FY 2020 Turnover by Market Range Title

Market Range Title	Average # Employees	Voluntary Separations	Voluntary Turnover %	Involuntary Separations	Involuntary Turnover %	Retirement Separations	Retirement Turnover %	Total Separations	Total Turnover %
Accountant	44	6	13.6	2	4.2	4	9.1	12	27.3
Accounting Specialist	71	7	9.9	2	2.8	2	2.8	11	15.5
Admin/Operations Specialist	195	17	8.7	6	3.1	6	3.1	29	14.9
Administrative Manager	14	1	7.1	1	7.1	1	7.1	3	21.4
Administrative Staff Supv	20	2	10.0					2	10.0
Administrative Supervisor	40	3	7.5			1	2.5	4	10.0
Administrator	14					1	7.1	1	7.1
Air Instrument Technician	8	2	25.0			1	12.5	3	37.5
Air Quality Enforcement Spec	3	1	33.3					1	33.3
Air Quality Planner Senior	4					1	25.0	1	25.0
Air Quality Planning Suvp	3					1	33.3	1	33.3
Air Quality Specialist	29	6	20.7					6	20.7
Air Quality Specialist Senior	10	1	10.0					1	10.0
Animal Control Officer	22	8	36.4	4	18.2			12	54.6
Animal Health Technician	15	6	40.0	2	13.3			8	53.3
Animal Shelter Supervisor	6	1	16.7			1	16.7	2	33.3
Animal Shelter Technician	37	16	43.2	7	18.9	1	2.7	24	64.9
Appraiser - Analytic	25	2	8.0			4	16.0	6	24.0
Appraiser - Analytic Senior	10					1	10.0	1	10.0
Appraiser - Field	9	2	22.2					2	22.2
Appraiser - Field Senior	43	6	14.0			1	2.3	7	16.3
Appraiser Supervisor	13					1	7.7	1	7.7
Assistant County Manager	2					1	50.0	1	50.0
Attorney	416	32	7.7	2	0.5	12	2.9	46	11.1
Attorney I	73	18	24.7	2	2.7			20	27.4
Attorney II	92	12	13.0	1	1.1			13	14.1
Attorney III	71	4	5.6					4	5.6
Attorney IV	78	1	1.3			2	2.6	3	3.9
Attorney V	22			2	9.1	2	9.1	4	18.2
Background Investigator	8					1	12.5	1	12.5
Benefits Specialist (County)	2	1	50.0					1	50.0
Budget Analyst	7	1	14.3					1	14.3
Call Center Representative	16	3	18.8					3	18.8
CASA Coordinator	11	2	18.2					2	18.2
Chief Deputy Assessor	1					1	100.0	1	100.0
Chief Deputy Clerk of the Court	1	1	100.0					1	100.0
Claims Adjuster	6	1	16.7					1	16.7
Clinical Supervisor	12					1	8.3	1	8.3
Clinician (Licensed)	31	8	25.8			2	6.5	10	32.3
Clinician Associate	24	4	16.7					4	16.7
Code Enforcement Officer	5	1	20.0					1	20.0
Collector	19					1	5.3	1	5.3
Communicable Disease Invstigtr	21	6	28.6					6	28.6
Communications Department Ofcr	3	1	33.3					1	33.3
Communications Supervisor	8	2	25.0	1	12.5			3	37.5
Communicatn Mgr (Crim Justice)	3	2	66.7	1	33.3			3	100.0

