

Department of Iowa Finance Authority Facts – FY '10

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 '10)

# FT EEs: 82	# PT EEs: 2	# Temporary EEs: 0	Average Length of Service: 9.32
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Span of Control: 8.30	% Performance Evaluations Completed: 57.95%	Total Unemployment Insurance Claims: 2
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Employee Age Groups				Supervisor Age Groups				Females		Males	
<25	2	45-54	26	<25	0	45-54	7	# of Females:	53	# of Males:	29
25-34	15	55-64	19	25-34	0	55-64	3	% of WF:	64.63%	% of WF:	35.37%
35-44	19	65+	1	35-44	0	65+	0	Average Age:	45.47	Average Age:	46.73
Employee Average Age: 45.92				Supervisor Average Age: 52.60				Average Length of Service: 8.88		Average Length of Service: 10.11	

Minorities		Breakout of Minorities		Non-minorities	
# of Minorities:	7	# of African-American:	4	# of Non-minorities:	74
% of Workforce:	8.54%	# of Asian:	3	% of Workforce:	90.24%
Average Age:	44.59	# of American Indian:	0	Average Age:	45.82
Average Length of Service:	6.76	# of Hispanic or Latino:	0	Average Length of Service:	9.54

Persons With Disabilities		Persons With Non-Disabilities	
# of Persons With Disabilities:	3	# of Persons With Non-Disabilities:	75
% of Workforce:	3.66%	% of Workforce:	91.46%
Average Age:	52.83	Average Age:	45.92
Average Length of Service:	21.15	Average Length of Service:	8.73

Officials/Administrators EEO Category 1: 29	Professionals EEO Category 2: 51	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: 8.54%	Hire Rate: 6.10%	Number Hires: 5	Transfer In: 0
Retirements: 6	All Terminations: 0	Voluntary Quits: 0	Transfer Out: 1

# of Classes Used: 25	Most Populous Classes: Executive Officer 3 (9), Admin Assistant 2 (8), Compliance Officer 2 (8)
Separations - By Class:	Executive Officer 2 (2), 4 classes with 1 incumbent each
# Eligible for Retirement:	11 in the next 5 years % Eligible: 13.41%

Leave and Benefits (unless otherwise noted, information provided is at the end of FY '10)

Vacation Payouts: \$292.26	Sick Leave Payouts: \$12,000.00	Annual Payroll: \$6,037,414.27	Avg. Base Salary: \$70,756.49	Overtime Days Worked: 185.0
Overtime Cost: \$51,261.53	Reassignment Pay: \$0	Recruitment Bonus Pay: \$0	Retention Pay: \$0	Exceptional Job Performance Pay: \$0
Workers' Comp Payouts: N/A	Vacation Pay - Earned Value: \$428,334.50	Vacation Days Earned: 1,624.5	Vacation Used Expense: \$340,239.94	Vacation Days Taken: 1,257.8
Workers' Comp Days Used: N/A	Sick Leave Days Earned: 1,501.3	Reg. Sick Leave Used Expense: \$131,603.43	Reg. Sick Leave Days Used: 592.7	Converted Sick Leave To Vacation Days Used: 246.0
	Sick Leave -Earned Value: \$395,858.19		Avg. Sick Leave Days Per EE: 7.23	Converted Sick Leave To Vacation Used Expense: \$78,049.32
Injury Leave Used Expense: \$0	Injury Leave Days Used: 0	Classification Appeals: 0	<u>Reclassifications</u> Up (Filled): 11 Up (Vacant): 1 Down (Filled): 1 Down (Vacant): 0 Lateral (Filled): 0 Lateral (Vacant): 0 Approx. Annual New Cost of Reclassified Positions:* \$104,426.40	<u>Grievances</u> Contract Grievances: 1 Disciplinary: 1 Language: 0 Non-Contract Grievances: 0 Disciplinary: 0 Language: 0 Arbitrations: 0
Funeral Leave Used Expense: \$4,290.30	Funeral Days Used: 17.1	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 '10. Vacancies and laterals were not calculated into the "cost."

Affirmative Action (Underutilization [UU] and Gains/Losses)

Females: Begin of Year (FY '10) UU: N/A	Minorities: Begin of Year (FY '10) UU: N/A	PWD: Begin of Year (FY '10) UU: N/A
Gains/Losses (FY '10): N/A	Gains/Losses (FY '10): N/A	Gains/Losses (FY '10): N/A
End of Year (FY '10) UU: N/A	End of Year (FY '10) UU: N/A	End of Year (FY '10) UU: N/A

Sources: AS400 Queries; "Just the Facts for FY10" Almanac; Department of Management; DAS-HRE Labor Relations Team and DAS-HRE Personnel Officers.

Date of Completion: December 15, 2010