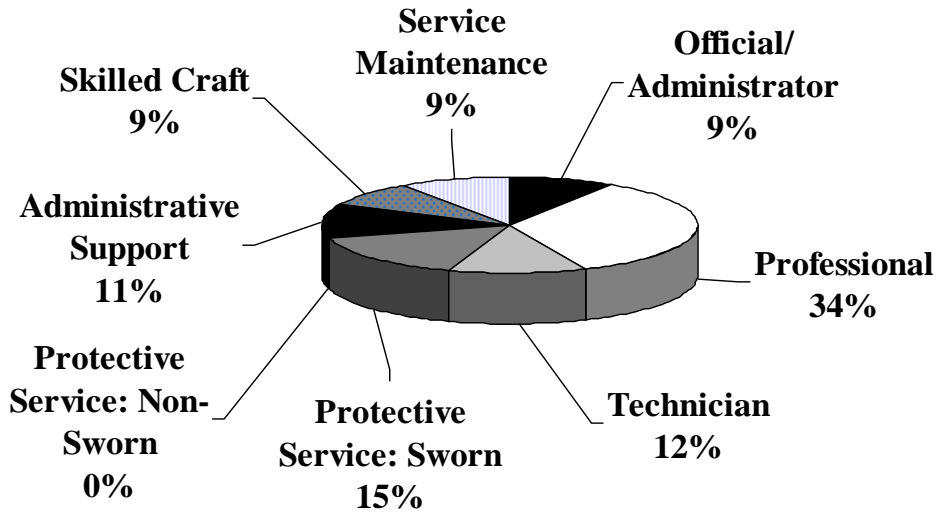
NOTE: Minority Status based on self-report during orientation of new employees.

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

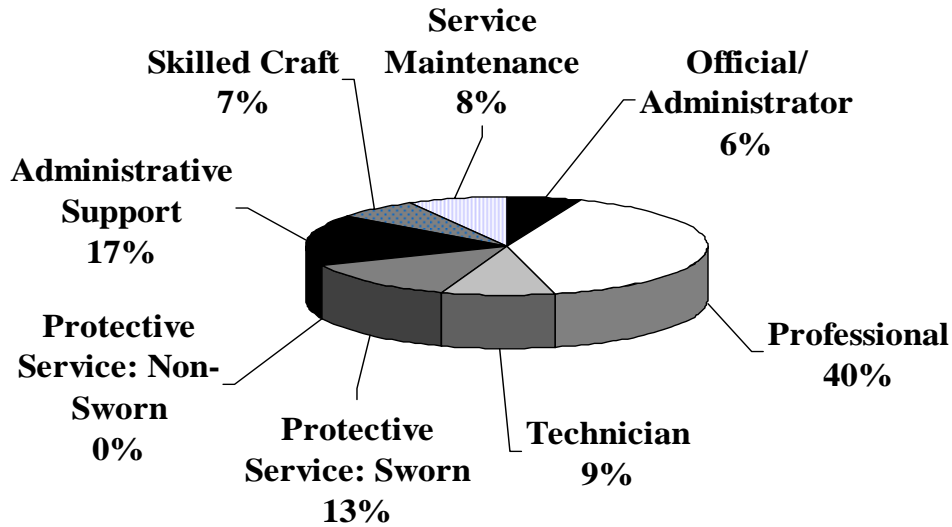
Source: Iowa Department of Administrative Services, HRE - AS/400 Query: PPeterson.

Executive Branch Full-Time Minority Employees by EEO-4 Category, Fiscal Year 2006

Non-Minority (Total=18,382)



Minority (Total=1,029)



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

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

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

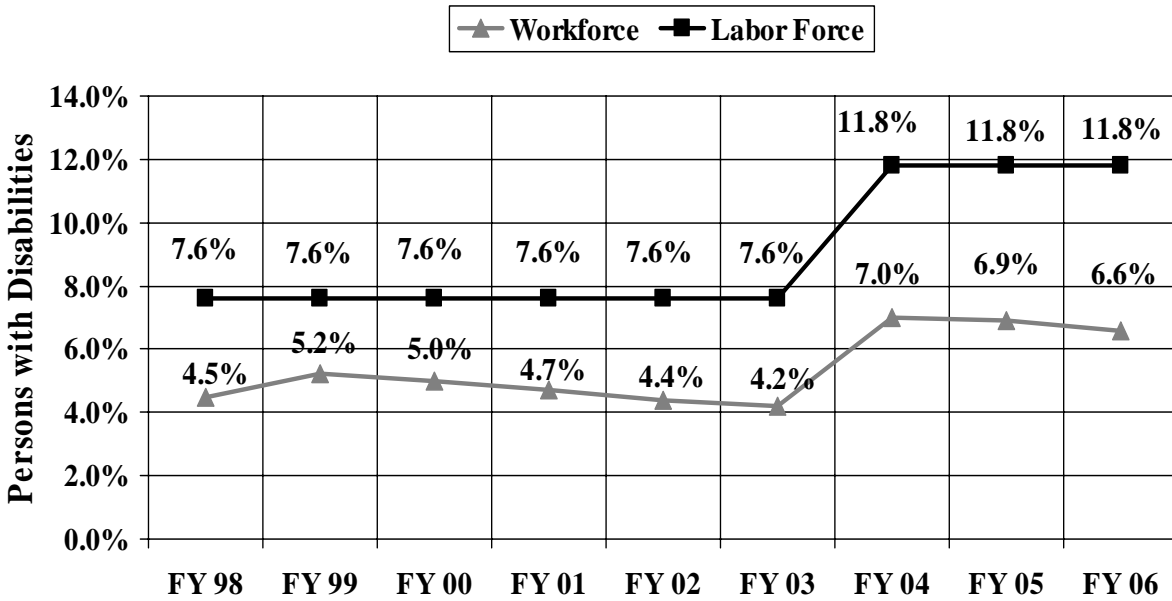
NOTE: By definition, elected officials (7) are not included in EEO-4 Category groupings. This accounts for the difference in total full-time employees.

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

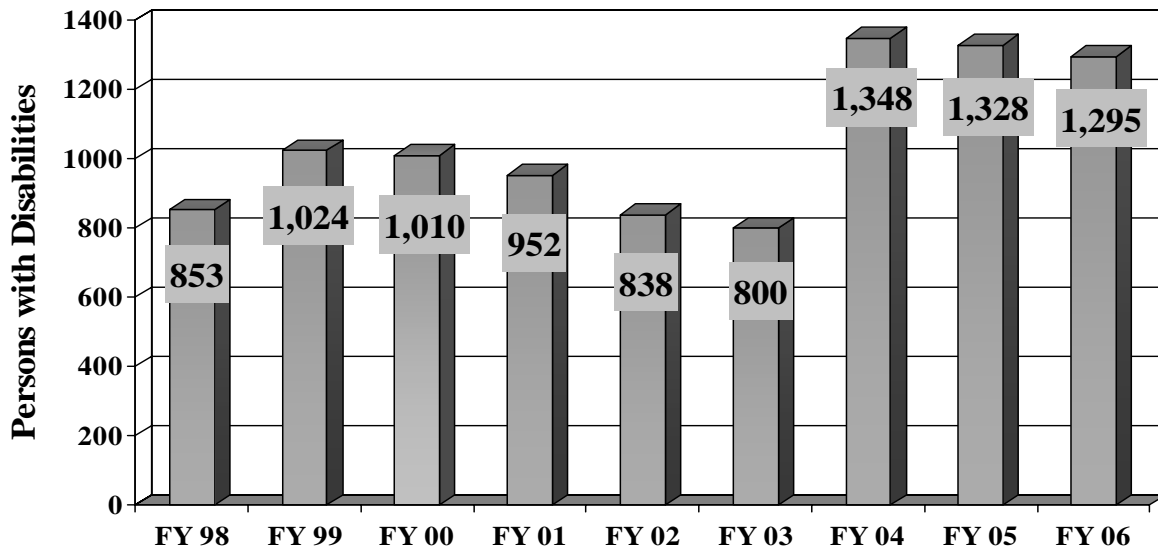
-Does not include Fair Authority, Community-Based Corrections, or Regents employees.

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

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



Executive Branch Full-Time Employees with Disabilities



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

NOTE: Workforce re-surveyed in FY04.

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

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

Executive Branch Full-Time Employee Vacation Leave, Expenditures & Usage, Fiscal Year 2006

DEPARTMENT	Vacation Earned Value	Vacation Earned Days	Vacation Taken Expense	Vacation Taken Days
ADMINISTRATIVE SERVICES	\$1,720,601.26	7,769.4	\$1,520,905.17	6,914.0
AGRICULTURE	\$1,442,834.44	8,160.4	\$1,360,635.68	7,774.2
ALCOHOLIC BEVERAGES**	\$154,180.48	858.3	\$126,391.06	751.5
AUDITOR	\$437,636.63	1,962.7	\$369,255.64	1,555.2
BANKING**	\$407,428.90	1,406.2	\$378,791.16	1,365.3
BLIND	\$363,256.47	1,986.0	\$316,139.87	1,717.0
CIVIL RIGHTS	\$104,317.47	518.1	\$95,119.06	497.5
COLLEGE AID	\$142,453.41	826.7	\$122,667.13	785.2
COMMERCE	**	**	**	**
CORRECTIONS	\$10,245,478.18	56,761.4	\$9,544,818.43	52,131.8
CREDIT UNION**	\$68,612.14	300.5	\$55,510.36	241.2
CULTURAL AFFAIRS	\$277,230.26	1,428.1	\$243,186.51	1,343.8
ECONOMIC DEVELOPMENT	\$565,445.11	2,531.7	\$546,960.43	2,425.6
EDUCATION	\$2,717,764.97	12,698.4	\$2,519,333.34	11,935.6
ELDER AFFAIRS	\$127,965.98	611.0	\$120,246.35	604.8
ETHICS/CAMPAIGN DISCLOSURE	\$25,113.82	131.5	\$20,907.71	122.2
FINANCE AUTHORITY**	\$345,199.72	1,594.0	\$276,861.97	1,337.6
GENERAL SERVICES	*	*	*	*
GOVERNOR'S OFFICE	\$143,060.83	665.9	\$124,965.04	576.3
HUMAN RIGHTS	\$232,772.37	1,155.5	\$197,850.52	1,045.5
HUMAN SERVICES	\$19,053,990.42	112,790.9	\$17,728,535.46	105,755.5
INFORMATION TECHNOLOGY	*	*	*	*
INSPECTIONS AND APPEALS	\$2,416,162.52	10,570.6	\$2,296,838.04	9,928.9
INSURANCE**	\$424,370.61	1,891.0	\$355,241.82	1,698.1
IOWA COMMUNICATIONS NTWK	\$408,013.40	1,719.5	\$375,982.04	1,498.1
IOWA PUBLIC TELEVISION	\$505,723.92	2,420.1	\$486,207.35	2,304.0
IPERS**	\$384,698.37	1,718.9	\$343,739.98	1,582.2
JUSTICE	\$1,156,816.58	4,199.9	\$1,035,290.64	3,807.9
LAW ENFORCEMENT ACADEMY	\$115,930.85	573.4	\$100,861.24	496.2
LOTTERY**	\$532,223.80	2,537.1	\$456,039.76	2,344.5
MANAGEMENT	\$178,859.64	599.7	\$158,128.63	546.2
NATURAL RESOURCES	\$3,904,815.00	18,843.9	\$3,617,449.94	17,358.6
PAROLE	\$48,128.41	229.2	\$40,697.14	200.4
PERSONNEL	*	*	*	*
PROFESSIONAL LICENSING**	\$55,030.31	248.5	\$49,898.70	247.0
PUBLIC DEFENSE	\$1,255,954.66	7,154.8	\$1,236,406.61	6,972.3
PUBLIC EMPLOYMENT RELATIONS	\$61,331.66	220.7	\$61,565.30	219.2
PUBLIC HEALTH	\$1,668,517.49	7,814.7	\$1,514,808.97	7,045.3
PUBLIC SAFETY	\$3,685,156.71	17,610.5	\$3,231,845.50	15,461.9
REVENUE**	\$1,712,505.48	8,307.4	\$1,628,336.88	8,049.1
SECRETARY OF STATE	\$153,299.66	773.1	\$109,581.31	659.7
TRANSPORTATION	\$13,373,261.88	97,074.1	\$12,407,556.44	87,569.0
TREASURER	\$84,313.30	393.2	\$82,123.87	363.1
UTILITIES**	\$606,921.45	2,078.1	\$533,555.55	1,941.9
VETERANS AFFAIRS	\$2,562,290.58	15,916.8	\$2,396,095.20	15,013.7
WORKFORCE DEVELOPMENT	\$3,314,476.14	16,952.4	\$3,126,426.60	16,044.9
GRAND TOTALS	\$77,184,145.28	434,004.3	\$71,313,758.40	400,232.0

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

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

-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 2006

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	\$1,425,229.18	6,668.6	\$555,062.72	2,874.1	\$233,512.20	1,069.5
AGRICULTURE	\$1,189,943.82	6,956.6	\$538,044.90	3,335.6	\$255,269.91	1,347.0
ALCOHOLIC BEVERAGES**	\$146,144.60	867.8	\$58,621.68	363.2	\$9,510.12	49.5
AUDITOR	\$388,115.48	1,878.4	\$92,536.10	489.7	\$90,413.07	400.4
BANKING**	\$306,819.02	1,131.8	\$62,627.65	238.4	\$100,801.80	348.0
BLIND	\$314,196.15	1,784.9	\$169,988.62	991.2	\$65,854.20	331.5
CIVIL RIGHTS	\$65,136.81	341.0	\$44,758.57	247.9	\$16,745.72	73.0
COLLEGE AID	\$127,295.72	749.1	\$52,608.69	340.5	\$20,154.24	117.0
COMMERCE	**	**	**	**	**	**
CORRECTIONS	\$8,988,012.46	51,430.8	\$5,214,243.71	29,744.6	\$757,391.60	3,806.2
CREDIT UNION**	\$63,344.61	289.1	\$10,729.03	52.1	\$24,789.48	99.0
CULTURAL AFFAIRS	\$234,182.40	1,276.8	\$101,631.97	556.0	\$64,487.04	303.0
ECONOMIC DEVELOPMENT	\$497,486.60	2,281.0	\$227,268.42	1,045.8	\$85,572.00	348.0
EDUCATION	\$2,164,426.12	10,213.9	\$1,052,503.21	5,234.4	\$254,739.08	1,199.7
ELDER AFFAIRS	\$111,336.50	554.4	\$51,324.37	273.3	\$26,133.90	118.2
ETHICS/CAMPAIGN DISCLOSURE	\$20,087.70	108.6	\$7,215.24	41.3	\$6,065.76	28.5
FINANCE AUTHORITY**	\$338,548.12	1,537.0	\$156,496.58	733.7	\$79,596.12	309.0
GENERAL SERVICES	*	*	*	*	*	*
GOVERNOR'S OFFICE	\$138,380.36	680.5	\$58,445.13	334.0	\$37,757.88	126.0
HUMAN RIGHTS	\$190,146.66	980.6	\$85,413.07	453.5	\$43,628.00	213.5
HUMAN SERVICES	\$14,048,730.74	88,991.5	\$7,212,902.33	46,041.8	\$1,773,134.75	9,810.7
INFORMATION TECHNOLOGY	*	*	*	*	*	*
INSPECTIONS AND APPEALS	\$2,051,275.40	9,287.5	\$879,548.75	4,027.6	\$444,036.30	1,854.1
INSURANCE**	\$336,715.27	1,584.4	\$133,857.83	665.9	\$64,521.27	272.4
IOWA COMMUNICATIONS NTWK	\$375,239.07	1,557.3	\$172,222.22	866.1	\$117,812.28	426.0
IOWA PUBLIC TELEVISION	\$419,815.93	2,051.6	\$158,362.94	778.5	\$104,789.16	478.5
IPERS**	\$339,129.66	1,551.8	\$142,787.63	712.6	\$45,243.00	181.5
JUSTICE	\$969,261.98	3,688.5	\$355,569.51	1,542.9	\$299,280.39	960.8
LAW ENFORCEMENT ACADEMY	\$91,664.98	462.8	\$32,347.87	192.7	\$33,162.12	159.0
LOTTERY**	\$410,491.89	2,023.4	\$158,223.44	773.2	\$165,259.35	780.2
MANAGEMENT	\$140,938.96	491.7	\$37,403.10	140.6	\$37,053.96	124.5
NATURAL RESOURCES	\$3,173,928.11	15,875.7	\$877,202.97	4,601.9	\$623,047.20	2,858.5
PAROLE	\$38,011.45	194.5	\$20,243.20	105.0	\$3,897.36	13.5
PERSONNEL	*	*	*	*	*	*
PROFESSIONAL LICENSING**	\$40,148.88	199.3	\$9,906.73	51.5	\$12,947.88	60.0
PUBLIC DEFENSE	\$1,113,430.71	6,471.4	\$592,555.99	3,555.7	\$96,644.28	523.5
PUBLIC EMPLOYMENT RELATIONS	\$46,995.74	181.3	\$18,588.01	74.0	\$15,743.64	46.5
PUBLIC HEALTH	\$1,540,726.33	7,328.6	\$646,279.68	3,256.1	\$212,563.92	877.5
PUBLIC SAFETY	\$2,620,345.91	13,341.5	\$786,061.56	4,012.5	\$119,630.68	572.7
REVENUE**	\$1,298,317.52	6,670.0	\$689,301.13	3,767.4	\$168,912.24	780.0
SECRETARY OF STATE	\$132,223.17	678.3	\$45,844.30	272.0	\$39,835.92	178.5
TRANSPORTATION	\$10,630,618.08	79,583.4	\$4,318,900.86	24,812.1	\$421,234.08	5,869.5
TREASURER	\$75,798.39	396.8	\$25,369.49	157.4	\$15,122.67	58.7
UTILITIES**	\$470,211.61	1,662.3	\$196,333.55	716.0	\$133,629.30	452.4
VETERANS AFFAIRS	\$2,391,302.72	15,310.0	\$1,359,192.49	9,011.8	\$134,686.60	813.5
WORKFORCE DEVELOPMENT	\$2,607,947.50	13,971.1	\$1,286,419.11	7,307.8	\$394,549.97	1,887.3
GRAND TOTALS	\$62,072,102.31	363,285.6	\$28,694,944.35	164,792.4	\$7,649,160.44	40,326.8

