

	2019 FY Q1	2018 FY Q4	2018 FY Q3	2018 FY Q2	YTD Totals
Starting Headcount	815	799	786	777	
Ending Headcount	823	803	799	786	
Total Hires	99	103	105	63	370
Total Terms	78	98	95	54	325
Quarterly Turnover	9.478	12.2	11.9	6.9	

Turnover Last 12 Months	39%
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Retention	61%
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Q1 Demographics	Terms		Hires		YTD Terms		YTD Hires	
	N	%	N	%	N	%	N	%
Male	16	21%	17	17%	59	18%	60	16%
Female	62	79%	82	83%	269	83%	317	86%
Full-time	77	99%	95	96%	316	97%	365	99%
Part-time	1	1%	4	4%	12	4%	12	3%
Native American/ Alaskan	2	0.026	3	3%	3	1%	5	1%
Native Hawaiian/Other Pacific Islander	1	1%	0	0%	2	1%	2	1%
African American	10	13%	9	9%	33	10%	36	10%
Hispanic	21	27%	27	27%	98	30%	108	29%
White	41	53%	52	53%	174	54%	204	55%
Asian	2	3%	2	2%	5	2%	6	2%
2 or More Races	2	3%	5	5%	10	3%	10	3%
Unknown	0	0%	0	0%	4	1%	5	1%
Division								
BH	52	67%	58	59%	219	67%	256	69%
CW	21	27%	26	26%	77	24%	78	21%
Prevention	2	3%	4	4%	11	3%	11	3%
Special Services	0	0%	0	0%	4	1%	1	0%
Operations	3	4%	11	11%	17	5%	31	8%
Unknown	0	0%	0	0%	0	0%	0	0%

Q1 Terms by Length of Service	
< 6 Months	22
6 mo to 1 year	14
1 to 2 Years	15
2 to 3 Years	9
3 to 10 Years	15
10+ Years	3

Q1 Primary Term Reasons	
Better Job	7
Better Pay	19
Job Disat.	8
Leaving Industry	8
Personal	11

Age of those leaving industry

20-29 yrs 29
 30-39 yrs 25
 40-49 yrs 14
 Over 50 10
 Average age 35.7