

Collin County Turnover Report

Fiscal Year 2014

		Oct. 1	Nov. 2	Dec. 3	Jan. 4	Feb. 5	Mar. 6	Apr. 7	May 8	June 9	Jul. 10	Aug. 11	Sept. 12	2014 Projected	2013 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	0.0	0.0	1.0	1.0	1.0	0.0							6.0	13.0
	Avg. EE	56.0	56.0	55.0	54.0	55.0	54.0							55.0	56.4
	Turnover Rate	0.0%	0.0%	1.8%	1.9%	1.8%	0.0%							10.9%	23.0%
Budget	# Term	1.0	0.0	0.0	0.0	0.0	0.0							2.0	2.0
	Avg. EE	11.0	11.0	12.0	12.0	13.0	13.0							12.0	12.6
	Turnover Rate	9.1%	0.0%	0.0%	0.0%	0.0%	0.0%							16.7%	15.9%
Human Resources	# Term	0.0	0.0	0.0	0.0	0.0	0.0							0.0	4.0
	Avg. EE	16.0	16.0	17.0	17.0	18.0	19.0							17.2	16.8
	Turnover Rate	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%							0.0%	23.9%
Veterans Service	# 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%
IT	# Term	0.0	2.0	0.0	0.0	0.0	0.0							4.0	3.0
	Avg. EE	54.0	52.0	54.0	55.0	55.0	56.0							54.3	54.3
	Turnover Rate	0.0%	3.8%	0.0%	0.0%	0.0%	0.0%							7.4%	5.5%
Highway Patrol	# Term	0.0	0.0	0.0	0.0	0.0	0.0							0.0	1.0
	Avg. EE	1.0	1.0	1.0	2.0	2.0	1.0							1.3	1.8
	Turnover Rate	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%							0.0%	54.5%
Road & Bridge	# Term	0.0	2.0	1.0	3.0	2.0	2.0							20.0	18.0
	Avg. EE	104.0	102.0	101.0	99.0	99.0	98.0							100.5	100.0
	Turnover Rate	0.0%	2.0%	1.0%	3.0%	2.0%	2.0%							19.9%	18.0%

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Facility Mgmt	# Term	0.0	0.0	0.0	0.0	1.0	1.0							4.0	3.0
	Avg. EE	48.0	49.0	49.0	49.0	48.0	48.0							48.5	48.0
	Turnover Rate	0.0%	0.0%	0.0%	0.0%	2.1%	2.1%							8.2%	6.3%
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	0.0	0.0	0.0	0.0							0.0	4.0
	Avg. EE	8.0	8.0	8.0	8.0	8.0	8.0							8.0	7.7
	Turnover Rate	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%							0.0%	52.2%
Homeland Security	# Term	0.0	1.0	0.0	1.0	0.0	1.0							6.0	4.0
	Avg. EE	33.0	33.0	33.0	33.0	33.0	33.0							33.0	31.6
	Turnover Rate	0.0%	3.0%	0.0%	3.0%	0.0%	3.0%							18.2%	12.7%
Engineering	# Term	1.0	0.0	1.0	2.0	0.0	3.0							14.0	10.0
	Avg. EE	38.0	38.0	38.0	39.0	39.0	36.0							38.0	37.0
	Turnover Rate	2.6%	0.0%	2.6%	5.1%	0.0%	8.3%							36.8%	27.0%
Elections Dept.	# Term	0.0	0.0	0.0	0.0	0.0	1.0							2.0	2.0
	Avg. EE	12.0	13.0	13.0	13.0	13.0	12.0							12.7	12.6
	Turnover Rate	0.0%	0.0%	0.0%	0.0%	0.0%	8.3%							15.8%	15.9%
Purchasing	# Term	0.0	0.0	0.0	0.0	0.0	0.0							0.0	1.0
	Avg. EE	13.0	13.0	13.0	13.0	13.0	14.0							13.2	13.9
	Turnover Rate	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%							0.0%	7.2%
County Auditor	# Term	0.0	0.0	0.0	0.0	0.0	0.0							0.0	5.0
	Avg. EE	30.0	30.0	31.0	31.0	31.0	31.0							30.7	28.8
	Turnover Rate	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%							0.0%	17.4%