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Market Range Title	Average # Employees	Voluntary Separations	Voluntary Turnover %	Involuntary Separations	Involuntary Turnover %	Retirement Separations	Retirement Turnover %	Total Separations	Total Turnover %
Communicatn Ofcr/Govt Liaison	29	6	20.7					6	20.7
County Attorney Special Asst	2	1	50.0	1	50.0			2	100.0
County Atty Deputy Chief Admin	1	1	100.0					1	100.0
County Mgr's Special Assistant	1			1	100.0			1	100.0
Court Commissioner	64					5	7.8	5	7.8
Court Conciliator	23	1	4.4					1	4.4
Court Reporter	38	3	7.9			2	5.3	5	13.2
Courtroom Assistant	133	25	18.9	8	6.0			33	24.8
Courtroom Clerk	196	27	13.8	2	1.0	4	2.0	33	16.8
Courtroom Services Supervisor	15	1	6.7					1	6.7
Crime Scene Specialist	7	1	14.3					1	14.3
Criminal Intelligence Analyst	12	1	8.3					1	8.3
Criminal Intelligence Anlst Sr	1	1	100.0					1	100.0
Criminal Intelligence Supv	1			1	100.0			1	100.0
Custodian	28	3	10.7					3	10.7
Dental Assistant	2			1	50.0			1	50.0
Deputy Constable	8	1	12.5					1	12.5
Deputy Director - Animal C&C	1					1	100.0	1	100.0
Deputy Director - Lgl Defense	4	1	25.0					1	25.0
Deputy Director - Probation	6					1	16.7	1	16.7
Detention Lieutenant	61	2	3.3			6	9.8	8	13.1
Detention Officer	1619	105	6.5	6	0.4	33	2.0	144	8.9
Detention Officer (Probation)	177	14	7.9	5	2.8	4	2.3	23	13.0
Detention Officer Trainee	96	38	39.6	3	3.1			41	42.7
Detention Sergeant	207	7	3.4			10	4.8	17	8.2
Detention Supv (Probation)	24	3	12.5			1	4.2	4	16.7
Development Svcs Supervisor	8					1	12.5	1	12.5
Development Svcs Technician	54	10	18.5	1	1.9	1	1.9	12	22.2
Development Svcs Technician Ld	20	3	15.0	2	10.0			5	25.0
Development Svcs Technician Sr	23	6	26.1					6	26.1
Dietetic Technician	51	15	29.4					15	29.4
Dietitian	20	2	10.0			1	5.0	3	15.0
Director - Animal Care & Control	1	1	100.0					1	100.0
Director - Legal Defense	4					1	25.0	1	25.0
Director - Probation	2					1	50.0	1	50.0
Director - Risk Management	1	1	100.0					1	100.0
Duty Plant Operator	4					1	25.0	1	25.0
Educator (Bachelor's)	6	1	16.7					1	16.7
Educator (Detention)	16	1	6.3					1	6.3
Educator Assistant	26	4	15.4	4	15.4			8	30.8
Elected	38	2	5.3					2	5.3
Emergency Dispatcher	26	3	11.5	3	11.5			6	23.1
Emergency Operator	6	1	16.7					1	16.7
Emergency Services Planner	8	2	25.0	1	12.5			3	37.5
Employee Relations Analyst-Cty	3	2	66.7	1	33.3			3	100.0
Engineer	51	5	9.8			3	5.9	8	15.7

FY 2020 Turnover by Market Range Title

Market Range Title	Average # Employees	Voluntary Separations	Voluntary Turnover %	Involuntary Separations	Involuntary Turnover %	Retirement Separations	Retirement Turnover %	Total Separations	Total Turnover %
Engineer Associate	43	4	9.3					4	9.3
Engineering Specialist	15	2	13.3			2	13.3	4	26.7
Engineering Supervisor	16					3	18.8	3	18.8
Engineering Technician	9	1	11.1	1	11.1			2	22.2
Enterprise Architect	11	1	9.1					1	9.1
Environmental Enforcement Spec	5					1	20.0	1	20.0
Environmental Specialist	104	15	14.4	2	1.9	3	2.9	20	19.2
Environmental Specialist Supv	26	2	7.7			1	3.9	3	11.5
Epidemiologist	13	3	23.1					3	23.1
Epidemiologist Senior	8	1	12.5					1	4.0
Epidemiology Analyst	4	2	50.0					2	50.0
Epidemiology Manager	1	1	100.0					1	100.0
Exec Assistant to Director	18			2	11.1			2	11.1
Exec Asst to Elected Official	7	1	14.3					1	14.3
Facil/PW Capital Project Mgr	14	1	7.1					1	7.1
Facilities/PW Project Manager	5					1	20.0	1	20.0
Fiduciary	22	3	13.6	1	4.6			4	18.2
Fiduciary Benefits Specialist	3			1	33.3			1	33.3
Fiduciary Senior	5	1	20.0					1	20.0
Finan Business Analyst(County)	14	1	7.1	1	7.1	1	7.1	3	21.4
Finance Business Analyst	29					1	3.5	1	3.5
Finance Manager (County)	5					1	20.0	1	20.0
Finance Manager (Large)	14	2	14.3					2	14.3
Finance Support Supervisor	14	2	14.3	1	7.1	1	7.1	4	28.6
Fingerprint Analyst	15	3	20.0			1	6.7	4	26.7
Fingerprint Technician	8	2	25.0					2	25.0
Fleet Heavy Equipment Tech	16	1	6.3	1	6.3			2	12.5
Fleet Preventative Maint Tech	2			1	50.0			1	50.0
Fleet Technician Supervisor	4					1	25.0	1	25.0
Food Services Shift Supervisor	11	1	9.1					1	9.1
Food Services Worker	55	14	25.5	4	7.3	1	1.8	19	34.6
Forensic Technician	12	3	25.0	1	8.3			4	33.3
Forensic Technician Senior	1	1	100.0					1	100.0
General Laborer	27	7	25.9			1	3.7	8	29.6
GIS Programmer/Analyst	12	1	8.3			1	8.3	2	16.7
GIS Technician	23	4	17.4			1	4.4	5	21.7
GIS Technician Senior/Lead	9	1	11.1	1	11.1	1	11.1	3	33.3
Grant/Contract Admin Supv	3	1	33.3					1	33.3
Head Start Professnl Dev Coach	8	1	12.5					1	12.5
Head Start Site Supervisor	28	5	17.9	1	3.6			6	21.4
Head Start Teacher	31	4	12.9					4	12.9
Head Start Teacher (Bachelors)	38	5	13.2					5	13.2
Health Educator	25	4	16.0			1	4.0	5	20.0
Health Educator Senior	14	6	42.9	1	7.1			7	50.0
Health Educator Supervisor	7	1	14.3					1	14.3
Health Services Aide	23	1	4.4	1	4.4			2	8.7

