

Dept. of Public Defense Facts – FY '13

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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 '13)

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|---------------|-------------|---------------------|----------------------------------|
| # FT EEs: 419 | # PT EEs: 4 | # Temporary EEs: 10 | Average Length of Service: 10.13 |
|---------------|-------------|---------------------|----------------------------------|

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|------------------------|--|
| Span of Control: 15.48 | Total Unemployment Insurance Claims: 4 |
|------------------------|--|

| Employee Age Groups | | | | Supervisor Age Groups | | | | Females | | Males | |
|-----------------------------|----|-------|-----|-------------------------------|---|-------|----|----------------------------------|--------|---------------------------------|--------|
| <25 | 2 | 45-54 | 131 | <25 | 0 | 45-54 | 14 | # of Females: | 108 | # of Males: | 311 |
| 25-34 | 79 | 55-64 | 102 | 25-34 | 1 | 55-64 | 12 | % of WF: | 25.78% | % of WF: | 74.22% |
| 35-44 | 85 | 65+ | 20 | 35-44 | 0 | 65+ | 0 | Average Age: | 47.65 | Average Age: | 47.25 |
| Employee Average Age: 47.36 | | | | Supervisor Average Age: 53.68 | | | | Average Length of Service: 11.53 | | Average Length of Service: 9.64 | |

| Minorities | | Non-minorities | | Breakout of Minorities | | Did Not Respond | |
|----------------------------|-------|----------------------------|--------|-------------------------|----|----------------------------|-------|
| # of Minorities: | 21 | # of Non-minorities: | 387 | # African-American: | 11 | # of "did not respond": | 11 |
| % of Workforce: | 5.01% | % of Workforce: | 92.36% | # Asian/Pacific Island: | 7 | % of Workforce: | 2.63% |
| Average Age: | 49.20 | Average Age: | 47.14 | # Am. Indian/Alaskan: | 0 | Average Age: | 51.54 |
| Average Length of Service: | 10.47 | Average Length of Service: | 9.96 | # Hispanic or Latino: | 3 | Average Length of Service: | 15.19 |

| Persons With Disabilities | | Persons With No Disabilities | | Did Not Respond | |
|---------------------------------|-------|------------------------------------|--------|----------------------------|-------|
| # of Persons With Disabilities: | 13 | # of Persons With No Disabilities: | 381 | # of "did not respond": | 25 |
| % of Workforce: | 3.10% | % of Workforce: | 90.93% | % of Workforce: | 5.97% |
| Average Age: | 52.64 | Average Age: | 46.97 | Average Age: | 50.43 |
| Average Length of Service: | 16.24 | Average Length of Service: | 9.56 | Average Length of Service: | 15.55 |

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| Officials/Administrators EEO Category 1: 32 | Professionals EEO Category 2: 173 | 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: 12 | Skilled Craft EEO Category 7: 63 | Service/Maintenance EEO Category 8: 25 |

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|------------------------|---------------------|---------------------|-----------------|
| Separation Rate: 7.87% | Hire Rate: 1.39% | Number Hires: 6 | Transfer In: 0 |
| Retirements: 13 | All Terminations: 4 | Voluntary Quits: 16 | Transfer Out: 1 |

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| # of Classes Used: 86 | Most Populous Classes: Airport Firefighter (61), Disaster Project Specialist 1 (44), Disaster Project Specialist 2 (35) |
| Separations - By Class: | Airport Firefighter (5), Disaster Project Specialist 1 (5), Custodial Worker (4) |
| # Eligible for Retirement: | 18 Prot Serv 73 General - in next 5 years % Eligible (Prot Serv): 17.14% % Eligible (General): 23.25% |

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

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|--|---|--|--|---|
| Vacation Payouts: \$137,559.96 | Sick Leave Payouts: \$23,088.19 | Annual Payroll: \$25,264,054.63 | Avg. Base Salary: \$57,411.01 | Overtime Days Worked: 837.0 |
| Overtime Cost: \$256,847.37 | Reassignment Pay: \$0 | Recruitment Bonus Pay: \$0 | Retention Pay: \$0 | Exceptional Job Performance Pay: \$0 |
| Vacation Pay - Earned Value: \$1,816,955.04 | Vacation Days Earned: 8,306.8 | Vacation Used Expense: \$1,806,683.72 | Vacation Days Taken: 8,224.0 | |
| Sick Leave Days Earned: 7,266.6 | Reg. Sick Leave Used Expense: \$981,966.40 | Reg. Sick Leave Days Used: 4,750.4 | Converted Sick Leave To Vacation Days Used: 481.5 | |
| Sick Leave -Earned Value: \$1,509,849.39 | | Avg. Sick Leave Days Per EE: 11.34 | Converted Sick Leave To Vacation Used Expense: \$126,544.84 | |
| Workers' Comp Leave Used Expense: \$8,226.00 | Workers' Comp Leave Days Used: 48.3 | Classification Appeals: 0 | Reclassifications Up (Filled): 7 Up (Vacant): 0 Down (Filled): 1 Down (Vacant): 0 Lateral (Filled): 2 Lateral (Vacant): 0 Approx. Annual New Cost of Reclassified Positions:* \$57,282.16 | Grievances Contract Grievances: 3 Disciplinary: 1 Language: 2 Non-Contract Grievances: 0 Disciplinary: 0 Language: 0 Arbitrations: 0 |
| Funeral Leave Used Expense: \$23,368.88 | Funeral Days Used: 100.0 | Extraordinary Pay: \$0 | | |
| Jury Leave Used Expense: \$2,797.34 | Jury Leave Days Used: 13.8 | 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 FY13" Almanac; Department of Management; DAS-HRE Labor Relations Team.

Date of Completion: December 3, 2013