

Turnover Statistics for All Executive Branch Classes
Turnover Data 04/01/10 thru 03/31/11

Sorted by Title Code (ascending)

Title Code	Title Description	Pay Range	Avg Of Hourly Rate (Separation Actions)	Total Full Time Employees	Total Turnover Percentage	Voluntary Turnover Percentage	Total Actions	Number of Separation Personnel Actions				
								Resigned Agency	Resigned State	Dismissals	Retirement	Other Terminations
000002	OFFICE SUPPORT ASST (CLERICAL)	A08	\$10.57	84.5	10.7%	4.7%	9		4		4	1
000003	SR OFC SUPPORT ASST (CLERICAL)	A12	\$12.10	108.0	20.4%	12.0%	22	6	7	3	5	1
000004	ADMIN OFFICE SUPPORT ASSISTANT	A15	\$13.78	413.0	10.9%	5.8%	45	13	11	3	17	1
000012	OFFICE SUPPORT ASST (STENO)	A10	\$12.40	61.0	4.9%		3				3	
000013	SR OFC SUPPORT ASST (STENO)	A13	\$14.40	73.5	16.3%		12				8	4
000021	GENERAL OFFICE ASSISTANT	A07		2.0								
000022	OFFICE SUPPORT ASST (KEYBRD)	A09	\$10.97	1,568.0	14.6%	9.8%	229	57	96	21	40	15
000023	SR OFC SUPPORT ASST (KEYBRD)	A12	\$12.46	983.5	12.8%	7.2%	126	38	33	11	38	6
000031	CLERICAL SERVICES SPV FS	A19		6.0								
000035	OFFICE SERVICES ASST	A16	\$13.52	8.0	25.0%	12.5%	2	1		1		
000067	PHOTOGRAPHIC-MACHINE OPER	A09		9.5								
000090	COURT REPORTER II	A25	\$21.37	19.5	10.3%	10.3%	2	1	1			
000091	COURT REPORTER SUPV	A27		2.0								
000093	PRINTING/MAIL TECHNICIAN I	A10	\$11.59	31.0	32.3%	9.7%	10		3		3	4
000094	PRINTING/MAIL TECHNICIAN II	A13	\$13.20	21.0	23.8%		5				1	4
000095	PRINTING/MAIL TECHNICIAN III	A16		17.0								
000096	PRINTING/MAIL TECHNICIAN IV	A18	\$16.36	10.5	19.0%	9.5%	2	1			1	
000097	PRINTING/MAIL CUSTOMER SVC REP	A20	\$15.80	3.5	28.6%	28.6%	1	1				
000098	PRINTING/MAIL COORDINATOR	A22		1.5								
000124	COMPUTER SUPPORT SVCS SPV	A22	\$19.70	1.5	66.7%		1				1	
000130	INFORMATION SUPPORT COOR	A16	\$12.88	16.0	6.3%		1			1		
000132	COMPUTER OPER TRNE	A09		2.0								
000133	COMPUTER OPER I	A13		8.0								
000134	COMPUTER OPER II	A17	\$15.25	13.5	7.4%		1			1		
000135	COMPUTER OPER III	A21		10.0								
000136	COMPUTER OPERATIONS SPV I	A23		6.0								
000137	COMPUTER OPERATIONS SPV II	A27		2.0								
000150	INFORMATION TECHNOLOGIST I	A18		16.5								
000151	INFORMATION TECHNOLOGIST II	A22	\$16.78	58.0	20.7%	17.2%	12	1	9	2		
000152	INFORMATION TECHNOLOGIST III	A25	\$19.45	109.0	11.9%	6.4%	13	1	6	3	3	
000153	INFORMATION TECHNOLOGIST IV	A28	\$22.41	305.0	9.8%	2.6%	30	2	6	5	16	1
000157	COMPUTER INFO TECH SUPV I	A30	\$25.72	17.5	17.1%	5.7%	3		1		2	
000158	COMPUTER INFO TECH SUPV II	A33	\$32.60	35.0	11.4%	2.9%	4		1		3	
000165	COMPUTER INFO TECH SPEC I	A30	\$25.02	230.0	12.6%	4.3%	29	3	7	1	18	
000166	COMPUTER INFO TECH SPEC II	A33	\$28.93	101.0	5.0%	1.0%	5	1			4	
000167	COMPUTER INFO TECH SPEC III	A34	\$33.55	17.0	29.4%	11.8%	5	2			3	
000197	COMP INFO TECHNOLOGY MGR II	A35	\$36.68	2.5	40.0%		1				1	
000198	COMP INFO TECHNOLOGY MGR I	A34	\$32.48	35.5	33.8%	16.9%	12	2	4	1	5	
000201	STORES CLERK	A07	\$11.22	17.5	11.4%	5.7%	2		1		1	
000202	STOREKEEPER I	A12	\$12.76	175.0	5.7%	1.7%	10	1	2		5	2
000204	STOREKEEPER II	A15	\$14.11	111.0	9.0%	1.8%	10	1	1	1	6	1
000205	SUPPLY MANAGER I	A19	\$16.48	26.5	11.3%	3.8%	3		1		2	
000206	SUPPLY MANAGER II	A21	\$19.70	6.0	16.7%		1				1	
000221	BUYER I	A18		0.5								
000222	BUYER II	A23	\$16.66	9.5	10.5%	10.5%	1	1				

Voluntary Turnover		Percent of Separation Personnel Actions				
Resigned Agency Turnover Rate	Resigned State Turnover Rate	Dismissal Turnover Rate	Retirement Turnover Rate	Other Terminations Turnover Rate		
	4.7%		4.7%	1.2%		
5.6%	6.5%	2.8%	4.6%	0.9%		
3.1%	2.7%	0.7%	4.1%	0.2%		
			4.9%			
			10.9%	5.4%		
3.6%	6.1%	1.3%	2.6%	1.0%		
3.9%	3.4%	1.1%	3.9%	0.6%		
12.5%		12.5%				
5.1%	5.1%					
	9.7%		9.7%	12.9%		
			4.8%	19.0%		
9.5%			9.5%			
28.6%						
			66.7%			
		6.3%				
			7.4%			
1.7%	15.5%	3.4%				
0.9%	5.5%	2.8%	2.8%			
0.7%	2.0%	1.6%	5.2%	0.3%		
	5.7%		11.4%			
	2.9%		8.6%			
1.3%	3.0%	0.4%	7.8%			
1.0%			4.0%			
11.8%			17.6%			
			40.0%			
5.6%	11.3%	2.8%	14.1%			
	5.7%		5.7%			
0.6%	1.1%		2.9%	1.1%		
0.9%	0.9%	0.9%	5.4%	0.9%		
	3.8%		7.5%			
			16.7%			
10.5%						

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Title Code	Title Description	Pay Range	Avg Of Hourly Rate (Separation Actions)	Total Full Time Employees	Total Turnover Percentage	Voluntary Turnover Percentage	Total Actions	Number of Separation Personnel Actions					
								Resigned Agency	Resigned State	Dismissals	Retirement	Other Terminations	
000451	PUBLIC INFORMATION SPEC I	A18	\$17.60	3.0	33.3%		1					1	
000452	PUBLIC INFORMATION SPEC II	A21		8.5									
000454	PUBLIC INFORMATION COOR	A24	\$19.34	23.0	13.0%	4.3%	3		1			1	1
000458	PUBLIC INFORMATION ADMSTR	A28	\$26.71	9.0	11.1%	11.1%	1	1					
000462	ENV EDUCATION & INFO SPEC II	A26	\$20.43	1.5	66.7%		1					1	
000463	LABOR ECONOMIST	A28		1.0									
000465	ECONOMIST (OA/REVENUE)	A32		1.0									
000468	STATE DEMOGRAPHER	A32		1.0									
000481	TOURIST GUIDE	A07		0.5									
000482	TOURIST ASST	A10	\$11.44	6.0	16.7%		1						1
000483	TOURIST CENTER SPV	A18	\$17.28	7.0	14.3%		1					1	
000490	STAFF TRAINING & DEV COOR	A29		4.0									
000491	TRAINING TECH I	A22	\$16.66	13.0	15.4%		2			1			1
000492	TRAINING TECH II	A25	\$20.28	77.0	6.5%	3.9%	5	3			2		
000493	TRAINING TECH III	A28	\$22.68	15.5	6.5%	6.5%	1	1					
000501	EXECUTIVE I	A18	\$15.83	131.0	13.7%	7.6%	18	10			6		2
000502	EXECUTIVE II	A22	\$17.62	76.5	7.8%	1.3%	6	1			5		
000510	HOSPITAL MANAGEMENT ASST	A28		3.5									
000518	RISK MANAGEMENT TECH I	A14		1.0									
000519	RISK MANAGEMENT TECH II	A18		10.5									
000520	RISK MANAGEMENT SPEC I	A25	\$19.33	6.0	16.7%	16.7%	1		1				
000523	RISK MANAGEMENT SPEC II	A28		3.0									
000540	BUILDING MGR I	A23		1.0									
000541	BUILDING MGR II	A26		1.0									
000552	MANAGEMENT ANALYSIS SPEC I	A23	\$17.28	22.5	13.3%	8.9%	3	1	1				1
000553	MANAGEMENT ANALYSIS SPEC II	A26	\$23.04	62.5	8.0%	3.2%	5	1	1		2		1
000556	PLANNER I	A22		3.5									
000557	PLANNER II	A25	\$19.98	32.5	12.3%	3.1%	4		1		2		1
000558	PLANNER III	A28	\$23.46	53.5	9.3%	5.6%	5	1	2		2		
000559	PLANNER IV	A32		2.5									
000574	HEALTH PROGRAM REP I	A18	\$14.22	10.0	10.0%	10.0%	1		1				
000575	HEALTH PROGRAM REP II	A21	\$18.22	70.5	8.5%	1.4%	6		1	1	1		3
000576	HEALTH PROGRAM REP III	A24	\$19.74	72.0	9.7%	2.8%	7	1	1	2	1		2
000581	SPV OF VOLUNTEER SERVICES	A16		8.0									
000586	ASST CENTER DIR ADMIN	A27		3.0									
000592	HEALTH PLANNING SPEC	A24		1.0									
000601	WORKERS' COMP TECH I	A12	\$11.63	4.5	44.4%	22.2%	2		1	1			
000602	WORKERS' COMP TECH II	A14	\$16.66	16.0	6.3%		1			1			
000603	WORKERS' COMP TECH SUPV	A18		2.0									
000604	WORKERS' COMP TECH III	A16		1.0									
000618	HEALTH INFORMATION TECH I	A15		3.0									
000619	HEALTH INFORMATION TECH II	A17	\$15.80	10.5	9.5%	9.5%	1		1				
000620	HEALTH INFORMATION ADMIN I	A20		5.0									
000621	HEALTH INFORMATION ADMIN II	A25		4.0									
000623	REIMBURSEMENT OFFICER I	A17	\$14.83	30.0	10.0%		3				2		1

