

## **2005 Exit Interview Summary (37)**

### **A. Primary Reason for Leaving**

**Retirement – 13 = 35.1%**  
**Career Advancement – 7 = 18.9%**  
**Dismissed – 5 = 13.5%**  
**More Money – 5 = 13.5%**  
**Relocated – 3 = 8.1%**  
**Medical – 2 = 5.4%**  
**Other – 2 = 5.4%**

### **B. Attitude towards the Job, Task Variety and Opportunities**

**Positive – 36 = 97.3%**  
**Negative – 1 = 2.7%**

### **C. Attitude towards the City's Pay Policies and Benefits**

**Positive – 29 = 78.4%**  
**Negative – 8 = 21.6%**

### **D. Attitude towards Working Conditions, Management and Co-workers**

**Positive – 34 = 91.9%**  
**Negative – 3 = 8.1%**

## **2006 Exit Interview Summary (35)**

### **A. Primary Reason for Leaving**

**Retirement – 8 = 25%**  
**Career Advancement – 8 = 25%**  
**Dismissed – 2 = 5.7%**  
**More Money – 6 = 17.1%**  
**Relocated – 2 = 5.7%**  
**Medical – 1 = 2.9%**  
**Personal – 5 = 14.3%**  
**Other – 3 = 8.6%**

### **B. Attitude towards the Job, Task Variety and Opportunities**

**Positive – 28 = 80%**  
**Negative – 7 = 20%**

**C. Attitude towards the City's Pay Policies and Benefits**

**Positive – 27 = 77.1%**

**Negative – 8 = 22.9%**

**D. Attitude towards Working Conditions, Management and Co-workers**

**Positive – 33 = 94.3%**

**Negative – 2 = 5.7%**

**2007 Exit Interview Summary (48)**

**A. Primary Reason for Leaving**

**Retirement – 5 = 10.4%**

**Career Advancement – 15 = 31.3%**

**More Money – 6 = 12.5%**

**Dismissed – 3 = 6.3%**

**Relocating – 3 = 6.3%**

**Military – 7 = 14.6%**

**Medical 1 = 2.1%**

**Personal – 7 = 14.6%**

**Testing – 1 = 2.1%**

**B. Attitude towards the Job, Task Variety and Opportunities**

**Positive – 43 = 89.6**

**Negative – 5 = 10.4**

**C. Attitude towards the City's Pay Policies and Benefits**

**Positive – 36 = 75%**

**Negative – 12 = 25%**

**D. Attitude towards Working Conditions, Management and Co-workers**

**Positive – 44 = 91.7%**

**Negative – 4 = 8.3%**

**2008 Exit Interview Summary (31)**

**A. Primary Reason for Leaving**

**Retirement – 5 = 16.1%**

**Career Advancement – 4 = 12.9%**

**More Money – 3 = 9.7%**  
**Dismissed – 3 = 9.7%**  
**Relocating – 2 = 6.5%**  
**Military – 1 = 3.2%**  
**Medical – 3 = 9.7%**  
**Personal – 6 = 19.4%**  
**Scheduling – 1 = 3.2%**  
**Vacation – 1 = 3.2%**  
**Testing – 2 = 6.5%**

**B. Attitude towards Job, Task Variety and Opportunities**

**Positive – 22 = 71%**  
**Negative – 9 = 29%**

**C. Attitude towards the City’s Pay Policies and Benefits**

**Positive – 24 = 77.4%**  
**Negative – 7 = 22.6%**

**D. Attitude towards Working conditions, Management and Co-workers**

**Positive – 22 = 71%**  
**Negative – 9 = 29%**

**4 year Average**

**Career Advancement – 34 - 22.5%**  
**Retirement – 31 - 20.5%**  
**More Money – 20 - 13.2%**  
**Personal – 18 – 11.9%**  
**Dismissed – 13 – 8.6%**  
**Relocating – 10 – 6.6%**  
**Military – 8 – 5.3%**  
**Medical – 7 – 4.6%**  
**Other – 5 – 3.3%**