

Collin County Turnover Report

Fiscal Year 2016

		Oct.	Nov.	Dec.	Jan.	Feb.	Mar.	Apr.	May	June	Jul.	Aug.	Sept.	2016 Projected	2015 Annual
Turnover By Department															
Admin. Services	# Term	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0					0.0	0.0
	Avg. EE	8.0	8.0	8.0	8.0	8.0	8.0	8.0	8.0					8.0	8.0
	Turnover Rate	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%					0.0%
Health Services	# Term	1.0	0.0	0.0	0.0	1.0	2.0	0.0	4.0					12.0	14.0
	Avg. EE	55.0	56.0	57.0	57.0	56.0	55.0	55.0	54.0					55.6	53.6
	Turnover Rate	1.8%	0.0%	0.0%	0.0%	1.8%	3.6%	0.0%	7.4%					21.6%	26.1%
Budget	# Term	0.0	0.0	0.0	0.0	0.0	1.0	0.0	0.0					1.5	2.0
	Avg. EE	12.0	12.0	12.0	12.0	12.0	11.0	12.0	12.0					11.9	12.3
	Turnover Rate	0.0%	0.0%	0.0%	0.0%	0.0%	9.1%	0.0%	0.0%					12.6%	16.3%
Human Resources	# Term	0.0	0.0	0.0	0.0	1.0	0.0	0.0	0.0					1.5	2.0
	Avg. EE	20.0	20.0	20.0	20.0	19.0	19.0	19.0	19.0					19.5	19.4
	Turnover Rate	0.0%	0.0%	0.0%	0.0%	5.3%	0.0%	0.0%	0.0%					7.7%	10.3%
Veterans Service	# Term	0.0	1.0	0.0	0.0	0.0	0.0	0.0	0.0					1.5	0.0
	Avg. EE	3.0	2.0	2.0	3.0	3.0	3.0	3.0	3.0					2.8	3.0
	Turnover Rate	0.0%	50.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%					54.5%	0.0%
IT	# Term	0.0	0.0	0.0	1.0	0.0	1.0	1.0	0.0					4.5	1.0
	Avg. EE	61.0	61.0	61.0	60.0	62.0	61.0	60.0	60.0					60.8	58.8
	Turnover Rate	0.0%	0.0%	0.0%	1.7%	0.0%	1.6%	1.7%	0.0%					7.4%	1.7%
Highway Patrol	# Term	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0					0.0	0.0
	Avg. EE	2.0	2.0	2.0	2.0	2.0	2.0	2.0	2.0					2.0	2.0
	Turnover Rate	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%					0.0%	0.0%
Road & Bridge	# Term	1.0	0.0	1.0	1.0	1.0	2.0	2.0	0.0					12.0	17.0
	Avg. EE	97.0	97.0	98.0	98.0	98.0	96.0	97.0	99.0					97.5	96.8
	Turnover Rate	1.0%	0.0%	1.0%	1.0%	1.0%	2.1%	2.1%	0.0%					12.3%	17.6%
Facility Mgmt	# Term	0.0	0.0	1.0	1.0	0.0	0.0	2.0	0.0					6.0	4.0
	Avg. EE	48.0	48.0	47.0	48.0	49.0	50.0	48.0	48.0					48.3	48.6
	Turnover Rate	0.0%	0.0%	2.1%	2.1%	0.0%	0.0%	4.2%	0.0%					12.4%	8.2%

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Const. & Projects	# Term	0.0	0.0	0.0	1.0	0.0	0.0	0.0	0.0					1.5	0.0
	Avg. EE	4.0	4.0	4.0	3.0	3.0	3.0	3.0	3.0					3.4	4.0
	Turnover Rate	0.0%	0.0%	0.0%	33.3%	0.0%	0.0%	0.0%	0.0%	0.0%				44.4%	0.0%
Medical Examiner	# Term	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0					0.0	0.0
	Avg. EE	9.0	9.0	9.0	9.0	9.0	9.0	9.0	9.0					9.0	8.9
	Turnover Rate	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%				0.0%	0.0%
Homeland Security	# Term	1.0	0.0	1.0	0.0	0.0	0.0	0.0	0.0					3.0	11.0
	Avg. EE	30.0	33.0	33.0	20.0	19.0	19.0	19.0	19.0					24.0	31.7
	Turnover Rate	3.3%	0.0%	3.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%				12.5%	34.7%
