

# Civil Rights Commission Facts - FY06

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



## General Information

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

	Email Address
<b>Director:</b> Ralph Rosenberg	ralph.rosenberg@icrc.state.ia.us
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<b>Personnel Assistant:</b> Diana Sisler	diana.sisler@icrc.state.ia.us
<b>HRE Personnel Officer:</b> Stefanie Hill	stefanie.hill@iowa.gov
<b>HRE Benefits Specialist:</b> Lorie Murray	lorie.murray@iowa.gov
<b>HRE Employment Specialist:</b> David Wiedemeier	david.wiedemeier@iowa.gov
<b>HRE Workers' Compensation Specialist:</b> Ed Holland	ed.holland@iowa.gov

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

# FT EEs: 23	# PT EEs: 1	# Temporary EEs: 1	Avg. Length of Service: 15.43
Span of Control: 7.67	% Performance Evaluations Completed: 69.57%		Total Unemployment Insurance Claims: 0
<b>Age Groups:</b>	<b># of Females:</b> 13	<b># of Minorities:</b> 8	<b># of Persons With Disabilities:</b> 3
<25 0	% of WF: 56.52%	% of WF: 34.78%	% of WF: 13.04%
25-34 0			
35-44 4	<b># of Males:</b> 10	<b># of Non-minorities:</b> 15	<b># of Persons With Non-Disabilities:</b> 20
45-54 9	% of WF: 43.48%	% of WF: 65.22%	% of WF: 86.96%
55-64 10			
65+ 0			
Average Age: 52.50			
<b>Officials/Administrators</b>	<b>Professionals</b>	<b>Technicians</b>	<b>Protective Service</b>
EEO Category 1: 4	EEO Category 2: 15	EEO Category 3: 1	EEO Category 4: 0
<b>Paraprofessionals</b>	<b>Administrative Services</b>	<b>Skilled Craft</b>	<b>Service/Maintenance</b>
EEO Category 5: 0	EEO Category 6: 3	EEO Category 7: 0	EEO Category 8: 0
Separation Rate: 4.35%	Hire Rate: 4.35%	Number Hires: 0	Transfer In: 1
Retirements: 0	All Terminations: 0	Voluntary Quits: 0	Transfer Out: 1
# of Classes Used: 9	Most Populous Classes: Civil Rights Specialist (13), Clerk-Specialist (2), Public Service Executive 2 (2)		

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

<b>Vacation Payouts:</b> \$3,164.80	<b>Sick Leave Payouts:</b> \$0.00	<b>Annual Payroll:</b> \$1,211,921.57	<b>Avg. Base Salary:</b> \$53,341.00	<b>Overtime Days Worked:</b> 1.0
<b>Overtime Cost:</b> \$184.80	<b>Reassignment Pay:</b> \$0.00	<b>Recruitment Bonus Pay:</b> \$0.00	<b>Retention Pay:</b> \$0.00	<b>Exceptional Job Performance Pay:</b> \$0.00
<b>Workers' Comp Payouts:</b> \$0.00	<b>Vacation Pay - Earned Value:</b> \$104,317.47	<b>Vacation Days Earned:</b> 518.1	<b>Vacation Used Expense:</b> \$95,119.06	<b>Vacation Days Taken:</b> 497.5
<b>Workers' Comp Days Used:</b> 0	<b>Sick Leave Days Earned:</b> 341.0	<b>Reg. Sick Leave Used Expense:</b> \$44,758.57	<b>Reg. Sick Leave Days Used:</b> 247.9	<b>Converted Sick Leave To Vacation Used Expense:</b> \$16,745.72
	<b>Sick Leave -Earned Value:</b> \$65,136.81	<b>Converted Sick Leave To Vacation Days Used:</b> 73.0	<b>Avg. Sick Leave Days Per EE:</b> 10.78	
<b>Injury Leave Used Expense:</b> \$0.00	<b>Injury Leave Days Used:</b> 0	<b>Classification Appeals:</b> 0	<b>Reclassifications</b> Up (Filled): 1 Up (Vacant): 0 Down (Filled): 0 Down (Vacant): 0 Lateral (Filled): 0 Lateral (Vacant): 0 Approx. Annual New Cost of Reclassified Positions:* \$10,056.80	<b>Grievances</b> Contract Grievances: 0 Disciplinary: 0 Language: 0 Non-Contract Grievances: 0 Disciplinary: 0 Language: 0 Arbitrations: 0
<b>Funeral Leave Used Expense:</b> \$1,426.75	<b>Funeral Days Used:</b> 8.9	<b>Extraordinary Pay:</b> \$2,350.40		
<b>Jury Leave Used Expense:</b> \$0.00	<b>Jury Leave Days Used:</b> 0	<b>Special Duty Pay:</b> \$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)

<b>Females:</b> Current Year (FY '07) RUU: N/A Current Year (FY '07) Goal: N/A Goal Achievement (FY '06): N/A	<b>Minorities:</b> Current Year (FY '07) RUU: N/A Current Year (FY '07) Goal: N/A Goal Achievement (FY '06): N/A	<b>PWD:</b> Year (FY '07) RUU: N/A Current Year (FY '07) Goal: N/A Goal Achievement (FY '06): N/A
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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