

Iowa DNR Reorganization Fact Sheet

12/6/01

Major Changes Proposed in DNR Structure

- **Reduces bureaucracy:** Reduces the number of divisions from 7 to 3; reduces the number of bureaus under divisions from 21 to 16.
Rationale: Enables better coordination of similar functions. (See new organizational chart.)
- **Increases customer service:** Over the next few years, relocates about 130 Des Moines office positions – mostly environmental jobs – to field locations across Iowa (through routine employee turnover and voluntary transfer).
Rationale: Puts staff in more direct contact with Iowans and environmental problems.
- **Improves assistance vs. enforcement:** Separates environmental legal enforcement in the director's office from the environmental assistance operations in the Environmental Services Division.
Rationale: Better assures that initial contacts on environmental regulations are assistance oriented; legal enforcement only as last resort. By locating legal activities in the director's office, assures greater oversight; and enables quicker decisions.
- **Enhances management:** For example, in state parks, the supervisor to employee ratio is currently 1:3 and will be changed to 1:13. With same number of employees, but fewer supervisors, nearly all state parks will now be staffed, offering more visible security and more service to park visitors.

Savings

- **Eliminates 4 division administrator and 5 bureau chief positions.**
- **\$500,000 in salaries**

Other

- First reorganization of DNR since 1986.
- Requires legislative changes; with approval, would begin July 1, 2002.
- Teams of DNR staff, with input from Iowa stakeholders, will design implementation, including efforts to increase supervisor-to-employee ratio.
- Forms stronger foundation for agency development when increased funding opportunities arise.
- DNR has 1,063.12 authorized FTEs in FY02; 911.8 are full-time, 151.32 are part-time. 660.9 of these positions are currently stationed in the field.
- DNR's FY02 budget is \$130 million.



Iowa Department of Natural Resources Reorganization Plans

Staff Q&A – Frequently Asked Questions and Answers

Q: Why Is the DNR Reorganizing?

A: All of state government is looking to streamline processes and structure, reduce costs and operate more efficiently. The DNR also sees this as an opportunity to improve internal collaboration on natural resource issues and to enhance our ability to serve the people of Iowa.

Q: How Many Layoffs Will Occur at the DNR?

A: No layoffs of permanent employees are planned under current budget conditions. Early retirements and unfilled vacancies will account for most staff changes.

Q: What Is Decentralization?

A: A primary goal for the DNR is to work directly with the people of Iowa to solve natural resource issues. When cost-effective and practical, some Des-Moines-based DNR positions will be relocated in field locations across the state. Our objective here is to allow more employees to provide hands-on service in the communities and at the sites of environmental challenges and opportunities.

Q: What Does Decentralization Mean for Employees?

A: Decentralization will take place through a multi-year process, with most changes taking place through attrition, vacancies, and even voluntary transfers as employees are interested. With the DNR's natural turnover rate, nearly all changes will occur by open positions being assigned to new regions of the state. The DNR will work with staff to ensure that organizational changes take place in ways that are in the best interest of both the staff and DNR. **In other words, please do not worry at this point about your future with the DNR – we will work to make decentralization a positive opportunity, not a threatening concern.**

Q: Why Are Three Divisions Better than Seven?

A: The greatest advantage is the new collaboration that will occur among bureaus and resource areas that were previously divided. One manager for Environmental Services and one for Living Resources & Recreation will produce new partnerships, ideas and better resource management. Communication and coordination will improve. Additionally, it provides for greater efficiencies and cost savings.

Q: What Other Changes to the Organizational Chart Should We Notice?

A: You will see that some bureaus have been consolidated for greater efficiencies and resource management. Legal services (the current EPD legal team) will now work directly under the Director's Office to streamline decisions on enforcement activities. We have created a policy/planning position so that DNR legislative issues can be worked on full-time with state policy makers and stakeholders. Any changes you see that may directly affect your area will be further discussed in the near future.

