

Collin County Turnover Report

Fiscal Year 2021

		Oct.	Nov.	Dec.	Jan.	Feb.	Mar.	Apr.	May	June	Jul.	Aug.	Sept.	2021 Projected	2020 Annual
Turnover By Department															
Admin. Services	# Term	0.0	0.0	1.0	0.0	0.0								2.4	1.0
	Avg. EE	13.0	13.0	12.0	13.0	13.0								12.8	11.8
	Turnover Rate	0.0%	0.0%	8.3%	0.0%	0.0%								18.8%	8.5%
Health Services	# Term	1.0	0.0	1.0	0.0	0.0								4.8	5.0
	Avg. EE	73.0	75.0	74.0	74.0	74.0								74.0	65.0
	Turnover Rate	1.4%	0.0%	1.4%	0.0%	0.0%								6.5%	7.7%
Budget	# Term	1.0	0.0	0.0	0.0	0.0								2.4	0.0
	Avg. EE	12.0	12.0	12.0	13.0	13.0								12.4	13.0
	Turnover Rate	8.3%	0.0%	0.0%	0.0%	0.0%								19.4%	0.0%
Human Resources	# Term	0.0	0.0	0.0	1.0	0.0								2.4	1.0
	Avg. EE	22.0	22.0	22.0	21.0	21.0								21.6	21.3
	Turnover Rate	0.0%	0.0%	0.0%	4.8%	0.0%								11.1%	4.7%
Veterans Service	# Term	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
	Turnover Rate	0.0%	0.0%	0.0%	0.0%	0.0%								0.0%	0.0%
IT	# Term	0.0	0.0	0.0	0.0	1.0								2.4	3.0
	Avg. EE	65.0	65.0	65.0	65.0	64.0								64.8	64.4
	Turnover Rate	0.0%	0.0%	0.0%	0.0%	1.6%								3.7%	4.7%
Highway Patrol	# Term	0.0	0.0	1.0	0.0	0.0								2.4	0.0
	Avg. EE	2.0	2.0	1.0	1.0	1.0								1.4	2.0
	Turnover Rate	0.0%	0.0%	100.0%	0.0%	0.0%								171.4%	0.0%
Road & Bridge	# Term	0.0	1.0	2.0	1.0	1.0								12.0	8.0
	Avg. EE	105.0	104.0	102.0	101.0	100.0								102.4	104.3
	Turnover Rate	0.0%	1.0%	2.0%	1.0%	1.0%								11.7%	7.7%
Facility Mgmt	# Term	0.0	0.0	1.0	0.0	1.0								4.8	5.0
	Avg. EE	49.0	49.0	48.0	49.0	48.0								48.6	48.8
	Turnover Rate	0.0%	0.0%	2.1%	0.0%	2.1%								9.9%	10.2%

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Const. & Projects	# Term	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
	Turnover Rate	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
	Avg. EE	12.0	12.0	13.0	13.0	13.0								12.6	12.0
	Turnover Rate	0.0%	0.0%	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								2.4	0.0
	Avg. EE	7.0	7.0	6.0	7.0	6.0								6.6	7.0
	Turnover Rate	0.0%	0.0%	0.0%	0.0%	16.7%								36.4%	0.0%
Engineering	# Term	3.0	1.0	1.0	1.0	0.0								14.4	6.0
	Avg. EE	38.0	41.0	41.0	40.0	40.0								40.0	41.8
	Turnover Rate	7.9%	2.4%	2.4%	2.5%	0.0%								36.0%	14.3%
Elections Dept.	# Term	0.0	0.0	0.0	0.0	0.0								0.0	3.0
	Avg. EE	15.0	15.0	15.0	15.0	15.0								15.0	14.4
	Turnover Rate	0.0%	0.0%	0.0%	0.0%	0.0%								0.0%	20.8%
Purchasing	# Term	0.0	0.0	0.0	0.0	0.0								0.0	2.0
	Avg. EE	15.0	16.0	16.0	15.0	16.0								15.6	16.6
	Turnover Rate	0.0%	0.0%	0.0%	0.0%	0.0%								0.0%	12.1%
County Auditor	# Term	0.0	0.0	0.0	0.0	0.0								0.0	3.0
	Avg. EE	33.0	33.0	33.0	32.0	32.0								32.6	31.3
	Turnover Rate	0.0%	0.0%	0.0%	0.0%	0.0%								0.0%	9.6%

