

# College Student Aid Commission Facts – FY '13

http://www.iowacollegeaid.org



## General Information

**Address:** Clemens Building  
200 Tenth Street, 4<sup>th</sup> Floor  
Des Moines, IA 50309

## Workforce Data (unless otherwise noted, information provided is at the end of FY '13)

# FT EEs: 35	# PT EEs: 0	# Temporary EEs: 1	Average Length of Service: 8.76
--------------	-------------	--------------------	---------------------------------

Span of Control: 11.33	Total Unemployment Insurance Claims: 5
------------------------	--

Employee Age Groups				Supervisor Age Groups				Females		Males	
<25	3	45-54	10	<25	0	45-54	1	# of Females:	24	# of Males:	11
25-34	9	55-64	4	25-34	1	55-64	1	% of WF:	68.57%	% of WF:	31.43%
35-44	9	65+	0	35-44	0	65+	0	Average Age:	41.21	Average Age:	40.13
Employee Average Age: 40.87				Supervisor Average Age: 49.40				Average Length of Service: 9.43		Average Length of Service: 7.29	

Minorities		Non-minorities		Breakout of Minorities		Did Not Respond	
# of Minorities:	5	# of Non-minorities:	30	# African-American:	2	# of "did not respond":	0
% of Workforce:	14.29%	% of Workforce:	85.71%	# Asian/Pacific Island:	1	% of Workforce:	0%
Average Age:	37.04	Average Age:	41.51	# Am. Indian/Alaskan:	0	Average Age:	N/A
Average Length of Service:	9.88	Average Length of Service:	8.57	# Hispanic or Latino:	2	Average Length of Service:	N/A

Persons With Disabilities		Persons With No Disabilities		Did Not Respond	
# of Persons With Disabilities:	2	# of Persons With No Disabilities:	31	# of "did not respond":	2
% of Workforce:	5.71%	% of Workforce:	88.57%	% of Workforce:	5.71%
Average Age:	50.94	Average Age:	40.33	Average Age:	39.21
Average Length of Service:	7.88	Average Length of Service:	8.83	Average Length of Service:	8.43

Officials/Administrators EEO Category 1: 5	Professionals EEO Category 2: 29	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: 1	Skilled Craft EEO Category 7: 0	Service/Maintenance EEO Category 8: 0

Separation Rate: 17.72%	Hire Rate: 10.13%	Number Hires: 4	Transfer In: 0
Retirements: 4	All Terminations: 0	Voluntary Quits: 3	Transfer Out: 0

# of Classes Used: 20	Most Populous Classes: Training Specialist 1 (9), Admin Asst 2 (5), Admin Asst 1 (2), Info Spec 1 (2), Program Planner 3 (2)
Separations - By Class:	Acctng Clerk 2 (1), Acctng Tech 2 (1), Clerk-Advanced (1), Exec Off 1 (1), Info Tech Spec 2 (1), Prog Planner 3 (1), PSE 2 (1)
# Eligible for Retirement:	2 in next 5 years      % Eligible: 5.71%

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

Vacation Payouts: \$78,295.10	Sick Leave Payouts: \$8,000.00	Annual Payroll: \$2,317,980.03	Avg. Base Salary: \$61,837.99	Overtime Days Worked: 0.8
Overtime Cost: \$163.44	Reassignment Pay: \$0	Recruitment Bonus Pay: \$0	Retention Pay: \$0	Exceptional Job Performance Pay: \$0
Vacation Pay - Earned Value: \$161,910.38	Vacation Days Earned: 689.7	Vacation Used Expense: \$153,300.04	Vacation Days Taken: 661.3	
Sick Leave Days Earned: 620.7	Reg. Sick Leave Used Expense: \$69,549.55	Reg. Sick Leave Days Used: 327.2	Converted Sick Leave To Vacation Days Used: 85.0	
Sick Leave -Earned Value: \$142,574.18		Avg. Sick Leave Days Per EE: 9.35	Converted Sick Leave To Vacation Used Expense: \$23,867.04	
Workers' Comp Leave Used Expense: \$0	Workers' Comp Leave Days Used: 0	Classification Appeals: 0	<b>Reclassifications</b> Up (Filled): 4 Up (Vacant): 1 Down (Filled): 3 Down (Vacant): 0 Lateral (Filled): 0 Lateral (Vacant): 1 Approx. Annual New Cost of Reclassified Positions:* \$-6,468.80	<b>Grievances</b> Contract Grievances: 0 Disciplinary: 0 Language: 0 Non-Contract Grievances: 0 Disciplinary: 0 Language: 0 Arbitrations: 0
Funeral Leave Used Expense: \$1,747.90	Funeral Days Used: 8.3	Extraordinary Pay: \$0		
Jury Leave Used Expense: \$904.99	Jury Leave Days Used: 3.2	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 and DAS-HRE Personnel Officers.

Date of Completion: December 3, 2013