Engineering	# Term	2.0	0.0	1.0	1.0	0.0	0.0	1.0	3.0					12.0	9.0
	Avg. EE	36.0	38.0	38.0	38.0	39.0	39.0	38.0	35.0					37.6	38.9
	Turnover Rate	5.6%	0.0%	2.6%	2.6%	0.0%	0.0%	2.6%	8.6%					31.9%	23.1%
Elections Dept.	# Term	0.0	0.0	2.0	0.0	0.0	0.0	0.0	0.0					3.0	1.0
	Avg. EE	14.0	15.0	14.0	14.0	15.0	15.0	15.0	15.0					14.6	13.7
	Turnover Rate	0.0%	0.0%	14.3%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%				20.5%	7.3%
Purchasing	# Term	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0					0.0	0.0
	Avg. EE	15.0	15.0	15.0	15.0	15.0	15.0	15.0	15.0					15.0	15.0
	Turnover Rate	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%				0.0%	0.0%
County Auditor	# Term	0.0	0.0	0.0	0.0	0.0	0.0	0.0	1.0					1.5	2.0
	Avg. EE	31.0	31.0	31.0	31.0	31.0	31.0	31.0	29.0					30.8	30.6
	Turnover Rate	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	3.4%					4.9%	6.5%
Juvenile Probation	# Term	0.0	0.0	0.0	0.0	0.0	1.0	0.0	0.0					1.5	1.0
	Avg. EE	43.0	43.0	43.0	43.0	44.0	44.0	43.0	43.0					43.3	42.9
	Turnover Rate	0.0%	0.0%	0.0%	0.0%	0.0%	2.3%	0.0%	0.0%					3.5%	2.3%
Juvenile Detention	# Term	0.0	0.0	4.0	0.0	0.0	0.0	0.0	2.0					9.0	5.0
	Avg. EE	84.0	85.0	81.0	81.0	81.0	84.0	84.0	82.0					82.8	84.5
	Turnover Rate	0.0%	0.0%	4.9%	0.0%	0.0%	0.0%	0.0%	2.4%					10.9%	5.9%

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Juv. Alt. Education	# Term	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0					0.0	0.0
	Avg. EE	6.0	6.0	6.0	6.0	6.0	6.0	6.0	6.0					6.0	6.0
	Turnover Rate	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%				0.0%	0.0%
Total Juvenile	# Term	0.0	0.0	4.0	0.0	0.0	1.0	0.0	2.0					10.5	6.0
	Avg. EE	133.0	134.0	130.0	130.0	131.0	134.0	133.0	131.0					132.0	133.4
	Turnover Rate	0.0%	0.0%	3.1%	0.0%	0.0%	0.7%	0.0%	1.5%					8.0%	4.5%
Community Supervision	# Term	0.0	1.0	2.0	3.0	0.0	0.0	1.0	0.0					10.5	12.0
	Avg. EE	104.0	103.0	99.0	98.0	102.0	102.0	102.0	103.0					101.6	100.6
	Turnover Rate	0.0%	1.0%	2.0%	3.1%	0.0%	0.0%	1.0%	0.0%					10.3%	11.9%
County Clerk	# Term	1.0	2.0	1.0	0.0	0.0	2.0	0.0	0.0					9.0	2.0
	Avg. EE	78.0	76.0	78.0	80.0	82.0	80.0	80.0	79.0					79.1	75.5
	Turnover Rate	1.3%	2.6%	1.3%	0.0%	0.0%	2.5%	0.0%	0.0%					11.4%	2.6%
Sheriff's Office	# Term	3.0	1.0	1.0	2.0	2.0	2.0	0.0	1.0					18.0	17.0
	Avg. EE	141.0	142.0	142.0	141.0	139.0	143.0	145.0	145.0					142.3	143.0
	Turnover Rate	2.1%	0.7%	0.7%	1.4%	1.4%	1.4%	0.0%	0.7%					12.7%	11.9%
Sheriff's Office Detention	# Term	9.0	0.0	4.0	3.0	2.0	3.0	1.0	8.0					45.0	58.0
	Avg. EE	307.0	309.0	314.0	329.0	339.0	339.0	343.0	337.0					327.1	322.1
	Turnover Rate	2.9%	0.0%	1.3%	0.9%	0.6%	0.9%	0.3%	2.4%					13.8%	18.0%
Total Sheriff's Office	# Term	12.0	1.0	5.0	5.0	4.0	5.0	1.0	9.0					63.0	75.0
	Avg. EE	448.0	451.0	456.0	470.0	478.0	482.0	488.0	482.0					469.4	465.1
