

"Department of Human Rights"  
ICN Savings Assumptions  
Fiscal Year 2003

- \* **Productivity** - All meetings would be held in Des Moines, where staff is located, therefore no travel by state employees would be involved
- \* **Productivity** - Meetings primarily consist of non-state employees. The staff leading the meetings are at the host site
- \* All meetings would be held in the Metropolitan Des Moines Area
- \* **Meals** - Each participant outside of the Metropolitan Des Moines Area would be reimbursed for a luncheon