

	2022 FY Q1	2021 FYQ4	2021 FYQ3	2021 FYQ2	YTD Totals	Avg Headcount (over 4 Qtr)
Starting Headcount	663	696	752	764		719
Ending Headcount	617	666	699	753		
Total Hires	52	87	74	78	291	
Total Terms	109	115	127	93	444	
Quarterly Turnover	17.67%	17.27%	18.17%	12.35%	65.45%	

Turnover Last 12 Months		64.30%						
Adjusted Retention Rate End of Quarter		85.22%						
Q4 Demographics	Terms		Hires		YTD Terms		YTD Hires	
	N	%	N	%	N	%	N	%
Male	18	17%	9	17%	19	4%	9	3%
Female	91	83%	44	85%	91	20%	44	15%

	N	%	N	%	N	%	N	%
Full-time	105	96%	52	100%	105	24%	52	18%
Part-time	5	5%	0	0%	5	1%	0	0%

	N	%	N	%	N	%	N	%
Native American/ Alaskan	2	2%	0	0%	2	0%	0	0%
Native Hawaiian/Other Pacific Islander	0	0%	0	0%	0	0%	0	0%
African American	11	10%	3	6%	11	2%	3	1%
Hispanic	24	22%	5	10%	24	5%	5	2%
White	55	50%	9	17%	56	13%	9	3%
Asian	3	3%	0	0%	3	1%	0	0%
2 or More Races	6	6%	1	2%	6	1%	1	0%
Unknown	8	7%	34	65%	8	2%	34	12%

Division	N	%	N	%	N	%	N	%
BH	62	57%	29	56%	65	15%	29	10%
CW	27	25%	15	29%	27	6%	15	5%
Prevention	4	4%	2	4%	4	1%	2	1%
Special Services	3	3%	0	0%	3	1%	0	0%
Operations	13	12%	6	12%	14	3%	6	2%
Unknown	0	0%	0	0%	0	0%	0	0%

Q4 Terms by Length of Service		
< 6 Months	4	4%
6 mo to 1 year	0	0%
1 to 2 Years	24	22%
2 to 3 Years	20	18%
3 to 10 Years	61	56%
10+ Years	0	0%

Total Terms	109	17.67%
Terms Over 1 Year	105	96.33%
Terms Under 1 Year	4	7.69%

Q4 Primary Term Reasons	
Job Dissatisfaction	27
Better Pay	15
Career Change	13
Involuntary	11
Family Reasons	8
Failure to Return from leave	7
Relocating	7
Personal/Health	6
Job Abandonment	5
Returned to School	4
Better Benefits	3
Better Job	2
Retirement	1

Age of those Leaving		
20-29 yrs	36	33%
30-39 yrs	32	29%
40-49 yrs	27	25%
Over 50	14	13%