	Turnover Rate	2.7%	0.2%	1.1%	1.1%	0.8%	1.0%	0.2%	1.9%					13.4%	16.1%
District Clerk	# Term	1.0	0.0	0.0	0.0	1.0	0.0	0.0	1.0					4.5	18.0
	Avg. EE	65.0	69.0	73.0	75.0	72.0	72.0	72.0	72.0					71.3	64.2
	Turnover Rate	1.5%	0.0%	0.0%	0.0%	1.4%	0.0%	0.0%	1.4%					6.3%	28.1%
D.A. Prosecutor	# Term	1.0	1.0	3.0	2.0	1.0	1.0	1.0	2.0					18.0	8.0
	Avg. EE	59.0	62.0	59.0	61.0	60.0	59.0	60.0	58.0					59.8	56.7
	Turnover Rate	1.7%	1.6%	5.1%	3.3%	1.7%	1.7%	1.7%	3.4%					30.1%	14.1%

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D.A. Investigators	# Term	0.0	0.0	1.0	0.0	0.0	0.0	0.0	0.0					1.5	1.0
	Avg. EE	25.0	25.0	24.0	24.0	24.0	25.0	25.0	25.0					24.6	23.8
	Turnover Rate	0.0%	0.0%	4.2%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%				6.1%	4.2%
D.A. Clerical	# Term	0.0	0.0	2.0	0.0	0.0	0.0	0.0	1.0					4.5	3.0
	Avg. EE	32.0	32.0	30.0	30.0	29.0	30.0	30.0	29.0					30.3	29.0
	Turnover Rate	0.0%	0.0%	6.7%	0.0%	0.0%	0.0%	0.0%	3.4%					14.9%	10.3%
Total D.A.	# Term	1.0	1.0	6.0	2.0	1.0	1.0	1.0	3.0					24.0	12.0
	Avg. EE	116.0	119.0	113.0	115.0	113.0	114.0	115.0	112.0					114.6	109.5
	Turnover Rate	0.9%	0.8%	5.3%	1.7%	0.9%	0.9%	0.9%	2.7%					20.9%	11.0%
199th Dist. Court	# Term	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0					0.0	0.0
	Avg. EE	3.0	3.0	3.0	3.0	3.0	3.0	3.0	3.0					3.0	3.0
	Turnover Rate	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%				0.0%	0.0%
219th Dist. Court	# Term	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0					0.0	1.0
	Avg. EE	3.0	3.0	3.0	3.0	3.0	3.0	3.0	3.0					3.0	2.9
	Turnover Rate	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%				0.0%	34.3%
296th Dist. Court	# Term	0.0	0.0	0.0	1.0	0.0	0.0	0.0	0.0					1.5	0.0
	Avg. EE	7.0	7.0	7.0	6.0	7.0	7.0	7.0	7.0					6.9	7.0
	Turnover Rate	0.0%	0.0%	0.0%	16.7%	0.0%	0.0%	0.0%	0.0%	0.0%				21.8%	0.0%
366th Dist. Court	# Term	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0					0.0	1.0
	Avg. EE	3.0	3.0	3.0	3.0	3.0	3.0	3.0	3.0					3.0	2.5
	Turnover Rate	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%				0.0%	40.0%
380th Dist. Court	# Term	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0					0.0	0.0
	Avg. EE	3.0	3.0	3.0	3.0	3.0	3.0	3.0	3.0					3.0	2.9
	Turnover Rate	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%				0.0%	0.0%
401st Dist. Court	# Term	1.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0					1.5	0.0
	Avg. EE	2.0	3.0	3.0	3.0	3.0	3.0	3.0	3.0					2.9	3.0
	Turnover Rate	50.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%				52.2%	0.0%

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416th Dist. Court	# Term	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0					0.0	0.0
	Avg. EE	3.0	3.0	3.0	3.0	3.0	3.0	3.0	3.0					3.0	3.0