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		Oct.	Nov.	Dec.	Jan.	Feb.	Mar.	Apr.	May	June	Jul.	Aug.	Sept.	2014 Projected	2013 Annual
Juvenile Probation	# Term	0.0	1.0	1.0	0.0	0.0	1.0							6.0	6.0
	Avg. EE	42.0	41.0	41.0	43.0	44.0	43.0							42.3	41.7
	Turnover Rate	0.0%	2.4%	2.4%	0.0%	0.0%	2.3%							14.2%	14.4%
Juvenile Detention	# Term	1.0	0.0	0.0	1.0	0.0	0.0							4.0	5.0
	Avg. EE	84.0	84.0	83.0	82.0	82.0	85.0							83.3	83.8
	Turnover Rate	1.2%	0.0%	0.0%	1.2%	0.0%	0.0%							4.8%	6.0%
Juv. Alt. Education	# Term	0.0	0.0	0.0	0.0	0.0	0.0							0.0	1.0
	Avg. EE	6.0	6.0	6.0	6.0	6.0	6.0							6.0	5.9
	Turnover Rate	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%							0.0%	16.9%
Total Juvenile	# Term	1.0	1.0	1.0	1.0	0.0	1.0							10.0	12.0
	Avg. EE	132.0	131.0	130.0	131.0	132.0	134.0							131.7	131.3
	Turnover Rate	0.8%	0.8%	0.8%	0.8%	0.0%	0.7%							7.6%	9.1%
Community Supervision	# Term	0.0	0.0	1.0	1.0	0.0	0.0							4.0	9.0
	Avg. EE	100.0	100.0	99.0	98.0	99.0	99.0							99.2	97.8
	Turnover Rate	0.0%	0.0%	1.0%	1.0%	0.0%	0.0%							4.0%	9.2%
County Clerk	# Term	2.0	0.0	1.0	0.0	1.0	1.0							10.0	11.0
	Avg. EE	75.0	78.0	76.0	75.0	74.0	73.0							75.2	75.1
	Turnover Rate	2.7%	0.0%	1.3%	0.0%	1.4%	1.4%							13.3%	14.7%
Sheriff's Office	# Term	2.0	2.0	0.0	1.0	1.0	2.0							16.0	10.0
	Avg. EE	140.0	138.0	140.0	139.0	140.0	139.0							139.3	140.9
	Turnover Rate	1.4%	1.4%	0.0%	0.7%	0.7%	1.4%							11.5%	7.1%
Sheriff's Office Detention	# Term	5.0	6.0	2.0	7.0	4.0	2.0							52.0	52.0
	Avg. EE	332.0	328.0	328.0	325.0	325.0	329.0							327.8	330.3
	Turnover Rate	1.5%	1.8%	0.6%	2.2%	1.2%	0.6%							15.9%	15.7%
Total Sheriff's Office	# Term	7.0	8.0	2.0	8.0	5.0	4.0							68.0	62.0
	Avg. EE	472.0	466.0	468.0	464.0	465.0	468.0							467.2	471.2
	Turnover Rate	1.5%	1.7%	0.4%	1.7%	1.1%	0.9%							14.6%	13.2%

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		Oct.	Nov.	Dec.	Jan.	Feb.	Mar.	Apr.	May	June	Jul.	Aug.	Sept.	2014 Projected	2013 Annual
District Clerk	# Term	0.0	0.0	0.0	3.0	0.0	0.0							6.0	12.0
	Avg. EE	66.0	68.0	69.0	66.0	66.0	66.0							66.8	63.5
	Turnover Rate	0.0%	0.0%	0.0%	4.5%	0.0%	0.0%							9.0%	18.9%
D.A. Prosecutor	# Term	0.0	1.0	0.0	1.0	0.0	0.0							4.0	7.0
	Avg. EE	56.0	56.0	57.0	55.0	55.0	56.0							55.8	54.6
	Turnover Rate	0.0%	1.8%	0.0%	1.8%	0.0%	0.0%							7.2%	12.8%
D.A. Investigators	# Term	0.0	0.0	0.0	0.0	0.0	0.0							0.0	2.0
	Avg. EE	24.0	24.0	23.0	24.0	24.0	24.0							23.8	23.8
	Turnover Rate	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%							0.0%	8.4%
D.A. Clerical	# Term	1.0	1.0	0.0	0.0	0.0	0.0							4.0	1.0
	Avg. EE	30.0	29.0	29.0	29.0	29.0	29.0							29.2	31.2
	Turnover Rate	3.3%	3.4%	0.0%	0.0%	0.0%	0.0%							13.7%	3.2%
Total D.A.	# Term	1.0	2.0	0.0	1.0	0.0	0.0							8.0	10.0
	Avg. EE	110.0	109.0	109.0	108.0	108.0	109.0							108.8	109.5
	Turnover Rate	0.9%	1.8%	0.0%	0.9%	0.0%	0.0%							7.4%	9.1%
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	3.0
	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	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%
219th 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	2.9
	Turnover Rate	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%							0.0%	68.6%

