

Department of Human Rights Facts – FY '11

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 '11)

# FT EEs: 46	# PT EEs: 0	# Temporary EEs: 1	Average Length of Service: 13.17
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Span of Control: 11.25	% Performance Evaluations Completed: N/A%	Total Unemployment Insurance Claims: 1
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Employee Age Groups				Supervisor Age Groups				Females		Males	
<25	0	45-54	19	<25	0	45-54	1	# of Females:	27	# of Males:	19
25-34	4	55-64	5	25-34	1	55-64	1	% of WF:	58.70%	% of WF:	41.30%
35-44	14	65+	4	35-44	0	65+	1	Average Age:	47.68	Average Age:	50.21
Employee Average Age: 48.72				Supervisor Average Age: 52.09				Average Length of Service: 11.55		Average Length of Service: 15.48	

Minorities		Breakout of Minorities		Non-minorities	
# of Minorities:	3	# of African-American:	1	# of Non-minorities:	42
% of Workforce:	6.52%	# of Asian:	2	% of Workforce:	91.30%
Average Age:	48.23	# of American Indian:	0	Average Age:	48.36
Average Length of Service:	12.17	# of Hispanic or Latino:	0	Average Length of Service:	13.32

Persons With Disabilities		Persons With Non-Disabilities	
# of Persons With Disabilities:	6	# of Persons With Non-Disabilities:	38
% of Workforce:	13.04%	% of Workforce:	82.61%
Average Age:	48.55	Average Age:	48.50
Average Length of Service:	11.49	Average Length of Service:	12.70

Officials/Administrators EEO Category 1: 12	Professionals EEO Category 2: 32	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: 2	Skilled Craft EEO Category 7: 0	Service/Maintenance EEO Category 8: 0

Separation Rate: 12.77%	Hire Rate: 6.38%	Number Hires: 2	Transfer In: 1
Retirements: 1	All Terminations: 1	Voluntary Quits: 3	Transfer Out: 1

# of Classes Used: 18	Most Populous Classes: Program Planner 3 (9), Executive Officer 2 (4), Justice Systems Analyst (4), Program Planner 2 (4)		
Separations - By Class:	Dir of Human Rights (1), Executive Officer 1 (1), Exec Off 3 (1), Exec Secretary (1), Public Service Exec 4 (1)		
# Eligible for Retirement:	9 in the next 5 years	% Eligible: 19.57%	

Leave and Benefits (unless otherwise noted, information provided is at the end of FY '11)

Vacation Payouts: \$26,098.56	Sick Leave Payouts: \$2,000.00	Annual Payroll: \$3,182,863.23	Avg. Base Salary: \$65,348	Overtime Days Worked: 2.7
Overtime Cost: \$620.22	Reassignment Pay: \$0	Recruitment Bonus Pay: \$0	Retention Pay: \$0	Exceptional Job Performance Pay: \$0
Workers' Comp Payouts: N/A	Vacation Pay - Earned Value: \$236,009.88	Vacation Days Earned: 930.3	Vacation Used Expense: \$223,330.48	Vacation Days Taken: 890.1
Workers' Comp Days Used: N/A	Sick Leave Days Earned: 779.0	Reg. Sick Leave Used Expense: \$100,993.18	Reg. Sick Leave Days Used: 408.4	Converted Sick Leave To Vacation Days Used: 68.5
	Sick Leave -Earned Value: \$186,538.53		Avg. Sick Leave Days Per EE: 8.88	Converted Sick Leave To Vacation Used Expense: \$17,117.36
Injury Leave Used Expense: \$0	Injury Leave Days Used: 0	Classification Appeals: 0	<u>Reclassifications</u> Up (Filled): 1 Up (Vacant): 1 Down (Filled): 2 Down (Vacant): 2 Lateral (Filled): 0 Lateral (Vacant): 0 Approx. Annual New Cost of Reclassified Positions:* \$-8,944.00	<u>Grievances</u> Contract Grievances: 0 Disciplinary: 0 Language: 0 Non-Contract Grievances: 0 Disciplinary: 0 Language: 0 Arbitrations: 0
Funeral Leave Used Expense: \$4,651.28	Funeral Days Used: 18.9	Extraordinary Pay: \$0		
Jury Leave Used Expense: \$219.95	Jury Leave Days Used: 0.6	Special Duty Pay: \$0		

* based on difference between average of old and new pay grade FY '11. Vacancies and laterals were not calculated into the "cost."