	Turnover Rate	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%				0.0%	0.0%
417th Dist. Court	# Term	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0					0.0	0.0
	Avg. EE	3.0	3.0	3.0	3.0	3.0	3.0	3.0	3.0					3.0	3.0
	Turnover Rate	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%				0.0%	0.0%
429th Dist. Court	# Term	0.0	0.0	0.0	0.0	0.0	0.0	1.0	0.0					1.5	0.0
	Avg. EE	3.0	3.0	3.0	3.0	3.0	3.0	2.0	3.0					2.9	3.0
	Turnover Rate	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	50.0%	0.0%					52.2%	0.0%
469th Dist. Court	# Term	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0					0.0	0.0%
	Avg. EE	3.0	3.0	3.0	3.0	3.0	3.0	3.0	3.0					3.0	100.0%
	Turnover Rate	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%				0.0%	0.0%
470th Dist. Court	# Term	0.0	0.0	0.0	0.0	0.0	0.0	1.0	0.0					1.5	0.0%
	Avg. EE	3.0	3.0	3.0	3.0	3.0	3.0	3.0	3.0					3.0	300.0%
	Turnover Rate	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	33.3%	0.0%					50.0%	0.0%
Const. Pct. 1	# Term	0.0	0.0	0.0	1.0	0.0	0.0	0.0	0.0					1.5	0.0
	Avg. EE	7.0	7.0	7.0	6.0	7.0	7.0	7.0	7.0					6.9	7.0
	Turnover Rate	0.0%	0.0%	0.0%	16.7%	0.0%	0.0%	0.0%	0.0%	0.0%				21.8%	0.0%
Const. Pct. 2	# Term	0.0	0.0	1.0	0.0	0.0	0.0	0.0	0.0					1.5	0.0
	Avg. EE	5.0	5.0	4.0	4.0	4.0	4.0	4.0	4.0					4.3	3.8
	Turnover Rate	0.0%	0.0%	25.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%				35.3%	0.0%
Const. Pct. 3	# Term	0.0	0.0	0.0	0.0	0.0	0.0	0.0	2.0					3.0	0.0
	Avg. EE	11.0	11.0	11.0	11.0	11.0	11.0	11.0	9.0					10.8	12.0
	Turnover Rate	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	22.2%					27.9%	0.0%
Const. Pct. 4	# Term	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0					0.0	3.0
	Avg. EE	6.0	6.0	7.0	7.0	7.0	7.0	7.0	7.0					6.8	8.1
	Turnover Rate	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%				0.0%	37.1%

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CCAL 1	# Term	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0					0.0	1.0
	Avg. EE	3.0	3.0	3.0	3.0	3.0	3.0	3.0	3.0					3.0	2.9
	Turnover Rate	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%				0.0%	34.3%
CCAL 2	# Term	0.0	0.0	0.0	0.0	0.0	1.0	0.0	0.0					1.5	0.0
	Avg. EE	3.0	3.0	3.0	3.0	3.0	2.0	2.0	3.0					2.8	3.0
	Turnover Rate	0.0%	0.0%	0.0%	0.0%	0.0%	50.0%	0.0%	0.0%					54.5%	0.0%
CCAL 3	# Term	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0					0.0	0.0
	Avg. EE	3.0	3.0	3.0	3.0	3.0	3.0	3.0	3.0					3.0	3.0
	Turnover Rate	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%				0.0%	0.0%
CCAL 4	# Term	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0					0.0	0.0
	Avg. EE	3.0	3.0	3.0	3.0	3.0	3.0	3.0	3.0					3.0	3.0
	Turnover Rate	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%				0.0%	0.0%
CCAL 5	# Term	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0					0.0	0.0
