

Dept. of Cultural Affairs Facts – FY '13

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 '13)

# FT EEs: 52	# PT EEs: 1	# Temporary EEs: 14	Average Length of Service: 13.21
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Span of Control: 6.38	Total Unemployment Insurance Claims: 4
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Employee Age Groups				Supervisor Age Groups				Females		Males	
<25	0	45-54	13	<25	0	45-54	1	# of Females:	34	# of Males:	18
25-34	10	55-64	18	25-34	3	55-64	3	% of WF:	65.38%	% of WF:	34.62%
35-44	5	65+	6	35-44	1	65+	0	Average Age:	50.48	Average Age:	51.01
Employee Average Age: 50.67				Supervisor Average Age: 45.55				Average Length of Service: 12.96		Average Length of Service: 13.70	

Minorities		Non-minorities		Breakout of Minorities		Did Not Respond	
# of Minorities:	0	# of Non-minorities:	46	# African-American:	0	# of "did not respond":	6
% of Workforce:	0%	% of Workforce:	88.46%	# Asian/Pacific Island:	0	% of Workforce:	11.54%
Average Age:	N/A	Average Age:	50.12	# Am. Indian/Alaskan:	0	Average Age:	54.88
Average Length of Service:	N/A	Average Length of Service:	13.46	# Hispanic or Latino:	0	Average Length of Service:	11.36

Persons With Disabilities		Persons With No Disabilities		Did Not Respond	
# of Persons With Disabilities:	1	# of Persons With No Disabilities:	49	# of "did not respond":	2
% of Workforce:	1.92%	% of Workforce:	94.23%	% of Workforce:	3.85%
Average Age:	62.38	Average Age:	50.44	Average Age:	50.24
Average Length of Service:	19.51	Average Length of Service:	13.07	Average Length of Service:	13.64

Officials/Administrators EEO Category 1: 7	Professionals EEO Category 2: 38	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: 1	Service/Maintenance EEO Category 8: 1

Separation Rate: 13.59%	Hire Rate: 13.59%	Number Hires: 7	Transfer In: 0
Retirements: 3	All Terminations: 2	Voluntary Quits: 2	Transfer Out: 0

# of Classes Used: 22	Most Populous Classes: Historical Program Spec (19), Arts Programmer 2 (4), Admin Asst 2 (3), Info Spec 2 (3)
Separations - By Class:	Historical Program Specialist (3), Arts Programmer 3 (2), Program Planner 2 (1), Storekeeper 1 (1)
# Eligible for Retirement:	20 in the next 5 years % Eligible: 38.46%

Leave and Benefits (unless otherwise noted, information provided is at the end of FY '13)

Vacation Payouts: \$70,873.14	Sick Leave Payouts: \$8,000.00	Annual Payroll: \$3,379,176.20	Avg. Base Salary: \$62,357.41	Overtime Days Worked: 11.9
Overtime Cost: \$2,527.14	Reassignment Pay: \$0	Recruitment Bonus Pay: \$0	Retention Pay: \$0	Exceptional Job Performance Pay: \$0
Vacation Pay - Earned Value: \$245,582.28	Vacation Days Earned: 1,026.5	Vacation Used Expense: \$232,466.45	Vacation Days Taken: 968.6	
Sick Leave Days Earned: 838.5	Reg. Sick Leave Used Expense: \$130,990.07	Reg. Sick Leave Days Used: 555.6	Converted Sick Leave To Vacation Days Used: 182.5	
Sick Leave -Earned Value: \$191,712.13		Avg. Sick Leave Days Per EE: 10.68	Converted Sick Leave To Vacation Used Expense: \$43,414.76	
Workers' Comp Leave Used Expense: \$0	Workers' Comp Leave Days Used: 0	Classification Appeals: 0	Reclassifications Up (Filled): 1 Up (Vacant): 1 Down (Filled): 3 Down (Vacant): 0 Lateral (Filled): 0 Lateral (Vacant): 0 Approx. Annual New Cost of Reclassified Positions:* \$14,227.20	Grievances Contract Grievances: 2 Disciplinary: 1 Language: 1 Non-Contract Grievances: 0 Disciplinary: 0 Language: 0 Arbitrations: 0
Funeral Leave Used Expense: \$3,414.58	Funeral Days Used: 13.5	Extraordinary Pay: \$0		
Jury Leave Used Expense: \$407.16	Jury Leave Days Used: 1.5	Special Duty Pay: \$0		

* based on difference between average of old and new pay grade FY '13. Vacancies and laterals were not calculated into the "cost."

Sources: Data Warehouse Queries; "Just the Facts for FY13" Almanac; Department of Management; DAS-HRE Labor Relations Team.

Date of Completion: December 3, 2013