

Iowa Prison System Funding, Staffing, and Population

Background

Table One below provides information on State appropriations to the Iowa prison system, staffing, and offender population data, and the annual percentage change for selected data.

Table One
Iowa Prison System Data

	Actual FY 2010	Actual FY 2011	Percent Change	Actual FY 2012	Percent Change	Actual FY 2013	Percent Change	Actual FY 2014	Percent Change
Prison System Appropriations*	\$258,186,142	\$249,958,751	-3.2%	\$263,295,585	5.3%	\$268,556,751	2.0%	\$273,104,217	1.7%
Total FTE Positions	2,767.6	2,659.4	-3.9%	2,580.8	-3.0%	2,557.7	-0.9%	2,576.0	0.7%
Correctional Officers (CO)	1,507.6	1,484.5	-1.5%	1,437.3	-3.2%	1,423.2	-1.0%	1,417.2	-0.4%
FY End Prison Population	8,587	8,782	2.3%	8,338	-5.1%	8,081	-3.1%	8,117	0.4%
Capacity**	7,414	7,209	-2.8%	7,209	0.0%	7,209	0.0%	7,428	3.0%
Population as % of Capacity	115.8%	121.8%	5.2%	115.7%	-5.1%	112.1%	-3.1%	109.3%	-2.5%

*The FY 2010 appropriation includes \$13,790,000 in American Recovery and Reinvestment Act (ARRA) federal funds. The DOC used the ARRA funds for general operating costs.
 **Capacity decreased by 205 beds in FY 2011 based on an inventory conducted by the DOC. Capacity increased by 219 beds in FY 2014 with the opening of beds at Mitchellville (319 beds) and the closure of the Women's Unit at Mount Pleasant (100 beds).

State appropriations for prison system operating costs decreased by 3.2% in FY 2011, and steadily increased since then. Total full-time equivalent (FTE) positions were highest in FY 2010, at 2,767.6 utilized. The number of utilized positions decreased steadily since FY 2010, ending with a slight increase of 0.7% in FY 2014 when additional staff was authorized to open more beds at the Iowa Correctional Institution for Women (ICIW) at Mitchellville. Correctional Officers (COs) comprise approximately 55.0% of total FTE positions in the State prison system. These positions have decreased steadily across the reporting period.

As shown in **Table One**, the prison population has steadily decreased since it peaked in April 2011 (FY 2011) at 9,009 offenders. The population decrease is primarily due to increases in conditional release (parole) granted by the Board of Parole. Overcrowding also peaked in FY 2011 when the system was operating at 121.8% of capacity. For annual reports that include 10-year population projections, factors that impact the population, potential for changes in the criminal justice system, and data regarding the offender population, see the Department of Human Rights ([DHR](http://dhr.iowa.gov)), Criminal and Juvenile Justice Planning Division ([CJJPD](http://cjjpd.iowa.gov)) Iowa Prison Population Forecast at: <https://humanrights.iowa.gov/cjjp/publications/prison-population-forecasts>.

Security Staffing

Over the last 25 years, the number of offenders has increased by 4,795 (144.3%) while the number of COs has increased by 560.2 FTE positions, or 65.4%. The ratio of offenders per CO may be considered a workload indicator. The ratio has increased from 3.9 to 5.7 offenders per CO from FY 1989 through FY 2014, an increase of 47.7%. The ratio varied over the last 25 years, with the general trend line increasing over the reporting period, peaking in FY 2011 at 5.9 offenders per CO. **Chart One** (on the following page) shows the trend line over the last 25 years. The offender to CO ratio varied, with less than a 3.9% change annually between FY 2010 and FY 2014.

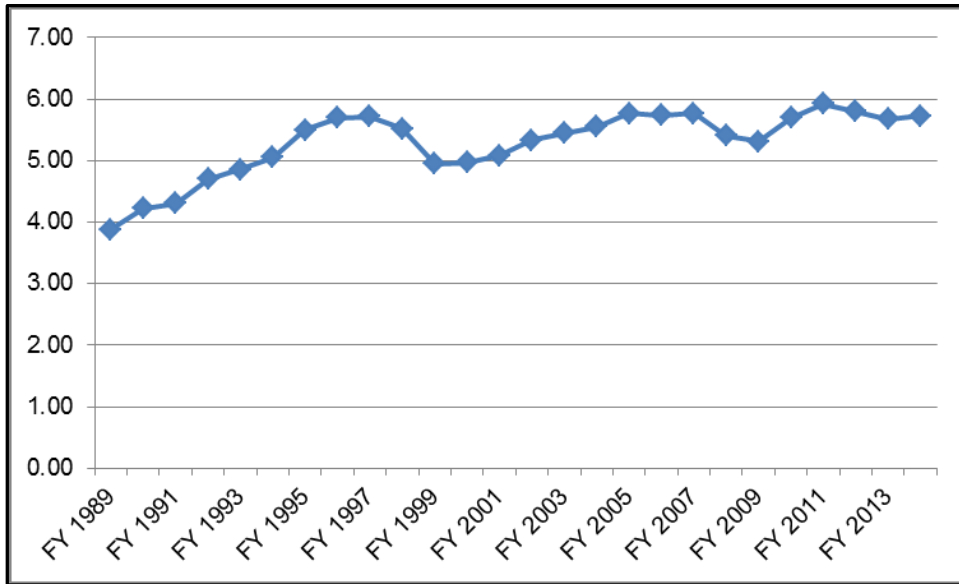
More Information

Iowa General Assembly: <https://www.legis.iowa.gov>
 Iowa Department of Corrections: <http://www.doc.state.ia.us>
 Department of Human Rights, Criminal and Juvenile Justice Planning Division: <https://humanrights.iowa.gov/cjjp>

