

# Iowa Communications Network Facts – FY '10

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 '10)

# FT EEs: 77	# PT EEs: 0	# Temporary EEs: 0	Average Length of Service: 11.76
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Span of Control: 15.20	% Performance Evaluations Completed: 87.65%	Total Unemployment Insurance Claims: 5
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Employee Age Groups				Supervisor Age Groups				Females		Males	
<25	0	45-54	22	<25	0	45-54	2	# of Females:	27	# of Males:	50
25-34	6	55-64	16	25-34	0	55-64	3	% of WF:	35.06%	% of WF:	64.94%
35-44	32	65+	1	35-44	0	65+	0	Average Age:	45.44	Average Age:	47.16
Employee Average Age: 46.56				Supervisor Average Age: 54.51				Average Length of Service: 12.66		Average Length of Service: 11.28	

Minorities		Breakout of Minorities		Non-minorities	
# of Minorities:	10	# of African-American:	3	# of Non-minorities:	63
% of Workforce:	12.99%	# of Asian:	4	% of Workforce:	81.82%
Average Age:	43.34	# of American Indian:	0	Average Age:	46.87
Average Length of Service:	8.33	# of Hispanic or Latino:	3	Average Length of Service:	11.99

Persons With Disabilities		Persons With Non-Disabilities	
# of Persons With Disabilities:	1	# of Persons With Non-Disabilities:	67
% of Workforce:	1.30%	% of Workforce:	87.01%
Average Age:	60.17	Average Age:	45.58
Average Length of Service:	10.38	Average Length of Service:	11.43

Officials/Administrators EEO Category 1: 14	Professionals EEO Category 2: 53	Technicians EEO Category 3: 8	Protective Service: Sworn EEO Category 4: 0
Protect. Serv.: Non-Sworn EEO Category 5: 0	Administrative Services EEO Category 6: 0	Skilled Craft EEO Category 7: 2	Service/Maintenance EEO Category 8: 0

Separation Rate: 12.27%	Hire Rate: 1.23%	Number Hires: 1	Transfer In: 0
Retirements: 8	All Terminations: 0	Voluntary Quits: 2	Transfer Out: 0

# of Classes Used: 32	Most Populous Classes: Telecommunications Specialist (7), Tele Tech Ent Exp (7), Tele Spec Senior (7)		
Separations - By Class:	10 classes with 1 incumbent each		
# Eligible for Retirement:	8 in the next 5 years	% Eligible: 10.39%	

## Leave and Benefits (unless otherwise noted, information provided is at the end of FY '10)

Vacation Payouts: \$41,092.61	Sick Leave Payouts: \$14,677.38	Annual Payroll: \$6,135,074.83	Avg. Base Salary: \$74,003.70	Overtime Days Worked: 159.4
Overtime Cost: \$56,141.47	Reassignment Pay: \$0	Recruitment Bonus Pay: \$0	Retention Pay: \$0	Exceptional Job Performance Pay: \$0
Workers' Comp Payouts: N/A	Vacation Pay - Earned Value: \$475,784.09	Vacation Days Earned: 1,666.8	Vacation Used Expense: \$389,027.09	Vacation Days Taken: 1,405.7
Workers' Comp Days Used: N/A	Sick Leave Days Earned: 1,395.2	Reg. Sick Leave Used Expense: \$197,898.24	Reg. Sick Leave Days Used: 756.9	Converted Sick Leave To Vacation Days Used: 222.5
	Sick Leave -Earned Value: \$381,246.99		Avg. Sick Leave Days Per EE: 9.83	Converted Sick Leave To Vacation Used Expense: \$70,041.28
Injury Leave Used Expense: \$51.14	Injury Leave Days Used: 0.3	Classification Appeals: 0	<u>Reclassifications</u> Up (Filled): 0 Up (Vacant): 1 Down (Filled): 2 Down (Vacant): 0 Lateral (Filled): 1 Lateral (Vacant): 0 Approx. Annual New Cost of Reclassified Positions:* \$-21,736.00	<u>Grievances</u> Contract Grievances: 0 Disciplinary: 0 Language: 0 Non-Contract Grievances: 0 Disciplinary: 0 Language: 0 Arbitrations: 0
Funeral Leave Used Expense: \$10,792.54	Funeral Days Used: 38.7	Extraordinary Pay: \$0		
Jury Leave Used Expense: \$270.80	Jury Leave Days Used: 1.1	Special Duty Pay: \$0		

\* based on difference between average of old and new pay grade FY '10. Vacancies and laterals were not calculated into the "cost."

## Affirmative Action (Underutilization [UU] and Gains/Losses)

<b>Females:</b> Begin of Year (FY '10) UU: N/A Gains/Losses (FY '10): N/A End of Year (FY '10) UU: N/A	<b>Minorities:</b> Begin of Year (FY '10) UU: N/A Gains/Losses (FY '10): N/A End of Year (FY '10) UU: N/A	<b>PWD:</b> Begin of Year (FY '10) UU: N/A Gains/Losses (FY '10): N/A End of Year (FY '10) UU: N/A
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Sources: AS400 Queries; "Just the Facts for FY10" Almanac; Department of Management; DAS-HRE Labor Relations Team and DAS-HRE Personnel Officers.

Date of Completion: December 15, 2010