

Moore, Megan

From: Grose, Keni
Sent: Monday, May 09, 2016 9:17 AM
To: Moore, Megan
Cc: Tooley, Mike; Zanto, Lynn (MDT); Grose, Keni
Subject: FW: RTIC June meeting
Attachments: Copy of Service Breakout 05062016.xlsx

Hello Megan –

I reviewed data for all employees attached to the Engineering Division, including District Construction. I've compiled all of the information in the attached spreadsheet. One of the questions addressed was how many employees will need to be replaced. The Department carefully analyzes our staffing levels on a regular basis so it's difficult to simply choose a number that would be accurate in answering that question. The amount of employees needed on staff changes with funding levels, project obligations, and workload.

Below are a few snapshots of the data.

| Engineering Division Employee Count Analysis | | | |
|---|-----|------------------------|-------|
| # of Permanent Employees | | Years of Service (YOS) | # Emp |
| | 746 | | |
| Ages 20-29 | 75 | 0-9 YOS | 261 |
| Ages 30-39 | 159 | 10-19 YOS | 244 |
| Ages 40-49 | 209 | 20-24 YOS | 98 |
| Ages 50-59 | 221 | 25-29 YOS | 78 |
| Ages 60-64 | 67 | 30+ YOS | 65 |
| Ages 65+ | 15 | | |

| Retirement Eligibility Categories | | | |
|--|-----|----------------------------|-----|
| Full Retirement Eligible | | Early Retirement Eligible* | |
| 30+ YOS/Any Age | 65 | Age 50+/5 YOS* | 261 |
| Any YOS/Age 65+ | 19 | 25+YOS/Any Age* | 143 |
| 5 YOS/Age 60+ | 43 | | |
| Total Ret Eligible Emp | 127 | | |
| *Possible Duplicate Numbers | | | |

Please let me know if you need any additional information.

Keni Grose