

HARBORCREEK YOUTH SERVICES
PERFORMANCE AND QUALITY IMPROVEMENT PROGRAM
2017 – 2018 IMPROVEMENT CYCLE

AGGREGATED DATA COLLECTION REPORT		
Case #: HR002	STAFF TURNOVER RATES COMPARATIVE ANALYSIS 2015 ANNUAL, 2016 ANNUAL, 2017 ANNUAL	Data Source: Human Resources Dept.
Performance Area: Staff Retention		Data Collection Method: Statistical Analysis

Month	# of Full-Time Staff			Total # of Terminations			Turnover %			Voluntary			Involuntary		
	2015	2016	2017	2015	2016	2017	2015	2016	2017	2015	2016	2017	2015	2016	2017
January	120	116	112	0	4	1	0.00%	3.45%	0.89%	0	3	1	0	1	0
February	121	119	116	0	2	0	0.00%	1.68%	0.00%	0	2	0	0	0	0
March	121	119	119	0	4	2	0.00%	3.36%	1.68%	0	4	2	0	0	0
April	120	119	118	1	2	1	0.83%	1.68%	0.85%	1	2	1	0	0	0
May	120	119	117	0	2	1	0.00%	1.68%	0.85%	0	2	1	0	0	0
June	121	119	117	1	1	4	0.83%	0.84%	3.42%	1	0	2	0	1	2
July	118	118	117	3	2	0	2.54%	1.69%	0.00%	2	2	0	1	0	0
August	118	117	118	1	3	2	0.85%	2.56%	1.69%	1	2	1	0	1	1
September	118	117	118	2	2	2	1.69%	1.71%	1.69%	2	2	2	0	0	0
October	119	116	115	1	2	5	0.84%	1.72%	3.45%	1	2	4	0	0	1
November	118	114	118	2	3	0	1.69%	2.63%	0.00%	1	3	0	1	0	0
December	119	110	118	2	6	0	1.68%	5.45%	0.00%	2	5	0	0	1	0
TOTAL	119	117	117	13	33	18	10.96%	28.47%	14.52%	11	29	14	2	4	4