

# Personnel

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Chief Operating Officer  
Human Resource Enterprise

**State Government Efficiency Review Committee**  
**Span of Control Fact Sheet**  
**November 16, 2011**

**Supervisory Positions**

- 1,936 – January 2010
- 1,660 – October 2011

*This is a 14.26% reduction in supervisory positions.*

**Salary and Benefit Costs of Supervisors in January 2010**

- \$103,013 – average
- \$199,433,168 – total

**Salary and Benefit Costs of Supervisors in October 2011**

- \$105,655 – average
- \$175,387,300 – total

*Approximate savings of supervisor salary and benefit costs from January 2010 to October 2011 is \$24,045,868.*

**Non-Supervisory Positions**

- 18,693 – January 2010
- 17,383 – October 2011

*This is a 7% reduction in non-supervisory positions.*

**SPAN OF CONTROL:  
AS OF JANUARY 2010**

DEPT	DEPARTMENT NAME	TOTAL EMPLOYEES	SUPERVISOR	NON- SUPERVISOR	SPAN OF CONTROL
005	ADMINISTRATIVE SERVICES	404	39	365	9.36
009	AGRICULTURE	369	32	337	10.53
014	AG-AGRI DEVELOP	4	1	3	3.00
112	JUSTICE	229	18	211	11.72
114	JUSTICE-CONSUMER ADVO	20	2	18	9.00
126	AUDITOR	107	33	74	2.24
131	BLIND, DEPARTMENT OF	92	11	81	7.36
140	ETHIC & CAMPAIGN DISC	6	1	5	5.00
167	CIVIL RIGHTS COMMISSION	28	3	25	8.33
212	ALCOHOLIC BEV	61	7	54	7.71
213	BANKING	67	10	57	5.70
214	CREDIT UN	14	3	11	3.67
216	INSURANCE	98	12	86	7.17
217	PROFESS LIC	13	1	12	12.00
219	UTILITIES	67	10	57	5.70
238	CORRECTIONS-CENTRAL OFFICE	42	7	35	5.00
242	CORR. - FORT MADISON	505	40	465	11.63
243	CORR. - ANAMOSA	332	29	303	10.45
244	CORR. - OAKDALE	558	39	519	13.31
245	CORR. - NEWTON	317	28	289	10.32
246	CORR. - MT PLEASANT	313	23	290	12.61
247	CORR. - ROCKWELL CITY	101	10	91	9.10
248	CORR. - CLARINDA	283	22	261	11.86
249	CORR. - MITCHELLVILLE	180	18	162	9.00
250	CORR. - INDUSTRIES	80	15	65	4.33
251	CORR. - FARM ACCOUNT	8	1	7	7.00
252	CORR. - FORT DODGE	319	27	292	10.81
259	CULTURAL AFFAIRS, DEPT OF	67	7	60	8.57
269	ECONOMIC DEVELOPMENT, DEPT OF	137	10	127	12.70
270	FINANCE AUTHORITY	90	11	79	7.18
282	EDUCATION, DEPT. OF	285	20	265	13.25
283	VOCATIONAL REHABILITATION	397	30	367	12.23
284	COLLEGE AID	52	7	45	6.43
285	IOWA PUBLIC TELEVISION	106	16	90	5.63
297	IA DEPT OF AGING	36	4	32	8.00
301	OFFICE OF ENERGY INDEPENDENCE	20	3	17	5.67
309	IOWA WORKFORCE DEVELOPMENT	911	76	835	10.99
336	IOWA COMMUNICATIONS NETWORK	82	8	74	9.25
350	GOVERNOR'S OFFICE, IOWA	34	4	30	7.50
379	HUMAN RIGHTS	56	11	45	4.09
401	HUMAN SERVICES - GEN. ADMIN.	332	34	298	8.76
402	HUMAN SERVICES - FIELD OPER.	2,635	258	2,377	9.21
404	HUMAN SERVICES - TOLEDO	115	13	102	7.85
405	HUMAN SERVICES - ELDORA	182	16	166	10.38
406	HUMAN SERVICES - OAKDALE	87	8	79	9.88
407	HUMAN SERVICES - CHEROKEE	194	19	175	9.21
408	HUMAN SERVICES - CLARINDA	90	10	80	8.00

