

Collin County Turnover Report

Fiscal Year 2013

		Oct. 1	Nov. 2	Dec. 3	Jan. 4	Feb. 5	Mar. 6	Apr. 7	May 8	June 9	Jul. 10	Aug. 11	Sept. 12	2013 Projected	2012 Annual
Turnover By Department															
Admin. Services	# Term	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
	Turnover Rate	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%							0.0%	0.0%
Health Services	# Term	1.0	1.0	2.0	0.0	1.0	2.0							14.0	11.0
	Avg. EE	56.0	55.0	55.0	57.0	57.0	58.0							56.3	56.2
	Turnover Rate	1.8%	1.8%	3.6%	0.0%	1.8%	3.4%							24.9%	19.6%
Budget	# Term	1.0	1.0	0.0	0.0	0.0	0.0							4.0	1.0
	Avg. EE	12.0	12.0	12.0	12.0	13.0	13.0							12.3	12.4
	Turnover Rate	8.3%	8.3%	0.0%	0.0%	0.0%	0.0%							32.4%	8.1%
Human Resources	# Term	0.0	0.0	0.0	1.0	0.0	1.0							4.0	2.0
	Avg. EE	18.0	18.0	18.0	17.0	17.0	16.0							17.3	17.0
	Turnover Rate	0.0%	0.0%	0.0%	5.9%	0.0%	6.3%							23.1%	11.8%
Veterans Service	# Term	0.0	0.0	0.0	0.0	0.0	0.0							0.0	2.0
	Avg. EE	3.0	3.0	3.0	3.0	3.0	3.0							3.0	1.6
	Turnover Rate	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%							0.0%	126.3%
IT	# Term	1.0	0.0	0.0	0.0	0.0	1.0							4.0	8.0
	Avg. EE	54.0	54.0	55.0	55.0	55.0	54.0							54.5	51.8
	Turnover Rate	1.9%	0.0%	0.0%	0.0%	0.0%	1.9%							7.3%	15.5%
Highway Patrol	# Term	0.0	0.0	0.0	0.0	0.0	0.0							0.0	1.0
	Avg. EE	2.0	2.0	2.0	2.0	2.0	2.0							2.0	1.6
	Turnover Rate	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%							0.0%	63.2%
Road & Bridge	# Term	3.0	1.0	0.0	2.0	6.0	2.0							28.0	16.0
	Avg. EE	98.0	98.0	101.0	101.0	95.0	98.0							98.5	103.2
	Turnover Rate	3.1%	1.0%	0.0%	2.0%	6.3%	2.0%							28.4%	15.5%

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Facility Mgmt	# Term	1.0	0.0	0.0	1.0	0.0	0.0							4.0	2.0
	Avg. EE	48.0	48.0	48.0	47.0	47.0	48.0							47.7	48.8
	Turnover Rate	2.1%	0.0%	0.0%	2.1%	0.0%	0.0%							8.4%	4.1%
Const. & Projects	# Term	0.0	0.0	0.0	0.0	0.0	0.0							0.0	0.0
	Avg. EE	4.0	4.0	4.0	4.0	4.0	4.0							4.0	4.0
	Turnover Rate	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%							0.0%	0.0%
Medical Examiner	# Term	0.0	0.0	3.0	0.0	0.0	0.0							6.0	0.0
	Avg. EE	8.0	8.0	5.0	7.0	8.0	8.0							7.3	8.0
	Turnover Rate	0.0%	0.0%	60.0%	0.0%	0.0%	0.0%							81.8%	0.0%
Homeland Security	# Term	0.0	0.0	0.0	0.0	0.0	0.0							0.0	7.0
	Avg. EE	29.0	31.0	31.0	32.0	32.0	33.0							31.3	29.3
	Turnover Rate	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%							0.0%	23.9%
Engineering	# Term	4.0	0.0	2.0	1.0	1.0	0.0							16.0	6.0
	Avg. EE	35.0	37.0	37.0	37.0	37.0	38.0							36.8	36.3
	Turnover Rate	11.4%	0.0%	5.4%	2.7%	2.7%	0.0%							43.4%	16.5%
Elections Dept.	# Term	0.0	0.0	0.0	0.0	0.0	1.0							2.0	0.0
	Avg. EE	13.0	13.0	13.0	13.0	13.0	12.0							12.8	12.9
	Turnover Rate	0.0%	0.0%	0.0%	0.0%	0.0%	8.3%							15.6%	0.0%
Purchasing	# Term	0.0	0.0	0.0	0.0	0.0	0.0							0.0	1.0
	Avg. EE	14.0	14.0	14.0	14.0	14.0	14.0							14.0	14.9
	Turnover Rate	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%							0.0%	6.7%
County Auditor	# Term	0.0	1.0	0.0	0.0	0.0	1.0							4.0	4.0
	Avg. EE	28.0	27.0	27.0	29.0	30.0	29.0							28.3	28.4
	Turnover Rate	0.0%	3.7%	0.0%	0.0%	0.0%	3.4%							14.1%	14.1%

