

	2019 FY Q3	2019 FY Q2	2019 FY Q1	2018 FY Q4	YTD Totals
Starting Headcount	825	824	815	799	
Ending Headcount	832	825	823	803	
Total Hires	89	70	99	103	361
Total Terms	81	69	78	98	326
Quarterly Turnover	9.74	8.36	9.48	12.2	

Turnover Last 12 Months				39%				
Adjusted Retention Rate End of 3rd Quarter				84.73%				
Q2 Demographics	Terms		Hires		YTD Terms		YTD Hires	
	N	%	N	%	N	%	N	%
Male	13	16%	75	84%	57	17%	119	33%
Female	68	84%	14	16%	269	83%	242	67%

Full-time	81	100%	89	100%	320	98%	354	98%
Part-time	0	0%	0	0%	6	2%	7	2%

Native American/ Alaskan	2	2%	2	2%	4	1%	7	2%
Native Hawaiian/Other Pacific Islander	1	1%	0	0%	2	1%	0	0%
African American	12	15%	10	11%	36	11%	34	9%
Hispanic	26	32%	18	20%	92	28%	91	25%
White	35	43%	52	58%	174	53%	205	57%
Asian	1	1%	1	1%	6	2%	7	2%
2 or More Races	4	5%	6	7%	13	4%	16	4%
Unknown	0	0%	0	0%	0	0%	0	0%

Division								
BH	52	64%	66	74%	223	68%	239	66%
CW	20	25%	22	25%	76	23%	93	26%
Prevention	3	4%	1	1%	8	2%	13	4%
Special Services	0	0%	0	0%	0	0%	0	0%
Operations	6	7%	0	0%	19	6%	16	4%
Unknown	0	0%	0	0%	0	0%	0	0%

Q3 Terms by Length of Service	
< 6 Months	17
6 mo to 1 year	20
1 to 2 Years	12
2 to 3 Years	9
3 to 10 Years	17
10+ Years	6

Q3 Primary Term Reasons	
Better Pay/Benefits	14
Better Job	6
Moving	13
Leaving Industry	10
Personal	19

Age of those leaving HS Industry	
20-29 yrs	28
30-39 yrs	25
40-49 yrs	16
Over 50	12

Total Terms	81	9.74%
Terms Over 1 Year	44	5.29%
Terms Under 1 Year	37	4.45%