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

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

-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 2006

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	\$0.00	0.0	\$24,273.47	121.0	\$6,109.13	25.8
AGRICULTURE	\$970.47	6.2	\$33,007.82	199.8	\$1,350.92	7.9
ALCOHOLIC BEVERAGES***	\$151.83	1.3	\$3,390.38	20.9	\$889.00	6.1
AUDITOR	\$0.00	0.0	\$0.00	0.0	\$223.47	1.6
BANKING***	\$0.00	0.0	\$6,710.02	21.4	\$0.00	0.0
BLIND	\$0.00	0.0	\$5,247.14	31.4	\$266.72	1.3
CIVIL RIGHTS	\$0.00	0.0	\$1,426.75	8.9	\$0.00	0.0
COLLEGE AID	\$0.00	0.0	\$1,440.80	8.5	\$117.49	0.6
COMMERCE	***	***	***	***	***	***
CORRECTIONS	\$58,058.61	318.9	\$329,943.02	1,918.7	\$15,689.44	89.9
CREDIT UNION***	\$0.00	0.0	\$147.96	0.5	\$0.00	0.0
CULTURAL AFFAIRS	\$0.00	0.0	\$4,781.50	24.4	\$924.72	4.5
ECONOMIC DEVELOPMENT	\$0.00	0.0	\$10,201.60	45.6	\$0.00	0.0
EDUCATION	\$4,128.31	22.1	\$38,015.32	195.1	\$9,955.11	40.9
ELDER AFFAIRS	\$0.00	0.0	\$2,525.54	12.5	\$0.00	0.0
ETHICS/CAMPAIGN DISCLOSURE	\$662.15	3.2	\$379.47	1.6	\$164.01	0.9
FINANCE AUTHORITY***	\$0.00	0.0	\$10,061.86	52.1	\$0.00	0.0
GENERAL SERVICES	**	**	**	**	**	**
GOVERNOR'S OFFICE	\$0.00	0.0	\$2,420.02	12.6	\$0.00	0.0
HUMAN RIGHTS	\$0.00	0.0	\$2,844.48	17.1	\$405.24	1.5
HUMAN SERVICES	\$25,020.23	170.6	\$181,482.84	1,123.9	\$13,271.53	84.0
INFORMATION TECHNOLOGY	**	**	**	**	**	**
INSPECTIONS AND APPEALS	\$0.00	0.0	\$40,045.17	192.1	\$1,261.36	5.3
INSURANCE***	\$0.00	0.0	\$5,131.04	24.8	\$311.28	1.5
IOWA COMMUNICATIONS NTWK	\$0.00	0.0	\$7,713.49	30.7	\$353.72	1.5
IOWA PUBLIC TELEVISION	\$168.10	1.0	\$5,408.90	28.7	\$85.16	0.5
IPERS***	\$0.00	0.0	\$5,728.12	24.7	\$226.58	1.7
JUSTICE	\$77.54	0.5	\$11,471.14	48.2	\$35.56	0.1
LAW ENFORCEMENT ACADEMY	\$0.00	0.0	\$1,094.80	6.5	\$0.00	0.0
LOTTERY**	\$623.25	3.0	\$8,890.09	36.9	\$1,172.80	7.0
MANAGEMENT	\$0.00	0.0	\$152.16	1.0	\$0.00	0.0
NATURAL RESOURCES	\$1,614.64	10.2	\$28,787.51	143.7	\$2,437.93	13.0
PAROLE	\$0.00	0.0	\$699.10	3.3	\$0.00	0.0
PERSONNEL	**	**	**	**	**	**
PROFESSIONAL LICENSING***	\$0.00	0.0	\$1,250.46	7.5	\$0.00	0.0
PUBLIC DEFENSE	\$0.00	0.0	\$7,907.45	36.3	\$362.56	2.0
PUBLIC EMPLOYMENT RELATIONS	\$0.00	0.0	\$1,843.04	6.0	\$0.00	0.0
PUBLIC HEALTH	\$439.58	2.6	\$20,721.69	107.4	\$1,561.17	8.7
PUBLIC SAFETY	\$26,871.10	129.3	\$0.00	0.0	\$0.00	0.0
REVENUE***	\$112.91	0.8	\$31,637.28	154.5	\$4,496.94	25.2
SECRETARY OF STATE	\$0.00	0.0	\$5,331.44	28.4	\$0.00	0.0
TRANSPORTATION	\$104,491.34	684.3	****	****	****	****
TREASURER	\$0.00	0.0	\$2,653.61	12.8	\$0.00	0.0
UTILITIES***	\$0.00	0.0	\$10,784.52	37.9	\$438.52	1.4
VETERANS AFFAIRS	\$0.00	0.0	\$0.00	0.0	\$0.00	0.0
WORKFORCE DEVELOPMENT	\$367.37	2.8	\$68,369.80	359.3	\$6,269.26	40.2
GRAND TOTALS	\$223,757.43	1,356.8	\$923,920.80	5,106.7	\$68,379.62	373.1

* Data not available for agencies not on the HRIS time-reporting system.
 ** Former individual departments, which now make up the Department of Administrative Services.
 *** Formerly part of other department and now are their own department
 **** Data not available

-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

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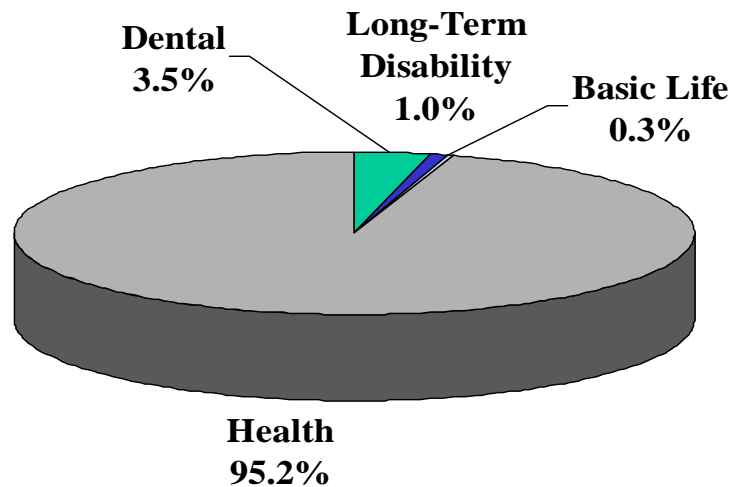
CALENDER YEAR 2006 GROUP INSURANCE BENEFITS FACTS

Insurance Type	Funding Type	Who Pays What?	Projected Year 2006 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 = \$167,322,963	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
Preferred Provider Organization (PPO-IUP Select)	Minimum Premium	State pays 100% for single contracts and 72% of Deductible 3 Plus family contract.	Included Above.	UE/IUP employees who work 20 hours or more per week are eligible.	Wellmark
Managed Care Organization (Category includes both HMOs and 1 Organized Delivery System)	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 \$97,030,802	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 \$14,516,863	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 \$692,248	Employees must work 30 hours or more per week to be eligible	Prudential
Supplemental (Optional)	Fully Insured	Employee pays 100%	Total Projected Employee Cost Equals \$1,418,957		
LONG TERM DISABILITY	Fully Insured	State pays 100%	Total Projected Cost Equals \$2,673,934	Employees must work 30 hours or more per week to be eligible.	Prudential

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 2006



January 1, 2006 - December 31, 2006*

Type Of Insurance	State Contribution	Percent of Total	Employee Contribution	Percent of Total	Total Premium
Health					
Wellmark BCBS	\$150,283,655	91.8%	\$17,039,308	10.4%	\$167,322,963**
MCOs	\$95,187,903	98.1%	\$1,842,899	1.9%	\$97,030,802
Subtotal	\$245,471,558	92.9%	\$18,882,207	7.1%	\$264,353,765
Dental	\$9,068,120	62.5%	\$5,448,743	37.5%	\$14,516,863
Life					
Basic	\$692,248	100.0%	0	0.0%	\$692,248
Optional	\$0	0.0%	\$1,418,957	100.0%	\$1,418,957
Subtotal	\$692,248	32.8%	\$1,418,957	67.2%	\$2,111,205
Long Term Disability	\$2,673,934	100.0%	\$0	0.0%	\$2,673,934
Total	\$257,905,860	90.9%	\$25,749,907	9.1%	\$283,655,767

* Projections use the January 2006 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.

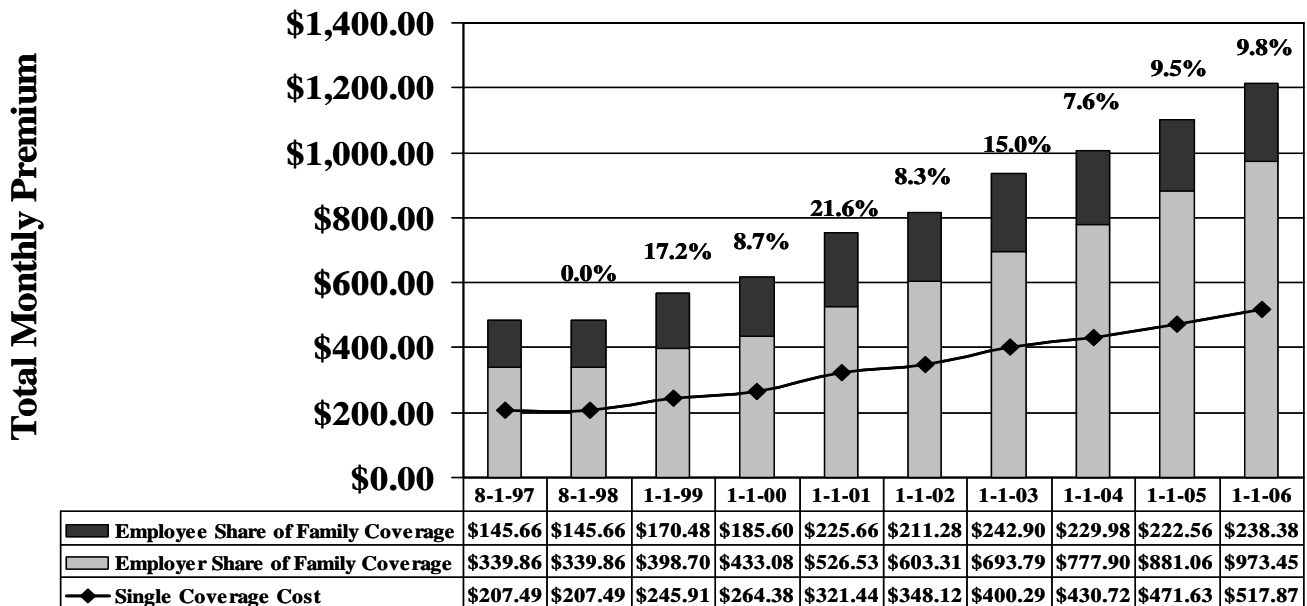
Health Plan Provider Premium Comparisons

		2005				2006			
Health Plan		Total Monthly Premium	Employer Share	Employee Share	Total Premium Percent Increase	Total Monthly Premium	Employer Share	Employee Share	
AFSCME, & Non-Contract Employees	Program 3 Plus	(S)	\$471.63	\$471.63	\$0.00	9.8%	\$517.87	\$517.87	\$0.00
		(F)	\$1,103.62	\$881.06	\$222.56	9.8%	\$1,211.83	\$973.45	\$238.38
	Deductible 3 Plus	(S)	\$470.18	\$470.18	\$0.00	10.0%	\$517.19	\$517.19	\$0.00
		(F)	\$1,100.24	\$792.18	\$308.06	10.0%	\$1,210.25	\$902.19	\$308.06
	Iowa Select	(S)	\$442.95	\$442.95	\$0.00	10.5%	\$489.40	\$489.40	\$0.00
		(F)	\$1,036.54	\$881.06	\$155.48	10.5%	\$1,145.23	\$973.45	\$171.78
	John Deere Choice	(S)	\$455.60	\$455.60	\$0.00	7.9%	\$491.64	\$491.64	\$0.00
		(F)	\$1,093.42	\$881.06	\$212.36	7.9%	\$1,179.91	\$973.45	\$206.46
	John Deere Select	(S)	\$355.48	\$355.48	\$0.00	12.4%	\$399.64	\$399.64	\$0.00
		(F)	\$853.16	\$853.16	\$0.00	12.4%	\$959.12	\$959.12	\$0.00
	Coventry Open Access	(S)	\$390.22	\$390.22	\$0.00	12.8%	\$440.20	\$440.20	\$0.00
		(F)	\$936.42	\$881.06	\$55.36	12.8%	\$1,056.34	\$973.46	\$82.88
	Coventry Primary Care	(S)	\$376.90	\$376.90	\$0.00	12.8%	\$425.18	\$425.18	\$0.00
		(F)	\$904.38	\$881.06	\$23.32	12.8%	\$1,020.20	\$973.46	\$46.74
	Blue Advantage	(S)	\$311.26	\$311.26	\$0.00	12.6%	\$350.60	\$350.60	\$0.00
		(F)	\$746.96	\$746.96	\$0.00	12.6%	\$841.38	\$841.38	\$0.00
	UHC*	(S)	\$381.46	\$381.46	\$0.00	10.9%	\$423.12	\$423.12	\$0.00
		(F)	\$915.48	\$881.06	\$34.42	10.9%	\$1,015.46	\$973.46	\$42.00

NOTE: In the first six months of plan year 2006, 2005 employee share amounts were maintained due to the union CBAs. The 2006 rates shown above were what was administered in the final six months of the plan year.

*United Health Care of the Midlands.

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



NOTE: Program 3-Plus shown because as of 01/01/06 over 31% 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 01/01/06

(ACTIVE EMPLOYEES ONLY)

Wellmark	Single	Family	Double Spouse	Combined	Percentage Enrolled
Plan 3 Plus	5,296	2,456	780	8,532	30.6%
Deductible 3 Plus	982	625	107	1,714	6.2%
Iowa Select	2,327	2,936	248	5,511	19.8%
IUP Select	465	271	21	757	2.7%
Subtotal	9,070	6,288	1,156	16,514	59.3%
Managed Care Plans					
John Deere Choice	433	107	30	570	2.0%
John Deere Select	31	383	2	416	1.5%
Coventry Open Access	621	658	57	1,336	4.8%
Coventry Primary Care	170	221	13	404	1.5%
United Health Care	372	1,436	77	1,885	6.8%
Blue Advantage	788	5,865	82	6,735	24.2%
Subtotal	2,415	8,670	261	11,346	40.7%
Total Health	11,485	14,958	1,417	27,860	100.0%
Total Dental	12,482	14,075	1,199	27,756	

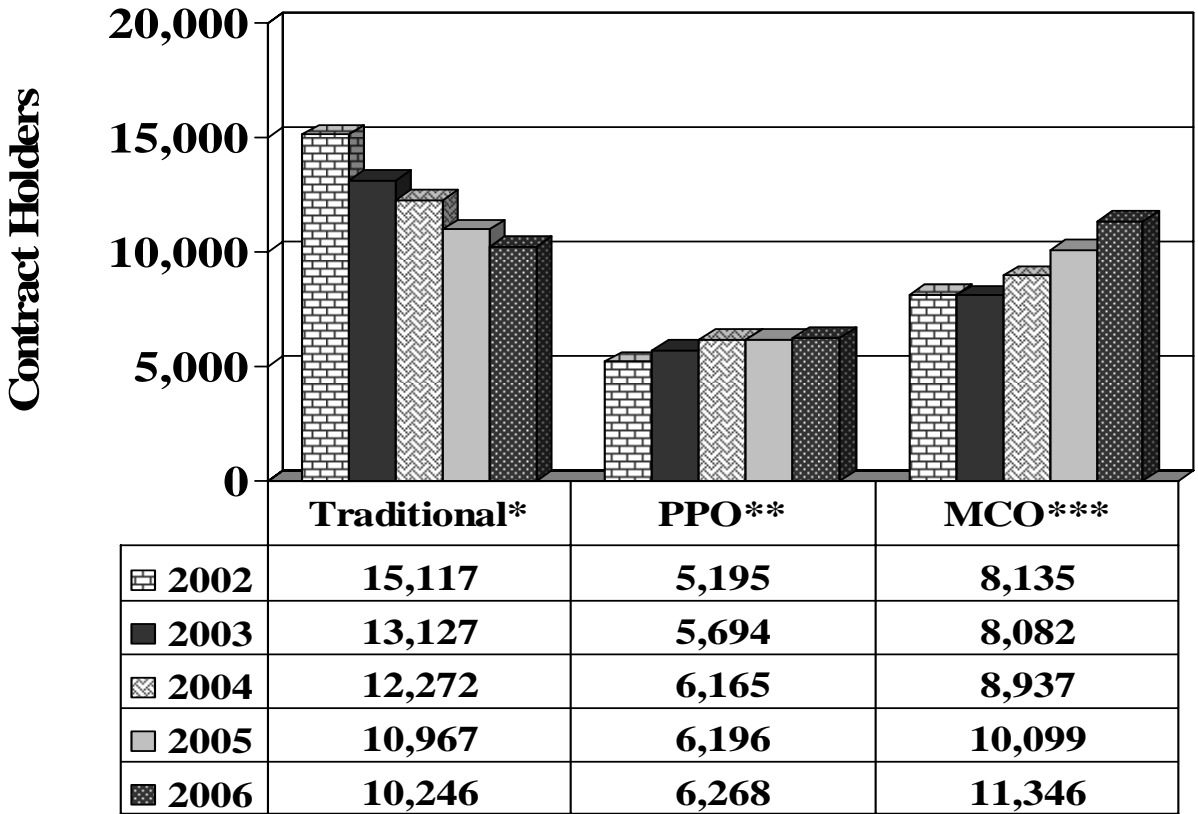
NOTE: Contract Holders are all employees in a particular plan that holds a contract. Therefore, contracts that cover a double spouse situation are counted only once. Contract holders include Legislative, Judicial, or Executive Branch employees (Includes Fair Authority, Community-Based Corrections, and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

NOTE: Does not include SPOC.

