

Department of Cultural Affairs Facts – FY '10

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 '10)

# FT EEs: 59	# PT EEs: 4	# Temporary EEs: 19	Average Length of Service: 14.01
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Span of Control: 8.86	% Performance Evaluations Completed: 55.38%	Total Unemployment Insurance Claims: 9
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Employee Age Groups				Supervisor Age Groups				Females		Males	
<25	0	45-54	20	<25	0	45-54	2	# of Females:	36	# of Males:	23
25-34	4	55-64	22	25-34	0	55-64	4	% of WF:	61.02%	% of WF:	38.98%
35-44	7	65+	6	35-44	1	65+	0	Average Age:	51.91	Average Age:	55.18
Employee Average Age:	53.18	Supervisor Average Age:	53.93	Average Length of Service:	12.97	Average Length of Service:	15.63				

Minorities		Breakout of Minorities		Non-minorities	
# of Minorities:	2	# of African-American:	1	# of Non-minorities:	51
% of Workforce:	3.39%	# of Asian:	0	% of Workforce:	86.44%
Average Age:	53.10	# of American Indian:	0	Average Age:	53.19
Average Length of Service:	3.71	# of Hispanic or Latino:	1	Average Length of Service:	14.77

Persons With Disabilities		Persons With Non-Disabilities	
# of Persons With Disabilities:	1	# of Persons With Non-Disabilities:	54
% of Workforce:	1.69%	% of Workforce:	91.53%
Average Age:	59.39	Average Age:	53.25
Average Length of Service:	16.52	Average Length of Service:	13.99

Officials/Administrators EEO Category 1: 4	Professionals EEO Category 2: 45	Technicians EEO Category 3: 2	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: 1	Service/Maintenance EEO Category 8: 3

Separation Rate: 17.05%	Hire Rate: 0%	Number Hires: 0	Transfer In: 0
Retirements: 7	All Terminations: 2	Voluntary Quits: 1	Transfer Out: 1

# of Classes Used: 26	Most Populous Classes: Historical Program Spec (21), Admin Asst 2 (3), Arts Programmer 2 (3), Info Specialist 2 (3)
Separations - By Class:	Historical Program Specialist (2), Museum Tech (2), Librarian 2 (2)
# Eligible for Retirement:	23 in the next 5 years % Eligible: 38.98%

Leave and Benefits (unless otherwise noted, information provided is at the end of FY '10)

Vacation Payouts: \$44,776.88	Sick Leave Payouts: \$14,000.00	Annual Payroll: \$3,944,325.48	Avg. Base Salary: \$56,800.37	Overtime Days Worked: 6.0
Overtime Cost: \$1,156.79	Reassignment Pay: \$0	Recruitment Bonus Pay: \$0	Retention Pay: \$0	Exceptional Job Performance Pay: \$0
Workers' Comp Payouts: N/A	Vacation Pay - Earned Value: \$312,985.56	Vacation Days Earned: 1,420.4	Vacation Used Expense: \$285,468.20	Vacation Days Taken: 1,293.4
Workers' Comp Days Used: N/A	Sick Leave Days Earned: 1,110.0 Sick Leave -Earned Value: \$229,022.61	Reg. Sick Leave Used Expense: \$102,250.38	Reg. Sick Leave Days Used: 501.6 Avg. Sick Leave Days Per EE: 8.50	Converted Sick Leave To Vacation Days Used: 259.3 Converted Sick Leave To Vacation Used Expense: \$58,083.34
Injury Leave Used Expense: \$0	Injury Leave Days Used: 0	Classification Appeals: 0	<u>Reclassifications</u> Up (Filled): 2 Up (Vacant): 0 Down (Filled): 1 Down (Vacant): 1 Lateral (Filled): 0 Lateral (Vacant): 0 Approx. Annual New Cost of Reclassified Positions:* \$8,205.44	<u>Grievances</u> Contract Grievances: 0 Disciplinary: 0 Language: 0 Non-Contract Grievances: 0 Disciplinary: 0 Language: 0 Arbitrations: 0
Funeral Leave Used Expense: \$6,133.97	Funeral Days Used: 28.7	Extraordinary Pay: \$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 '10. Vacancies and laterals were not calculated into the "cost."

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

Females: Begin of Year (FY '10) UU: N/A Gains/Losses (FY '10): N/A End of Year (FY '10) UU: N/A	Minorities: Begin of Year (FY '10) UU: N/A Gains/Losses (FY '10): N/A End of Year (FY '10) UU: N/A	PWD: Begin of Year (FY '10) UU: N/A Gains/Losses (FY '10): N/A End of Year (FY '10) UU: N/A
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Sources: AS400 Queries; "Just the Facts for FY10" Almanac; Department of Management; DAS-HRE Labor Relations Team and DAS-HRE Personnel Officers.

Date of Completion: December 15, 2010