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Juvenile Probation	# Term	2.0	0.0	1.0	0.0	0.0	0.0							6.0	2.0
	Avg. EE	40.0	40.0	42.0	42.0	43.0	43.0							41.7	41.8
	Turnover Rate	5.0%	0.0%	2.4%	0.0%	0.0%	0.0%							14.4%	4.8%
Juvenile Detention	# Term	1.0	0.0	0.0	1.0	1.0	0.0							6.0	8.0
	Avg. EE	83.0	83.0	82.0	84.0	84.0	84.0							83.3	86.2
	Turnover Rate	1.2%	0.0%	0.0%	1.2%	1.2%	0.0%							7.2%	9.3%
Juv. Alt. Education	# Term	1.0	0.0	0.0	0.0	0.0	0.0							2.0	0.0
	Avg. EE	5.0	6.0	6.0	6.0	6.0	6.0							5.8	6.0
	Turnover Rate	20.0%	0.0%	0.0%	0.0%	0.0%	0.0%							34.3%	0.0%
Total Juvenile	# Term	4.0	0.0	1.0	1.0	1.0	0.0							14.0	10.0
	Avg. EE	128.0	129.0	130.0	132.0	133.0	133.0							130.8	134.0
	Turnover Rate	3.1%	0.0%	0.8%	0.8%	0.8%	0.0%							10.7%	7.5%
Community Supervision	# Term	1.0	2.0	0.0	1.0	0.0	0.0							8.0	9.0
	Avg. EE	94.0	93.0	98.0	99.0	99.0	99.0							97.0	95.3
	Turnover Rate	1.1%	2.2%	0.0%	1.0%	0.0%	0.0%							8.2%	9.4%
County Clerk	# Term	2.0	0.0	3.0	1.0	0.0	1.0							14.0	7.0
	Avg. EE	71.0	76.0	74.0	75.0	75.0	75.0							74.3	75.7
	Turnover Rate	2.8%	0.0%	4.1%	1.3%	0.0%	1.3%							18.8%	9.3%
Sheriff's Office	# Term	3.0	1.0	1.0	1.0	2.0	0.0							16.0	7.0
	Avg. EE	139.0	140.0	141.0	141.0	141.0	140.0							140.3	140.6
	Turnover Rate	2.2%	0.7%	0.7%	0.7%	1.4%	0.0%							11.4%	5.0%
Sheriff's Office Detention	# Term	2.0	8.0	3.0	6.0	4.0	4.0							54.0	38.0
	Avg. EE	337.0	331.0	331.0	326.0	326.0	329.0							330.0	332.1
	Turnover Rate	0.6%	2.4%	0.9%	1.8%	1.2%	1.2%							16.4%	11.4%
Total Sheriff's Office	# Term	5.0	9.0	4.0	7.0	6.0	4.0							70.0	45.0
	Avg. EE	476.0	471.0	472.0	467.0	467.0	469.0							470.3	472.7
	Turnover Rate	1.1%	1.9%	0.8%	1.5%	1.3%	0.9%							14.9%	9.5%