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

Health Plan Enrollments as of 01/01/06

(ACTIVE EMPLOYEES ONLY)



* Wellmark Plan 3 Plus, & Deductible 3 Plus

** Wellmark Iowa Select & IUP Select

*** Managed Care Organizations

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

NOTE: Does not include SPOC.

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

Dental Insurance Contributions

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

* 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 98	\$9,742,304	7.6%	3,863	-9.1%	\$2,522	18.4%
FY 99	\$9,617,270	-1.3%	4,076	5.5%	\$2,359	-6.4%
FY 00	\$11,264,304	17.1%	4,177	2.5%	\$2,697	14.3%
FY 01	\$10,762,300	-4.5%	4,120	-1.4%	\$2,612	-3.1%
FY 02	\$14,938,337	38.8%	4,513	9.5%	\$3,310	26.7%
FY 03	\$15,482,638	3.6%	4,786	6.0%	\$3,235	-2.3%
FY 04	\$17,231,786	11.3%	4,307	-9.4%	\$4,001	22.9%
FY 05	\$16,120,462	-6.4%	4,331	0.6%	\$3,722	-7.0%
FY 06	\$16,656,373	3.3%	4,450	2.7%	\$3,743	0.6%

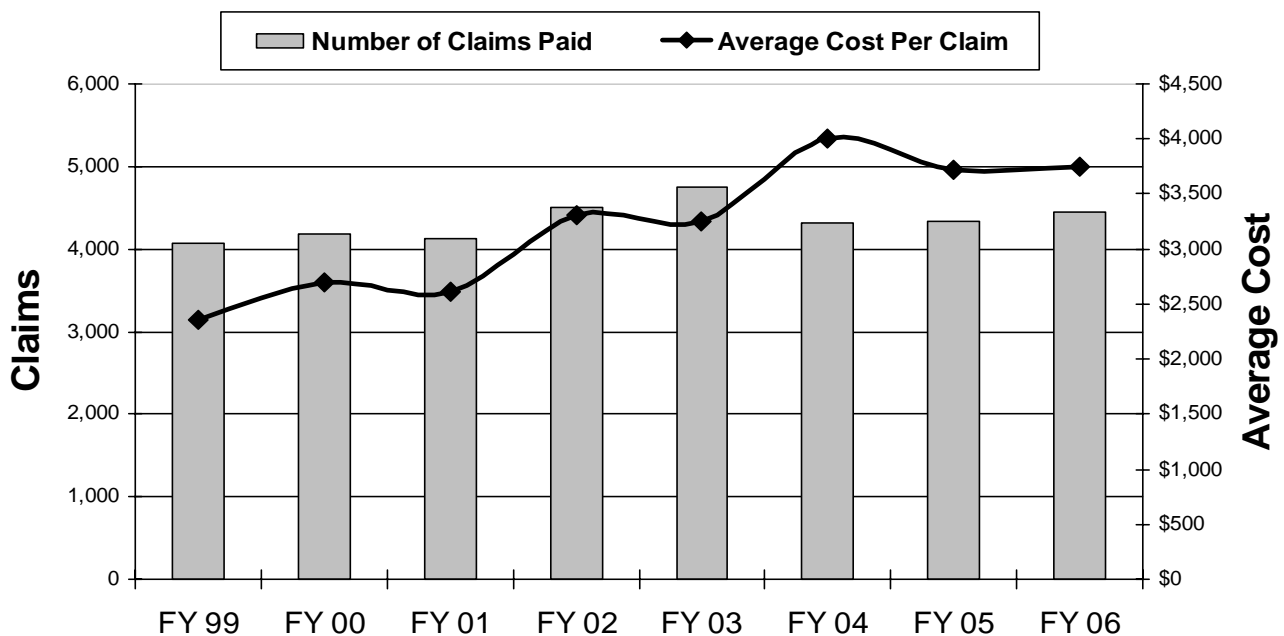
* Amount reported on annual financial statement to the Department of Revenue.

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 99	720	16,227	22.5	-9.5%
FY 00	711	19,195	27.0	19.8%
FY 01	689	20,669	30.0	11.1%
FY 02	628	20,952	33.4	11.2%
FY 03	664	19,976	30.1	-9.8%
FY 04	489	15,824	32.4	7.6%
FY 05	530	13,605	25.7	-20.7%
FY 06	531	16,187	30.5	18.8%

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

Workers' Compensation Comparisons by Government Branch

		FY 00	FY 01	FY 02	FY 03	FY 04	FY 05	FY 06	
Total Premiums	Premium Revenue*	\$ 8,562,830	\$ 12,180,000	\$ 12,860,000	\$ 17,210,964	\$ 17,141,580	\$ 16,416,388	\$ 17,689,188	
	Administrative Fee	[1]	[1]	[1]	[1]	\$ 2,250,000	\$ 2,486,680	\$ 2,600,004	
	Percent of Total	Executive	64.55%	66.91%	67.97%	60.93%	56.69%	57.88%	58.45%
		Judicial	0.94%	1.16%	1.14%	1.21%	1.04%	1.38%	1.50%
		Legislative	0.23%	0.29%	0.19%	0.14%	0.07%	0.07%	0.06%
Regents		34.28%	31.64%	30.70%	37.72%	42.20%	40.67%	39.99%	
	Grand Total	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	
Paid Claims	Claim Expense	\$ 11,264,304	\$ 10,762,300	\$ 14,364,349	\$ 15,723,977	\$ 17,234,154	\$ 16,120,462	\$ 16,656,373	
	Administrative Fee	[1]	[1]	[1]	[1]	\$ 2,232,226	\$ 2,439,881	\$ 2,477,807	
	Percent of Total	Executive	59.08%	60.26%	61.02%	60.33%	57.89%	57.88%	61.28%
		Judicial	1.44%	1.25%	1.17%	1.21%	1.52%	1.38%	2.09%
		Legislative	0.06%	0.00%	0.00%	0.01%	0.01%	0.07%	0.24%
Regents		39.42%	38.49%	37.81%	38.45%	40.58%	40.67%	36.39%	
	Grand Total	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 99	FY 00	FY 01	FY 02
NEW CLAIMS	637	578	580	858
PROTESTS	255	247	246	219
% In Favor of Employer	88.0%	88.2%	87.4%	87.3%
BENEFIT CHARGES PAID	\$497,767.85	\$567,900.98	\$549,155.30	\$966,785.00
SERVICE FEE	\$23,922.77	\$22,846.50	\$23,982.75	\$23,492.75
TOTAL COSTS	\$521,690.62	\$590,747.48	\$573,138.05	\$990,277.75
Credit Balances (Returned to General Fund)	\$11,393.98	\$20,664.69	\$7,638.30	\$9,195.00
NET COSTS (Total Costs - Credits Returned)	\$510,296.64	\$570,082.79	\$565,499.75	\$981,082.75

	FY 03	FY 04	FY 05	FY 06
NEW CLAIMS	691	633	538	591
PROTESTS	266	191	182	222
% In Favor of Employer	87.3%	76.0%	67.0%	76.0%
BENEFIT CHARGES PAID	\$722,557.00	\$785,392.00	\$825,161.00	\$813,686.00
SERVICE FEE	\$22,416.00	\$23,047.00	\$22,899.00	\$22,893.00
TOTAL COSTS	\$744,973.00	\$808,439.00	\$848,060.00	\$836,579.00
Credit Balances (Returned to General Fund)	\$21,468.00	\$15,068.00	\$25,507.00	\$28,449.00
NET COSTS (Total Costs - Credits Returned)	\$723,505.00	\$793,371.00	\$822,553.00	\$808,130.00

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

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

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

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

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

Unemployment Claims by Department Fiscal Year 2006

DEPARTMENT	Non-Protestable	Protestable			Total Claims
		Favorable	Unfavorable	Pending	
ADMINISTRATIVE SERVICES	2	2	1	2	7
AGRICULTURE	2	1	0	0	3
ALCOHOL BEVERAGES	0	0	0	0	0
AUDITOR	*	*	*	*	0
BANKING	0	0	0	0	0
BLIND	0	0	0	0	0
CIVIL RIGHTS	0	0	0	0	0
COLLEGE AID	0	0	0	0	0
COMMERCE	**	**	**	**	0
CORRECTIONS	18	23	8	5	54
CREDIT UNION	0	0	0	0	0
CULTURAL AFFAIRS	2	1	0	0	3
ECONOMIC DEVELOPMENT	2	0	0	0	2
EDUCATION	4	1	2	0	7
ELDER AFFAIRS	0	0	0	0	0
ETHICS/CAMPAIGN DISCLOSURE	0	0	0	0	0
FINANCE AUTHORITY	0	0	0	0	0
GENERAL SERVICES	**	**	**	**	0
GOVERNOR'S OFFICE	*	*	*	*	0
HUMAN RIGHTS	0	0	1	0	1
HUMAN SERVICES	44	44	8	10	106
INFORMATION TECHNOLOGY	**	**	**	**	0
INSPECTIONS AND APPEALS	4	5	0	0	9
INSURANCE	1	1	1	0	3
IOWA COMMUNICATIONS NTRK	1	0	1	0	2
IOWA PUBLIC TELEVISION	0	0	0	0	0
IPERS***	0	0	0	0	0
JUSTICE	0	0	0	0	0
LAW ENFORCEMENT ACADEMY	0	0	0	0	0
LOTTERY	0	0	0	0	0
MANAGEMENT	*	*	*	*	0
NATURAL RESOURCES	52	3	0	0	55
PAROLE	0	0	0	0	0
PERSONNEL	**	**	**	**	0
PROFESSIONAL LICENSING	0	0	0	0	0
PUBLIC DEFENSE	0	0	0	0	0
PUBLIC EMPLOYMENT RELATIONS	1	0	0	0	1
PUBLIC HEALTH	4	0	2	0	6
PUBLIC SAFETY	3	1	1	0	5
REVENUE***	34	5	1	1	41
SECRETARY OF STATE	0	0	0	0	0
TRANSPORTATION	48	10	4	3	65
TREASURER	0	0	0	0	0
UTILITIES	0	0	0	0	0
VETERAN'S AFFAIRS	12	22	12	1	47
WORKFORCE DEVELOPMENT	19	2	0	1	22
GRAND TOTALS	253	121	42	23	439

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

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

*** Formerly part of other department and now are their own department (IPERS, Revenue & Lottery)

Non-Protestable - Employer unable to protest unemployment claim of a terminated employee (Separation Issue).

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

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

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

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

Employee Assistance Program Data by Fiscal Year

	FY 99	FY 00	FY 01	FY 02
Number of employees*	19,649	20,246	20,359	18,953
Number of clients served	851	1,138	926	747
Percent utilization	4.3%	5.6%	4.5%	3.9%
Number of counseling hours	1,859	2,126	2,126	1,701
Average number of counseling hours/client	2.18	1.87	2.30	2.28
IEAP COSTS				
Counseling	\$118,885	\$150,961	\$152,097	\$121,724
Training	\$31,966	\$18,859	\$5,460	\$3,523
TOTAL	\$150,851	\$169,820	\$157,557	\$125,247
Average total counseling costs/client	\$139.70	\$132.66	\$164.25	\$162.95
Average cost/employee	\$7.68	\$8.39	\$7.74	\$6.61

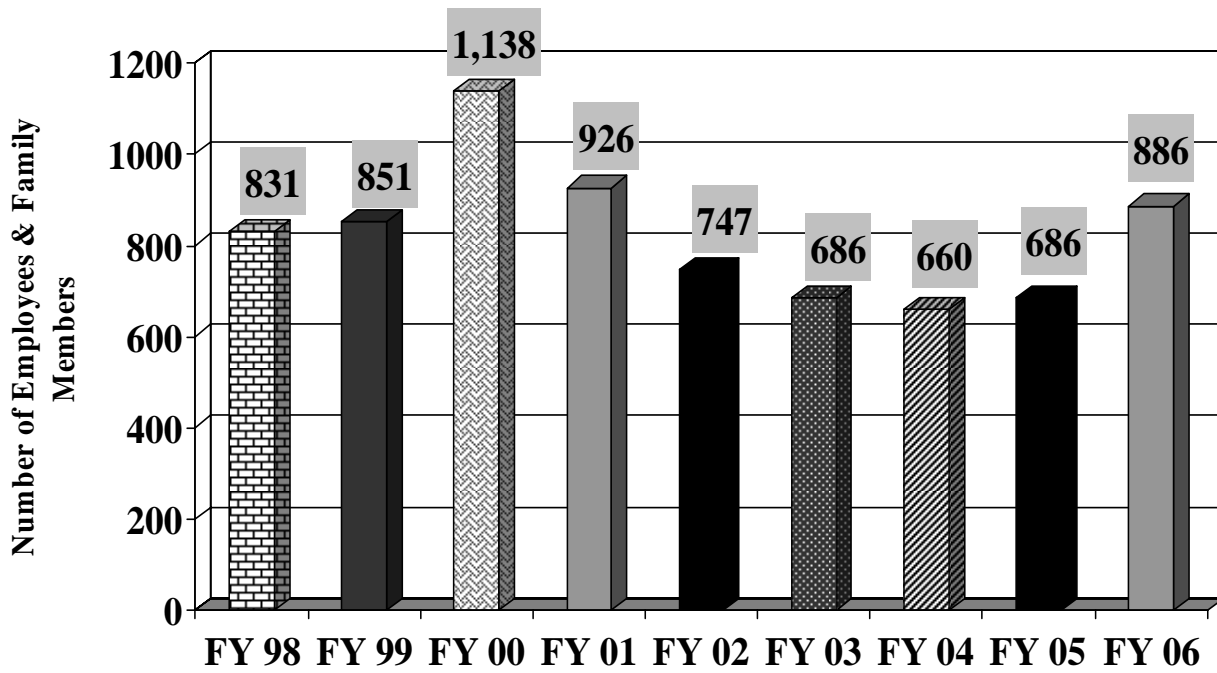
	FY 03	FY 04	FY 05	FY 06
Number of employees*	18,977	19,198	19,202	19,726
Number of clients served	686	660	686	886
Percent utilization	3.6%	3.4%	3.6%	4.5%
Number of counseling hours	1,368	1,535	1,517	1,608
Average number of counseling hours/client	1.99	2.33	2.21	1.81
IEAP COSTS				
Counseling	\$97,863	\$99,758	\$108,541	\$126,499
Training	\$2,690	\$1,825	\$318	\$0
TOTAL	\$100,553	\$101,583	\$108,859	\$126,499
Average total counseling costs/client	\$142.66	\$151.15	\$158.22	\$142.78
Average cost/employee	\$5.30	\$5.29	\$5.67	\$6.41

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

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

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

Employee Assistance Program Use by Fiscal Year



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

Deferred Compensation Enrollments, Fiscal Year 2006

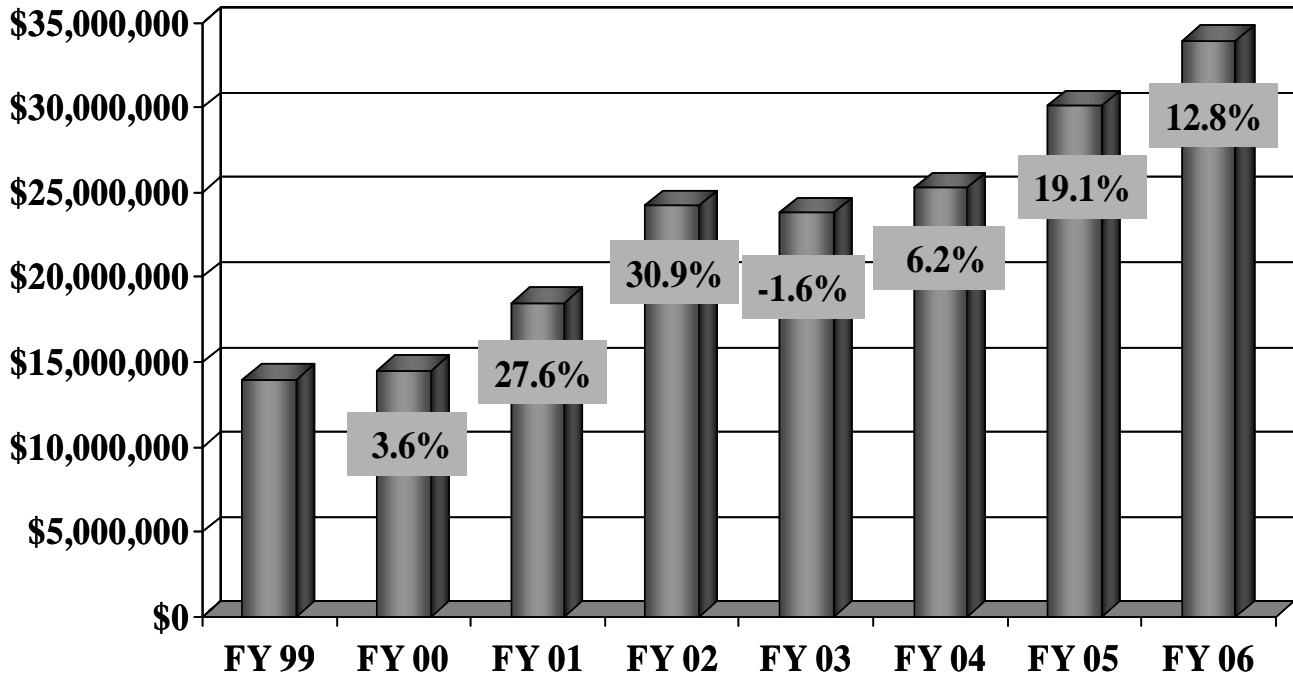
State Government	# Eligible	# Deferring	Participation
EXECUTIVE BRANCH			
AFSCME			
Clerical (001)	1,838	896	48.7%
Technical (002)	3,765	1,709	45.4%
Blue Collar (003)	2,259	1,239	54.8%
Fiscal & Staff (004/104)	2,508	1,721	68.6%
Security (006)	2,040	944	46.3%
Patient Care (011)	610	338	55.4%
Subtotal	13,020	6,847	52.6%
UE/IUP			
Social Services (005)	1,468	719	49.0%
Science (009)	461	291	63.1%
Social Services-IMW (015)	753	388	51.5%
Subtotal	2,682	1,398	52.1%
SPOC			
Public Safety (007)	616	480	77.9%
NONCONTRACT	3,716	2,466	66.4%
TOTAL	20,034	11,191	55.9%
JUDICIAL BRANCH			
AFSCME	762	415	54.5%
NONCONTRACT	1,067	716	67.1%
PPME	112	58	51.8%
TOTAL	1,941	1,189	61.3%
LEGISLATIVE BRANCH			
TOTAL	349	136	39.0%
COMMUNITY BASED CORRECTIONS			
TOTAL	1,117	803	71.9%
GRAND TOTAL			
GRAND TOTAL	23,441	13,319	56.8%

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.