Voluntary Turnover				
Percent of Separation Personnel Actions				
Resigned Agency Turnover Rate	Resigned State Turnover Rate	Dismissal Turnover Rate	Retirement Turnover Rate	Other Terminations Turnover Rate
			33.3%	
	4.3%		4.3%	4.3%
11.1%			66.7%	
				16.7%
		7.7%		7.7%
3.9%			2.6%	
6.5%				
7.6%			4.6%	1.5%
1.3%			6.5%	
	16.7%			
4.4%	4.4%			4.4%
1.6%	1.6%		3.2%	1.6%
	3.1%		6.2%	3.1%
1.9%	3.7%		3.7%	
	10.0%			
	1.4%	1.4%	1.4%	4.3%
1.4%	1.4%	2.8%	1.4%	2.8%
	22.2%	22.2%		
		6.3%		
	9.5%			
			6.7%	3.3%

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								Resigned Agency	Resigned State	Dismissals	Retirement	Other Terminations
000624	REIMBURSEMENT OFFICER II	A20	\$15.25	7.0	28.6%	28.6%	2	1	1			
000625	REIMBURSEMENT OFFICER III	A22		2.0								
000627	PERSONNEL CLERK	A15	\$14.55	83.5	19.2%	10.8%	16	5	4		6	1
000633	LOAN SERVICING OFCR	A27		1.0								
000655	SECURITY OFCR I	A12	\$11.98	94.0	18.1%	8.5%	17	6	2	4	4	1
000656	SECURITY OFCR II	A14	\$13.85	18.0	11.1%		2				2	
000657	SECURITY OFCR III	A16	\$15.14	6.5	30.8%		2			1	1	
000658	CH SECURITY OFCR	A20	\$17.93	3.0	33.3%	33.3%	1	1				
000660	CAPITOL POLICE OFFICER	A20	\$15.52	14.0	35.7%	21.4%	5		3	2		
000661	CAPITOL POLICE SERGEANT	A24	\$18.61	5.0	20.0%	20.0%	1		1			
000662	CAPITOL POLICE LIEUTENANT	A28		2.0								
000663	CAPITOL POLICE CORPORAL	A22		5.0								
000665	CAPITOL POLICE COMMUNS OPER	A15	\$12.88	2.0	50.0%		1					1
000669	HOUSING DEVELOPMENT OFCR I	A19	\$16.36	9.5	10.5%	10.5%	1		1			
000670	HOUSING DEVELOPMENT OFCR II	A21		9.5								
000671	SR HOUSING DEVELOPMENT OFCR	A23		13.0								
000676	HOUSING PROGRAM LOAN ADMSTR	A27	\$27.82	12.5	16.0%	16.0%	2		2			
000683	HOUSING DEVELOPMENT APPRAISER	A29		1.0								
000685	HSNG PRGM AUDITOR & INSPECTOR	A27		14.5								
000686	SR HSNG PRGM AUDITOR & INSPCTR	A29		2.0								
000690	AFFORDABLE HOUSING CNSLT MH	A30		3.0								
000692	TELECOMMUN TECH II	A21		1.0								
000694	TELECOMMUN ANAL II	A23		1.5								
000696	TELECOMMUN ANAL IV	A30		2.0								
000714	UNEMPLOYMENT INS AUDITOR I	A19	\$14.64	11.0	27.3%	27.3%	3	1	2			
000715	UNEMPLOYMENT INS AUDITOR II	A21	\$18.34	37.0	18.9%	5.4%	7		2	1	4	
000716	UNEMPLOYMENT INS AUDITOR III	A24		6.5								
000719	CLAIMS EXAMINER	A14		16.0								
000722	CLAIMS SUPERVISOR	A21	\$20.05	32.0	3.1%		1				1	
000723	SENIOR CLAIMS SUPERVISOR	A24	\$22.53	15.0	20.0%		3				3	
000729	CONTRIBUTIONS EXAMINER	A14		4.0								
000733	CONTRIBUTIONS SUPERVISOR	A21	\$20.43	9.5	10.5%		1				1	
000734	SENIOR CONTRIBUTIONS SUPV	A24	\$22.68	6.0	16.7%		1				1	
000743	LEGISLATIVE COORDINATOR	A29	\$24.08	3.5	28.6%	28.6%	1	1				
000751	APPEALS REFEREE I	A24		1.0								
000752	APPEALS REFEREE II	A27	\$24.08	9.0	11.1%	11.1%	1		1			
000753	APPEALS REFEREE III	A29	\$30.90	17.0	5.9%		1				1	
000757	MANAGEMENT ANAL II ES	A24		1.5								
000758	MANAGEMENT ANAL III ES	A27	\$22.68	1.0	100.0%	100.0%	1		1			
000761	ADMINISTRATIVE ANAL I	A17	\$14.50	7.5	26.7%	26.7%	2		2			
000762	ADMINISTRATIVE ANAL II	A21		6.0								
000763	ADMINISTRATIVE ANAL III	A25		5.0								
000781	CLAIMS SPECIALIST I	A17	\$13.42	118.5	18.6%	12.7%	22	3	12	7		
000782	CLAIMS SPECIALIST II	A19	\$15.71	151.5	8.6%	4.6%	13		7		6	
000783	CONTRIBUTIONS SPECIALIST I	A17	\$13.60	21.5	14.0%	14.0%	3	2	1			

Voluntary Turnover				
Percent of Separation Personnel Actions				
Resigned Agency Turnover Rate	Resigned State Turnover Rate	Dismissal Turnover Rate	Retirement Turnover Rate	Other Terminations Turnover Rate
14.3%	14.3%			
6.0%	4.8%		7.2%	1.2%
6.4%	2.1%	4.3%	4.3%	1.1%
		15.4%	15.4%	
33.3%				
	21.4%	14.3%		
	20.0%			
				50.0%
	10.5%			
	16.0%			
9.1%	18.2%			
	5.4%	2.7%	10.8%	
			3.1%	
			20.0%	
			10.5%	
			16.7%	
28.6%				
	11.1%			
			5.9%	
	100.0%			
	26.7%			
2.5%	10.1%	5.9%		
	4.6%		4.0%	
9.3%	4.7%			

