

Iowa Workforce Development Facts – FY '13

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General Information

Address: 1000 East Grand Avenue
Des Moines, IA 50319

Workforce Data (unless otherwise noted, information provided is at the end of FY '13)

# FT EEs: 724	# PT EEs: 3	# Temporary EEs: 0	Average Length of Service: 13.33
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Span of Control: 13.15	Total Unemployment Insurance Claims: N/A
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Employee Age Groups				Supervisor Age Groups				Females		Males	
<25	0	45-54	215	<25	0	45-54	20	# of Females:	456	# of Males:	268
25-34	76	55-64	235	25-34	0	55-64	19	% of WF:	62.98%	% of WF:	37.02%
35-44	164	65+	34	35-44	15	65+	1	Average Age:	49.87	Average Age:	49.90
Employee Average Age: 49.88				Supervisor Average Age: 51.12				Average Length of Service: 14.16		Average Length of Service: 11.92	

Minorities		Non-minorities		Breakout of Minorities		Did Not Respond	
# of Minorities:	133	# of Non-minorities:	589	# African-American:	53	# of "did not respond":	2
% of Workforce:	18.37%	% of Workforce:	81.35%	# Asian/Pacific Island:	23	% of Workforce:	0.28%
Average Age:	47.84	Average Age:	50.36	# Am. Indian/Alaskan:	8	Average Age:	45.66
Average Length of Service:	12.59	Average Length of Service:	13.54	# Hispanic or Latino:	49	Average Length of Service:	2.40

Persons With Disabilities		Persons With No Disabilities		Did Not Respond	
# of Persons With Disabilities:	72	# of Persons With No Disabilities:	597	# of "did not respond":	55
% of Workforce:	9.94%	% of Workforce:	82.46%	% of Workforce:	7.60%
Average Age:	54.35	Average Age:	49.20	Average Age:	51.40
Average Length of Service:	17.40	Average Length of Service:	12.67	Average Length of Service:	15.17

Officials/Administrators EEO Category 1: 66	Professionals EEO Category 2: 526	Technicians EEO Category 3: 38	Protective Service: Sworn EEO Category 4: 0
Protect. Serv.: Non-Sworn EEO Category 5: 0	Administrative Services EEO Category 6: 92	Skilled Craft EEO Category 7: 0	Service/Maintenance EEO Category 8: 2

Separation Rate: 9.80%	Hire Rate: 2.72%	Number Hires: 17	Transfer In: 3
Retirements: 38	All Terminations: 5	Voluntary Quits: 22	Transfer Out: 7

# of Classes Used: 73	Most Populous Classes: Workforce Advisor (273), Workforce Associate (38), Field Auditor (34)
Separations - By Class:	Workforce Advisor (19), Workforce Associate (8), Admin Asst 1 (3), Exec Off 2 (3), Field Auditor (3), Workforce Program Coord (3)
# Eligible for Retirement:	239 in next 5 years % Eligible: 33.01%

Leave and Benefits (unless otherwise noted, information provided is at the end of FY '13)

Vacation Payouts: \$524,931.60	Sick Leave Payouts: \$67,238.28	Annual Payroll: \$45,170,309.67	Avg. Base Salary: \$59,834.10	Overtime Days Worked: 1,546.5
Overtime Cost: \$436,845.82	Reassignment Pay: \$0	Recruitment Bonus Pay: \$0	Retention Pay: \$0	Exceptional Job Performance Pay: \$0
Vacation Pay - Earned Value: \$3,482,803.62	Vacation Days Earned: 14,857.9	Vacation Used Expense: \$3,359,639.55	Vacation Days Taken: 14,335.4	
Sick Leave Days Earned: 12,282.8	Reg. Sick Leave Used Expense: \$1,672,019.28	Reg. Sick Leave Days Used: 7,781.1	Converted Sick Leave To Vacation Days Used: 823.5	
Sick Leave -Earned Value: \$2,690,589.59		Avg. Sick Leave Days Per EE: 10.75	Converted Sick Leave To Vacation Used Expense: \$219,152.64	
Workers' Comp Leave Used Expense: \$289.19	Workers' Comp Leave Days Used: 1.5	Classification Appeals: 0	Reclassifications Up (Filled): 21 Up (Vacant): 0 Down (Filled): 4 Down (Vacant): 2 Lateral (Filled): 0 Lateral (Vacant): 1 Approx. Annual New Cost of Reclassified Positions:* \$133,099.20	
Funeral Leave Used Expense: \$59,543.15	Funeral Days Used: 281.4	Extraordinary Pay: \$0	Grievances Contract Grievances: 57 Disciplinary: 15 Language: 42 Non-Contract Grievances: 0 Disciplinary: 0 Language: 0 Arbitrations: 0	
Jury Leave Used Expense: \$14,220.29	Jury Leave Days Used: 64.0	Special Duty Pay: \$0		

* based on difference between average of old and new pay grade FY '13. Vacancies and laterals were not calculated into the "cost."

Sources: Data Warehouse Queries; "Just the Facts for 2013" Almanac; Department of Management; DAS-HRE Labor Relations Team.

Date of Completion: December 3, 2013