



## Turnover by Staffing Category<sup>1</sup>

Employee Title	Total Employees	Voluntary Terminations	Involuntary Terminations	Voluntary Turnover Rate	Involuntary Turnover Rate	Total Turnover Rate
<b>Executive Management</b>						
Chief Executive Officer <sup>2</sup>	44	3	0	7%	0%	7%
Chief Operating Officer	47	4	0	9%	0%	9%
Chief Information Officer	19	3	0	16%	0%	16%
Chief Financial Officer	39	3	1	8%	3%	10%
Chief Clinical Officer	21	3	3	14%	14%	29%
Chief Human Resources Officer	31	3	0	10%	0%	10%
Chief Quality Officer	11	2	0	18%	0%	18%
Chief Administrative Officer	10	0	0	0%	0%	0%
Chief Medical Officer	23	2	0	9%	0%	9%
Chief Nursing Officer	5	3	0	60%	0%	60%

Employee Title	Total Employees	Voluntary Terminations	Involuntary Terminations	Voluntary Turnover Rate	Involuntary Turnover Rate	Total Turnover Rate
<b>Senior Management</b>						
Senior Clinical Management - Licensed	149	22	2	15%	1%	16%
Senior Clinical Management - non-Licensed	58	13	2	22%	3%	26%
Senior Medical Staff	43	3	3	7%	7%	14%
Senior Director of Nursing	23	7	2	30%	9%	39%
Senior Administrative Staff	85	1	1	1%	1%	2%

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

<sup>2</sup> - One organization has two Chief Executive Officers



Employee Title	Total Employees	Voluntary Terminations	Involuntary Terminations	Voluntary Turnover Rate	Involuntary Turnover Rate	Total Turnover Rate
<b>Frontline Management</b>						
Frontline Clinical Management - Licensed	229	32	6	14%	3%	17%
Frontline Clinical Management - non-Licensed	259	32	8	12%	3%	15%
Frontline Residential Management - Licensed	63	4	4	6%	6%	13%
Frontline Residential Management - non-Licensed	100	13	6	13%	6%	19%
Frontline Administrative Management Staff	122	13	4	11%	3%	14%
Administrative/Clerical Management	158	32	9	20%	6%	26%
MAT Manager	24	2	1	8%	4%	13%
TCM Manager	106	18	1	17%	1%	18%
Forensics Manager	21	4	1	19%	5%	24%

Employee Title	Total Employees	Voluntary Terminations	Involuntary Terminations	Voluntary Turnover Rate	Involuntary Turnover Rate	Total Turnover Rate
<b>Medical Staff</b>						
Psychiatrist - undifferentiated	44	6	0	14%	0%	14%
Psychiatrist - adult	42	0	1	0%	2%	2%
Psychiatrist - child	12	2	1	17%	8%	25%
Physician - Addictions	19	2	1	11%	5%	16%
Physician - Medical	5	4	0	80%	0%	80%
Physician Assistant	27	2	2	7%	7%	15%
ARNP	157	38	3	24%	2%	26%
Psychiatrist ARNP	144	18	11	13%	8%	20%
Registered Nurse	498	208	56	42%	11%	53%
Licensed Practical Nurse	458	116	40	25%	9%	34%
Behavioral Health Tech/ Certified Nursing Assistant	1666	624	363	37%	22%	59%
Certified Behavioral Health Tech	54	3	1	6%	2%	7%



Employee Title	Total Employees	Voluntary Terminations	Involuntary Terminations	Voluntary Turnover Rate	Involuntary Turnover Rate	Total Turnover Rate
<b>Clinical/Direct Care Staff</b>						
Clinician - Masters, unlicensed	1014	225	73	22%	7%	29%
Licensed Clinical Social Worker	166	41	7	25%	4%	29%
Licensed Mental Health Technician	196	69	1	35%	1%	36%
Licensed Marriage & Family Therapist	7	1	0	14%	0%	14%
Clinician - Bachelors, unlicensed	631	161	53	26%	8%	34%
Life Management Specialist - Bachelors	31	8	1	26%	3%	29%
Targeted Case Manager	466	154	43	33%	9%	42%
Certified Addictions Specialist	60	2	0	3%	0%	3%
Forensic Specialist	33	11	6	33%	18%	52%
Forensic Multidisciplinary Case Manager	19	10	6	53%	32%	84%
Care Coordinator	362	69	17	19%	5%	24%
Peer Specialist	294	102	41	35%	14%	49%

## Turnover Totals

TOTALS	TOTAL EMPLOYEES	VOLUNTARY TERMINATIONS	INVOLUNTARY TERMINATIONS	VOLUNTARY TURNOVER RATE	INVOLUNTARY TURNOVER RATE	TOTAL TURNOVER RATE
TOTAL NUMBERS ACROSS ALL POSITION	8095	2098	781	26%	10%	36%