

Iowa Workforce Development Facts – FY '07

http://www.iowaworkforce.org/



General Information

Address: 1000 East Grand Avenue
Des Moines, IA 50319

Workforce Data (unless otherwise noted, information provided is at the end of FY '07)

# FT EEs: 779	# PT EEs: 7	# Temporary EEs: 6	Average Length of Service: 15.50
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Span of Control: 12.62	% Performance Evaluations Completed: 97.7%	Total Unemployment Insurance Claims: N/A
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Employee Age Groups				Supervisor Age Groups				Females		Males	
<25	4	45-54	263	<25	0	45-54	19	# of Females:	514	# of Males:	265
25-34	62	55-64	295	25-34	9	55-64	20	% of WF:	65.98%	% of WF:	34.02%
35-44	127	65+	28	35-44	13	65+	2	Average Age:	50.52	Average Age:	52.00
Employee Average Age: 51.02				Supervisor Average Age: 48.99				Average Length of Service: 15.41		Average Length of Service: 15.68	

Minorities		Breakout of Minorities		Non-minorities	
# of Minorities:	120	# of African-American:	51	# of Non-minorities:	658
% of Workforce:	15.40%	# of Asian:	14	% of Workforce:	84.47%
Average Age:	47.68	# of American Indian:	10	Average Age:	51.64
Average Length of Service:	12.75	# of Hispanic or Latino:	45	Average Length of Service:	16.02

Persons With Disabilities		Persons With Non-Disabilities	
# of Persons With Disabilities:	110	# of Persons With Non-Disabilities:	618
% of Workforce:	14.12%	% of Workforce:	79.33%
Average Age:	54.22	Average Age:	50.50
Average Length of Service:	17.43	Average Length of Service:	15.01

Officials/Administrators EEO Category 1: 70	Professionals EEO Category 2: 555	Technicians EEO Category 3: 16	Protective Service: Sworn EEO Category 4: 0
Protect. Serv.: Non-Sworn EEO Category 5: 0	Administrative Services EEO Category 6: 136	Skilled Craft EEO Category 7: 0	Service/Maintenance EEO Category 8: 2

Separation Rate: 5.40%	Hire Rate: 11.72%	Number Hires: 73	Transfer In: 16
Retirements: 12	All Terminations: 5	Voluntary Quits: 19	Transfer Out: 5

# of Classes Used: 80	Most Populous Classes: Workforce Advisor (278), Workforce Associate (54), Field Auditor (34)
Separations - By Class:	Workforce Advisor (8), Workforce Associate (3), 5 classes with 2 incumbents each
# Eligible for Retirement:	242 in the next 5 years % Eligible: 31.07%

Leave and Benefits (unless otherwise noted, information provided is at the end of FY '07)

Vacation Payouts: \$492,593.68	Sick Leave Payouts: \$96,271.66	Annual Payroll: \$39,794,318.93	Avg. Base Salary: \$50,452	Overtime Days Worked: 689.3
Overtime Cost: \$192,409.58	Reassignment Pay: \$0	Recruitment Bonus Pay: \$2,246.40	Retention Pay: \$6,733.60	Exceptional Job Performance Pay: \$0
Workers' Comp Payouts: \$3,429,537.60	Vacation Pay - Earned Value: \$3,323,583.27	Vacation Days Earned: 16,472.4	Vacation Used Expense: \$3,111,189.34	Vacation Days Taken: 15,488.8
Workers' Comp Days Used: 783	Sick Leave Days Earned: 12,406.6	Reg. Sick Leave Used Expense: \$1,303,744.37	Reg. Sick Leave Days Used: 7,114.8	Converted Sick Leave To Vacation Days Used: 1,223.0
	Sick Leave -Earned Value: \$2,319,283.84		Avg. Sick Leave Days Per EE: 9.13	Converted Sick Leave To Vacation Used Expense: \$266,827.90
Injury Leave Used Expense: \$3,632.10	Injury Leave Days Used: 20.9	Classification Appeals: N/A	Reclassifications Up (Filled): 35 Up (Vacant): 0 Down (Filled): 4 Down (Vacant): 0 Lateral (Filled): 22 Lateral (Vacant): 3 Approx. Annual New Cost of Reclassified Positions:* \$157,237.60	Grievances Contract Grievances: 20 Disciplinary: 9 Language: 11 Non-Contract Grievances: 1 Disciplinary: 0 Language: 1 Arbitrations: 0
Funeral Leave Used Expense: \$66,173.08	Funeral Days Used: 340.3	Extraordinary Pay: \$48,940.16		
Jury Leave Used Expense: \$9,659.04	Jury Leave Days Used: 51.8	Special Duty Pay: \$0		

* based on difference between average of old and new pay grade FY '07. Vacancies and laterals were not calculated into the "cost."

Affirmative Action (Remedial Underutilization [RUU] and Remedial Hiring Goals)

Females: Current Year (FY '08) RUU: N/A Current Year (FY '08) Goal: N/A	Minorities: Current Year (FY '08) RUU: N/A Current Year (FY '08) Goal: N/A	PWD: Year (FY '08) RUU: N/A Current Year (FY '08) Goal: N/A
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Sources: AS400 Queries; "Just the Facts for FY'07" Almanac; Department of Management; DAS-HRE Labor Relations Team and DAS-HRE Personnel Officers.

Date of Completion: August 4, 2008