

## FY 2008 Turnover by Market Range Title

Market Range Title	Average # Employees	Voluntary Separations	Voluntary Turnover %	Involuntary Separations	Involuntary Turnover %	Retirements	Retirement Turnover %	Total Turnover	Total Turnover %
Accountant	46	6	13.04	0	0.00	1	2.17	7	15.22
Accounting Specialist	89	7	7.87	1	1.12	3	3.37	11	12.36
Admin & Operations Mgr	44	2	4.55	0	0.00	3	6.82	5	11.36
Admin/Operations Specialist	179	6	3.35	0	0.00	1	0.56	7	3.91
Admin/Operations Supv	47	2	4.26	0	0.00	1	2.13	3	6.38
Administrative Assistant	159	6	3.77	0	0.00	1	0.63	7	4.40
Administrative Manager	14	1	7.14	0	0.00	2	14.29	3	21.43
Administrative Specialist	15	3	20.00	0	0.00	0	0.00	3	20.00
Administrative Staff Supv	53	6	11.32	0	0.00	1	1.89	7	13.21
Administrative Supervisor	55	6	10.91	0	0.00	0	0.00	6	10.91
Administrator	29	3	10.34	1	3.45	2	6.90	6	20.69
Animal Care Technician	32	7	21.88	2	6.25	2	6.25	11	34.38
Animal Control Officer	31	6	19.35	0	0.00	0	0.00	6	19.35
Animal Health Technician	4	4	100.00	2	50.00	2	50.00	8	200.00
Animal Health Technician - Ld	2	1	50.00	0	0.00	0	0.00	1	50.00
Applications Development Mgr	10	1	10.00	0	0.00	1	10.00	2	20.00
Appraiser	140	11	7.86	2	1.43	3	2.14	16	11.43
Appraiser Manager	7	0	0.00	0	0.00	3	42.86	3	42.86
Assistant County Manager	5	2	40.00	0	0.00	1	20.00	3	60.00
Attorney	8	0	0.00	0	0.00	1	12.50	1	12.50
Attorney - Associate	205	42	20.49	2	0.98	2	0.98	46	22.44
Attorney - Senior	190	8	4.21	1	0.53	9	4.74	18	9.47
Attorney - Senior Associate	130	25	19.23	0	0.00	0	0.00	25	19.23
Attorney -Capital Co-Counsel	40	3	7.50	0	0.00	1	2.50	4	10.00
Attorney Supervisor	48	3	6.25	0	0.00	1	2.08	4	8.33
Bailiff	117	32	27.35	6	5.13	9	7.69	47	40.17
Budget Analyst	12	4	33.33	0	0.00	0	0.00	4	33.33
Budget Supervisor	5	1	20.00	0	0.00	0	0.00	1	20.00
Business/Systems Analyst	27	1	3.70	0	0.00	0	0.00	1	3.70
Call Ctr Representative	26	2	7.69	1	3.85	1	3.85	4	15.38
CAMA Manager	2	1	50.00	0	0.00	0	0.00	1	50.00
Chaplain	5	1	20.00	0	0.00	0	0.00	1	20.00
Chemical Applicatns Tech	30	2	6.67	9	30.00	9	30.00	20	66.67
Chief Veterinarian	1	1	100.00	0	0.00	0	0.00	1	100.00
Collector	18	4	22.22	0	0.00	0	0.00	4	22.22

