

Iowa Workforce Development Facts – FY '11

<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 '11)

# FT EEs: 889	# PT EEs: 5	# Temporary EEs: 2	Average Length of Service: 11.50
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Span of Control: 12.33	% Performance Evaluations Completed: N/A%	Total Unemployment Insurance Claims: 0
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Employee Age Groups				Supervisor Age Groups				Females		Males	
<25	10	45-54	262	<25	0	45-54	26	# of Females:	577	# of Males:	312
25-34	125	55-64	269	25-34	3	55-64	22	% of WF:	64.90%	% of WF:	35.10%
35-44	194	65+	29	35-44	21	65+	0	Average Age:	48.44	Average Age:	48.24
Employee Average Age: 48.37				Supervisor Average Age: 49.01				Average Length of Service: 11.99		Average Length of Service: 10.61	

Minorities		Breakout of Minorities		Non-minorities	
# of Minorities:	158	# of African-American:	63	# of Non-minorities:	730
% of Workforce:	17.77%	# of Asian:	26	% of Workforce:	82.11%
Average Age:	45.93	# of American Indian:	10	Average Age:	48.90
Average Length of Service:	10.24	# of Hispanic or Latino:	59	Average Length of Service:	11.79

Persons With Disabilities		Persons With Non-Disabilities	
# of Persons With Disabilities:	87	# of Persons With Non-Disabilities:	737
% of Workforce:	9.79%	% of Workforce:	82.90%
Average Age:	54.01	Average Age:	47.53
Average Length of Service:	16.23	Average Length of Service:	10.78

Officials/Administrators EEO Category 1: 76	Professionals EEO Category 2: 642	Technicians EEO Category 3: 40	Protective Service: Sworn EEO Category 4: 0
Protect. Serv.: Non-Sworn EEO Category 5: 0	Administrative Services EEO Category 6: 128	Skilled Craft EEO Category 7: 0	Service/Maintenance EEO Category 8: 3

Separation Rate: 7.38%	Hire Rate: 12.23%	Number Hires: 89	Transfer In: 17
Retirements: 10	All Terminations: 14	Voluntary Quits: 26	Transfer Out: 14

# of Classes Used: 79	Most Populous Classes: Workforce Advisor (354), Workforce Associate (54), Field Auditor (42)		
Separations - By Class:	Workforce Advisor (20), Workforce Associate (4), Clerk-Advanced (3), Workforce Development Manager (3)		
# Eligible for Retirement:	249 in the next 5 years	% Eligible: 28.01%	

Leave and Benefits (unless otherwise noted, information provided is at the end of FY '11)

Vacation Payouts: \$332,016.93	Sick Leave Payouts: \$27,927.87	Annual Payroll: \$48,091,211.45	Avg. Base Salary: \$53,103	Overtime Days Worked: 3,557.7
Overtime Cost: \$936,919.28	Reassignment Pay: \$0	Recruitment Bonus Pay: \$0	Retention Pay: \$0	Exceptional Job Performance Pay: \$0
Workers' Comp Payouts: \$N/A	Vacation Pay - Earned Value: \$3,510,268.18	Vacation Days Earned: 16,649.9	Vacation Used Expense: \$3,286,007.09	Vacation Days Taken: 15,241.8
Workers' Comp Days Used: N/A	Sick Leave Days Earned: 14,745.4	Reg. Sick Leave Used Expense: \$1,691,895.76	Reg. Sick Leave Days Used: 8,717.2	Converted Sick Leave To Vacation Days Used: 944.5
	Sick Leave -Earned Value: \$2,867,562.68		Avg. Sick Leave Days Per EE: 9.81	Converted Sick Leave To Vacation Used Expense: \$236,919.60
Injury Leave Used Expense: \$615.08	Injury Leave Days Used: 3.3	Classification Appeals: 3	<u>Reclassifications</u> Up (Filled): 18 Up (Vacant): 1 Down (Filled): 3 Down (Vacant): 2 Lateral (Filled): 4 Lateral (Vacant): 2 Approx. Annual New Cost of Reclassified Positions:* \$116,250.01	<u>Grievances</u> Contract Grievances: 39 Disciplinary: 13 Language: 26 Non-Contract Grievances: 1 Disciplinary: 0 Language: 1 Arbitrations: 0
Funeral Leave Used Expense: \$71,402.78	Funeral Days Used: 351.3	Extraordinary Pay: \$0		
Jury Leave Used Expense: \$5,391.26	Jury Leave Days Used: 26.9	Special Duty Pay: \$0		

* based on difference between average of old and new pay grade FY '11. Vacancies and laterals were not calculated into the "cost."

Sources: AS400 Queries; "Just the Facts for FY11" Almanac; Department of Management; DAS-HRE Labor Relations Team and DAS-HRE Personnel Officers.
Date of Completion: December 2011