

Department of Human Rights Facts – FY '07

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



General Information

Address: Lucas Building
321 East 12th Street, First Floor
Des Moines, IA 50319

Workforce Data (unless otherwise noted, information provided is at the end of FY '07)

# FT EEs: 52	# PT EEs: 1	# Temporary EEs: 1	Average Length of Service: 13.23
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Span of Control: N/A	% Performance Evaluations Completed: 90.9%	Total Unemployment Insurance Claims: 0
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Employee Age Groups				Supervisor Age Groups				Females		Males	
<25	0	45-54	14	<25	0	45-54	3	# of Females:	30	# of Males:	22
25-34	3	55-64	15	25-34	0	55-64	5	% of WF:	57.69%	% of WF:	42.31%
35-44	17	65+	3	35-44	3	65+	0	Average Age:	48.84	Average Age:	50.57
Employee Average Age: 49.57				Supervisor Average Age: 52.16				Average Length of Service: 12.66		Average Length of Service: 14.00	

Minorities		Breakout of Minorities		Non-minorities	
# of Minorities:	7	# of African-American:	3	# of Non-minorities:	44
% of Workforce:	13.46%	# of Asian:	1	% of Workforce:	84.62%
Average Age:	46.27	# of American Indian:	0	Average Age:	49.83
Average Length of Service:	5.11	# of Hispanic or Latino:	3	Average Length of Service:	14.68

Persons With Disabilities		Persons With Non-Disabilities	
# of Persons With Disabilities:	7	# of Persons With Non-Disabilities:	41
% of Workforce:	13.46%	% of Workforce:	78.85%
Average Age:	49.16	Average Age:	49.27
Average Length of Service:	10.73	Average Length of Service:	13.58

Officials/Administrators EEO Category 1: 12	Professionals EEO Category 2: 35	Technicians EEO Category 3: 1	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: 7.48%	Hire Rate: 3.74%	Number Hires: 1	Transfer In: 1
Retirements: 1	All Terminations: 1	Voluntary Quits: 0	Transfer Out: 2

# of Classes Used: 26	Most Populous Classes: Program Planner 3 (11), Disabilities Consultant (5), Program Planner 2 (includes 94022) (5)		
Separations - By Class:	Admin/Status of Women Div (1), Program Planner 2 (1)		
# Eligible for Retirement:	17 in the next 5 years	% Eligible: 32.69%	

Leave and Benefits (unless otherwise noted, information provided is at the end of FY '07)

Vacation Payouts: \$28,294.39	Sick Leave Payouts: \$4,000.00	Annual Payroll: \$3,083,976.58	Avg. Base Salary: \$57,120	Overtime Days Worked: 13.4
Overtime Cost: \$2,471.66	Reassignment Pay: \$0	Recruitment Bonus Pay: \$0	Retention Pay: \$0	Exceptional Job Performance Pay: \$0
Workers' Comp Payouts: \$2,842.69	Vacation Pay - Earned Value: \$231,787.39	Vacation Days Earned: 1,101.6	Vacation Used Expense: \$214,732.38	Vacation Days Taken: 1,105.5
Workers' Comp Days Used: 13	Sick Leave Days Earned: 891.3 Sick Leave -Earned Value: \$176,858.30	Reg. Sick Leave Used Expense: \$84,818.24	Reg. Sick Leave Days Used: 438.2 Avg. Sick Leave Days Per EE: 8.43	Converted Sick Leave To Vacation Days Used: 175.3 Converted Sick Leave To Vacation Used Expense: \$36,543.96
Injury Leave Used Expense: \$0	Injury Leave Days Used: 0	Classification Appeals: N/A	Reclassifications Up (Filled): 3 Up (Vacant): 0 Down (Filled): 0 Down (Vacant): 0 Lateral (Filled): 0 Lateral (Vacant): 0 Approx. Annual New Cost of Reclassified Positions:* \$16,109.60	Grievances Contract Grievances: 0 Disciplinary: 0 Language: 0 Non-Contract Grievances: 0 Disciplinary: 0 Language: 0 Arbitrations: 0
Funeral Leave Used Expense: \$2,116.74	Funeral Days Used: 10.5	Extraordinary Pay: \$5,870.40		
Jury Leave Used Expense: \$367.92	Jury Leave Days Used: 2.0	Special Duty Pay: \$0		

* based on difference between average of old and new pay grade FY '07. 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 Current Year (FY '07) Goal: N/A	Minorities: Current Year (FY '07) RUU: N/A Current Year (FY '07) Goal: N/A	PWD: Year (FY '07) RUU: N/A Current Year (FY '07) Goal: N/A
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Sources: AS400 Queries; "Just the Facts for FY'07" Almanac; Department of Management; DAS-HRE Labor Relations Team and DAS-HRE Personnel Officers.

Date of Completion: August 20, 2008