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								Resigned Agency	Resigned State	Dismissals	Retirement	Other Terminations
001260	INTERPRETIVE RESOURCE SPEC I	A18	\$14.60	6.0	33.3%		2				2	
001261	INTERPRETIVE RESOURCE SPEC II	A21		12.0								
001262	INTERPRETIVE RESOURCE SPC III	A24	\$17.93	11.5	8.7%	8.7%	1	1				
001263	INTERPRETIVE RESOURCE COORD	A26		7.0								
001268	PARK RANGER CORPORAL	A25	\$22.68	8.0	12.5%		1				1	
001270	PARK RANGER	A23	\$17.63	21.0	28.6%	19.0%	6		4		1	1
001271	PARK RANGER SERGEANT	A27	\$20.43	5.0	20.0%	20.0%	1	1				
002001	CUSTODIAL WORKER I	A05	\$9.56	264.0	21.6%	10.2%	57	8	19	17	13	
002002	CUSTODIAL WORKER II	A07	\$10.17	36.5	16.4%	8.2%	6	2	1	1	2	
002003	CUSTODIAL WORK SPV	A10	\$10.90	19.5	20.5%	20.5%	4	2	2			
002004	HOUSEKEEPER I	A16	\$13.83	12.0	25.0%	25.0%	3		3			
002005	HOUSEKEEPER II	A20		6.0								
002023	LAUNDRY WORKER I	A05	\$9.66	46.0	26.1%	6.5%	12		3	4	5	
002024	LAUNDRY WORKER II	A07	\$10.74	7.5	13.3%	13.3%	1		1			
002026	LAUNDRY SPV	A14		1.0								
002028	LAUNDRY MGR I	A17		3.5								
002029	LAUNDRY MGR II	A21	\$17.49	12.5	40.0%	16.0%	5		2		3	
002042	SECURITY GUARD	A08		13.0								
002051	BAKER I	A08		3.0								
002052	BAKER II	A12		2.0								
002061	COOK I	A07	\$10.29	58.5	30.8%	15.4%	18	3	6	5	4	
002062	COOK II	A10	\$11.12	299.5	24.4%	16.4%	73	4	45	11	13	
002063	COOK III	A15	\$13.27	123.0	8.1%	4.1%	10	1	4	1	3	1
002066	FOOD SERVICE MGR I	A17	\$16.37	18.0	16.7%	11.1%	3		2	1		
002067	FOOD SERVICE MGR II	A21	\$17.82	20.5	14.6%	4.9%	3		1		2	
002071	DINING ROOM SPV	A10	\$11.73	18.5	21.6%	16.2%	4	3			1	
002073	FOOD SERVICE HELPER I	A05	\$9.49	208.5	21.1%	8.2%	44	7	10	22	5	
002074	FOOD SERVICE HELPER II	A07	\$9.97	30.5	16.4%	6.6%	5		2	2	1	
002101	DIETITIAN I	A19		3.0								
002102	DIETITIAN II	A22	\$21.56	10.0	20.0%	10.0%	2		1		1	
002103	DIETITIAN III	A25	\$21.26	8.5	11.8%		1				1	
002104	DIETITIAN IV	A27		1.0								
002107	DIETARY SERVICES COOR MH	A29		1.0								
002112	NUTRITIONIST III	A24		17.0								
002114	NUTRITION SPECIALIST	A27		7.0								
003005	ACADEMIC TEACHER I	A17	\$13.75	4.0	25.0%	25.0%	1		1			
003006	ACADEMIC TEACHER II	A21	\$15.88	8.0	37.5%	25.0%	3		2	1		
003007	ACADEMIC TEACHER III	A23	\$17.49	165.0	14.5%	9.1%	24		15	2	7	
003011	EDUCATION SUPERVISOR	A26	\$21.24	14.0	21.4%	7.1%	3		1		2	
003017	VOCATIONAL EDUCATION SPV	A26	\$20.43	4.0	25.0%		1			1		
003020	LIBRARIAN I	A17		2.0								
003021	LIBRARIAN II	A20	\$16.66	28.0	3.6%		1			1		
003032	EDUCATION ASST II	A10		6.5								
003045	SPECIAL EDUC TEACHER I	A18	\$13.75	2.0	50.0%	50.0%	1		1			
003046	SPECIAL EDUC TEACHER II	A22	\$16.36	7.5	26.7%	13.3%	2		1	1		

Voluntary Turnover				
Percent of Separation Personnel Actions				
Resigned Agency Turnover Rate	Resigned State Turnover Rate	Dismissal Turnover Rate	Retirement Turnover Rate	Other Terminations Turnover Rate
			33.3%	
8.7%				
			12.5%	
	19.0%		4.8%	4.8%
20.0%				
3.0%	7.2%	6.4%	4.9%	
5.5%	2.7%	2.7%	5.5%	
10.3%	10.3%			
	25.0%			
	6.5%	8.7%	10.9%	
	13.3%			
	16.0%		24.0%	
5.1%	10.3%	8.5%	6.8%	
1.3%	15.0%	3.7%	4.3%	
0.8%	3.3%	0.8%	2.4%	0.8%
	11.1%	5.6%		
	4.9%		9.8%	
16.2%			5.4%	
3.4%	4.8%	10.6%	2.4%	
	6.6%	6.6%	3.3%	
	10.0%		10.0%	
			11.8%	
	25.0%			
	25.0%	12.5%		
	9.1%	1.2%	4.2%	
	7.1%		14.3%	
		25.0%		
		3.6%		
	50.0%			
	13.3%	13.3%		

Turnover Statistics for All Executive Branch Classes
Turnover Data 04/01/10 thru 03/31/11

Sorted by Title Code (ascending)

Title Code	Title Description	Pay Range	Avg Of Hourly Rate (Separation Actions)	Total Full Time Employees	Total Turnover Percentage	Voluntary Turnover Percentage	Total Actions	Number of Separation Personnel Actions				
								Resigned Agency	Resigned State	Dismissals	Retirement	Other Terminations
003047	SPECIAL EDUC TEACHER III	A24	\$18.47	94.5	13.8%	9.5%	13	1	8	2	2	
003059	GUIDANCE CNSLR I	A20		1.0								
003061	GUIDANCE CNSLR II	A23		5.0								
003070	VOCATIONAL TEACHER I	A18		2.0								
003071	VOCATIONAL TEACHER II	A21	\$17.34	6.0	33.3%	16.7%	2		1		1	
003072	VOCATIONAL TEACHER III	A23	\$18.93	19.5	30.8%	5.1%	6		1	2	3	
004001	CERT DENTAL ASST	A12		1.0								
004002	DENTAL ASST	A09		3.0								
004003	DENTAL HYGIENIST	A18		1.0								
004007	DENTIST III	A38	\$41.85	2.5	80.0%		2				2	
004104	ASSOC PUBLIC HLTH LAB SCIENTST	A19	\$14.64	7.5	40.0%	26.7%	3		2	1		
004105	PUBLIC HEALTH LAB SCIENTIST	A23	\$17.28	21.5	14.0%	14.0%	3		3			
004106	SENIOR PUBLIC HLTH LAB SCINTST	A26	\$19.33	20.0	5.0%	5.0%	1		1			
004112	CHEMIST II	A22		2.0								
004113	CHEMIST III	A25	\$20.84	20.0	5.0%		1					1
004114	CHEMIST IV	A29		3.0								
004150	MEDICAL LABORATORY TECH I	A09		1.5								
004151	MEDICAL LABORATORY TECH II	A12		0.5								
004152	MEDICAL TECHNOLOGIST TRNE	A15		1.0								
004153	MEDICAL TECHNOLOGIST I	A18		0.5								
004154	MEDICAL TECHNOLOGIST II	A21	\$19.70	6.5	30.8%	15.4%	2		1			1
004155	MEDICAL TECHNOLOGIST III	A24		1.0								
004276	PHYSICIAN	B06	\$52.69	17.5	22.9%		4				4	
004278	PSYCHIATRIST II	B11	\$65.79	2.0	100.0%	50.0%	2	1				1
004279	SR PSYCHIATRIST	B12		7.0								
004280	MEDICAL SPEC I	B08		1.0								
004281	MEDICAL SPEC II	B09		5.0								
004282	MEDICAL CNSLT	B08	\$48.76	4.5	22.2%	22.2%	1		1			
004286	MEDICAL DIR	B11	\$63.83	2.5	40.0%		1				1	
004303	SECURITY AIDE I PSY	A16	\$13.65	526.5	24.7%	16.1%	130	18	67	35	8	2
004304	SECURITY AIDE II PSY	A18	\$15.38	108.0	14.8%	7.4%	16	4	4	4	4	
004305	SECURITY AIDE III PSY	A21		9.0								
004307	PSYCHIATRIC AIDE I	A07	\$10.10	711.0	32.8%	17.9%	233	86	41	68	13	25
004308	PSYCHIATRIC AIDE II	A10	\$12.01	87.5	24.0%	13.7%	21	9	3	1	5	3
004311	NURSING ASST I	A07	\$10.59	576.5	65.6%	33.8%	378	29	166	178	1	4
004312	NURSING ASST II	A10	\$11.99	140.0	23.6%	11.4%	33	2	14	12	4	1
004317	LPN I GEN	A14	\$14.78	14.0	71.4%	71.4%	10	4	6			
004318	LPN II GEN	A15	\$14.97	195.5	29.2%	21.5%	57	19	23	7	6	2
004319	LPN III GEN	A18	\$17.48	114.5	38.4%	31.4%	44	11	25	5	3	
004320	REGISTERED NURSE I	A22	\$19.22	22.0	54.5%	40.9%	12	6	3	2		1
004321	REGISTERED NURSE II	A24	\$21.04	51.5	33.0%	27.2%	17	9	5	2		1
004322	REGISTERED NURSE III	A27	\$23.98	334.5	38.0%	26.6%	127	40	49	19	16	3
004323	REGISTERED NURSE IV	A29	\$28.23	161.0	23.0%	14.9%	37	5	19	1	10	2
004324	REGISTERED NURSE V	A30	\$29.48	24.5	8.2%	4.1%	2		1		1	
004325	REGISTERED NURSE VI	A32		8.5								

Voluntary Turnover				
Percent of Separation Personnel Actions				
Resigned Agency Turnover Rate	Resigned State Turnover Rate	Dismissal Turnover Rate	Retirement Turnover Rate	Other Terminations Turnover Rate
1.1%	8.5%	2.1%	2.1%	
	16.7%		16.7%	
	5.1%	10.3%	15.4%	
			80.0%	
	26.7%	13.3%		
	14.0%			
	5.0%			
				5.0%
	15.4%			15.4%
			22.9%	
50.0%				50.0%
	22.2%			
3.4%	12.7%	6.6%	1.5%	0.4%
3.7%	3.7%	3.7%	3.7%	
12.1%	5.8%	9.6%	1.8%	3.5%
10.3%	3.4%	1.1%	5.7%	3.4%
5.0%	28.8%	30.9%	0.2%	0.7%
1.4%	10.0%	8.6%	2.9%	0.7%
28.6%	42.9%			
9.7%	11.8%	3.6%	3.1%	1.0%
9.6%	21.8%	4.4%	2.6%	
27.3%	13.6%	9.1%		4.5%
17.5%	9.7%	3.9%		1.9%
12.0%	14.6%	5.7%	4.8%	0.9%
3.1%	11.8%	0.6%	6.2%	1.2%
	4.1%		4.1%	

Turnover Statistics for All Executive Branch Classes
Turnover Data 04/01/10 thru 03/31/11

Sorted by Title Code (ascending)

