

Vermont Mental Health Performance Indicator Project

Agency of Human Services, Department of Mental Health
26 Terrace Street, Montpelier, VT 05609

TO: Vermont Mental Health Performance Indicator Project
Advisory Group and Interested Parties

FROM: John Pandiani and Emma Harrigan

DATE: March 9, 2012

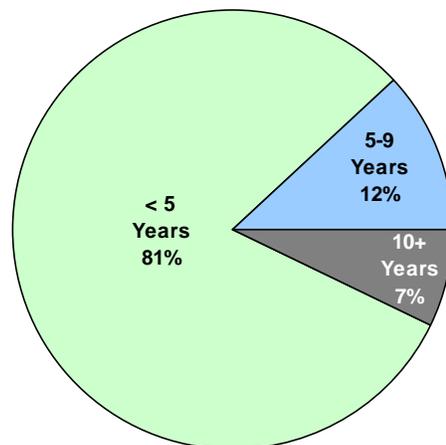
RE: Employees Leaving Designated Agencies: FY2011

This week's brief report provides information regarding the rate at which employees leave employment at each of Vermont's ten designated community mental health agencies (DAs) overall for Children's Services, Adult Outpatient (AOP), Community Rehabilitation and Treatment (CRT), and Emergency Services programs.

Findings reported here are based on analysis of human resources data provided to the Vermont Department of Mental Health by each of the ten DAs for FY2011. The percent of employees leaving is the number of employees leaving employment divided by the total number of individuals employed during the fiscal year.

As you will see, there were substantial differences in the length of employment for mental health staff leaving employment. Of the 626 employees no longer working for mental health agencies, 506 (81%) were employed for less than five years, 75 (12%) were employed for five to nine years, and 45 (7%) were employed for ten years or more with their respective DAs.

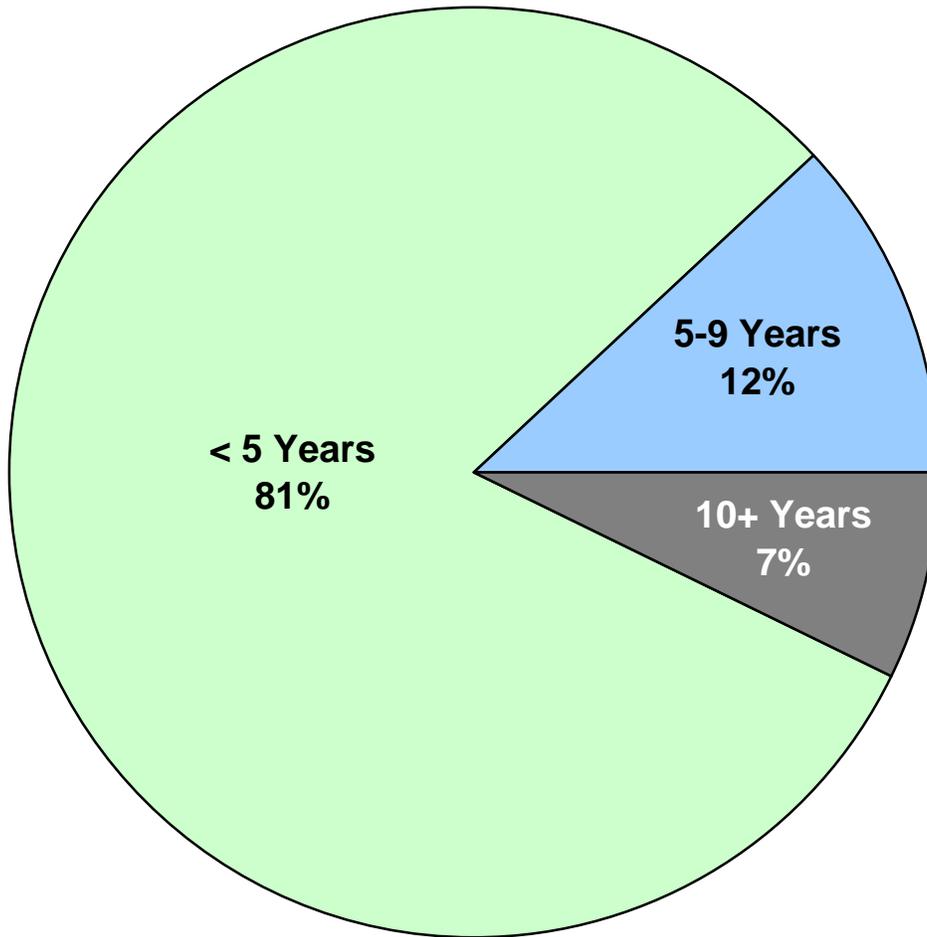
Employees Leaving
by Years of Employment
FY2011



There are also differences among DAs in the percentage of employees leaving employment during FY2011. Statewide, 23% of mental health employees had left employment at their respective DAs. Howard Center in Chittenden County (HC), with the greatest number of employees, had the greatest percentage of employees leaving (31%). Clara Martin Center in Orange County (CMC), with the smallest amount of employees, had the lowest percentage of employees leaving (14%).