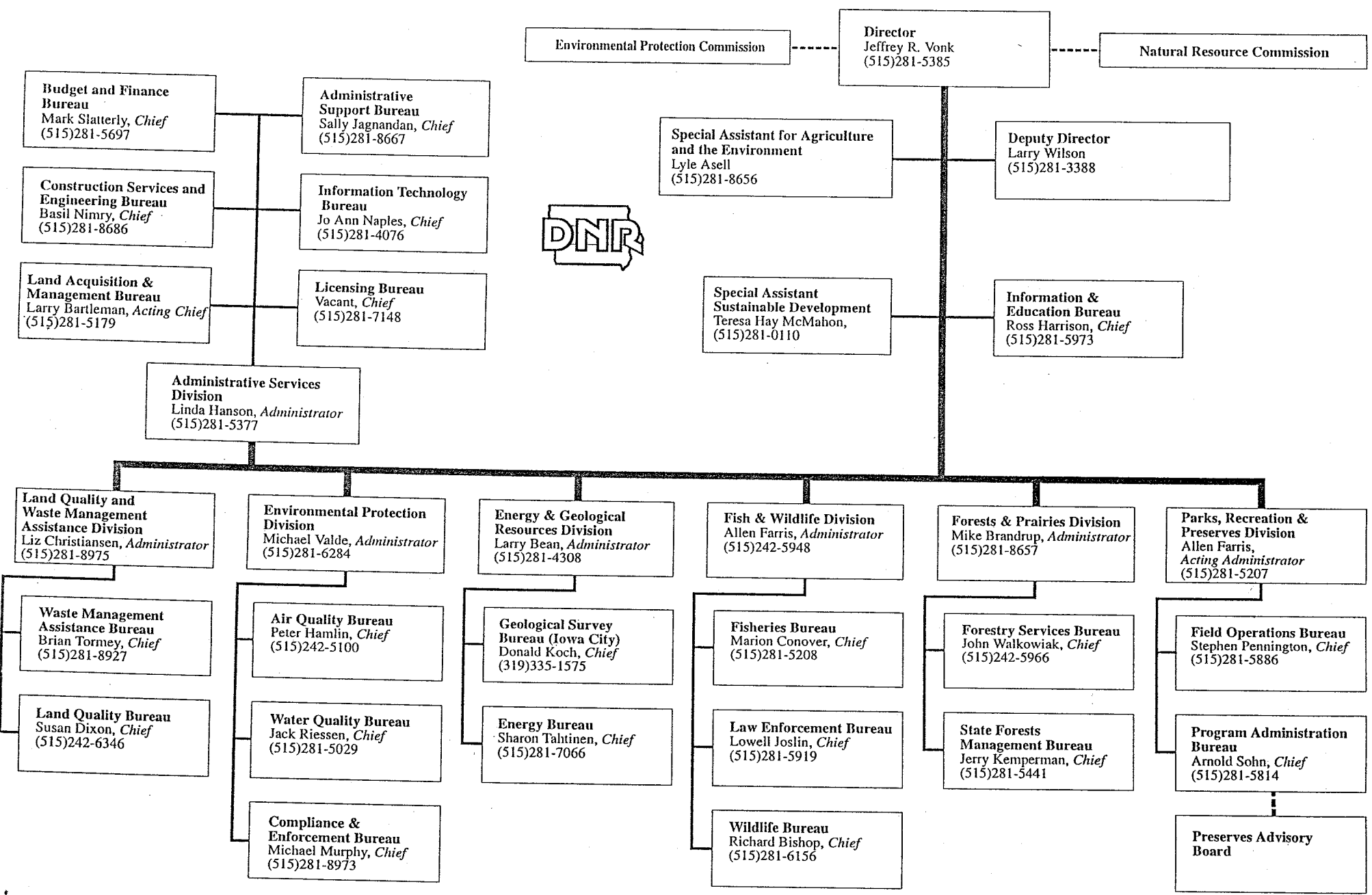
Q: Where Do We Go From Here?

A: To date, the basic structure for a newly organized DNR has been developed. Some details may change as the legislature weighs in or as new budget projections occur. These issues, for now, are out of our control. We have defined a structure that we believe best serves our mission and goals, and that we stand behind as being a proactive, positive solution.