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 700 job classes.
- Of the 1,502 non-promotional hires in Fiscal Year 2006, 63.9% were in 25 job classes.
- The Executive Branch new hire rate (the percentage of non-promotional hires to total workforce) has decreased from 10.6% in FY '99 to 7.6% in FY '06.
- Of the 1,012 employees who left Executive Branch employment in Fiscal Year 2006, 56.3% were in 25 job classes.
- The Executive Branch separation rate (the percentage of individuals who left Executive Branch employment to total workforce) decreased from 7.3% in Fiscal Year 1999 to 5.2% in Fiscal Year 2006.
- A five-year average of separations shows that over 48.2% 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 2006

Rank	Class Code	Class Title	Count	Percentage of Full-Time FY '06 Workforce
1	86406	Correctional Officer	1,535	8.0%
2	03201	Resident Treatment Worker	1,283	6.7%
3	08111	Equipment Operator	835	4.3%
4	03089	Income Maintenance Worker 2	691	3.6%
5	03011	Social Worker 2	600	3.1%
6	00025	Secretary 1	323	1.7%
7	00013	Typist-Advanced	277	1.4%
8	00026	Secretary 2	269	1.4%
9	03016	Social Worker 3	261	1.4%
10	00807	Workforce Advisor	248	1.3%
11	00018	Clerk - Specialist	235	1.2%
12	00121	Information Technology Specialist 4	200	1.0%
14	00122	Information Technology Specialist 5	168	0.9%
14	00708	Administrative Assistant 1	168	0.9%
15	00709	Administrative Assistant 2	167	0.9%
16	16000	Trooper	162	0.8%
17	03040	Youth Services Worker	159	0.8%
18	86419	Correctional Counselor	156	0.8%
19	00711	Executive Officer 2	154	0.8%
20	02002	Licensed Practical Nurse	143	0.7%
21	02020	Registered Nurse	139	0.7%
22	08375	Automotive Mechanic	137	0.7%
25	00784	Public Service Executive 3	131	0.7%
25	03345	Child Support Recovery Officer	131	0.7%
25	04513	Environmental Specialist	131	0.7%
TOTAL			8,703	45.3%

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

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

Top 25 Classes by New Full-Time Hires, Fiscal Year 2006

Rank	Class Code	Class Title	Count	Percentage of Full-Time FY '06 Hires
1	03201	Resident Treatment Worker	207	13.8%
2	86406	Correctional Officer	143	9.5%
3	03089	Income Maintenance Worker 2	83	5.5%
4	03011	Social Worker 2	75	5.0%
5	15223	Peace Officer Candidate	52	3.5%
6	02020	Registered Nurse (& 82020)	51	3.4%
7	00013	Typist-Advanced	38	2.5%
8	03040	Youth Service Worker	31	2.1%
9	02002	Licensed Practical Nurse (& 82002)	30	2.0%
10	00017	Clerk-Advanced	26	1.7%
11	08111	Equipment Operator	24	1.6%
12	00708	Administrative Assistant 1 (& 90708)	23	1.5%
14	03345	Child Support Recovery Officer	17	1.1%
14	10100	Gaming Enforcement Officer	17	1.1%
16	00025	Secretary 1	16	1.1%
16	16000	Trooper	16	1.1%
17	00018	Clerk - Specialist	15	1.0%
19	03220	Psychiatric Security Specialist	14	1.1%
19	00026	Secretary 2 (& 90026)	14	0.9%
21	06298	Drivers License Clerk	12	0.8%
21	94584	Assistant Auditor 1	12	0.8%
25	00306	Accounting Clerk 2	11	0.7%
25	01071	Education Program Consultant	11	0.7%
25	07005	Custodial Worker	11	0.7%
25	07200	Food Service Worker	11	0.7%
Totals			960	63.9%

NOTE: There were 1,502 total non-promotional hires in Fiscal Year 2006.

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

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

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

Total New Full-Time Hires by Fiscal Year by Department

DEPARTMENT	FY 99			FY 00			FY 01			FY 02		
	Hires	Workforce	Rate	Hires	Workforce	Rate	Hires	Workforce	Rate	Hires	Workforce	Rate
ADMINISTRATIVE SERVICES	*	*	*	*	*	*	*	*	*	*	*	*
AGRICULTURE	24	424	5.7%	32	440	7.3%	20	432	4.6%	9	381	2.4%
AUDITOR	31	125	24.8%	32	128	25.0%	20	117	17.1%	3	101	3.0%
BLIND	3	90	3.3%	14	99	14.1%	9	100	9.0%	5	95	5.3%
CIVIL RIGHTS	1	35	2.9%	2	32	6.3%	5	36	13.9%	0	35	0.0%
COLLEGE AID	4	35	11.4%	3	35	8.6%	5	35	14.3%	2	36	5.6%
COMMERCE	32	319	10.0%	29	316	9.2%	20	314	6.4%	10	293	3.4%
CORRECTIONS	427	2,815	15.2%	478	3,069	15.6%	234	3,074	7.6%	71	2,863	2.5%
CULTURAL AFFAIRS	10	88	11.4%	5	85	5.9%	4	83	4.8%	0	70	0.0%
ECONOMIC DEVELOPMENT	21	143	14.7%	59	185	31.9%	23	190	12.1%	25	201	12.4%
EDUCATION	55	600	9.2%	41	591	6.9%	58	613	9.5%	38	612	6.2%
ELDER AFFAIRS	3	27	11.1%	4	26	15.4%	6	31	19.4%	4	29	13.8%
ETHICS/CAMPAIGN DISCLOSURE	1	8	12.5%	0	8	0.0%	0	8	0.0%	0	5	0.0%
GENERAL SERVICES	25	212	11.8%	24	212	11.3%	13	206	6.3%	4	174	2.3%
GOVERNOR'S OFFICE	23	41	56.1%	8	47	17.0%	4	47	8.5%	7	44	15.9%
HUMAN RIGHTS	8	47	17.0%	9	48	18.8%	1	52	1.9%	3	51	5.9%
HUMAN SERVICES	567	5,320	10.7%	533	5,428	9.8%	545	5,477	10.0%	241	5,136	4.7%
INFORMATION TECHNOLOGY	6	137	4.4%	10	144	6.9%	19	136	14.0%	4	113	3.5%
INSPECTIONS AND APPEALS	28	449	6.2%	47	468	10.0%	31	481	6.4%	17	456	3.7%
IOWA COMMUNICATIONS NTRWK	24	88	27.3%	11	93	11.8%	16	99	16.2%	5	97	5.2%
IOWA PUBLIC TELEVISION	21	139	15.1%	11	135	8.1%	13	129	10.1%	5	123	4.1%
IPERS	*	*	*	*	*	*	*	*	*	*	*	*
JUSTICE	23	204	11.3%	28	208	13.5%	13	218	6.0%	10	210	4.8%
LAW ENFORCEMENT ACADEMY	4	31	12.9%	0	29	0.0%	3	31	9.7%	1	30	3.3%
LOTTERY	*	*	*	*	*	*	*	*	*	*	*	*
MANAGEMENT	0	27	0.0%	5	31	16.1%	1	30	3.3%	1	27	3.7%
NATURAL RESOURCES	44	803	5.5%	57	836	6.8%	40	864	4.6%	36	853	4.2%
PAROLE	1	10	10.0%	1	12	8.3%	1	12	8.3%	1	11	9.1%
PERSONNEL	11	144	7.6%	25	159	15.7%	12	159	7.5%	6	148	4.1%
PUBLIC DEFENSE	52	265	19.6%	29	276	10.5%	28	294	9.5%	26	306	8.5%
PUBLIC EMPLOYMENT RELATIONS	0	12	0.0%	1	12	8.3%	0	12	0.0%	0	9	0.0%
PUBLIC HEALTH	37	329	11.2%	38	346	11.0%	49	373	13.1%	32	372	8.6%
PUBLIC SAFETY	79	916	8.6%	63	943	6.7%	71	946	7.5%	5	898	0.6%
REVENUE AND FINANCE	31	567	5.5%	28	566	4.9%	12	560	2.1%	3	491	0.6%
SECRETARY OF STATE	6	38	15.8%	4	40	10.0%	3	41	7.3%	0	30	0.0%
TRANSPORTATION	337	3,562	9.5%	199	3,569	5.6%	156	3,533	4.4%	8	3,139	0.3%
TREASURER	12	20	60.0%	6	21	28.6%	8	21	38.1%	5	24	20.8%
VETERAN'S AFFAIRS	87	697	12.5%	102	762	13.4%	82	754	10.9%	54	733	7.4%
WORKFORCE DEVELOPMENT	39	850	4.6%	46	847	5.4%	45	851	5.3%	12	757	1.6%
GRAND TOTALS	2,077	19,617	10.6%	1,984	20,246	9.8%	1,570	20,359	7.7%	653	18,953	3.4%

* Department not in existence at the time.

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

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

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

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

DEPARTMENT	FY 03			FY 04			FY 05			FY 06		
	Hires	Workforce	Rate	Hires	Workforce	Rate	Hires	Workforce	Rate	Hires	Workforce	Rate
ADMINISTRATIVE SERVICES	*	*	*	23	366	6.3%	19	366	5.2%	24	367	6.5%
AGRICULTURE	17	385	4.4%	10	381	2.6%	18	380	4.7%	28	385	7.3%
ALCOHOLIC BEVERAGES	***	***	***	***	***	***	16	51	31.4%	6	50	12.0%
AUDITOR	12	103	11.7%	10	100	10.0%	38	112	33.9%	13	107	12.1%
BANKING	***	***	***	***	***	***	7	62	11.3%	5	64	7.8%
BLIND	9	100	9.0%	5	102	4.9%	5	99	5.1%	2	97	2.1%
CIVIL RIGHTS	0	28	0.0%	1	27	3.7%	1	23	4.3%	0	23	0.0%
COLLEGE AID	0	37	0.0%	3	36	8.3%	5	41	12.2%	7	41	17.1%
COMMERCE	12	287	4.2%	36	308	11.7%	***	***	***	***	***	***
CORRECTIONS	309	2,977	10.4%	114	2,939	3.9%	117	2,871	4.1%	201	2,920	6.9%
CREDIT UNION	***	***	***	***	***	***	5	16	31.3%	0	15	0.0%
CULTURAL AFFAIRS	5	63	7.9%	9	65	13.8%	3	64	4.7%	8	70	11.4%
ECONOMIC DEVELOPMENT	13	207	6.3%	14	216	6.5%	6	131	4.6%	6	127	4.7%
EDUCATION	32	599	5.3%	23	609	3.8%	38	592	6.4%	30	596	5.0%
ELDER AFFAIRS	0	29	0.0%	2	24	8.3%	4	28	14.3%	2	32	6.3%
ETHICS/CAMPAIGN DISCLOSURE	0	6	0.0%	0	6	0.0%	0	6	0.0%	0	6	0.0%
FINANCE AUTHORITY	***	***	***	***	***	***	5	86	5.8%	2	86	2.3%
GENERAL SERVICES	9	162	5.6%	**	**	**	**	**	**	**	**	**
GOVERNOR'S OFFICE	11	39	28.2%	4	40	10.0%	5	40	12.5%	7	40	17.5%
HUMAN RIGHTS	2	51	3.9%	6	54	11.1%	4	57	7.0%	3	55	5.5%
HUMAN SERVICES	266	5,038	5.3%	381	5,146	7.4%	474	5,237	9.1%	636	5,520	11.5%
INFORMATION TECHNOLOGY	8	116	6.9%	**	**	**	**	**	**	**	**	**
INSPECTIONS AND APPEALS	28	459	6.1%	31	474	6.5%	31	488	6.4%	25	505	5.0%
INSURANCE	***	***	***	***	***	***	5	84	6.0%	12	87	13.8%
IOWA COMMUNICATIONS NTRWK	7	95	7.4%	5	96	5.2%	2	90	2.2%	5	80	6.3%
IOWA PUBLIC TELEVISION	0	112	0.0%	6	116	5.2%	2	110	1.8%	4	116	3.4%
IPERS	***	***	***	1	86	1.2%	6	83	7.2%	4	86	4.7%
JUSTICE	3	202	1.5%	15	207	7.2%	21	203	10.3%	14	204	6.9%
LAW ENFORCEMENT ACADEMY	0	27	0.0%	0	27	0.0%	0	27	0.0%	3	27	11.1%
LOTTERY	***	***	***	1	108	0.9%	2	108	1.9%	8	112	7.1%
MANAGEMENT	0	27	0.0%	1	28	3.6%	1	27	3.7%	1	28	3.6%
NATURAL RESOURCES	50	880	5.7%	49	898	5.5%	38	912	4.2%	43	928	4.6%
PAROLE	0	10	0.0%	0	11	0.0%	1	10	10.0%	1	10	10.0%
PERSONNEL	5	151	3.3%	**	**	**	**	**	**	**	**	**
PROFESSIONAL LICENSING	***	***	***	***	***	***	0	10	0.0%	1	12	8.3%
PUBLIC DEFENSE	32	327	9.8%	49	366	13.4%	23	373	6.2%	15	361	4.2%
PUBLIC EMPLOYMENT RELATIONS	1	10	10.0%	0	10	0.0%	0	10	0.0%	0	9	0.0%
PUBLIC HEALTH	40	397	10.1%	23	388	5.9%	45	394	11.4%	25	410	6.1%
PUBLIC SAFETY	7	861	0.8%	16	838	1.9%	56	847	6.6%	116	948	12.2%
REVENUE***	3	473	0.6%	23	359	6.4%	22	369	6.0%	14	373	3.8%
SECRETARY OF STATE	7	34	20.6%	4	35	11.4%	3	39	7.7%	2	40	5.0%
TRANSPORTATION	136	3,163	4.3%	57	3,156	1.8%	106	3,112	3.4%	87	3,112	2.8%
TREASURER	7	21	33.3%	6	24	25.0%	5	22	22.7%	4	23	17.4%
UTILITIES	***	***	***	***	***	***	4	90	4.4%	3	89	3.4%
VETERAN'S AFFAIRS	74	736	10.1%	86	769	11.2%	81	779	10.4%	87	799	10.9%
WORKFORCE DEVELOPMENT	28	765	3.7%	37	783	4.7%	31	753	4.1%	48	766	6.3%
GRAND TOTALS	1,133	18,977	6.0%	1,051	19,198	5.5%	1,255	19,202	6.5%	1,502	19,726	7.6%

* Department not in existence at the time.

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

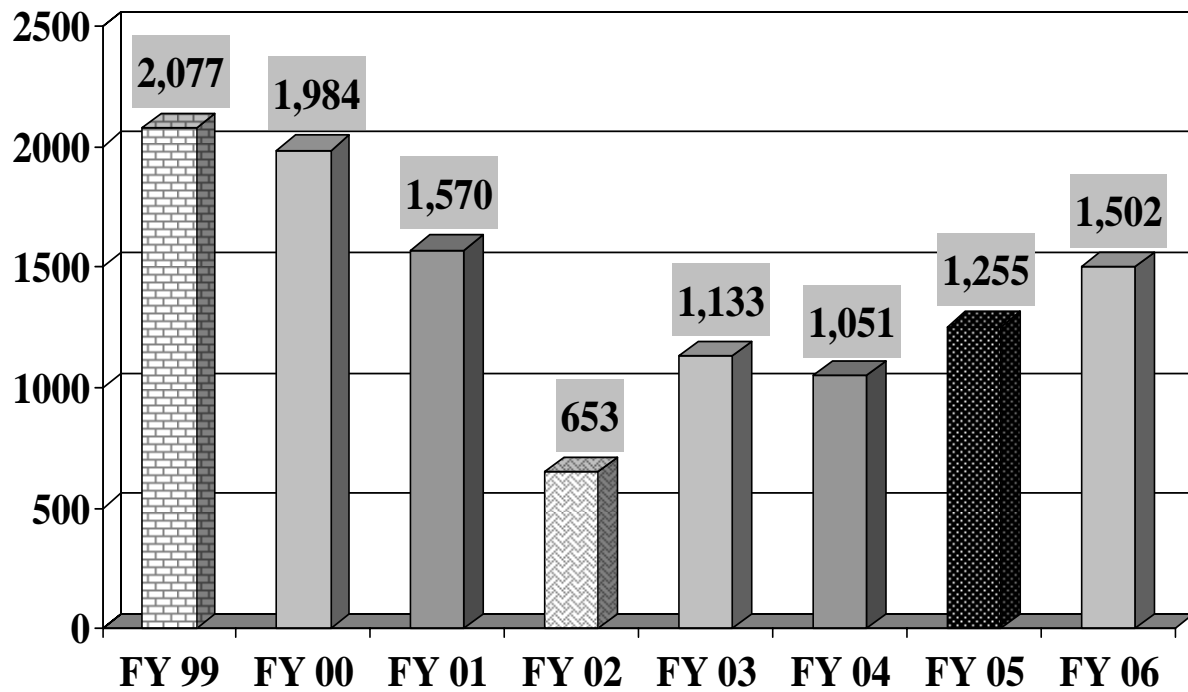
*** Formerly part of other department and now are their own department.

