

Department of Economic Development Facts – FY '08

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General Information

Address: 200 East Grand Avenue
Des Moines, IA 50309-1819

Workforce Data (unless otherwise noted, information provided is at the end of FY '08)

# FT EEs: 147	# PT EEs: 1	# Temporary EEs: 9	Average Length of Service: 12.34
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Span of Control: 12.33	% Performance Evaluations Completed: 75%	Total Unemployment Insurance Claims: 2
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Employee Age Groups				Supervisor Age Groups				Females		Males	
<25	0	45-54	52	<25	0	45-54	4	# of Females:	95	# of Males:	52
25-34	23	55-64	32	25-34	1	55-64	4	% of WF:	64.63%	% of WF:	35.37%
35-44	28	65+	12	35-44	3	65+	0	Average Age:	48.81	Average Age:	48.58
Employee Average Age: 48.72				Supervisor Average Age: 49.25				Average Length of Service: 12.33		Average Length of Service: 12.36	

Minorities		Breakout of Minorities		Non-minorities	
# of Minorities:	13	# of African-American:	8	# of Non-minorities:	128
% of Workforce:	8.84%	# of Asian:	1	% of Workforce:	87.04%
Average Age:	47.68	# of American Indian:	0	Average Age:	48.44
Average Length of Service:	10.37	# of Hispanic or Latino:	4	Average Length of Service:	12.59

Persons With Disabilities		Persons With Non-Disabilities	
# of Persons With Disabilities:	9	# of Persons With Non-Disabilities:	130
% of Workforce:	6.12%	% of Workforce:	88.44%
Average Age:	52.23	Average Age:	48.27
Average Length of Service:	14.75	Average Length of Service:	12.06

Officials/Administrators EEO Category 1: 25	Professionals EEO Category 2: 97	Technicians EEO Category 3: 4	Protective Service: Sworn EEO Category 4: 0
Protect. Serv.: Non-Sworn EEO Category 5: 0	Administrative Services EEO Category 6: 13	Skilled Craft EEO Category 7: 0	Service/Maintenance EEO Category 8: 8

Separation Rate: 6.87%	Hire Rate: 16.03%	Number Hires: 17	Transfer In: 4
Retirements: 0	All Terminations: 1	Voluntary Quits: 7	Transfer Out: 1

# of Classes Used: 27	Most Populous Classes: Admin Assistant 4 (32), Admin Asst 3 (25), Admin Asst 5 (21)		
Separations - By Class:	Admin Assistant 4 (3), Admin Assistant 3 (2), 3 classes with 1 incumbent each		
# Eligible for Retirement:	42 in next 5 years	% Eligible: 28.57%	

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

Vacation Payouts: \$46,402.87	Sick Leave Payouts: \$491.13	Annual Payroll: \$8,890,605.82	Avg. Base Salary: \$61,972	Overtime Days Worked: 6.1
Overtime Cost: \$1,298.87	Reassignment Pay: \$0	Recruitment Bonus Pay: \$0	Retention Pay: \$11,429.60	Exceptional Job Performance Pay: \$0
Workers' Comp Payouts: \$0	Vacation Pay - Earned Value: \$680,240.54	Vacation Days Earned: 2,833.7	Vacation Used Expense: \$639,738.27	Vacation Days Taken: 2,714.4
Workers' Comp Days Used: 0	Sick Leave Days Earned: 2,426.9	Reg. Sick Leave Used Expense: \$221,044.35	Reg. Sick Leave Days Used: 1,040.0	Converted Sick Leave To Vacation Days Used: 318.5
	Sick Leave -Earned Value: \$552,716.24		Avg. Sick Leave Days Per EE: 7.07	Converted Sick Leave To Vacation Used Expense: \$85,111.80
Injury Leave Used Expense: \$0	Injury Leave Days Used: 0	Classification Appeals: 0	<u>Reclassifications</u> Up (Filled): 0 Up (Vacant): 0 Down (Filled): 0 Down (Vacant): 0 Lateral (Filled): 0 Lateral (Vacant): 0 Approx. Annual New Cost of Reclassified Positions:* \$0	<u>Grievances</u> Contract Grievances: 0 Disciplinary: 0 Language: 0 Non-Contract Grievances: 0 Disciplinary: 0 Language: 0 Arbitrations: 0
Funeral Leave Used Expense: \$15,443.40	Funeral Days Used: 69.7	Extraordinary Pay: \$3,651.78		
Jury Leave Used Expense: \$0	Jury Leave Days Used: 0	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	Minorities: Current Year (FY '09) RUU: N/A	PWD: Year (FY '09) RUU: 6
Current Year (FY '09) Goal: N/A	Current Year (FY '09) Goal: N/A	Current Year (FY '09) Goal: 2
Goal Achievement (FY '08): N/A	Goal Achievement (FY '08): N/A	Goal Achievement (FY '08): No, 1/6

Sources: AS400 Queries; "Just the Facts for FY08" Almanac; Department of Management; DAS-HRE Labor Relations Team and DAS-HRE Personnel Officers.

Date of Completion: February 5, 2009