

Civil Rights Commission Facts – FY '13

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



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 '13)

# FT EEs: 27	# PT EEs: 1	# Temporary EEs: 3	Average Length of Service: 7.58
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Span of Control: 8.67	Total Unemployment Insurance Claims: N/A
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Employee Age Groups				Supervisor Age Groups				Females		Males	
<25	0	45-54	5	<25	0	45-54	1	# of Females:	18	# of Males:	9
25-34	12	55-64	4	25-34	0	55-64	1	% of WF:	66.67%	% of WF:	33.33%
35-44	6	65+	0	35-44	1	65+	0	Average Age:	41.82	Average Age:	38.31
Employee Average Age: 40.65				Supervisor Average Age: 52.17				Average Length of Service: 7.48		Average Length of Service: 7.77	

Minorities		Non-minorities		Breakout of Minorities		Did Not Respond	
# of Minorities:	5	# of Non-minorities:	21	# African-American:	1	# of "did not respond":	1
% of Workforce:	18.52%	% of Workforce:	77.78%	# Asian/Pacific Island:	0	% of Workforce:	3.70%
Average Age:	44.34	Average Age:	39.57	# Am. Indian/Alaskan:	1	Average Age:	44.93
Average Length of Service:	10.08	Average Length of Service:	6.93	# Hispanic or Latino:	3	Average Length of Service:	8.70

Persons With Disabilities		Persons With No Disabilities		Did Not Respond	
# of Persons With Disabilities:	1	# of Persons With No Disabilities:	25	# of "did not respond":	1
% of Workforce:	3.70%	% of Workforce:	92.59%	% of Workforce:	3.70%
Average Age:	61.56	Average Age:	39.16	Average Age:	56.94
Average Length of Service:	35.42	Average Length of Service:	6.04	Average Length of Service:	18.36

Officials/Administrators EEO Category 1: 3	Professionals EEO Category 2: 20	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: 4	Skilled Craft EEO Category 7: 0	Service/Maintenance EEO Category 8: 0

Separation Rate: 30.19%	Hire Rate: 33.96%	Number Hires: 7	Transfer In: 2
Retirements: 2	All Terminations: 3	Voluntary Quits: 2	Transfer Out: 1

# of Classes Used: 5	Most Populous Classes: Civil Rights Specialist (20), Clerk-Specialist (4), 3 classes with 1 incumbent each	
Separations - By Class:	Civil Rights Specialist (7)	
# Eligible for Retirement:	2 in next 5 years	% Eligible: 7.41%

Leave and Benefits (unless otherwise noted, information provided is at the end of FY '13)

Vacation Payouts: \$46,116.69	Sick Leave Payouts: \$4,000.00	Annual Payroll: \$1,431,284.06	Avg. Base Salary: \$51,038.25	Overtime Days Worked: 1.7
Overtime Cost: \$380.69	Reassignment Pay: \$0	Recruitment Bonus Pay: \$0	Retention Pay: \$0	Exceptional Job Performance Pay: \$0
Vacation Pay - Earned Value: \$95,039.97	Vacation Days Earned: 453.3	Vacation Used Expense: \$68,854.93	Vacation Days Taken: 332.9	
Sick Leave Days Earned: 359.2	Reg. Sick Leave Used Expense: \$29,777.99	Reg. Sick Leave Days Used: 152.1	Converted Sick Leave To Vacation Days Used: 25.5	
Sick Leave -Earned Value: \$67,696.80		Avg. Sick Leave Days Per EE: 5.63	Converted Sick Leave To Vacation Used Expense: \$5,641.80	
Workers' Comp Leave Used Expense: \$0	Workers' Comp Leave Days Used: 0	Classification Appeals: 0	Reclassifications Up (Filled): 0 Up (Vacant): 0 Down (Filled): 0 Down (Vacant): 0 Lateral (Filled): 0 Lateral (Vacant): 0 Approx. Annual New Cost of Reclassified Positions:* \$0	
Funeral Leave Used Expense: \$0	Funeral Days Used: 0	Extraordinary Pay: \$0	Grievances Contract Grievances: 5 Disciplinary: 5 Language: 0 Non-Contract Grievances: 0 Disciplinary: 0 Language: 0 Arbitrations: 0	
Jury Leave Used Expense: \$0	Jury Leave Days Used: 0	Special Duty Pay: \$0		

* based on difference between average of old and new pay grade FY '13. Vacancies and laterals were not calculated into the "cost."

Sources: Data Warehouse Queries; "Just the Facts for FY13" Almanac; Department of Management; DAS-HRE Labor Relations Team.

Date of Completion: December 3, 2013