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

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

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

Total New Full-Time Hires by Fiscal Year

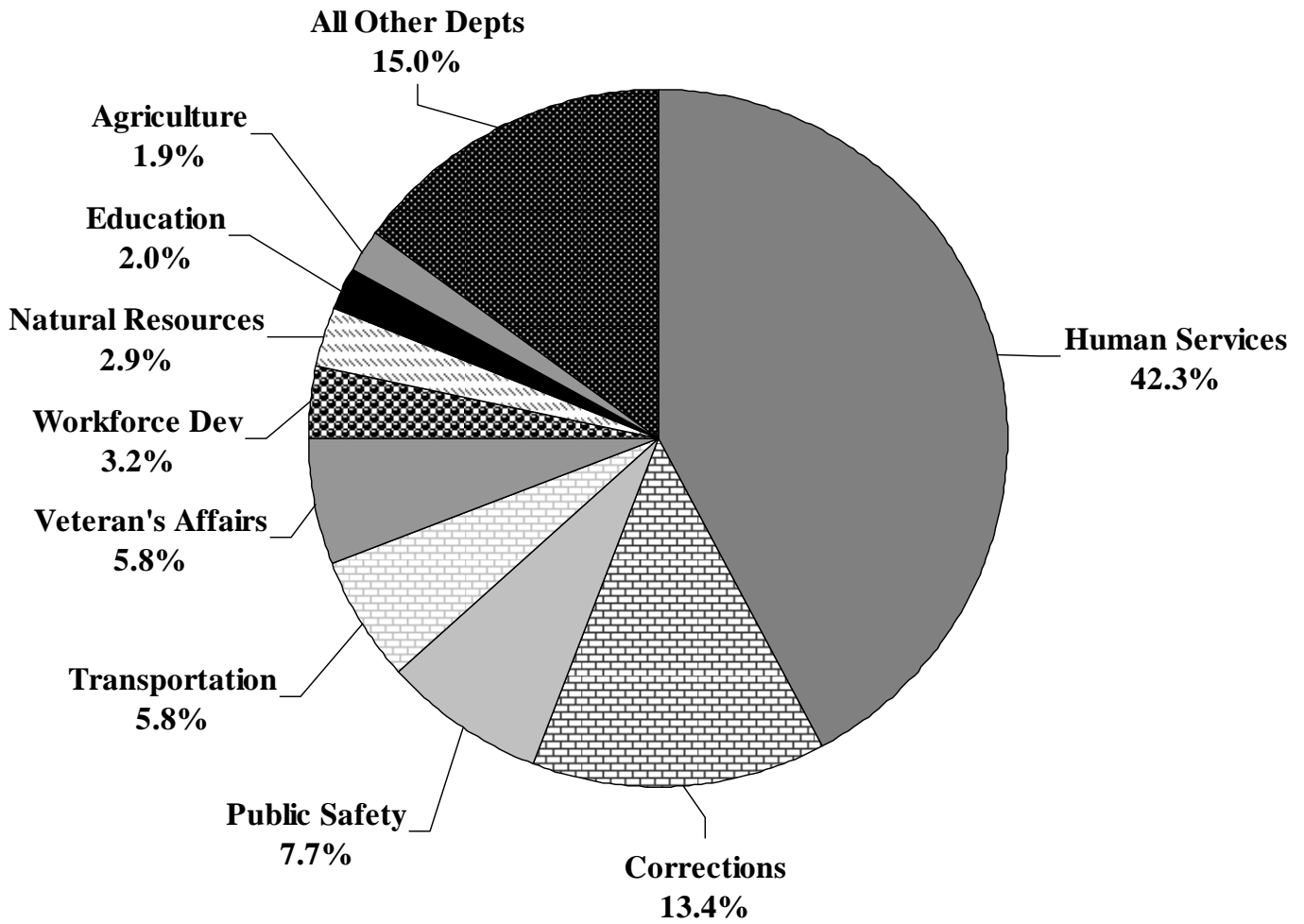


NOTE: New hires represent all non-promotional hires into state government. Not included are all promotional and transfer hires.

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

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

New Full-Time Hire Percentages by Department, Fiscal Year 2006



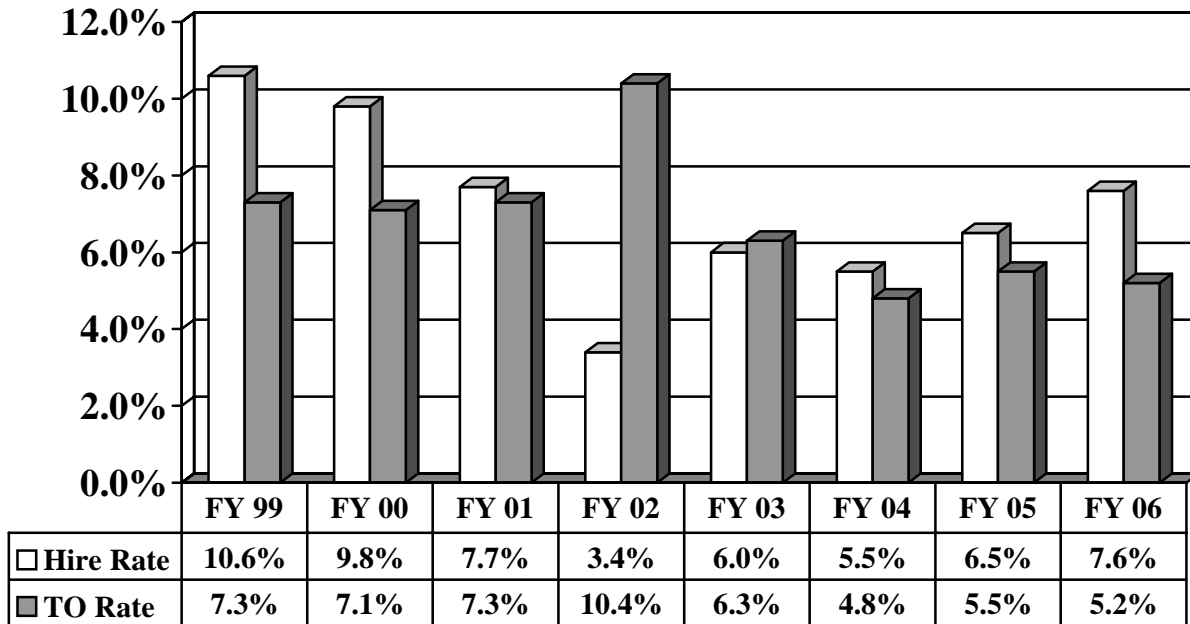
NOTE: Percentages are rounded and may not sum to exactly 100%.

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

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

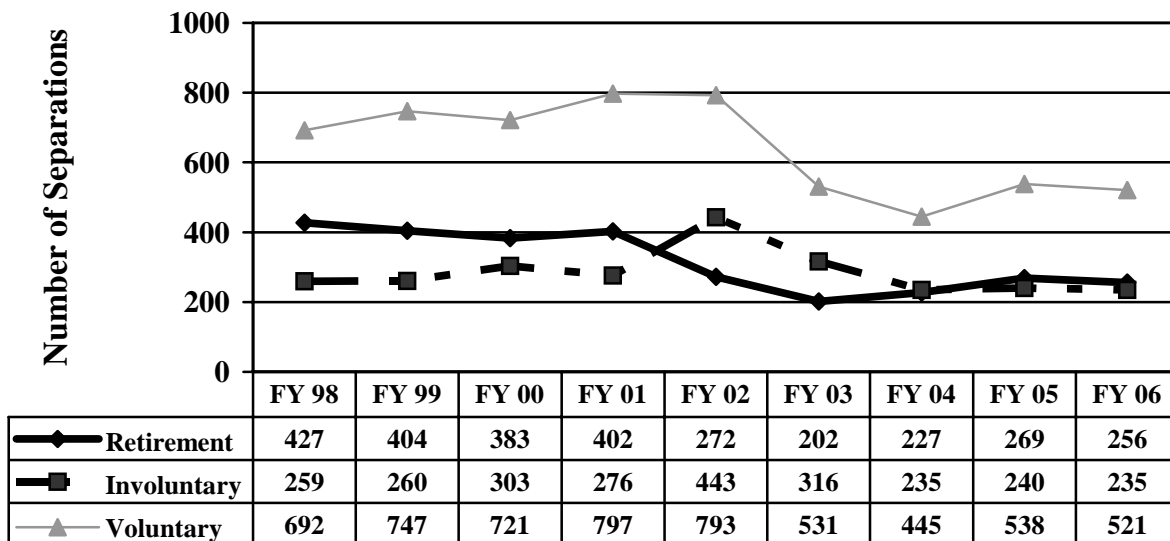
Source: Iowa Department of Administrative Services, HRE - AS/400 Query: PPeterson.

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



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

Separation Type



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

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

Top 25 Executive Branch Separations by Class, Fiscal Year 2006

Rank	Class Code	Class Title	Separations Within Class	Percentage of FY '06 Separations
1	03201	Resident Treatment Worker	145	14.3%
2	86406	Correctional Officer	82	8.1%
3	03011	Social Worker 2	39	3.9%
4	02020	Registered Nurse	35	3.5%
5	03089	Income Maintenance Worker 2	31	3.1%
6	02002	Licensed Practical Nurse	21	2.1%
8	00013	Typist-Advanced	20	2.0%
8	08111	Equipment Operator	20	2.0%
9	03040	Youth Services Worker	15	1.5%
10	00025	Secretary 1	12	1.2%
13	87114	Air Base Security Officer	11	1.1%
13	00018	Clerk - Specialist	11	1.1%
13	00708	Administrative Assistant 1	11	1.1%
17	00017	Clerk - Advanced	10	1.0%
17	03016	Social Worker 3	10	1.0%
17	86419	Correctional Counselor	10	1.0%
17	00026	Secretary 2	10	1.0%
24	00121	Information Technician Specialist 4	8	0.8%
24	00807	Workforce Advisor	8	0.8%
24	02569	Rehabilitation Counselor	8	0.8%
24	04513	Environmental Specialist	8	0.8%
24	07200	Food Service Worker	8	0.8%
24	08375	Mechanic	8	0.8%
24	15223	Peace Officer Candidate	8	0.8%
25	00306	Accounting Clerk 2	7	0.7%
25	04538	Health Facilities Surveyor	7	0.7%
25	94585	Assistant Auditor 2	7	0.7%
TOTALS			570	56.3%

NOTE: There were a total of 1,012 individuals who separated from Executive Branch employment in Fiscal Year 2006.

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

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

Executive Branch Separations by Department

DEPARTMENT	FY 99			FY 00			FY 01			FY 02		
	Retires	Terms	Quits	Retires	Terms	Quits	Retires	Terms	Quits	Retires	Terms	Quits
ADMINISTRATION SERVICES	*	*	*	*	*	*	*	*	*	*	*	*
AGRICULTURE	18	1	5	13	2	12	7	3	13	8	14	11
ALCOHOLIC BEVERAGES	***	***	***	***	***	***	***	***	***	***	***	***
AUDITOR	0	1	20	1	0	24	1	0	21	1	6	10
BANKING	***	***	***	***	***	***	***	***	***	***	***	***
BLIND	0	0	4	3	1	5	5	0	3	4	4	1
CIVIL RIGHTS	0	0	1	0	0	1	1	0	0	1	0	0
COLLEGE AID	0	0	2	2	0	0	1	0	3	1	0	1
COMMERCE	5	1	23	8	4	19	9	1	17	3	11	10
CORRECTIONS	33	55	118	31	62	134	26	64	140	24	64	138
CREDIT UNION	***	***	***	***	***	***	***	***	***	***	***	***
CULTURAL AFFAIRS	0	1	1	1	1	6	0	2	6	0	6	4
ECONOMIC DEVELOPMENT	2	0	16	1	1	22	5	2	14	1	1	17
EDUCATION	20	5	22	22	3	27	24	6	20	13	2	22
ELDER AFFAIRS	0	2	1	1	0	4	3	1	1	1	1	3
ETHICS/CAMPAIGN DISCLOSURE	1	0	0	0	0	1	0	0	0	1	0	0
FINANCE AUTHORITY	***	***	***	***	***	***	***	***	***	***	***	***
GENERAL SERVICES	5	1	9	6	6	6	8	2	14	3	13	12
GOVERNOR'S OFFICE	4	0	15	1	0	2	1	0	3	0	0	10
HUMAN RIGHTS	1	1	3	0	2	4	1	1	1	0	1	2
HUMAN SERVICES	93	91	217	82	115	198	114	112	236	85	163	253
INFORMATION TECHNOLOGY	4	1	3	3	0	2	2	2	4	2	10	2
INSPECTIONS AND APPEALS	10	3	14	17	3	14	10	4	12	3	4	23
INSURANCE	***	***	***	***	***	***	***	***	***	***	***	***
IOWA COMMUNICATIONS NTRWK	1	3	9	2	0	6	1	1	9	0	0	5
IOWA PUBLIC TELEVISION	1	0	7	1	2	12	4	2	9	1	1	5
IPERS	***	***	***	***	***	***	***	***	***	***	***	***
JUSTICE	1	3	7	2	1	13	2	0	6	0	0	14
LAW ENFORCEMENT ACADEMY	0	0	2	0	1	0	0	0	1	1	0	0
LOTTERY	***	***	***	***	***	***	***	***	***	***	***	***
MANAGEMENT	0	0	4	0	0	1	0	2	1	0	0	1
NATURAL RESOURCES	22	2	17	11	3	16	13	2	17	7	2	23
PAROLE	1	0	1	0	0	1	0	0	1	1	1	0
PERSONNEL	5	1	8	4	2	10	1	0	10	1	1	6
PROFESSIONAL LICENSING	***	***	***	***	***	***	***	***	***	***	***	***
PUBLIC DEFENSE	5	0	11	7	2	11	2	1	12	6	4	9
PUBLIC EMPLOYMENT RELATIONS	0	0	0	0	0	0	0	0	0	0	3	0
PUBLIC HEALTH	5	3	11	10	6	12	6	4	15	10	5	15
PUBLIC SAFETY	29	3	20	11	4	15	21	7	29	17	8	18
REVENUE*	9	6	16	12	5	7	11	3	6	7	16	5
SECRETARY OF STATE	1	0	8	1	0	1	0	0	2	0	4	3
TRANSPORTATION	92	37	67	77	38	75	85	25	93	44	60	106
TREASURER	0	2	7	0	1	2	0	2	6	0	1	1
UTILITIES	***	***	***	***	***	***	***	***	***	***	***	***
VETERAN'S AFFAIRS	14	33	50	15	31	39	12	19	53	11	20	39
WORKFORCE DEVELOPMENT	22	4	28	38	7	19	26	8	19	15	17	24
GRAND TOTALS	404	260	747	383	303	721	402	276	797	272	443	793
AVERAGE AGE	61.55	39.63	37.73	61.52	40.51	37.14	61.17	40.99	37.08	61.32	42.27	37.38
AVERAGE LENGTH OF SERVICE	23.37	6.67	5.59	23.97	6.96	4.77	24.74	6.44	4.36	22.73	8.21	5.20

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 - AS/400 Query: PPeterson.

Executive Branch Separations by Department (cont.)