Title Code	Title Description	Pay Range	Avg Of Hourly Rate (Separation Actions)	Total Full Time Employees	Total Turnover Percentage	Voluntary Turnover Percentage	Total Actions	Number of Separation Personnel Actions												
								Resigned Agency	Resigned State	Dismissals	Retirement	Other Terminations								
004330	HLTH CARE PRACTNR(APRN)(PA)	A32		3.5																
004356	HEALTH FACILITIES NRSNG CNSLT	A31	\$25.48	26.0	11.5%	7.7%	3		2			1								
004366	FACILITY ADV NURSE II	A28	\$22.60	84.5	17.8%	13.0%	15	1	10	3		1								
004368	FACILITY ADV NURSE III	A30	\$26.71	24.0	4.2%		1					1								
004372	PUBLIC HEALTH NURSE	A26	\$20.45	19.5	15.4%	10.3%	3		2			1								
004374	PUBLIC HEALTH SENIOR NURSE	A29	\$28.38	13.5	7.4%		1					1								
004376	PUBLIC HEALTH CONSULTANT NURSE	A31	\$30.27	15.0	6.7%		1					1								
004380	DEVELOPMENTAL ASST I	A07	\$10.04	1,536.0	23.2%	13.0%	356	66	133	122		26								9
004381	DEVELOPMENTAL ASST II	A10	\$11.93	246.5	11.0%	4.1%	27	4	6	5		12								
004382	DEVELOPMENTAL ASST III	A13	\$13.42	88.0	13.6%	6.8%	12	2	4			5								1
004384	BEHAVIOR INTERVENTION TECH DD	A13		16.5																
004401	ASSOC PSYCHOLOGIST II	A25	\$23.61	10.5	9.5%		1					1								
004402	PSYCHOLOGIST I	A31	\$30.21	36.5	19.2%	2.7%	7	1				1								5
004403	PSYCHOLOGIST II	A33		14.5																
004407	HABILITATION SPECIALIST I	A17		8.5																
004408	HABILITATION SPECIALIST II	A21	\$16.88	104.0	10.6%	3.8%	11	1	3	1		6								
004409	HABILITATION SPV	A23		1.0																
004410	HABILITATION PROGRAM MGR	A25		4.0																
004413	VOCATIONAL REHAB SPEC II	A23		2.0																
004418	ACTIVITY AIDE I	A07	\$10.74	26.0	3.8%		1					1								
004419	ACTIVITY AIDE II	A10	\$11.50	55.0	21.8%	12.7%	12	3	4	2		2								1
004420	ACTIVITY AIDE III	A13	\$12.01	7.5	26.7%	13.3%	2	1		1										
004421	ACTIVITY THER	A14		7.5																
004422	OCCUPATIONAL THERAPY ASST	A18		6.0																
004423	OCCUPATIONAL THER I	A26		1.0																
004424	OCCUPATIONAL THER II	A29	\$27.82	5.0	40.0%		2					2								
004425	OCCUPATIONAL THER III	A31		0.5																
004426	PHYSICAL THERAPIST ASST	A18	\$18.61	3.5	28.6%	28.6%	1		1											
004427	ACTIVITY THERAPY COOR	A32	\$31.58	3.5	28.6%	28.6%	1	1												
004428	PHYSICAL THERAPY TECH	A13	\$13.94	7.5	13.3%		1					1								
004429	PHYSICAL THERAPY AIDE I	A07	\$11.25	1.5	66.7%		1			1										
004430	PHYSICAL THERAPY AIDE II	A10	\$12.31	32.5	24.6%	6.2%	8	1	1	1		4								1
004432	PHYSICAL THER II	A29	\$30.90	0.5	200.0%	200.0%	1		1											
004433	PHYSICAL THER III	A31		1.0																
004435	WORK THERAPY SPECIALIST I	A11	\$11.25	5.0	20.0%	20.0%	1	1												
004436	WORK THERAPY SPECIALIST II	A15		5.0																
004437	WORKSHOP SPV I	A10		3.0																
004438	WORKSHOP SPV II	A13		4.0																
004439	COUNSELOR IN TRAINING	A20		0.5																
004440	LICENSED PROFESSIONAL CNSLR I	A22	\$16.66	3.0	33.3%	33.3%	1	1												
004441	LICENSED PROFESSIONAL CNSLR II	A24	\$21.08	18.0	16.7%	11.1%	3	1	1			1								
004443	LICENSED BEHAVIOR ANALYST	A29	\$29.00	5.5	18.2%	18.2%	1		1											
004444	WORKSHOP PROGRAM COOR	A23		2.0																
004445	CASE MGR I DD	A19	\$15.16	29.5	10.2%	6.8%	3	1	1	1										
004446	CASE MGR II DD	A21	\$16.43	249.5	14.4%	10.0%	36	15	10			10								1

Voluntary Turnover				
Percent of Separation Personnel Actions				
Resigned Agency Turnover Rate	Resigned State Turnover Rate	Dismissal Turnover Rate	Retirement Turnover Rate	Other Terminations Turnover Rate
	7.7%		3.8%	
1.2%	11.8%	3.6%	1.2%	
			4.2%	
	10.3%		5.1%	
			7.4%	
			6.7%	
4.3%	8.7%	7.9%	1.7%	0.6%
1.6%	2.4%	2.0%	4.9%	
2.3%	4.5%		5.7%	1.1%
			9.5%	
2.7%			2.7%	13.7%
1.0%	2.9%	1.0%	5.8%	
			3.8%	
5.5%	7.3%	3.6%	3.6%	1.8%
13.3%		13.3%		
			40.0%	
	28.6%			
28.6%				
			13.3%	
		66.7%		
3.1%	3.1%	3.1%	12.3%	3.1%
	200.0%			
20.0%				
33.3%				
5.6%	5.6%		5.6%	
	18.2%			
3.4%	3.4%	3.4%		
6.0%	4.0%		4.0%	0.4%

Turnover Statistics for All Executive Branch Classes
Turnover Data 04/01/10 thru 03/31/11

Sorted by Title Code (ascending)

Title Code	Title Description	Pay Range	Avg Of Hourly Rate (Separation Actions)	Total Full Time Employees	Total Turnover Percentage	Voluntary Turnover Percentage	Total Actions	Number of Separation Personnel Actions				
								Resigned Agency	Resigned State	Dismissals	Retirement	Other Terminations
004447	CASE MGR III DD	A23	\$19.08	56.5	8.8%	1.8%	5		1		4	
004448	CASE MANAGEMENT/ASSESSMENT SPV	A25	\$19.70	42.0	7.1%	4.8%	3		2		1	
004455	MUSIC THER I	A19	\$15.39	4.5	44.4%	44.4%	2		2			
004456	MUSIC THER II	A22	\$19.33	3.5	28.6%	28.6%	1	1				
004457	MUSIC THER III	A24		2.0								
004463	RECREATIONAL THER I	A19	\$15.83	29.5	27.1%	16.9%	8	4	1	1	1	1
004464	RECREATIONAL THER II	A22	\$18.98	32.5	6.2%	3.1%	2		1		1	
004465	RECREATIONAL THER III	A24	\$20.43	3.5	28.6%		1				1	
004466	SPEECH-LANGUAGE PATHOLOGIST	A26		2.5								
004470	AREA SUB ABUSE TRTMNT COOR	A28		7.0								
004472	SPEECH-LANGUAGE PATHLGY AST II	A20	\$19.70	3.5	28.6%		1			1		
004482	CHILDRENS PSY CARE SPV	A13	\$12.92	24.0	8.3%	8.3%	2	1	1			
004493	SUBSTANCE ABUSE CNSLR I	A18		4.0								
004494	SUBSTANCE ABUSE CNSLR II	A21	\$17.07	58.5	15.4%	6.8%	9	2	2		5	
004495	SUBSTANCE ABUSE CNSLR III	A23	\$18.49	15.5	12.9%	6.5%	2		1		1	
004496	SUBSTANCE ABUSE UNIT SPV	A26		3.0								
004504	PHARMACEUTICAL CNSLT	A38	\$39.17	8.0	25.0%	12.5%	2		1		1	
004509	BEHAVIORAL TECHNICIAN TRNE	A09		1.0								
004510	BEHAVIORAL TECHNICIAN	A12	\$13.13	16.5	24.2%	12.1%	4		2		2	
004511	BEHAVIORAL TECHNICIAN SUPV	A15		5.0								
004537	PROGRAM SPECIALIST TRAINEE MH	A21		3.0								
004538	PROGRAM SPECIALIST I MH	A24	\$17.93	24.0	29.2%	16.7%	7	4		2		1
004539	PROGRAM SPECIALIST II MH	A26	\$21.09	41.5	14.5%	7.2%	6	3			3	
004541	PROGRAM COORD DMH DOHSS	A30	\$27.55	16.5	12.1%		2			1	1	
004545	UNIT PROGRAM SPV MH	A24	\$20.45	39.5	20.3%	7.6%	8	3			5	
004548	VENDOR SERVICES COOR MH	A23	\$18.27	18.5	10.8%	5.4%	2		1		1	
004552	COMM MNTL HLTH SERVICES SPV	A25	\$23.61	6.0	16.7%	16.7%	1	1				
004566	TOXICOLOGIST	A32		1.0								
004596	STAFF DEVELOPMENT OFCR MH	A26	\$24.08	6.5	15.4%		1				1	
004597	QUALITY ASSURANCE SPEC MH	A25	\$21.06	49.5	16.2%	8.1%	8	2	2		3	1
004613	ENV PUBLIC HEALTH SPEC II	A22	\$16.82	12.0	16.7%	16.7%	2	1	1			
004614	ENV PUBLIC HEALTH SPEC III	A25		4.0								
004615	ENV PUBLIC HEALTH SPEC IV	A27		13.0								
004616	ENV PUBLIC HEALTH SPEC V	A28	\$24.30	9.0	33.3%	22.2%	3		2		1	
004618	ENVIRONMENTAL SPEC I	A18	\$13.75	10.0	10.0%	10.0%	1	1				
004619	ENVIRONMENTAL SPEC II	A22	\$17.04	49.0	14.3%	12.2%	7	6				1
004620	ENVIRONMENTAL SPEC III	A25	\$19.87	237.5	7.2%	3.8%	17	9			7	1
004621	ENVIRONMENTAL SPEC IV	A28	\$22.45	98.0	10.2%	7.1%	10	7			3	
004622	ENVIRONMENTAL ENGR I	A27		4.5								
004623	ENVIRONMENTAL ENGR II	A29	\$22.81	80.5	6.2%	6.2%	5	5				
004624	ENVIRONMENTAL ENGR III	A32	\$26.54	42.5	7.1%	2.4%	3	1		1		1
004625	ENVIRONMENTAL ENGR IV	A35	\$30.90	7.5	13.3%	13.3%	1	1				
004628	ENERGY SPEC III	A25		5.5								
004629	ENERGY SPEC IV	A28	\$20.84	2.0	50.0%	50.0%	1	1				
004647	WATER SPEC III	A25	\$19.52	10.0	20.0%	10.0%	2	1			1	