**SPAN OF CONTROL:  
AS OF JANUARY 2010**

DEPT	DEPARTMENT NAME	TOTAL EMPLOYEES	SUPERVISOR	NON- SUPERVISOR	SPAN OF CONTROL
409	HUMAN SERVICES - INDEPENDENCE	269	20	249	12.45
410	HUMAN SERVICES - MT PLEASANT	90	6	84	14.00
411	HUMAN SERVICES - GLENWOOD	914	95	819	8.62
412	HUMAN SERVICES - WOODWARD	751	87	664	7.63
413	HUMAN SERVICES - ASSISTANCE	26	1	25	25.00
427	INSPECTIONS AND APPEALS	298	21	277	13.19
428	PUBLIC DEFENDER	200	19	181	9.53
429	DIA-RACING COMM	60	4	56	14.00
467	LAW ENFORCEMENT ACADEMY	28	3	25	8.33
532	MANAGEMENT, DEPT. OF	26	2	24	12.00
542	NATURAL RESOURCES	947	78	869	11.14
547	PAROLE BOARD	13	3	10	3.33
553	IPERS-RETIREMENT	81	10	71	7.10
572	PUBLIC EMPLOYMENT RELATIONS	9	1	8	8.00
582	PUBLIC DEFENSE, DEPT. OF	311	24	287	11.96
583	PUBLIC DEF. - EMER. MGMT. D V.	63	6	57	9.50
588	PUBLIC HEALTH, DEPT. OF	451	36	415	11.53
595	PUBLIC SAFETY, DEPT. OF	978	150	828	5.52
601	REBUILD IOWA, OFFICE OF	N/A	N/A	N/A	N/A
625	REVENUE AND FINANCE, DEPT. OF	368	19	349	18.37
627	LOTTERY DIVISION	110	15	95	6.33
635	SECRETARY OF STATE	33	5	28	5.60
642	GOV-OFF OF DRUG CONTROL	8	2	6	3.00
645	TRANSPORTATION, DEPARTMENT OF	3,065	256	2,809	10.97
655	TREASURER	26	3	23	7.67
670	VETERANS AFFAIRS	14	1	13	13.00
671	VETERANS HOME	965	62	903	14.56

**GRAND TOTAL:    20,629            1,936            18,693            9.66**

**SPAN OF CONTROL:  
AS OF JANUARY 2011**

DEPT	DEPARTMENT NAME	TOTAL	SUPERVISOR	NON-SUPERVISOR	SPAN OF CONTROL
005	ADMINISTRATIVE SERVICES	371	35	336	9.60
009	AGRICULTURE	334	27	307	11.37
014	AG-AGRI DEVELOP	4	1	3	3.00
112	JUSTICE	229	17	212	12.47
114	JUSTICE-CONSUMER ADVO	18	1	17	17.00
126	AUDITOR	103	31	72	2.32
131	BLIND, DEPARTMENT OF	87	9	78	8.67
140	ETHIC & CAMPAIGN DISC	3	1	2	2.00
167	CIVIL RIGHTS COMMISSION	27	3	24	8.00
212	ALCOHOLIC BEV	68	6	62	10.33
213	BANKING	71	10	61	6.10
214	CREDIT UN	14	3	11	3.67
216	INSURANCE	92	12	80	6.67
217	PROFESS LIC	12	1	11	11.00
219	UTILITIES	67	8	59	7.38
238	CORRECTIONS-CENTRAL OFFICE	41	8	33	4.13
242	CORR. - FORT MADISON	462	32	430	13.44
243	CORR. - ANAMOSA	321	28	293	10.46
244	CORR. - OAKDALE	541	36	505	14.03
245	CORR. - NEWTON	292	24	268	11.17
246	CORR. - MT PLEASANT	291	21	270	12.86
247	CORR. - ROCKWELL CITY	98	11	87	7.91
248	CORR. - CLARINDA	268	16	252	15.75
249	CORR. - MITCHELLVILLE	179	14	165	11.79
250	CORR. - INDUSTRIES	74	14	60	4.29
251	CORR. - FARM ACCOUNT	7	1	6	6.00
252	CORR. - FORT DODGE	295	22	273	12.41
259	CULTURAL AFFAIRS, DEPT OF	67	7	60	8.57
269	ECONOMIC DEVELOPMENT, DEPT OF	130	8	122	15.25
270	FINANCE AUTHORITY	89	10	79	7.90
282	EDUCATION, DEPT. OF	256	17	239	14.06
283	VOCATIONAL REHABILITATION	389	26	363	13.96
284	COLLEGE AID	43	5	38	7.60
285	IOWA PUBLIC TELEVISION	97	15	82	5.47
297	IA DEPT OF AGING	33	3	30	10.00
301	OFFICE OF ENERGY INDEPENDENCE	28	3	25	8.33
309	IOWA WORKFORCE DEVELOPMENT	886	71	815	11.48
336	IOWA COMMUNICATIONS NETWORK	81	6	75	12.50
350	GOVERNOR'S OFFICE, IOWA	28	3	25	8.33
379	HUMAN RIGHTS	49	5	44	8.80
401	HUMAN SERVICES - GEN. ADMIN.	292	28	264	9.43
402	HUMAN SERVICES - FIELD OPER.	2,418	224	2,194	9.79
404	HUMAN SERVICES - TOLEDO	102	8	94	11.75
405	HUMAN SERVICES - ELDORA	168	12	156	13.00
406	HUMAN SERVICES - OAKDALE	83	7	76	10.86
407	HUMAN SERVICES - CHEROKEE	155	13	142	10.92
408	HUMAN SERVICES - CLARINDA	84	8	76	9.50