## FY 2008 Turnover by Market Range Title

Market Range Title	Average # Employees	Voluntary Separations	Voluntary Turnover %	Involuntary Separations	Involuntary Turnover %	Retirements	Retirement Turnover %	Total Turnover	Total Turnover %
Communicatn Ofcr/Govt Liaison	24	1	4.17	0	0.00	0	0.00	1	4.17
Community Svcs Specialist	64	8	12.50	0	0.00	0	0.00	8	12.50
Computer Operator	16	1	6.25	0	0.00	1	6.25	2	12.50
Computer Operator - Sr/Ld	5	1	20.00	1	20.00	1	20.00	3	60.00
Conference Officer	10	2	20.00	1	10.00	1	10.00	4	40.00
Construction Maintenance Supv	13	0	0.00	0	0.00	1	7.69	1	7.69
Counseling Supervisor	13	1	7.69	0	0.00	0	0.00	1	7.69
Counselor	102	19	18.63	2	1.96	4	3.92	25	24.51
Court Commissioner	57	0	0.00	0	0.00	1	1.75	1	1.75
Court Reporter	65	7	10.77	0	0.00	1	1.54	8	12.31
Courtroom Clerk	215	21	9.77	2	0.93	5	2.33	28	13.02
Crew Leader	14	2	14.29	0	0.00	1	7.14	3	21.43
Database Admin/Analyst	2	0	0.00	1	50.00	1	50.00	2	100.00
Database Administrator	16	1	6.25	0	0.00	0	0.00	1	6.25
Dental Assistant	4	1	25.00	0	0.00	0	0.00	1	25.00
Deputy Director	45	4	8.89	0	0.00	4	8.89	8	17.78
Detention Ofcr Coord-Probation	12	1	8.33	0	0.00	0	0.00	1	8.33
Detention Officer	1,718	188	10.94	41	2.39	50	2.91	279	16.24
Detention Officer - Probation	292	22	7.53	12	4.11	13	4.45	47	16.10
Detention Officer Lieutenant	73	0	0.00	0	0.00	1	1.37	1	1.37
Detention Officer Sergeant	215	4	1.86	0	0.00	4	1.86	8	3.72
Development Svcs Specialist	50	1	2.00	3	6.00	4	8.00	8	16.00
Development Svcs Technician	123	9	7.32	6	4.88	8	6.50	23	18.70
Director	5	0	0.00	0	0.00	1	20.00	1	20.00
Director - Air Quality	1	1	100.00	0	0.00	0	0.00	1	100.00
Director - Correctional Health	1	1	100.00	0	0.00	0	0.00	1	100.00
Director - Human Services	1	0	0.00	0	0.00	1	100.00	1	100.00
Dispatcher	33	2	6.06	2	6.06	3	9.09	7	21.21
Driver-Medical	3	0	0.00	1	33.33	1	33.33	2	66.67
Educator	65	18	27.69	1	1.54	2	3.08	21	32.31
Educator - Detention	15	2	13.33	0	0.00	1	6.67	3	20.00
Educator Assistant	48	19	39.58	17	35.42	18	37.50	54	112.50
Educator Coordinator	32	2	6.25	1	3.13	1	3.13	4	12.50
Elected	35	1	2.86	0	0.00	0	0.00	1	2.86
Electronic Technician	7	0	0.00	1	14.29	1	14.29	2	28.57