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Juvenile Probation	# Term	0.0	0.0	0.0	1.0	0.0								2.4	4.0
	Avg. EE	45.0	47.0	48.0	47.0	47.0								46.8	44.8
	Turnover Rate	0.0%	0.0%	0.0%	2.1%	0.0%								5.1%	8.9%
Juvenile Detention	# Term	0.0	0.0	1.0	1.0	3.0								12.0	15.0
	Avg. EE	86.0	85.0	85.0	85.0	83.0								84.8	84.6
	Turnover Rate	0.0%	0.0%	1.2%	1.2%	3.6%								14.2%	17.7%
Juv. Alt. Education	# Term	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
	Turnover Rate	0.0%	0.0%	0.0%	0.0%	0.0%								0.0%	0.0%
Total Juvenile	# Term	0.0	0.0	1.0	2.0	3.0								14.4	19.0
	Avg. EE	137.0	138.0	139.0	138.0	136.0								137.6	135.4
	Turnover Rate	0.0%	0.0%	0.7%	1.4%	2.2%								10.5%	14.0%
Community Supervision	# Term	1.0	1.0	3.0	0.0	0.0								12.0	8.0
	Avg. EE	106.0	105.0	102.0	103.0	105.0								104.2	107.9
	Turnover Rate	0.9%	1.0%	2.9%	0.0%	0.0%								11.5%	7.4%
County Clerk	# Term	1.0	0.0	2.0	0.0	0.0								7.2	11.0
	Avg. EE	87.0	87.0	85.0	85.0	86.0								86.0	85.0
	Turnover Rate	1.1%	0.0%	2.4%	0.0%	0.0%								8.4%	12.9%
Sheriff's Office	# Term	2.0	0.0	2.0	2.0	2.0								19.2	17.0
	Avg. EE	185.0	187.0	186.0	188.0	186.0								186.4	183.7
	Turnover Rate	1.1%	0.0%	1.1%	1.1%	1.1%								10.3%	9.3%
Sheriff's Office Detention	# Term	5.0	9.0	9.0	3.0	4.0								72.0	68.0
	Avg. EE	309.0	302.0	302.0	306.0	310.0								305.8	312.8
	Turnover Rate	1.6%	3.0%	3.0%	1.0%	1.3%								23.5%	21.7%
Total Sheriff's Office	# Term	7.0	9.0	11.0	5.0	6.0								91.2	85.0
	Avg. EE	494.0	489.0	488.0	494.0	496.0								492.2	496.5
	Turnover Rate	1.4%	1.8%	2.3%	1.0%	1.2%								18.5%	17.1%

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District Clerk	# Term	2.0	0.0	2.0	1.0	0.0								12.0	5.0
	Avg. EE	72.0	75.0	73.0	73.0	74.0								73.4	74.3
	Turnover Rate	2.8%	0.0%	2.7%	1.4%	0.0%								16.3%	6.7%
D.A. Prosecutor	# Term	0.0	0.0	1.0	1.0	0.0								4.8	9.0
	Avg. EE	72.0	75.0	74.0	73.0	73.0								73.4	69.1
	Turnover Rate	0.0%	0.0%	1.4%	1.4%	0.0%								6.5%	13.0%
D.A. Investigators	# Term	0.0	0.0	0.0	0.0	0.0								0.0	0.0
	Avg. EE	26.0	26.0	26.0	26.0	26.0								26.0	25.9
	Turnover Rate	0.0%	0.0%	0.0%	0.0%	0.0%								0.0%	
D.A. Clerical	# Term	0.0	0.0	0.0	1.0	0.0								2.4	3.0
	Avg. EE	39.0	39.0	39.0	39.0	39.0								39.0	37.3
	Turnover Rate	0.0%	0.0%	0.0%	2.6%	0.0%								6.2%	8.0%
Total D.A.	# Term	0.0	0.0	1.0	2.0	0.0								7.2	12.0
	Avg. EE	137.0	140.0	139.0	138.0	138.0								138.4	132.3
	Turnover Rate	0.0%	0.0%	0.7%	1.4%	0.0%								5.2%	9.1%
Court Appt. Representation	# Term	0.0	0.0	0.0	0.0	0.0								0.0	2.0
	Avg. EE	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%	25.5%
199th Dist. Court	# Term	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
	Turnover Rate	0.0%	0.0%	0.0%	0.0%	0.0%								0.0%	0.0%
219th Dist. Court	# Term	0.0	0.0	0.0	1.0	0.0								2.4	0.0
	Avg. EE	3.0	3.0	3.0	3.0	3.0								3.0	3.0
	Turnover Rate	0.0%	0.0%	0.0%	33.3%	0.0%								80.0%	0.0%
296th Dist. Court	# Term	0.0	1.0	0.0	0.0	0.0								2.4	1.0
	Avg. EE	3.0	3.0	3	3.0	3.0								3.0	2.9
	Turnover Rate	0.0%	33.3%	0.0%	0.0%	0.0%								80.0%	34.3%

