

SUPREME COURT OF NEBRASKA



ADMINISTRATIVE OFFICE OF THE COURTS & PROBATION

Corey R. Steel
State Court Administrator

Ellen Fabian Brokofsky
State Probation Administrator

PROBATION WORK FORCE OFFICERS

RETENTION RATE

Attached is information representing probation officer field staff turnover rates for FY 2012-13, FY 2013-14 and FY 2014-15. The positions reviewed include Probation Officer Trainees up through Chief Probation Officers and all probation officers and supervisory staff in between.

The following indicates the district number and the respective principal office within that district:

#1:	Beatrice
#2:	Papillion
#3Adult:	Lincoln
#3Juvenile:	Lincoln
#4Adult:	Omaha
#4Juvenile:	Omaha
#5:	Columbus
#6:	Fremont
#7:	Norfolk
#8:	O'Neill
#9:	Grand Island
#10:	Hastings
#11:	North Platte
#12:	Gering

Not included in this data are promotions or geographical changes within the Probation System. What the data shows is a turnover rate of 10.74% in FY 14-15, 8.25% in FY 13-14 and 7.8% in FY 12-13 (additional details in graphs below). This would indicate that there was a 3% increase in turnover from FY 12-13 to FY 14-15 but there are variables. For example increased educational opportunities for training and technical assistance have enhanced job performance expectations and progressive discipline practices which may contribute to the involuntary termination rate increasing by approximately 1% from FY 12-13 (.82%) to FY 14-15 (1.87%).

Steve Rowoldt, Deputy Administrator
November 13, 2015

Agency Turnover FY 12/13

Field Staff Only

District #	Average Headcount	Total Terminations	Voluntary Terminations	Involuntary Terminations	Total Turnover Percentage	Vountary Percentage	Involuntary Percentage
1	6.5	1	1	0	15.38%	15.38%	0.00%
2	24.5	1	1	0	4.08%	4.08%	0.00%
3A	21	2	1	1	9.52%	4.76%	4.76%
3J	13.5	1	1	0	7.41%	7.41%	0.00%
4A	47	4	3	1	8.51%	6.38%	2.13%
4J	22	7	6	1	31.82%	27.27%	4.55%
5	15	1	1	0	6.67%	6.67%	0.00%
6	16	0	0	0	0.00%	0.00%	0.00%
7	10	0	0	0	0.00%	0.00%	0.00%
8	3.5	0	0	0	0.00%	0.00%	0.00%
9	14.5	1	1	0	6.90%	6.90%	0.00%
10	6	0	0	0	0.00%	0.00%	0.00%
11	19.5	1	1	0	5.13%	5.13%	0.00%
12	14.5	2	2	0	13.79%	13.79%	0.00%
Averages	233.5	21	18	3	7.80%	6.98%	0.82%

**Includes Probation Officer Trainee through Chief Probation Officers which includes all probation officers and supervisory staff in between.

Agency Turnover FY 13/14

Field Staff Only

District #	Average Headcount	Total Terminations	Voluntary Terminations	Involuntary Terminations	Total Turnover Percentage	Vountary Percentage	Involuntary Percentage
1	11	1	0	1	9.09%	0.00%	9.09%
2	31	0	0	0	0.00%	0.00%	0.00%
3A	26	1	1	0	3.85%	3.85%	0.00%
3J	27.5	3	3	0	10.91%	10.91%	0.00%
4A	57	4	4	0	7.02%	7.02%	0.00%
4J	40.5	4	4	0	9.88%	9.88%	0.00%
5	19.5	3	3	0	15.38%	15.38%	0.00%
6	20.5	1	0	1	4.88%	0.00%	4.88%
7	13.5	1	1	0	7.41%	7.41%	0.00%
8	6.5	0	0	0	0.00%	0.00%	0.00%
9	23.5	2	1	1	8.51%	4.26%	4.26%
10	8.5	2	2	0	23.53%	23.53%	0.00%
11	26	1	1	0	3.85%	3.85%	0.00%
12	19	2	2	0	10.53%	10.53%	0.00%
Averages	330	25	22	3	8.20%	6.90%	1.30%

**Includes Probation Officer Trainees through Chief Probation Officers which includes all probation officers and supervisory staff in between

Agency Turnover FY 14/15

Field Staff Only

District #	Average Headcount	Total Terminations	Voluntary Terminations	Involuntary Terminations	Total Turnover Percentage	Vountary Percentage	Involuntary Percentage
1	13.5	3	1	2	22.22%	7.41%	14.81%
2	33.5	4	4	0	11.94%	11.94%	0.00%
3A	25.5	0	0	0	0.00%	0.00%	0.00%
3J	41	3	3	0	7.32%	7.32%	0.00%
4A	62	4	3	1	6.45%	4.84%	1.61%
4J	59	8	7	1	13.56%	11.86%	1.69%
5	24.5	1	1	0	4.08%	4.08%	0.00%
6	24	2	2	0	8.33%	8.33%	0.00%
7	17	1	1	0	5.88%	5.88%	0.00%
8	8	0	0	0	0.00%	0.00%	0.00%
9	28	5	4	1	17.86%	14.29%	3.57%
10	11	3	3	0	27.27%	27.27%	0.00%
11	31.5	1	1	0	3.17%	3.17%	0.00%
12	22.5	5	4	1	22.22%	17.78%	4.44%
Averages	401	40	34	6	10.74%	8.87%	1.87%

**Includes Probation Officer Trainee through Chief Probation Officers which includes all probation officers and supervisory staff in bewtween