**SPAN OF CONTROL:  
AS OF JANUARY 2011**

DEPT	DEPARTMENT NAME	TOTAL	SUPERVISOR	NON-SUPERVISOR	SPAN OF CONTROL
409	HUMAN SERVICES - INDEPENDENCE	235	17	218	12.82
410	HUMAN SERVICES - MT PLEASANT	83	6	77	12.83
411	HUMAN SERVICES - GLENWOOD	899	93	806	8.67
412	HUMAN SERVICES - WOODWARD	732	76	656	8.63
413	HUMAN SERVICES - ASSISTANCE	21	1	20	20.00
427	INSPECTIONS AND APPEALS	299	17	282	16.59
428	PUBLIC DEFENDER	216	19	197	10.37
429	DIA-RACING COMM	60	4	56	14.00
467	LAW ENFORCEMENT ACADEMY	23	2	21	10.50
532	MANAGEMENT, DEPT. OF	22	1	21	21.00
542	NATURAL RESOURCES	933	78	855	10.96
547	PAROLE BOARD	11	2	9	4.50
553	IPERS-RETIREMENT	82	10	72	7.20
572	PUBLIC EMPLOYMENT RELATIONS	8	1	7	7.00
582	PUBLIC DEFENSE, DEPT. OF	303	20	283	14.15
583	PUBLIC DEF. - EMER. MGMT. D V.	134	5	129	25.80
588	PUBLIC HEALTH, DEPT. OF	440	32	408	12.75
595	PUBLIC SAFETY, DEPT. OF	955	144	811	5.63
601	REBUILD IOWA, OFFICE OF	10	1	9	9.00
625	REVENUE AND FINANCE, DEPT. OF	312	18	294	16.33
627	LOTTERY DIVISION	106	14	92	6.57
635	SECRETARY OF STATE	32	5	27	5.40
642	GOV-OFF OF DRUG CONTROL	8	2	6	3.00
645	TRANSPORTATION, DEPARTMENT OF	2,832	222	2,610	11.76
655	TREASURER	27	2	25	12.50
670	VETERANS AFFAIRS	13	1	12	12.00
671	VETERANS HOME	858	54	804	14.89

