

Collin County Turnover Report

Fiscal Year 2019

		Oct.	Nov.	Dec.	Jan.	Feb.	Mar.	Apr.	May	June	Jul.	Aug.	Sept.	2020 Projected	2019 Annual
Turnover By Department															
Admin. Services	# Term	0.0	0.0	0.0										0.0	2.0
	Avg. EE	9.0	9.0	9.0										9.0	8.8
	Turnover Rate	0.0%	0.0%	0.0%										0.0%	22.6%
Health Services	# Term	0.0	1.0	0.0										4.0	16.0
	Avg. EE	60.0	59.0	60.0										59.7	60.2
	Turnover Rate	0.0%	1.7%	0.0%										6.7%	26.6%
Budget	# Term	0.0	0.0	0.0										0.0	1.0
	Avg. EE	13.0	13.0	13.0										13.0	12.0
	Turnover Rate	0.0%	0.0%	0.0%										0.0%	8.3%
Human Resources	# Term	1.0	0.0	0.0										4.0	3.0
	Avg. EE	19.0	20.0	20.0										19.7	19.6
	Turnover Rate	5.3%	0.0%	0.0%										20.3%	15.3%
Veterans Service	# Term	0.0	0.0	0.0										0.0	0.0
	Avg. EE	3.0	3.0	3.0										3.0	3.0
	Turnover Rate	0.0%	0.0%	0.0%										0.0%	0.0%
IT	# Term	0.0	0.0	0.0										0.0	1.0
	Avg. EE	65.0	65.0	65.0										65.0	61.2
	Turnover Rate	0.0%	0.0%	0.0%										0.0%	1.6%
Highway Patrol	# Term	0.0	0.0	0.0										0.0	0.0
	Avg. EE	2.0	2.0	2.0										2.0	2.0
	Turnover Rate	0.0%	0.0%	0.0%										0.0%	0.0%
Road & Bridge	# Term	1.0	0.0	0.0										4.0	7.0
	Avg. EE	104.0	104.0	105.0										104.3	105.0
	Turnover Rate	1.0%	0.0%	0.0%										3.8%	6.7%
Facility Mgmt	# Term	0.0	0.0	0.0										0.0	4.0
	Avg. EE	48.0	50.0	50.0										49.3	48.4
	Turnover Rate	0.0%	0.0%	0.0%										0.0%	8.3%

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		Oct.	Nov.	Dec.	Jan.	Feb.	Mar.	Apr.	May	June	Jul.	Aug.	Sept.	2020 Projected	2019 Annual
Const. & Projects	# Term	0.0	0.0	0.0										0.0	0.0
	Avg. EE	4.0	4.0	4.0										4.0	4.0
	Turnover Rate	0.0%	0.0%	0.0%										0.0%	0.0%
Medical Examiner	# Term	0.0	0.0	0.0										0.0	0.0
	Avg. EE	12.0	12.0	12.0										12.0	11.2
	Turnover Rate	0.0%	0.0%	0.0%										0.0%	0.0%
Emergency Management/ Fire Marshal	# Term	0.0	0.0	0.0										0.0	1.0
	Avg. EE	7.0	7.0	7.0										7.0	6.9
	Turnover Rate	0.0%	0.0%	0.0%										0.0%	14.5%
Engineering	# Term	0.0	1.0	2.0										12.0	7.0
	Avg. EE	41.0	41.0	41.0										41.0	41.2
	Turnover Rate	0.0%	2.4%	4.9%										29.3%	17.0%
Elections Dept.	# Term	0.0	0.0	1.0										4.0	0.0
	Avg. EE	15.0	15.0	14.0										14.7	15.0
	Turnover Rate	0.0%	0.0%	7.1%										27.3%	0.0%
Purchasing	# Term	0.0	0.0	0.0										0.0	3.0
	Avg. EE	15.0	17.0	17.0										16.3	15.2
	Turnover Rate	0.0%	0.0%	0.0%										0.0%	19.8%
County Auditor	# Term	0.0	1.0	0.0										4.0	7.0
	Avg. EE	30.0	30.0	30.0										30.0	30.7
	Turnover Rate	0.0%	3.3%	0.0%										13.3%	22.8%

