

College Student Aid Commission Facts – FY '08

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 '08)

# FT EEs: 50	# PT EEs: 2	# Temporary EEs: 1	Average Length of Service: 9.14
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Span of Control: N/A	% Performance Evaluations Completed: 95%	Total Unemployment Insurance Claims: 0
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Employee Age Groups				Supervisor Age Groups				Females		Males	
<25	0	45-54	10	<25	0	45-54	1	# of Females:	38	# of Males:	12
25-34	15	55-64	12	25-34	1	55-64	0	% of WF:	76.00%	% of WF:	24.00%
35-44	12	65+	1	35-44	1	65+	0	Average Age:	43.51	Average Age:	46.71
Employee Average Age: 44.28				Supervisor Average Age: 42.43				Average Length of Service: 8.39		Average Length of Service: 11.52	

Minorities	Breakout of Minorities	Non-minorities
# of Minorities: 2	# of African-American: 0	# of Non-minorities: 48
% of Workforce: 4.00%	# of Asian: 1	% of Workforce: 96.00%
Average Age: 44.06	# of American Indian: 0	Average Age: 44.29
Average Length of Service: 5.24	# of Hispanic or Latino: 1	Average Length of Service: 9.30

Persons With Disabilities	Persons With Non-Disabilities
# of Persons With Disabilities: 3	# of Persons With Non-Disabilities: 44
% of Workforce: 6.00%	% of Workforce: 88.00%
Average Age: 45.93	Average Age: 44.20
Average Length of Service: 10.98	Average Length of Service: 9.21

Officials/Administrators EEO Category 1: 7	Professionals EEO Category 2: 34	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: 4.60%	Hire Rate: 16.09%	Number Hires: 7	Transfer In: 0
Retirements: 2	All Terminations: 0	Voluntary Quits: 0	Transfer Out: 0

# of Classes Used: 25	Most Populous Classes: Admin Asst 1 (10), Program Planner 3 (6), Program Planner 2 (4), Training Specialist 1 (4)
Separations - By Class:	Clerk-Advanced (1), Accountant 4 (1)
# Eligible for Retirement:	9 in the next 5 years % Eligible: 18.00%

Leave and Benefits (unless otherwise noted, information provided is at the end of FY '08)

Vacation Payouts: \$34,501.26	Sick Leave Payouts: \$4,000.00	Annual Payroll: \$2,560,800.81	Avg. Base Salary: \$51,512	Overtime Days Worked: 55.6
Overtime Cost: \$13,315.96	Reassignment Pay: \$0	Recruitment Bonus Pay: \$0	Retention Pay: \$0	Exceptional Job Performance Pay: \$0
Workers' Comp Payouts: N/A	Vacation Pay - Earned Value: \$171,191.49	Vacation Days Earned: 888.8	Vacation Used Expense: \$137,934.15	Vacation Days Taken: 742.8
Workers' Comp Days Used: N/A	Sick Leave Days Earned: 850.4	Reg. Sick Leave Used Expense: \$58,289.39	Reg. Sick Leave Days Used: 333.5	Converted Sick Leave To Vacation Days Used: 98.5
	Sick Leave -Earned Value: \$161,933.67		Avg. Sick Leave Days Per EE: 6.67	Converted Sick Leave To Vacation Used Expense: \$18,841.00
Injury Leave Used Expense: \$0	Injury Leave Days Used: 0	Classification Appeals: 0	<u>Reclassifications</u> Up (Filled): 2 Up (Vacant): 0 Down (Filled): 0 Down (Vacant): 0 Lateral (Filled): 2 Lateral (Vacant): 0 Approx. Annual New Cost of Reclassified Positions:* \$16,588.00	<u>Grievances</u> Contract Grievances: 0 Disciplinary: 0 Language: 0 Non-Contract Grievances: 0 Disciplinary: 0 Language: 0 Arbitrations: 0
Funeral Leave Used Expense: \$2,941.47	Funeral Days Used: 15.5	Extraordinary Pay: \$0		
Jury Leave Used Expense: \$351.76	Jury Leave Days Used: 2.0	Special Duty Pay: \$0		

* based on difference between average of old and new pay grade FY '08. Vacancies and laterals were not calculated into the "cost."

Affirmative Action (Remedial Underutilization [RUU] and Remedial Hiring Goals)

Females: Current Year (FY '09) RUU: N/A Current Year (FY '09) Goal: N/A Goal Achievement (FY '08): No, 0/1	Minorities: Current Year (FY '09) RUU: N/A Current Year (FY '09) Goal: N/A Goal Achievement (FY '08): N/A	PWD: Year (FY '09) RUU: 1 Current Year (FY '09) Goal: 1 Goal Achievement (FY '08): No, 0/1
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Sources: AS400 Queries; "Just the Facts for FY08" Almanac; Department of Management; DAS-HRE Labor Relations Team and DAS-HRE Personnel Officers.

Date of Completion: February 4, 2009