

College Student Aid Commission Facts – FY '07

http://www.iowacollegeaid.org



General Information

Address: Clemens Building
200 Tenth Street, 4th Floor
Des Moines, IA 50309

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

# FT EEs: 46	# PT EEs: 0	# Temporary EEs: 1	Average Length of Service: 10.19
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Span of Control: N/A	% Performance Evaluations Completed: 97.7%	Total Unemployment Insurance Claims: N/A
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Employee Age Groups				Supervisor Age Groups				Females		Males	
<25	0	45-54	10	<25	0	45-54	2	# of Females:	34	# of Males:	12
25-34	12	55-64	15	25-34	2	55-64	1	% of WF:	73.91%	% of WF:	26.09%
35-44	9	65+	0	35-44	1	65+	0	Average Age:	44.61	Average Age:	48.35
Employee Average Age: 45.59				Supervisor Average Age: 44.76				Average Length of Service: 8.98		Average Length of Service: 13.62	

Minorities		Breakout of Minorities		Non-minorities	
# of Minorities:	3	# of African-American:	1	# of Non-minorities:	43
% of Workforce:	6.52%	# of Asian:	1	% of Workforce:	93.48%
Average Age:	38.46	# of American Indian:	0	Average Age:	46.09
Average Length of Service:	3.07	# of Hispanic or Latino:	1	Average Length of Service:	10.69

Persons With Disabilities		Persons With Non-Disabilities	
# of Persons With Disabilities:	3	# of Persons With Non-Disabilities:	39
% of Workforce:	6.52%	% of Workforce:	84.78%
Average Age:	44.94	Average Age:	45.56
Average Length of Service:	9.99	Average Length of Service:	10.68

Officials/Administrators EEO Category 1: 7	Professionals EEO Category 2: 30	Technicians EEO Category 3: 3	Protective Service: Sworn EEO Category 4: 0
Protect. Serv.: Non-Sworn EEO Category 5: 0	Administrative Services EEO Category 6: 6	Skilled Craft EEO Category 7: 0	Service/Maintenance EEO Category 8: 0

Separation Rate: 9.76%	Hire Rate: 24.39%	Number Hires: 10	Transfer In: 0
Retirements: 1	All Terminations: 1	Voluntary Quits: 2	Transfer Out: 0

# of Classes Used: 23	Most Populous Classes: Admin Asst 1 (10), Admin Asst 2 (4), Program Planner 2 (4), Public Service Exec 2 (4)		
Separations - By Class:	Clerk-Advanced (1), Info Tech Specialist 3 (1)		
# Eligible for Retirement:	10 in the next 5 years	% Eligible: 21.74%	

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

Vacation Payouts: \$16,622.65	Sick Leave Payouts: \$2,000.00	Annual Payroll: \$2,179,431.09	Avg. Base Salary: \$49,227	Overtime Days Worked: 25.2
Overtime Cost: \$5,613.31	Reassignment Pay: \$0	Recruitment Bonus Pay: \$0	Retention Pay: \$0	Exceptional Job Performance Pay: \$0
Workers' Comp Payouts: \$2,736.52	Vacation Pay - Earned Value: \$149,577.35	Vacation Days Earned: 814.1	Vacation Used Expense: \$130,707.31	Vacation Days Taken: 769.9
Workers' Comp Days Used: 6	Sick Leave Days Earned: 769.7	Reg. Sick Leave Used Expense: \$47,520.45	Reg. Sick Leave Days Used: 282.2	Converted Sick Leave To Vacation Days Used: 77.0
	Sick Leave -Earned Value: \$139,817.28		Avg. Sick Leave Days Per EE: 6.13	Converted Sick Leave To Vacation Used Expense: \$14,030.88
Injury Leave Used Expense: \$0	Injury Leave Days Used: 0	Classification Appeals: N/A	<u>Reclassifications</u> Up (Filled): 5 Up (Vacant): 0 Down (Filled): 0 Down (Vacant): 0 Lateral (Filled): 0 Lateral (Vacant): 0 Approx. Annual New Cost of Reclassified Positions:* \$15,215.20	<u>Grievances</u> Contract Grievances: 0 Disciplinary: 0 Language: 0 Non-Contract Grievances: 0 Disciplinary: 0 Language: 0 Arbitrations: 0
Funeral Leave Used Expense: \$1,508.88	Funeral Days Used: 10.2	Extraordinary Pay: \$0		
Jury Leave Used Expense: \$396.48	Jury Leave Days Used: 2.4	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: 2 Current Year (FY '07) Goal: 1
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Sources: AS400 Queries; "Just the Facts for FY07" Almanac; Department of Management; DAS-HRE Labor Relations Team and DAS-HRE Personnel Officers.

Date of Completion: August 15, 2008