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		Oct.	Nov.	Dec.	Jan.	Feb.	Mar.	Apr.	May	June	Jul.	Aug.	Sept.	2014 Projected	2013 Annual
296th Dist. Court	# 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	7.8
	Turnover Rate	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%							0.0%	0.0%
366th Dist. Court	# Term	0.0	1.0	0.0	0.0	0.0	0.0							2.0	1.0
	Avg. EE	3.0	3.0	3.0	3.0	3.0	3.0							3.0	3.0
	Turnover Rate	0.0%	33.3%	0.0%	0.0%	0.0%	0.0%							66.7%	33.3%
380th 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%
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	0.0	0.0	0.0							0.0	2.0
	Avg. EE	6.0	7.0	7.0	7.0	7.0	7.0							6.8	6.8
	Turnover Rate	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%							0.0%	29.3%
Const. Pct. 2	# 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%
Const. Pct. 3	# Term	0.0	0.0	0.0	0.0	0.0	0.0							0.0	4.0
	Avg. EE	11.0	11.0	11.0	11.0	11.0	11.0							11.0	10.7
	Turnover Rate	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%							0.0%	37.5%

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Const. Pct. 4	# 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	6.0	6.0							6.5	6.3
	Turnover Rate	0.0%	0.0%	0.0%	16.7%	0.0%	0.0%							30.8%	15.8%
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	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 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	0.0
	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%	0.0%
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	1.0	0.0	0.0	0.0							2.0	0.0
	Avg. EE	5.0	5.0	4.0	4.0	4.0	5.0							4.5	4.7
	Turnover Rate	0.0%	0.0%	25.0%	0.0%	0.0%	0.0%							44.4%	0.0%
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	5.0	5.0	5.0							5.0	4.9
	Turnover Rate	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%							0.0%	20.3%
JP #4	# Term	0.0	0.0	0.0	0.0	0.0	0.0							0.0	1.0
	Avg. EE	6.0	6.0	6.0	6.0	6.0	6.0							6.0	6.8
	Turnover Rate	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%							0.0%	14.8%
Tax Assessor/Collector	# Term	0.0	0.0	1.0	1.0	0.0	1.0							6.0	10.0
	Avg. EE	82.0	83.0	82.0	82.0	82.0	79.0							81.7	79.2
	Turnover Rate	0.0%	0.0%	1.2%	1.2%	0.0%	1.3%							7.3%	12.6%
Turnover For County Overall															
	Terminations	13.0	17.0	10.0	23.0	10.0	15.0							176.0	208.0
	Avg. EE	1592.0	1589.0	1589.0	1579.0	1583.0	1582.0							1585.7	1579.8
	Turnover Rate	0.8%	1.1%	0.6%	1.5%	0.6%	0.9%							11.1%	13.2%

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Turnover By Length of Service		Oct.	Nov.	Dec.	Jan.	Feb.	Mar.	Apr.	May	June	Jul.	Aug.	Sept.	2014 Projected	2013 Annual
0-5 YEARS	Terminations	7.0	10.0	7.0	18.0	3.0	8.0							106.0	120.0
	Avg. EE	655.0	648.0	646.0	637.0	639.0	642.0							644.5	648.8
	Turnover Rate	1.1%	1.5%	1.1%	2.8%	0.5%	1.2%							16.4%	18.5%
6-10 YEARS	Terminations	1.0	2.0	2.0	2.0	2.0	4.0							26.0	33.0
	Avg. EE	359.0	359.0	358.0	354.0	358.0	348.0							356.0	380.5
	Turnover Rate	0.3%	0.6%	0.6%	0.6%	0.6%	1.1%							7.3%	8.7%
11-15 YEARS	Terminations	1.0	3.0	0.0	1.0	2.0	1.0							16.0	21.0
	Avg. EE	314.0	317.0	321.0	323.0	323.0	329.0							321.2	290.6
	Turnover Rate	0.3%	0.9%	0.0%	0.3%	0.6%	0.3%							5.0%	7.2%
16-20 YEARS	Terminations	1.0	0.0	0.0	0.0	0.0	1.0							4.0	9.0
	Avg. EE	129.0	129.0	130.0	130.0	131.0	128.0							129.5	122.0
	Turnover Rate	0.8%	0.0%	0.0%	0.0%	0.0%	0.8%							3.1%	7.4%
21+	Terminations	3.0	2.0	1.0	2.0	3.0	1.0							24.0	25.0
	Avg. EE	135.0	136.0	134.0	135.0	132.0	135.0							134.5	137.9
	Turnover Rate	2.2%	1.5%	0.7%	1.5%	2.3%	0.7%							17.8%	18.1%
Totals	Terminations	13.0	17.0	10.0	23.0	10.0	15.0							176.0	208.0
	Avg. EE	1592.0	1589.0	1589.0	1579.0	1583.0	1582.0							1585.7	1579.8
	Turnover Rate	0.8%	1.1%	0.6%	1.5%	0.6%	0.9%							11.1%	13.2%