Voluntary Turnover				
Percent of Separation Personnel Actions				
Resigned Agency Turnover Rate	Resigned State Turnover Rate	Dismissal Turnover Rate	Retirement Turnover Rate	Other Terminations Turnover Rate
	1.8%		7.1%	
	4.8%		2.4%	
	44.4%			
28.6%				
13.6%	3.4%	3.4%	3.4%	3.4%
	3.1%		3.1%	
			28.6%	
		28.6%		
4.2%	4.2%			
3.4%	3.4%		8.5%	
	6.5%		6.5%	
	12.5%		12.5%	
	12.1%		12.1%	
16.7%		8.3%		4.2%
7.2%			7.2%	
		6.1%	6.1%	
7.6%			12.7%	
	5.4%		5.4%	
16.7%				
			15.4%	
4.0%	4.0%		6.1%	2.0%
8.3%	8.3%			
	22.2%		11.1%	
10.0%				
12.2%				2.0%
3.8%			2.9%	0.4%
7.1%			3.1%	
6.2%				
2.4%		2.4%		2.4%
13.3%				
50.0%				
10.0%			10.0%	

Turnover Statistics for All Executive Branch Classes
Turnover Data 04/01/10 thru 03/31/11

Sorted by Title Code (ascending)

Title Code	Title Description	Pay Range	Avg Of Hourly Rate (Separation Actions)	Total Full Time Employees	Total Turnover Percentage	Voluntary Turnover Percentage	Total Actions	Number of Separation Personnel Actions				
								Resigned Agency	Resigned State	Dismissals	Retirement	Other Terminations
005016	CORRECTIONS RECORDS OFFICER I	A15	\$12.88	19.0	5.3%	5.3%	1		1			
005017	CORRECTIONS RECORDS OFFICER II	A18		3.0								
005018	CORRECTIONS RECORDS OFCR III	A22	\$17.93	17.0	5.9%		1				1	
005020	CORRECTIONS CLASSIF ASST	A17	\$15.13	177.5	7.9%	3.4%	14		6	1	6	1
005026	RECREATION OFCR I	A17	\$14.21	72.5	8.3%	4.1%	6		3	2	1	
005027	RECREATION OFCR II	A19	\$15.34	46.0	6.5%	6.5%	3		3			
005028	RECREATION OFCR III	A23	\$20.05	21.0	4.8%		1				1	
005029	INST ACTIVITY COOR	A17	\$14.66	31.0	25.8%	16.1%	8		5		3	
005032	OUTDOOR REHAB CNSLR I	A21		9.0								
005033	OUTDOOR REHAB CNSLR II	A23		1.0								
005035	CORRECTIONS TRAINING OFCR	A24	\$19.70	58.0	1.7%		1				1	
005045	YOUTH FACILITY MGR I	A24		14.0								
005046	YOUTH FACILITY MGR II	A25	\$20.50	23.0	17.4%	4.3%	4		1	1	2	
005076	YOUTH SPECIALIST I	A15	\$12.69	88.5	46.3%	39.5%	41	1	34	6		
005077	YOUTH SPECIALIST II	A18	\$14.27	582.5	20.9%	17.3%	122	7	94	14	7	
005079	YOUTH GROUP LEADER	A20	\$15.68	73.5	15.0%	9.5%	11		7	3	1	
005082	REG FAMILY SPEC	A23		18.0								
005083	SERV COOR YTH SRVCS	A20	\$15.83	78.5	12.7%	11.5%	10		9	1		
005084	SERV COOR II YTH SRVCS	A23	\$20.08	10.0	30.0%		3				3	
005085	SERV COOR SPV YTH SRVCS	A25	\$21.66	11.0	9.1%	9.1%	1	1				
005088	COMMUNITY SVS COORD-YOUTH SRVS	A23	\$20.84	10.0	10.0%	10.0%	1	1				
005092	CORRECTIONS CASEWORKER I	A21	\$18.22	240.5	4.6%	1.7%	11		4		7	
005093	CORRECTIONS CASEWORKER II	A23	\$17.28	16.0	6.3%		1				1	
005100	FUNCTIONAL UNIT MGR CORR	A24	\$19.72	114.0	7.0%	1.8%	8	1	1		6	
005116	CORRECTIONAL SERVICES TRAINEE	A18	\$14.22	20.0	5.0%	5.0%	1		1			
005117	PROBATION & PAROLE OFCR I	A18	\$13.75	43.0	4.7%	4.7%	2	1	1			
005118	PROBATION & PAROLE ASST I	A16	\$13.47	209.5	22.0%	13.8%	46	1	28	15	2	
005119	PROBATION & PAROLE ASST II	A18	\$14.47	50.5	2.0%	2.0%	1		1			
005120	PROBATION & PAROLE UNIT SPV	A26	\$19.92	135.5	3.0%	2.2%	4		3		1	
005121	PROBATION & PAROLE OFCR II	A21	\$17.47	1,189.0	5.6%	3.4%	66	4	37	11	14	
005122	PROBATION & PAROLE OFCR III	A23	\$18.25	16.0	6.3%	6.3%	1		1			
005128	PAROLE HEARING ANALYST	A30		8.0								
005130	ADLT PROT & CMTY SUPV	A25	\$20.25	34.5	17.4%	2.9%	6	1			4	1
005138	LONG-TERM CARE SPEC	A21	\$17.66	32.5	18.5%		6				1	5
005139	AGING PROGRAM SPEC I	A22	\$19.88	2.0	100.0%		2				1	1
005140	AGING PROGRAM SPEC II	A25	\$21.85	13.5	44.4%	22.2%	6	1	2		2	1
005151	REHAB TEACHER FOR THE BLIND	A21		17.5								
005153	CHILDREN'S SPEC FOR THE BLIND	A21		3.0								
005156	MOBILITY SPEC FOR THE BLIND	A23		6.0								
005159	JOB DEV SPEC FOR THE BLIND	A23		1.0								
005161	AREA SUPV BUS ENTPRS BLIND	A22		5.0								
005165	REHAB ASST REHAB SRVS FOR BLND	A13	\$12.96	16.5	12.1%	6.1%	2	1			1	
005167	REHAB CNSLR FOR THE BLIND II	A22		1.0								
005169	COOR PREVENTION OF BLINDNESS	A26		1.0								
005172	VOCATIONAL REHAB CSLR F/T BLIN	A22	\$16.36	3.5	57.1%	57.1%	2	1	1			

Voluntary Turnover				
Percent of Separation Personnel Actions				
Resigned Agency Turnover Rate	Resigned State Turnover Rate	Dismissal Turnover Rate	Retirement Turnover Rate	Other Terminations Turnover Rate
	5.3%			
			5.9%	
	3.4%	0.6%	3.4%	0.6%
	4.1%	2.8%	1.4%	
	6.5%			
			4.8%	
	16.1%		9.7%	
			1.7%	
	4.3%	4.3%	8.7%	
1.1%	38.4%	6.8%		
1.2%	16.1%	2.4%	1.2%	
	9.5%	4.1%	1.4%	
	11.5%	1.3%		
			30.0%	
9.1%				
10.0%				
	1.7%		2.9%	
			6.3%	
0.9%	0.9%		5.3%	
	5.0%			
2.3%	2.3%			
0.5%	13.4%	7.2%	1.0%	
	2.0%			
	2.2%		0.7%	
0.3%	3.1%	0.9%	1.2%	
	6.3%			
2.9%			11.6%	2.9%
			3.1%	15.4%
			50.0%	50.0%
7.4%	14.8%		14.8%	7.4%
6.1%			6.1%	
28.6%	28.6%			

Turnover Statistics for All Executive Branch Classes
Turnover Data 04/01/10 thru 03/31/11

Sorted by Title Code (ascending)

