

# Department of Public Defense Facts – FY '08

http://www.state.ia.us/government/dpd/index.html



## General Information

**Address:** Joint Force Headquarters (JFHQ)  
7105 NW 70<sup>th</sup> Avenue  
Johnston, IA 50131-1824

## Workforce Data (unless otherwise noted, information provided is at the end of FY '08)

# FT EEs: 362	# PT EEs: 1	# Temporary EEs: 21	Average Length of Service: 11.08
---------------	-------------	---------------------	----------------------------------

Span of Control: 11.41	% Performance Evaluations Completed: 99%	Total Unemployment Insurance Claims: 8
------------------------	--	--

Employee Age Groups				Supervisor Age Groups				Females		Males	
<25	13	45-54	114	<25	0	45-54	10	# of Females:	84	# of Males:	278
25-34	47	55-64	93	25-34	0	55-64	18	% of WF:	23.20%	% of WF:	76.80%
35-44	90	65+	5	35-44	3	65+	0	Average Age:	48.06	Average Age:	46.63
Employee Average Age: 46.96				Supervisor Average Age: 54.37				Average Length of Service: 12.75		Average Length of Service: 10.58	

Minorities		Breakout of Minorities		Non-minorities	
# of Minorities:	21	# of African-American:	9	# of Non-minorities:	328
% of Workforce:	5.80%	# of Asian:	5	% of Workforce:	90.61%
Average Age:	45.69	# of American Indian:	2	Average Age:	46.99
Average Length of Service:	6.84	# of Hispanic or Latino:	5	Average Length of Service:	11.40

Persons With Disabilities		Persons With Non-Disabilities	
# of Persons With Disabilities:	19	# of Persons With Non-Disabilities:	313
% of Workforce:	5.25%	% of Workforce:	86.46%
Average Age:	53.78	Average Age:	46.44
Average Length of Service:	15.75	Average Length of Service:	10.78

Officials/Administrators EEO Category 1: 36	Professionals EEO Category 2: 106	Technicians EEO Category 3: 10	Protective Service: Sworn EEO Category 4: 101
Protect. Serv.: Non-Sworn EEO Category 5: 0	Administrative Services EEO Category 6: 10	Skilled Craft EEO Category 7: 78	Service/Maintenance EEO Category 8: 21

Separation Rate: 8.53%	Hire Rate: 10.73%	Number Hires: 37	Transfer In: 2
Retirements: 5	All Terminations: 7	Voluntary Quits: 14	Transfer Out: 5

# of Classes Used: 91	Most Populous Classes: Airport Firefighter (49), Air Base Security Officer (28), Installation Security Officer (18)
Separations - By Class:	Custodial Worker (5), Air Base Security Officer (4), Airport Firefighter (4)
# Eligible for Retirement:	82 in next 5 years   % Eligible: 22.65%

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

Vacation Payouts: \$52,455.73	Sick Leave Payouts: \$8,983.42	Annual Payroll: \$18,328,788.08	Avg. Base Salary: \$50,251	Overtime Days Worked: 982.9
Overtime Cost: \$239,897.86	Reassignment Pay: \$849.60	Recruitment Bonus Pay: \$0	Retention Pay: \$0	Exceptional Job Performance Pay: \$79,800.00
Workers' Comp Payouts: \$6,313.66	Vacation Pay - Earned Value: \$1,324,734.62	Vacation Days Earned: 6,857.7	Vacation Used Expense: \$1,282,528.05	Vacation Days Taken: 6,449.2
Workers' Comp Days Used: 95	Sick Leave Days Earned: 5,572.0  Sick Leave -Earned Value: \$1,025,317.53	Reg. Sick Leave Used Expense: \$684,691.19	Reg. Sick Leave Days Used: 3,687.1  Avg. Sick Leave Days Per EE: 10.19	Converted Sick Leave To Vacation Days Used: 283.0  Converted Sick Leave To Vacation Used Expense: \$60,074.12
Injury Leave Used Expense: \$58.83	Injury Leave Days Used: 0.4	Classification Appeals: 0	<u>Reclassifications</u> Up (Filled): 8 Up (Vacant): 0 Down (Filled): 8 Down (Vacant): 2 Lateral (Filled): 23 Lateral (Vacant): 1 Approx. Annual New Cost of Reclassified Positions:* \$-530.40	<u>Grievances</u> Contract Grievances: 4 Disciplinary: 3 Language: 1 Non-Contract Grievances: 0 Disciplinary: 0 Language: 0 Arbitrations: 0
Funeral Leave Used Expense: \$5,988.09	Funeral Days Used: 24.4	Extraordinary Pay: \$3,320.00		
Jury Leave Used Expense: \$494.88	Jury Leave Days Used: 2.0	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)

<b>Females:</b> Current Year (FY '09) RUU: 12 Current Year (FY '09) Goal: 1 Goal Achievement (FY '08): No, 2/17	<b>Minorities:</b> Current Year (FY '09) RUU: 1 Current Year (FY '09) Goal: 1 Goal Achievement (FY '08): No, 3/5	<b>PWD:</b> Year (FY '09) RUU: 20 Current Year (FY '09) Goal: 4 Goal Achievement (FY '08): No, 0/20
---	--	---

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 12, 2009