FY 2020 Turnover by Market Range Title

Market Range Title	Average # Employees	Voluntary Separations	Voluntary Turnover %	Involuntary Separations	Involuntary Turnover %	Retirement Separations	Retirement Turnover %	Total Separations	Total Turnover %
Help Desk Specialist	24	4	16.7	2	8.3	2	8.3	8	33.3
Help Desk Specialist Sr/Ld	10			1	10.0			1	10.0
Human Resources Analyst	37	5	13.5	1	2.7	1	2.7	7	18.9
Human Resources Associate	28	5	17.9			2	7.1	7	25.0
Human Resources Manager	8	1	12.5			1	12.5	2	25.0
Human Resources Mngr (County)	7	2	28.6					2	28.6
Human Resources Specialist	15	1	6.7					1	6.7
Human Resources Support Supv	4	2	50.0					2	50.0
HVAC Technician	18	1	5.6			1	5.6	2	11.1
Inmate Classification Spec	35	4	11.4	1	2.9			5	14.3
Inspection Supervisor	9			1	11.1			1	11.1
Inspector	44	5	11.4	2	4.6	2	4.6	9	20.5
Interpreter	5	1	20.0	1	20.0			2	40.0
Interpreter Certified	17	4	23.5					4	23.5
Interpreter Services Manager	1			1	100.0			1	100.0
Invest Task Force Cmdr (MCAO)	1	1	100.0					1	100.0
Investigations Supv (Defense)	5	3	60.0					3	60.0
Investigations Supv (MCAO)	5	1	20.0					1	20.0
Investigator (Defense)	41	8	19.5	1	2.4	1	2.4	10	24.4
Investigator (MCAO)	49	3	6.1			3	6.1	6	12.2
Investigator Chief (MCAO)	1					1	100.0	1	100.0
IT Business Systems Alyt Sr/Ld	33	3	9.1			1	3.0	4	12.1
IT Business Systems Analyst	44	4	9.1	2	4.6			6	13.6
IT Consultant	12					1	8.3	1	8.3
IT Division Manager	13	2	15.4			1	7.7	3	23.1
IT Manager	27	1	3.7					1	3.7
IT Program Manager	15	1	6.7			1	6.7	2	13.3
IT Security Analyst Sr/Ld	7	3	42.9					3	42.9
IT Security Officer Chief	1	1	100.0					1	100.0
IT Services Supervisor	12					1	8.3	1	8.3
Judicial Assistant	163	20	12.3	5	3.1	3	1.8	28	17.2
Justice of the Peace	27	2	7.4			2	7.4	4	14.8
Justice System Administrator	17					2	11.8	2	11.8
Justice System Clerk	621	108	17.4	20	3.2	7	1.1	135	21.7
Justice System Clerk Associate	109	19	17.4	5	4.6	2	1.8	26	23.9
Justice System Clerk Lead	86					3	3.5	3	3.5
Justice System Clerk Senior	223	16	7.2	2	0.9	4	1.8	22	9.9
Justice System Manager	24	1	4.2			1	4.2	2	8.3
Justice System Supervisor	105	8	7.6			5	4.8	13	12.4
Laboratory Technician	5	3	60.0					3	60.0
Laboratory Technologist	7	1	14.3					1	14.3
Laundry Manager	1					1	100.0	1	100.0
Law Enforcement Captain	25					2	8.0	2	8.0
Law Enforcement Lieutenant	41					3	7.3	3	7.3
Law Enforcement Officer	458	11	2.4	2	0.4	20	4.4	33	7.2
Law Enforcement OfficerTrainee	24	11	45.8	2	8.3			13	54.2

