

Collin County Turnover Report

Fiscal Year 2015

		Oct. 1	Nov. 2	Dec. 3	Jan. 4	Feb. 5	Mar. 6	Apr. 7	May 8	June 9	Jul. 10	Aug. 11	Sept. 12	2015 Projected	2014 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%
Health Services	# Term	0.0	1.0	1.0	1.0	1.0	1.0							10.0	5.0
	Avg. EE	55.0	54.0	55.0	54.0	54.0	53.0							54.2	55.1
	Turnover Rate	0.0%	1.9%	1.8%	1.9%	1.9%	1.9%							18.5%	9.1%
Budget	# Term	0.0	0.0	1.0	0.0	0.0	0.0							2.0	2.0
	Avg. EE	13.0	13.0	12.0	12.0	12.0	12.0							12.3	12.4
	Turnover Rate	0.0%	0.0%	8.3%	0.0%	0.0%	0.0%							16.2%	16.1%
Human Resources	# Term	0.0	0.0	0.0	0.0	0.0	0.0							0.0	1.0
	Avg. EE	19.0	19.0	19.0	19.0	20.0	20.0							19.3	18.3
	Turnover Rate	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%							0.0%	5.5%
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	0.0	0.0	0.0	0.0	0.0							0.0	4.0
	Avg. EE	57.0	57.0	58.0	58.0	58.0	60.0							58.0	55.7
	Turnover Rate	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%							0.0%	7.2%
Highway Patrol	# Term	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	1.5
	Turnover Rate	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%							0.0%	0.0%
Road & Bridge	# Term	1.0	0.0	3.0	1.0	2.0	0.0							14.0	22.0
	Avg. EE	96.0	98.0	95.0	95.0	94.0	96.0							95.7	100.0
	Turnover Rate	1.0%	0.0%	3.2%	1.1%	2.1%	0.0%							14.6%	22.0%

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Facility Mgmt	# Term	0.0	0.0	1.0	0.0	0.0	0.0							2.0	3.0
	Avg. EE	49.0	49.0	48.0	48.0	49.0	49.0							48.7	48.3
	Turnover Rate	0.0%	0.0%	2.1%	0.0%	0.0%	0.0%							4.1%	6.2%
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	0.0
	Avg. EE	8.0	9.0	9.0	9.0	9.0	9.0							8.8	8.0
	Turnover Rate	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%							0.0%	0.0%
Homeland Security	# Term	0.0	0.0	0.0	1.0	1.0	0.0							4.0	4.0
	Avg. EE	34.0	34.0	34.0	33.0	32.0	33.0							33.3	33.2
	Turnover Rate	0.0%	0.0%	0.0%	3.0%	3.1%	0.0%							12.0%	12.1%
Engineering	# Term	0.0	1.0	0.0	1.0	0.0	0.0							4.0	12.0
	Avg. EE	40.0	39.0	39.0	39.0	40.0	39.0							39.3	37.9
	Turnover Rate	0.0%	2.6%	0.0%	2.6%	0.0%	0.0%							10.2%	31.6%
Elections Dept.	# 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	13.0							13.0	12.5
	Turnover Rate	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%							0.0%	8.0%
Purchasing	# Term	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	13.9
	Turnover Rate	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	1.0	0.0	0.0							2.0	2.0
	Avg. EE	31.0	31.0	31.0	30.0	31.0	31.0							30.8	30.7
	Turnover Rate	0.0%	0.0%	0.0%	3.3%	0.0%	0.0%							6.5%	6.5%

