

City of Alexandria, Virginia

MEMORANDUM

DATE: APRIL 30, 2015

TO: THE HONORABLE MAYOR AND MEMBERS OF CITY COUNCIL

THROUGH: MARK B. JINKS, CITY MANAGER *mj*

FROM: MORGAN ROUTT, ACTING DIRECTOR, OFFICE OF MANAGEMENT AND BUDGET *MR*

SUBJECT: BUDGET MEMO #34: SHERIFF/FIRE DEPARTMENT RETENTION/TURNOVER STATISTICS

This memorandum responds to a question from Councilman Wilson regarding the retention/turnover statistics for the Sheriff and Fire departments as it pertains to the criticality of funding YOSAM.

The Human Resources Department conducted a preliminary turnover analysis for Fire/EMS and Sheriff personnel for Fiscal Year 2010 through Fiscal Year 2015. The turnover data in the table below is categorized by the three pay scales that include Fire Marshals and Medics, Firefighters (supervisory and non-supervisory) and all sworn Deputy Sheriff ranks. The current average turnover rate for all sworn Fire Department and Sheriff personnel is 7% which falls in line with the 5%-9% turnover rate experienced over the past five fiscal years.

PAY SCALE	2010	2011	2012	2013	2014	2015
FIRE MARSHAL/MEDIC	11%	4%	7%	10%	8%	6%
FIRE SCALE	2%	6%	9%	7%	9%	5%
SHERIFF	4%	4%	9%	0%	9%	9%
Average Turnover Rate	4%	5%	9%	5%	8%	7%

There does not appear to be any particular trends or patterns of turnover with the Firefighter, Deputy Fire Marshal, and Medic positions. Further analysis of the Firefighter I and II job class series shows that during FY 2015, there were 10 separations, resulting in a turnover rate of 5%. When compared to the average turnover rate for these two ranks of 8% for Fiscal Years 2010 through 2014, the turnover rate does not exceed the historical average.

Based on the data HRD currently has, it would be challenging to support the notion that implementing YOSAM would decrease turnover since the employees who would be the most

impacted by the implementation of YOSAM, those with 11-30 years of service, are not the employees who are voluntarily leaving the City due to pay dissatisfaction.

This is a preliminary report offered in response to City Council's inquiry. As was the practice for the Police Department last Fall, the Human Resources Department will continue to track turnover and attrition data and monitor trends and/or issues in partnership with the Public Safety Work Groups.

Options on phased implementation of YOSAM are detailed in budget memorandum #21.