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366th Dist. Court	# Term	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	2.8
	Turnover Rate	0.0%	0.0%	0.0%	0.0%	0.0%								0.0%	35.3%
380th Dist. Court	# Term	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	3.9
	Turnover Rate	0.0%	0.0%	0.0%	0.0%	0.0%								0.0%	0.0%
401st Dist. Court	# Term	0.0	0.0	0.0	2.0	0.0								4.8	0.0
	Avg. EE	3.0	3.0	3.0	2.0	3.0								2.8	2.9
	Turnover Rate	0.0%	0.0%	0.0%	100.0%	0.0%								171.4%	0.0%
416th Dist. Court	# Term	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
	Turnover Rate	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
	Avg. EE	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%
429th Dist. Court	# Term	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
	Turnover Rate	0.0%	0.0%	0.0%	0.0%	0.0%								0.0%	0.0%
468th Dist. Court	# Term	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	2.9
	Turnover Rate	0.0%	0.0%	0.0%	0.0%	0.0%								0.0%	0.0%
469th Dist. Court	# Term	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
	Turnover Rate	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	0.0
	Avg. EE	7.0	7.0	7.0	7.0	7.0								7.0	6.0
	Turnover Rate	0.0%	0.0%	0.0%	0.0%	0.0%								0.0%	0.0%
471st Dist. Court	# Term	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
	Turnover Rate	0.0%	0.0%	0.0%	0.0%	0.0%								0.0%	0.0%

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Veterans Court / Valor	# Term	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
	Turnover Rate	0.0%	0.0%	0.0%	0.0%	0.0%								0.0%	0.0%
Const. Pct. 1	# Term	0.0	0.0	1.0	0.0	0.0								2.4	0.0
	Avg. EE	8.0	8.0	7.0	7.0	7.0								7.4	8.0
	Turnover Rate	0.0%	0.0%	14.3%	0.0%	0.0%								32.4%	0.0%
Const. Pct. 2	# Term	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
	Turnover Rate	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
	Avg. EE	13.0	14.0	14.0	14.0	14.0								13.8	12.9
	Turnover Rate	0.0%	0.0%	0.0%	0.0%	0.0%								0.0%	0.0%
Const. Pct. 4	# Term	0.0	0.0	1.0	1.0	0.0								4.8	0.0
	Avg. EE	7.0	8.0	7.0	7.0	7.0								7.2	7.0
	Turnover Rate	0.0%	0.0%	14.3%	14.3%	0.0%								66.7%	0.0%
CCAL 1	# Term	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
	Turnover Rate	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
	Avg. EE	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%
CCAL 3	# Term	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
	Turnover Rate	0.0%	0.0%	0.0%	0.0%	0.0%								0.0%	0.0%
CCAL 4	# Term	0.0	0.0	1.0	0.0	0.0								2.4	0.0
	Avg. EE	3.0	3.0	2.0	2.0	3.0								2.6	3.0
	Turnover Rate	0.0%	0.0%	50.0%	0.0%	0.0%								92.3%	0.0%
CCAL 5	# Term	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
	Turnover Rate	0.0%	0.0%	0.0%	0.0%	0.0%								0.0%	0.0%