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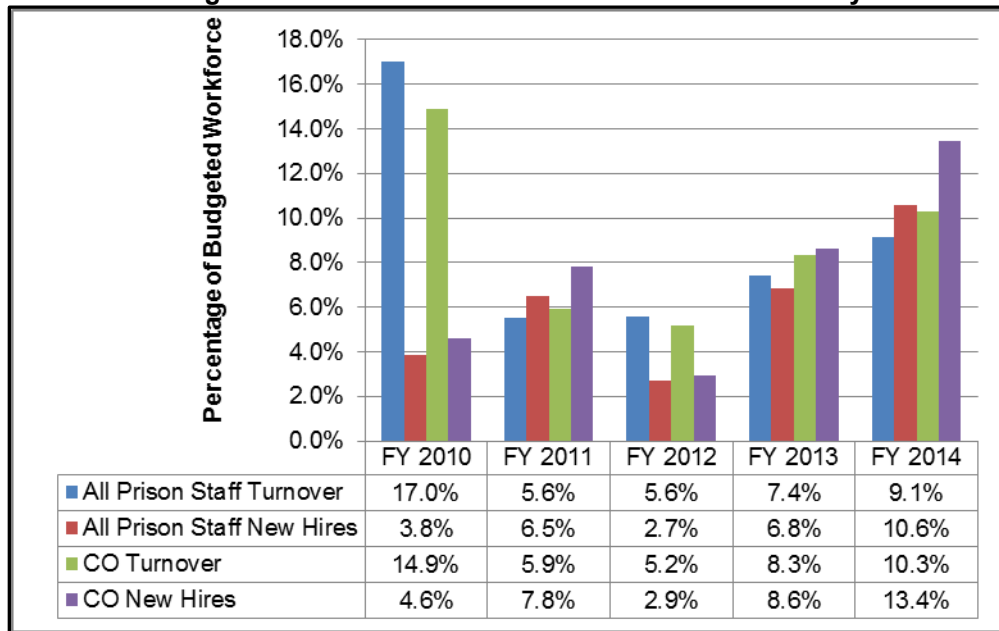
Chart One
Ratio of Offenders to One Correctional Officer



Staff Turnover

Another measure of staffing is turnover as calculated by the Department of Administrative Services (DAS). Turnover is defined as all terminations from employment, and includes termination for cause, retirement, resignation, death, promotion, or transfer to another State or local government agency. The percentage calculation is actual terminations divided by budgeted workforce and is calculated by the DAS. More turnover by employees may result in a less experienced workforce. **Chart Two** shows the overall turnover as a percentage of budgeted staff as well as the percentage of new hires from FY 2010 through FY 2014. Also included is the turnover and new hire percentages for COs over the reporting period.

Chart Two
Percentage of Turnover and New Hires in the State Prison System



Turnover for all prison staff was highest in FY 2010, primarily due to the enactment of the State Employee Retirement Incentive Program (SERIP). The CO turnover percentage was also highest in FY 2010. As shown in **Table One**, the largest decrease in FTE position utilization was between FY 2010 and FY 2011. **Chart Two** illustrates that, overall, the DOC concentrates on filling CO positions more than any other job class. New hires for all staff and COs peaked in FY 2014 primarily due to the DOC filling additional positions at Mitchellville to staff new beds. As shown in **Table One**, the number of FTE positions actually used, including

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COs, has steadily decreased from FY 2010 through FY 2014. This decrease has occurred even though new hires have increased the last two fiscal years.

Additional Information

The source of Iowa historical appropriations is the **Fiscal Report** (also referred to as **Graybook**) published annually by the Fiscal Services Division of the Legislative Services Agency (LSA). The annual **Fiscal Reports** are accessed at: <https://www.legis.iowa.gov/publications/fiscal/fiscalReport>.

For more information about the various appropriations to the Department of Corrections ([DOC](#)), refer to the **Fiscal Topics** published by the Fiscal Services Division of the LSA at: <https://www.legis.iowa.gov/publications/fiscal/fiscalTopics>.

Data regarding the offender population was provided by the DOC and the Iowa Corrections Offender Network (ICON), unless otherwise noted. Refer to the **Fiscal Topic Budget Units: Iowa Corrections Offender Network** for more information about the electronic offender management system.

See the [Factbook 2014](#) published by the LSA in February 2015 for national and state statistical and comparative data regarding corrections systems.

See the **Legislative Guide Criminal Law Overview** published by the LSA in December 2014 for a general overview of the substantive criminal and sentencing laws in Iowa.

Related Statutes and Administrative Rules

Iowa Code chapters [321J](#), [901](#), [901B](#), [903A](#), [904](#), [905](#), [906](#), [907](#), [908](#), [909](#), [910](#), [913](#), and [915](#)

Iowa Administrative Code [201 IAC](#)