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		Oct.	Nov.	Dec.	Jan.	Feb.	Mar.	Apr.	May	June	Jul.	Aug.	Sept.	2020 Projected	2019 Annual
Juvenile Probation	# Term	1.0	0.0	0.0										4.0	1.0
	Avg. EE	44.0	45.0	45.0										44.7	44.5
	Turnover Rate	2.3%	0.0%	0.0%										9.0%	2.2%
Juvenile Detention	# Term	0.0	1.0	2.0										12.0	15.0
	Avg. EE	87.0	86.0	84.0										85.7	85.3
	Turnover Rate	0.0%	1.2%	2.4%										14.0%	17.6%
Juv. Alt. Education	# Term	0.0	0.0	0.0										0.0	1.0
	Avg. EE	6.0	6.0	6.0										6.0	5.8
	Turnover Rate	0.0%	0.0%	0.0%										0.0%	17.1%
Total Juvenile	# Term	1.0	1.0	2.0										16.0	17.0
	Avg. EE	137.0	137.0	135.0										136.3	135.6
	Turnover Rate	0.7%	0.7%	1.5%										11.7%	12.5%
Community Supervision	# Term	2.0	1.0	0.0										12.0	10.0
	Avg. EE	106.0	109.0	109.0										108.0	107.8
	Turnover Rate	1.9%	0.9%	0.0%										11.1%	9.3%
County Clerk	# Term	1.0	2.0	2.0										20.0	11.0
	Avg. EE	82.0	83.0	80.0										81.7	82.8
	Turnover Rate	1.2%	2.4%	2.5%										24.5%	13.3%
Sheriff's Office	# Term	3.0	0.0	6.0										36.0	19.0
	Avg. EE	187.0	187.0	181.0										185.0	179.7
	Turnover Rate	1.6%	0.0%	3.3%										19.5%	10.6%
Sheriff's Office Detention	# Term	3.0	6.0	11.0										80.0	70.0
	Avg. EE	325.0	324.0	315.0										321.3	321.1
	Turnover Rate	0.9%	1.9%	3.5%										24.9%	21.8%
Total Sheriff's Office	# Term	6.0	6.0	17.0										116.0	89.0
	Avg. EE	512.0	511.0	496.0										506.3	500.8
	Turnover Rate	1.2%	1.2%	3.4%										22.9%	17.8%

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		Oct.	Nov.	Dec.	Jan.	Feb.	Mar.	Apr.	May	June	Jul.	Aug.	Sept.	2020 Projected	2019 Annual
District Clerk	# Term	1.0	2.0	0.0										12.0	5.0
	Avg. EE	77.0	77.0	78.0										77.3	75.3
	Turnover Rate	1.3%	2.6%	0.0%										15.5%	6.6%
D.A. Prosecutor	# Term	2.0	0.0	2.0										16.0	9.0
	Avg. EE	68.0	70.0	70.0										69.3	67.4
	Turnover Rate	2.9%	0.0%	2.9%										23.1%	13.3%
D.A. Investigators	# Term	0.0	0.0	0.0										0.0	1.0
	Avg. EE	26.0	26.0	26.0										26.0	25.9
	Turnover Rate	0.0%	0.0%	0.0%										0.0%	3.9%
D.A. Clerical	# Term	1.0	1.0	1.0										12.0	6.0
	Avg. EE	36.0	35.0	37.0										36.0	33.5
	Turnover Rate	2.8%	2.9%	2.7%										33.3%	17.9%
Total D.A.	# Term	3.0	1.0	3.0										28.0	16.0
	Avg. EE	130.0	131.0	133.0										131.3	126.8
	Turnover Rate	2.3%	0.8%	2.3%										21.3%	12.6%
Court Appt. Representation	# Term	0.0	0.0	0.0										0.0	2.0
	Avg. EE	8.0	8.0	8.0										8.0	7.3
	Turnover Rate	0.0%	0.0%	0.0%										0.0%	27.6%
199th Dist. Court	# Term	0.0	0.0	0.0										0.0	1.0
	Avg. EE	3.0	3.0	3.0										3.0	2.9
	Turnover Rate	0.0%	0.0%	0.0%										0.0%	34.3%
219th Dist. Court	# Term	0.0	0.0	0.0										0.0	0.0
	Avg. EE	3.0	3.0	3.0										3.0	3.0
	Turnover Rate	0.0%	0.0%	0.0%										0.0%	0.0%
296th Dist. Court	# Term	0.0	0.0	0.0										0.0	0.0
	Avg. EE	3.0	3.0	3										3.0	3.0
	Turnover Rate	0.0%	0.0%	0.0%										0.0%	0.0%