	Avg. EE	3.0	3.0	3.0	3.0	3.0	3.0	3.0	3.0					3.0	3.0
	Turnover Rate	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%				0.0%	0.0%
CCAL 6	# Term	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0					0.0	0.0
	Avg. EE	3.0	3.0	3.0	3.0	3.0	3.0	3.0	3.0					3.0	3.0
	Turnover Rate	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%				0.0%	0.0%
CCAL 7	# Term	0.0	0.0	0.0	0.0	0.0	1.0	0.0	0.0					1.5	N/A
	Avg. EE	1.0	1.0	1.0	1.0	1.0	0.0	2.0	3.0					1.3	N/A
	Turnover Rate	0.0%	0.0%	0.0%	0.0%	0.0%	100.0%	0.0%	0.0%					120.0%	N/A
Probate Court	# Term	0.0	0.0	0.0	0.0	0.0	0.0	1.0	0.0					1.5	0.0
	Avg. EE	3.0	3.0	3.0	3.0	3.0	3.0	2.0	3.0					2.9	3.0
	Turnover Rate	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	50.0%	0.0%					52.2%	0.0%
County Ext. Services	# Term	1.0	0.0	1.0	0.0	0.0	0.0	1.0	0.0					4.5	0.0
	Avg. EE	6.0	6.0	5.0	5.0	5.0	5.0	4.0	4.0					5.0	7.0
	Turnover Rate	16.7%	0.0%	20.0%	0.0%	0.0%	0.0%	25.0%	0.0%					90.0%	0.0%

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		Oct.	Nov.	Dec.	Jan.	Feb.	Mar.	Apr.	May	June	Jul.	Aug.	Sept.	2016 Projected	2015 Annual
JP #1	# Term	0.0	0.0	1.0	0.0	0.0	0.0	0.0	0.0					1.5	1.0
	Avg. EE	7.0	7.0	6.0	6.0	7.0	7.0	7.0	7.0					6.8	6.8
	Turnover Rate	0.0%	0.0%	16.7%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%				22.2%	14.6%
JP #2	# Term	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0					0.0	1.0
	Avg. EE	5.0	5.0	5.0	5.0	5.0	5.0	5.0	5.0					5.0	4.8
	Turnover Rate	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%				0.0%	21.1%
JP #3-1	# Term	1.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0					1.5	0.0
	Avg. EE	4.0	4.0	4.0	4.0	5.0	5.0	5.0	5.0					4.5	4.6
	Turnover Rate	25.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%				33.3%	0.0%
JP #3-2	# Term	0.0	0.0	0.0	0.0	0.0	0.0	1.0	0.0					1.5	1.0
	Avg. EE	5.0	5.0	5.0	5.0	5.0	5.0	4.0	4.0					4.8	5.0
	Turnover Rate	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	25.0%	0.0%	0.0%				31.6%	20.0%
JP #4	# Term	1.0	0.0	0.0	1.0	0.0	0.0	0.0	0.0					3.0	2.0
	Avg. EE	5.0	5.0	6.0	5.0	6.0	7.0	7.0	7.0					6.0	5.8
	Turnover Rate	20.0%	0.0%	0.0%	20.0%	0.0%	0.0%	0.0%	0.0%	0.0%				50.0%	34.3%
Tax Assessor/Collector	# Term	0.0	0.0	1.0	0.0	2.0	0.0	0.0	0.0					4.5	20.0
	Avg. EE	85.0	87.0	86.0	90.0	90.0	90.0	90.0	92.0					88.8	79.7
	Turnover Rate	0.0%	0.0%	1.2%	0.0%	2.2%	0.0%	0.0%	0.0%	0.0%				5.1%	25.1%
Turnover For County Overall															
	Terminations	24.0	6.0	28.0	18.0	11.0	17.0	14.0	25.0					214.5	219.0
	Avg. EE	1593.0	1610.0	1605.0	1612.0	1629.0	1630.0	1632.0	1621.0					1616.5	1589.6
	Turnover Rate	1.5%	0.4%	1.7%	1.1%	0.7%	1.0%	0.9%	1.5%					13.3%	13.8%
	Retirements	7.0	0.0	9.0	7.0	3.0	3.0	2.0	3.0					51.0	53.0
	Terminations	24.0	6.0	28.0	18.0	11.0	17.0	14.0	25.0					214.5	219.0