DEPARTMENT	FY 03			FY 04			FY 05			FY 06		
	Retires	Terms	Quits	Retires	Terms	Quits	Retires	Terms	Quits	Retires	Terms	Quits
ADMINISTRATION SERVICES	*	*	*	3	8	11	2	3	10	7	4	11
AGRICULTURE	1	3	7	7	4	4	8	2	4	4	5	8
ALCOHOLIC BEVERAGES	***	***	***	***	***	***	2	2	8	1	2	5
AUDITOR	0	0	6	2	1	9	0	0	22	0	1	14
BANKING	***	***	***	***	***	***	0	1	4	1	0	2
BLIND	1	1	1	2	1	1	4	0	3	1	1	0
CIVIL RIGHTS	0	0	1	0	0	1	1	2	0	0	0	0
COLLEGE AID	1	0	0	0	0	5	1	0	0	1	2	2
COMMERCE	4	0	8	1	7	6	***	***	***	***	***	***
CORRECTIONS	18	69	94	45	34	79	34	44	70	36	40	69
CREDIT UNION	***	***	***	***	***	***	0	1	3	0	0	1
CULTURAL AFFAIRS	0	3	3	2	1	3	1	2	3	1	1	3
ECONOMIC DEVELOPMENT	2	3	12	0	4	5	0	4	2	0	0	12
EDUCATION	8	20	12	5	3	15	16	9	19	14	2	15
ELDER AFFAIRS	1	0	1	0	0	1	0	1	0	0	0	1
ETHICS/CAMPAIGN DISCLOSURE	0	0	0	0	0	0	0	0	0	0	0	0
FINANCE AUTHORITY	***	***	***	***	***	***	0	1	3	0	0	2
GENERAL SERVICES	4	6	2	**	**	**	**	**	**	**	**	**
GOVERNOR'S OFFICE	0	2	6	0	0	1	0	0	7	0	0	3
HUMAN RIGHTS	0	1	1	0	0	2	2	1	0	2	1	2
HUMAN SERVICES	71	105	152	53	100	137	75	93	182	62	111	193
INFORMATION TECHNOLOGY	1	2	7	**	**	**	**	**	**	**	**	**
INSPECTIONS AND APPEALS	8	16	27	7	4	14	10	2	23	6	2	10
INSURANCE	***	***	***	***	***	***	0	1	5	3	2	2
IOWA COMMUNICATIONS NTWRK	1	1	6	0	0	2	3	1	3	6	1	5
IOWA PUBLIC TELEVISION	0	1	5	1	0	1	1	1	3	1	0	1
IPERS	***	***	***	1	1	2	2	1	3	1	2	1
JUSTICE	2	0	7	0	0	7	1	1	18	3	0	5
LAW ENFORCEMENT ACADEMY	2	0	0	0	0	0	0	0	0	2	0	1
LOTTERY	***	***	***	0	0	0	1	0	0	1	0	3
MANAGEMENT	0	0	0	0	0	0	0	0	0	0	0	1
NATURAL RESOURCES	10	2	11	24	8	10	8	4	11	16	3	12
PAROLE	0	0	0	0	0	0	1	0	0	0	0	1
PERSONNEL	0	2	1	**	**	**	**	**	**	**	**	**
PROFESSIONAL LICENSING	***	***	***	***	***	***	0	0	0	0	0	0
PUBLIC DEFENSE	0	3	12	3	4	12	2	2	9	9	3	15
PUBLIC EMPLOYMENT RELATIONS	0	0	0	0	0	0	0	0	0	0	1	0
PUBLIC HEALTH	6	3	15	6	3	23	7	2	18	2	1	7
PUBLIC SAFETY	12	4	21	13	7	19	23	5	14	9	4	15
REVENUE*	8	5	2	4	5	2	4	4	3	8	3	3
SECRETARY OF STATE	0	0	1	1	0	2	0	0	1	1	0	2
TRANSPORTATION	27	29	48	19	22	26	32	19	37	33	19	33
TREASURER	0	2	7	0	0	2	0	2	4	0	1	2
UTILITIES	***	***	***	***	***	***	0	0	1	1	0	2
VETERAN'S AFFAIRS	6	28	48	15	13	36	15	22	34	11	15	44
WORKFORCE DEVELOPMENT	8	5	7	13	5	7	13	7	11	13	8	13
GRAND TOTALS	202	316	531	227	235	445	269	240	538	256	235	521
AVERAGE AGE	60.76	42.87	37.72	60.58	43.15	38.21	60.96	43.96	38.62	61.68	43.28	39.02
AVERAGE LENGTH OF SERVICE	21.40	7.84	5.70	23.76	7.74	5.17	21.27	7.81	5.57	22.29	7.06	5.44

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.

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

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

Executive Branch Hire & Separation Rates by Department

DEPARTMENT	FT Employees FY '05	FT Employees FY '06	Hires	Transfer In	Retires	Terms	Quits	Early Out	Transfer Out	Hire Rate	Separation Rate
ADMINISTRATION SERVICES	366	367	24	10	7	4	11	0	11	9.28%	9.00%
AGRICULTURE	380	385	28	5	4	5	8	0	11	8.63%	7.32%
ALCOHOLIC BEVERAGES***	51	50	6	1	1	2	5	0	0	13.86%	15.84%
AUDITOR	112	107	13	0	0	1	14	0	4	11.87%	17.35%
BANKING***	62	64	5	0	1	0	2	0	0	7.94%	4.76%
BLIND	99	97	2	0	1	1	0	0	2	2.04%	4.08%
CIVIL RIGHTS	23	23	0	1	0	0	0	0	1	4.35%	4.35%
COLLEGE AID	41	41	7	0	1	2	2	0	0	17.07%	12.20%
CORRECTIONS	2,871	2,920	201	15	36	40	69	0	25	7.46%	5.87%
CREDIT UNION***	16	15	0	0	0	0	1	0	0	0.00%	6.45%
CULTURAL AFFAIRS	64	70	8	3	1	1	3	0	0	16.42%	7.46%
ECONOMIC DEVELOPMENT****	131	127	6	4	0	0	12	0	1	7.75%	10.08%
EDUCATION	592	596	30	9	14	2	15	0	9	6.57%	6.73%
ELDER AFFAIRS	28	32	2	2	0	0	1	0	0	13.33%	3.33%
ETHICS/CAMPAIGN DISCLOSURE	6	6	0	0	0	0	0	0	0	0.00%	0.00%
FINANCE AUTHORITY***	86	86	2	1	0	0	2	0	1	3.49%	3.49%
GOVERNOR'S OFFICE	40	40	7	1	0	0	3	0	3	20.00%	15.00%
HUMAN RIGHTS	57	55	3	1	2	1	2	0	1	7.14%	10.71%
HUMAN SERVICES	5,237	5,520	636	30	62	111	193	0	39	12.38%	7.53%
INSPECTIONS AND APPEALS	488	505	25	11	6	2	10	0	5	7.25%	4.63%
INSURANCE***	84	87	12	2	3	2	2	0	2	16.37%	10.53%
IOWA COMMUNICATIONS NTRK	90	80	5	1	6	1	5	0	4	7.06%	18.82%
IOWA PUBLIC TELEVISION	110	116	4	1	1	0	1	0	0	4.42%	1.77%
IPERS	83	86	4	2	1	2	1	0	0	7.10%	4.73%
JUSTICE*	203	204	14	1	3	0	5	0	6	7.37%	6.88%
LAW ENFORCEMENT ACADEMY	27	27	3	0	2	0	1	0	0	11.11%	11.11%
LOTTERY***	108	112	8	0	1	0	3	0	0	7.27%	3.64%
MANAGEMENT	27	28	1	1	0	0	1	0	0	7.27%	3.64%
NATURAL RESOURCES	912	928	43	8	16	3	12	0	9	5.54%	4.35%
PAROLE	10	10	1	1	0	0	1	0	0	20.00%	10.00%
PROFESSIONAL LICENSING***	10	12	1	2	0	0	0	0	0	27.27%	0.00%
PUBLIC DEFENSE	373	361	15	1	9	3	15	0	5	4.36%	8.72%
PUBLIC EMPLOYMENT RELATIONS	10	9	0	0	0	1	0	0	0	0.00%	10.53%
PUBLIC HEALTH	394	410	25	8	2	1	7	0	7	8.21%	4.23%
PUBLIC SAFETY	847	948	116	11	9	4	15	0	2	14.15%	3.34%
REVENUE***	369	373	14	7	8	3	3	0	4	5.66%	4.85%
SECRETARY OF STATE	39	40	2	1	1	0	2	0	0	7.59%	7.59%
TRANSPORTATION	3,112	3,112	87	****	33	19	33	0	****	N/A	N/A
TREASURER	22	23	4	0	0	1	2	0	0	17.78%	13.33%
UTILITIES***	90	89	3	0	1	0	2	0	1	3.35%	4.47%
VETERAN'S AFFAIRS	779	799	87	4	11	15	44	0	0	11.53%	8.87%
WORKFORCE DEVELOPMENT	753	766	48	4	13	8	13	0	7	6.85%	5.40%
GRAND TOTALS	19,202	19,726	1,502	149	256	235	521	0	160	8.48%	6.02%

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 '05 FT employee headcount and FY '06 FT employee headcount. These two figures represent the beginning and the end FT employee headcounts for FY '06.

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

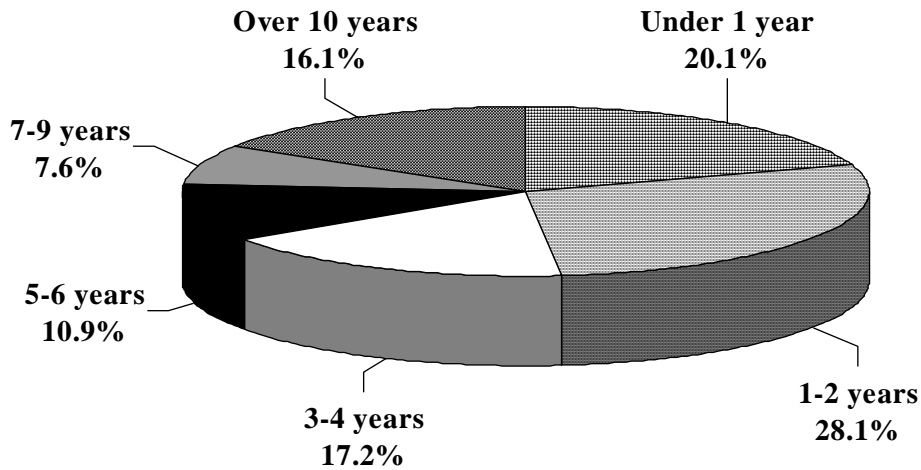
**** Data not available.

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

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

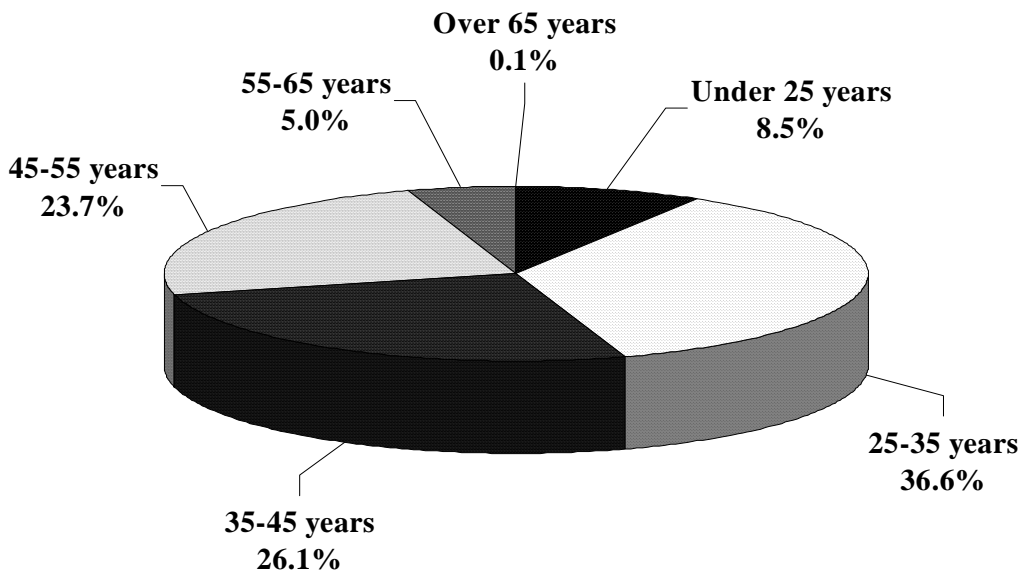
Voluntary Executive Branch Separations by Length of Service

(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 - AS/400 Query: PPeterson.

Separation Payouts by Department, Fiscal Year 2006

DEPARTMENT	Vacation Payout	Sick Leave Payout
ADMINISTRATIVE SERVICES	\$69,115.91	\$12,379.11
AGRICULTURE	\$57,495.03	\$10,195.52
ALCOHOLIC BEVERAGES**	\$12,893.51	\$1,242.39
AUDITOR	\$39,231.60	\$2,000.00
BANKING**	\$33,108.54	\$2,000.00
BLIND	\$12,170.49	\$2,061.29
CIVIL RIGHTS	\$3,164.80	\$0.00
COLLEGE AID	\$36,111.79	\$2,058.40
COMMERCE	**	**
CORRECTIONS	\$281,909.68	\$61,343.35
CREDIT UNION**	\$9,854.59	\$0.00
CULTURAL AFFAIRS	\$48,047.81	\$4,000.00
ECONOMIC DEVELOPMENT	\$33,961.79	\$0.00
EDUCATION	\$94,869.51	\$22,191.19
ELDER AFFAIRS	\$8,954.31	\$0.00
ETHICS/CAMPAIGN DISCLOSURE	\$2,397.50	\$0.00
FINANCE AUTHORITY**	\$21,461.17	\$0.00
GENERAL SERVICES	*	*
GOVERNOR'S OFFICE	\$15,470.55	\$0.00
HUMAN RIGHTS	\$26,777.73	\$2,259.11
HUMAN SERVICES	\$665,362.65	\$102,456.75
INFORMATION TECHNOLOGY	*	*
INSPECTIONS AND APPEALS	\$145,224.38	\$14,148.12
INSURANCE**	\$61,778.51	\$6,000.00
IOWA COMMUNICATIONS NTWK	\$90,462.84	\$13,100.51
IOWA PUBLIC TELEVISION	\$25,938.41	\$4,000.00
IPERS**	\$22,450.64	\$1,741.40
JUSTICE	\$38,697.74	\$6,000.00
LAW ENFORCEMENT ACADEMY	\$12,169.19	\$4,000.00
LOTTERY**	\$57,090.84	\$2,000.00
MANAGEMENT	\$17,673.35	\$0.00
NATURAL RESOURCES	\$168,922.84	\$22,379.90
PAROLE	\$1,925.00	\$2,000.00
PERSONNEL	*	*
PROFESSIONAL LICENSING**	\$5,202.80	\$0.00
PUBLIC DEFENSE	\$53,912.68	\$16,965.94
PUBLIC EMPLOYMENT RELATIONS	\$1,176.67	\$0.00
PUBLIC HEALTH	\$68,580.38	\$6,001.35
PUBLIC SAFETY	\$84,837.44	\$6,559.60
REVENUE**	\$95,380.35	\$14,319.35
SECRETARY OF STATE	\$27,876.64	\$2,000.00
TRANSPORTATION	\$1,158,597.38	\$68,777.02
TREASURER	\$2,575.97	\$0.00
UTILITIES**	\$25,004.78	\$2,000.00
VETERANS AFFAIRS	\$142,258.39	\$18,489.26
WORKFORCE DEVELOPMENT	\$149,592.97	\$16,879.98
GRAND TOTALS	\$3,929,689.15	\$451,549.54

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

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

*** Vacation Payout includes Terminal Leave Payout.

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

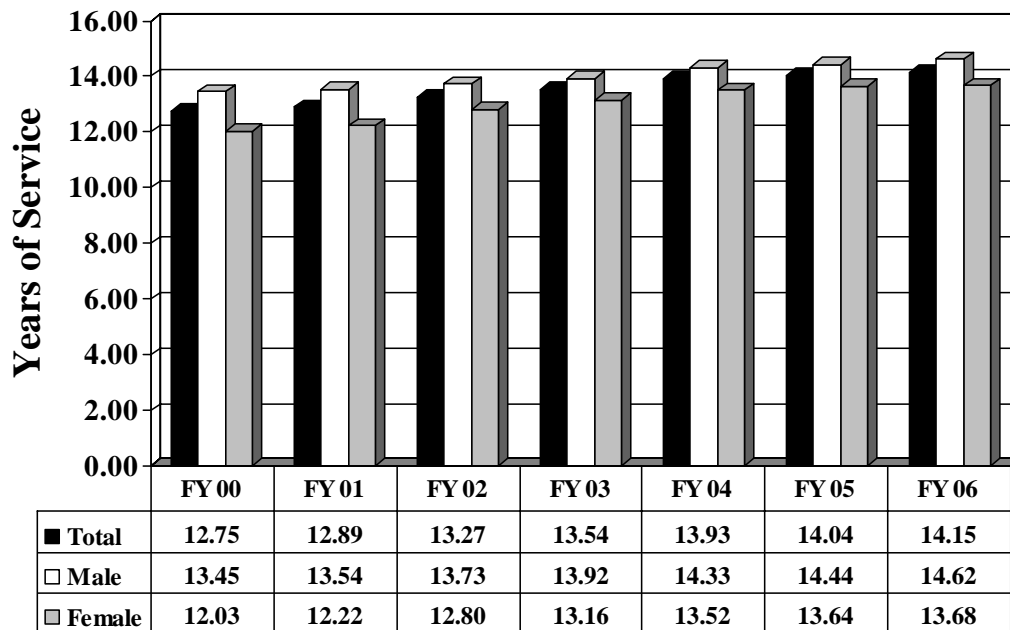
Source: Iowa Department of Administrative Services, HRE & Iowa Department of Transportation - HRIS: TMohning.