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366th Dist. Court	# Term	1.0	0.0	0.0										4.0	0.0
	Avg. EE	1.0	3.0	3.0										2.3	3.0
	Turnover Rate	100.0%	0.0%	0.0%										171.4%	0.0%
380th Dist. Court	# Term	0.0	0.0	0.0										0.0	0.0
	Avg. EE	6.0	7.0	7.0										6.7	7.0
	Turnover Rate	0.0%	0.0%	0.0%										0.0%	0.0%
401st Dist. Court	# Term	0.0	0.0	0.0										0.0	0.0
	Avg. EE	2.0	3.0	3.0										2.7	3.0
	Turnover Rate	0.0%	0.0%	0.0%										0.0%	0.0%
416th Dist. Court	# Term	0.0	0.0	0.0										0.0	0.0
	Avg. EE	3.0	3.0	3.0										3.0	3.0
	Turnover Rate	0.0%	0.0%	0.0%										0.0%	0.0%
417th Dist. Court	# Term	0.0	0.0	0.0										0.0	0.0
	Avg. EE	3.0	3.0	3.0										3.0	3.0
	Turnover Rate	0.0%	0.0%	0.0%										0.0%	0.0%
429th Dist. Court	# Term	0.0	0.0	0.0										0.0	1.0
	Avg. EE	3.0	3.0	3.0										3.0	2.8
	Turnover Rate	0.0%	0.0%	0.0%										0.0%	35.3%
468th Dist. Court	# Term	0.0	0.0	0.0										0.0	0.0
	Avg. EE	2.0	3.0	3.0										2.7	3.0
	Turnover Rate	0.0%	0.0%	0.0%										0.0%	0.0%
469th Dist. Court	# Term	0.0	0.0	0.0										0.0	0.0
	Avg. EE	3.0	3.0	3.0										3.0	3.0
	Turnover Rate	0.0%	0.0%	0.0%										0.0%	0.0%
470th Dist. Court	# Term	0.0	0.0	0.0										0.0	0.0
	Avg. EE	3.0	3.0	3.0										3.0	3.0
	Turnover Rate	0.0%	0.0%	0.0%										0.0%	0.0%
471st Dist. Court	# Term	0.0	0.0	0.0										0.0	0.0
	Avg. EE	3.0	3.0	3.0										3.0	3.0
	Turnover Rate	0.0%	0.0%	0.0%										0.0%	0.0%

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		Oct.	Nov.	Dec.	Jan.	Feb.	Mar.	Apr.	May	June	Jul.	Aug.	Sept.	2020 Projected	2019 Annual
Const. Pct. 1	# Term	0.0	0.0	0.0										0.0	0.0
	Avg. EE	8.0	8.0	8.0										8.0	6.9
	Turnover Rate	0.0%	0.0%	0.0%										0.0%	0.0%
Const. Pct. 2	# Term	0.0	0.0	0.0										0.0	0.0
	Avg. EE	4.0	4.0	4.0										4.0	4.0
	Turnover Rate	0.0%	0.0%	0.0%										0.0%	0.0%
Const. Pct. 3	# Term	0.0	0.0	0.0										0.0	3.0
	Avg. EE	12.0	13.0	13.0										12.7	12.5
	Turnover Rate	0.0%	0.0%	0.0%										0.0%	24.0%
Const. Pct. 4	# Term	0.0	0.0	0.0										0.0	1.0
	Avg. EE	7.0	7.0	7.0										7.0	6.8
	Turnover Rate	0.0%	0.0%	0.0%										0.0%	14.6%
CCAL 1	# Term	0.0	0.0	0.0										0.0	0.0
	Avg. EE	3.0	3.0	3.0										3.0	3.0
	Turnover Rate	0.0%	0.0%	0.0%										0.0%	0.0%
CCAL 2	# Term	0.0	0.0	0.0										0.0	0.0
	Avg. EE	3.0	3.0	3.0										3.0	3.0
	Turnover Rate	0.0%	0.0%	0.0%										0.0%	0.0%
CCAL 3	# Term	0.0	0.0	0.0										0.0	0.0
	Avg. EE	3.0	3.0	3.0										3.0	3.0
	Turnover Rate	0.0%	0.0%	0.0%										0.0%	0.0%
CCAL 4	# Term	0.0	0.0	0.0										0.0	0.0
	Avg. EE	3.0	3.0	3.0										3.0	3.0
	Turnover Rate	0.0%	0.0%	0.0%										0.0%	0.0%
CCAL 5	# Term	0.0	0.0	0.0										0.0	0.0
	Avg. EE	3.0	3.0	3.0										3.0	3.0
	Turnover Rate	0.0%	0.0%	0.0%										0.0%	0.0%
CCAL 6	# Term	0.0	0.0	0.0										0.0	0.0
	Avg. EE	3.0	3.0	3.0										3.0	3.0
	Turnover Rate	0.0%	0.0%	0.0%										0.0%	0.0%