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		Oct.	Nov.	Dec.	Jan.	Feb.	Mar.	Apr.	May	June	Jul.	Aug.	Sept.	2013 Projected	2012 Annual
District Clerk	# Term	0.0	0.0	1.0	2.0	2.0	0.0							10.0	11.0
	Avg. EE	61.0	60.0	63.0	63.0	61.0	64.0							62.0	60.7
	Turnover Rate	0.0%	0.0%	1.6%	3.2%	3.3%	0.0%							16.1%	18.1%
D.A. Prosecutor	# Term	1.0	1.0	0.0	0.0	0.0	1.0							6.0	8.0
	Avg. EE	54.0	53.0	56.0	56.0	56.0	55.0							55.0	54.3
	Turnover Rate	1.9%	1.9%	0.0%	0.0%	0.0%	1.8%							10.9%	14.7%
D.A. Investigators	# Term	1.0	0.0	0.0	1.0	0.0	0.0							4.0	0.0
	Avg. EE	23.0	23.0	24.0	23.0	24.0	24.0							23.5	24.0
	Turnover Rate	4.3%	0.0%	0.0%	4.3%	0.0%	0.0%							17.0%	0.0%
D.A. Clerical	# Term	0.0	0.0	0.0	0.0	0.0	0.0							0.0	5.0
	Avg. EE	30.0	32.0	32.0	32.0	32.0	32.0							31.7	31.4
	Turnover Rate	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%							0.0%	15.9%
Total D.A.	# Term	2.0	1.0	0.0	1.0	0.0	1.0							10.0	13.0
	Avg. EE	107.0	108.0	112.0	111.0	112.0	111.0							110.2	109.7
	Turnover Rate	1.9%	0.9%	0.0%	0.9%	0.0%	0.9%							9.1%	11.9%
401st Dist. Court	# Term	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	3.8
	Turnover Rate	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%							0.0%	0.0%
199th Dist. Court	# Term	0.0	0.0	0.0	0.0	0.0	0.0							0.0	2.0
	Avg. EE	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%	80.0%
219th Dist. Court	# Term	0.0	0.0	0.0	1.0	0.0	0.0							2.0	0.0
	Avg. EE	3.0	3.0	3.0	2.0	3.0	3.0							2.8	3.0
	Turnover Rate	0.0%	0.0%	0.0%	50.0%	0.0%	0.0%							70.6%	0.0%

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296th Dist. Court	# Term	0.0	0.0	0.0	0.0	0.0	0.0							0.0	1.0
	Avg. EE	7.0	7.0	8.0	8.0	8.0	8.0							7.7	5.8
	Turnover Rate	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%							0.0%	17.4%
366th Dist. Court	# Term	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	2.7
	Turnover Rate	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%							0.0%	37.5%
380th Dist. Court	# Term	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	2.9
	Turnover Rate	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%							0.0%	34.3%
416th Dist. Court	# Term	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
	Turnover Rate	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
	Avg. EE	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%
429th Dist. Court	# Term	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
	Turnover Rate	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%							0.0%	0.0%
Const. Pct. 1	# Term	0.0	0.0	0.0	1.0	0.0	0.0							2.0	1.0
	Avg. EE	7.0	7.0	7.0	6.0	7.0	7.0							6.8	7.2
	Turnover Rate	0.0%	0.0%	0.0%	16.7%	0.0%	0.0%							29.3%	14.0%
Const. Pct. 2	# Term	0.0	0.0	0.0	0.0	0.0	0.0							0.0	1.0
	Avg. EE	4.0	4.0	4.0	4.0	4.0	4.0							4.0	3.9
	Turnover Rate	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%							0.0%	25.5%
Const. Pct. 3	# Term	0.0	0.0	3.0	0.0	0.0	0.0							6.0	3.0
	Avg. EE	11.0	11.0	8.0	11.0	11.0	11.0							10.5	11.4
	Turnover Rate	0.0%	0.0%	37.5%	0.0%	0.0%	0.0%							57.1%	26.3%

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Const. Pct. 4	# Term	1.0	0.0	0.0	0.0	0.0	0.0							2.0	2.0
	Avg. EE	5.0	5.0	5.0	6.0	6.0	7.0							5.7	7.3
	Turnover Rate	20.0%	0.0%	0.0%	0.0%	0.0%	0.0%							35.3%	27.3%
CCAL 1	# Term	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
	Turnover Rate	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%							0.0%	0.0%
CCAL 2	# Term	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	2.3
	Turnover Rate	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%							0.0%	44.4%
CCAL 3	# Term	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
	Turnover Rate	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
	Avg. EE	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%
CCAL 5	# Term	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
	Turnover Rate	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
	Avg. EE	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%
Probate Court	# Term	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
	Turnover Rate	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%							0.0%	0.0%

