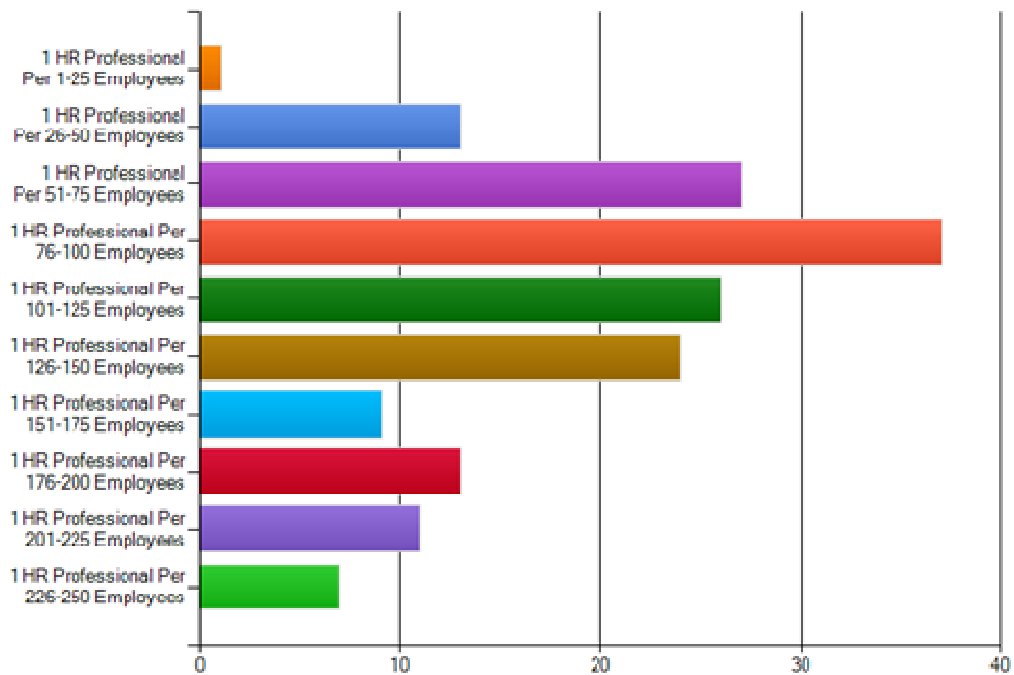


Staffing Ratios Vary Greatly

We asked IPMA-HR members how many HR professionals they have per employee and the results show that the most common ratio is one HR person per 76 to 100 employees. As the chart below reveals, the next two most frequent ratios are one HR person per 51 to 75 employees and one to 101-125 employees. Despite the recession, the ratios are very similar to those found in [the 2010 survey](#) and in [2006](#).

