

Dept. of Human Rights Facts – FY '13

www.state.ia.us/government/dhr



General Information

Address: Lucas Building
321 East 12th Street
Des Moines, IA 50319-0083

Workforce Data (unless otherwise noted, information provided is at the end of FY '13)

# FT EEs: 44	# PT EEs: 1	# Temporary EEs: 0	Average Length of Service: 12.93
--------------	-------------	--------------------	----------------------------------

Span of Control: 8.60	Total Unemployment Insurance Claims: 2
-----------------------	--

Employee Age Groups				Supervisor Age Groups				Females		Males	
<25	0	45-54	20	<25	0	45-54	2	# of Females:	24	# of Males:	20
25-34	3	55-64	11	25-34	0	55-64	1	% of WF:	54.55%	% of WF:	45.45%
35-44	7	65+	3	35-44	1	65+	1	Average Age:	46.95	Average Age:	52.54
Employee Average Age: 49.49				Supervisor Average Age: 54.99				Average Length of Service: 9.80		Average Length of Service: 16.67	

Minorities		Non-minorities		Breakout of Minorities		Did Not Respond	
# of Minorities:	4	# of Non-minorities:	39	# African-American:	1	# of "did not respond":	1
% of Workforce:	9.09%	% of Workforce:	88.64%	# Asian/Pacific Island:	2	% of Workforce:	2.27%
Average Age:	45.30	Average Age:	49.47	# Am. Indian/Alaskan:	0	Average Age:	67.33
Average Length of Service:	6.96	Average Length of Service:	13.57	# Hispanic or Latino:	1	Average Length of Service:	11.83

Persons With Disabilities		Persons With No Disabilities		Did Not Respond	
# of Persons With Disabilities:	5	# of Persons With No Disabilities:	37	# of "did not respond":	2
% of Workforce:	11.36%	% of Workforce:	84.09%	% of Workforce:	4.55%
Average Age:	45.76	Average Age:	49.67	Average Age:	55.59
Average Length of Service:	11.85	Average Length of Service:	12.20	Average Length of Service:	29.01

Officials/Administrators EEO Category 1: 12	Professionals EEO Category 2: 30	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: 6.82%	Hire Rate: 6.82%	Number Hires: 3	Transfer In: 0
Retirements: 1	All Terminations: 0	Voluntary Quits: 2	Transfer Out: 0

# of Classes Used: 19	Most Populous Classes: Program Planner 3 (9), Executive Officer 2 (4), Program Planner 2 (4)	
Separations - By Class:	Accountant 2 (1), Disabilities Consultant (1), Executive Officer 1 (1)	
# Eligible for Retirement:	9 in the next 5 years	% Eligible: 20.45%

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

Vacation Payouts: \$27,457.66	Sick Leave Payouts: \$2,000.00	Annual Payroll: \$3,148,202.64	Avg. Base Salary: \$70,456.02	Overtime Days Worked: 1.8
Overtime Cost: \$391.96	Reassignment Pay: \$0	Recruitment Bonus Pay: \$0	Retention Pay: \$0	Exceptional Job Performance Pay: \$0

Vacation Pay - Earned Value: \$236,456.63	Vacation Days Earned: 870.4	Vacation Used Expense: \$226,398.88	Vacation Days Taken: 832.6
--	--------------------------------	--	-------------------------------

Sick Leave Days Earned: 704.4	Reg. Sick Leave Used Expense: \$97,969.08	Reg. Sick Leave Days Used: 375.6	Converted Sick Leave To Vacation Days Used: 45.5
Sick Leave -Earned Value: \$182,684.51		Avg. Sick Leave Days Per EE: 8.54	Converted Sick Leave To Vacation Used Expense: \$11,314.48

Workers' Comp Leave Used Expense: \$0	Workers' Comp Leave Days Used: 0	Classification Appeals: 0	Reclassifications Up (Filled): 1 Up (Vacant): 0 Down (Filled): 0 Down (Vacant): 0 Lateral (Filled): 0 Lateral (Vacant): 0 Approx. Annual New Cost of Reclassified Positions:* \$4,669.60	Grievances Contract Grievances: 1 1 Disciplinary: 1 Language: 0 Non-Contract Grievances: 0 Disciplinary: 0 Language: 0 Arbitrations: 0 0
Funeral Leave Used Expense: \$1,748.44	Funeral Days Used: 7.7	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 '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