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County Ext. Services	# Term	0.0	0.0	0.0	0.0	0.0	0.0							0.0	0.0
	Avg. EE	7.0	7.0	7.0	7.0	7.0	7.0							7.0	7.0
	Turnover Rate	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%							0.0%	0.0%
JP #1	# Term	0.0	0.0	0.0	0.0	0.0	0.0							0.0	1.0
	Avg. EE	6.0	7.0	7.0	7.0	7.0	7.0							6.8	6.9
	Turnover Rate	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%							0.0%	14.5%
JP #2	# Term	0.0	0.0	0.0	0.0	0.0	0.0							0.0	0.0
	Avg. EE	5.0	5.0	5.0	5.0	5.0	5.0							5.0	5.0
	Turnover Rate	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%							0.0%	0.0%
JP #3-1	# Term	0.0	0.0	0.0	0.0	0.0	0.0							0.0	1.0
	Avg. EE	4.0	4.0	4.0	4.0	5.0	5.0							4.3	4.9
	Turnover Rate	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%							0.0%	20.3%
JP #3-2	# Term	0.0	0.0	0.0	0.0	0.0	0.0							0.0	1.0
	Avg. EE	5.0	5.0	5.0	4.0	5.0	5.0							4.8	5.9
	Turnover Rate	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%							0.0%	16.9%
JP #4	# Term	0.0	0.0	0.0	0.0	0.0	0.0							0.0	1.0
	Avg. EE	7.0	7.0	7.0	7.0	7.0	7.0							7.0	6.9
	Turnover Rate	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%							0.0%	14.5%
Tax Assessor/Collector	# Term	1.0	2.0	0.0	2.0	0.0	0.0							10.0	11.0
	Avg. EE	81.0	78.0	78.0	77.0	76.0	78.0							78.0	79.8
	Turnover Rate	1.2%	2.6%	0.0%	2.6%	0.0%	0.0%							12.8%	13.8%
Turnover For County Overall															
	Terminations	27.0	18.0	19.0	22.0	17.0	14.0							234.0	184.0
	Avg. EE	1561.0	1561.0	1572.0	1575.0	1575.0	1585.0							1571.5	1578.6
	Turnover Rate	1.7%	1.2%	1.2%	1.4%	1.1%	0.9%							14.9%	11.7%

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Turnover By Length of Service		Oct.	Nov.	Dec.	Jan.	Feb.	Mar.	Apr.	May	June	Jul.	Aug.	Sept.	2013 Projected	2012 Annual
0-5 YEARS	Terminations	15.0	13.0	8.0	11.0	9.0	7.0							126.0	104.0
	Avg. EE	632.0	629.0	649.0	653.0	646.0	655.0							644.0	654.4
	Turnover Rate	2.4%	2.1%	1.2%	1.7%	1.4%	1.1%							19.6%	15.9%
6-10 YEARS	Terminations	2.0	3.0	3.0	3.0	1.0	2.0							28.0	32.0
	Avg. EE	397.0	392.0	384.0	385.0	392.0	384.0							389.0	409.9
	Turnover Rate	0.5%	0.8%	0.8%	0.8%	0.3%	0.5%							7.2%	7.8%
11-15 YEARS	Terminations	4.0	1.0	2.0	1.0	1.0	3.0							24.0	24.0
	Avg. EE	275.0	278.0	278.0	278.0	282.0	289.0							280.0	252.5
	Turnover Rate	1.5%	0.4%	0.7%	0.4%	0.4%	1.0%							8.6%	9.5%
16-20 YEARS	Terminations	3.0	0.0	0.0	0.0	3.0	0.0							12.0	7.0
	Avg. EE	111.0	115.0	119.0	123.0	121.0	123.0							118.7	117.1
	Turnover Rate	2.7%	0.0%	0.0%	0.0%	2.5%	0.0%							10.1%	6.0%
21+	Terminations	3.0	1.0	6.0	7.0	3.0	2.0							44.0	17.0
	Avg. EE	146.0	147.0	142.0	136.0	134.0	134.0							139.8	144.7
	Turnover Rate	2.1%	0.7%	4.2%	5.1%	2.2%	1.5%							31.5%	11.8%
Totals	Terminations	27.0	18.0	19.0	22.0	17.0	14.0							234.0	184.0
	Avg. EE	1561.0	1561.0	1572.0	1575.0	1575.0	1585.0							1571.5	1578.6
	Turnover Rate	1.7%	1.2%	1.2%	1.4%	1.1%	0.9%							14.9%	11.7%

