



Family Case Manager Turnover Report

November 2013

Monthly Turnover					
November 2013					
New Hires/ Transfers In	Total Turnover	Total Turnover %	Transfers Out of DCS	Negative Turnover	Negative Turnover %

12-Month Annualized Turnover					
December 2012 through November 2013					
New Hires/ Transfers In	Total Turnover	Total Turnover %	Transfers Out of DCS	Negative Turnover	Negative Turnover %

Statewide Total

11	24	1.6 %	3	21	1.4 %
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195	283	19.3 %	23	260	17.8 %
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Region 1 Total
Lake

0	1	0.7 %	0	1	0.7 %
0	1	0.7 %	0	1	0.7 %

8	35	26.0 %	6	29	21.6 %
8	35	26.0 %	6	29	21.6 %

Region 2 Total
Jasper
Laporte
Newton
Porter
Pulaski
Starke

0	0	0 %	0	0	0 %
0	0	0 %	0	0	0 %
0	0	0 %	0	0	0 %
0	0	0 %	0	0	0 %
0	0	0 %	0	0	0 %
0	0	0 %	0	0	0 %

3	5	12.2 %	1	4	9.8 %
0	0	0 %	0	0	0 %
3	3	21.4 %	1	2	14.3 %
0	0	0 %	0	0	0 %
0	1	7.1 %	0	1	7.1 %
0	0	0 %	0	0	0 %
0	1	25.0 %	0	1	25.0 %

Region 3 Total
Elkhart
Kosciusko
Marshall
St Joseph

0	1	0.9 %	0	1	0.9 %
0	0	0 %	0	0	0 %
0	0	0 %	0	0	0 %
0	0	0 %	0	0	0 %
0	1	1.7 %	0	1	1.7 %

2	14	13.7 %	0	14	13.7 %
1	3	10.5 %	0	3	10.5 %
0	1	12.5 %	0	1	12.5 %
0	0	0 %	0	0	0 %
1	10	17.9 %	0	10	17.9 %

Region 4 Total
Adams
Allen
DeKalb
Huntington
Lagrange
Noble
Steuben
Wells
Whitley

0	3	2.3 %	1	2	1.6 %
0	0	0 %	0	0	0 %
0	1	1.4 %	0	1	1.4 %
0	0	0 %	0	0	0 %
0	0	0 %	0	0	0 %
0	0	0 %	0	0	0 %
0	1	11.8 %	1	0	0 %
0	0	0 %	0	0	0 %
0	0	0 %	0	0	0 %
0	0	0 %	0	0	0 %
0	1	40.0 %	0	1	40.0 %

10	14	10.9 %	1	13	10.1 %
1	0	0 %	0	0	0 %
4	6	7.9 %	0	6	7.9 %
0	0	0 %	0	0	0 %
1	1	14.3 %	0	1	14.3 %
0	0	0 %	0	0	0 %
0	2	23.5 %	1	1	11.8 %
0	0	0 %	0	0	0 %
2	2	50.0 %	0	2	50.0 %
2	3	120.0 %	0	3	120.0 %



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Region 5 Total	1	1	1.9 %	0	1	1.9 %
Benton	0	0	0 %	0	0	0 %
Carroll	0	0	0 %	0	0	0 %
Clinton	0	0	0 %	0	0	0 %
Fountain	0	0	0 %	0	0	0 %
Tippecanoe	1	1	3.4 %	0	1	3.4 %
Warren	0	0	0 %	0	0	0 %
White	0	0	0 %	0	0	0 %

Region 6 Total	1	0	0 %	0	0	0 %
Cass	0	0	0 %	0	0	0 %
Fulton	0	0	0 %	0	0	0 %
Howard	0	0	0 %	0	0	0 %
Miami	1	0	0 %	0	0	0 %
Wabash	0	0	0 %	0	0	0 %

Region 7 Total	3	9	19.4 %	1	8	17.2 %
Benton	0	0	0 %	0	0	0 %
Carroll	0	0	0 %	0	0	0 %
Clinton	0	2	33.3 %	0	2	33.3 %
Fountain	0	1	20.0 %	1	0	0 %
Tippecanoe	3	6	22.6 %	0	6	22.6 %
Warren	0	0	0 %	0	0	0 %
White	0	0	0 %	0	0	0 %