FY 2020 Turnover by Market Range Title

Market Range Title	Average # Employees	Voluntary Separations	Voluntary Turnover %	Involuntary Separations	Involuntary Turnover %	Retirement Separations	Retirement Turnover %	Total Separations	Total Turnover %
Law Enforcement Sergeant	124			1	0.8	4	3.2	5	4.0
Law Enforcement Srvs Officer	11	1	9.1					1	9.1
Law EnforcementOfcrField(5041)	4	1	25.0					1	25.0
Law EnforcementOfcrField(5042)	6	1	16.7					1	16.7
Law EnforcementOfcrField(5043)	4	1	25.0					1	25.0
Law EnforcementOfcrField(5044)	5	1	20.0					1	20.0
Legal Assistant	150	8	5.3	1	0.7	2	1.3	11	7.3
Legal Order Server	4			1	25.0	1	25.0	2	50.0
Legal Services Manager	7	1	14.3					1	14.3
Legal Support Specialist	192	20	10.4	2	1.0	4	2.1	26	13.6
Legal Support Supervisor	49	1	2.0			2	4.1	3	6.1
Librarian	33	1	3.0					1	3.0
Library Branch Services Supv	7	3	42.9			1	14.3	4	57.1
Library Clerk	46	1	2.2			2	4.4	3	6.5
Library Large Branch Manager	9					1	11.1	1	11.1
Library Paraprofessional	22	1	4.6			1	4.6	2	9.1
Library Region Manager	5	1	20.0					1	20.0
Library Small Branch Manager	7	1	14.3					1	14.3
Licensed Practical Nurse	57	29	50.9	2	3.5	2	3.5	33	57.9
Locksmith	7	1	14.3					1	14.3
Management Analyst	90	13	14.4	1	1.1	2	2.2	16	17.8
Management Assistant	44	1	2.3			2	4.6	3	6.8
Materials Testing Technician	3	1	33.3	1	33.3			2	66.7
Media Specialist	15	1	6.7			1	6.7	2	13.3
Medical Assistant	71	17	23.9	4	5.6			21	29.6
Medical Examiner	14	3	25.0					3	25.0
Medicolegal Death Invest Supv	3	1	33.3					1	33.3
Medicolegal Death Investigator	19	2	10.5					2	10.6
Mitigation Specialist	19	1	5.3					1	5.3
Mitigation Specialist Capital	23	2	8.7			1	4.6	3	13.0
Network Engineer Senior/Lead	6			1	16.7			1	16.7
Nurse	117	30	25.6	1	0.9	1	0.9	32	27.4
Nurse Practitioner	13	1	7.7					1	7.7
Nurse Practitioner Public Hlth	5	3	60.0			1	20.0	4	80.0
Nurse Public Health	40	7	17.5			2	5.0	9	22.5
Nurse Public Health Lead	6	1	16.7			1	16.7	2	33.3
Nursing Manager	14	4	28.6					4	28.6
Office Assistant	112	19	17.0	2	1.8	5	4.7	26	23.2
Office Assistant Specialized	254	24	9.5	2	0.8	4	1.6	30	11.8
Ombudsman	4	1	25.0					1	25.0
Operations/Program Manager	26	3	11.5			4	15.4	7	26.9
Operations/Program Supervisor	26	3	11.5			1	3.9	4	15.4
Park Interpretive Ranger	13	1	7.7					1	7.7
Parks Maintenance Worker	22					1	4.8	1	4.8
Parks Specialist	3	2	66.7					2	66.7
Parks Supervisor	8	1	12.5					1	12.5