## FY 2008 Turnover by Market Range Title

Market Range Title	Average # Employees	Voluntary Separations	Voluntary Turnover %	Involuntary Separations	Involuntary Turnover %	Retirements	Retirement Turnover %	Total Turnover	Total Turnover %
Emergency Dispatcher	24	4	16.67	0	0.00	0	0.00	4	16.67
Emergency Operator	3	2	66.67	0	0.00	0	0.00	2	66.67
Employee Relations Analyst-Cty	4	1	25.00	0	0.00	0	0.00	1	25.00
Engineer	38	4	10.53	0	0.00	1	2.63	5	13.16
Engineer - Senior	21	2	9.52	0	0.00	1	4.76	3	14.29
Engineering Aide	7	1	14.29	0	0.00	0	0.00	1	14.29
Engineering Supervisor	26	1	3.85	0	0.00	0	0.00	1	3.85
Engineering Technician	53	2	3.77	0	0.00	1	1.89	3	5.66
Environmental Enforcement Spec	12	1	8.33	0	0.00	0	0.00	1	8.33
Environmental Specialist	175	16	9.14	7	4.00	7	4.00	30	17.14
Epidemiologist	8	2	25.00	1	12.50	1	12.50	4	50.00
Equipment Operator	53	3	5.66	2	3.77	5	9.43	10	18.87
Field Operations Supervisor	31	0	0.00	0	0.00	1	3.23	1	3.23
Financial Supervisor - Dept	18	3	16.67	0	0.00	0	0.00	3	16.67
General Laborer	114	8	7.02	22	19.30	25	21.93	55	48.25
General Maintenance Tech	11	11	100.00	0	0.00	0	0.00	11	100.00
General Maintenance Worker	80	11	13.75	2	2.50	5	6.25	18	22.50
GIS Programmer/Analyst	18	1	5.56	0	0.00	1	5.56	2	11.11
GIS Technician	27	2	7.41	1	3.70	2	7.41	5	18.52
Govt/Commun Affairs Ofcr	13	1	7.69	1	7.69	1	7.69	3	23.08
Grant-Contract Admin Supv	2	1	50.00	0	0.00	0	0.00	1	50.00
Grant-Contract Administrator	16	2	12.50	0	0.00	0	0.00	2	12.50
Health Educator	45	15	33.33	3	6.67	4	8.89	22	48.89
Health Services Aide	100	7	7.00	1	1.00	2	2.00	10	10.00
Heavy Equipment Operator	28	3	10.71	1	3.57	3	10.71	7	25.00
Help Desk Coordinator	24	2	8.33	2	8.33	2	8.33	6	25.00
Help Desk Coordinator - Sr/Ld	6	0	0.00	1	16.67	1	16.67	2	33.33
Housing	39	46	117.95	3	7.69	4	10.26	53	135.90
HST Analyst	5	1	20.00	0	0.00	1	20.00	2	40.00
Human Resources Analyst	21	5	23.81	1	4.76	1	4.76	7	33.33
Human Resources Associate	9	2	22.22	0	0.00	0	0.00	2	22.22
Human Resources Specialist	41	2	4.88	1	2.44	1	2.44	4	9.76
Human Resources Supervisor	15	2	13.33	0	0.00	1	6.67	3	20.00
Human Resources Support Supv	10	1	10.00	0	0.00	0	0.00	1	10.00
Inspection Supervisor	15	0	0.00	1	6.67	1	6.67	2	13.33

## FY 2008 Turnover by Market Range Title

Market Range Title	Average # Employees	Voluntary Separations	Voluntary Turnover %	Involuntary Separations	Involuntary Turnover %	Retirements	Retirement Turnover %	Total Turnover	Total Turnover %
Inspector	65	1	1.54	6	9.23	6	9.23	13	20.00
Intern	2	1	50.00	0	0.00	0	0.00	1	50.00
Internal Auditor	13	1	7.69	0	0.00	0	0.00	1	7.69
Investigator	26	2	7.69	3	11.54	3	11.54	8	30.77
Investigator - Defense	43	3	6.98	1	2.33	1	2.33	5	11.63
Investigator - MCAO	39	1	2.56	1	2.56	3	7.69	5	12.82
IS Architect	4	1	25.00	0	0.00	1	25.00	2	50.00
IS Project Management Mgr	1	1	100.00	0	0.00	0	0.00	1	100.00
IS Project Manager	8	2	25.00	0	0.00	0	0.00	2	25.00
IS Project Manager - Sr/Ld	9	0	0.00	2	22.22	3	33.33	5	55.56
IT Consultant	8	2	25.00	1	12.50	1	12.50	4	50.00
IT Division Manager	8	1	12.50	0	0.00	0	0.00	1	12.50
IT Senior Manager	12	1	8.33	0	0.00	0	0.00	1	8.33
Judicial Assistant	147	16	10.88	0	0.00	3	2.04	19	12.93
Justice Of The Peace	23	1	4.35	0	0.00	0	0.00	1	4.35
Justice System Clerk	924	127	13.74	32	3.46	40	4.33	199	21.54
Justice System Clerk Lead	77	2	2.60	1	1.30	1	1.30	4	5.19
Justice System Clerk Supv	93	4	4.30	0	0.00	5	5.38	9	9.68
Law Enforcement Captain	22	0	0.00	0	0.00	1	4.55	1	4.55
Law Enforcement Lieutenant	36	0	0.00	0	0.00	2	5.56	2	5.56
Law Enforcement Officer	635	20	3.15	7	1.10	13	2.05	40	6.30
Law Enforcement Sergeant	93	0	0.00	0	0.00	3	3.23	3	3.23
Legal Assistant	153	13	8.50	1	0.65	2	1.31	16	10.46
Legal Assistant Supv	10	1	10.00	0	0.00	0	0.00	1	10.00
Legal Order Server	8	2	25.00	1	12.50	1	12.50	4	50.00
Legal Support Specialist	185	10	5.41	5	2.70	5	2.70	20	10.81
Legal Support Supervisor	56	1	1.79	0	0.00	3	5.36	4	7.14
Librarian	36	5	13.89	0	0.00	0	0.00	5	13.89
Library Clerk	42	3	7.14	1	2.38	1	2.38	5	11.90
Library Manager	9	1	11.11	0	0.00	0	0.00	1	11.11
Library Paraprofessional	30	1	3.33	0	0.00	0	0.00	1	3.33
Library Support Services Supv	5	0	0.00	1	20.00	1	20.00	2	40.00
Licensed Practical Nurse	51	11	21.57	6	11.76	7	13.73	24	47.06
LPN - Public Health	2	2	100.00	0	0.00	0	0.00	2	100.00
Management Analyst	57	2	3.51	1	1.75	3	5.26	6	10.53