Region 8 Total	0	1	2.0 %	0	1	2.0 %
Blackford	0	0	0 %	0	0	0 %
Delaware	0	1	4.3 %	0	1	4.3 %
Grant	0	0	0 %	0	0	0 %
Jay	0	0	0 %	0	0	0 %
Randolph	0	0	0 %	0	0	0 %

Region 9 Total	5	7	13.7 %	1	6	11.8 %
Cass	0	1	10.5 %	0	1	10.5 %
Fulton	1	0	0 %	0	0	0 %
Howard	2	5	34.5 %	0	5	34.5 %
Miami	1	1	9.1 %	1	0	0 %
Wabash	1	0	0 %	0	0	0 %

Region 10 Total	6	7	13.6 %	2	5	9.7 %
Blackford	0	0	0 %	0	0	0 %
Delaware	4	4	17.4 %	1	3	13.0 %
Grant	1	0	0 %	0	0	0 %
Jay	1	1	20.0 %	1	0	0 %
Randolph	0	2	44.4 %	0	2	44.4 %

Region 11 Total	0	1	2.6 %	0	1	2.6 %
Clay	0	0	0 %	0	0	0 %
Parke	0	0	0 %	0	0	0 %
Sullivan	0	0	0 %	0	0	0 %
Vermillion	0	0	0 %	0	0	0 %
Vigo	0	1	3.6 %	0	1	3.6 %

Region 12 Total	5	7	16.7 %	0	7	16.7 %
Clay	1	1	25.0 %	0	1	25.0 %
Parke	0	0	0 %	0	0	0 %
Sullivan	1	1	22.2 %	0	1	22.2 %
Vermillion	0	0	0 %	0	0	0 %
Vigo	3	5	18.9 %	0	5	18.9 %

Region 13 Total	0	1	2.6 %	0	1	2.6 %
Clay	0	0	0 %	0	0	0 %
Parke	0	0	0 %	0	0	0 %
Sullivan	0	0	0 %	0	0	0 %
Vermillion	0	0	0 %	0	0	0 %
Vigo	0	1	3.6 %	0	1	3.6 %

Region 14 Total	0	1	2.6 %	0	1	2.6 %
Clay	0	0	0 %	0	0	0 %
Parke	0	0	0 %	0	0	0 %
Sullivan	0	0	0 %	0	0	0 %
Vermillion	0	0	0 %	0	0	0 %
Vigo	0	1	3.6 %	0	1	3.6 %

Region 15 Total	0	1	2.6 %	0	1	2.6 %
Clay	0	0	0 %	0	0	0 %
Parke	0	0	0 %	0	0	0 %
Sullivan	0	0	0 %	0	0	0 %
Vermillion	0	0	0 %	0	0	0 %
Vigo	0	1	3.6 %	0	1	3.6 %

Region 16 Total	0	1	2.6 %	0	1	2.6 %
Clay	0	0	0 %	0	0	0 %
Parke	0	0	0 %	0	0	0 %
Sullivan	0	0	0 %	0	0	0 %
Vermillion	0	0	0 %	0	0	0 %
Vigo	0	1	3.6 %	0	1	3.6 %



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Region 9 Total	1	0	0 %	0	0	0 %
Boone	0	0	0 %	0	0	0 %
Hendricks	0	0	0 %	0	0	0 %
Montgomery	0	0	0 %	0	0	0 %
Morgan	1	0	0 %	0	0	0 %
Putnam	0	0	0 %	0	0	0 %

10	13	41.9 %	0	13	41.9 %
1	2	50.0 %	0	2	50.0 %
2	4	57.1 %	0	4	57.1 %
3	5	62.5 %	0	5	62.5 %
2	2	26.7 %	0	2	26.7 %
2	0	0 %	0	0	0 %

20	63	27.8 %	3	60	26.4 %
20	63	27.8 %	3	60	26.4 %

Region 10 Total	2	6	2.6 %	0	6	2.6 %
Marion	2	6	2.6 %	0	6	2.6 %

11	6	10.9 %	1	5	9.1 %
6	2	14.8 %	0	2	14.8 %
1	0	0 %	0	0	0 %
3	4	12.7 %	1	3	9.5 %
1	0	0 %	0	0	0 %

