

College Student Aid Commission Facts – FY '11

<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 '11)

# FT EEs: 44	# PT EEs: 0	# Temporary EEs: 0	Average Length of Service: 8.58
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Span of Control: 8.60	% Performance Evaluations Completed: N/A%	Total Unemployment Insurance Claims: 0
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Employee Age Groups				Supervisor Age Groups				Females		Males	
<25	1	45-54	10	<25	0	45-54	1	# of Females:	32	# of Males:	12
25-34	13	55-64	8	25-34	2	55-64	1	% of WF:	72.73%	% of WF:	27.27%
35-44	11	65+	1	35-44	1	65+	0	Average Age:	43.94	Average Age:	43.41
Employee Average Age: 43.80				Supervisor Average Age: 43.65				Average Length of Service: 8.44		Average Length of Service: 8.96	

Minorities		Breakout of Minorities		Non-minorities	
# of Minorities:	3	# of African-American:	0	# of Non-minorities:	41
% of Workforce:	6.82%	# of Asian:	2	% of Workforce:	93.18%
Average Age:	42.77	# of American Indian:	0	Average Age:	43.87
Average Length of Service:	8.83	# of Hispanic or Latino:	1	Average Length of Service:	8.56

Persons With Disabilities		Persons With Non-Disabilities	
# of Persons With Disabilities:	4	# of Persons With Non-Disabilities:	38
% of Workforce:	9.09%	% of Workforce:	86.36%
Average Age:	50.83	Average Age:	43.18
Average Length of Service:	4.95	Average Length of Service:	8.86

Officials/Administrators EEO Category 1: 6	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: 4.49%	Hire Rate: 2.25%	Number Hires: 1	Transfer In: 0
Retirements: 0	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:	Accountant 4 (1), Public Service Executive 2 (1)		
# Eligible for Retirement:	8 in the next 5 years	% Eligible: 18.18%	

Leave and Benefits

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

Vacation Payouts: \$25,187.27	Sick Leave Payouts: \$0	Annual Payroll: \$2,563,757.54	Avg. Base Salary: \$57,258	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: \$167,794.59	Vacation Days Earned: 784.9	Vacation Used Expense: \$169,190.02	Vacation Days Taken: 815.7
Workers' Comp Days Used: N/A	Sick Leave Days Earned: 775.6 Sick Leave -Earned Value: \$164,476.97	Reg. Sick Leave Used Expense: \$86,196.17	Reg. Sick Leave Days Used: 438.0 Avg. Sick Leave Days Per EE: 9.95	Converted Sick Leave To Vacation Days Used: 59.0 Converted Sick Leave To Vacation Used Expense: \$16,913.48
Injury Leave Used Expense: \$0	Injury Leave Days Used: 0	Classification Appeals: 0	<u>Reclassifications</u> Up (Filled): 1 Up (Vacant): 1 Down (Filled): 0 Down (Vacant): 0 Lateral (Filled): 0 Lateral (Vacant): 0 Approx. Annual New Cost of Reclassified Positions:* \$7,061.60	<u>Grievances</u> Contract Grievances: 0 Disciplinary: 0 Language: 0 Non-Contract Grievances: 1 Disciplinary: 1 Language: 0 Arbitrations: 0
Funeral Leave Used Expense: \$3,432.09	Funeral Days Used: 17.7	Extraordinary Pay: \$0		
Jury Leave Used Expense: \$99.27	Jury Leave Days Used: 0.6	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."

Sources: AS400 Queries; "Just the Facts for FY11" Almanac; Department of Management; DAS-HRE Labor Relations Team and DAS-HRE Personnel Officers.
Date of Completion: December 2011