Age and Years of Service

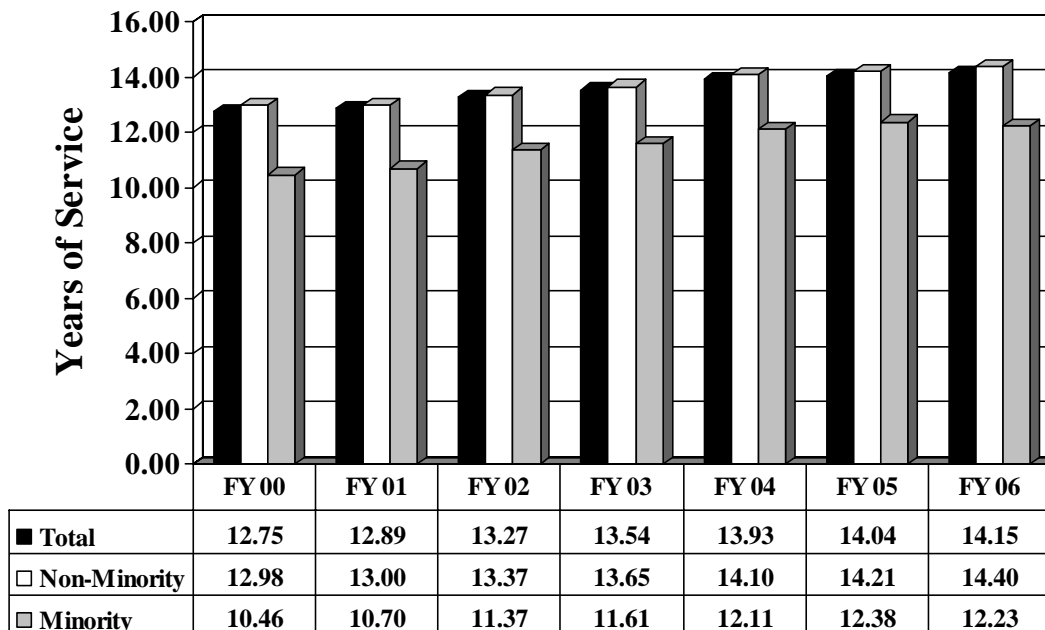
In this section, the reader will find average age and length of service data for Executive Branch employees, not including Fair Authority, Community-Based Corrections or Regents. The following are points of summary for this section as of Fiscal Year-end 2006:

- The average age of the 19,726 full-time employees working in the Executive Branch was 46.70 years and the average time worked for the State was 14.15 years.
- On average, males were 46.76 years old and had worked for the State for 14.62 years.
- On average females were 46.64 years old and had worked for the State for 13.68 years.
- Racial/ethnic minorities were, on average, 45.42 years old and had worked for the State for 12.23 years.
- Non-minorities were, on average, 46.82 years old and had worked for the State for 14.40 years.
- Over 60.1% of the total workforce was over 45 years of age.
- Over 75.6% of supervisors were over 45 years of age.
- Of the 42 agencies reported on, 36, or 85.71% had an average age 45 or older and only three departments' average age was below 40.

Average Length of Service by Gender



Average Length of Service by Minority Status



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

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

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

Average Length of Service & Age by Department, Fiscal Year 2006

Department	Workforce	Ave LOS	Ave Age
ADMINISTRATIVE SERVICES	367	15.75	49.06
AGRICULTURE	385	15.08	49.67
ALCOHOLIC BEVERAGES***	50	10.03	49.02
AUDITOR	107	9.61	37.77
BANKING***	64	15.60	43.00
BLIND	97	13.71	49.54
CIVIL RIGHTS	23	15.43	52.50
COLLEGE AID	41	11.15	46.62
COMMERCE	***	***	***
CORRECTIONS	2,920	12.05	45.53
CREDIT UNION***	15	9.42	37.62
CULTURAL AFFAIRS	70	12.68	49.36
ECONOMIC DEVELOPMENT**	127	12.57	46.49
EDUCATION	596	14.11	49.49
ELDER AFFAIRS	32	10.86	47.35
ETHICS/CAMPAIGN DISCLOSURE	6	14.88	52.75
FINANCE AUTHORITY**	86	7.83	46.34
GENERAL SERVICES	*	*	*
GOVERNOR'S OFFICE	40	7.40	41.93
HUMAN RIGHTS	55	13.20	49.31
HUMAN SERVICES	5,520	14.07	46.05
INFORMATION TECHNOLOGY	*	*	*
INSPECTIONS AND APPEALS	505	12.38	48.46
INSURANCE***	87	13.28	48.57
IOWA COMMUNICATIONS NTWK	80	9.51	46.01
IOWA PUBLIC TELEVISION	116	14.54	47.23
IPERS**	86	12.05	45.44
JUSTICE	204	12.83	47.05
LAW ENFORCEMENT ACADEMY	27	13.89	54.06
LOTTERY**	112	15.09	50.15
MANAGEMENT	28	16.05	48.78
NATURAL RESOURCES	928	14.89	45.12
PAROLE	10	16.43	51.56
PERSONNEL	*	*	*
PROFESSIONAL LICENSING***	12	15.18	49.53
PUBLIC DEFENSE	361	11.02	46.51
PUBLIC EMPLOYMENT RELATIONS	9	16.55	54.84
PUBLIC HEALTH	410	11.06	47.17
PUBLIC SAFETY	948	13.57	40.97
REVENUE**	373	18.21	50.12
SECRETARY OF STATE	40	12.54	45.37
TRANSPORTATION	3,112	17.40	48.26
TREASURER	23	9.13	39.41
UTILITIES***	89	17.08	53.09
VETERAN'S AFFAIRS	799	11.44	45.31
WORKFORCE DEVELOPMENT	766	16.73	51.33
GRAND TOTALS	19,726	14.15	46.70

* 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.

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

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

Age Groups by Department, Fiscal Year 2006

DEPARTMENT	< 25	25-34	35-44	45-54	55-64	65+
ADMINISTRATIVE SERVICES	3	29	71	154	106	4
AGRICULTURE	1	30	75	157	107	15
ALCOHOLIC BEVERAGES***	0	8	9	14	18	1
AUDITOR	19	34	21	24	8	1
BANKING***	5	11	13	29	6	0
BLIND	0	11	16	40	27	3
CIVIL RIGHTS	0	0	4	9	10	0
COLLEGE AID	0	9	9	7	15	1
COMMERCE	***	***	***	***	***	***
CORRECTIONS	41	453	866	1,018	513	29
CREDIT UNION***	3	4	2	5	0	1
CULTURAL AFFAIRS	0	8	10	32	19	1
ECONOMIC DEVELOPMENT**	1	22	35	38	26	5
EDUCATION	0	61	119	213	192	11
ELDER AFFAIRS	1	5	6	9	10	1
ETHICS/CAMPAIGN DISCLOSURE	0	0	1	2	3	0
FINANCE AUTHORITY**	0	15	20	28	22	1
GENERAL SERVICES	*	*	*	*	*	*
GOVERNOR'S OFFICE	3	12	5	14	6	0
HUMAN RIGHTS	0	3	20	13	17	2
HUMAN SERVICES	164	913	1,206	1,938	1,225	74
INFORMATION TECHNOLOGY	*	*	*	*	*	*
INSPECTIONS AND APPEALS	1	55	128	180	127	14
INSURANCE***	0	7	23	35	20	2
IOWA COMMUNICATIONS NTWK	1	9	27	28	14	1
IOWA PUBLIC TELEVISION	1	15	24	50	26	0
IPERS**	1	9	34	28	12	2
JUSTICE	1	27	46	85	45	0
LAW ENFORCEMENT ACADEMY	1	0	3	10	11	2
LOTTERY**	1	8	26	35	36	6
MANAGEMENT	0	2	5	14	7	0
NATURAL RESOURCES	10	194	233	296	189	6
PAROLE	0	1	2	3	4	0
PERSONNEL	*	*	*	*	*	*
PROFESSIONAL LICENSING***	0	2	2	3	5	0
PUBLIC DEFENSE	7	53	93	117	88	3
PUBLIC EMPLOYMENT RELATIONS	0	0	0	4	5	0
PUBLIC HEALTH	4	67	92	131	110	6
PUBLIC SAFETY	59	251	287	250	98	3
REVENUE**	6	35	48	147	129	8
SECRETARY OF STATE	1	8	10	10	10	1
TRANSPORTATION	16	331	681	1,243	807	34
TREASURER	4	6	3	7	3	0
UTILITIES***	0	1	14	35	33	6
VETERAN'S AFFAIRS	47	117	172	299	155	9
WORKFORCE DEVELOPMENT	3	48	122	279	292	22
GRAND TOTALS	405	2,874	4,583	7,033	4,556	275
<i>PERCENTAGES</i>	<i>2.1%</i>	<i>14.6%</i>	<i>23.2%</i>	<i>35.7%</i>	<i>23.1%</i>	<i>1.4%</i>

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

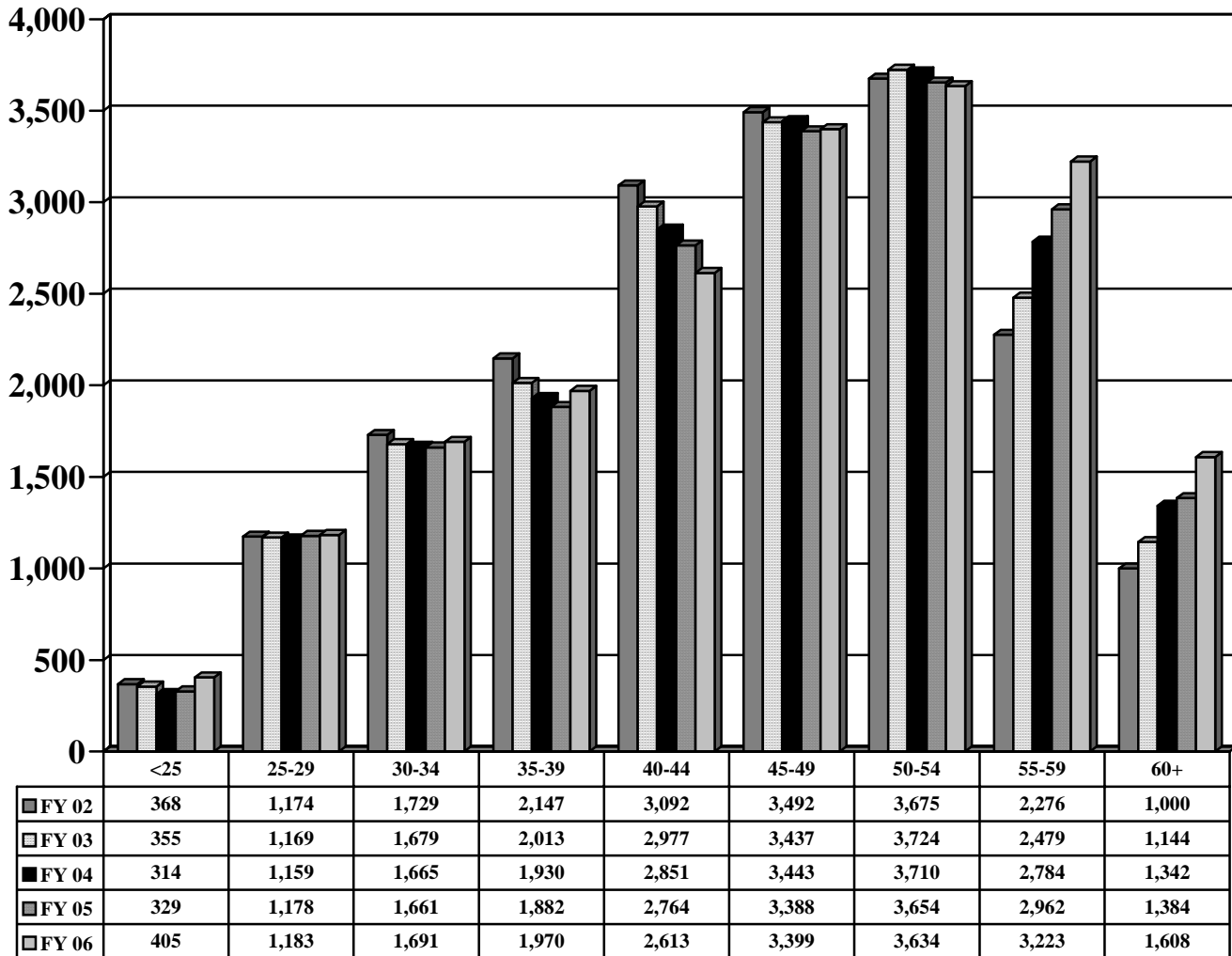
** Formerly part of other department and now are their own department.

*** Commerce is now reported individually by division.

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

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

Executive Branch Full-Time Employee Age Groups, Fiscal Year 2002 through Fiscal Year 2006



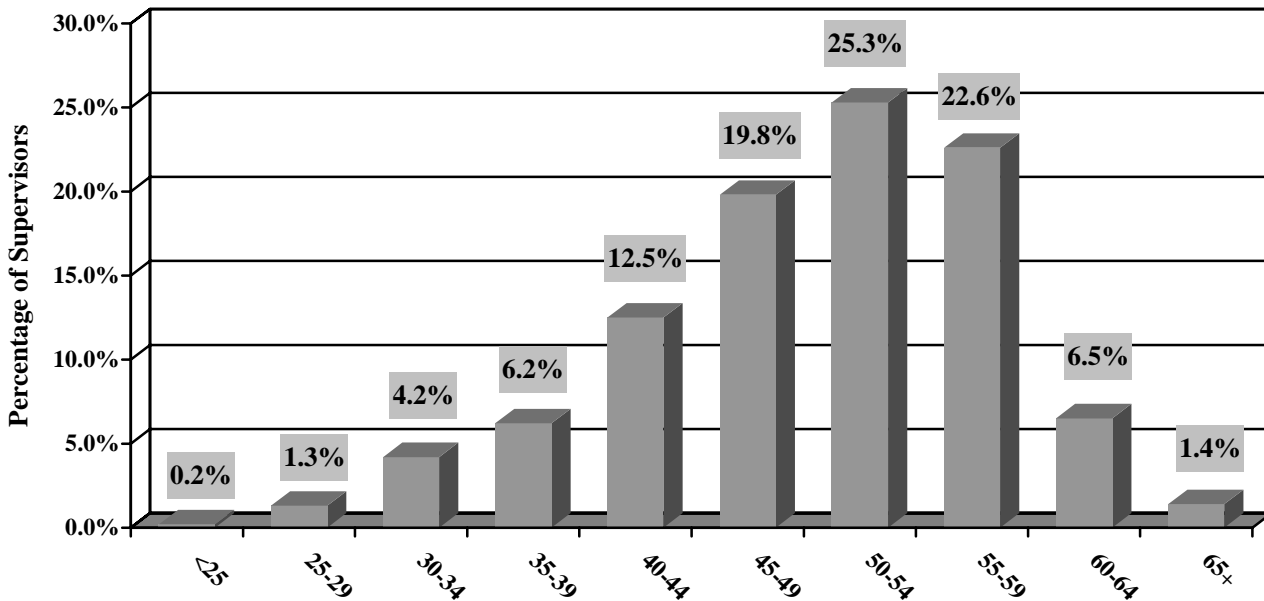
-Does not include Fair Authority, Community-Based Corrections, or Regents employees.

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

Supervisors by Age Groups

Age Grp	FY 99		FY 00		FY 01		FY 02		FY 03		FY 04		FY 05		FY 06	
	Count	%	Count	%	Count	%	Count	%	Count	%	Count	%	Count	%	Count	%
<25	1	0.1%	1	0.0%	2	0.1%	0	0.0%	1	0.1%	2	0.1%	0	0.0%	4	0.2%
25-29	19	1.0%	25	1.2%	27	1.3%	15	0.8%	19	1.0%	15	0.8%	20	1.1%	25	1.3%
30-34	83	4.2%	71	3.4%	72	3.4%	52	2.9%	61	3.4%	59	3.2%	67	3.7%	79	4.2%
35-39	198	10.0%	197	9.5%	188	8.8%	158	8.7%	131	7.2%	125	6.8%	114	6.3%	118	6.2%
40-44	336	17.0%	358	17.3%	358	16.8%	297	16.4%	277	15.3%	260	14.2%	254	14.0%	236	12.5%
45-49	466	23.6%	473	22.8%	474	22.3%	396	21.8%	377	20.8%	372	20.3%	368	20.3%	375	19.8%
50-54	462	23.4%	526	25.3%	576	27.1%	533	29.4%	527	29.0%	515	28.1%	487	26.9%	478	25.3%
55-59	292	14.8%	292	14.1%	289	13.6%	278	15.3%	315	17.3%	362	19.8%	381	21.0%	427	22.6%
60-64	95	4.8%	110	5.3%	120	5.6%	77	4.2%	88	4.8%	106	5.8%	105	5.8%	123	6.5%
65+	22	1.1%	22	1.1%	19	0.9%	10	0.6%	12	0.7%	15	0.8%	16	0.9%	26	1.4%
Totals	1,974	100%	2,075	100%	2,125	100%	1,816	100%	1,808	100%	1,831	100.0%	1,812	100.0%	1,891	100.0%

Supervisors by Age Groups, Fiscal Year 2006

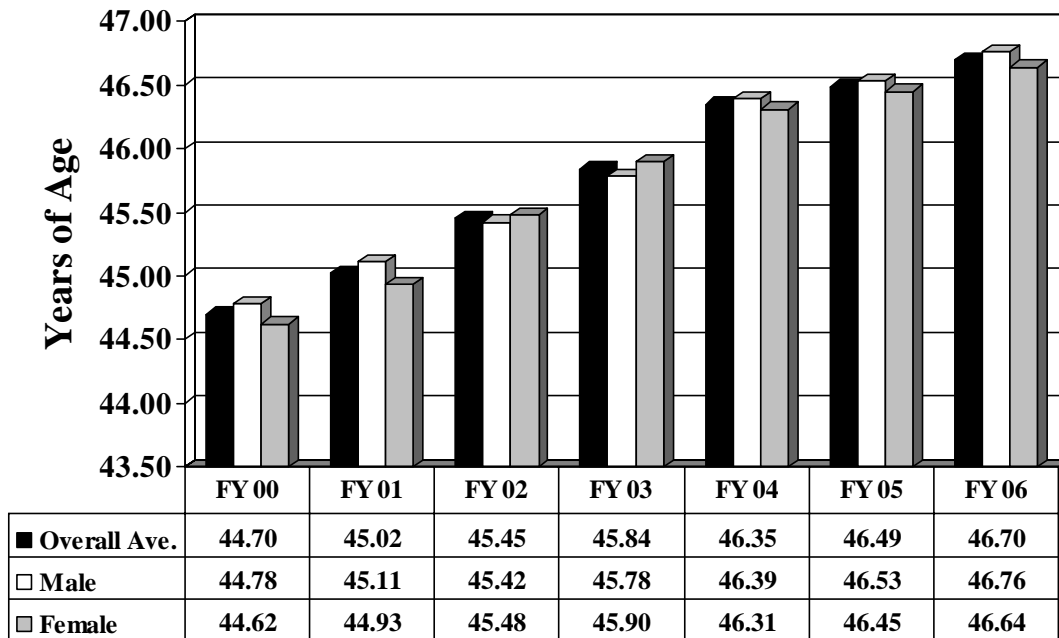


NOTE: Supervisors determined by identifying those designated as "Supervisory" under Bargaining Status in HRIS. Also, percentages are rounded and may not sum to exactly 100%.

