



**DEPARTMENT OF PERSONNEL**  
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**<http://dop.nv.gov>**

**MEMO PERD #29/07**  
July 19, 2007

**TO:** Department Directors

**FROM:** Todd C. Rich, Director *T.C.R.*  
Department of Personnel

**SUBJECT:** FY 2007 TURNOVER STATISTICS AND EXIT INTERVIEW  
REPORT

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Enclosed are the following turnover reports for fiscal year 2007:

- Turnover by Department - showing all employee movement from one State agency to another and all permanent separations from State service.
- Turnover by Class by Department - reflecting all employee movement, other than automatic progressions, which results in a class code change and all permanent separations from State service.
- Total State Separations, representing total separations from State service by reason code.

We have also enclosed a copy of the statewide summaries of Turnover by Department and Turnover by Class by Department. This will allow you to compare turnover information in your agency with the statewide averages.

You will note that each of these reports has been broken into avoidable and unavoidable turnover. Avoidable turnover is described as employee movement and separations for which management can exercise some control or influence, where management generally has no control over unavoidable turnover.

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We have also enclosed an Exit Interview report for your agency. This report covers any exit interview data received by our department from January 2007 through June 2007. (Note: not all agencies will have a report if no data was received.)

Please be advised that Workforce Planning Retiree Projections normally provided at this time will be distributed in September.

If you have any questions or comments regarding turnover data, please contact Tracy Walters at (775) 684-0130. Questions regarding Exit Interview reports should be directed to Renee Travis at (775) 684-0111.

TR:sb

Enclosures

cc: Agency Personnel Liaisons