Title Code	Title Description	Pay Range	Avg Of Hourly Rate (Separation Actions)	Total Full Time Employees	Total Turnover Percentage	Voluntary Turnover Percentage	Total Actions	Number of Separation Personnel Actions					
								Resigned Agency	Resigned State	Dismissals	Retirement	Other Terminations	
005173	SR VOC REHAB CNSLR F/T BLIND	A24	\$22.23	11.5	8.7%		1					1	
005176	ASST SPV BUSINESS ENTPRS BLIND	A25		0.5									
005180	CHILDREN'S SERVICE WORKER I	A18	\$13.99	125.5	13.5%	12.7%	17	1	15	1			
005181	CHILDREN'S SERVICE WORKER II	A20	\$15.62	1,285.5	19.3%	17.5%	248	13	212	6	15		2
005184	CHILDREN'S SERVICE SPV	A22	\$17.62	237.5	9.7%	8.4%	23	2	18		3		
005186	CHILDREN'S SERVICE PROG MGR	A24	\$22.11	23.0	4.3%		1				1		
005191	CASE ANALYST	A19	\$15.62	26.5	15.1%	7.5%	4	1	1		2		
005192	CASE ANALYST SPV	A21		5.0									
005197	ST CNSLT ON CHILD WELFARE	A25		1.0									
005199	ADLT PROT & CMTY WKR I	A18	\$14.31	36.5	74.0%	19.2%	27	2	5	3	1		16
005200	ADLT PROT & CMTY WKR II	A20	\$16.01	197.0	23.9%	12.2%	47	4	20	12	8		3
005201	CHILDREN'S SERVICE SPECIALIST	A23	\$19.58	67.5	5.9%	3.0%	4		2		2		
005202	FAMILY SUPPORT ELIGIBILITY SPC	A17	\$14.33	1,890.0	12.2%	7.6%	231	26	118	9	75		3
005221	FAMILY SUPPORT ELIGIBILITY SPV	A21	\$17.36	213.0	8.9%	2.3%	19	2	3	1	13		
005223	FAMILY SUPPORT ELIGBLTY PRG MG	A24	\$20.32	18.5	10.8%		2				2		
005233	REG CNSLT RESID LCSNG UNIT	A26		4.0									
005249	PROGRAM DEVELOPMENT SPEC	A25	\$20.77	73.5	10.9%	6.8%	8	3	2		3		
005251	FACILITY SURVEYOR II	A26	\$20.03	64.0	6.3%	3.1%	4		2		2		
005252	FACILITY SURVEYOR III	A28	\$22.68	16.0	6.3%		1				1		
005259	COMMUNITY SERVICES AIDE	A08		5.0									
005260	CLAIMS & RESTITUTION TECH I	A16		3.0									
005261	CLAIMS & RESTITUTION TECH II	A19		0.5									
005264	CHILD SUPPORT SPECIALIST	A17	\$14.42	505.5	12.3%	5.7%	62	14	15	1	20		12
005274	CHILD SUPPORT ENFORCEMENT SPV	A21	\$17.98	89.0	14.6%	1.1%	13		1		10		2
005276	CHILD SUPPORT ENFORCEMENT ADM	A24		1.0									
005278	CLINICAL CASEWORK ASST I	A16	\$13.67	5.5	36.4%	18.2%	2		1	1			
005279	CLINICAL CASEWORK ASST II	A18	\$14.35	30.0	13.3%	10.0%	4		3		1		
005280	CLINICAL SOCIAL WORK SPEC	A25	\$22.68	14.5	6.9%		1				1		
005283	LICENSED CLINICAL SOCIAL WKR	A24	\$20.41	82.5	27.9%	14.5%	23	7	5	1	8		2
005284	CLIN CASEWORK PRACTITIONER I	A21	\$16.16	11.5	34.8%	34.8%	4	1	3				
005285	CLIN CASEWORK PRACTITIONER II	A23	\$18.36	28.0	25.0%	10.7%	7	2	1		3		1
005286	CLINICAL SOCIAL WORK SPV	A26	\$23.12	14.5	6.9%	6.9%	1	1					
005296	INVESTIGATOR I	A18	\$14.81	38.5	13.0%	10.4%	5	1	3	1			
005297	INVESTIGATOR II	A23	\$17.87	105.0	23.8%	12.4%	25	4	9	2	10		
005298	INVESTIGATOR III	A25	\$19.66	39.5	20.3%	12.7%	8	3	2		3		
005302	ASST VETERANS HOME ADMSTR	A28	\$25.10	5.5	36.4%	18.2%	2		1		1		
005331	MEDICAID PROGRAM RELATIONS REP	A24	\$18.98	3.0	33.3%		1				1		
005334	CORRESPONDENCE & INFO SPEC I	A21	\$17.41	31.0	16.1%	3.2%	5		1	1	3		
005337	CHILD PLACEMENT COOR (SS)	A23		2.0									
005338	MEDICAID PHARMACEUTICAL TECH	A19	\$14.73	7.0	28.6%	28.6%	2		2				
005340	MEDICAID CLERK	A15	\$14.06	15.0	13.3%	6.7%	2		1		1		
005341	MEDICAID TECHNICIAN	A19	\$15.25	29.5	3.4%		1						1
005342	MEDICAID SPEC	A23	\$18.81	37.0	18.9%	8.1%	7	1	2		4		
005344	MEDICAID UNIT SPV	A26	\$21.40	15.0	20.0%	6.7%	3	1			2		
005380	VETERANS SERVICE OFCR	A17	\$14.37	33.0	6.1%	6.1%	2	1	1				

Voluntary Turnover				
Percent of Separation Personnel Actions				
Resigned Agency Turnover Rate	Resigned State Turnover Rate	Dismissal Turnover Rate	Retirement Turnover Rate	Other Terminations Turnover Rate
			8.7%	
0.8%	12.0%	0.8%		
1.0%	16.5%	0.5%	1.2%	0.2%
0.8%	7.6%		1.3%	
			4.3%	
3.8%	3.8%		7.5%	
5.5%	13.7%	8.2%	2.7%	43.8%
2.0%	10.2%	6.1%	4.1%	1.5%
	3.0%		3.0%	
1.4%	6.2%	0.5%	4.0%	0.2%
0.9%	1.4%	0.5%	6.1%	
			10.8%	
4.1%	2.7%		4.1%	
	3.1%		3.1%	
			6.3%	
2.8%	3.0%	0.2%	4.0%	2.4%
	1.1%		11.2%	2.2%
	18.2%	18.2%		
	10.0%		3.3%	
			6.9%	
8.5%	6.1%	1.2%	9.7%	2.4%
8.7%	26.1%			
7.1%	3.6%		10.7%	3.6%
6.9%				
2.6%	7.8%	2.6%		
3.8%	8.6%	1.9%	9.5%	
7.6%	5.1%		7.6%	
	18.2%		18.2%	
			33.3%	
	3.2%	3.2%	9.7%	
	28.6%			
	6.7%		6.7%	
				3.4%
2.7%	5.4%		10.8%	
6.7%			13.3%	
3.0%	3.0%			

Turnover Statistics for All Executive Branch Classes
Turnover Data 04/01/10 thru 03/31/11

Sorted by Title Code (ascending)

Title Code	Title Description	Pay Range	Avg Of Hourly Rate (Separation Actions)	Total Full Time Employees	Total Turnover Percentage	Voluntary Turnover Percentage	Total Actions	Number of Separation Personnel Actions				
								Resigned Agency	Resigned State	Dismissals	Retirement	Other Terminations
007519	PLANT PROTECTION SPECIALIST	A24	\$17.93	8.0	12.5%	12.5%	1		1			
007521	FEED & SEED INSPECTOR I	A18		0.5								
007522	FEED & SEED INSPECTOR II	A22	\$17.60	5.0	20.0%		1			1		
007529	PLANT INDUSTRIES PRG COOR	A28		6.5								
007534	METROLOGY SPECIALIST	A22		1.0								
007536	FUEL DEVICE SAFETY INSPECTOR	A19	\$16.08	23.5	8.5%		2				2	
007537	WEIGHTS & MEASURES INSP I	A17	\$14.99	20.0	5.0%		1				1	
007538	WEIGHTS & MEASURES INSP II	A19		1.0								
007539	FUEL DEVICE SAFETY SPECIALIST	A24		2.0								
007544	ANIMAL HEALTH PROG COOR	A28		3.0								
007545	ANIMAL HEALTH OFFICER	A18	\$16.64	14.0	21.4%	14.3%	3		2		1	
007548	VETERINARIAN I	A30		3.5								
007549	VETERINARIAN II	A32		2.5								
007551	VETERINARY EPIDEMIOLOGIST	A35		0.5								
007555	ST FAIR EVENTS/CONCESSIONS CRD	A26		1.0								
007556	PUB INF & MKTG COOR STATE FAIR	A28		1.0								
007560	AGRICULTURE MARKET REPORTER	A17		8.0								
007570	AGRICULTURAL LOAN OFFICER	A24	\$17.93	2.0	50.0%	50.0%	1		1			
007576	INSURANCE PRODUCT ANALYST II	A20		6.0								
007577	INSURANCE PRODUCT ANALYST III	A22		2.5								
007579	INSURANCE FINANCIAL ANAL SPEC	A25	\$20.05	5.5	18.2%	18.2%	1		1			
007580	WORKERS COMPENSATION SPEC	A24		2.0								
007582	INSURANCE FINANCIAL ANALYST I	A18		0.5								
007583	INSURANCE FINANCIAL ANALYST II	A23	\$17.28	6.0	16.7%	16.7%	1	1				
007585	CONSUMER SERVICES SPEC I	A18	\$14.22	3.0	66.7%	66.7%	2	2				
007586	CONSUMER SERVICES SPEC II	A22	\$16.36	13.5	14.8%	7.4%	2	1			1	
007588	CONSUMER SERVICES COORDINATOR	A24	\$23.12	2.5	40.0%	40.0%	1	1				
007593	INSURANCE LICENSING TECH I	A10	\$10.90	8.5	11.8%	11.8%	1		1			
007594	INSURANCE LICENSING TECH II	A13		4.0								
007604	TAX PROCESSING TECH IV	A19	\$16.30	8.5	23.5%		2				2	
007606	TAX COLLECTION TECH I	A10	\$10.90	43.0	32.6%	18.6%	14	2	6	6		
007607	TAX COLLECTION TECH II	A13	\$12.00	7.5	13.3%	13.3%	1		1			
007608	TAX COLLECTION TECH III	A16	\$13.52	7.5	26.7%	13.3%	2	1			1	
007613	TAXPAYER SERVICES SUPV	A22		9.0								
007614	TAXPAYER SERVICES OFFICE MGR	A25		3.0								
007616	REVENUE SECTION SUPV	A22	\$16.74	34.5	11.6%	2.9%	4		1		3	
007621	TELEPHONE INFO OPERATOR I REV	A10		2.0								
007622	TELEPHONE INFO OPERATOR II REV	A13		10.0								
007627	REVENUE FIELD SERVICES COOR	A22		14.5								
007641	REVENUE PROCESSING TECH I	A10	\$11.01	180.0	20.0%	14.4%	36	10	16	5	3	2
007642	REVENUE PROCESSING TECH II	A13	\$12.52	319.0	7.5%	4.1%	24	3	10	2	9	
007643	REVENUE PROCESSING TECH III	A16	\$14.05	58.0	5.2%	1.7%	3		1		2	
007650	TAX AUDIT REVIEW SPECIALIST	A30	\$32.25	2.0	50.0%		1				1	
007651	TAX AUDITOR I	A21	\$17.45	33.0	18.2%	15.2%	6		5	1		
007652	TAX AUDITOR II	A24	\$18.61	23.5	17.0%	12.8%	4	1	2	1		

