

College Student Aid Commission Facts - FY06

http://www.iowacollegeaid.org/



General Information

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HRE Employment Specialist: Sheryl Gabel	sheryl.gabel@iowa.gov
HRE Workers' Compensation Specialist: Ed Holland	ed.holland@iowa.gov

Workforce Data (unless otherwise noted, information provided is at the end of FY '06)

# FT EEs: 41	# PT EEs: 0	# Temporary EEs: 1	Avg. Length of Service: 11.15
Span of Control: N/A	% Performance Evaluations Completed: 93.33%		Total Unemployment Insurance Claims: 0
Age Groups:	# of Females: 31	# of Minorities: 1	# of Persons With Disabilities: 2
<25 0	% of WF: 75.61%	% of WF: 2.44%	% of WF: 4.88%
25-34 9			
35-44 9	# of Males: 10	# of Non-minorities: 40	# of Persons With Non-Disabilities: 39
45-54 7	% of WF: 24.39%	% of WF: 97.56%	% of WF: 95.12%
55-64 15			
65+ 1			
Average Age: 46.62			
Officials/Administrators	Professionals	Technicians	Protective Service
EEO Category 1: 5	EEO Category 2: 26	EEO Category 3: 3	EEO Category 4: 0
Paraprofessionals	Administrative Services	Skilled Craft	Service/Maintenance
EEO Category 5: 0	EEO Category 6: 7	EEO Category 7: 0	EEO Category 8: 0
Separation Rate: 12.20%	Hire Rate: 17.07%	Number Hires: 7	Transfer In: 0
Retirements: 1	All Terminations: 2	Voluntary Quits: 2	Transfer Out: 0
# of Classes Used: 20	Most Populous Classes: Administrative Assistant 1 (8), Program Planner 2 (7), Public Service Executive 2 (4)		

Leave and Benefits (unless otherwise noted, information provided is at the end of FY '06)

Vacation Payouts: \$36,111.79	Sick Leave Payouts: \$2,058.40	Annual Payroll: \$1,956,339.59	Avg. Base Salary: \$47,409.00	Overtime Days Worked: 16.3
Overtime Cost: \$3,863.72	Reassignment Pay: \$0.00	Recruitment Bonus Pay: \$0.00	Retention Pay: \$450.00	Exceptional Job Performance Pay: \$0.00
Workers' Comp Payouts: \$0.00	Vacation Pay - Earned Value: \$142,453.41	Vacation Days Earned: 826.7	Vacation Used Expense: \$122,667.13	Vacation Days Taken: 785.2
Workers' Comp Days Used: 0	Sick Leave Days Earned: 749.1	Reg. Sick Leave Used Expense: \$52,608.69	Reg. Sick Leave Days Used: 340.5	Converted Sick Leave To Vacation Used Expense: \$20,154.24
	Sick Leave -Earned Value: \$127,295.72	Converted Sick Leave To Vacation Days Used: 117.0	Avg. Sick Leave Days Per EE: 8.30	
Injury Leave Used Expense: \$0.00	Injury Leave Days Used: 0	Classification Appeals: 0	Reclassifications Up (Filled): 5 Up (Vacant): 1 Down (Filled): 2 Down (Vacant): 0 Lateral (Filled): 1 Lateral (Vacant): 0 Approx. Annual New Cost of Reclassified Positions:* \$30,212.00	Grievances Contract Grievances: 0 Disciplinary: 0 Language: 0 Non-Contract Grievances: 0 Disciplinary: 0 Language: 0 Arbitrations: 0
Funeral Leave Used Expense: \$1,440.80	Funeral Days Used: 8.5	Extraordinary Pay: \$1,000.00		
Jury Leave Used Expense: \$117.49	Jury Leave Days Used: 0.6	Special Duty Pay: \$0.00		

* based on difference between average of old and new pay grade FY '06. Vacancies and laterals were not calculated into the "cost."

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

Females: Current Year (FY '07) RUU: N/A	Minorities: Current Year (FY '07) RUU: N/A	PWD: Year (FY '07) RUU: 2
Current Year (FY '07) Goal: N/A	Current Year (FY '07) Goal: N/A	Current Year (FY '07) Goal: 1
Goal Achievement (FY '06): N/A	Goal Achievement (FY '06): N/A	Goal Achievement (FY '06): No, 2/1

Sources: AS400 Queries; "Just the Facts for 2006" Almanac; Department of Management; DAS-HRE Labor Relations Team and DAS-HRE Personnel Officers.

Date of Completion: December 18, 2006