

Civil Rights Commission Facts – FY '09

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 '09)

# FT EEs: 27	# PT EEs: 1	# Temporary EEs: 18	Average Length of Service: 14.07
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Span of Control: 9.00	% Performance Evaluations Completed: 85.19%	Total Unemployment Insurance Claims: 0
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Employee Age Groups				Supervisor Age Groups				Females		Males	
<25	0	45-54	7	<25	0	45-54	0	# of Females:	17	# of Males:	10
25-34	5	55-64	9	25-34	0	55-64	2	% of WF:	62.96%	% of WF:	37.04%
35-44	5	65+	1	35-44	1	65+	0	Average Age:	46.09	Average Age:	54.14
Employee Average Age: 49.07				Supervisor Average Age: 52.92				Average Length of Service: 12.70		Average Length of Service: 16.40	

Minorities		Breakout of Minorities		Non-minorities	
# of Minorities:	9	# of African-American:	5	# of Non-minorities:	16
% of Workforce:	33.33%	# of Asian:	2	% of Workforce:	59.26%
Average Age:	50.17	# of American Indian:	0	Average Age:	49.24
Average Length of Service:	14.34	# of Hispanic or Latino:	2	Average Length of Service:	14.86

Persons With Disabilities		Persons With Non-Disabilities	
# of Persons With Disabilities:	3	# of Persons With Non-Disabilities:	20
% of Workforce:	11.11%	% of Workforce:	74.07%
Average Age:	59.94	Average Age:	46.17
Average Length of Service:	26.73	Average Length of Service:	11.24

Officials/Administrators EEO Category 1: 3	Professionals EEO Category 2: 22	Technicians EEO Category 3: 0	Protective Service: Sworn EEO Category 4: 0
Protect. Serv.: Non-Sworn EEO Category 5: 0	Administrative Services EEO Category 6: 2	Skilled Craft EEO Category 7: 0	Service/Maintenance EEO Category 8: 0

Separation Rate: 8.16%	Hire Rate: 8.16%	Number Hires: 2	Transfer In: 0
Retirements: 1 (which was SLIP)	All Terminations: 0	Voluntary Quits: 0	Transfer Out: 1

# of Classes Used: 8	Most Populous Classes: Civil Rights Specialist (19), Clerk-Specialist (2), 6 classes with 1 incumbent each		
Separations - By Class:	Civil Rights Specialist (1)		
# Eligible for Retirement:	10 in next 5 years	% Eligible: 37.04%	

Leave and Benefits (unless otherwise noted, information provided is at the end of FY '09)

Vacation Payouts: \$5,683.09	Sick Leave Payouts: \$2,000.00	Annual Payroll: \$1,654,433	Avg. Base Salary: \$57,310.61	Overtime Days Worked: 1.0
Overtime Cost: \$224.96	Reassignment Pay: \$0	Recruitment Bonus Pay: \$0	Retention Pay: \$0	Exceptional Job Performance Pay: \$0
Workers' Comp Payouts: \$0	Vacation Pay - Earned Value: \$131,186.07	Vacation Days Earned: 576.0	Vacation Used Expense: \$105,892.71	Vacation Days Taken: 478.2
Workers' Comp Days Used: 0	Sick Leave Days Earned: 370.9	Reg. Sick Leave Used Expense: \$39,077.55	Reg. Sick Leave Days Used: 198.8	Converted Sick Leave To Vacation Days Used: 49.5
	Sick Leave -Earned Value: \$76,508.70		Avg. Sick Leave Days Per EE: 7.36	Converted Sick Leave To Vacation Used Expense: \$13,406.16
Injury Leave Used Expense: \$0	Injury Leave Days Used: 0	Classification Appeals: 0	<u>Reclassifications</u> Up (Filled): 1 Up (Vacant): 0 Down (Filled): 1 Down (Vacant): 0 Lateral (Filled): 0 Lateral (Vacant): 0 Approx. Annual New Cost of Reclassified Positions:* \$-7,956.00	<u>Grievances</u> Contract Grievances: 0 Disciplinary: 0 Language: 0 Non-Contract Grievances: 0 Disciplinary: 0 Language: 0 Arbitrations: 0
Funeral Leave Used Expense: \$339.10	Funeral Days Used: 1.8	Extraordinary Pay: \$0		
Jury Leave Used Expense: \$0	Jury Leave Days Used: 0	Special Duty Pay: \$0		

* based on difference between average of old and new pay grade FY '09. Vacancies and laterals were not calculated into the "cost."

Affirmative Action (Underutilization [UU] and Gains/Losses)

Females: Begin of Year (FY '09) UU: 0	Minorities: Begin of Year (FY '09) UU: 0	PWD: Begin of Year (FY '09) UU: 0
Gains/Losses (FY '09): 0	Gains/Losses (FY '09): 0	Gains/Losses (FY '09): 0
End of Year (FY '09) UU: 0	End of Year (FY '09) UU: 0	End of Year (FY '09) UU: 0

Sources: AS400 Queries; "Just the Facts for FY09" Almanac; Department of Management; DAS-HRE Labor Relations Team and DAS-HRE Personnel Officers.

Date of Completion: December 2009