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CCAL 6	# Term	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
	Turnover Rate	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								0.0	0.0
	Avg. EE	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%
Probate Court	# Term	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
	Turnover Rate	0.0%	0.0%	0.0%	0.0%	0.0%								0.0%	0.0%
County Ext. Services	# Term	0.0	0.0	0.0	1.0	0.0								2.4	1.0
	Avg. EE	6.0	6.0	6.0	5.0	5.0								5.6	5.5
	Turnover Rate	0.0%	0.0%	0.0%	20.0%	0.0%								42.9%	18.2%
JP #1	# Term	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	6.9
	Turnover Rate	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	1.0
	Avg. EE	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%	25.5%
JP #3	# Term	0.0	0.0	0.0	1.0	0.0								2.4	0.0
	Avg. EE	11.0	11.0	11.0	11.0	11.0								11.0	3.6
	Turnover Rate	0.0%	0.0%	0.0%	9.1%	0.0%								21.8%	0.0%
JP #4	# Term	0.0	0.0	0.0	0.0	0.0								0.0	4.0
	Avg. EE	4.0	6.0	6.0	6.0	6.0								5.6	5.6
	Turnover Rate	0.0%	0.0%	0.0%	0.0%	0.0%								0.0%	71.6%
Tax Assessor/Collector	# Term	2.0	1.0	1.0	0.0	0.0								9.6	14.0
	Avg. EE	96.0	94.0	93.0	92.0	91.0								93.2	94.9
	Turnover Rate	2.1%	1.1%	1.1%	0.0%	0.0%								10.3%	14.7%

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Turnover For County Overall														
Terminations	18.0	14.0	31.0	19.0	13.0								228.0	206.0
Avg. EE	1742.0	1750.0	1732.0	1733.0	1735.0								1738.4	1727.3
Turnover Rate	1.0%	0.8%	1.8%	1.1%	0.7%								13.1%	11.9%
Retirements	2.0	2.0	7.0	4.0	4.0								45.6	39.0
Terminations	18.0	14.0	31.0	19.0	13.0								228.0	206.0
% of Terms which are Retirements	11.1%	14.3%	22.6%	21.1%	30.8%								20.0%	18.9%
Involuntary	0.0	3.0	6.0	0.0	2.0								26.4	31.0
Terminations	18.0	14.0	31.0	19.0	13.0								228.0	206.0
% of Terms which are Involuntary	0.0%	21.4%	19.4%	0.0%	15.4%								11.6%	15.0%

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Turnover By Length of Service		Oct.	Nov.	Dec.	Jan.	Feb.	Mar.	Apr.	May	June	Jul.	Aug.	Sept.	2021 Projected	2020 Annual
0-5 YEARS	Terminations	11.0	12.0	19.0	14.0	6.0								148.8	149.0
	Avg. EE	853.0	854.0	841.0	840.0	844.0								846.4	857.3
	Turnover Rate	1.3%	1.4%	2.3%	1.7%	0.7%								17.6%	17.4%
	Retirements	0.0	0.0	0.0	0.0	0.0								0.0	3.0
	Terminations	11.0	12.0	19.0	14.0	6.0								148.8	149.0
	% of Terms which are Retirements	0.0%	0.0%	0.0%	0.0%	0.0%								0.0%	2.0%
6-10 YEARS	Terminations	4.0	0.0	4.0	0.0	1.0								21.6	17.0
	Avg. EE	294.0	297.0	298.0	302.0	301.0								298.4	274.2
	Turnover Rate	1.4%	0.0%	1.3%	0.0%	0.3%								7.2%	6.2%
	Retirements	0.0	0.0	2.0	0.0	1.0								7.2	6.0
	Terminations	4.0	0.0	4.0	0.0	1.0								21.6	17.0
	% of Terms which are Retirements	0.0%	0.0%	50.0%	0.0%	100.0%								33.3%	35.3%
11-15 YEARS	Terminations	0.0	0.0	4.0	0.0	2.0								14.4	13.0
	Avg. EE	225.0	230.0	226.0	227.0	225.0								226.6	224.4
	Turnover Rate	0.0%	0.0%	1.8%	0.0%	0.9%								6.4%	5.8%
	Retirements	0.0	0.0	3.0	0.0	0.0								7.2	7.0
	Terminations	0.0	0.0	4.0	0.0	2.0								14.4	13.0
	% of Terms which are Retirements	0.0%	0.0%	75.0%	0.0%	0.0%								50.0%	53.8%
16-20 YEARS	Terminations	0.0	2.0	3.0	2.0	1.0								19.2	11.0
	Avg. EE	208.0	205.0	201	198.0	199.0								202.2	218.0
	Turnover Rate	0.0%	1.0%	1.5%	1.0%	0.5%								9.5%	5.0%
	Retirements	0.0	2.0	1.0	1.0	1.0								12.0	5.0
	Terminations	0.0	2.0	3.0	2.0	1.0								19.2	11.0
	% of Terms which are Retirements	0.0%	100.0%	33.3%	50.0%	100.0%								62.5%	45.5%

