

	2005				2006				2007				2007/2008 Watson Wyatt Average Turnover Rates
	# Employees at Jan 1	Retired	Other	% Total Turnover	# Employees at Jan 1	Retired	Other	% Total Turnover	# Employees at Jan 1	Retired	Other	% Total Turnover	
Information Technology, Phase 1	43	0	6	<b>13.95</b>	43	0	1	<b>2.33</b>	50	0	5	<b>10.00</b>	Hi-Tech 10.5
Information Technology, Phase 2	79	1	8	<b>11.39</b>	80	0	4	<b>5.00</b>	91	0	4	<b>4.40</b>	
Information Technology, Phase 3	47	1	2	<b>6.38</b>	49	1	1	<b>4.08</b>	49	1	0	<b>2.04</b>	
Managerial, Phase 1	61	3	2	<b>8.20</b>	54	1	6	<b>12.96</b>	52	2	5	<b>13.46</b>	Prof'l/Bus.Svces 15.9
Managerial, Phase 2	83	0	3	<b>3.61</b>	87	1	5	<b>6.90</b>	84	2	5	<b>8.33</b>	
Managerial, Phase 3	39	0	1	<b>2.56</b>	50	2	3	<b>10.00</b>	51	1	4	<b>9.80</b>	
Operational/Admin, Phase 1	25	1	3	<b>16.00</b>	25	0	5	<b>20.00</b>	21	0	6	<b>28.57</b>	
Specialist/Professional, Phase 1	196	5	12	<b>8.67</b>	190	2	22	<b>12.63</b>	193	1	26	<b>13.99</b>	
Specialist/Professional, Phase 2	130	0	6	<b>4.62</b>	171	1	16	<b>9.94</b>	187	1	23	<b>12.83</b>	
Specialist/Professional, Phase 3	29	0	5	<b>17.24</b>	30	0	4	<b>13.33</b>	33	0	2	<b>6.06</b>	
Other	6	0	3	<b>50.00</b>	4	0	0	<b>0.00</b>	4	0	0	<b>0.00</b>	
Instructional, Phase 1	121	2	4	<b>4.96</b>	109	0	0	<b>0.00</b>	115	0	3	<b>2.61</b>	Public Sector 9.4
Instructional, Phase 2	40	1	3	<b>10.00</b>	36	0	1	<b>2.78</b>	38	2	3	<b>13.16</b>	
<b>Total</b>	899	14	58	8.01	928	14	58	7.76	968	14	58	7.44	