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PC/LAN Technician	40	4	10.0			2	5.0	6	15.0
PC/LAN Technician Sr/Ld	21			1	4.8			1	4.8
Physician	7					1	16.7	1	16.7
Physician Assistant	15	1	6.7					1	6.7
Physician Assistant Public Hlth	1	1	100.0					1	100.0
Planner	14	5	35.7					5	35.7
Planner Associate	1	1	100.0					1	100.0
Planner Senior	4	1	25.0					1	25.0
Planning Supervisor	6					1	16.7	1	16.7
Plumber	13	2	15.4			1	7.7	3	23.1
Presentence Screener	41	5	12.2					5	12.2
Probation Assistant	37	2	5.4			4	10.8	6	16.2
Probation Dispatcher	20	3	15.0					3	15.0
Probation Officer	837	28	3.4	1	0.1	28	3.6	57	6.8
Probation Officer Supervisor	133	2	1.5			5	3.8	7	5.3
Probation Officer Trainee	13	2	15.4	1	7.7			3	23.1
Procurement Officer	4	1	25.0					1	25.0
Procurement Specialist	26	2	7.7			1	3.9	3	11.5
Procurement Supervisor	3			1	33.3	1	33.3	2	66.7
Program Coordinator	69	8	11.6	1	1.5	1	1.5	10	14.5
Programmer Analyst	22	1	4.6	1	4.6			2	9.1
Programmer Analyst Sr/Ld	48	2	4.2	4	8.3	1	2.1	7	14.6
Property & Evidence Custodian	12					2	16.7	2	16.7
Psychologist Senior	1					1	100.0	1	100.0
Public Health OPR Manager	1	1	100.0					1	100.0
Public Works Crew Leader	22			1	4.6			1	4.6
Public Works Equipment Operatr	61	1	1.6	6	9.8			7	11.5
Public Works Field Supervisor	19					2	10.5	2	10.5
Public Works Heavy Equip Oprtr	33	1	3.0			2	6.1	3	9.1
Public Works Maintenance Workr	32	6	18.8	1	3.1			7	21.9
Public Works Roadway Div Mgr	1	1	100.0					1	100.0
Public Works Roadway Technicn	41	1	2.4	1	2.4	2	4.9	4	9.8
Public Works Superintendent	4	1	25.0			1	25.0	2	50.0
Public Works Supervisor	10	2	20.0			1	10.0	3	30.0
Research Director	3	1	33.3					1	33.3
Risk Management Specialist	6	1	16.7					1	16.7
Risk Management Supervisor	2	1	50.0					1	50.0
Security Officer	140	22	15.7	7	5.0	2	1.4	31	22.1
Security Officer Manager	5	1	20.0					1	20.0
Security Officer Supervisor	15	3	20.0			1	6.7	4	26.7
Security Specialist	17	2	11.8					2	11.8
Social Worker	136	13	9.6	2	1.5	2	1.5	17	12.5
Social Worker Supervisor	19	2	10.5					2	10.5
Special Projects Manager	29	2	6.9	1	3.5			3	10.3
Superior Court Judge	96	2	2.1			7	7.3	9	9.4
Surveillance Officer	127	2	1.6			3	2.4	5	3.9

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Survey Technician	4	1	25.0					1	25.0
Systems Administrator	24	3	12.5			1	4.2	4	16.7
Systems Administrator Sr/Ld	21	2	9.5	1	4.8	1	4.8	4	19.1
Telecomm Engineer	9	1	11.1					1	11.1
Telecom Engineer Sr/Ld	4	1	25.0					1	25.0
Telecomm Prgrmr/Analyst	2	1	50.0					1	50.0
Telecommunications Technician	8	5	62.5					5	62.5
Title Examiner	4					1	25.0	1	25.0
Trades Generalist	50	3	6.0	1	2.0	5	10.0	9	18.0
Trades Supervisor	13					1	7.1	1	7.1
Training Officer	13	2	15.4	1	7.7			3	23.1
Vital Records Specialist	24	4	16.7			1	4.2	5	20.9
Warehouse/Inventory Specialist	43	5	11.6	2	4.7	1	2.33	8	18.6
Workforce Development Coord	12	2	16.7					2	16.7
Workforce Development Manager	3	1	33.3					1	33.3
Workforce Development Spec	27	4	14.8					4	14.8
Workforce Development Supv	7	1	14.3					1	14.3