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		Oct.	Nov.	Dec.	Jan.	Feb.	Mar.	Apr.	May	June	Jul.	Aug.	Sept.	2015 Projected	2014 Annual
Juvenile Probation	# Term	1.0	0.0	0.0	0.0	0.0	0.0							2.0	5.0
	Avg. EE	43.0	42.0	43.0	43.0	43.0	43.0							42.8	42.8
	Turnover Rate	2.3%	0.0%	0.0%	0.0%	0.0%	0.0%							4.7%	11.7%
Juvenile Detention	# Term	0.0	1.0	1.0	1.0	1.0	0.0							8.0	5.0
	Avg. EE	84.0	84.0	84.0	85.0	84.0	85.0							84.3	83.8
	Turnover Rate	0.0%	1.2%	1.2%	1.2%	1.2%	0.0%							9.5%	6.0%
Juv. Alt. Education	# Term	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
	Turnover Rate	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%							0.0%	0.0%
Total Juvenile	# Term	1.0	1.0	1.0	1.0	1.0	0.0							10.0	10.0
	Avg. EE	133.0	132.0	133.0	134.0	133.0	134.0							133.2	132.7
	Turnover Rate	0.8%	0.8%	0.8%	0.7%	0.8%	0.0%							7.5%	7.5%
Community Supervision	# Term	2.0	0.0	0.0	2.0	0.0	3.0							14.0	8.0
	Avg. EE	99.0	100.0	101.0	101.0	102.0	99.0							100.3	98.9
	Turnover Rate	2.0%	0.0%	0.0%	2.0%	0.0%	3.0%							14.0%	8.1%
County Clerk	# Term	1.0	0.0	0.0	0.0	0.0	0.0							2.0	12.0
	Avg. EE	73.0	75.0	76.0	76.0	76.0	76.0							75.3	75.0
	Turnover Rate	1.4%	0.0%	0.0%	0.0%	0.0%	0.0%							2.7%	16.0%
Sheriff's Office	# Term	2.0	1.0	4.0	0.0	0.0	2.0							18.0	12.0
	Avg. EE	144.0	145.0	141.0	141.0	144.0	144.0							143.2	140.9
	Turnover Rate	1.4%	0.7%	2.8%	0.0%	0.0%	1.4%							12.6%	8.5%
Sheriff's Office Detention	# Term	11.0	4.0	4.0	2.0	5.0	6.0							64.0	64.0
	Avg. EE	325.0	326.0	327.0	327.0	322.0	319.0							324.3	326.5
	Turnover Rate	3.4%	1.2%	1.2%	0.6%	1.6%	1.9%							19.7%	19.6%
Total Sheriff's Office	# Term	13.0	5.0	8.0	2.0	5.0	8.0							82.0	76.0
	Avg. EE	469.0	471.0	468.0	468.0	466.0	463.0							467.5	467.4
	Turnover Rate	2.8%	1.1%	1.7%	0.4%	1.1%	1.7%							17.5%	16.3%

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District Clerk	# Term	2.0	1.0	0.0	1.0	1.0	1.0							12.0	10.0
	Avg. EE	62.0	66.0	67.0	66.0	66.0	65.0							65.3	66.8
	Turnover Rate	3.2%	1.5%	0.0%	1.5%	1.5%	1.5%							18.4%	15.0%
D.A. Prosecutor	# Term	0.0	2.0	0.0	1.0	1.0	1.0							10.0	9.0
	Avg. EE	55.0	54.0	56.0	56.0	57.0	56.0							55.7	55.3
	Turnover Rate	0.0%	3.7%	0.0%	1.8%	1.8%	1.8%							18.0%	16.3%
D.A. Investigators	# Term	0.0	0.0	0.0	0.0	0.0	1.0							2.0	1.0
	Avg. EE	24.0	24.0	24.0	24.0	24.0	23.0							23.8	23.7
	Turnover Rate	0.0%	0.0%	0.0%	0.0%	0.0%	4.3%							8.4%	4.2%
D.A. Clerical	# Term	0.0	0.0	1.0	1.0	0.0	0.0							4.0	3.0
	Avg. EE	27.0	28.0	27.0	26.0	28.0	28.0							27.3	28.3
	Turnover Rate	0.0%	0.0%	3.7%	3.8%	0.0%	0.0%							14.6%	10.6%
Total D.A.	# Term	0.0	2.0	1.0	2.0	1.0	2.0							16.0	13.0
	Avg. EE	106.0	106.0	107.0	106.0	109.0	107.0							106.8	107.3
	Turnover Rate	0.0%	1.9%	0.9%	1.9%	0.9%	1.9%							15.0%	12.1%
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	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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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	7.0	7.0	7.0	7.0							7.0	7.5
	Turnover Rate	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%							0.0%	13.3%
366th Dist. Court	# Term	0.0	0.0	0.0	1.0	0.0	0.0							2.0	1.0
	Avg. EE	2.0	2.0	2.0	1.0	2.0	3.0							2.0	2.8
	Turnover Rate	0.0%	0.0%	0.0%	100.0%	0.0%	0.0%							100.0%	35.3%
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	2.0	3.0	3.0	3.0							2.8	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	2.9
	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	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%
Const. Pct. 2	# Term	0													
	Avg. EE	0.0	0.0	0.0	0.0	0.0	0.0							0.0	0.0
	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	1.0
	Avg. EE	12.0	12.0	12.0	12.0	12.0	12.0							12.0	10.9
	Turnover Rate	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%							0.0%	9.2%

