

# Iowa Communications Network Facts – FY '07

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



## General Information

**Address:** Grimes Building  
400 East 14<sup>th</sup> Street  
Des Moines, IA 50319

## Workforce Data (unless otherwise noted, information provided is at the end of FY '07)

# FT EEs: 84	# PT EEs: 0	# Temporary EEs: 0	Average Length of Service: 9.96
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Span of Control: 9.22	% Performance Evaluations Completed: 100%	Total Unemployment Insurance Claims: 1
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Employee Age Groups				Supervisor Age Groups				Females		Males	
<25	0	45-54	23	<25	0	45-54	5	# of Females:	31	# of Males:	53
25-34	10	55-64	19	25-34	0	55-64	1	% of WF:	36.90%	% of WF:	63.10%
35-44	31	65+	1	35-44	3	65+	0	Average Age:	46.42	Average Age:	45.52
Employee Average Age: 45.85				Supervisor Average Age: 47.40				Average Length of Service: 11.87		Average Length of Service: 8.85	

Minorities		Breakout of Minorities		Non-minorities	
# of Minorities:	7	# of African-American:	1	# of Non-minorities:	72
% of Workforce:	8.33%	# of Asian:	3	% of Workforce:	85.71%
Average Age:	39.73	# of American Indian:	0	Average Age:	46.18
Average Length of Service:	7.69	# of Hispanic or Latino:	3	Average Length of Service:	9.79

Persons With Disabilities		Persons With Non-Disabilities	
# of Persons With Disabilities:	2	# of Persons With Non-Disabilities:	72
% of Workforce:	2.38%	% of Workforce:	85.71%
Average Age:	60.27	Average Age:	44.80
Average Length of Service:	23.19	Average Length of Service:	9.23

Officials/Administrators EEO Category 1: 20	Professionals EEO Category 2: 53	Technicians EEO Category 3: 7	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: 2	Service/Maintenance EEO Category 8: 0

Separation Rate: 5.88%	Hire Rate: 10.59%	Number Hires: 7	Transfer In: 2
Retirements: 2	All Terminations: 0	Voluntary Quits: 3	Transfer Out: 0

# of Classes Used: 38	Most Populous Classes: Telecommunications Eng Sr (7), Telecommunications Tech Ent Exp (7), Exec Off 2 (6)		
Separations - By Class:	Acctg Tech 2 (1), Exec Off 4 (1), Telecommunications Eng Sr (1), Telecom. Eng (1), Telecom. Spec Sr (1)		
# Eligible for Retirement:	12 in the next 5 years	% Eligible: 14.29%	

## Leave and Benefits (unless otherwise noted, information provided is at the end of FY '07)

Vacation Payouts: \$10,088.82	Sick Leave Payouts: \$4,000.00	Annual Payroll: \$5,735,465.46	Avg. Base Salary: \$67,112	Overtime Days Worked: 354.2
Overtime Cost: \$109,004.00	Reassignment Pay: \$0	Recruitment Bonus Pay: \$5,000.00	Retention Pay: \$0	Exceptional Job Performance Pay: \$0
Workers' Comp Payouts: \$74,769.13	Vacation Pay - Earned Value: \$400,268.08	Vacation Days Earned: 1,597.9	Vacation Used Expense: \$379,250.87	Vacation Days Taken: 1,463.6
Workers' Comp Days Used: 25	Sick Leave Days Earned: 1,413.2	Reg. Sick Leave Used Expense: \$137,003.74	Reg. Sick Leave Days Used: 564.0	Converted Sick Leave To Vacation Days Used: 300.0
	Sick Leave -Earned Value: \$350,745.95		Avg. Sick Leave Days Per EE: 6.71	Converted Sick Leave To Vacation Used Expense: \$86,528.80
Injury Leave Used Expense: \$345.43	Injury Leave Days Used: 1.9	Classification Appeals: N/A	<b>Reclassifications</b> Up (Filled): 1 Up (Vacant): 0 Down (Filled): 5 Down (Vacant): 0 Lateral (Filled): 2 Lateral (Vacant): 1 Approx. Annual New Cost of Reclassified Positions:* \$(11,325.60)	<b>Grievances</b> Contract Grievances: 3 Disciplinary: 1 Language: 2 Non-Contract Grievances: 2 Disciplinary: 2 Language: 0 Arbitrations: 0
Funeral Leave Used Expense: \$7,565.69	Funeral Days Used: 31.5	Extraordinary Pay: \$5,657.60		
Jury Leave Used Expense: \$3,595.60	Jury Leave Days Used: 16.0	Special Duty Pay: \$0		

\* based on difference between average of old and new pay grade FY '07. Vacancies and laterals were not calculated into the "cost."

## Affirmative Action (Remedial Underutilization [RUU] and Remedial Hiring Goals)

<b>Females:</b> Current Year (FY '08) RUU: 3 Current Year (FY '08) Goal: 2	<b>Minorities:</b> Current Year (FY '08) RUU: N/A Current Year (FY '08) Goal: N/A	<b>PWD:</b> Year (FY '08) RUU: 3 Current Year (FY '08) Goal: 1
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