Voluntary Turnover				
Percent of Separation Personnel Actions				
Resigned Agency Turnover Rate	Resigned State Turnover Rate	Dismissal Turnover Rate	Retirement Turnover Rate	Other Terminations Turnover Rate
	12.5%			
		20.0%		
			8.5%	
			5.0%	
	14.3%		7.1%	
	50.0%			
	18.2%			
16.7%				
66.7%				
7.4%			7.4%	
40.0%				
	11.8%			
			23.5%	
4.7%	14.0%	14.0%		
	13.3%			
13.3%			13.3%	
5.6%	8.9%	2.8%	1.7%	1.1%
0.9%	3.1%	0.6%	2.8%	
	1.7%		3.4%	
			50.0%	
	15.2%	3.0%		
4.3%	8.5%	4.3%		

Turnover Statistics for All Executive Branch Classes
Turnover Data 04/01/10 thru 03/31/11

Sorted by Title Code (ascending)

Title Code	Title Description	Pay Range	Avg Of Hourly Rate (Separation Actions)	Total Full Time Employees	Total Turnover Percentage	Voluntary Turnover Percentage	Total Actions	Number of Separation Personnel Actions				
								Resigned Agency	Resigned State	Dismissals	Retirement	Other Terminations
M08225	HATCHERY MANAGER		\$27.99	8.0	25.0%		2				2	
M08229	AQUATIC ANIMAL HEALTH SPEC		\$23.01	0.5	200.0%		1					1
M08231	FISHERIES PROGRAM COORDINATOR			2.0								
M08233	FISHERIES PROGRAMS SUPV		\$39.39	1.5	66.7%		1				1	
M08235	ENVIRONMENTAL COMPLIANCE SPECI		\$29.10	0.5	200.0%		1				1	
M08237	AQUACULTURE SPECIALIST			2.0								
M08238	AQUACULTURE BIOLOGIST			1.0								
M08241	ASSISTANT HATCHERY MANAGER		\$19.60	8.5	23.5%	11.8%	2	1			1	
M08243	FISHERIES TRAINING COORDINATOR			1.0								
M08244	FISHERIES SPECIALIST			3.0								
M08250	FISHERIES MANAGEMENT BIOLOGIST		\$21.12	40.0	5.0%	2.5%	2	1			1	
M08253	FISHERIES REGIONAL SUPV		\$32.74	8.0	12.5%		1				1	
M08255	FISHERIES REGIONAL PROGRAM SPV		\$29.10	2.0	50.0%		1				1	
M08256	BIG RIVER SPECIALIST			1.0								
M08257	AQUATIC HABITAT SPECIALIST			1.5								
M08263	LEADERSHIP DEVELOPMENT/FORSTRY			1.0								
M08278	RESOURCE SCIENCE ASSISTANT		\$18.93	12.0	8.3%		1				1	
M08281	VOLUNTEER WATER QUALITY CORD			1.0								
M08288	STREAM SERVICES PROGRAM SUPV			1.0								
M08319	DISTRICT FORESTER		\$32.11	0.5	200.0%		1				1	
M08321	FORESTRY DISTRICT SUPERVISOR			4.0								
M08322	FORESTRY REGIONAL SUPV		\$34.72	8.0	12.5%		1				1	
M08331	FORESTRY TRAINING SPECIALIST			0.5								
M08333	FOREST ENTOMOLOGIST			0.5								
M08334	FOREST PATHOLOGIST			0.5								
M08339	RESOURCE SCIENTIST		\$24.85	39.0	10.3%	5.1%	4	2			2	
M08350	URBAN FORESTER			8.0								
M08366	RESOURCE FORESTER ASST		\$14.15	4.5	22.2%	22.2%	1	1				
M08367	RESOURCE FORESTER		\$23.10	41.5	9.6%	4.8%	4	2			2	
M08368	RESOURCE SCIENCE LIAISON			0.5								
M08369	RESOURCE STAFF SCIENTIST		\$18.56	8.5	11.8%	11.8%	1	1				
M08372	FOREST NURSERY SUPERVISOR			1.0								
M08375	FORESTRY FIELD PROGRAMS SUPV		\$33.39	5.5	36.4%		2				2	
M08396	AGRICULTURE PROGRAM COORDINATR			0.5								
M08400	PRIVATE LAND SVCS DIV CHIEF		\$44.56	1.0	100.0%		1				1	
M08401	PRIVATE LAND SERVICES CHIEF			2.0								
M08402	PRIVATE LAND PROGRAMS SUPV			1.0								
M08404	PRIVATE LAND SVS REGIONAL SUPV		\$33.39	8.0	25.0%		2				2	
M08405	PRIVATE LAND FIELD PRGS SUPV			1.0								
M08408	PRIVATE LAND CONSERVATIONIST		\$26.65	48.0	8.3%		4				4	
M08409	WILDLIFE DAMAGE BIOLOGIST			5.5								
M08414	OUTDOOR EDUC CNTR SUPV			5.0								
M08418	COMMUNITY CONSERV PLANNER			2.5								
M08438	NATURAL HISTORY REG. BIOLOGIST		\$24.01	7.0	42.9%		3				3	
M08442	VOLUNTEER & INTERPRTV PRGM CRD			0.5								

Voluntary Turnover		Percent of Separation Personnel Actions				
Resigned Agency Turnover Rate	Resigned State Turnover Rate	Dismissal Turnover Rate	Retirement Turnover Rate	Other Terminations Turnover Rate		
			25.0%			
				200.0%		
			66.7%			
			200.0%			
11.8%			11.8%			
2.5%			2.5%			
			12.5%			
			50.0%			
			8.3%			
				200.0%		
			12.5%			
5.1%			5.1%			
22.2%						
4.8%			4.8%			
11.8%						
			36.4%			
			100.0%			
			25.0%			
			8.3%			
			42.9%			

Turnover Statistics for All Executive Branch Classes
Turnover Data 04/01/10 thru 03/31/11

Sorted by Title Code (ascending)

