

**IOWA DEPARTMENT OF PUBLIC DEFENSE (Iowa National Guard) AGENCY PERFORMANCE PLAN FISCAL YEAR 2023)**

**Name of Agency: Iowa Department of Public Defense**

**Agency Mission: Provide units and equipment to protect life and property and come to the aid of Iowans in times of need, to preserve peace and order, and insure the public safety of the citizens of Iowa.**

Staff Function	Core Function	Performance Measure(s) (Outcome)	Performance Target FY23	FY21 Actual	FY22 Actual	Link to Strategic Plan Goals(s)
<b>Military Readiness and Defense</b>						
G-3	<b>Desire Outcome(s):</b> Provide combat- ready units in support of national military strategy and capable of performing federal disaster relief operations and state emergency operations.	Percentage of units fully trained, equipped, and deployable to support United States combatant commanders' missions and emergency response, as required, and to coordinate, plan, support and maintain emergency support to the citizens of the State of Iowa.	70% of units are in appropriate overall unit readiness levels and meet mission accomplishment ranges of 100% to 65%.	86%	76%	LOE 1
<b>Services, Products, Activities</b>						
G-1	1. Personnel. Recruiting and retention of qualified members is essential to units' capability to perform their assigned missions.	Percentage fill of qualified and trained personnel with available senior grade leadership to form a "ready pool" available for mobilization.	75%	87.00%	78% (Federal mission) 80% (State mission)	Pulled from DPRO ERU Report (subtract 09B/09R and pending losses) Recruiting challenges across all services led to a decline in end strength. In addition, COVID-19 vaccination requirements led to some SMs choosing to retire or ETS. Those who remain but are not fully vaccinated (refusals & religious accomodation requests) are not deployable OCONUS

Air		Percentage of Iowa Air National Guard units' mission capable.	100%	85.40%	84.00%	
G-3	2. Trained force. Trained and qualified officers, soldiers and airmen are key to the ability to attain combat readiness and perform assigned missions.	The process of developing, supporting, and maintaining deployable, combat-ready units has changed from a measurement and goal of a complete, all-ready force to a force generation cycle focused on available-for-mobilization, building readiness and available-for-state active duty, and prepare phases. This is accomplished through use of a five year Unit Readiness Cycle (URC) and Regionally Aligned Readiness and Modernization Model (ReARMM) . Units are reentered into the cycle if they aren't mobilized for federal active duty during the five-year cycle.	100%	86%	93%	LOE 1 Utilized training and resource management to produce collectively trained and proficient units.
		Percentage of units available for, or serving on federal active duty. (Possess required resources and are trained in mission essential tasks to complete wartime mission for which it is organized and designed.) These units are available for state active duty.	33%	36%	17%	LOE 1
		Percentage of units conducting training year of five-year force generation cycle. Possess required resources to undertake many, but not all, portions of the wartime mission for which it is organized or designed. These units are available for state active duty.	50%	56%	66%	LOE 1
		Percentage of units returned from mobilization and resetting in the five-year force generation cycle.	Not more than 20%	32%	41%	LOE 1 12 units are in reset year of the ReARMM
	3. Mobilize/deploy the force. Our ability to mobilize and deploy Iowa Guardsmen quickly and efficiently with the least possible impact on families and employers is enhanced by our family readiness and Employer Support of the Guard and Reserves programs and the processing of our members and families.	Percentage of units that achieve deployment latest mobilization station arrival date criteria as established by higher federal mobilization headquarters.	100%	100%	100%	LOE 1 Mobilize and meet required federal, state, and community response requirements.
G-1/ESGR		Percentage of Iowa National Guard unit ESGR participation.	100%	54%	53%	In TY22, the ESGR team completed a total of 36 briefs for the 68 Army units (54%) located across the state. COVID19 restrictions and the no-travel policy directed for ESGR volunteers continued to impact FY22 briefings. Travel restrictions were not lifted until May 2022.
		Percentage of members that receive mandatory pre-/post-mobilization briefings that facilitate entry to active duty and reintegration back into the civilian environment after release from active duty.	100%	98%	100%	Despite travel restrictions over most of the TY, ESGR achieved 100% pre/post mob briefings during Yellow Ribbon Programs using a combination of in-person and utilizes virtual options to inform SM and Families.