## FY 2008 Turnover by Market Range Title

Market Range Title	Average # Employees	Voluntary Separations	Voluntary Turnover %	Involuntary Separations	Involuntary Turnover %	Retirements	Retirement Turnover %	Total Turnover	Total Turnover %
Materials Handling Worker	25	3	12.00	1	4.00	1	4.00	5	20.00
Mechanic Lead	3	1	33.33	0	0.00	0	0.00	1	33.33
Media Specialist	13	0	0.00	0	0.00	1	7.69	1	7.69
Medical Assistant	60	19	31.67	15	25.00	15	25.00	49	81.67
Medical Examiner	12	1	8.33	1	8.33	1	8.33	3	25.00
Mitigation Specialist	12	5	41.67	0	0.00	0	0.00	5	41.67
Nurse	100	19	19.00	4	4.00	6	6.00	29	29.00
Nurse - Public Health	42	10	23.81	2	4.76	2	4.76	14	33.33
Nurse Pract/Phys Asst	21	6	28.57	0	0.00	1	4.76	7	33.33
Nursing Supervisor	20	5	25.00	0	0.00	1	5.00	6	30.00
Office Assistant	526	96	18.25	27	5.13	40	7.60	163	30.99
Office Assistant Specialized	298	35	11.74	9	3.02	15	5.03	59	19.80
Operations Support Analyst	8	2	25.00	0	0.00	1	12.50	3	37.50
Operations/Program Manager	27	0	0.00	0	0.00	1	3.70	1	3.70
Operations/Program Supervisor	49	4	8.16	0	0.00	2	4.08	6	12.24
Pappas Employee	54	1	1.85	0	0.00	0	0.00	1	1.85
Parks Specialist	4	1	25.00	0	0.00	0	0.00	1	25.00
Payroll Specialist - County	5	2	40.00	0	0.00	0	0.00	2	40.00
PC/LAN Tech Support	58	2	3.45	1	1.72	1	1.72	4	6.90
Planner	39	7	17.95	2	5.13	2	5.13	11	28.21
Planner - Senior	9	1	11.11	0	0.00	1	11.11	2	22.22
Plans Examiner	9	0	0.00	1	11.11	1	11.11	2	22.22
Presentence Screener	50	1	2.00	0	0.00	0	0.00	1	2.00
Preventive Maintenance Tech	7	1	14.29	1	14.29	1	14.29	3	42.86
Prgm Coordination Spec	14	1	7.14	0	0.00	2	14.29	3	21.43
Probation Assistant	35	1	2.86	0	0.00	0	0.00	1	2.86
Probation Manager	17	0	0.00	0	0.00	2	11.76	2	11.76
Probation Officer	870	38	4.37	17	1.95	43	4.94	98	11.26
Probation Officer Supervisor	120	0	0.00	0	0.00	21	17.50	21	17.50
Procurement Officer - County	10	3	30.00	0	0.00	0	0.00	3	30.00
Procurement Officer - Dept	3	2	66.67	0	0.00	0	0.00	2	66.67
Procurement Specialist	31	1	3.23	0	0.00	0	0.00	1	3.23
Program Coordinator	76	7	9.21	5	6.58	8	10.53	20	26.32
Program Manager	15	2	13.33	1	6.67	1	6.67	4	26.67
Program Supervisor	35	3	8.57	2	5.71	3	8.57	8	22.86