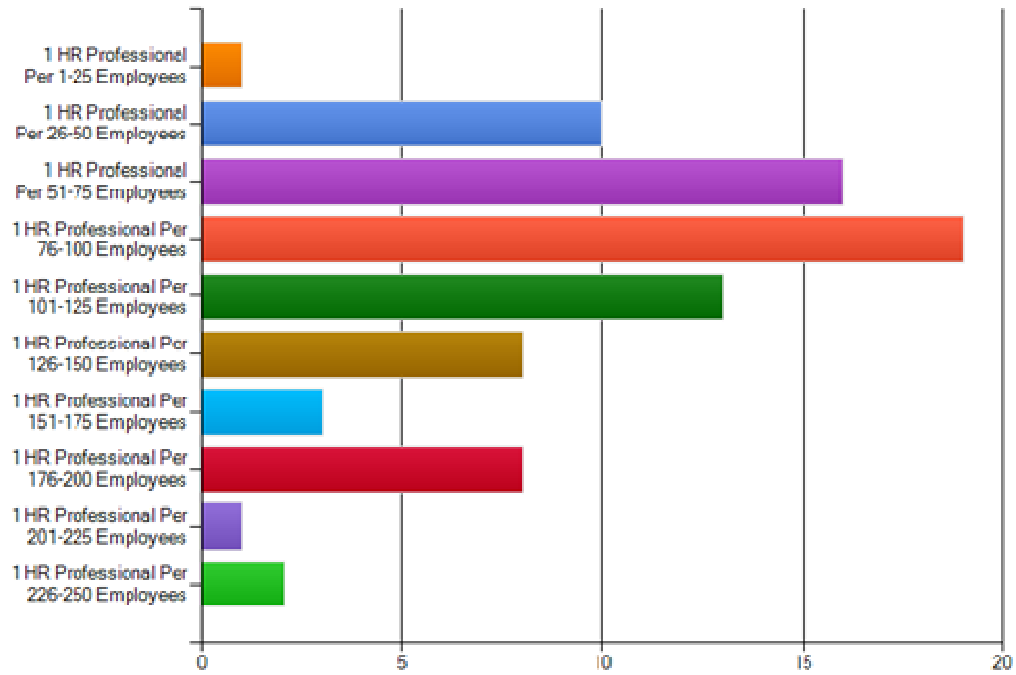
Below is the staffing ratio of HR professionals (including administrative staff) to the number of employees in my organization. The number of employees is the number of FTEs - full time equivalent positions in my organization.



The size of the organization appears to be an important factor in the staffing ratios with larger organizations tending to have more employees per HR person. Below are three charts showing the breakdown by size of organization, starting with the smaller organizations first.

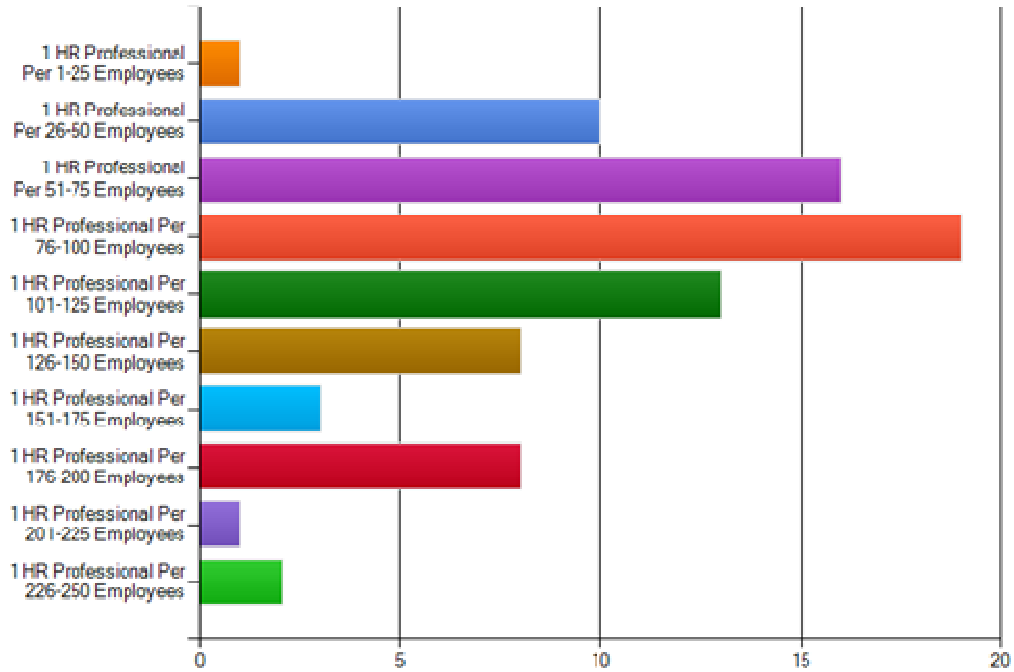
Staffing ratios for organizations with 1-499 employees:

Below is the staffing ratio of HR professionals (including administrative staff) to the number of employees in my organization. The number of employees is the number of FTEs - full time equivalent positions in my organization.



