

Civil Rights Commission Facts – FY '07

http://www.state.ia.us/government/crc/index.html



General Information

Address: Grimes Building
400 East 14th Street
Des Moines, IA 50319-1004

Workforce Data (unless otherwise noted, information provided is at the end of FY '07)

# FT EEs: 23	# PT EEs: 1	# Temporary EEs: 9	Average Length of Service: 15.32
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Span of Control: 7.33	% Performance Evaluations Completed: 90.5%	Total Unemployment Insurance Claims: 0
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Employee Age Groups				Supervisor Age Groups				Females		Males	
<25	0	45-54	6	<25	0	45-54	0	# of Females:	14	# of Males:	9
25-34	3	55-64	10	25-34	0	55-64	3	% of WF:	60.87%	% of WF:	39.13%
35-44	3	65+	1	35-44	0	65+	0	Average Age:	45.74	Average Age:	56.92
Employee Average Age: 50.12				Supervisor Average Age: 56.27				Average Length of Service: 13.17		Average Length of Service: 18.65	

Minorities		Breakout of Minorities		Non-minorities	
# of Minorities:	7	# of African-American:	4	# of Non-minorities:	14
% of Workforce:	30.43%	# of Asian:	2	% of Workforce:	60.87%
Average Age:	50.18	# of American Indian:	0	Average Age:	51.42
Average Length of Service:	15.95	# of Hispanic or Latino:	1	Average Length of Service:	16.54

Persons With Disabilities		Persons With Non-Disabilities	
# of Persons With Disabilities:	3	# of Persons With Non-Disabilities:	16
% of Workforce:	13.04%	% of Workforce:	69.57%
Average Age:	57.95	Average Age:	47.82
Average Length of Service:	24.73	Average Length of Service:	13.20

Officials/Administrators EEO Category 1: 4	Professionals EEO Category 2: 15	Technicians EEO Category 3: 1	Protective Service: Sworn EEO Category 4: 0
Protect. Serv.: Non-Sworn EEO Category 5: 0	Administrative Services EEO Category 6: 3	Skilled Craft EEO Category 7: 0	Service/Maintenance EEO Category 8: 0

Separation Rate: 13.04%	Hire Rate: 17.39%	Number Hires: 4	Transfer In: 0
Retirements: 1	All Terminations: 0	Voluntary Quits: 2	Transfer Out: 0

# of Classes Used: 9	Most Populous Classes: Civil Rights Specialist (13), Clerk-Specialist (2), Public Service Executive 2 (2)		
Separations - By Class:	Civil Rights Specialist (3)		
# Eligible for Retirement:	7 in the next 5 years	% Eligible: 30.43%	

Leave and Benefits (unless otherwise noted, information provided is at the end of FY '07)

Vacation Payouts: \$8,155.47	Sick Leave Payouts: \$0	Annual Payroll: \$1,317,297.36	Avg. Base Salary: \$54,489	Overtime Days Worked: 0
Overtime Cost: \$2.33	Reassignment Pay: \$0	Recruitment Bonus Pay: \$0	Retention Pay: \$0	Exceptional Job Performance Pay: \$0
Workers' Comp Payouts: \$8,547.76	Vacation Pay - Earned Value: \$115,123.54	Vacation Days Earned: 541.0	Vacation Used Expense: \$110,352.86	Vacation Days Taken: 548.7
Workers' Comp Days Used: 5	Sick Leave Days Earned: 330.4 Sick Leave -Earned Value: \$66,444.14	Reg. Sick Leave Used Expense: \$46,981.11	Reg. Sick Leave Days Used: 242.8 Avg. Sick Leave Days Per EE: 10.56	Converted Sick Leave To Vacation Days Used: 58.5 Converted Sick Leave To Vacation Used Expense: \$13,752.96
Injury Leave Used Expense: \$0	Injury Leave Days Used: 0	Classification Appeals: N/A	<u>Reclassifications</u> Up (Filled): 0 Up (Vacant): 0 Down (Filled): 1 Down (Vacant): 0 Lateral (Filled): 1 Lateral (Vacant): 0 Approx. Annual New Cost of Reclassified Positions:* \$(15,527.20)	<u>Grievances</u> Contract Grievances: 0 Disciplinary: 0 Language: 0 Non-Contract Grievances: 0 Disciplinary: 0 Language: 0 Arbitrations: 0
Funeral Leave Used Expense: \$687.54	Funeral Days Used: 3.9	Extraordinary Pay: \$2,350.40		
Jury Leave Used Expense: \$2,098.72	Jury Leave Days Used: 9.3	Special Duty Pay: \$0		

* based on difference between average of old and new pay grade FY '07. Vacancies and laterals were not calculated into the "cost."

Affirmative Action (Remedial Underutilization [RUU] and Remedial Hiring Goals)

Females: Current Year (FY '07) RUU: N/A Current Year (FY '07) Goal: N/A	Minorities: Current Year (FY '07) RUU: N/A Current Year (FY '07) Goal: N/A	PWD: Year (FY '07) RUU: N/A Current Year (FY '07) Goal: N/A
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Sources: AS400 Queries; "Just the Facts for FY'07" Almanac; Department of Management; DAS-HRE Labor Relations Team and DAS-HRE Personnel Officers.

Date of Completion: August 15, 2008