**GRAND TOTAL:    19,501            1,718            17,783            10.35**

**SPAN OF CONTROL:  
AS OF OCTOBER 2011**

DEPT	DEPARTMENT NAME	TOTAL	SUPERVISOR	NON-SUPERVISOR	SPAN OF CONTROL
005	ADMINISTRATIVE SERVICES	348	32	316	9.88
009	AGRICULTURE	328	24	304	12.67
014	AG-AGRI DEVELOP	4	1	3	3.00
112	JUSTICE	225	16	209	13.06
114	JUSTICE-CONSUMER ADVO	20	2	18	9.00
126	AUDITOR	105	28	77	2.75
131	BLIND, DEPARTMENT OF	85	9	76	8.44
140	ETHIC & CAMPAIGN DISC	5	1	4	4.00
167	CIVIL RIGHTS COMMISSION	26	3	23	7.67
212	ALCOHOLIC BEV	74	5	69	13.80
213	BANKING	69	10	59	5.90
214	CREDIT UN	14	3	11	3.67
216	INSURANCE	96	12	84	7.00
217	PROFESS LIC	12	1	11	11.00
219	UTILITIES	64	8	56	7.00
238	CORRECTIONS-CENTRAL OFFICE	39	8	31	3.88
242	CORR. - FORT MADISON	430	27	403	14.93
243	CORR. - ANAMOSA	312	27	285	10.56
244	CORR. - OAKDALE	518	36	482	13.39
245	CORR. - NEWTON	272	23	249	10.83
246	CORR. - MT PLEASANT	283	21	262	12.48
247	CORR. - ROCKWELL CITY	97	11	86	7.82
248	CORR. - CLARINDA	261	16	245	15.31
249	CORR. - MITCHELLVILLE	173	14	159	11.36
250	CORR. - INDUSTRIES	73	14	59	4.21
251	CORR. - FARM ACCOUNT	7	1	6	6.00
252	CORR. - FORT DODGE	292	20	272	13.60
259	CULTURAL AFFAIRS, DEPT OF	57	7	50	7.14
269	ECONOMIC DEVELOPMENT, DEPT OF	121	7	114	16.29
270	FINANCE AUTHORITY	87	11	76	6.91
282	EDUCATION, DEPT. OF	273	17	256	15.06
283	VOCATIONAL REHABILITATION	385	24	361	15.04
284	COLLEGE AID	45	5	40	8.00
285	IOWA PUBLIC TELEVISION	98	15	83	5.53
297	IA DEPT OF AGING	32	3	29	9.67
301	OFFICE OF ENERGY INDEPENDENCE	7	0	7	N/A
309	IOWA WORKFORCE DEVELOPMENT	840	72	768	10.67
336	IOWA COMMUNICATIONS NETWORK	86	8	78	9.75
350	GOVERNOR'S OFFICE, IOWA	25	1	24	24.00
379	HUMAN RIGHTS	44	4	40	10.00
401	HUMAN SERVICES - GEN. ADMIN.	284	26	258	9.92
402	HUMAN SERVICES - FIELD OPER.	2,310	215	2,095	9.74
404	HUMAN SERVICES - TOLEDO	102	9	93	10.33
405	HUMAN SERVICES - ELDORA	159	12	147	12.25
406	HUMAN SERVICES - OAKDALE	85	8	77	9.63
407	HUMAN SERVICES - CHEROKEE	162	15	147	9.80
408	HUMAN SERVICES - CLARINDA	80	7	73	10.43



**SPAN OF CONTROL:  
AS OF OCTOBER 2011**

409	HUMAN SERVICES - INDEPENDENCE	225	17	208	12.24
410	HUMAN SERVICES - MT PLEASANT	80	6	74	12.33
411	HUMAN SERVICES - GLENWOOD	875	88	787	8.94
412	HUMAN SERVICES - WOODWARD	713	74	639	8.64
413	HUMAN SERVICES - ASSISTANCE	20	1	19	19.00
427	INSPECTIONS AND APPEALS	281	19	262	13.79
428	PUBLIC DEFENDER	218	20	198	9.90
429	DIA-RACING COMM	65	4	61	15.25
467	LAW ENFORCEMENT ACADEMY	22	3	19	6.33
532	MANAGEMENT, DEPT. OF	22	1	21	21.00
542	NATURAL RESOURCES	930	76	854	11.24
547	PAROLE BOARD	11	2	9	4.50
553	IPERS-RETIREMENT	81	9	72	8.00
572	PUBLIC EMPLOYMENT RELATIONS	8	1	7	7.00
582	PUBLIC DEFENSE, DEPT. OF	309	20	289	14.45
583	PUBLIC DEF. - EMER. MGMT. D V.	146	8	138	17.25
588	PUBLIC HEALTH, DEPT. OF	417	29	388	13.38
595	PUBLIC SAFETY, DEPT. OF	926	136	790	5.81
601	REBUILD IOWA, OFFICE OF	N/A	N/A	N/A	N/A
625	REVENUE AND FINANCE, DEPT. OF	297	19	278	14.63
627	LOTTERY DIVISION	107	15	92	6.13
635	SECRETARY OF STATE	30	5	25	5.00
642	GOV-OFF OF DRUG CONTROL	8	2	6	3.00
645	TRANSPORTATION, DEPARTMENT OF	2,847	213	2,634	12.37
655	TREASURER	29	2	27	13.50
670	VETERANS AFFAIRS	13	1	12	12.00
671	VETERANS HOME	849	50	799	15.98

**GRAND TOTAL:    19,043            1,660            17,383            10.47**



## REHIRED RETIREES FROM FY2009 TO PRESENT

### Regular Retirements \*

Permanent	2
Permanent Part-Time	3
Temporary	11
<b>Total Regular Rehires</b>	<b>16</b>

*\* Retirees returning under regular employment follow the IPERS rules for income limits or suspension of IPERS benefits.*

### SLIP Retirements

Permanent	8
Temporary	24
Temporary, Board Member	3
Professional Services Org.	1
Temporary Agency, Outside	5
<b>Total SLIP Rehires</b>	<b>41</b>

### SERIP Retirements

Board Member	2
<b>Total SERIP Rehires</b>	<b>2</b>

**TOTAL REHIRS 59**