

# Civil Rights Commission Facts – FY '10

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



## General Information

**Address:** Grimes Building  
400 East 14<sup>th</sup> Street  
Des Moines, IA 50319-1004

## Workforce Data (unless otherwise noted, information provided is at the end of FY '10)

# FT EEs: 26	# PT EEs: 1	# Temporary EEs: 9	Average Length of Service: 14.60
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Span of Control: 8.67	% Performance Evaluations Completed: 84.00%	Total Unemployment Insurance Claims: N/A
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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:	9
25-34	5	55-64	10	25-34	0	55-64	2	% of WF:	65.38%	% of WF:	34.62%
35-44	4	65+	0	35-44	1	65+	0	Average Age:	47.09	Average Age:	53.64
Employee Average Age: 49.36				Supervisor Average Age: 53.92				Average Length of Service: 13.69		Average Length of Service: 16.32	

Minorities		Breakout of Minorities		Non-minorities	
# of Minorities:	9	# of African-American:	5	# of Non-minorities:	15
% of Workforce:	34.62%	# of Asian:	2	% of Workforce:	57.69%
Average Age:	51.17	# of American Indian:	0	Average Age:	49.01
Average Length of Service:	15.33	# of Hispanic or Latino:	2	Average Length of Service:	15.10

Persons With Disabilities		Persons With Non-Disabilities	
# of Persons With Disabilities:	3	# of Persons With Non-Disabilities:	19
% of Workforce:	11.54%	% of Workforce:	73.08%
Average Age:	60.93	Average Age:	46.04
Average Length of Service:	27.72	Average Length of Service:	11.45

Officials/Administrators EEO Category 1: 3	Professionals EEO Category 2: 21	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: 3.77%	Hire Rate: 0%	Number Hires: 0	Transfer In: 0
Retirements: 1	All Terminations: 0	Voluntary Quits: 0	Transfer Out: 0

# of Classes Used: 8	Most Populous Classes: Civil Rights Specialist (18), Clerk-Specialist (2), 6 classes with 1 incumbent each		
Separations - By Class:	Civil Rights Specialist (1)		
# Eligible for Retirement:	10 in the next 5 years	% Eligible: 38.46%	

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

Vacation Payouts: \$0	Sick Leave Payouts: \$1,909.60	Annual Payroll: \$1,614,631.27	Avg. Base Salary: \$57,862.86	Overtime Days Worked: 0
Overtime Cost: \$0	Reassignment Pay: \$0	Recruitment Bonus Pay: \$0	Retention Pay: \$0	Exceptional Job Performance Pay: \$0
Workers' Comp Payouts: \$N/A	Vacation Pay - Earned Value: \$130,331.20	Vacation Days Earned: 570.5	Vacation Used Expense: \$107,719.09	Vacation Days Taken: 510.4
Workers' Comp Days Used: N/A	Sick Leave Days Earned: 374.9  Sick Leave -Earned Value: \$77,144.88	Reg. Sick Leave Used Expense: \$48,462.85	Reg. Sick Leave Days Used: 226.8  Avg. Sick Leave Days Per EE: 8.72	Converted Sick Leave To Vacation Days Used: 48.0  Converted Sick Leave To Vacation Used Expense: \$13,778.88
Injury Leave Used Expense: \$0	Injury Leave Days Used: 0	Classification Appeals: 0	<u>Reclassifications</u> Up (Filled): 0 Up (Vacant): 0 Down (Filled): 0 Down (Vacant): 0 Lateral (Filled): 0 Lateral (Vacant): 0 Approx. Annual New Cost of Reclassified Positions:* \$0	<u>Grievances</u> Contract Grievances: 0 Disciplinary: 0 Language: 0 Non-Contract Grievances: 0 Disciplinary: 0 Language: 0 Arbitrations: 0
Funeral Leave Used Expense: \$1,957.28	Funeral Days Used: 8.5	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 '10. Vacancies and laterals were not calculated into the "cost."

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

<b>Females:</b> Begin of Year (FY '10) UU: N/A Gains/Losses (FY '10): N/A End of Year (FY '10) UU: N/A	<b>Minorities:</b> Begin of Year (FY '10) UU: N/A Gains/Losses (FY '10): N/A End of Year (FY '10) UU: N/A	<b>PWD:</b> Begin of Year (FY '10) UU: N/A Gains/Losses (FY '10): N/A End of Year (FY '10) UU: N/A
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