

Iowa Communications Network Facts – FY '11

http://www.icn.state.ia.us/



General Information

Address: Grimes Building
400 East 14th Street
Des Moines, IA 50319

Workforce Data (unless otherwise noted, information provided is at the end of FY '11)

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|--------------|-------------|--------------------|----------------------------------|
| # FT EEs: 83 | # PT EEs: 0 | # Temporary EEs: 0 | Average Length of Service: 11.87 |
|--------------|-------------|--------------------|----------------------------------|

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|------------------------|---|--|
| Span of Control: 11.71 | % Performance Evaluations Completed: N/A% | Total Unemployment Insurance Claims: 0 |
|------------------------|---|--|

| Employee Age Groups | | | | Supervisor Age Groups | | | | Females | | Males | |
|-----------------------------|----|-------|----|-------------------------------|---|-------|---|----------------------------------|--------|----------------------------------|--------|
| <25 | 1 | 45-54 | 23 | <25 | 0 | 45-54 | 2 | # of Females: | 30 | # of Males: | 53 |
| 25-34 | 6 | 55-64 | 19 | 25-34 | 0 | 55-64 | 4 | % of WF: | 36.14% | % of WF: | 63.86% |
| 35-44 | 33 | 65+ | 1 | 35-44 | 1 | 65+ | 0 | Average Age: | 45.89 | Average Age: | 48.01 |
| Employee Average Age: 47.24 | | | | Supervisor Average Age: 53.68 | | | | Average Length of Service: 12.35 | | Average Length of Service: 11.60 | |

| Minorities | | Breakout of Minorities | | Non-minorities | |
|----------------------------|--------|--------------------------|---|----------------------------|--------|
| # of Minorities: | 12 | # of African-American: | 4 | # of Non-minorities: | 67 |
| % of Workforce: | 14.46% | # of Asian: | 5 | % of Workforce: | 80.72% |
| Average Age: | 41.99 | # of American Indian: | 0 | Average Age: | 47.98 |
| Average Length of Service: | 7.85 | # of Hispanic or Latino: | 3 | Average Length of Service: | 12.25 |

| Persons With Disabilities | | Persons With Non-Disabilities | |
|---------------------------------|-------|-------------------------------------|--------|
| # of Persons With Disabilities: | 1 | # of Persons With Non-Disabilities: | 73 |
| % of Workforce: | 1.20% | % of Workforce: | 87.95% |
| Average Age: | 61.17 | Average Age: | 46.30 |
| Average Length of Service: | 11.38 | Average Length of Service: | 11.45 |

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|--|--|------------------------------------|--|
| Officials/Administrators EEO Category 1: 15 | Professionals EEO Category 2: 55 | Technicians EEO Category 3: 10 | Protective Service: Sworn EEO Category 4: 0 |
| Protect. Serv.: Non-Sworn EEO Category 5: 0 | Administrative Services EEO Category 6: 1 | Skilled Craft EEO Category 7: 2 | Service/Maintenance EEO Category 8: 0 |

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|------------------------|---------------------|--------------------|-----------------|
| Separation Rate: 2.50% | Hire Rate: 10.00% | Number Hires: 8 | Transfer In: 0 |
| Retirements: 0 | All Terminations: 1 | Voluntary Quits: 1 | Transfer Out: 0 |

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|----------------------------|---|--------------------|
| # of Classes Used: 34 | Most Populous Classes: Telecommunications Specialist Sr (8), Tele Spec (7), Tele Tech Ent Exp (7) | |
| Separations - By Class: | Accounting Technician 2 (1), Design Technician Specialist (1) | |
| # Eligible for Retirement: | 11 in the next 5 years | % Eligible: 13.25% |

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

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|--|--|--|--|--|
| Vacation Payouts: \$4,425.37 | Sick Leave Payouts: \$0 | Annual Payroll: \$6,280,696.52 | Avg. Base Salary: \$75.323 | Overtime Days Worked: 251.3 |
| Overtime Cost: \$77,253.19 | Reassignment Pay: \$0 | Recruitment Bonus Pay: \$0 | Retention Pay: \$0 | Exceptional Job Performance Pay: \$0 |
| Workers' Comp Payouts: \$N/A | Vacation Pay - Earned Value: \$472,124.22 | Vacation Days Earned: 1,604.3 | Vacation Used Expense: \$481,938.23 | Vacation Days Taken: 1,633.2 |
| Workers' Comp Days Used: N/A | Sick Leave Days Earned: 1,380.5 | Reg. Sick Leave Used Expense: \$219,080.44 | Reg. Sick Leave Days Used: 789.6 | Converted Sick Leave To Vacation Days Used: 177.0 |
| | Sick Leave -Earned Value: \$383,612.07 | | Avg. Sick Leave Days Per EE: 9.51 | Converted Sick Leave To Vacation Used Expense: \$57,609.52 |
| Injury Leave Used Expense: \$0 | Injury Leave Days Used: 0 | Classification Appeals: 0 | <u>Reclassifications</u> Up (Filled): 2 Up (Vacant): 1 Down (Filled): 1 Down (Vacant): 0 Lateral (Filled): 0 Lateral (Vacant): 1 Approx. Annual New Cost of Reclassified Positions:* \$1,996.80 | <u>Grievances</u> Contract Grievances: 0 Disciplinary: 0 Language: 0 Non-Contract Grievances: 0 Disciplinary: 0 Language: 0 Arbitrations: 0 |
| Funeral Leave Used Expense: \$7,537.09 | Funeral Days Used: 28.0 | Extraordinary Pay: \$0 | | |
| Jury Leave Used Expense: \$158.02 | Jury Leave Days Used: 0.8 | 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."