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		Oct.	Nov.	Dec.	Jan.	Feb.	Mar.	Apr.	May	June	Jul.	Aug.	Sept.	2021 Projected	2020 Annual	
21+	Terminations	3.0	0.0	1.0	3.0	3.0								24.0	21.0	
	Avg. EE	162.0	164.0	166.0	166.0	166.0								164.8	153.7	
	Turnover Rate	1.9%	0.0%	0.6%	1.8%	1.8%								14.6%	13.7%	
	Retirements	2.0	0.0	1.0	3.0	2.0								19.2	18.0	
	Terminations	3.0	0.0	1.0	3.0	3.0								24.0	21.0	
	% of Terms which are Retirements	66.7%	0.0%	100.0%	100.0%	66.7%								80.0%	85.7%	
	Totals	Terminations	18.0	14.0	31.0	19.0	13.0								228.0	211.0
	Avg. EE	1742.0	1750.0	1732.0	1733.0	1735.0									1738.4	1727.4
	Turnover Rate	1.0%	0.8%	1.8%	1.1%	0.7%									13.1%	12.2%
	Retirements	2.0	2.0	7.0	4.0	4.0								45.6	39.0	
	Terminations	18.0	14.0	31.0	19.0	13.0								228.0	211.0	
	% of Terms which are Retirements	11.1%	14.3%	22.6%	21.1%	30.8%								20.0%	18.5%	

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Turnover By Age Group		Oct.	Nov.	Dec.	Jan.	Feb.	Mar.	Apr.	May	June	Jul.	Aug.	Sept.	2021 Projected	2020 Annual
< 30 YEARS	Terminations	7.0	5.0	8.0	5.0	2.0								64.8	68.0
	Avg. EE	278.0	278.0	275.0	277.0	279.0								277.4	289.6
	Turnover Rate	2.5%	1.8%	2.9%	1.8%	0.7%								23.4%	23.5%
	Retirements	0.0	0.0	0.0	0.0	0.0								0.0	0.0
	Terminations	7.0	5.0	8.0	5.0	2.0								64.8	68.0
	% of Terms which are Retirements	0.0%	0.0%	0.0%	0.0%	0.0%								0.0%	0.0%
30-40 YEARS	Terminations	2.0	2.0	7.0	6.0	0.0								40.8	45.0
	Avg. EE	450.0	458.0	452.0	448.0	449.0								451.4	426.5
	Turnover Rate	0.4%	0.4%	1.5%	1.3%	0.0%								9.0%	10.6%
	Retirements	0.0	0.0	0.0	0.0	0.0								0.0	0.0
	Terminations	2.0	2.0	7.0	6.0	0.0								40.8	45.0
	% of Terms which are Retirements	0.0%	0.0%	0.0%	0.0%	0.0%								0.0%	0.0%
41-50 YEARS	Terminations	4.0	2.0	4.0	3.0	6.0								45.6	36.0
	Avg. EE	485.0	488.0	484.0	477.0	473.0								481.4	490.0
	Turnover Rate	0.8%	0.4%	0.8%	0.6%	1.3%								9.5%	7.3%
	Retirements	0.0	0.0	0.0	0.0	0.0								0.0	2.0
	Terminations	4.0	2.0	4.0	3.0	6.0								45.6	36.0
	% of Terms which are Retirements	0.0%	0.0%	0.0%	0.0%	0.0%								0.0%	5.6%
51-60 YEARS	Terminations	3.0	3.0	3.0	1.0	2.0								28.8	34.0
	Avg. EE	386.0	380.0	382.0	393.0	396.0								387.4	380.8
	Turnover Rate	0.8%	0.8%	0.8%	0.3%	0.5%								7.4%	8.9%
	Retirements	2.0	0.0	0.0	1.0	2.0								12.0	20.0
	Terminations	3.0	3.0	3.0	1.0	2.0								28.8	31.0
	% of Terms which are Retirements	66.7%	0.0%	0.0%	100.0%	100.0%								41.7%	64.5%