We look forward to your questions, comments, and suggestions for further analysis at pip@state.vt.us or 802-828-1703.

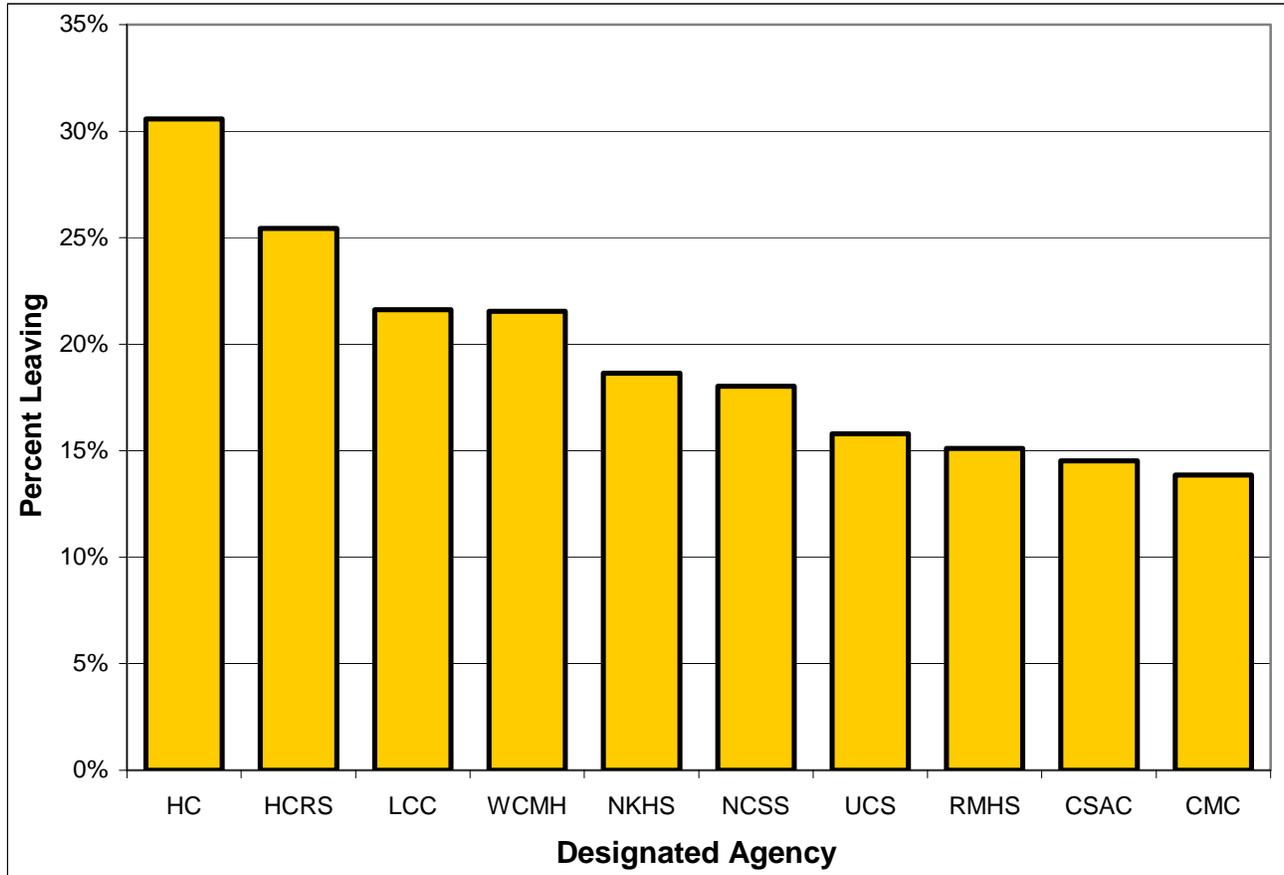
Employees Leaving Mental Health Programs by Length of Employment FY2011



Length of Employment	Total	End of FY 2011		Percent of Total Leaving
		Still Employed	Not Employed	
< 5 Years	1595	1089	506	81%
5-9 Years	564	489	75	12%
10+ Years	545	500	45	7%
Total	2704	2078	626	

Analysis is based on staffing data provided by Community Mental Health Designated Agencies to Vermont Department of Mental Health. Includes all staff employed to Children's Services, AOP, CRT, and Emergency Services programs during FY2011. The percent of employees leaving is the number of employees leaving employment divided by the total number of individuals employed during the fiscal year.

Employees Leaving Mental Health Programs by Designated Agency FY2011



Designated Agency	Region	Total Employees	End of FY2011		Percent Leaving
			Still Employed	Not Employed	
HC	Chittenden	847	588	259	31%
HCRS	Southeast	342	255	87	25%
LCC	Lamoille	111	87	24	22%
WCMH	Washington	478	375	103	22%
NKHS	Northeast	161	131	30	19%
NCSS	Northwest	294	241	53	18%
UCS	Bennington	114	96	18	16%
RMHS	Rutland	139	118	21	15%
CSAC	Addison	117	100	17	15%
CMC	Orange	101	87	14	14%
Total		2,704	2,078	626	23%

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