Title Code	Title Description	Pay Range	Avg Of Hourly Rate (Separation Actions)	Total Full Time Employees	Total Turnover Percentage	Voluntary Turnover Percentage	Total Actions	Number of Separation Personnel Actions					
								Resigned Agency	Resigned State	Dismissals	Retirement	Other Terminations	
O00310	ACCOUNTANT I		\$15.58	1.5	66.7%	66.7%	1		1				
O00312	ACCOUNTANT II			0.5									
O00317	ACCOUNTING ANALYST III			1.0									
O02001	CUSTODIAL WORKER I		\$10.19	12.0	25.0%	8.3%	3	1			1		1
O02002	CUSTODIAL WORKER II		\$11.52	30.5	6.6%	6.6%	2	2					
O02003	CUSTODIAL WORK SUPERVISOR			2.0									
O02004	CUSTODIAL WORKER I/BUS DRIVER			1.5									
O02006	DORMITORY DIRECTOR		\$21.19	3.5	28.6%		1				1		
O02007	ASST DORMITORY DIRECTOR			3.5									
O02013	CUSTODIAL WKR I/BUS ATTENDANT		\$10.65	0.5	200.0%	200.0%	1	1					
O02023	LAUNDRY WORKER			1.0									
O02041	NIGHT WATCH			1.0									
O02061	COOK I		\$9.46	2.5	40.0%	40.0%	1	1					
O02062	COOK II		\$11.79	26.5	11.3%		3				3		
O02066	FOOD SERVICE MANAGER			2.0									
O02080	STOREKEEPER II			3.0									
O02081	SUPPLY MANAGER			2.0									
O03001	TEACHER AIDE		\$12.45	318.0	18.2%	5.3%	58	17			18		23
O03002	TCHR AIDE-BUS DRIVER		\$13.33	8.5	35.3%		3				3		
O03003	TCHR AIDE - BUS ATND		\$13.34	10.0	20.0%		2			1	1		
O03004	CUSTODIAL WORKER/TEACHER AIDE			1.0									
O03005	MOBL AND ORIENT INST		\$23.16	3.5	28.6%	28.6%	1	1					
O03006	TEACHER		\$22.55	182.5	18.6%	8.2%	34	15		2	9		8
O03007	TEACHER IN CHARGE		\$31.12	6.0	16.7%		1				1		
O03008	VISION EDUC TEACHER AIDE			1.0									
O03010	MUSIC THERAPIST		\$20.60	0.5	200.0%		1						1
O03011	STUDENT LIFE DIR			1.0									
O03012	ACTIVITIES DIRECTOR			1.0									
O03021	SCHOOL LIBRARIAN			2.0									
O03059	GUIDANCE COUNSELOR			1.0									
O03300	COMMISSIONER			1.0									
O03301	DEPUTY COMMISSIONER		\$59.42	1.0	100.0%	100.0%	1						
O03302	ASSOCIATE COMMISSIONER		\$54.48	0.5	200.0%		1				1		
O03303	ASST COMMISSIONER		\$40.10	6.5	76.9%	46.2%	5	1	2		2		
O03304	CHIEF OF STAFF			1.0									
O03305	DDS ADMINISTRATOR			1.0									
O03306	COORDINATOR		\$34.34	20.5	19.5%	9.8%	4	1	1		2		
O03307	GENERAL COUNSEL			0.5									
O03310	DIRECTOR		\$26.79	65.5	13.7%	6.1%	9	1	3	1	4		
O03311	ASST DIRECTOR		\$23.09	39.5	10.1%	7.6%	4		3		1		
O03313	STATE & FED COMPLIANCE OFFICER			1.0									
O03316	HR ANALYST II			3.0									
O03317	SUPERVISOR		\$20.88	116.5	8.6%	3.4%	10	1	3		6		
O03319	EDUC CONSULTANT			6.0									
O03320	SUPERVISOR OF INSTRUCTION		\$28.96	8.5	11.8%		1				1		

Voluntary Turnover		Percent of Separation Personnel Actions				
Resigned Agency Turnover Rate	Resigned State Turnover Rate	Dismissal Turnover Rate	Retirement Turnover Rate	Other Terminations Turnover Rate		
	66.7%					
8.3%			8.3%		8.3%	
6.6%						
			28.6%			
200.0%						
40.0%						
			11.3%			
5.3%			5.7%		7.2%	
			35.3%			
		10.0%	10.0%			
28.6%						
8.2%		1.1%	4.9%		4.4%	
			16.7%			
					200.0%	
	100.0%					
			200.0%			
15.4%	30.8%		30.8%			
4.9%	4.9%		9.8%			
1.5%	4.6%	1.5%	6.1%			
	7.6%		2.5%			
0.9%	2.6%		5.2%			
			11.8%			

Turnover Statistics for All Executive Branch Classes
Turnover Data 04/01/10 thru 03/31/11

Sorted by Title Code (ascending)

Title Code	Title Description	Pay Range	Avg Of Hourly Rate (Separation Actions)	Total Full Time Employees	Total Turnover Percentage	Voluntary Turnover Percentage	Total Actions	Number of Separation Personnel Actions					
								Resigned Agency	Resigned State	Dismissals	Retirement	Other Terminations	
V07450	CHIEF OPERATOR	E06	\$34.47	10.0	10.0%		1					1	
V07451	CHIEF TECHNICIAN	E06		10.5									
V07600	DRIVER EXAMINER - CHIEF	A24		8.5									
V07603	DRIVER EXAMINER SPRV	A22	\$17.74	48.0	10.4%		5					5	
V07604	CDL EXAMINATION AUDITOR	A22		6.0									
V07605	ASST DIRECTOR OF DRIVER EXAM	A28		0.5									
V07611	DRIVER EXAMINER I	A16		16.0									
V07612	DRIVER EXAMINER II	A16	\$13.75	23.5	17.0%	12.8%	4	3		1			
V07613	DRIVER EXAMINER III	A18	\$15.23	94.5	5.3%	1.1%	5	1			3		1
V07614	CDL EXAMINER	A20	\$16.40	16.5	12.1%	6.1%	2	1			1		
V07721	CVE INSPECTOR I	A17	\$13.37	18.5	32.4%	21.6%	6	4		2			
V07722	CVE INSPECTOR II	A20	\$15.51	19.5	5.1%	5.1%	1	1					
V07723	CVE INSPECTOR III	A22		4.5									
V07731	COMMERCIAL VEHICLE OFFICER II	A22	\$20.08	48.5	8.2%		4				4		
V07735	CVO SUPERVISOR I	A24	\$19.83	27.0	11.1%	7.4%	3	2			1		
V07736	CVO SUPERVISOR II	A26		10.0									
V07738	CHIEF CVO	A28		6.0									
V07740	SR. CHIEF CVO	A30		1.0									
V07800	CHIEF MOTOR VEHICLE INSP	A24		6.0									
V07803	MVI SUPERVISOR	A22	\$16.66	15.5	6.5%		1				1		
V07811	MOTOR VEHICLE INSPECTOR I	A16	\$13.30	2.0	50.0%	50.0%	1	1					
V07812	MOTOR VEHICLE INSPECTOR II	A16	\$13.75	8.0	25.0%	12.5%	2	1			1		
V07813	MOTOR VEHICLE INSPECTOR III	A18		28.5									
V07814	SR CHIEF MOTOR VEHICLE INSPEC	A26		1.0									
V07815	ASST DIR - MOTOR VEH DIV	A28		0.5									
V07900	DIVISION DIRECTOR	A33		1.0									
V07901	DIVISION ASSISTANT DIRECTOR	A30		4.0									
V08000	COMPUTER INFO TECH TRAINEE	A18		1.5									
V08001	COMPUTER INFO TECHNOLOGIST I	A22		2.5									
V08002	COMPUTER INFO TECHNOLOGIST II	A25		7.0									
V08003	COMPUTER INFO TECHNOLOGIST III	A28	\$20.84	24.0	4.2%	4.2%	1	1					
V08004	COMPUTER INFO TECH SPEC I	A30	\$22.90	9.0	22.2%	22.2%	2	2					
V08005	COMPUTER INFO TECH SPEC II	A33	\$25.62	20.0	5.0%	5.0%	1	1					
V08006	COMPUTER INFO TECH SPV I	A30		3.0									
V08007	COMPUTER INFO TECH SPV II	A33		1.0									
V09707	DESIGNATED PRINC ASSISTANT-DIV		\$22.20	3.0	33.3%		1				1		
V09811	MISCELLANEOUS PROFESSIONAL		\$20.06	1.0	100.0%		1						1
V09875	SPECIAL ASST-OFFICE & CLERICAL			12.5									
V09992	EXAMINATION MONITOR		\$9.03	0.5	200.0%		1						1
TOTALS			\$16.19	49,040.5	13.8%	7.5%	6,766	1,116	2,546	971	1,649	484	

Voluntary Turnover		Percent of Separation Personnel Actions				
Resigned Agency Turnover Rate	Resigned State Turnover Rate	Dismissal Turnover Rate	Retirement Turnover Rate	Other Terminations Turnover Rate		
			10.0%			
			10.4%			
12.8%		4.3%				
1.1%			3.2%	1.1%		
6.1%			6.1%			
21.6%		10.8%				
5.1%						
			8.2%			
7.4%			3.7%			
			6.5%			
50.0%			12.5%			
12.5%						
4.2%						
22.2%						
5.0%						
			33.3%			
					100.0%	
					200.0%	
2.3%	5.2%	2.0%	3.4%	1.0%		

Turnover Statistics for All Executive Branch Classes
Turnover Data 04/01/10 thru 03/31/11

Sorted by Title Code (ascending)

Title Code	Title Description	Pay Range	Avg Of Hourly Rate (Separation Actions)	Total Full Time Employees	Total Turnover Percentage	Voluntary Turnover Percentage	Total Actions	Number of Separation Personnel Actions				
								Resigned Agency	Resigned State	Dismissals	Retirement	Other Terminations

Voluntary Turnover		Percent of Separation Personnel Actions				
Resigned Agency Turnover Rate	Resigned State Turnover Rate	Dismissal Turnover Rate	Retirement Turnover Rate	Other Terminations Turnover Rate		

Report Footnotes:

(*)"Resigned Agency" indicates the employee resigned from one agency and was employed by another agency.

(**)"Resigned State" indicates the employee resigned from state government entirely.

These two columns represent "voluntary" turnover for the state.

(***)"Other Terminations" indicate such separation reasons as End of Appointment, End of Term, Layoff, Deceased, etc.

Personnel Actions designating the "Reasons for Leaving Employment" were counted for the period April 1, 2010 through March 31, 2011.

Data was counted for full-time (>=50% FTE), "permanent" employees only, as entered in the SAM II HR/Payroll System.

"Total Full Time Employees" = April 1, 2010 Employee Count + March 31, 2011 Employee Count divided by 2.

"Total Turnover Percentage" = "Total Separation Actions" divided by "Total Full Time Employees".

Effective with the reports for the quarter ending 3/31/2005, please note a change to the calculated turnover percentage by Personnel Action (PACT). Previously, the percentage turnover rate for each Personnel Action was calculated as a percentage of the total turnover ... so that the percentages by Personnel Action added up to 100%. That calculation has been changed to reflect the actual turnover percentage by Personnel Action ... so the percentages by Personnel Action add up to the Total Turnover Percentage.