

TEXAS DEPARTMENT OF FAMILY AND PROTECTIVE SERVICES

RIDER 16 EMPLOYEE TURNOVER REPORT
FISCAL YEAR 2005

Functional Title	Average Employees	Projected Turnover Rate ¹
DEPARTMENT OF FAMILY AND PROTECTIVE SERVICES (DFPS)		
All Employees	6768.75	20.6%
CHILD PROTECTIVE SERVICES (CPS)		
CPS Workers	3058.8	29.3%
CPS Supervisors	473.8	8.9%
CPS Program ³	4880.0	22.5%
CPS Specialist II ²	1252.3	48.6%
CPS Specialist III	656.8	23.3%
CPS Specialist IV	1045.0	12.4%
CPS Specialist V	94.8	4.2%
CPS Senior Investigator	10.0	0.0%
ADULT PROTECTIVE SERVICES (APS)		
APS Workers	428.3	20.5%
APS Supervisors	63.8	20.4%
APS Program ³	612.5	18.3%
CHILD CARE LICENSING (CCL)		
CCL Workers	278.0	14.0%
CCL Supervisors	33.5	0.0%
CCL Program ³	321.0	12.5%
STATEWIDE INTAKE (SWI)		
SWI Workers	209.0	16.7%
SWI Supervisors	24.0	8.3%
SWI Program ³	279.8	16.4%

¹NOTE: Turnover is calculated using the State Auditor's Office methodology: (the total number of full time, regular employees who terminated during the period and remain terminated **DIVIDED BY** the average number of full time, regular active employees on the last day of each quarter in the period) **TIMES** 100 to produce a percentage.

²Entry level for CPS workers is CPS Specialist II. The state classification for this level is Protective Services Specialist II.

³Because program group totals include **all** employees in that program, this number will exceed the total number of workers and supervisors in the program.