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Turnover By Age Group		Oct.	Nov.	Dec.	Jan.	Feb.	Mar.	Apr.	May	June	Jul.	Aug.	Sept.	2013 Projected	2012 Annual
< 30 YEARS	Terminations	5.0	2.0	3.0	4.0	3.0	3.0							40.0	32.0
	Avg. EE	208.0	208.0	215.0	217.0	221.0	223.0							215.3	207.7
	Turnover Rate	2.4%	1.0%	1.4%	1.8%	1.4%	1.3%							18.6%	15.4%
30-40 YEARS	Terminations	9.0	8.0	5.0	3.0	5.0	3.0							66.0	52.0
	Avg. EE	447.0	444.0	445.0	450.0	450.0	454.0							448.3	457.1
	Turnover Rate	2.0%	1.8%	1.1%	0.7%	1.1%	0.7%							14.7%	11.4%
41-50 YEARS	Terminations	4.0	2.0	2.0	3.0	2.0	1.0							28.0	37.0
	Avg. EE	397.0	395.0	400.0	402.0	400.0	406.0							400.0	400.3
	Turnover Rate	1.0%	0.5%	0.5%	0.7%	0.5%	0.2%							7.0%	9.2%
51-60 YEARS	Terminations	6.0	4.0	4.0	5.0	4.0	4.0							54.0	25.0
	Avg. EE	361.0	366.0	363.0	363.0	362.0	360.0							362.5	367.6
	Turnover Rate	1.7%	1.1%	1.1%	1.4%	1.1%	1.1%							14.9%	6.8%
61-70 YEARS	Terminations	3.0	2.0	5.0	6.0	2.0	2.0							40.0	38.0
	Avg. EE	137.0	137.0	138.0	132.0	132.0	132.0							134.7	138.8
	Turnover Rate	2.2%	1.5%	3.6%	4.5%	1.5%	1.5%							29.7%	27.4%
71+ YEARS	Terminations	0.0	0.0	0.0	1.0	1.0	1.0							6.0	0.0
	Avg. EE	11.0	11.0	11.0	11.0	10.0	10.0							10.7	7.3
	Turnover Rate	0.0%	0.0%	0.0%	9.1%	10.0%	10.0%							56.3%	0.0%
Totals	Terminations	27.0	18.0	19.0	22.0	17.0	14.0							234.0	184.0
	Avg. EE	1561.0	1561.0	1572.0	1575.0	1575.0	1585.0							1571.5	1578.6
	Turnover Rate	1.7%	1.2%	1.2%	1.4%	1.1%	0.9%							14.9%	11.7%

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Turnover By Gender		Oct.	Nov.	Dec.	Jan.	Feb.	Mar.	Apr.	May	June	Jul.	Aug.	Sept.	2013 Projected	2012 Annual
MALE	Terminations	15.0	8.0	8.0	12.0	12.0	6.0							122.0	94.0
	Avg. EE	758.0	760.0	765.0	763.0	761.0	767.0							762.3	768.7
	Turnover Rate	2.0%	1.1%	1.0%	1.6%	1.6%	0.8%							16.0%	12.2%
FEMALE	Terminations	12.0	10.0	11.0	10.0	5.0	8.0							112.0	90.0
	Avg. EE	803.0	801.0	807.0	812.0	814.0	818.0							809.2	809.9
	Turnover Rate	1.5%	1.2%	1.4%	1.2%	0.6%	1.0%							13.8%	11.1%
Totals	Terminations	27.0	18.0	19.0	22.0	17.0	14.0							234.0	184.0
	Avg. EE	1561.0	1561.0	1572.0	1575.0	1575.0	1585.0							1571.5	1578.6
	Turnover Rate	1.7%	1.2%	1.2%	1.4%	1.1%	0.9%							14.9%	11.7%