

Iowa Workforce Development Facts – FY '08

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 '08)

# FT EEs: 805	# PT EEs: 7	# Temporary EEs: 15	Average Length of Service: 15.10
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Span of Control: 11.59	% Performance Evaluations Completed: 100%	Total Unemployment Insurance Claims: N/A
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Employee Age Groups				Supervisor Age Groups				Females		Males	
<25	5	45-54	255	<25	0	45-54	24	# of Females:	526	# of Males:	279
25-34	78	55-64	310	25-34	6	55-64	22	% of WF:	65.34%	% of WF:	34.66%
35-44	126	65+	31	35-44	18	65+	2	Average Age:	50.54	Average Age:	51.53
Employee Average Age: 50.88				Supervisor Average Age: 49.61				Average Length of Service: 15.39		Average Length of Service: 14.56	

Minorities		Breakout of Minorities		Non-minorities	
# of Minorities:	126	# of African-American:	53	# of Non-minorities:	678
% of Workforce:	15.65%	# of Asian:	14	% of Workforce:	84.22%
Average Age:	47.99	# of American Indian:	12	Average Age:	51.43
Average Length of Service:	12.88	# of Hispanic or Latino:	47	Average Length of Service:	15.52

Persons With Disabilities		Persons With Non-Disabilities	
# of Persons With Disabilities:	108	# of Persons With Non-Disabilities:	645
% of Workforce:	13.42%	% of Workforce:	80.12%
Average Age:	54.58	Average Age:	50.26
Average Length of Service:	17.48	Average Length of Service:	14.48

Officials/Administrators EEO Category 1: 75	Professionals EEO Category 2: 568	Technicians EEO Category 3: 18	Protective Service: Sworn EEO Category 4: 0
Protect. Serv.: Non-Sworn EEO Category 5: 0	Administrative Services EEO Category 6: 142	Skilled Craft EEO Category 7: 0	Service/Maintenance EEO Category 8: 2

Separation Rate: 8.75%	Hire Rate: 12.01%	Number Hires: 79	Transfer In: 13
Retirements: 27	All Terminations: 8	Voluntary Quits: 25	Transfer Out: 7

# of Classes Used: 79	Most Populous Classes: Workforce Advisor (281), Workforce Associate (54), Field Auditor (36)
Separations - By Class:	Workforce Advisor (20), Workforce Associate (5), Senior Industrial Hygienist (3)
# Eligible for Retirement:	286 in next 5 years % Eligible: 35.53%

Leave and Benefits (unless otherwise noted, information provided is at the end of FY '08)

Vacation Payouts: \$204,890.69	Sick Leave Payouts: \$50,571.38	Annual Payroll: \$42,507,736.85	Avg. Base Salary: \$52,137	Overtime Days Worked: 788.4
Overtime Cost: \$221,863.07	Reassignment Pay: \$0	Recruitment Bonus Pay: \$0	Retention Pay: \$0	Exceptional Job Performance Pay: \$0
Workers' Comp Payouts: \$9,934.30	Vacation Pay - Earned Value: \$3,501,379.77	Vacation Days Earned: 16,903.7	Vacation Used Expense: \$3,395,301.77	Vacation Days Taken: 16,361.6
Workers' Comp Days Used: 111	Sick Leave Days Earned: 13,018.5 Sick Leave -Earned Value: \$2,493,304.79	Reg. Sick Leave Used Expense: \$1,427,180.10	Reg. Sick Leave Days Used: 7,546.1 Avg. Sick Leave Days Per EE: 9.37	Converted Sick Leave To Vacation Days Used: 1,131.6 Converted Sick Leave To Vacation Used Expense: \$260,391.55
Injury Leave Used Expense: \$329.09	Injury Leave Days Used: 1.6	Classification Appeals: 3	<u>Reclassifications</u> Up (Filled): 30 Up (Vacant): 0 Down (Filled): 7 Down (Vacant): 1 Lateral (Filled): 1 Lateral (Vacant): 0 Approx. Annual New Cost of Reclassified Positions:* \$141,502.40	<u>Grievances</u> Contract Grievances: 9 Disciplinary: 6 Language: 3 Non-Contract Grievances: 0 Disciplinary: 0 Language: 0 Arbitrations: 1
Funeral Leave Used Expense: \$67,508.43	Funeral Days Used: 339.5	Extraordinary Pay: \$25,780.08		
Jury Leave Used Expense: \$5,824.64	Jury Leave Days Used: 32.3	Special Duty Pay: \$0		

* based on difference between average of old and new pay grade FY '08. Vacancies and laterals were not calculated into the "cost."

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

Females: Current Year (FY '09) RUU: N/A Current Year (FY '09) Goal: N/A Goal Achievement (FY '08): No, 8/14	Minorities: Current Year (FY '09) RUU: N/A Current Year (FY '09) Goal: N/A Goal Achievement (FY '08): No, 0/1	PWD: Year (FY '09) RUU: N/A Current Year (FY '09) Goal: N/A Goal Achievement (FY '08): N/A
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Sources: AS400 Queries; "Just the Facts for FY'08" Almanac; Department of Management; DAS-HRE Labor Relations Team and DAS-HRE Personnel Officers.

Date of Completion: February 6, 2009