G-1/ESGR		Percentage of members successfully reintegrated into employment after release from active duty.	95%	99%	99.5%	Determining information is obtained from analysis of personnel retention rate, reemployment/college enrollment, first time home buyers information and employment inquiries to ESGR.
G-1		Percentage of Iowa National Guard member and dependent processing (DEERS, ID, powers of attorney, etc.).	100%	100%	100%	6 ARNG and 2 ANG DEERS (ID card) machines. The ARNG issued 8,746 ID cards in TY22. All ARNG SMs deploying and requiring a will or POA were supported during SRP lanes.
G-1	4. Educational Services.	Percentage of Iowa National Guard members utilizing Iowa National Guard Educational Assistance Program compared to a 2001 benchmark.	10%	9%	11%	1,001 unique awards / 8,732 EoY End strength (796 Soldiers, 205 Airmen). The TY22 metrics on payments of the Iowa NG Service Scholarship (INGSS) continues reflect one the principal reason citizens enlist into the NG, access to the many educational programs that support them in completing a higher degree debt free. The state continues to market the many programs offered by both services to attract qualified person to Iowa National Guard membership.
IA-Counter Drug	5. Counterdrug (CD) Programs. The Iowa National Guard DDR/CD programs significantly impact on the quality of Iowa.	Number of individuals trained annually at the Midwest Counterdrug Training Center.	9,000	12,003	17,021	Support governor's safe communities and economic agendas.
		Percentage of validated federal/state/local requests for assistance and training that are supported and completed by the CD staff.	100%	49%	45%	Includes all requests for analysts, civil operations, aerial reconnaissance and training. Prior year report only included training.
STC	6a. Collective TRNG - Sustainment Training Center (STC). The STC, located at Camp Dodge, is an integral element in the Army's sustainment training program. The STC provides sustainment training and organizational collective evaluations for the Army National Guard to increase operational readiness for the combatant commander.	Percentage of available STC training periods scheduled.	85%	(56) 78%	(54) 90%	Increase Department of Defense reliance on the STC to provide US Army unit sustainment training. Promote US Army mandate for all sustainment units to routinely schedule through the STC with the NGB G3 and G4 communities. *Data reflects company level slots on rotational calendar
		Percentage of available STC training periods utilized.	75%	(38) 68%	(47) 78%	Due to southwest border, COVID-19 missions, and on-going funding constraints, 7 units had to cancel their STC rotation. *Data reflects company level slots on rotational calendar
	6b. Individual Technician Training: ARNG Military Technicians, the ARNG-STC provides 16 separate 80-hour courses within the Technician Skill Base Training Program.	Percentage of ATRRS seats utilized.	80%	(822/710) 86%	(844/721) 85%	The track courses M1A1 and M2A2 courses were not well attended this year.
CDJMTC IA-Gold Star Museum	7. Iowa Gold Star Military Museum. The museum collects, preserves, and portrays the military history of Iowans of all services during war and peace.	Number of community events annually.	15 events	4	24	Provide and promote opportunities to community members to learn how Iowa's citizen Soldiers and Airmen have contributed to national and global security while supporting LOA 4.1.
		Number of annual museum visitors.	25,000	7,366	14,021	Provide and promote facility availability to allow community members to learn how Iowa's citizen Soldiers and Airmen have contributed to national and global security while supporting LOA 4.1.

CF 52: Physical Assets Management		Performance Target FY23	FY21 Actual	FY22 Actual	Strategies/Recommended Actions	
	<b>Desire Outcome(s):</b> To station and provide adequate armories, facilities, ranges, and training areas for Iowa National Guard units to train members and improve/maintain unit readiness to a "ready" condition.	Percentage of armories and facilities stationed and assigned for best utilization to improve readiness, and support and best utilize resources.	90%	91%	98%	Service member and dependent and administrative/logistical support available within 50 miles or one hour of driving anywhere in Iowa.
G-3	1. Force Stationing Planning and Facility Design and Construction. The proper mix of types of units in the Iowa National Guard is essential to working within the limitations of Iowa's demographics. This impacts our ability to recruit/maintain trained and qualified members and to organize and train them in combat-ready units that can respond to federal missions and emergencies in Iowa. Proper and adequate training facilities and areas are required to support unit training requirements and programs.		89%	89%	No significant force structure moves or new facility construction in TY22. Next unit moves are projected 3-5 years with completion of Southwest Des Moines Readiness Center.	
CDJMTC	2. Facility Utilization. Effective utilization and security measures for facilities and equipment directly relates to overall unit readiness.	Number of man-days of utilization of Camp Dodge training facilities.	350,000	339,036	409,787	Promote the diverse training opportunities available at CDJMTC while maintaining existing infrastructure to reduce training distractors. Refine user requests to reduce facility wasted capacity and provide available resources to units.
USPFO	3. Supplies and Services. Effective and efficient management of property impacts on overall combat readiness of the Army National Guard.	Percentage of excess federal property in the Iowa Army National Guard.	0.50%	0.02%	0.17%	LOE 1. Reducing excess of federal property enables the state to focus on readiness for the assigned property and prevents unnecessary fiscal expenditures.