% of Terms which are Retirements		29.2%	0.0%	32.1%	38.9%	27.3%	17.6%	14.3%	12.0%					23.8%	24.2%
	Invuntary	2.0	0.0	1.0	1.0	0.0	1.0	0.0	7.0					18.0	29.0
	Terminations	24.0	6.0	28.0	18.0	11.0	17.0	14.0	25.0					214.5	219.0
% of Terms which are Involuntary		8.3%	0.0%	3.6%	5.6%	0.0%	5.9%	0.0%	28.0%					8.4%	13.2%

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Turnover By Length of Service		Oct.	Nov.	Dec.	Jan.	Feb.	Mar.	Apr.	May	June	Jul.	Aug.	Sept.	2016 Projected	2015 Annual
0-5 YEARS	Terminations	12.0	4.0	17.0	8.0	7.0	12.0	9.0	12.0					121.5	134.0
	Avg. EE	680.0	692.0	690.0	700.0	714.0	719.0	723.0	722.0					705.0	657.5
	Turnover Rate	1.8%	0.6%	2.5%	1.1%	1.0%	1.7%	1.2%	1.7%					17.2%	20.4%
	Retirements	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0				0.0	1.0
	Terminations	12.0	4.0	17.0	8.0	7.0	12.0	9.0	12.0					121.5	134.0
	% of Terms which are Retirements	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%				0.0%	0.7%
6-10 YEARS	Terminations	3.0	2.0	0.0	4.0	2.0	2.0	1.0	7.0					31.5	25.0
	Avg. EE	333.0	337.0	343.0	342.0	340.0	334.0	331.0	323.0					335.4	340.0
	Turnover Rate	0.9%	0.6%	0.0%	1.2%	0.6%	0.6%	0.3%	2.2%					9.4%	7.4%
	Retirements	0.0	0.0	0.0	2.0	2.0	1.0	0.0	1.0					9.0	7.0
	Terminations	3.0	2.0	0.0	4.0	2.0	2.0	1.0	7.0					31.5	25.0
	% of Terms which are Retirements	0.0%	0.0%	0.0%	50.0%	100.0%	50.0%	0.0%	14.3%					28.6%	28.0%
11-15 YEARS	Terminations	2.0	0.0	2.0	2.0	1.0	1.0	1.0	3.0					18.0	28.0
	Avg. EE	292.0	289.0	286.0	283.0	283.0	282.0	283.0	282.0					285.0	308.8
	Turnover Rate	0.7%	0.0%	0.7%	0.7%	0.4%	0.4%	0.4%	1.1%					6.3%	9.1%
	Retirements	1.0	0.0	0.0	1.0	0.0	0.0	0.0	0.0					3.0	16.0
	Terminations	2.0	0.0	2.0	2.0	1.0	1.0	1.0	3.0					18.0	28.0
	% of Terms which are Retirements	50.0%	0.0%	0.0%	50.0%	0.0%	0.0%	0.0%	0.0%					16.7%	57.1%
16-20 YEARS	Terminations	1.0	0.0	3.0	1.0	0.0	1.0	1.0	2.0					13.5	12.0
	Avg. EE	156.0	157.0	154.0	157.0	161.0	164.0	165.0	165.0					159.9	145.2
	Turnover Rate	0.6%	0.0%	1.9%	0.6%	0.0%	0.6%	0.6%	1.2%					8.4%	8.3%
	Retirements	0.0	0.0	3.0	1.0	0.0	1.0	0.0	1.0					9.0	10.0
	Terminations	1.0	0.0	3.0	1.0	0.0	1.0	1.0	2.0					13.5	12.0
	% of Terms which are Retirements	0.0%	0.0%	100.0%	100.0%	0.0%	100.0%	0.0%	50.0%					66.7%	83.3%
21+	Terminations	6.0	0.0	6.0	3.0	1.0	1.0	2.0	1.0					30.0	20.0
	Avg. EE	132.0	135.0	132.0	130.0	131.0	131.0	130.0	129.0					131.3	138.1
	Turnover Rate	4.5%	0.0%	4.5%	2.3%	0.8%	0.8%	1.5%	0.8%					22.9%	14.5%
	Retirements	6.0	0.0	6.0	3.0	1.0	1.0	2.0	1.0					30.0	19.0
	Terminations	6.0	0.0	6.0	3.0	1.0	1.0	2.0	1.0					30.0	20.0
	% of Terms which are Retirements	100.0%	0.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%					100.0%	95.0%

