

# Department of Public Defense Facts – FY '09

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 '09)

# FT EEs: 379	# PT EEs: 1	# Temporary EEs: 22	Average Length of Service: 10.57
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Span of Control: 13.45	% Performance Evaluations Completed: 93.14%	Total Unemployment Insurance Claims: 7
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Employee Age Groups				Supervisor Age Groups				Females		Males	
<25	10	45-54	125	<25	0	45-54	13	# of Females:	89	# of Males:	290
25-34	61	55-64	96	25-34	0	55-64	13	% of WF:	23.48%	% of WF:	76.52%
35-44	81	65+	6	35-44	3	65+	0	Average Age:	47.78	Average Age:	46.19
Employee Average Age: 46.57				Supervisor Average Age: 53.64				Average Length of Service: 12.12		Average Length of Service: 10.10	

Minorities		Breakout of Minorities		Non-minorities	
# of Minorities:	24	# of African-American:	13	# of Non-minorities:	342
% of Workforce:	6.33%	# of Asian:	6	% of Workforce:	90.24%
Average Age:	45.62	# of American Indian:	1	Average Age:	46.53
Average Length of Service:	6.48	# of Hispanic or Latino:	4	Average Length of Service:	10.84

Persons With Disabilities		Persons With Non-Disabilities	
# of Persons With Disabilities:	17	# of Persons With Non-Disabilities:	334
% of Workforce:	4.48%	% of Workforce:	88.13%
Average Age:	51.67	Average Age:	46.19
Average Length of Service:	14.96	Average Length of Service:	10.23

Officials/Administrators EEO Category 1: 36	Professionals EEO Category 2: 120	Technicians EEO Category 3: 9	Protective Service: Sworn EEO Category 4: 105
Protect. Serv.: Non-Sworn EEO Category 5: 0	Administrative Services EEO Category 6: 10	Skilled Craft EEO Category 7: 75	Service/Maintenance EEO Category 8: 24

Separation Rate: 8.64%	Hire Rate: 13.23%	Number Hires: 44	Transfer In: 5
Retirements: 15 (8 were SLIP)	All Terminations: 5	Voluntary Quits: 10	Transfer Out: 2

# of Classes Used: 91	Most Populous Classes: Airport Firefighter (52), Air Base Security Officer (29), Program Planner 3 (21)		
Separations - By Class:	Custodial Worker (5), Air Base Security Officer (3), Airport Firefighter (3)		
# Eligible for Retirement:	80 in next 5 years	% Eligible: 21.11%	

## Leave and Benefits (unless otherwise noted, information provided is at the end of FY '09)

Vacation Payouts: \$154,511.23	Sick Leave Payouts: \$18,912.48	Annual Payroll: \$20,044,338	Avg. Base Salary: \$51,388.24	Overtime Days Worked: 1,624.4
Overtime Cost: \$416,161.85	Reassignment Pay: \$1,363.20	Recruitment Bonus Pay: \$0	Retention Pay: \$0	Exceptional Job Performance Pay: \$0
Workers' Comp Payouts: \$1,461.76	Vacation Pay - Earned Value: \$1,449,658.91	Vacation Days Earned: 7,275.4	Vacation Used Expense: \$1,358,216.72	Vacation Days Taken: 6,658.4
Workers' Comp Days Used: 16	Sick Leave Days Earned: 5,957.1  Sick Leave -Earned Value: \$1,125,409.75	Reg. Sick Leave Used Expense: \$677,339.05	Reg. Sick Leave Days Used: 3,594.0  Avg. Sick Leave Days Per EE: 9.48	Converted Sick Leave To Vacation Days Used: 449.5  Converted Sick Leave To Vacation Used Expense: \$97,215.92
Injury Leave Used Expense: \$419.78	Injury Leave Days Used: 2.0	Classification Appeals: 1	<u>Reclassifications</u> Up (Filled): 8 Up (Vacant): 1 Down (Filled): 1 Down (Vacant): 0 Lateral (Filled): 6 Lateral (Vacant): 13 Approx. Annual New Cost of Reclassified Positions:* \$65,836.47	<u>Grievances</u> Contract Grievances: 6 Disciplinary: 3 Language: 3 Non-Contract Grievances: 0 Disciplinary: 0 Language: 0 Arbitrations: 0
Funeral Leave Used Expense: \$5,878.10	Funeral Days Used: 25.5	Extraordinary Pay: \$1,756.80		
Jury Leave Used Expense: \$1,211.20	Jury Leave Days Used: 6.5	Special Duty Pay: \$0		

\* based on difference between average of old and new pay grade FY '09. Vacancies and laterals were not calculated into the "cost."

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

<b>Females:</b> Begin of Year (FY '09) UU: 16 Gains/Losses (FY '09): -1 End of Year (FY '09) UU: 17	<b>Minorities:</b> Begin of Year (FY '09) UU: 5 Gains/Losses (FY '09): 2 End of Year (FY '09) UU: 3	<b>PWD:</b> Begin of Year (FY '09) UU: 19 Gains/Losses (FY '09): -2 End of Year (FY '09) UU: 21
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Sources: AS400 Queries; "Just the Facts for FY09" Almanac; Department of Management; DAS-HRE Labor Relations Team and DAS-HRE Personnel Officers.

Date of Completion: January 2010