CF 67: Resource Management (Enterprise and Agency)		Performance Target FY23	FY21 Actual	FY22 Actual	Strategies/Recommended Actions	
USPFO	1. Financial Management. The Iowa leadership and citizens expect fiscal responsibility. Effective fiscal management allow for the best utilization of available agency funding support and greatest impact on Iowa National Guard combat readiness.	Percentage of received federal funds obligated and expended.	100.00%	99.78%	99.90%	LOE 1 Execute at or above 99.5% utilization of authorized all Iowa National Guard funding resources. Capability to execute federal dollars increases ability to attract end-of-year funds. Previous success in this area has led to innovations, increased readiness, and construction projects that have led to increased readiness and strength, which have resulted in additional next-year funding. These contribute to higher readiness and strength percentages, increased member retention, elevated member education, more and better jobs for members that result in higher retention of Iowa National Guardsmen in Iowa, increased utilization of New Home Buyers Program, and increased economic presence and tax payments that support state and local governmental programs. Provide authorized and required resources to all units and activities to required readiness levels per organizational sourcing documents.
	2. Supplied and maintained force. The force must have operable equipment and supplies to train, achieve combat readiness, and perform missions. These figures will approximate the unit readiness addressed in Military Readiness and Defense.					
G-4		Equipment-on-hand. Current equipment authorized and on hand for standard LIN MTOE equipment necessary to support wartime/primary mission requirements. The outcome is the higher the percentage of on hand equipment translates to more effective support for domestic and worldwide mission requirements. Note: The FY-22 current equipment on hand spiked in FY-22 and is greater than MTOE authorized equipment for a number of reasons. First, HQDA EXORD 138-21 directed units to account for all non-expendable medical, non-medical COEI, and ASIOE items on the property book for Enterprise visibility. Second, CTA authorized equipment and equipment with a letter of authority will be reflected on the on-hand equipment total.	52,351 pieces of equipment on hand	47,767	78,710	Effectively manage fiscal resources in order to achieve the maximum return on investment in fulfilling the organization's readiness objectives.
G-4		Equipment readiness. Percentage of fill of selected equipment on-hand that is maintained and considered operationally ready and fully mission capable.	90% Fully Mission Capable Rate	98.1% Mission Capable	98.4%	Effectively manage fiscal resources in order to achieve the maximum return on investment in fulfilling the organization's readiness objectives.

G-6	3. Information Technology. Reliable, operable communications systems are required to train units, conduct operations, and perform daily support functions.	Percentage of network services uptime availability to users and employees during fiscal year.	99%	99.99%	99.81%	LOE 3 / LOA 3.2 - Maintain and develop network infrastructure. Precise management of network outages helps achieve the maximum performance target in order to fulfill the organization's objectives.
	4. Policy, Procedures, and Leadership of 9,500-member organization that constitutes 2% of National Guard. The Headquarters' ability to lead and direct subordinate units and the stewardship of resources are directly related to our combat readiness and ability to mobilize and deploy units, respond to emergencies in the State of Iowa, and make the best advantage of available funding resources.					Teach, practice, promote, and maintain Army and Air Force values and mentor subordinates.
G-3		Percentage of units that meet quarterly Unit Status Report readiness standards for personnel on hand, personnel qualification, equipment on hand, equipment readiness, and training dependent of where they are in the force generation cycle. Note: This percentage is being heavily impacted by the federal mobilizations. Returning units may experience personnel turbulence including turnover, retraining requirements, and senior leader education and progression. Essential equipment may not be available because it was retained by DOD in the combat theater or is unsatisfactory due to maintenance requirements for training.	65%	81%	76%	Provide the best support possible to the soldiers, airmen, and federal and state employees. 18 of 22 reporting "AA" units met USR readiness goals by 4th QTR FY21
IA-Counter Drug		Amount of federal funding support to National Guard counter drug programs for schools and law enforcement agencies.	\$6.50	\$6.67M	\$6.75m	Includes State Plans (analysts, civil operations, and aerial reconnaissance), RC-26, and MCTC. Prior year report only included MCTC.
CFMO		Amount of federal MILCON funding acquired for new/upgraded facilities.	\$10M/year average over 5years	\$1.3M	\$59K	\$59K received for inspection / title work of the West Des Moines Readiness Center for construction in 2023
CFMO		Percentage of federal/state total funding.	10:1 ratio	8:1 ratio	12:1 ratio	State General: \$2,111,977 State RIF: \$774,927 Total: \$2,888,904  Federal 131/132: \$34,664,400 Federal MilCon Design: \$59,466 Total: \$34,723,866