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		Oct.	Nov.	Dec.	Jan.	Feb.	Mar.	Apr.	May	June	Jul.	Aug.	Sept.	2020 Projected	2019 Annual
CCAL 7	# Term	0.0	0.0	0.0										0.0	0.0
	Avg. EE	3.0	3.0	3.0										3.0	3.0
	Turnover Rate	0.0%	0.0%	0.0%										0.0%	0.0%
Probate Court	# Term	0.0	0.0	0.0										0.0	0.0
	Avg. EE	4.0	4.0	4.0										4.0	4.0
	Turnover Rate	0.0%	0.0%	0.0%										0.0%	0.0%
County Ext. Services	# Term	0.0	1.0	0.0										4.0	0.0
	Avg. EE	5.0	4.0	4.0										4.3	5.0
	Turnover Rate	0.0%	25.0%	0.0%										92.3%	0.0%
JP #1	# Term	0.0	0.0	0.0										0.0	2.0
	Avg. EE	7.0	7.0	7.0										7.0	9.3
	Turnover Rate	0.0%	0.0%	0.0%										0.0%	21.6%
JP #2	# Term	0.0	0.0	0.0										0.0	0.0
	Avg. EE	4.0	4.0	4.0										4.0	4.0
	Turnover Rate	0.0%	0.0%	0.0%										0.0%	0.0%
JP #3-1	# Term	0.0	0.0	0.0										0.0	0.0
	Avg. EE	6.0	6.0	6.0										6.0	5.8
	Turnover Rate	0.0%	0.0%	0.0%										0.0%	0.0%
JP #3-2	# Term	0.0	0.0	0.0										0.0	2.0
	Avg. EE	4.0	4.0	4.0										4.0	3.8
	Turnover Rate	0.0%	0.0%	0.0%										0.0%	52.2%
JP #4	# Term	0.0	0.0	0.0										0.0	3.0
	Avg. EE	6.0	6.0	6.0										6.0	5.9
	Turnover Rate	0.0%	0.0%	0.0%										0.0%	50.7%
Tax Assessor/Collector	# Term	3.0	1.0	3.0										28.0	9.0
	Avg. EE	92.0	98.0	95.0										95.0	95.1
	Turnover Rate	3.3%	1.0%	3.2%										29.5%	9.5%

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Turnover For County Overall														
Terminations	20.0	18.0	30.0										272.0	224.0
Avg. EE	1717.0	1736.0	1717.0										1723.3	1701.4
Turnover Rate	1.2%	1.0%	1.7%										15.8%	13.2%
Retirements	5.0	4.0	4.0										52.0	36.0
Terminations	20.0	18.0	30.0										272.0	224.0
% of Terms which are Retirements	25.0%	22.2%	13.3%										19.1%	16.1%
Involuntary	2.0	1.0	8.0										44.0	40.0
Terminations	20.0	18.0	30.0										272.0	224.0
% of Terms which are Involuntary	10.0%	5.6%	26.7%										16.2%	17.9%

