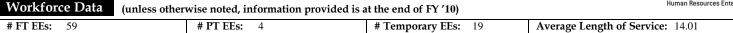
Department of <u>Cultural Affairs</u> Facts - FY '10

http://www.culturalaffairs.org/

General Information

Address: New Historical Building 600 East Locust

Des Moines, IA 50319-0290



Span of Control: 8.86 % Performance Evaluations Completed: 55.38% Total Unemployment Insurance Claims: 9

Employee Age Groups			Supervisor Age Groups			oups	<u>Females</u>		<u>Males</u>		
<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 Mino	<u>rities</u>	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 Disabili	<u>ties</u>	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	Professionals	Technicians	Protective Service: Sworn
EEO Category 1: 4 EEO Category 2: 45		EEO Category 3: 2	EEO Category 4: 0
Protect. Serv.: Non-Sworn	Administrative Services	Skilled Craft	Service/Maintenance
EEO Category 5: 0	EEO Category 6: 4	EEO Category 7: 1	EEO Category 8: 3
_			<u></u>
Separation Rate: 17.05%	Hire Rate: 0%	Number Hires: 0	Transfer In: 0
Retirements: 7	All Terminations: 2	Voluntary Ouits: 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), Muse	eum 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:	Sick Leave Payouts:	Annual Payroll:	Avg. Base Salary:	Overtime Days Worked:
\$44,776.88	\$14,000.00	\$3,944,325.48	\$56,800.37	6.0
Overtime Cost:	Reassignment Pay:	Recruitment Bonus Pay:	Retention Pay:	Exceptional Job Performance Pay:
\$1,156.79	\$0	\$0	\$0	\$0
Workers' Comp Payouts:	Vacation Pay - Earned	Vacation Days Earned:	Vacation Used Expense:	Vacation Days Taken:
\$N/A	Value: \$312,985.56	1,420.4	\$285,468.20	1,293.4
Workers' Comp Days	Sick Leave Days Earned:	Reg. Sick Leave Used	Reg. Sick Leave Days Used:	Converted Sick Leave To
Used: N/A	1,110.0	Expense: \$102,250.38	501.6	Vacation Days Used: 259.3
	Sick Leave -Earned		Avg. Sick Leave Days Per EE:	
	Value:		8.50	Converted Sick Leave To
	\$229,022.61			Vacation Used Expense: \$58,083.34
Injury Leave Used	Injury Leave Days Used:	Classification Appeals:	Reclassifications	Grievances
Expense:	0	0	Up (Filled): 2	Contract Grievances: 0
\$0			Up (Vacant): 0	Disciplinary: 0
Funeral Leave Used	Funeral Days Used:	Extraordinary Pay:	Down (Filled): 1	Language: 0
Expense:	28.7	\$0	Down (Vacant): 1	Non-Contract Grievances: 0
\$6,133.97			Lateral (Filled): 0	Disciplinary: 0
Jury Leave Used	Jury Leave Days Used:	Special Duty Pay:	Lateral (Vacant): 0	Language: 0
Expense:	0	\$0	Approx. Annual New Cost of	Arbitrations: 0
\$0			Reclassified Positions:*	
			\$8,205.44	
	1	1	1	

^{*} 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)

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Females: Begin of Year (FY '10) UU:	N/A	Minorities: Begin of Year (FY '10) UU:	N/A	PWD: Begin of Year (FY '10) UU:	N/A
Gains/Losses (FY '10):	N/A	Gains/Losses (FY '10):	N/A	Gains/Losses (FY '10):	N/A
End of Year (FY '10) UU:	N/A	End of Year (FY '10) UU:	N/A	End of Year (FY '10) UU:	N/A
1					

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

