

# RETENTION PERCENTAGES

Population	Is it Difficult to Retain Current Employees with Your Municipality?				
	Very Difficult	Somewhat Difficult	Neutral	Not Difficult	Very Easy
<b>Overall Percentages</b>	<b>3.48%</b>	<b>34.78%</b>	<b>39.13%</b>	<b>20.87%</b>	<b>1.74%</b>
Over 20,000	0.00%	41.67%	41.67%	16.67%	0.00%
10,000 to 19,999	16.67%	58.33%	25.00%	0.00%	0.00%
5,000 to 9,999	9.09%	36.36%	36.36%	18.18%	0.00%
1,000 to 4,999	0.00%	36.59%	43.90%	17.07%	2.44%
1 to 999	2.56%	23.08%	38.46%	33.33%	2.56%

Population	What is the Top Reason Employees are Resigning with your Municipality?				
	Better Compensation	Career Change	Retirement	Opportunity with Another Public Employer	Opportunity with a Private Employer
<b>Overall Percentages</b>	<b>58.47%</b>	<b>7.63%</b>	<b>13.56%</b>	<b>12.71%</b>	<b>7.63%</b>
Over 20,000	88.89%	0.00%	11.11%	0.00%	0.00%
10,000 to 19,999	71.43%	0.00%	0.00%	21.43%	7.14%
5,000 to 9,999	60.00%	0.00%	30.00%	0.00%	10.00%
1,000 to 4,999	59.09%	15.91%	6.82%	9.09%	9.09%
1 to 999	46.34%	4.88%	21.95%	19.51%	7.32%

Population	To What Extent do you Believe the Total Compensation Rewards You Offer Your Employees are Competitive with the Overall Labor Market?				
	Very Competitive	Somewhat Competitive	Neutral	Not Competitive	Very Uncompetitive
<b>Overall Percentages</b>	<b>10.48%</b>	<b>24.76%</b>	<b>30.48%</b>	<b>30.48%</b>	<b>3.81%</b>
Over 20,000	11.11%	33.33%	44.44%	0.00%	11.11%
10,000 to 19,999	18.18%	27.27%	18.18%	27.27%	9.09%
5,000 to 9,999	9.09%	18.18%	45.45%	27.27%	0.00%
1,000 to 4,999	5.41%	29.73%	24.32%	37.84%	2.70%
1 to 999	13.51%	18.92%	32.43%	32.43%	2.70%

Population	To What Extent do you Believe the Total Compensation Rewards You Offer Your Employees are Competitive with the Nearby Municipal or County Employers?				
	Very Competitive	Somewhat Competitive	Neutral	Not Competitive	Very Uncompetitive
<b>Overall Percentages</b>	<b>17.31%</b>	<b>26.92%</b>	<b>28.85%</b>	<b>22.12%</b>	<b>4.81%</b>
Over 20,000	22.22%	33.33%	33.33%	0.00%	11.11%
10,000 to 19,999	18.18%	36.36%	18.18%	18.18%	9.09%
5,000 to 9,999	18.18%	27.27%	27.27%	27.27%	0.00%
1,000 to 4,999	13.51%	24.32%	29.73%	29.73%	2.70%
1 to 999	19.44%	25.00%	30.56%	19.44%	5.56%