

Civil Rights Commission Facts – FY '11

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 '11)

# FT EEs: 21	# PT EEs: 1	# Temporary EEs: 11	Average Length of Service: 15.45
--------------	-------------	---------------------	----------------------------------

Span of Control: 6.67	% Performance Evaluations Completed: N/A%	Total Unemployment Insurance Claims: 0
-----------------------	---	--

Employee Age Groups				Supervisor Age Groups				Females		Males	
<25	0	45-54	6	<25	0	45-54	1	# of Females:	12	# of Males:	9
25-34	4	55-64	7	25-34	0	55-64	1	% of WF:	57.14%	% of WF:	42.86%
35-44	2	65+	2	35-44	1	65+	0	Average Age:	51.38	Average Age:	51.49
Employee Average Age:	51.43	Supervisor Average Age:	50.18	Average Length of Service:	14.59	Average Length of Service:	16.60				

Minorities		Breakout of Minorities		Non-minorities	
# of Minorities:	9	# of African-American:	1	# of Non-minorities:	10
% of Workforce:	42.86%	# of Asian:	2	% of Workforce:	47.62%
Average Age:	52.54	# of American Indian:	1	Average Age:	51.76
Average Length of Service:	15.59	# of Hispanic or Latino:	3	Average Length of Service:	16.71

Persons With Disabilities		Persons With Non-Disabilities	
# of Persons With Disabilities:	3	# of Persons With Non-Disabilities:	16
% of Workforce:	14.29%	% of Workforce:	76.19%
Average Age:	61.93	Average Age:	48.34
Average Length of Service:	28.72	Average Length of Service:	12.50

Officials/Administrators EEO Category 1: 3	Professionals EEO Category 2: 17	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: 1	Skilled Craft EEO Category 7: 0	Service/Maintenance EEO Category 8: 0

Separation Rate: 34.04%	Hire Rate: 17.02%	Number Hires: 4	Transfer In: 0
Retirements: 0	All Terminations: 5	Voluntary Quits: 2	Transfer Out: 1

# of Classes Used: 6	Most Populous Classes: Civil Rights Specialist (16), 5 classes with 1 incumbent each	
Separations - By Class:	Civil Rights Specialist (5), Clerk-Specialist (1), Director of Civil Rights (1)	
# Eligible for Retirement:	9 in the next 5 years	% Eligible: 42.86%

Leave and Benefits (unless otherwise noted, information provided is at the end of FY '11)

Vacation Payouts: \$39,230.92	Sick Leave Payouts: \$0	Annual Payroll: \$1,558,639.97	Avg. Base Salary: \$58,202	Overtime Days Worked: 2.0
Overtime Cost: \$304.08	Reassignment Pay: \$0	Recruitment Bonus Pay: \$0	Retention Pay: \$0	Exceptional Job Performance Pay: \$0
Workers' Comp Payouts: \$N/A	Vacation Pay - Earned Value: \$112,677.17	Vacation Days Earned: 507.8	Vacation Used Expense: \$115,706.44	Vacation Days Taken: 546.3
Workers' Comp Days Used: N/A	Sick Leave Days Earned: 352.6	Reg. Sick Leave Used Expense: \$53,990.49	Reg. Sick Leave Days Used: 254.2	Converted Sick Leave To Vacation Days Used: 29.5
	Sick Leave -Earned Value: \$70,673.74		Avg. Sick Leave Days Per EE: 12.10	Converted Sick Leave To Vacation Used Expense: \$6,951.96
Injury Leave Used Expense: \$0	Injury Leave Days Used: 0	Classification Appeals: 0	<u>Reclassifications</u> Up (Filled): 1 Up (Vacant): 0 Down (Filled): 0 Down (Vacant): 1 Lateral (Filled): 0 Lateral (Vacant): 0 Approx. Annual New Cost of Reclassified Positions:* \$5,064.80	<u>Grievances</u> Contract Grievances: 5 Disciplinary: 5 Language: 0 Non-Contract Grievances: 0 Disciplinary: 0 Language: 0 Arbitrations: 0
Funeral Leave Used Expense: \$316.96	Funeral Days Used: 2.0	Extraordinary Pay: \$0		
Jury Leave Used Expense: \$471.68	Jury Leave Days Used: 2.0	Special Duty Pay: \$0		

* based on difference between average of old and new pay grade FY '11. Vacancies and laterals were not calculated into the "cost."