



Department of Employee Relations

April 1, 2011

To the Honorable
Finance and Personnel Committee
Milwaukee Common Council
City of Milwaukee

RE: Tow Lot Employee Turnover Data

Dear Committee members;

This memo is in response to a request for turnover data for positions in the City's Tow Lot in contrast to turnover data for the entire City employee population and for two titles that experience high turnover. The chart below summarizes the findings.

Comparison of City of Milwaukee Tow Lot Employee Turnover

		2008	2009	2010
All City	Avg # Employees	7480	7346	7159
	Total Separations	819	621	924
	% Turnover	10.95%	8.45%	12.91%
Tow Lot	Avg # Employees	24	23	21
	Total Separations	1	2	6
	% Turnover	4.14%	8.70%	28.57%
Parking Checker	Avg # Employees	56	57	57
	Total Separations	6	6	11
	% Turnover	10.81%	10.59%	19.19%
Operations Driver/Worker	Avg # Employees	344	343	332
	Total Separations	24	20	21
	% Turnover	6.97%	5.83%	6.33%

Employee turnover is calculated here according to the Bureau of Labor Statistics formula, which is the number of separations in a month divided by the number of employees in the pay period that includes the 12th of the month. To annualize the data, the monthly employee counts are averaged, and the monthly separations are summed.

The Average # of Employees here includes any employee who had a payroll status of being active or on a paid leave. The Total Separations here include any employee who experienced a termination, retirement, long term disability or a layoff (including a seasonal layoff). Note that transfers out of a job title are not included here as being a separation. *Note: Of the Tow Lot separations there were two retirements in 2009, and three retirements in 2010.*

Tom Barrett
Mayor

Maria Monteagudo
Director

David Heard
Fire and Police Commission
Executive Director

Michael Brady
Employee Benefits Director

Troy Hamblin
Labor Negotiator