

Department of Iowa Finance Authority Facts – FY '08

http://www.iowafinanceauthority.gov/index.cfm



General Information

Address: 2015 Grand Avenue
Des Moines, IA 50312

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

# FT EEs: 86	# PT EEs: 2	# Temporary EEs: 0	Average Length of Service: 8.93
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Span of Control: N/A	% Performance Evaluations Completed: 94%	Total Unemployment Insurance Claims: 2
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Employee Age Groups				Supervisor Age Groups				Females		Males	
<25	1	45-54	25	<25	0	45-54	7	# of Females:	50	# of Males:	36
25-34	13	55-64	22	25-34	0	55-64	2	% of WF:	58.14%	% of WF:	41.86%
35-44	21	65+	4	35-44	2	65+	0	Average Age:	47.22	Average Age:	47.07
Employee Average Age: 47.16				Supervisor Average Age: 49.11				Average Length of Service: 9.42		Average Length of Service: 8.25	

Minorities		Breakout of Minorities		Non-minorities	
# of Minorities:	5	# of African-American:	2	# of Non-minorities:	80
% of Workforce:	5.81%	# of Asian:	2	% of Workforce:	93.02%
Average Age:	45.50	# of American Indian:	0	Average Age:	47.10
Average Length of Service:	7.74	# of Hispanic or Latino:	1	Average Length of Service:	9.01

Persons With Disabilities		Persons With Non-Disabilities	
# of Persons With Disabilities:	5	# of Persons With Non-Disabilities:	78
% of Workforce:	5.81%	% of Workforce:	90.70%
Average Age:	51.14	Average Age:	47.15
Average Length of Service:	13.58	Average Length of Service:	8.48

Officials/Administrators EEO Category 1: 31	Professionals EEO Category 2: 53	Technicians EEO Category 3: 0	Protective Service: Sworn EEO Category 4: 0
Protect. Serv.: Non-Sworn EEO Category 5: 0	Administrative Services EEO Category 6: 2	Skilled Craft EEO Category 7: 0	Service/Maintenance EEO Category 8: 0

Separation Rate: 4.73%	Hire Rate: 7.10%	Number Hires: 6	Transfer In: 0
Retirements: 0	All Terminations: 1	Voluntary Quits: 1	Transfer Out: 2

# of Classes Used: 30	Most Populous Classes: Admin Assistant 2 (15), Exec Off 3 (90712) (9), Accountant 3 (9)		
Separations - By Class:	Admin Assistant 2 (2)		
# Eligible for Retirement:	12 in next 5 years	% Eligible: 13.95%	

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

Vacation Payouts: \$39,870.96	Sick Leave Payouts: \$0	Annual Payroll: \$5,783,740.00	Avg. Base Salary: \$66,900	Overtime Days Worked: 408.5
Overtime Cost: \$102,039.35	Reassignment Pay: \$0	Recruitment Bonus Pay: \$0	Retention Pay: \$0	Exceptional Job Performance Pay: \$0
Workers' Comp Payouts: \$0	Vacation Pay - Earned Value: \$395,780.58	Vacation Days Earned: 1,616.2	Vacation Used Expense: \$323,400.55	Vacation Days Taken: 1,446.0
Workers' Comp Days Used: 0	Sick Leave Days Earned: 1,485.6	Reg. Sick Leave Used Expense: \$151,589.87	Reg. Sick Leave Days Used: 657.3	Converted Sick Leave To Vacation Days Used: 267.0
	Sick Leave -Earned Value: \$370,248.71		Avg. Sick Leave Days Per EE: 7.64	Converted Sick Leave To Vacation Used Expense: \$77,169.68
Injury Leave Used Expense: \$0	Injury Leave Days Used: 0	Classification Appeals: 0	<u>Reclassifications</u> Up (Filled): 6 Up (Vacant): 0 Down (Filled): 1 Down (Vacant): 0 Lateral (Filled): 1 Lateral (Vacant): 0 Approx. Annual New Cost of Reclassified Positions:* \$52,083.20	<u>Grievances</u> Contract Grievances: 0 Disciplinary: 0 Language: 0 Non-Contract Grievances: 0 Disciplinary: 0 Language: 0 Arbitrations: 0
Funeral Leave Used Expense: \$7,990.84	Funeral Days Used: 30.9	Extraordinary Pay: \$0		
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: 5
Current Year (FY '09) Goal: N/A	Current Year (FY '09) Goal: N/A	Current Year (FY '09) Goal: 1
Goal Achievement (FY '08): N/A	Goal Achievement (FY '08): N/A	Goal Achievement (FY '08): No, 1/5

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