

Department of Cultural Affairs Facts – FY '09

http://www.culturalaffairs.org/



General Information

Address: New Historical Building
600 East Locust
Des Moines, IA 50319-0290

Workforce Data (unless otherwise noted, information provided is at the end of FY '09)

# FT EEs: 70	# PT EEs: 4	# Temporary EEs: 28	Average Length of Service: 14.19
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Span of Control: 9.13	% Performance Evaluations Completed: 100%	Total Unemployment Insurance Claims: 6
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Employee Age Groups				Supervisor Age Groups				Females		Males	
<25	0	45-54	25	<25	0	45-54	3	# of Females:	42	# of Males:	28
25-34	6	55-64	25	25-34	0	55-64	3	% of WF:	60.00%	% of WF:	40.00%
35-44	8	65+	6	35-44	1	65+	1	Average Age:	51.38	Average Age:	54.24
Employee Average Age: 52.52				Supervisor Average Age: 54.88				Average Length of Service: 12.61		Average Length of Service: 16.57	

Minorities		Breakout of Minorities		Non-minorities	
# of Minorities:	2	# of African-American:	1	# of Non-minorities:	61
% of Workforce:	2.86%	# of Asian:	0	% of Workforce:	87.14%
Average Age:	52.11	# of American Indian:	0	Average Age:	52.56
Average Length of Service:	2.71	# of Hispanic or Latino:	1	Average Length of Service:	14.85

Persons With Disabilities		Persons With Non-Disabilities	
# of Persons With Disabilities:	2	# of Persons With Non-Disabilities:	63
% of Workforce:	2.86%	% of Workforce:	90.00%
Average Age:	60.93	Average Age:	52.42
Average Length of Service:	23.28	Average Length of Service:	13.87

Officials/Administrators EEO Category 1: 6	Professionals EEO Category 2: 50	Technicians EEO Category 3: 4	Protective Service: Sworn EEO Category 4: 0
Protect. Serv.: Non-Sworn EEO Category 5: 0	Administrative Services EEO Category 6: 5	Skilled Craft EEO Category 7: 0	Service/Maintenance EEO Category 8: 5

Separation Rate: 6.90%	Hire Rate: 0%	Number Hires: 0	Transfer In: 0
Retirements: 2 (1 was SLIP)	All Terminations: 1	Voluntary Quits: 2	Transfer Out: 0

# of Classes Used: 28	Most Populous Classes: Historical Program Spec (23), Info Specialist 2 (4), Librarian 2 (4)
Separations - By Class:	Historical Program Specialist (1), Maint Worker (1), Museum Asst (1), Program Planner 1 (1), Public Service Executive 4 (1)
# Eligible for Retirement:	28 in next 5 years % Eligible: 40.00%

Leave and Benefits (unless otherwise noted, information provided is at the end of FY '09)

Vacation Payouts: \$26,365.71	Sick Leave Payouts: \$2,171.93	Annual Payroll: \$4,428,541	Avg. Base Salary: \$56,433.79	Overtime Days Worked: 45.3
Overtime Cost: \$9,128.83	Reassignment Pay: \$0	Recruitment Bonus Pay: \$0	Retention Pay: \$0	Exceptional Job Performance Pay: \$0
Workers' Comp Payouts: \$1,444.40	Vacation Pay - Earned Value: \$330,177.79	Vacation Days Earned: 1,522.9	Vacation Used Expense: \$301,156.27	Vacation Days Taken: 1,386.2
Workers' Comp Days Used: 28	Sick Leave Days Earned: 1,236.3 Sick Leave -Earned Value: \$248,028.80	Reg. Sick Leave Used Expense: \$117,921.61	Reg. Sick Leave Days Used: 584.0 Avg. Sick Leave Days Per EE: 8.34	Converted Sick Leave To Vacation Days Used: 259.5 Converted Sick Leave To Vacation Used Expense: \$57,153.00
Injury Leave Used Expense: \$0	Injury Leave Days Used: 0	Classification Appeals: 0	<u>Reclassifications</u> Up (Filled): 1 Up (Vacant): 2 Down (Filled): 0 Down (Vacant): 0 Lateral (Filled): 0 Lateral (Vacant): 0 Approx. Annual New Cost of Reclassified Positions:* \$10,244.00	<u>Grievances</u> Contract Grievances: 0 Disciplinary: 0 Language: 0 Non-Contract Grievances: 0 Disciplinary: 0 Language: 0 Arbitrations: 0
Funeral Leave Used Expense: \$3,868.44	Funeral Days Used: 20.9	Extraordinary Pay: \$2,296.00		
Jury Leave Used Expense: \$212.86	Jury Leave Days Used: 1.0	Special Duty Pay: \$0		

* based on difference between average of old and new pay grade FY '09. Vacancies and laterals were not calculated into the "cost."

Affirmative Action (Underutilization [UU] and Gains/Losses)

Females: Begin of Year (FY '09) UU: 6	Minorities: Begin of Year (FY '09) UU: 3	PWD: Begin of Year (FY '09) UU: 6
Gains/Losses (FY '09): -1	Gains/Losses (FY '09): 0	Gains/Losses (FY '09): 0
End of Year (FY '09) UU: 7	End of Year (FY '09) UU: 3	End of Year (FY '09) UU: 6

Sources: AS400 Queries; "Just the Facts for FY09" Almanac; Department of Management; DAS-HRE Labor Relations Team and DAS-HRE Personnel Officers.

Date of Completion: December 2009