## FY 2008 Turnover by Market Range Title

Market Range Title	Average # Employees	Voluntary Separations	Voluntary Turnover %	Involuntary Separations	Involuntary Turnover %	Retirements	Retirement Turnover %	Total Turnover	Total Turnover %
Programmer/Analyst	48	10	20.83	1	2.08	1	2.08	<b>12</b>	<b>25.00</b>
Programmer/Analyst - Sr/Ld	34	2	5.88	1	2.94	2	5.88	<b>5</b>	<b>14.71</b>
Project Manager	26	1	3.85	3	11.54	5	19.23	<b>9</b>	<b>34.62</b>
Psychologist	18	5	27.78	0	0.00	0	0.00	<b>5</b>	<b>27.78</b>
Real Property Specialist	12	0	0.00	1	8.33	1	8.33	<b>2</b>	<b>16.67</b>
Recruiter	5	1	20.00	0	0.00	0	0.00	<b>1</b>	<b>20.00</b>
Road Technician	21	1	4.76	0	0.00	0	0.00	<b>1</b>	<b>4.76</b>
Safety Representative	6	0	0.00	0	0.00	1	16.67	<b>1</b>	<b>16.67</b>
Security Officer	201	35	17.41	14	6.97	19	9.45	<b>68</b>	<b>33.83</b>
Security Officer Manager	7	1	14.29	0	0.00	2	28.57	<b>3</b>	<b>42.86</b>
Security Officer Supervisor	14	3	21.43	0	0.00	0	0.00	<b>3</b>	<b>21.43</b>
Sheriff Record Specialist	48	6	12.50	0	0.00	0	0.00	<b>6</b>	<b>12.50</b>
Social Worker	156	22	14.10	3	1.92	5	3.21	<b>30</b>	<b>19.23</b>
Superior Court Judge	93	0	0.00	0	0.00	10	10.75	<b>10</b>	<b>10.75</b>
Surveillance Officer	176	12	6.82	5	2.84	7	3.98	<b>24</b>	<b>13.64</b>
Survey Technician	9	1	11.11	0	0.00	0	0.00	<b>1</b>	<b>11.11</b>
Systems/Network Admin-Sr/Ld	24	2	8.33	0	0.00	1	4.17	<b>3</b>	<b>12.50</b>
Systems/Network Administrator	26	3	11.54	1	3.85	2	7.69	<b>6</b>	<b>23.08</b>
Technology Analyst	1	1	100.00	0	0.00	0	0.00	<b>1</b>	<b>100.00</b>
Trades Generalist	41	1	2.44	1	2.44	2	4.88	<b>4</b>	<b>9.76</b>
Trades Specialist	56	2	3.57	1	1.79	2	3.57	<b>5</b>	<b>8.93</b>
Traffic Signal Technician	8	0	0.00	0	0.00	2	25.00	<b>2</b>	<b>25.00</b>
Trainer	30	4	13.33	2	6.67	2	6.67	<b>8</b>	<b>26.67</b>
Veterinarian	2	1	50.00	0	0.00	0	0.00	<b>1</b>	<b>50.00</b>
Web Designer/Developer	16	3	18.75	0	0.00	0	0.00	<b>3</b>	<b>18.75</b>
Workforce Development Spec	22	3	13.64	1	4.55	2	9.09	<b>6</b>	<b>27.27</b>