

Department of Human Rights Facts – FY '10

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 '10)

# FT EEs: 48	# PT EEs: 0	# Temporary EEs: 2	Average Length of Service: 12.38
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Span of Control: 9.40	% Performance Evaluations Completed: 55.56%	Total Unemployment Insurance Claims: 2
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Employee Age Groups				Supervisor Age Groups				Females		Males	
<25	0	45-54	16	<25	0	45-54	2	# of Females:	27	# of Males:	21
25-34	3	55-64	9	25-34	0	55-64	3	% of WF:	56.25%	% of WF:	43.75%
35-44	18	65+	2	35-44	0	65+	0	Average Age:	47.58	Average Age:	50.04
Employee Average Age: 48.66				Supervisor Average Age: 57.30				Average Length of Service: 10.82		Average Length of Service: 14.37	

Minorities		Breakout of Minorities		Non-minorities	
# of Minorities:	5	# of African-American:	2	# of Non-minorities:	42
% of Workforce:	10.42%	# of Asian:	2	% of Workforce:	87.50%
Average Age:	46.90	# of American Indian:	0	Average Age:	48.49
Average Length of Service:	7.42	# of Hispanic or Latino:	1	Average Length of Service:	13.05

Persons With Disabilities		Persons With Non-Disabilities	
# of Persons With Disabilities:	6	# of Persons With Non-Disabilities:	40
% of Workforce:	12.50%	% of Workforce:	87.50%
Average Age:	47.56	Average Age:	48.49
Average Length of Service:	10.50	Average Length of Service:	11.97

Officials/Administrators EEO Category 1: 14	Professionals EEO Category 2: 31	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: 3	Skilled Craft EEO Category 7: 0	Service/Maintenance EEO Category 8: 0

Separation Rate: 17.65%	Hire Rate: 5.88%	Number Hires: 3	Transfer In: 0
Retirements: 8	All Terminations: 0	Voluntary Quits: 1	Transfer Out: 0

# of Classes Used: 18	Most Populous Classes: Program Planner 3 (10), Executive Officer 3 (4), Program Planner 2 (4)		
Separations - By Class:	Disabilities Consultant (2), 7 classes with 1 incumbent each		
# Eligible for Retirement:	10 in the next 5 years	% Eligible: 20.83%	

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

Vacation Payouts: \$1,868.19	Sick Leave Payouts: \$14,000.00	Annual Payroll: \$3,403,720.19	Avg. Base Salary: \$63,620.43	Overtime Days Worked: 9.0
Overtime Cost: \$2,068.90	Reassignment Pay: \$0	Recruitment Bonus Pay: \$0	Retention Pay: \$0	Exceptional Job Performance Pay: \$0
Workers' Comp Payouts: N/A	Vacation Pay - Earned Value: \$257,955.42	Vacation Days Earned: 1,098.5	Vacation Used Expense: \$222,588.97	Vacation Days Taken: 951.0
Workers' Comp Days Used: N/A	Sick Leave Days Earned: 882.1	Reg. Sick Leave Used Expense: \$94,909.35	Reg. Sick Leave Days Used: 414.3	Converted Sick Leave To Vacation Days Used: 98.0
	Sick Leave -Earned Value: \$195,382.01		Avg. Sick Leave Days Per EE: 8.63	Converted Sick Leave To Vacation Used Expense: \$22,414.64
Injury Leave Used Expense: \$0	Injury Leave Days Used: 0	Classification Appeals: 0	<u>Reclassifications</u> Up (Filled): 6 Up (Vacant): 0 Down (Filled): 0 Down (Vacant): 1 Lateral (Filled): 0 Lateral (Vacant): 0 Approx. Annual New Cost of Reclassified Positions:* \$47,943.60	<u>Grievances</u> Contract Grievances: 0 Disciplinary: 0 Language: 0 Non-Contract Grievances: 0 Disciplinary: 0 Language: 0 Arbitrations: 0
Funeral Leave Used Expense: \$1,607.60	Funeral Days Used: 7.0	Extraordinary Pay: \$0		
Jury Leave Used Expense: \$733.41	Jury Leave Days Used: 3.2	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	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

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