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Sent: Thursday, September 26, 2019 8:23 AM
To: Broome, Anna <Anna.Broome@legislature.maine.gov>
Subject: HCM data

Anna,
Attached is some hiring/term data for HCM over the past 2 years and the reasons workers move on. Please feel free to post for Commission. Thanks, Mollie

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Term Reasons	2016	2017	2018	2019
Deceased			1	
Disliked Job	1	3	4	1
Exceeds Inactive Policy	3	3	2	
Falsifying Documents		1	2	
Job Abandonment	7	17	6	3
Limited and no Availability	3	4	2	4
LOA		2	1	
Medical Reasons	5	7	10	4
Moved	3	5	8	4
NCNS	2	5	8	2
Need Full Time Hours		1		
No Auto Insurance	6	2		
No Call - Initial Contact		1		
No Contact	2	1	10	5
No Need in Area	1	1		
No Notice	3	3	5	2
No PSS Course	1	1	1	
No Return LOA	4	5	13	9
No Transportation/DL	4	4	2	1
Not eligible for rehire				2
Other Employment	3	15	34	23
Personal	3	12	21	31
Policy Break		1	4	
Requirements Not Met	1		3	
Retired	2	4	9	2
Unknown		5	4	2
Work Performance		1		
	54	104	150	95

Turnover Calculation

FY2018

	Number of Employees Separated During Month	Average Number Employees During Month	Turnover Rate (Monthly)
July	16	399	4.01%
August	17	396	4.29%
September	9	397	2.27%
1st Quarter	42		<u>10.58%</u>
October	26	394	6.60%
November	15	385	3.89%
December	15	383	3.92%
2nd Quarter			<u>14.42%</u>
January	11	383	2.87%
February	13	386	3.37%
March	12	385	3.12%
3rd Quarter			<u>9.36%</u>
April	16	385	4.16%
May	15	385	3.90%
June	10	383	2.61%
4th Quarter			<u>10.66%</u>
Annual			45.01%

Note: Formula for monthly turnover rate is the number of employees separated during the month divided by the average number of employees in the month multiplied by 100