

Iowa Communications Network Facts – FY '13

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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 '13)

# FT EEs: 78	# PT EEs: 0	# Temporary EEs: 1	Average Length of Service: 13.45
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Span of Control: 11.00	Total Unemployment Insurance Claims: 2
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Employee Age Groups				Supervisor Age Groups				Females		Males	
<25	0	45-54	27	<25	0	45-54	3	# of Females:	29	# of Males:	49
25-34	4	55-64	19	25-34	0	55-64	3	% of WF:	37.18%	% of WF:	62.82%
35-44	27	65+	1	35-44	1	65+	0	Average Age:	46.59	Average Age:	49.06
Employee Average Age: 48.14				Supervisor Average Age: 52.03				Average Length of Service: 12.31		Average Length of Service: 14.13	

Minorities		Non-minorities		Breakout of Minorities		Did Not Respond	
# of Minorities:	11	# of Non-minorities:	63	# African-American:	3	# of "did not respond":	4
% of Workforce:	14.10%	% of Workforce:	80.77%	# Asian/Pacific Island:	4	% of Workforce:	5.13%
Average Age:	42.96	Average Age:	48.76	# Am. Indian/Alaskan:	1	Average Age:	52.75
Average Length of Service:	9.47	Average Length of Service:	13.75	# Hispanic or Latino:	3	Average Length of Service:	19.69

Persons With Disabilities		Persons With No Disabilities		Did Not Respond	
# of Persons With Disabilities:	0	# of Persons With No Disabilities:	70	# of "did not respond":	8
% of Workforce:	0%	% of Workforce:	89.74%	% of Workforce:	10.26%
Average Age:	N/A	Average Age:	47.43	Average Age:	54.39
Average Length of Service:	N/A	Average Length of Service:	13.05	Average Length of Service:	16.98

Officials/Administrators EEO Category 1: 11	Professionals EEO Category 2: 53	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: 2	Skilled Craft EEO Category 7: 2	Service/Maintenance EEO Category 8: 0

Separation Rate: 7.50%	Hire Rate: 2.50%	Number Hires: 1	Transfer In: 1
Retirements: 2	All Terminations: 2	Voluntary Quits: 2	Transfer Out: 0

# of Classes Used: 32	Most Populous Classes: Telecommunications Specialist Sr (8), Telecom Tech Ent Exp (7), Telecom Specialist (7)
Separations - By Class:	Executive Officer 2 (2), Public Service Executive 5 (2), Accountant 2 (1), ICN Audio-Video Tech (1)
# Eligible for Retirement:	11 in next 5 years % Eligible: 14.10%

Leave and Benefits (unless otherwise noted, information provided is at the end of FY '13)

Vacation Payouts: \$47,432.99	Sick Leave Payouts: \$6,000.00	Annual Payroll: \$6,649,017.45	Avg. Base Salary: \$80,024.53	Overtime Days Worked: 100.5
Overtime Cost: \$39,523.30	Reassignment Pay: \$0	Recruitment Bonus Pay: \$0	Retention Pay: \$0	Exceptional Job Performance Pay: \$0
Vacation Pay - Earned Value: \$521,338.88	Vacation Days Earned: 1,633.4	Vacation Used Expense: \$528,098.13	Vacation Days Taken: 1,687.5	
Sick Leave Days Earned: 1,362.4	Reg. Sick Leave Used Expense: \$210,556.93	Reg. Sick Leave Days Used: 743.5	Converted Sick Leave To Vacation Days Used: 153.5	
Sick Leave -Earned Value: \$402,147.91		Avg. Sick Leave Days Per EE: 9.53	Converted Sick Leave To Vacation Used Expense: \$52,704.04	
Workers' Comp Leave Used Expense: \$0	Workers' Comp Leave Days Used: 0	Classification Appeals: 0	Reclassifications Up (Filled): 3 Up (Vacant): 0 Down (Filled): 1 Down (Vacant): 0 Lateral (Filled): 0 Lateral (Vacant): 0 Approx. Annual New Cost of Reclassified Positions:* \$27,393.60	Grievances Contract Grievances: 0 Disciplinary: 0 Language: 0 Non-Contract Grievances: 0 Disciplinary: 0 Language: 0 Arbitrations: 0
Funeral Leave Used Expense: \$20,294.94	Funeral Days Used: 70.2	Extraordinary Pay: \$0		
Jury Leave Used Expense: \$1,324.00	Jury Leave Days Used: 3.0	Special Duty Pay: \$0		

* based on difference between average of old and new pay grade FY '13. Vacancies and laterals were not calculated into the "cost."

Sources: Data Warehouse Queries; "Just the Facts for 2013" Almanac; Department of Management; DAS-HRE Labor Relations Team.

Date of Completion: December 3, 2013