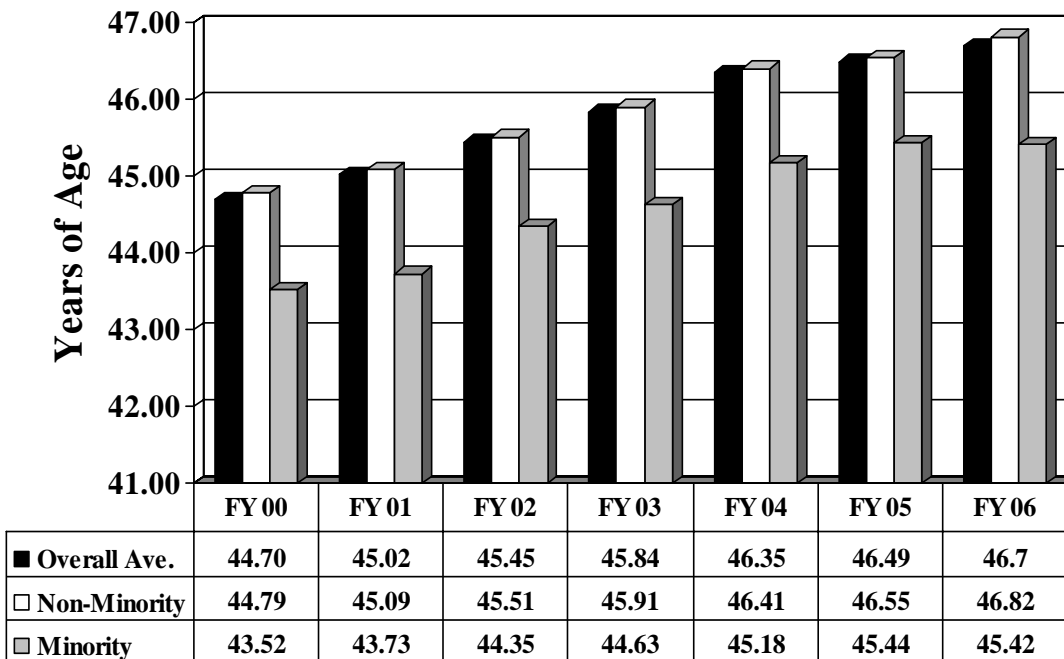
-Does not include Fair Authority, Community-Based Corrections, or Regents employees.

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

Average Age by Gender



Average Age by Minority Status



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

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

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

Collective Bargaining

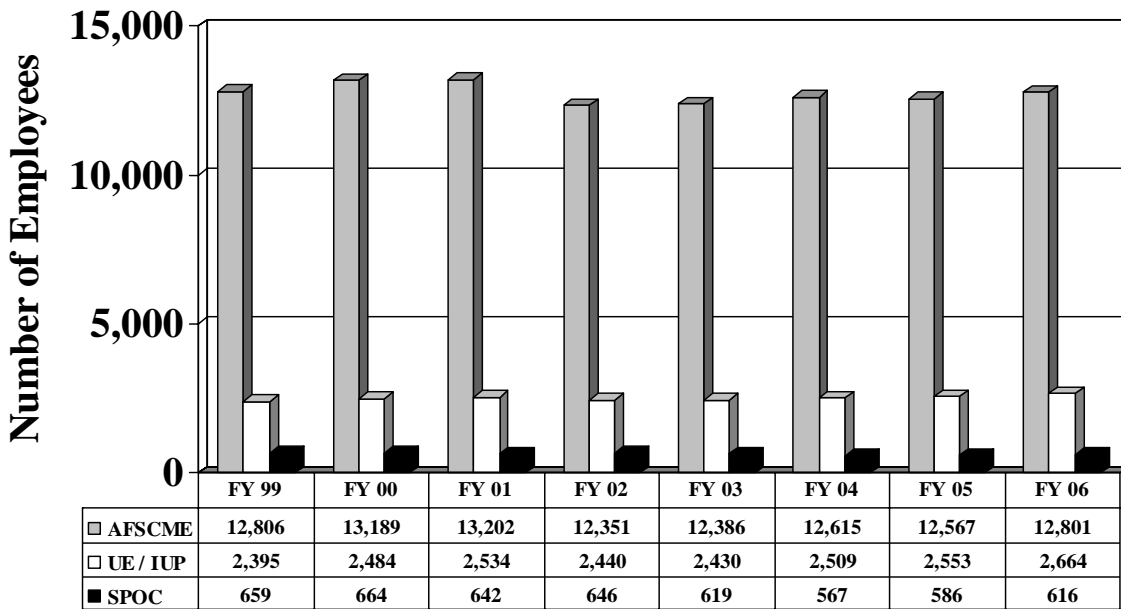
In this section, the reader will find information on employees by bargaining unit coverage in the Executive Branch, not including Fair Authority, Community-Based Corrections, or Regents. The following are points of summary for this section for Fiscal Year 2006 year end:

- Approximately 65% of the 19,726 full-time permanent Executive Branch employees were covered by American Federation of State, County, and Municipal Employees (AFSCME).
- The 12,801 employees covered by the AFSCME bargaining agreement earned an average annual salary of \$43,709.
- The 616 employees covered by the State Police Officers Council (SPOC) bargaining agreement earned an average annual salary of \$50,559.
- The 2,664 employees covered by the United Electrical/Iowa United Professionals (UE/IUP) bargaining agreement earned an average annual salary of \$45,918.
- The 3,645 Executive branch employees not covered by a bargaining agreement earned an average annual salary of \$67,435.

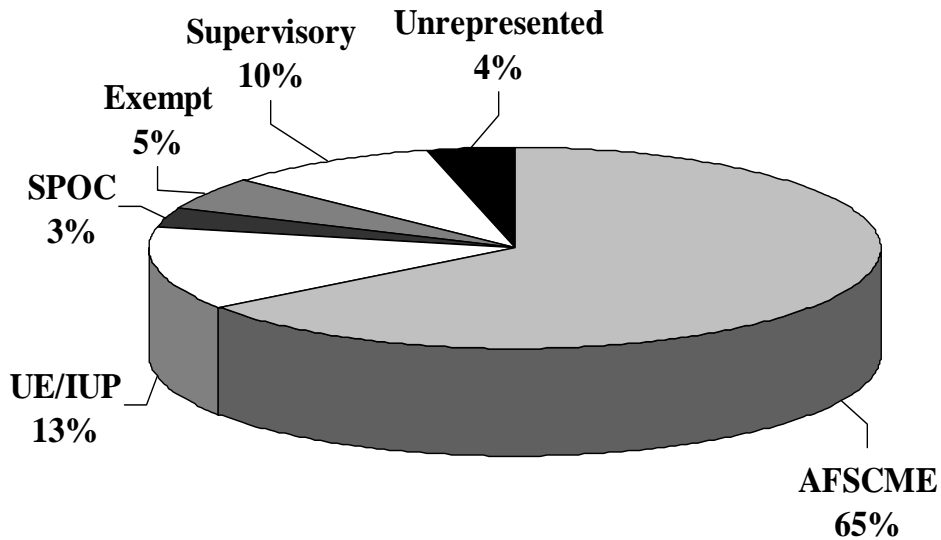
Of the 1,012 separations from Executive Branch employment in Fiscal Year 2006, 69% were in AFSCME-covered positions. Specifically:

- 66% of the total retirements
- 83% of the total involuntary separations
- 64% of the total voluntary separations
- Employees covered by the AFSCME bargaining agreement were, on average, 47.04 years old and had been employed in the Executive Branch for 13.85 years.
- Employees covered by the SPOC bargaining agreement were, on average, 38.17 years old and had been employed in the Executive Branch for 12.78 years.
- Employees covered by the UE/IUP bargaining agreement were, on average, 44.80 years old and had been employed in the Executive Branch for 13.11 years.

Bargaining Unit Coverage



Percentage of Employees by Collective Bargaining Coverage, Fiscal Year 2006



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

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

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

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

Supervisory - Exempt from collective bargaining.

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

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

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

Collective Bargaining Coverage by EEO-4 Category, Fiscal Year 2006

Bargaining Coverage	Category 1 Official / Administrator	Category 2 Professional	Category 3 Technician	Category 4 Protective Service
AFSCME	452	3,422	1,265	2,092
IUP	0	1,785	879	0
SPOC	0	0	0	616
EXEMPT	174	548	57	45
SUPERVISORY	1,127	341	82	235
UNREPRESENTED	3	738	10	0
TOTALS	1,756	6,834	2,293	2,988

Bargaining Coverage	Category 5 Paraprofessional	Category 6 Admin Support	Category 7 Skilled Craft	Category 8 Service Maintenance
AFSCME	0	2,091	1,621	1,858
IUP	0	0	0	0
SPOC	0	0	0	0
EXEMPT	0	165	0	7
SUPERVISORY	0	0	86	20
UNREPRESENTED	0	0	0	0
TOTALS	0	2,256	1,707	1,885

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

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

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

Exempt - Exempt from collective bargaining.

Supervisory - Exempt from collective bargaining.

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

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

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

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

Collective Bargaining Coverage by Gender

	FY 99		FY 00		FY 01		FY 02	
	Female	Male	Female	Male	Female	Male	Female	Male
AFSCME	6,213	6,593	6,444	6,745	6,458	6,744	6,048	6,303
IUP	1,612	783	1,687	797	1,720	814	1,643	797
SPOC	43	616	45	619	39	603	42	604
EXEMPT	721	371	751	383	736	403	675	351
SUPERVISORY	735	1,239	785	1,290	824	1,301	726	1,090
UNREPRESENTED	241	450	256	444	264	453	253	421
SUBTOTALS	9,565	10,052	9,968	10,278	10,041	10,318	9,387	9,566
GRAND TOTALS	19,617		20,246		20,359		18,953	
	FY 03		FY 04		FY 05		FY 06	
	Female	Male	Female	Male	Female	Male	Female	Male
AFSCME	5,987	6,399	6,119	6,496	6,129	6,438	6,300	6,501
IUP	1,641	789	1,714	795	1,763	790	1,864	800
SPOC	40	579	38	529	38	548	38	578
EXEMPT	671	351	631	319	624	339	624	379
SUPERVISORY	736	1,072	748	1,083	740	1,072	796	1,095
UNREPRESENTED	272	440	276	450	282	439	297	454
SUBTOTALS	9,347	9,630	9,526	9,672	9,576	9,626	9,919	9,807
GRAND TOTALS	18,977		19,198		19,202		19,726	

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

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

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

Exempt - Exempt from collective bargaining.

Supervisory - Exempt from collective bargaining.

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

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

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

Collective Bargaining Coverage by Minority Status

	FY 99			FY 00			FY 01			FY 02		
	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	11,998	669	317	12,343	688	158	12,363	690	149	11,550	654	147
IUP	2,255	128	62	2,341	128	15	2,391	129	14	2,306	119	15
SPOC	640	18	6	644	19	1	622	19	1	623	22	1
EXEMPT	1,031	42	22	1,071	44	19	1,074	49	16	969	41	16
SUPERVISORY	1,914	48	18	1,999	63	13	2,045	66	14	1,744	58	14
UNREPRESENTED	600	65	9	601	72	27	620	69	28	590	63	21
SUBTOTALS	18,438	970	434	18,999	1,014	233	19,115	1,022	222	17,782	957	214
GRAND TOTALS	19,617			20,246			20,359			18,953		
	FY 03			FY 04			FY 05			FY 06		
	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	11,578	668	140	11,814	666	135	11,773	653	141	11,884	681	236
IUP	2,287	125	18	2,360	129	20	2,390	141	22	2,488	156	20
SPOC	596	22	1	546	20	1	566	19	1	595	20	1
EXEMPT	966	39	17	896	35	19	909	35	19	949	39	15
SUPERVISORY	1,738	59	11	1,762	56	13	1,742	55	15	1,811	66	14
UNREPRESENTED	626	65	21	633	70	23	636	65	20	662	67	22
SUBTOTALS	17,791	978	208	18,011	976	211	18,016	968	218	18,389	1,029	308
GRAND TOTALS	18,977			19,198			19,202			19,726		

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 - AS/400 Query: PPeterson.

Average Annual Base Salary by Collective Bargaining Coverage

	FY 99		FY 00		FY 01		FY 02	
	Staff	Salary	Staff	Salary	Staff	Salary	Staff	Salary
AFSCME	12,806	\$31,532	13,189	\$32,485	13,202	\$34,528	12,351	\$36,373
IUP	2,395	\$35,533	2,484	\$36,575	2,534	\$38,264	2,440	\$39,931
SPOC	659	\$39,280	664	\$40,378	642	\$42,762	646	\$45,299
EXEMPT	1,092	\$44,095	1,134	\$45,178	1,139	\$47,411	1,026	\$50,638
SUPERVISORY	1,974	\$53,382	2,075	\$55,092	2,125	\$57,341	1,816	\$61,707
UNREPRESENTED	691	\$50,459	700	\$52,689	717	\$55,446	674	\$59,675
GRAND TOTALS	19,617	\$35,846	20,246	\$36,972	20,359	\$39,091	18,953	\$41,164

	FY 03		FY 04		FY 05		FY 06	
	Staff	Salary	Staff	Salary	Staff	Salary	Staff	Salary
AFSCME	12,386	\$38,622	12,615	\$40,734	12,567	\$42,730	12,801	\$43,709
IUP	2,430	\$41,297	2,509	\$42,263	2,553	\$44,591	2,664	\$45,918
SPOC	619	\$48,396	567	\$49,698	586	\$50,331	616	\$50,559
EXEMPT	1,022	\$52,819	950	\$55,743	963	\$56,977	1,003	\$57,749
SUPERVISORY	1,808	\$65,000	1,831	\$67,771	1,812	\$70,373	1,891	\$71,769
UNREPRESENTED	712	\$62,999	726	\$66,183	721	\$68,663	751	\$69,457
GRAND TOTALS	18,977	\$43,476	19,198	\$45,482	19,202	\$47,506	19,726	\$48,605

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.

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

Separations by Collective Bargaining Coverage

Bargaining Coverage	FY 99			FY 00			FY 01			FY 02		
	Retires	Terms	Quits	Retires	Terms	Quits	Retires	Terms	Quits	Retires	Terms	Quits
AFSCME	244	221	472	262	252	469	241	232	523	163	350	488
IUP	29	20	96	22	24	77	43	20	103	44	45	135
SPOC	18	0	4	8	0	6	17	4	5	11	5	9
EXEMPT	19	9	94	19	9	98	27	6	88	9	17	77
SUPERVISORY	82	9	60	49	12	40	60	11	39	38	17	48
UNREPRESENTED	12	1	21	23	6	31	14	3	39	7	9	36
TOTALS	404	260	747	383	303	721	402	276	797	272	443	793

Bargaining Coverage	FY 03			FY 04			FY 05			FY 06		
	Retires	Terms	Quits	Retires	Terms	Quits	Retires	Terms	Quits	Retires	Terms	Quits
AFSCME	122	252	363	139	182	298	173	180	342	169	196	335
IUP	40	28	67	23	26	55	25	27	74	29	21	78
SPOC	9	3	16	18	5	13	12	1	3	10	1	5
EXEMPT	4	12	38	7	5	39	10	13	68	12	5	60
SUPERVISORY	22	16	30	30	13	19	35	15	28	25	9	29
UNREPRESENTED	5	5	17	10	4	21	14	4	23	11	3	14
TOTALS	202	316	531	227	235	445	269	240	538	256	235	521

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.

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

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

Exempt - Exempt from collective bargaining.

Supervisory - Exempt from collective bargaining.

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

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

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

Average Age & Length of Service (LOS) by Collective Bargaining Coverage, Fiscal Year 2006

State Government	Number of Staff	Avg. LOS	Avg Age
AFSCME			
Clerical	1,792	13.85	49.21
Technical	3,692	14.61	46.02
Blue Collar	2,208	14.28	48.87
Fiscal & Staff	2,153	15.1	47.79
Fiscal & Staff (Field Status)	334	14.6	49.93
Security	2,040	11.36	43.82
Patient Care	582	11.01	46.8
Totals	12,801	13.85	47.04
UE/IUP			
Social Services	1,458	12.16	44.05
Science	455	13.48	45.3
Social Services-IMW	751	14.74	45.94
Totals	2,664	13.11	44.8
SPOC			
Public Safety	616	12.78	38.17
NONCONTRACT			
Exempt	1,003	13.41	45.49
Supervisory	1,891	19.22	50.06
Unrepresented	751	12.38	47.77
Totals	3,645	16.21	48.33
GRAND TOTAL	19,726	14.15	46.7

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

	Iowa Juvenile Home (404) -Toledo State Training School (405) -Eldora Mental Health Services (406) – Cherokee Mental Health Institution (407) – Cherokee Mental Health Institution (408) -Clarinda Mental Health Institution (409) -Independence Mental Health Institution (410) -Mt. Pleasant Resource Center (411) -Glenwood Resource Center (412) -Woodward Central Office (413)
Inspections & Appeals -	Central Office (427) Appellate Defender (428) Racing and Gaming (429)
Iowa Communications Network (336) Iowa Public Television (285)	
Justice -	Attorney General's Office (112) Highway Safety (113)
Law Enforcement Academy (467)	
Management -	Management (532) State & Federal Relations (640)
Natural Resources (542) Parole (547) IPERS (553)	
Public Defense -	Public Defense (582) Emergency Management (583)
Public Employment Relations (572) Public Health (588) Public Safety (595) Revenue (625) Lottery (627) Secretary of State (635) Transportation (645) Treasurer (655) Veteran's Affairs (671) Workforce Development (309)	

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