13	11	31.4 %	1	10	28.6 %
3	4	61.5 %	0	4	61.5 %
3	1	25.0 %	0	1	25.0 %
2	1	10.5 %	0	1	10.5 %
2	1	33.3 %	0	1	33.3 %
0	1	66.7 %	1	0	0 %
3	3	28.6 %	0	3	28.6 %

Region 11 Total	0	1	2.3 %	1	0	0 %
Hamilton	0	0	0 %	0	0	0 %
Hancock	0	0	0 %	0	0	0 %
Madison	0	1	3.0 %	1	0	0 %
Tipton	0	0	0 %	0	0	0 %

1	3	8.6 %	1	2	5.7 %
0	1	16.7 %	0	1	16.7 %
0	0	0 %	0	0	0 %
1	0	0 %	0	0	0 %
0	1	28.6 %	0	1	28.6 %
0	1	66.7 %	1	0	0 %
0	0	0 %	0	0	0 %

15	16	42.1 %	0	16	42.1 %
2	0	0 %	0	0	0 %
2	4	72.7 %	0	4	72.7 %
2	3	46.2 %	0	3	46.2 %
7	8	41.0 %	0	8	41.0 %
2	1	28.6 %	0	1	28.6 %

Region 12 Total	1	3	8.6 %	1	2	5.7 %
Fayette	0	1	16.7 %	0	1	16.7 %
Franklin	0	0	0 %	0	0	0 %
Henry	1	0	0 %	0	0	0 %
Rush	0	1	28.6 %	0	1	28.6 %
Union	0	1	66.7 %	1	0	0 %
Wayne	0	0	0 %	0	0	0 %

1	1	2.8 %	0	1	2.8 %
0	0	0 %	0	0	0 %
0	0	0 %	0	0	0 %
0	1	14.3 %	0	1	14.3 %
1	0	0 %	0	0	0 %
0	0	0 %	0	0	0 %

15	16	42.1 %	0	16	42.1 %
2	0	0 %	0	0	0 %
2	4	72.7 %	0	4	72.7 %
2	3	46.2 %	0	3	46.2 %
7	8	41.0 %	0	8	41.0 %
2	1	28.6 %	0	1	28.6 %

Region 13 Total	1	1	2.8 %	0	1	2.8 %
Brown	0	0	0 %	0	0	0 %
Greene	0	0	0 %	0	0	0 %
Lawrence	0	1	14.3 %	0	1	14.3 %
Monroe	1	0	0 %	0	0	0 %
Owen	0	0	0 %	0	0	0 %

1	1	2.8 %	0	1	2.8 %
0	0	0 %	0	0	0 %
0	0	0 %	0	0	0 %
0	1	14.3 %	0	1	14.3 %
1	0	0 %	0	0	0 %
0	0	0 %	0	0	0 %

15	16	42.1 %	0	16	42.1 %
2	0	0 %	0	0	0 %
2	4	72.7 %	0	4	72.7 %
2	3	46.2 %	0	3	46.2 %
7	8	41.0 %	0	8	41.0 %
2	1	28.6 %	0	1	28.6 %



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Region 14 Total	0	1	1.2 %	0	1	1.2 %
Bartholomew	0	1	5.4 %	0	1	5.4 %
Jackson	0	0	0 %	0	0	0 %
Jennings	0	0	0 %	0	0	0 %
Johnson	0	0	0 %	0	0	0 %
Shelby	0	0	0 %	0	0	0 %

0	1	1.2 %	0	1	1.2 %
0	1	5.4 %	0	1	5.4 %
0	0	0 %	0	0	0 %
0	0	0 %	0	0	0 %
0	0	0 %	0	0	0 %
0	0	0 %	0	0	0 %

12	7	9.2 %	0	7	9.2 %
5	2	11.8 %	0	2	11.8 %
3	1	9.5 %	0	1	9.5 %
1	1	5.3 %	0	1	5.3 %
2	1	4.8 %	0	1	4.8 %
1	2	22.2 %	0	2	22.2 %