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Turnover By Age Group		Oct.	Nov.	Dec.	Jan.	Feb.	Mar.	Apr.	May	June	Jul.	Aug.	Sept.	2014 Projected	2013 Annual
< 30 YEARS	Terminations	4.0	5.0	2.0	6.0	3.0	5.0							50.0	44.0
	Avg. EE	224.0	221.0	219.0	213.0	216.0	218.0							218.5	217.9
	Turnover Rate	1.8%	2.3%	0.9%	2.8%	1.4%	2.3%							22.9%	20.2%
30-40 YEARS	Terminations	2.0	3.0	6.0	6.0	1.0	4.0							44.0	58.0
	Avg. EE	450.0	449.0	449.0	443.0	442.0	441.0							445.7	450.8
	Turnover Rate	0.4%	0.7%	1.3%	1.4%	0.2%	0.9%							9.9%	12.9%
41-50 YEARS	Terminations	0.0	4.0	1.0	6.0	0.0	1.0							24.0	29.0
	Avg. EE	417.0	416.0	416.0	414.0	413.0	412.0							414.7	408.7
	Turnover Rate	0.0%	1.0%	0.2%	1.4%	0.0%	0.2%							5.8%	7.1%
51-60 YEARS	Terminations	3.0	2.0	0.0	1.0	0.0	1.0							14.0	44.0
	Avg. EE	343.0	341.0	344.0	350.0	358.0	358.0							349.0	354.3
	Turnover Rate	0.9%	0.6%	0.0%	0.3%	0.0%	0.3%							4.0%	12.4%
61-70 YEARS	Terminations	4.0	3.0	1.0	2.0	6.0	3.0							38.0	29.0
	Avg. EE	148.0	150.0	150.0	150.0	145.0	146.0							148.2	137.7
	Turnover Rate	2.7%	2.0%	0.7%	1.3%	4.1%	2.1%							25.6%	21.1%
71+ YEARS	Terminations	0.0	0.0	0.0	2.0	0.0	1.0							6.0	4.0
	Avg. EE	10.0	12.0	11.0	9.0	9.0	7.0							9.7	10.4
	Turnover Rate	0.0%	0.0%	0.0%	22.2%	0.0%	14.3%							62.1%	38.4%
Totals	Terminations	13.0	17.0	10.0	23.0	10.0	15.0							176.0	208.0
	Avg. EE	1592.0	1589.0	1589.0	1579.0	1583.0	1582.0							1585.7	1579.8
	Turnover Rate	0.8%	1.1%	0.6%	1.5%	0.6%	0.9%							11.1%	13.2%

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Turnover By Gender		Oct.	Nov.	Dec.	Jan.	Feb.	Mar.	Apr.	May	June	Jul.	Aug.	Sept.	2014 Projected	2013 Annual
MALE	Terminations	4.0	9.0	5.0	15.0	6.0	10.0							98.0	97.0
	Avg. EE	781.0	779.0	777.0	768.0	769.0	770.0							774.0	766.5
	Turnover Rate	0.5%	1.2%	0.6%	2.0%	0.8%	1.3%							12.7%	12.7%
FEMALE	Terminations	9.0	8.0	5.0	8.0	4.0	5.0							78.0	111.0
	Avg. EE	811.0	810.0	812.0	811.0	814.0	812.0							811.7	813.3
	Turnover Rate	1.1%	1.0%	0.6%	1.0%	0.5%	0.6%							9.6%	13.6%
Totals	Terminations	13.0	17.0	10.0	23.0	10.0	15.0							176.0	208.0
	Avg. EE	1592.0	1589.0	1589.0	1579.0	1583.0	1582.0							1585.7	1579.8
	Turnover Rate	0.8%	1.1%	0.6%	1.5%	0.6%	0.9%							11.1%	13.2%