

College Student Aid Commission Facts – FY '09

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 '09)

# FT EEs: 55	# PT EEs: 2	# Temporary EEs: 0	Average Length of Service: 8.52
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Span of Control: 8.00	% Performance Evaluations Completed: 90.91%	Total Unemployment Insurance Claims: 0
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Employee Age Groups				Supervisor Age Groups				Females		Males	
<25	0	45-54	9	<25	0	45-54	2	# of Females:	39	# of Males:	16
25-34	19	55-64	11	25-34	3	55-64	1	% of WF:	70.91%	% of WF:	29.09%
35-44	15	65+	1	35-44	1	65+	0	Average Age:	43.27	Average Age:	42.50
Employee Average Age: 43.04				Supervisor Average Age: 40.24				Average Length of Service: 8.58		Average Length of Service: 8.35	

Minorities		Breakout of Minorities		Non-minorities	
# of Minorities:	3	# of African-American:	0	# of Non-minorities:	52
% of Workforce:	5.45%	# of Asian:	2	% of Workforce:	94.55%
Average Age:	40.77	# of American Indian:	0	Average Age:	43.18
Average Length of Service:	6.84	# of Hispanic or Latino:	1	Average Length of Service:	8.61

Persons With Disabilities		Persons With Non-Disabilities	
# of Persons With Disabilities:	6	# of Persons With Non-Disabilities:	47
% of Workforce:	10.91%	% of Workforce:	85.45%
Average Age:	52.94	Average Age:	41.94
Average Length of Service:	10.57	Average Length of Service:	8.25

Officials/Administrators EEO Category 1: 9	Professionals EEO Category 2: 37	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: 5.71%	Hire Rate: 13.33%	Number Hires: 7	Transfer In: 0
Retirements: 2 (both were SLIP)	All Terminations: 0	Voluntary Quits: 1	Transfer Out: 0

# of Classes Used: 29	Most Populous Classes: Admin Asst 1 (10), Program Planner 2 (6), Program Planner 3 (6)
Separations - By Class:	Administrative Assistant 2 (2), Training Specialist 1 (1)
# Eligible for Retirement:	9 in next 5 years % Eligible: 16.36%

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

Vacation Payouts: \$16,638.15	Sick Leave Payouts: \$4,000.00	Annual Payroll: \$2,961,596	Avg. Base Salary: \$55,095.53	Overtime Days Worked: 38.4
Overtime Cost: \$8,580.31	Reassignment Pay: \$0	Recruitment Bonus Pay: \$0	Retention Pay: \$0	Exceptional Job Performance Pay: \$0
Workers' Comp Payouts: \$0	Vacation Pay - Earned Value: \$189,792.85	Vacation Days Earned: 948.9	Vacation Used Expense: \$153,107.71	Vacation Days Taken: 752.4
Workers' Comp Days Used: 0	Sick Leave Days Earned: 943.2	Reg. Sick Leave Used Expense: \$74,422.80	Reg. Sick Leave Days Used: 396.1	Converted Sick Leave To Vacation Days Used: 120.0
	Sick Leave -Earned Value: \$187,162.02		Avg. Sick Leave Days Per EE: 7.20	Converted Sick Leave To Vacation Used Expense: \$27,284.04
Injury Leave Used Expense: \$0	Injury Leave Days Used: 0	Classification Appeals: 0	Reclassifications Up (Filled): 2 Up (Vacant): 1 Down (Filled): 1 Down (Vacant): 0 Lateral (Filled): 1 Lateral (Vacant): 1 Approx. Annual New Cost of Reclassified Positions:* \$15,964.00	Grievances Contract Grievances: 0 Disciplinary: 0 Language: 0 Non-Contract Grievances: 0 Disciplinary: 0 Language: 0 Arbitrations: 0
Funeral Leave Used Expense: \$3,387.04	Funeral Days Used: 20.3	Extraordinary Pay: \$0		
Jury Leave Used Expense: \$3,215.75	Jury Leave Days Used: 14.6	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: 1	Minorities: Begin of Year (FY '09) UU: 0	PWD: Begin of Year (FY '09) UU: 2
Gains/Losses (FY '09): 0	Gains/Losses (FY '09): 0	Gains/Losses (FY '09): 2
End of Year (FY '09) UU: 1	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