



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	51	1	0	2%	0%	2%
Chief Operating Officer	40	3	1	8%	3%	10%
Chief Information Officer	20	1	0	5%	0%	5%
Chief Financial Officer (Highest level)	46	2	1	4%	2%	7%
Chief Clinical Officer	24	0	1	0%	4%	4%
Chief Human Resources Officer (Highest level)	26	2	1	8%	4%	12%
Chief Quality Officer	11	1	0	9%	0%	9%
Chief Administrative Officer	12	0	0	0%	0%	0%
Chief Medical Officer	24	1	0	4%	0%	4%
Chief Nursing Officer	8	1	0	13%	0%	13%
Chief Development/Marketing/Fundraising Officer	12	0	0	0%	0%	0%

Employee Title	Total Employees	Voluntary Terminations	Involuntary Terminations	Voluntary Turnover Rate	Involuntary Turnover Rate	Total Turnover Rate
Senior Management						
Senior Clinical Management (Directors) - Licensed	150	15	2	10%	1%	11%
Senior Clinical Management (Directors) - Non-Licensed	100	6	1	6%	1%	7%
Senior Medical Staff (Senior physician or senior psychiatrist)	61	2	2	3%	3%	7%
Senior Director of Nursing	29	3	0	10%	0%	10%
Senior Administrative Staff	54	2	2	4%	4%	7%
Senior Director Development/Marketing/Fundraising	17	1	0	6%	0%	6%
Senior Director of Accounting	25	3	0	12%	0%	12%
Senior Director of HR	30	1	2	3%	7%	10%
Senior Dietary Director	6	0	0	0%	0%	0%

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



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Administrative Staff						
Administrative Assistant for CEO	34	5	0	15%	0%	15%
Admission Coordinator	105	34	16	32%	15%	48%
Office Manager	66	9	1	14%	2%	15%
General Administrative Assistant	166	37	9	22%	5%	28%
HR Coordinator	42	9	2	21%	5%	26%
HR Generalist	56	12	1	21%	2%	23%
Training and Development Coordinator	26	3	0	12%	0%	12%
Payroll Specialist	42	4	0	10%	0%	10%
Accountant	69	3	3	4%	4%	9%

Employee Title	Total Employees	Voluntary Terminations	Involuntary Terminations	Voluntary Turnover Rate	Involuntary Turnover Rate	Total Turnover Rate
IT/Technical Staff						
Help Desk Technician	75	12	1	16%	1%	17%
Systems/Data Analyst	41	2	2	5%	5%	10%
Network Administrator	30	3	0	10%	0%	10%
Information Security Analyst	15	0	0	0%	0%	0%
IT Director	34	1	0	3%	0%	3%

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Food Services Positions						
Dietary Supervisors	46	2	4	4%	9%	13%
Cook	101	25	15	25%	15%	40%
Dietary Aid	38	17	9	45%	24%	68%



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Environmental services positions						
Facilities Director	36	1	1	3%	3%	6%
Facilities Supervisor	39	1	1	3%	3%	5%
Custodial Staff	153	25	11	16%	7%	24%
Maintenance Technician	144	15	13	10%	9%	19%

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Front line Management						
Front-Line Clinical Management - Licensed	234	60	17	26%	7%	33%
Front-Line Clinical Management - Non-Licensed	297	61	29	21%	10%	30%
Front-Line Residential Management - Licensed	36	1	1	3%	3%	6%
Front-Line Residential Management - Non-Licensed	117	9	3	8%	3%	10%
Front-Line Administrative Management Staff	114	24	2	21%	2%	23%
Administrative/Clerical Management (May be responsible for an agency-wide function, without supervising other staff)	77	6	4	8%	5%	13%
MAT Manager	24	0	0	0%	0%	0%
TCM Manager	115	11	2	10%	2%	11%
Forensics Manager	31	6	2	19%	6%	26%



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Medical Staff						
Psychiatrist - Undifferentiated	64	0	2	0%	3%	3%
Psychiatrist - Adult	75	3	1	4%	1%	5%
Psychiatrist - Child	15	4	1	27%	7%	33%
Physician - Addictions	14	4	1	29%	7%	36%
Physician - Medical	23	0	0	0%	0%	0%
Physician Assistant	18	2	1	11%	6%	17%
APRN	155	33	6	21%	4%	25%
Psychiatric APRN	164	30	7	18%	4%	23%
Registered Nurse	684	216	63	32%	9%	41%
Licensed Practical Nurse	458	172	53	38%	12%	49%
Lead/Senior Behavioral Health Tech	116	10	5	9%	4%	13%
Behavioral Health Tech Supervisor	117	27	33	23%	28%	51%
Behavioral Health Tech/Nursing Assistant/Mental Health Assistants	2006	646	430	32%	21%	54%
Certified Behavioral Health Technician	88	31	14	35%	16%	51%



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Clinical/Direct Care Staff						
Clinician - Masters	1235	319	59	26%	5%	31%
Licensed Clinical Social Worker	226	34	3	15%	1%	16%
Licensed Mental Health Technician	253	51	2	20%	1%	21%
Licensed Marriage and Family Therapist	23	2	0	9%	0%	9%
Clinician - Bachelors	763	118	36	15%	5%	20%
Life Management Specialist -Bachelors	56	18	1	32%	2%	34%
Targeted Case Management	395	92	38	23%	10%	33%
Certified Addictions Specialist	61	9	3	15%	5%	20%
Forensic Specialist	72	17	5	24%	7%	31%
Forensic Multidisciplinary Case Manager	35	11	5	31%	14%	46%
Care Coordinator	482	119	39	25%	8%	33%
Peer Specialist	344	83	35	24%	10%	34%

Turnover Totals

TOTALS	TOTAL EMPLOYEES	VOLUNTARY TERMINATIONS	INVOLUNTARY TERMINATIONS	VOLUNTARY TURNOVER RATE	INVOLUNTARY TURNOVER RATE	TOTAL TURNOVER RATE
TOTAL NUMBERS ACROSS ALL POSITION	11091	2494	1005	22%	9%	32%