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Turnover By Length of Service		Oct.	Nov.	Dec.	Jan.	Feb.	Mar.	Apr.	May	June	Jul.	Aug.	Sept.	2020 Projected	2019 Annual
0-5 YEARS	Terminations	12.0	12.0	24.0										192.0	147.0
	Avg. EE	854.0	875.0	857.0										862.0	833.3
	Turnover Rate	1.4%	1.4%	2.8%										22.3%	17.6%
	Retirements	0.0	1.0	0.0										4.0	1.0
	Terminations	12.0	12.0	24.0										192.0	148.0
	% of Terms which are Retirements	0.0%	8.3%	0.0%										2.1%	0.7%
	Terminations	1.0	1.0	1.0										12.0	25.0
	Avg. EE	262.0	264.0	262.0										262.7	271.2
	Turnover Rate	0.4%	0.4%	0.4%										4.6%	9.2%
6-10 YEARS	Retirements	0.0	1.0	0.0										4.0	7.0
	Terminations	1.0	1.0	1.0										12.0	25.0
	% of Terms which are Retirements	0.0%	100.0%	0.0%										33.3%	28.0%
	Terminations	5.0	2.0	1.0										32.0	20.0
	Avg. EE	228.0	227.0	228.0										227.7	233.0
	Turnover Rate	2.2%	0.9%	0.4%										14.1%	8.6%
	Retirements	3.0	0.0	0.0										12.0	7.0
	Terminations	5.0	2.0	1.0										32.0	20.0
	% of Terms which are Retirements	60.0%	0.0%	0.0%										37.5%	35.0%
11-15 YEARS	Terminations	0.0	0.0	1.0										4.0	19.0
	Avg. EE	225.0	221.0	219										221.7	224.3
	Turnover Rate	0.0%	0.0%	0.5%										1.8%	8.5%
	Retirements	0.0	0.0	1.0										4.0	11.0
	Terminations	0.0	0.0	1.0										4.0	19.0
	% of Terms which are Retirements		0.0%	100.0%										100.0%	57.9%
	Terminations	0.0	0.0	1.0										4.0	19.0
	Avg. EE	225.0	221.0	219										221.7	224.3
	Turnover Rate	0.0%	0.0%	0.5%										1.8%	8.5%
16-20 YEARS	Retirements	0.0	0.0	1.0										4.0	11.0
	Terminations	0.0	0.0	1.0										4.0	19.0
	% of Terms which are Retirements		0.0%	100.0%										100.0%	57.9%
	Terminations	0.0	0.0	1.0										4.0	19.0
	Avg. EE	225.0	221.0	219										221.7	224.3
	Turnover Rate	0.0%	0.0%	0.5%										1.8%	8.5%
	Retirements	0.0	0.0	1.0										4.0	11.0
	Terminations	0.0	0.0	1.0										4.0	19.0
	% of Terms which are Retirements		0.0%	100.0%										100.0%	57.9%

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21+	Terminations	2.0	3.0	3.0										32.0	13.0
	Avg. EE	148.0	149.0	151.0										149.3	139.7
	Turnover Rate	1.4%	2.0%	2.0%										21.4%	9.3%
	Retirements	2.0	2.0	3.0										28.0	10.0
	Terminations	2.0	3.0	3.0										32.0	13.0
	% of Terms which are Retirements	100.0%	66.7%	100.0%										87.5%	76.9%
Totals	Terminations	20.0	18.0	30.0										272.0	224.0
	Avg. EE	1717.0	1736.0	1717.0										1723.3	1701.4
	Turnover Rate	1.2%	1.0%	1.7%										15.8%	13.2%
	Retirements	5.0	4.0	4.0										52.0	36.0
	Terminations	20.0	18.0	30.0										272.0	224.0
	% of Terms which are Retirements	25.0%	22.2%	13.3%										19.1%	16.1%

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Turnover By Age Group		Oct.	Nov.	Dec.	Jan.	Feb.	Mar.	Apr.	May	June	Jul.	Aug.	Sept.	2020 Projected	2019 Annual
< 30 YEARS	Terminations	8.0	4.0	13.0										100.0	67.0
	Avg. EE	296.0	305.0	293.0										298.0	287.8
	Turnover Rate	2.7%	1.3%	4.4%										33.6%	23.3%
	Retirements	0.0	0.0	0.0										0.0	0.0
	Terminations	8.0	4.0	13.0										100.0	67.0
	% of Terms which are Retirements	0.0%	0.0%	0.0%										0.0%	0.0%
	Terminations	3.0	2.0	9.0										56.0	52.0
	Avg. EE	418.0	423.0	418.0										419.7	411.1
	Turnover Rate	0.7%	0.5%	2.2%										13.3%	12.6%
30-40 YEARS	Retirements	0.0	0.0	0.0										0.0	0.0
	Terminations	3.0	2.0	9.0										56.0	52.0
	% of Terms which are Retirements	0.0%	0.0%	0.0%										0.0%	0.0%
	Terminations	2.0	4.0	3.0										36.0	38.0
	Avg. EE	486.0	485.0	486.0										485.7	489.3
	Turnover Rate	0.4%	0.8%	0.6%										7.4%	7.8%
	Retirements	0.0	0.0	0.0										0.0	2.0
	Terminations	2.0	4.0	3.0										36.0	38.0
	% of Terms which are Retirements	0.0%	0.0%	0.0%										0.0%	5.3%
41-50 YEARS	Terminations	3.0	4.0	2.0										36.0	29.0
	Avg. EE	377.0	386.0	383.0										382.0	370.0
	Turnover Rate	0.8%	1.0%	0.5%										9.4%	7.8%
	Retirements	2.0	1.0	2.0										20.0	9.0
	Terminations	3.0	4.0	2.0										36.0	29.0
	% of Terms which are Retirements	66.7%	25.0%	100.0%										55.6%	31.0%
	Terminations	3.0	4.0	2.0										36.0	29.0
	Avg. EE	377.0	386.0	383.0										382.0	370.0
	Turnover Rate	0.8%	1.0%	0.5%										9.4%	7.8%
51-60 YEARS	Retirements	2.0	1.0	2.0										20.0	9.0
	Terminations	3.0	4.0	2.0										36.0	29.0
	% of Terms which are Retirements	66.7%	25.0%	100.0%										55.6%	31.0%
	Terminations	3.0	4.0	2.0										36.0	29.0
	Avg. EE	377.0	386.0	383.0										382.0	370.0
	Turnover Rate	0.8%	1.0%	0.5%										9.4%	7.8%
	Retirements	2.0	1.0	2.0										20.0	9.0
	Terminations	3.0	4.0	2.0										36.0	29.0
	% of Terms which are Retirements	66.7%	25.0%	100.0%										55.6%	31.0%

