



40 members of the FBHA completed a survey about turnover among their organization.

Turnover by Staffing Category¹

Employee Title	Total Employees	Voluntary Terminations	Involuntary Terminations	Voluntary Turnover Rate	Involuntary Turnover Rate	Total Turnover Rate
Executive Management						
Chief Executive Officer ²	41	1	2	2%	5%	7%
Chief Operating Officer	27	4	1	15%	4%	19%
Chief Information Officer	18	1	0	6%	0%	6%
Chief Financial Officer	39	2	1	5%	3%	8%
Chief Clinical Officer	23	1	1	4%	4%	9%
Chief Human Resources Officer	27	7	0	26%	0%	26%
Chief Quality Officer	13	3	0	23%	0%	23%
Chief Administrative Officer	8	0	0	0%	0%	0%
Chief Medical Officer	23	0	0	0%	0%	0%
Chief Nursing Officer	11	2	0	18%	0%	18%

Employee Title	Total Employees	Voluntary Terminations	Involuntary Terminations	Voluntary Turnover Rate	Involuntary Turnover Rate	Total Turnover Rate
Senior Management						
Senior Clinical Management - Licensed	109	21	4	19%	4%	23%
Senior Clinical Management - non-Licensed	71	7	0	10%	0%	10%
Senior Medical Staff	26	3	0	12%	0%	12%
Senior Director of Nursing	16	4	0	25%	0%	25%
Senior Administrative Staff	78	8	1	10%	1%	12%

1- In some instances, the voluntary and involuntary rate may not sum to the total rate due to rounding.

2- One organization has two Chief Executive Officers



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Frontline Management						
Frontline Clinical Management - Licensed	64	4	3	6%	5%	11%
Frontline Clinical Management - non-Licensed	35	3	2	9%	6%	14%
Frontline Residential Management - Licensed	8	3	0	38%	0%	38%
Frontline Residential Management - non-Licensed	23	1	2	4%	9%	13%
Frontline Administrative Management Staff	19	4	1	21%	5%	26%
Administrative/Clerical Management	25	2	0	8%	0%	8%
MAT Manager	6	1	0	17%	0%	17%
TCM Manager	4	0	0	0%	0%	0%
Forensics Manager	10	0	1	0%	10%	10%

Employee Title	Total Employees	Voluntary Terminations	Involuntary Terminations	Voluntary Turnover Rate	Involuntary Turnover Rate	Total Turnover Rate
Medical Staff						
Psychiatrist - undifferentiated	55	2	1	4%	2%	5%
Psychiatrist - adult	41	6	1	15%	2%	17%
Psychiatrist - child	19	0	0	0%	0%	0%
Physician - Addictions	8	0	0	0%	0%	0%
Physician - Medical	18	1	0	6%	0%	6%
Physician Assistant	22	3	4	14%	18%	32%
ARNP	103	24	2	23%	2%	25%
Psychiatrist ARNP	91	25	2	27%	2%	30%
Registered Nurse	435	113	45	26%	10%	36%
Licensed Practical Nurse	340	59	27	17%	8%	25%
Behavioral Health Tech/ Certified Nursing Assistant	707	268	224	38%	32%	70%
Certified Behavioral Health Tech	42	0	0	0%	0%	0%



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Clinical/Direct Care Staff						
Clinician - Masters, unlicensed	909	282	59	31%	6%	38%
Licensed Clinical Social Worker	135	39	5	29%	4%	33%
Licensed Mental Health Technician	143	22	4	15%	3%	18%
Licensed Marriage & Family Therapist	18	4	0	22%	0%	22%
Clinician - Bachelors, unlicensed	338	78	26	23%	8%	31%
Life Management Specialist - Bachelors	113	8	2	7%	2%	9%
Targeted Case Manager	296	83	25	28%	8%	36%
Certified Addictions Specialist	42	20	8	48%	19%	67%
Forensic Specialist	38	5	2	13%	5%	18%
Forensic Multidisciplinary Case Manager	21	5	0	24%	0%	24%
Care Coordinator	252	54	11	21%	4%	26%
Peer Specialist	218	50	26	23%	12%	35%

Turnover Totals

TOTALS	TOTAL EMPLOYEES	VOLUNTARY TERMINATIONS	INVOLUNTARY TERMINATIONS	VOLUNTARY TURNOVER RATE	INVOLUNTARY TURNOVER RATE	TOTAL TURNOVER RATE
TOTAL NUMBERS ACROSS ALL POSITION	5128	1233	493	24%	10%	34%