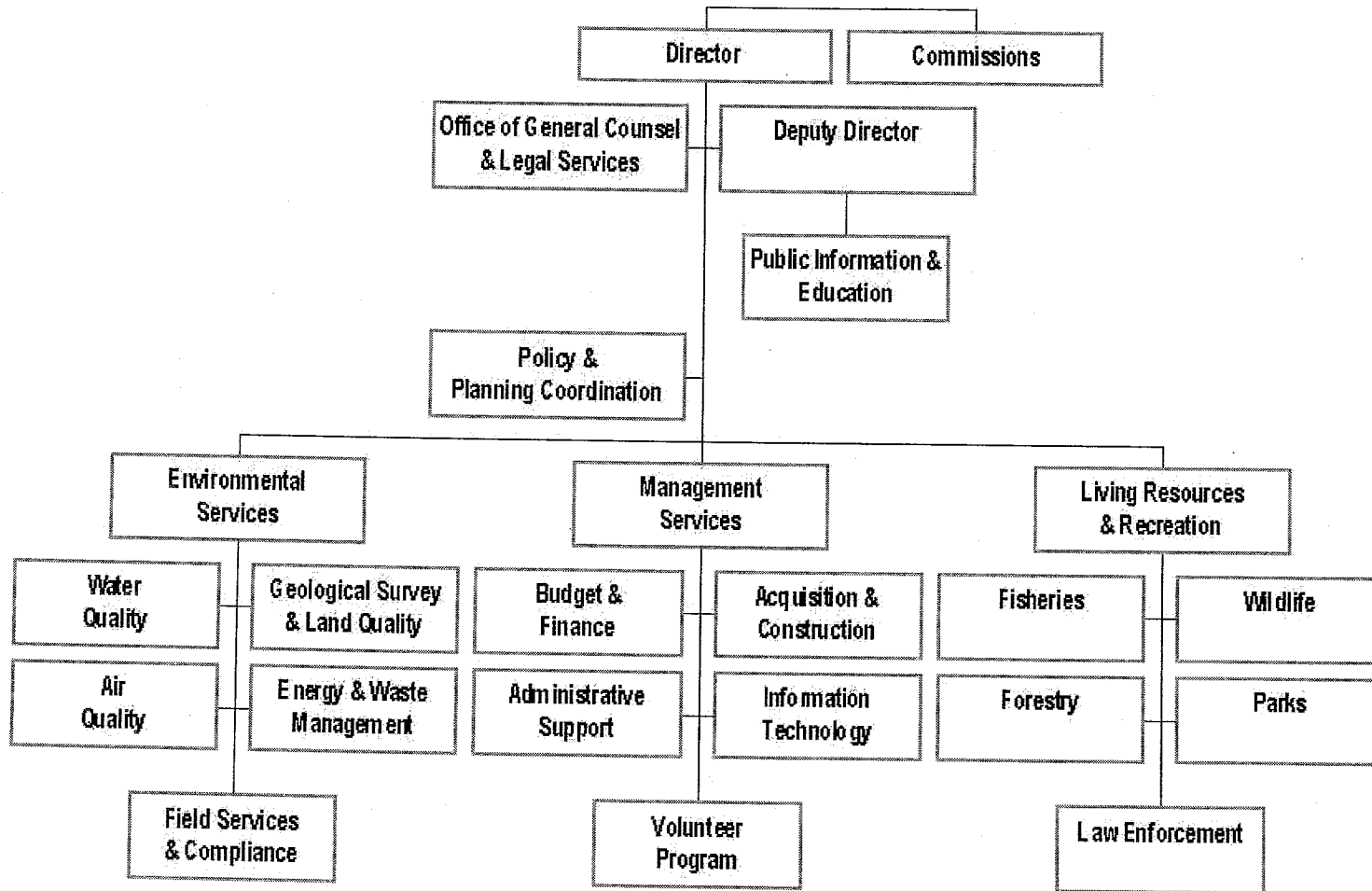
Additionally, the details on how bureaus will operate, where potential new field offices could be located, how processes will differ, how management processes alter, etc. have not been established. **That is where we need your help!** We will be seeking your input and assistance in fleshing out all the details of this new framework in ways that are practical, effective and that make sense for doing our jobs well.

Q: What Do All These Changes Mean for Me as an Employee?