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		Oct.	Nov.	Dec.	Jan.	Feb.	Mar.	Apr.	May	June	Jul.	Aug.	Sept.	2021 Projected	2020 Annual	
61-70 YEARS	Terminations	2.0	2.0	9.0	4.0	3.0								48.0	25.0	
	Avg. EE	133.0	136.0	129.0	128.0	128.0								130.8	130.1	
	Turnover Rate	1.5%	1.5%	7.0%	3.1%	2.3%								36.7%	19.2%	
	Retirements	0.0	2.0	7.0	3.0	2.0									33.6	17.0
	Terminations	2.0	2.0	9.0	4.0	3.0									48.0	25.0
	% of Terms which are Retirements	0.0%	100.0%	77.8%	75.0%	66.7%									70.0%	68.0%
71+ YEARS	Terminations	0.0	0.0	0.0	0.0	0.0								0.0	3.0	
	Avg. EE	10.0	10.0	10.0	10.0	10.0								10.0	10.4	
	Turnover Rate	0.0%	0.0%	0.0%	0.0%	0.0%								0.0%	28.8%	
	Retirements	0.0	0.0	0.0	0.0	0.0									0.0	3.0
	Terminations	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%	100.0%
Totals	Terminations	18.0	14.0	31.0	19.0	13.0								228.0	211.0	
	Avg. EE	1742.0	1750.0	1732.0	1733.0	1735.0								1738.4	1727.4	
	Turnover Rate	1.0%	0.8%	1.8%	1.1%	0.7%								13.1%	12.2%	
	Retirements	2.0	2.0	7.0	4.0	4.0									45.6	39.0
	Terminations	18.0	14.0	31.0	19.0	13.0									228.0	211.0
	% of Terms which are Retirements	11.1%	14.3%	22.6%	21.1%	30.8%									20.0%	18.5%

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Turnover By Gender		Oct.	Nov.	Dec.	Jan.	Feb.	Mar.	Apr.	May	June	Jul.	Aug.	Sept.	2021 Projected	2020 Annual	
MALE	Terminations	7.0	9.0	16.0	7.0	9.0								115.2	99.0	
	Avg. EE	821.0	823.0	817.0	822.0	820.0								820.6	819.8	
	Turnover Rate	0.9%	1.1%	2.0%	0.9%	1.1%								14.0%	12.1%	
	Retirements	1.0	2.0	2.0	1.0	3.0									21.6	19.0
	Terminations	7.0	9.0	16.0	7.0	9.0									115.2	99.0
	% of Terms which are Retirements	14.3%	22.2%	12.5%	14.3%	33.3%									18.8%	16.2%
FEMALE	Terminations	11.0	5.0	15.0	12.0	4.0								112.8	112.0	
	Avg. EE	921.0	927.0	915.0	911.0	915.0								917.8	907.8	
	Turnover Rate	1.2%	0.5%	1.6%	1.3%	0.4%								12.3%	12.3%	
	Retirements	1.0	0.0	5.0	3.0	1.0									24.0	23.00
	Terminations	11.0	5.0	15.0	12.0	4.0									112.8	112.0
	% of Terms which are Retirements	9.1%	0.0%	33.3%	25.0%	25.0%									21.3%	20.5%
Totals	Terminations	18.0	14.0	31.0	19.0	13.0								228.0	211.0	
	Avg. EE	1742.0	1750.0	1732.0	1733.0	1735.0								1738.4	1727.4	
	Turnover Rate	1.0%	0.8%	1.8%	1.1%	0.7%								13.1%	12.2%	
	Retirements	2.0	2.0	7.0	4.0	4.0									45.6	39.0
	Terminations	18.0	14.0	31.0	19.0	13.0									228.0	211.0
	% of Terms which are Retirements	11.1%	14.3%	22.6%	21.1%	30.8%									20.0%	18.5%