

College Student Aid Commission Facts – FY '10

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 '10)

# FT EEs: 45	# PT EEs: 1	# Temporary EEs: 1	Average Length of Service: 7.48
--------------	-------------	--------------------	---------------------------------

Span of Control: 7.67	% Performance Evaluations Completed: 97.67%	Total Unemployment Insurance Claims: 1
-----------------------	---	--

Employee Age Groups				Supervisor Age Groups				Females		Males	
<25	0	45-54	7	<25	0	45-54	1	# of Females:	31	# of Males:	14
25-34	18	55-64	7	25-34	3	55-64	1	% of WF:	68.89%	% of WF:	31.11%
35-44	12	65+	1	35-44	1	65+	0	Average Age:	43.03	Average Age:	41.00
Employee Average Age: 42.40				Supervisor Average Age: 40.35				Average Length of Service: 7.68		Average Length of Service: 7.06	

Minorities		Breakout of Minorities		Non-minorities	
# of Minorities:	3	# of African-American:	0	# of Non-minorities:	42
% of Workforce:	6.67%	# of Asian:	2	% of Workforce:	93.33%
Average Age:	41.77	# of American Indian:	0	Average Age:	42.44
Average Length of Service:	7.83	# of Hispanic or Latino:	1	Average Length of Service:	7.46

Persons With Disabilities		Persons With Non-Disabilities	
# of Persons With Disabilities:	4	# of Persons With Non-Disabilities:	39
% of Workforce:	8.89%	% of Workforce:	86.67%
Average Age:	49.83	Average Age:	41.74
Average Length of Service:	3.95	Average Length of Service:	7.74

Officials/Administrators EEO Category 1: 7	Professionals EEO Category 2: 32	Technicians EEO Category 3: 2	Protective Service: Sworn EEO Category 4: 0
Protect. Serv.: Non-Sworn EEO Category 5: 0	Administrative Services EEO Category 6: 4	Skilled Craft EEO Category 7: 0	Service/Maintenance EEO Category 8: 0

Separation Rate: 12.00%	Hire Rate: 4.00%	Number Hires: 2	Transfer In: 0
-------------------------	------------------	-----------------	----------------

Retirements: 4	All Terminations: 0	Voluntary Quits: 2	Transfer Out: 0
----------------	---------------------	--------------------	-----------------

# of Classes Used: 23	Most Populous Classes: Admin Asst 1 (8), Program Planner 3 (5), Training Specialist 1 (5)
-----------------------	---

Separations - By Class:	Administrative Assistant 1 (2), 4 classes with 1 incumbent each
-------------------------	---

# Eligible for Retirement:	7 in the next 5 years	% Eligible: 15.56%
----------------------------	-----------------------	--------------------

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

Vacation Payouts: \$2,015.19	Sick Leave Payouts: \$6,281.84	Annual Payroll: \$2,867,066.01	Avg. Base Salary: \$55,580.27	Overtime Days Worked: 0
Overtime Cost: \$3.33	Reassignment Pay: \$0	Recruitment Bonus Pay: \$0	Retention Pay: \$0	Exceptional Job Performance Pay: \$0
Workers' Comp Payouts: N/A	Vacation Pay - Earned Value: \$192,571.72	Vacation Days Earned: 932.7	Vacation Used Expense: \$165,694.33	Vacation Days Taken: 777.6
Workers' Comp Days Used: N/A	Sick Leave Days Earned: 922.1	Reg. Sick Leave Used Expense: \$102,996.32	Reg. Sick Leave Days Used: 544.1	Converted Sick Leave To Vacation Days Used: 93.0
	Sick Leave -Earned Value: \$187,625.62		Avg. Sick Leave Days Per EE: 12.09	Converted Sick Leave To Vacation Used Expense: \$23,253.72
Injury Leave Used Expense: \$0	Injury Leave Days Used: 0	Classification Appeals: 0	<u>Reclassifications</u> Up (Filled): 3 Up (Vacant): 1 Down (Filled): 1 Down (Vacant): 0 Lateral (Filled): 0 Lateral (Vacant): 0 Approx. Annual New Cost of Reclassified Positions:* \$3,369.60	<u>Grievances</u> Contract Grievances: 0 Disciplinary: 0 Language: 0 Non-Contract Grievances: 1 Disciplinary: 1 Language: 0 Arbitrations: 0
Funeral Leave Used Expense: \$3,337.41	Funeral Days Used: 18.3	Extraordinary Pay: \$0		
Jury Leave Used Expense: \$36.73	Jury Leave Days Used: 0.2	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