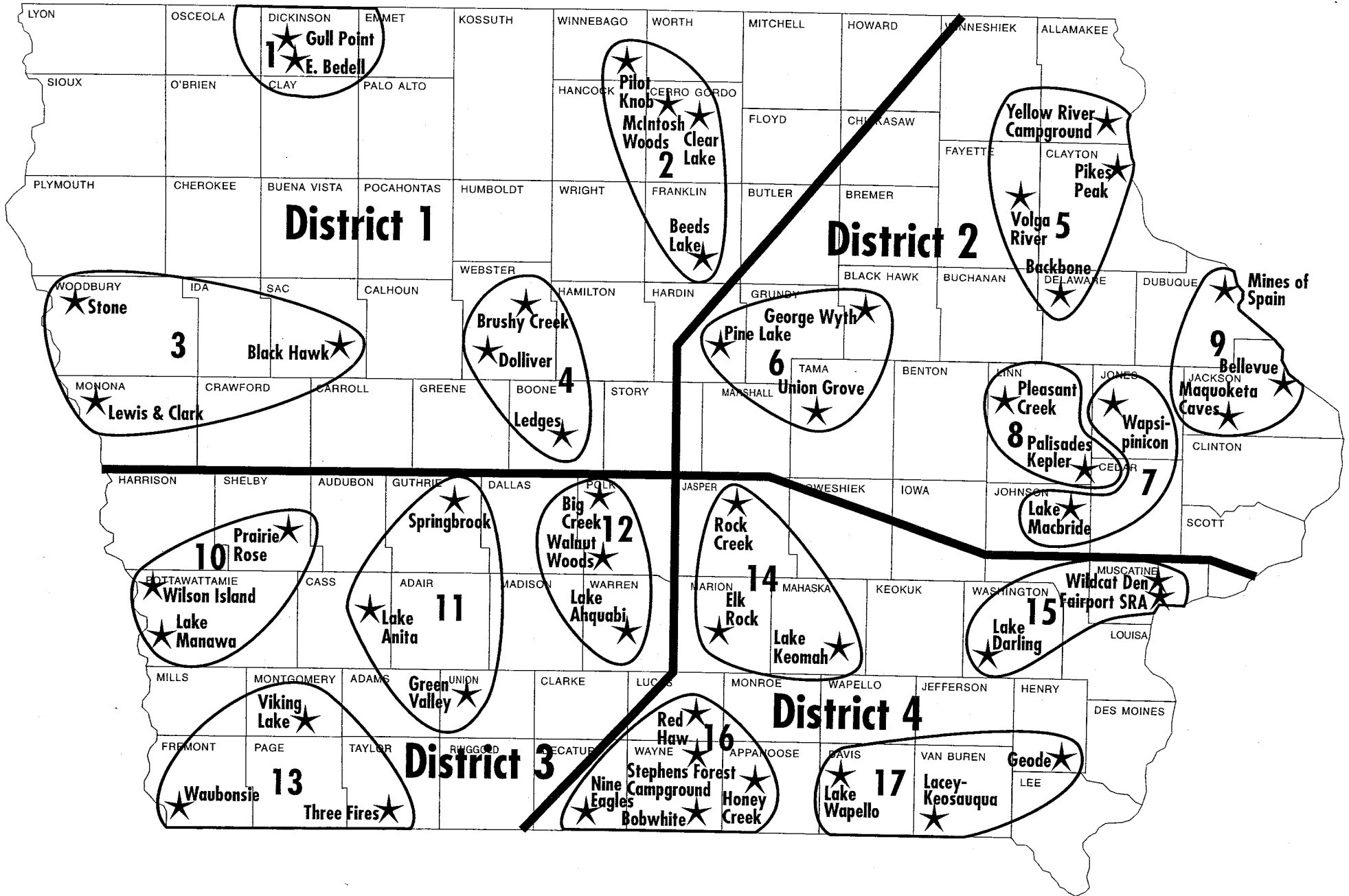
A: YOU are an important part of the DNR! Your skills, knowledge and customer service abilities are the foundation of the DNR's success to date. While some uncertainty has occurred during the last few months, we want all staff to know that the DNR is a stable agency, committed to the success and well-being of its staff, and to achieving the natural resource goals of this state. Thank you for all you do, and for continuing your commitment and excellence as we move forward together toward an exciting future for our organization.



Proposed DNR Structure



Current



New