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		Oct.	Nov.	Dec.	Jan.	Feb.	Mar.	Apr.	May	June	Jul.	Aug.	Sept.	2020 Projected	2019 Annual
61-70 YEARS	Terminations	3.0	3.0	3.0										36.0	35.0
	Avg. EE	130.0	127.0	126.0										127.7	132.8
	Turnover Rate	2.3%	2.4%	2.4%										28.2%	26.4%
	Retirements	2.0	2.0	2.0										24.0	23.0
	Terminations	3.0	3.0	3.0										36.0	35.0
	% of Terms which are Retirements	66.7%	66.7%	66.7%										66.7%	65.7%
71+ YEARS	Terminations	1.0	1.0	0.0										8.0	3.0
	Avg. EE	10.0	10.0	11.0										10.3	10.6
	Turnover Rate	10.0%	10.0%	0.0%										77.4%	28.3%
	Retirements	1.0	1.0	0.0										8.0	2.0
	Terminations	1.0	1.0	0.0										8.0	3.0
	% of Terms which are Retirements	100.0%	100.0%	0.0%										100.0%	66.7%
Totals	Terminations	20.0	18.0	30.0										272.0	224.0
	Avg. EE	1717.0	1736.0	1717.0										1723.3	1701.4
	Turnover Rate	1.2%	1.0%	1.7%										15.8%	13.2%
	Retirements	5.0	4.0	4.0										52.0	36.0
	Terminations	20.0	18.0	30.0										272.0	224.0
	% of Terms which are Retirements	25.0%	22.2%	13.3%										19.1%	16.1%

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Turnover By Gender		Oct.	Nov.	Dec.	Jan.	Feb.	Mar.	Apr.	May	June	Jul.	Aug.	Sept.	2020 Projected	2019 Annual
MALE	Terminations	7.0	5.0	14.0										104.0	100.0
	Avg. EE	827.0	834.0	822.0										827.7	818.1
	Turnover Rate	0.8%	0.6%	1.7%										12.6%	12.2%
	Retirements	2.0	1.0	0.0										12.0	15.0
	Terminations	7.0	5.0	14.0										104.0	100.0
	% of Terms which are Retirements	28.6%	20.0%	0.0%										11.5%	15.0%
FEMALE	Terminations	13.0	13.0	16.0										168.0	124.0
	Avg. EE	890.0	902.0	895.0										895.7	883.3
	Turnover Rate	1.5%	1.4%	1.8%										18.8%	14.0%
	Retirements	3.0	3.0	4.0										40.0	21.00
	Terminations	13.0	13.0	16.0										168.0	124.0
	% of Terms which are Retirements	23.1%	23.1%	25.0%										23.8%	16.9%
Totals	Terminations	20.0	18.0	30.0										272.0	224.0
	Avg. EE	1717.0	1736.0	1717.0										1723.3	1701.4
	Turnover Rate	1.2%	1.0%	1.7%										15.8%	13.2%
	Retirements	5.0	4.0	4.0										52.0	36.0
	Terminations	20.0	18.0	30.0										272.0	224.0
	% of Terms which are Retirements	25.0%	22.2%	13.3%										19.1%	16.1%