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		Oct.	Nov.	Dec.	Jan.	Feb.	Mar.	Apr.	May	June	Jul.	Aug.	Sept.	2016 Projected	2015 Annual
Totals	Terminations	24.0	6.0	28.0	18.0	11.0	17.0	14.0	25.0					214.5	219.0
	Avg. EE	1593.0	1610.0	1605.0	1612.0	1629.0	1630.0	1632.0	1621.0					1616.5	1589.6
	Turnover Rate	1.5%	0.4%	1.7%	1.1%	0.7%	1.0%	0.9%	1.5%					13.3%	13.8%
	Retirements	7.0	0.0	9.0	7.0	3.0	3.0	2.0	3.0					51.0	53.0
	Terminations	24.0	6.0	28.0	18.0	11.0	17.0	14.0	25.0					214.5	219.0
	% of Terms which are Retirements	29.2%	0.0%	32.1%	38.9%	27.3%	17.6%	14.3%	12.0%					23.8%	24.2%

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Turnover By Age Group		Oct.	Nov.	Dec.	Jan.	Feb.	Mar.	Apr.	May	June	Jul.	Aug.	Sept.	2016 Projected	2015 Annual
< 30 YEARS	Terminations	7.0	0.0	4.0	2.0	2.0	1.0	4.0	7.0					40.5	61.0
	Avg. EE	218.0	226.0	228.0	235.0	244.0	248.0	248.0	244.0					236.4	208.3
	Turnover Rate	3.2%	0.0%	1.8%	0.9%	0.8%	0.4%	1.6%	2.9%					17.1%	29.3%
	Retirements	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0				0.0	0.0
	Terminations	7.0	0.0	4.0	2.0	2.0	1.0	4.0	7.0					40.5	61.0
	% of Terms which are Retirements	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%				0.0%	0.0%
30-40 YEARS	Terminations	3.0	2.0	8.0	5.0	4.0	7.0	4.0	12.0					67.5	47.0
	Avg. EE	434.0	439.0	437.0	436.0	439.0	426.0	428.0	419.0					432.3	439.4
	Turnover Rate	0.7%	0.5%	1.8%	1.1%	0.9%	1.6%	0.9%	2.9%					15.6%	10.7%
	Retirements	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0				0.0	0.0
	Terminations	3.0	2.0	8.0	5.0	4.0	7.0	4.0	12.0					67.5	47.0
	% of Terms which are Retirements	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%				0.0%	0.0%
41-50 YEARS	Terminations	3.0	3.0	4.0	4.0	1.0	4.0	2.0	2.0					34.5	29.0
	Avg. EE	445.0	446.0	448.0	454.0	456.0	463.0	463.0	463.0					454.8	433.2
	Turnover Rate	0.7%	0.7%	0.9%	0.9%	0.2%	0.9%	0.4%	0.4%					7.6%	6.7%
	Retirements	0.0	0.0	1.0	1.0	0.0	1.0	0.0	1.0	1.0				6.0	2.0
	Terminations	3.0	3.0	4.0	4.0	1.0	4.0	2.0	2.0	2.0				34.5	29.0
	% of Terms which are Retirements	0.0%	0.0%	25.0%	25.0%	0.0%	25.0%	0.0%	50.0%	50.0%				17.4%	6.9%
51-60 YEARS	Terminations	5.0	1.0	5.0	3.0	2.0	2.0	3.0	1.0					33.0	41.0
	Avg. EE	364.0	364.0	362.0	358.0	361.0	363.0	361.0	364.0					362.1	363.9
	Turnover Rate	1.4%	0.3%	1.4%	0.8%	0.6%	0.6%	0.8%	0.3%					9.1%	11.3%
	Retirements	2.0	0.0	2.0	2.0	1.0	0.0	1.0	0.0	0.0				12.0	16.0
	Terminations	5.0	1.0	5.0	3.0	2.0	2.0	3.0	1.0	1.0				33.0	41.0
	% of Terms which are Retirements	40.0%	0.0%	40.0%	66.7%	50.0%	0.0%	33.3%	0.0%	0.0%				36.4%	39.0%
61-70 YEARS	Terminations	6.0	0.0	7.0	4.0	2.0	3.0	1.0	3.0					39.0	38.0
	Avg. EE	126.0	128.0	123.0	122.0	122.0	122.0	124.0	123.0					123.8	139.5
	Turnover Rate	4.8%	0.0%	5.7%	3.3%	1.6%	2.5%	0.8%	2.4%					31.5%	27.2%
	Retirements	5.0	0.0	6.0	4.0	2.0	2.0	1.0	2.0	2.0				33.0	33.0