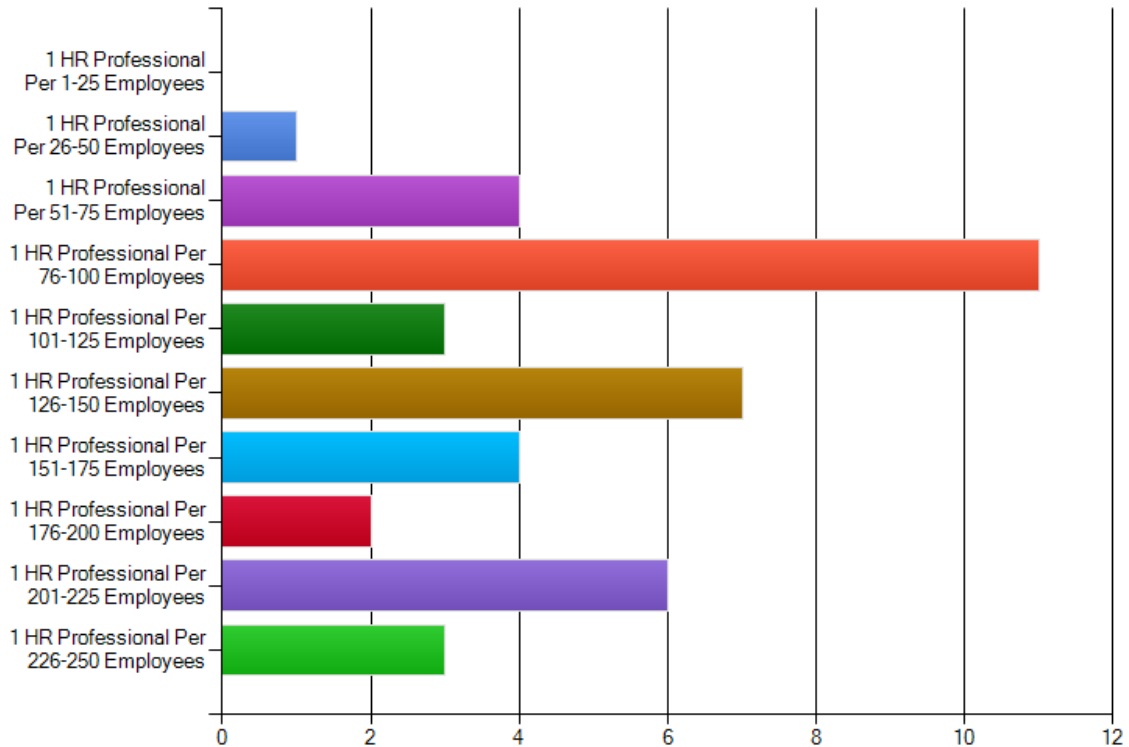
Staffing ratios for organizations with 500 to 999 employees

Below is the staffing ratio of HR professionals (including administrative staff) to the number of employees in my organization. The number of employees is the number of FTEs - full time equivalent positions in my organization.



Staffing ratios for Organizations with 1,000 to 4,999 employees

Below is the staffing ratio of HR professionals (including administrative staff) to the number of employees in my organization. The number of employees is the number of FTEs - full time equivalent positions in my organization.



One hundred and eighty four people responded to the survey that was sent out electronically via the IPMA-HR bulletin in April 2011. Fifty percent of respondents are from local municipalities/cities, 24 percent from counties, 10 percent from special districts, 9 percent from state government and 1 percent from Federal agencies.

About IPMA-HR

IPMA-HR is a nonprofit membership organization dedicated to providing resources and advocacy for public human resources professionals at all levels. Comprised of four regions and more than 40 chapters, IPMA-HR represents more than 10,000 individuals and 1,300 agencies in local, state and federal levels of government worldwide. IPMA-HR provides a focus and forum for the discussion and exchange of views and best practices among public sector human resource professionals throughout the United States and abroad. For more information about IPMA-HR, visit www.ipma-hr.org.