

	2018 FY Q4	2018 FY Q3	2018 FY Q2	2018 FY Q1	YTD Totals
Starting Headcount	799	786	777	775	
Ending Headcount	803	799	786	777	
Total Hires	103	105	63	67	338
Total Terms	98	95	54	67	314
Quarterly Turnover	12.2	11.9	6.9	8.6	

Turnover Last 12 Months	39%
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Retention	61%
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Q3 Demographics	Terms		Hires		YTD Terms		YTD Hires	
	N	%	N	%	N	%	N	%
Male	16	16%	16	16%	51	16%	42	12%
Female	82	84%	87	84%	253	81%	243	72%
Full-time	94	96%	101	98%	290	92%	275	81%
Part-time	4	4%	2	2%	14	4%	10	3%
Native American/ Alaskan	0	0	1	1%	2	1%	4	1%
Native Hawaiian/Other Pacific Islander	0	0%	0	0%	1	0%	2	1%
African American	8	8%	10	10%	35	11%	23	7%
Hispanic	29	30%	32	31%	99	32%	80	24%
White	57	58%	57	55%	145	46%	160	47%
Asian	1	1%	1	1%	3	1%	5	1%
2 or More Races	3	3%	2	2%	7	2%	4	1%
Unknown	0	0%	0	0%	12	4%	6	2%
Division								
BH	70	71%	71	69%	195	62%	176	52%
CW	21	21%	22	21%	90	29%	69	20%
Prevention	3	3%	6	6%	10	3%	10	3%
Special Services	0	0%	0	0%	6	2%	1	0%
Operations	4	4%	4	4%	14	4%	10	3%
Unknown	0	0%	0	0%	0	0%	0	0%

Q3 Terms by Length of Service	
< 6 Months	19
6 mo to 1 year	9
1 to 2 Years	24
2 to 3 Years	13
3 to 10 Years	30
10+ Years	3

Q3 Primary Term Reasons	
Better Pay	14
Education	7
Relocating	8
Leaving Industry	14
Personal	25

Age of those leaving industry

20-29 yrs	34
30-39 yrs	24
40-49 yrs	26
Over 50	14
Average age	24.5