

Dept. of Public Defense Facts – FY '12

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General Information

Address: Joint Force Headquarters (JFHQ)
7105 NW 70th Avenue
Johnston, IA 50131-1824

Workforce Data (unless otherwise noted, information provided is at the end of FY '12)

# FT EEs: 445	# PT EEs: 5	# Temporary EEs: 14	Average Length of Service: 9.32
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Span of Control: 15.86	Total Unemployment Insurance Claims: 15
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Employee Age Groups				Supervisor Age Groups				Females		Males		
<25	4	45-54	130	<25	0	45-54	16	# of Females:	114	# of Males:	331	
25-34	91	55-64	110	25-34	1	55-64	10	% of WF:	25.62%	% of WF:	74.38%	
35-44	92	65+	18	35-44	1	65+	0	Average Age:	47.00	Average Age:	46.45	
Employee Average Age:	46.59			Supervisor Average Age:	52.63			Average Length of Service:	11.06		Average Length of Service:	8.72

Minorities		Non-minorities		Breakout of Minorities		Did Not Respond	
# of Minorities:	26	# of Non-minorities:	407	# African-American:	14	# of "did not respond":	12
% of Workforce:	5.84%	% of Workforce:	91.46%	# Asian/Pacific Island:	7	% of Workforce:	2.70%
Average Age:	48.72	Average Age:	46.30	# Am. Indian/Alaskan:	0	Average Age:	51.76
Average Length of Service:	8.96	Average Length of Service:	9.23	# Hispanic or Latino:	5	Average Length of Service:	13.20

Persons With Disabilities		Persons With No Disabilities		Did Not Respond	
# of Persons With Disabilities:	15	# of Persons With No Disabilities:	403	# of "did not respond":	27
% of Workforce:	3.37%	% of Workforce:	90.56%	% of Workforce:	6.07%
Average Age:	50.86	Average Age:	46.25	Average Age:	49.31
Average Length of Service:	15.16	Average Length of Service:	8.78	Average Length of Service:	14.08

Officials/Administrators EEO Category 1: 36	Professionals EEO Category 2: 184	Technicians EEO Category 3: 9	Protective Service: Sworn EEO Category 4: 112
Protect. Serv.: Non-Sworn EEO Category 5: 0	Administrative Services EEO Category 6: 12	Skilled Craft EEO Category 7: 67	Service/Maintenance EEO Category 8: 25

Separation Rate: 5.24%	Hire Rate: 7.52%	Number Hires: 28	Transfer In: 5
Retirements: 6	All Terminations: 1	Voluntary Quits: 15	Transfer Out: 1

# of Classes Used: 89	Most Populous Classes: Airport Firefighter (64), Disaster Project Specialist 1 (49), Disaster Project Specialist 2 (38)
Separations - By Class:	Disaster Project Specialist 1 (7), Custodial Worker (3), Public Service Executive 4 (2)
# Eligible for Retirement:	20 Prot Serv 75 General - in next 5 years % Eligible (Prot Serv): 17.86% % Eligible (General): 22.52

Leave and Benefits (unless otherwise noted, information provided is at the end of FY '12)

Vacation Payouts: \$142,018.55	Sick Leave Payouts: \$10,000.00	Annual Payroll: \$26,657,259.66	Avg. Base Salary: \$54,431.67	Overtime Days Worked: 924.0
Overtime Cost: \$269,170.00	Reassignment Pay: \$0	Recruitment Bonus Pay: \$0	Retention Pay: \$0	Exceptional Job Performance Pay: \$0
Vacation Pay - Earned Value: \$1,722,579.22	Vacation Days Earned: 8,256.9	Vacation Used Expense: \$1,585,552.44	Vacation Days Taken: 7,535.8	
Sick Leave Days Earned: 7,403.8	Reg. Sick Leave Used Expense: \$882,312.68	Reg. Sick Leave Days Used: 4,345.4	Converted Sick Leave To Vacation Days Used: 425.5	
Sick Leave -Earned Value: \$1,458,697.10		Avg. Sick Leave Days Per EE: 9.76	Converted Sick Leave To Vacation Used Expense: \$105,262.32	
Injury Leave Used Expense: \$165.06	Injury Leave Days Used: 0.9	Classification Appeals: 0	Reclassifications Up (Filled): 5 Up (Vacant): 4 Down (Filled): 3 Down (Vacant): 0 Lateral (Filled): 1 Lateral (Vacant): 5 Approx. Annual New Cost of Reclassified Positions:* \$27,900.39	Grievances Contract Grievances: 0 0 Disciplinary: 0 Language: 0 Non-Contract Grievances: 0 0 Disciplinary: 0 Language: 0 Arbitrations: 0 0
Funeral Leave Used Expense: \$23,293.90	Funeral Days Used: 116.0	Extraordinary Pay: \$0		
Jury Leave Used Expense: \$2,789.96	Jury Leave Days Used: 13.5	Special Duty Pay: \$0		

* based on difference between average of old and new pay grade FY '12. Vacancies and laterals were not calculated into the "cost."

Sources: Data Warehouse Queries; "Just the Facts for FY12" Almanac; Department of Management; DAS-HRE Labor Relations Team.

Date of Completion: December 2012