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Const. Pct. 4	# Term	0.0	0.0	0.0	0.0	0.0	0.0							0.0	1.0
	Avg. EE	9.0	9.0	9.0	9.0	9.0	9.0							9.0	6.5
	Turnover Rate	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%							0.0%	15.4%
CCAL 1	# Term	0.0	0.0	0.0	0.0	0.0	1.0							2.0	0.0
	Avg. EE	3.0	3.0	3.0	3.0	3.0	2.0							2.8	3.0
	Turnover Rate	0.0%	0.0%	0.0%	0.0%	0.0%	50.0%							70.6%	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	2.9
	Turnover Rate	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%							0.0%	34.3%
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	2.0
	Avg. EE	3.0	3.0	3.0	3.0	3.0	3.0							3.0	2.6
	Turnover Rate	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%							0.0%	77.4%
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	1.0	0.0	0.0	0.0	0.0							2.0	0.0
	Avg. EE	7.0	6.0	6.0	7.0	7.0	7.0							6.7	7.0
	Turnover Rate	0.0%	16.7%	0.0%	0.0%	0.0%	0.0%							30.0%	0.0%
JP #2	# Term	0.0	0.0	1.0	0.0	0.0	0.0							2.0	1.0
	Avg. EE	5.0	5.0	4.0	5.0	5.0	5.0							4.8	4.9
	Turnover Rate	0.0%	0.0%	25.0%	0.0%	0.0%	0.0%							41.4%	20.3%
JP #3-1	# Term	0.0	0.0	0.0	0.0	0.0	0.0							0.0	2.0
	Avg. EE	4.0	4.0	5.0	5.0	5.0	4.0							4.5	4.5
	Turnover Rate	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%							0.0%	44.4%
JP #3-2	# Term	0.0	0.0	0.0	0.0	0.0	1.0							2.0	2.0
	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%	20.0%							40.0%	40.7%
JP #4	# Term	0.0	0.0	0.0	1.0	0.0	0.0							2.0	0.0
	Avg. EE	5.0	5.0	6.0	5.0	5.0	5.0							5.2	6.0
	Turnover Rate	0.0%	0.0%	0.0%	20.0%	0.0%	0.0%							38.7%	0.0%
Tax Assessor/Collector	# Term	2.0	2.0	0.0	2.0	0.0	1.0							14.0	13.0
	Avg. EE	80.0	78.0	79.0	79.0	79.0	79.0							79.0	80.8
	Turnover Rate	2.5%	2.6%	0.0%	2.5%	0.0%	1.3%							17.7%	16.1%
Turnover For County Overall															
	Terminations	22.0	14.0	17.0	17.0	12.0	18.0							200.0	210.0
	Avg. EE	1585.0	1591.0	1591.0	1587.0	1591.0	1586.0							1588.5	1585.6
	Turnover Rate	1.4%	0.9%	1.1%	1.1%	0.8%	1.1%							12.6%	13.2%

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Turnover By Length of Service		Oct.	Nov.	Dec.	Jan.	Feb.	Mar.	Apr.	May	June	Jul.	Aug.	Sept.	2015 Projected	2014 Annual
0-5 YEARS	Terminations	14.0	8.0	7.0	11.0	10.0	11.0							122.0	131.0
	Avg. EE	644.0	651.0	654.0	650.0	652.0	647.0							649.7	643.4
	Turnover Rate	2.2%	1.2%	1.1%	1.7%	1.5%	1.7%							18.8%	20.4%
6-10 YEARS	Terminations	1.0	1.0	5.0	3.0	1.0	2.0							26.0	29.0
	Avg. EE	352.0	353.0	350.0	344.0	343.0	340.0							347.0	353.1
	Turnover Rate	0.3%	0.3%	1.4%	0.9%	0.3%	0.6%							7.5%	8.2%
11-15 YEARS	Terminations	2.0	3.0	2.0	3.0	1.0	1.0							24.0	22.0
	Avg. EE	321.0	315.0	311.0	314.0	311.0	315.0							314.5	324.8
	Turnover Rate	0.6%	1.0%	0.6%	1.0%	0.3%	0.3%							7.6%	6.8%
16-20 YEARS	Terminations	1.0	2.0	1.0	0.0	0.0	0.0							8.0	6.0
	Avg. EE	131.0	134.0	139.0	142.0	147.0	146.0							139.8	128.8
	Turnover Rate	0.8%	1.5%	0.7%	0.0%	0.0%	0.0%							5.7%	4.7%
21+	Terminations	4.0	0.0	2.0	0.0	0.0	4.0							20.0	22.0
	Avg. EE	137.0	138.0	137.0	137.0	138.0	138.0							137.5	135.6
	Turnover Rate	2.9%	0.0%	1.5%	0.0%	0.0%	2.9%							14.5%	16.2%
Totals	Terminations	22.0	14.0	17.0	17.0	12.0	18.0							200.0	210.0
	Avg. EE	1585.0	1591.0	1591.0	1587.0	1591.0	1586.0							1588.5	1585.6
	Turnover Rate	1.4%	0.9%	1.1%	1.1%	0.8%	1.1%							12.6%	13.2%