	Terminations	6.0	0.0	7.0	4.0	2.0	3.0	1.0	3.0	3.0				39.0	38.0
	% of Terms which are Retirements	83.3%	0.0%	85.7%	100.0%	100.0%	66.7%	100.0%	66.7%	66.7%				84.6%	86.8%

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		Oct.	Nov.	Dec.	Jan.	Feb.	Mar.	Apr.	May	June	Jul.	Aug.	Sept.	2016 Projected	2015 Annual
71+ YEARS	Terminations	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0					0.0	3.0
	Avg. EE	6.0	7.0	7.0	7.0	7.0	8.0	8.0	8.0					7.3	5.3
	Turnover Rate	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%					0.0%	56.3%
	Retirements	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0					0.0	2.0
	Terminations	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0					0.0	3.0
	% of Terms which are Retirements	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%					0.0%	66.7%
Totals	Terminations	24.0	6.0	28.0	18.0	11.0	17.0	14.0	25.0					214.5	219.0
	Avg. EE	1593.0	1610.0	1605.0	1612.0	1629.0	1630.0	1632.0	1621.0					1616.5	1589.6
	Turnover Rate	1.5%	0.4%	1.7%	1.1%	0.7%	1.0%	0.9%	1.5%					13.3%	13.8%
	Retirements	7.0	0.0	9.0	7.0	3.0	3.0	2.0	3.0					51.0	53.0
	Terminations	24.0	6.0	28.0	18.0	11.0	17.0	14.0	25.0					214.5	219.0
	% of Terms which are Retirements	29.2%	0.0%	32.1%	38.9%	27.3%	17.6%	14.3%	12.0%					23.8%	24.2%

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Turnover By Gender		Oct.	Nov.	Dec.	Jan.	Feb.	Mar.	Apr.	May	June	Jul.	Aug.	Sept.	2016 Projected	2015 Annual
MALE	Terminations	13.0	1.0	10.0	8.0	2.0	10.0	8.0	16.0					102.0	106.0
	Avg. EE	767.0	772.0	773.0	777.0	790.0	791.0	791.0	783.0					780.5	776.2
	Turnover Rate	1.7%	0.1%	1.3%	1.0%	0.3%	1.3%	1.0%	2.0%					13.1%	13.7%
	Retirements	3.0	0.0	4.0	5.0	1.0	2.0	1.0	3.0					28.5	25.0
	Terminations	13.0	1.0	10.0	8.0	2.0	10.0	8.0	16.0					102.0	106.0
	% of Terms which are Retirements	23.1%	0.0%	40.0%	62.5%	50.0%	20.0%	12.5%	18.8%					27.9%	23.6%
FEMALE	Terminations	11.0	5.0	18.0	10.0	9.0	7.0	6.0	9.0					112.5	113.0
	Avg. EE	826.0	838.0	832.0	835.0	839.0	839.0	841.0	838.0					836.0	813.4
	Turnover Rate	1.3%	0.6%	2.2%	1.2%	1.1%	0.8%	0.7%	1.1%					13.5%	13.9%
	Retirements	4.0	0.0	5.0	2.0	2.0	1.0	1.0	0.0					22.5	28.0
	Terminations	11.0	5.0	18.0	10.0	9.0	7.0	6.0	9.0					112.5	113.0
	% of Terms which are Retirements	36.4%	0.0%	27.8%	20.0%	22.2%	14.3%	16.7%	0.0%					20.0%	24.8%
Totals	Terminations	24.0	6.0	28.0	18.0	11.0	17.0	14.0	25.0					214.5	219.0
	Avg. EE	1593.0	1610.0	1605.0	1612.0	1629.0	1630.0	1632.0	1621.0					1616.5	1589.6
	Turnover Rate	1.5%	0.4%	1.7%	1.1%	0.7%	1.0%	0.9%	1.5%					13.3%	13.8%
	Retirements	7.0	0.0	9.0	7.0	3.0	3.0	2.0	3.0					51.0	53.0
	Terminations	24.0	6.0	28.0	18.0	11.0	17.0	14.0	25.0					214.5	219.0
	% of Terms which are Retirements	29.2%	0.0%	32.1%	38.9%	27.3%	17.6%	14.3%	12.0%					23.8%	24.2%