

Iowa Communications Network Facts – FY '08

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 '08)

# FT EEs: 81	# PT EEs: 0	# Temporary EEs: 0	Average Length of Service: 10.78
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Span of Control: 10.50	% Performance Evaluations Completed: 100%	Total Unemployment Insurance Claims: 0
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Employee Age Groups				Supervisor Age Groups				Females		Males	
<25	0	45-54	24	<25	0	45-54	5	# of Females:	31	# of Males:	50
25-34	8	55-64	15	25-34	0	55-64	1	% of WF:	38.27%	% of WF:	61.73%
35-44	32	65+	2	35-44	2	65+	0	Average Age:	47.41	Average Age:	45.78
Employee Average Age: 46.40				Supervisor Average Age: 49.46				Average Length of Service: 12.69		Average Length of Service: 9.59	

Minorities		Breakout of Minorities		Non-minorities	
# of Minorities:	8	# of African-American:	1	# of Non-minorities:	69
% of Workforce:	9.88%	# of Asian:	4	% of Workforce:	85.19%
Average Age:	40.90	# of American Indian:	0	Average Age:	46.96
Average Length of Service:	8.20	# of Hispanic or Latino:	3	Average Length of Service:	10.85

Persons With Disabilities		Persons With Non-Disabilities	
# of Persons With Disabilities:	2	# of Persons With Non-Disabilities:	70
% of Workforce:	2.47%	% of Workforce:	86.42%
Average Age:	61.27	Average Age:	45.47
Average Length of Service:	24.18	Average Length of Service:	10.18

Officials/Administrators EEO Category 1: 19	Professionals EEO Category 2: 52	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: 1	Skilled Craft EEO Category 7: 2	Service/Maintenance EEO Category 8: 0

Separation Rate: 10.34%	Hire Rate: 3.45%	Number Hires: 1	Transfer In: 2
Retirements: 3	All Terminations: 0	Voluntary Quits: 3	Transfer Out: 3

# of Classes Used: 36	Most Populous Classes: Telecommunications Specialist (7), Tele Tech Ent Exp (7), Exec Off 2 (6), Tele Spec Senior (6)
Separations - By Class:	Information Tech Spec 5 (2), Telecommunications Eng Sr (2), 2 classes with 1 incumbent each
# Eligible for Retirement:	13 in next 5 years % Eligible: 16.05%

Leave and Benefits (unless otherwise noted, information provided is at the end of FY '08)

Vacation Payouts: \$29,201.40	Sick Leave Payouts: \$6,000.00	Annual Payroll: \$6,195,281.32	Avg. Base Salary: \$70,824	Overtime Days Worked: 410.4
Overtime Cost: \$131,910.51	Reassignment Pay: \$0	Recruitment Bonus Pay: \$0	Retention Pay: \$0	Exceptional Job Performance Pay: \$0
Workers' Comp Payouts: \$0	Vacation Pay - Earned Value: \$435,482.32	Vacation Days Earned: 1,656.2	Vacation Used Expense: \$451,012.95	Vacation Days Taken: 1,685.4
Workers' Comp Days Used: 0	Sick Leave Days Earned: 1,464.0	Reg. Sick Leave Used Expense: \$177,766.33	Reg. Sick Leave Days Used: 693.8	Converted Sick Leave To Vacation Days Used: 255.0
	Sick Leave -Earned Value: \$377,859.06		Avg. Sick Leave Days Per EE: 8.57	Converted Sick Leave To Vacation Used Expense: \$76,480.36
Injury Leave Used Expense: \$118.54	Injury Leave Days Used: 0.6	Classification Appeals: 0	<u>Reclassifications</u> Up (Filled): 2 Up (Vacant): 1 Down (Filled): 1 Down (Vacant): 0 Lateral (Filled): 3 Lateral (Vacant): 0 Approx. Annual New Cost of Reclassified Positions:* \$18,907.20	<u>Grievances</u> Contract Grievances: 1 Disciplinary: 1 Language: 0 Non-Contract Grievances: 0 Disciplinary: 0 Language: 0 Arbitrations: 0
Funeral Leave Used Expense: \$12,141.92	Funeral Days Used: 43.7	Extraordinary Pay: \$3,000.00		
Jury Leave Used Expense: \$3,000.44	Jury Leave Days Used: 12.0	Special Duty Pay: \$0		

* based on difference between average of old and new pay grade FY '08. Vacancies and laterals were not calculated into the "cost."

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

Females: Current Year (FY '09) RUU: N/A Current Year (FY '09) Goal: N/A Goal Achievement (FY '08): No, 2/5	Minorities: Current Year (FY '09) RUU: N/A Current Year (FY '09) Goal: N/A Goal Achievement (FY '08): Yes, 3/1	PWD: Year (FY '09) RUU: 6 Current Year (FY '09) Goal: 1 Goal Achievement (FY '08): No, 0/6
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Sources: AS400 Queries; "Just the Facts for FY'08" Almanac; Department of Management; DAS-HRE Labor Relations Team and DAS-HRE Personnel Officers.

Date of Completion: February 6, 2009