

RIDER 11 EMPLOYEE TURNOVER COMPARISON REPORT

Functional Title	Turnover Rate FY07	Turnover Rate FY08	Turnover Rate FY09	Turnover Rate FY10 ¹	Turnover Rate FY11	Turnover Rate FY12	Turnover Rate FY13	Turnover Rate FY14 ²	% Change FY13 to FY14
DEPARTMENT OF FAMILY AND PROTECTIVE SERVICES (DFPS)									
All Employees	21.2%	19.4%	15.2%	17.4%	17.1%	19.5%	18.6%	17.5%	-5.5%
CHILD PROTECTIVE SERVICES (CPS)									
CPS Workers	34.1%	30.5%	23.6%	25.4%	25.0%	26.1%	25.5%	23.2%	-8.9%
CPS Supervisors	7.4%	8.5%	5.9%	6.0%	5.6%	9.7%	6.6%	5.2%	-21.0%
CPS Program	23.8%	21.7%	16.8%	19.2%	18.8%	21.0%	19.9%	18.0%	-9.7%
CPS Specialist I ³								14.8%	N/A
CPS Specialist II	40.8%	38.3%	31.3%	35.6%	35.2%	37.8%	34.9%	39.5%	13.1%
CPS Specialist III	27.7%	19.1%	12.6%	19.3%	20.8%	21.5%	23.2%	19.8%	-14.6%
CPS Specialist IV	16.7%	11.0%	10.9%	10.4%	10.3%	11.3%	12.6%	10.8%	-14.2%
CPS Specialist V	20.9%	11.3%	5.5%	4.9%	5.1%	9.0%	9.5%	4.2%	-55.9%
CPS Special Investigator	41.1%	34.2%	18.2%	12.0%	13.7%	17.5%	15.6%	9.9%	-36.4%
CPS CVS Caseworker	33.8%	30.9%	20.1%	22.5%	22.7%	23.7%	22.9%	20.1%	-12.1%
CPS FBSS Caseworker	27.4%	27.9%	25.3%	28.9%	27.3%	25.4%	25.5%	24.2%	-5.3%
CPS INV Caseworker	40.7%	36.1%	30.1%	32.3%	31.7%	33.5%	32.3%	30.9%	-4.5%
ADULT PROTECTIVE SERVICES (APS)									
APS Workers	22.3%	18.1%	17.7%	18.1%	16.2%	19.5%	16.7%	20.6%	23.6%
APS Supervisors	4.2%	4.0%	3.9%	7.4%	8.8%	8.2%	10.9%	7.2%	-33.9%
APS Program	17.7%	15.2%	13.7%	15.1%	13.9%	16.8%	14.1%	18.3%	29.7%
CHILD CARE LICENSING (CCL)									
CCL Workers	15.8%	16.8%	15.4%	12.9%	11.8%	17.6%	19.8%	19.1%	-3.5%
CCL Supervisors	14.7%	5.6%	2.7%	0.0%	0.0%	2.7%	13.7%	9.6%	-29.6%
CCL Program ⁴	15.4%	14.8%	13.1%	11.0%	10.8%	15.1%	17.9%	16.1%	-10.3%
RESIDENTIAL CHILD CARE LICENSING (RCCL)									
RCCL Workers	N/A	14.1%	9.1%	13.9%	8.5%	18.6%	11.6%	18.3%	57.8%
RCCL Supervisors	N/A	18.8%	13.3%	4.4%	4.2%	4.7%	4.4%	0.0%	-4.4%
RCCL Program ⁴	N/A	12.9%	8.2%	13.9%	8.8%	16.3%	10.7%	13.0%	22.2%
STATEWIDE INTAKE (SWI)									
SWI Workers	26.4%	28.4%	24.7%	18.6%	17.9%	19.5%	20.6%	17.9%	-12.8%
SWI Supervisors	3.6%	0.0%	3.1%	0.0%	13.9%	5.9%	0.0%	5.6%	5.6%
SWI Program	20.0%	23.8%	20.7%	17.3%	17.2%	16.7%	17.0%	17.1%	0.8%

NOTE¹: Prior to FY10, turnover rate was calculated using a method approved by the LBB. In FY10, DFPS began using the same method used by the SAO to determine turnover.

NOTE²: Until the conclusion of the fiscal year, the YTD turnover rates will be annualized. The annualized rate is a straight-line projection of the rate of turnover at the end of the year based on the actual rate at the end of the most recently concluded quarter.

NOTE³: CPS Specialist I reintroduced in FY14.

NOTE⁴: Prior to FY08 RCCL data was included in the counts for CCL.