Region 15 Total	1	1	2.9 %	0	1	2.9 %
Dearborn	0	0	0 %	0	0	0 %
Decatur	1	0	0 %	0	0	0 %
Jefferson	0	1	11.8 %	0	1	11.8 %
Ohio	0	0	0 %	0	0	0 %
Ripley	0	0	0 %	0	0	0 %
Switzerland	0	0	0 %	0	0	0 %

1	1	2.9 %	0	1	2.9 %
0	0	0 %	0	0	0 %
1	0	0 %	0	0	0 %
0	1	11.8 %	0	1	11.8 %
0	0	0 %	0	0	0 %
0	0	0 %	0	0	0 %
0	0	0 %	0	0	0 %

9	5	14.5 %	0	5	14.5 %
2	0	0 %	0	0	0 %
2	1	12.5 %	0	1	12.5 %
2	3	31.6 %	0	3	31.6 %
1	1	66.7 %	0	1	66.7 %
1	0	0 %	0	0	0 %
1	0	0 %	0	0	0 %

Region 16 Total	0	2	2.4 %	0	2	2.4 %
Gibson	0	1	9.5 %	0	1	9.5 %
Knox	0	0	0 %	0	0	0 %
Pike	0	0	0 %	0	0	0 %
Posey	0	0	0 %	0	0	0 %
Vanderburgh	0	1	2.0 %	0	1	2.0 %
Warrick	0	0	0 %	0	0	0 %

0	2	2.4 %	0	2	2.4 %
0	1	9.5 %	0	1	9.5 %
0	0	0 %	0	0	0 %
0	0	0 %	0	0	0 %
0	0	0 %	0	0	0 %
0	1	2.0 %	0	1	2.0 %
0	0	0 %	0	0	0 %

9	20	22.2 %	1	19	21.1 %
4	4	47.1 %	1	3	35.3 %
0	3	18.8 %	0	3	18.8 %
1	0	0 %	0	0	0 %
0	0	0 %	0	0	0 %
3	12	24.7 %	0	12	24.7 %
1	1	11.1 %	0	1	11.1 %



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Region 17 Total	0	1	2.9 %	0	1	2.9 %	3	6	18.5 %	1	5	15.4 %
Crawford	0	0	0 %	0	0	0 %	0	0	0 %	0	0	0 %
Daviess	0	0	0 %	0	0	0 %	1	2	26.7 %	0	2	26.7 %
Dubois	0	1	22.2 %	0	1	22.2 %	1	1	33.3 %	0	1	33.3 %
Martin	0	0	0 %	0	0	0 %	0	0	0 %	0	0	0 %
Orange	0	0	0 %	0	0	0 %	1	0	0 %	0	0	0 %
Perry	0	0	0 %	0	0	0 %	0	2	40.0 %	1	1	20.0 %
Spencer	0	0	0 %	0	0	0 %	0	1	25.0 %	0	1	25.0 %
Region 18 Total	0	0	0 %	0	0	0 %	4	13	20.2 %	2	11	17.1 %
Clark	0	0	0 %	0	0	0 %	0	5	20.0 %	1	4	16.0 %
Floyd	0	0	0 %	0	0	0 %	0	2	16.0 %	0	2	16.0 %
Harrison	0	0	0 %	0	0	0 %	0	2	30.8 %	0	2	30.8 %
Scott	0	0	0 %	0	0	0 %	2	3	21.4 %	1	2	14.3 %
Washington	0	0	0 %	0	0	0 %	2	1	15.4 %	0	1	15.4 %
Specialized Units	3	0	0 %	0	0	0 %	47	25	13.7 %	2	23	12.6 %
Child Abuse Hotline	2	0	0 %	0	0	0 %	15	16	21.9 %	1	15	20.5 %
Foster Care Services	1	0	0 %	0	0	0 %	29	8	8.3 %	1	7	7.3 %
Institutional CPS	0	0	0 %	0	0	0 %	3	1	7.7 %	0	1	7.7 %
Programs & Services	0	0	#### %	0	0	#### %	0	0	#### %	0	0	#### %

Note:

- Total Turnover is all terminations, resignations, and retirements.
- Negative Turnover is Total Turnover minus transfers out of DCS
- 12-Month Annualized Turnover reflects the ratio of the number of exiting employees to the total number of staff employed during the previous rolling 12-month period. It is calculated by dividing the number of exiting employees by the average number of employees during the previous rolling 12 months.