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Turnover By Age Group		Oct.	Nov.	Dec.	Jan.	Feb.	Mar.	Apr.	May	June	Jul.	Aug.	Sept.	2015 Projected	2014 Annual
< 30 YEARS	Terminations	9.0	3.0	5.0	2.0	4.0	5.0							56.0	66.0
	Avg. EE	205.0	208.0	209.0	207.0	206.0	204.0							206.5	215.3
	Turnover Rate	4.4%	1.4%	2.4%	1.0%	1.9%	2.5%							27.1%	30.7%
30-40 YEARS	Terminations	3.0	4.0	2.0	6.0	2.0	4.0							42.0	46.0
	Avg. EE	438.0	437.0	439.0	438.0	440.0	437.0							438.2	441.3
	Turnover Rate	0.7%	0.9%	0.5%	1.4%	0.5%	0.9%							9.6%	10.4%
41-50 YEARS	Terminations	3.0	3.0	0.0	2.0	2.0	3.0							26.0	29.0
	Avg. EE	425.0	426.0	428.0	431.0	435.0	437.0							430.3	419.7
	Turnover Rate	0.7%	0.7%	0.0%	0.5%	0.5%	0.7%							6.0%	6.9%
51-60 YEARS	Terminations	4.0	2.0	7.0	3.0	2.0	4.0							44.0	24.0
	Avg. EE	366.0	368.0	365.0	365.0	364.0	361.0							364.8	354.9
	Turnover Rate	1.1%	0.5%	1.9%	0.8%	0.5%	1.1%							12.1%	6.8%
61-70 YEARS	Terminations	2.0	2.0	3.0	4.0	1.0	2.0							28.0	40.0
	Avg. EE	145.0	146.0	144.0	140.0	141.0	142.0							143.0	145.8
	Turnover Rate	1.4%	1.4%	2.1%	2.9%	0.7%	1.4%							19.6%	27.4%
71+ YEARS	Terminations	1.0	0.0	0.0	0.0	1.0	0.0							4.0	5.0
	Avg. EE	6.0	6.0	6.0	6.0	5.0	5.0							5.7	8.6
	Turnover Rate	16.7%	0.0%	0.0%	0.0%	20.0%	0.0%							70.6%	58.3%
Totals	Terminations	22.0	14.0	17.0	17.0	12.0	18.0							200.0	210.0
	Avg. EE	1585.0	1591.0	1591.0	1587.0	1591.0	1586.0							1588.5	1585.6
	Turnover Rate	1.4%	0.9%	1.1%	1.1%	0.8%	1.1%							12.6%	13.2%

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Turnover By Gender

		Oct.	Nov.	Dec.	Jan.	Feb.	Mar.	Apr.	May	June	Jul.	Aug.	Sept.	2015 Projected	2014 Annual
MALE	Terminations	12.0	7.0	9.0	6.0	8.0	8.0							100.0	104.0
	Avg. EE	777.0	777.0	775.0	778.0	776.0	777.0							776.7	774.1
	Turnover Rate	1.5%	0.9%	1.2%	0.8%	1.0%	1.0%							12.9%	13.4%
FEMALE	Terminations	10.0	7.0	8.0	11.0	4.0	10.0							100.0	106.0
	Avg. EE	808.0	814.0	816.0	809.0	815.0	809.0							811.8	811.5
	Turnover Rate	1.2%	0.9%	1.0%	1.4%	0.5%	1.2%							12.3%	13.1%
Totals	Terminations	22.0	14.0	17.0	17.0	12.0	18.0							200.0	210.0
	Avg. EE	1585.0	1591.0	1591.0	1587.0	1591.0	1586.0							1588.5	1585.6
	Turnover Rate	1.4%	0.9%	1.1%	1.1%	0.8%	1.1%							12.6%	13.2%