

Collin County Turnover Report

Fiscal Year 2018

		Oct.	Nov.	Dec.	Jan.	Feb.	Mar.	Apr.	May	June	Jul.	Aug.	Sept.	2019 Projected	2018 Annual
Turnover By Department															
Admin. Services	# Term	0.0	0.0	0.0	0.0									0.0	0.0
	Avg. EE	8.0	9.0	9.0	9.0									8.8	8.0
	Turnover Rate	0.0%	0.0%	0.0%	0.0%									0.0%	0.0%
Health Services	# Term	2.0	0.0	0.0	1.0									9.0	3.0
	Avg. EE	61.0	63.0	63.0	62.0									62.3	62.7
	Turnover Rate	3.3%	0.0%	0.0%	1.6%									14.5%	4.8%
Budget	# Term	0.0	0.0	0.0	0.0									0.0	3.0
	Avg. EE	12.0	12.0	12.0	12.0									12.0	12.5
	Turnover Rate	0.0%	0.0%	0.0%	0.0%									0.0%	24.0%
Human Resources	# Term	0.0	0.0	1.0	1.0									6.0	1.0
	Avg. EE	21.0	21.0	20.0	19.0									20.3	20.6
	Turnover Rate	0.0%	0.0%	5.0%	5.3%									29.6%	4.9%
Veterans Service	# Term	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
	Turnover Rate	0.0%	0.0%	0.0%	0.0%									0.0%	0.0%
IT	# Term	0.0	0.0	0.0	0.0									0.0	3.0
	Avg. EE	60.0	60.0	60.0	60.0									60.0	60.1
	Turnover Rate	0.0%	0.0%	0.0%	0.0%									0.0%	5.0%
Highway Patrol	# Term	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
	Turnover Rate	0.0%	0.0%	0.0%	0.0%									0.0%	0.0%
Road & Bridge	# Term	0.0	0.0	0.0	1.0									3.0	9.0
	Avg. EE	104.0	105.0	107.0	106.0									105.5	103.4
	Turnover Rate	0.0%	0.0%	0.0%	0.9%									2.8%	8.7%
Facility Mgmt	# Term	0.0	0.0	0.0	1.0									3.0	5.0
	Avg. EE	48.0	48.0	48.0	47.0									47.8	48.9
	Turnover Rate	0.0%	0.0%	0.0%	2.1%									6.3%	10.2%

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Fiscal Year 2018

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Const. & Projects	# Term	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
	Turnover Rate	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
	Avg. EE	11.0	11.0	11.0	11.0									11.0	10.0
	Turnover Rate	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									0.0	
	Avg. EE	6.0	7.0	7.0	7.0									6.8	
	Turnover Rate	0.0%	0.0%	0.0%	0.0%									0.0%	
Engineering	# Term	0.0	2.0	0.0	0.0									6.0	8.0
	Avg. EE	40.0	39.0	40.0	42.0									40.3	39.5
	Turnover Rate	0.0%	5.1%	0.0%	0.0%									14.9%	20.3%
Elections Dept.	# Term	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
	Turnover Rate	0.0%	0.0%	0.0%	0.0%									0.0%	0.0%
Purchasing	# Term	0.0	1.0	0.0	0.0									3.0	3.0
	Avg. EE	15.0	14.0	15.0	16.0									15.0	14.2
	Turnover Rate	0.0%	7.1%	0.0%	0.0%									20.0%	21.2%
County Auditor	# Term	0.0	0.0	0.0	0.0									0.0	3.0
	Avg. EE	31.0	32.0	32.0	32.0									31.8	31.7
	Turnover Rate	0.0%	0.0%	0.0%	0.0%									0.0%	9.5%

Collin County Turnover Report

Fiscal Year 2018

		Oct.	Nov.	Dec.	Jan.	Feb.	Mar.	Apr.	May	June	Jul.	Aug.	Sept.	2019 Projected	2018 Annual
Juvenile Probation	# Term	0.0	0.0	0.0	0.0									0.0	1.0
	Avg. EE	44.0	44.0	44.0	45.0									44.3	43.8
	Turnover Rate	0.0%	0.0%	0.0%	0.0%									0.0%	2.3%
Juvenile Detention	# Term	1.0	0.0	3.0	0.0									12.0	11.0
	Avg. EE	85.0	88.0	86.0	87.0									86.5	87.3
	Turnover Rate	1.2%	0.0%	3.5%	0.0%									13.9%	12.6%
Juv. Alt. Education	# Term	0.0	1.0	0.0	0.0									3.0	1.0
	Avg. EE	6.0	5.0	5.0	6.0									5.5	5.8
	Turnover Rate	0.0%	20.0%	0.0%	0.0%									54.5%	17.4%
Total Juvenile	# Term	1.0	1.0	3.0	0.0									15.0	13.0
	Avg. EE	135.0	137.0	135.0	138.0									136.3	136.9
	Turnover Rate	0.7%	0.7%	2.2%	0.0%									11.0%	9.5%
Community Supervision	# Term	0.0	0.0	0.0	4.0									12.0	10.0
	Avg. EE	108.0	109.0	110.0	106.0									108.3	106.8
	Turnover Rate	0.0%	0.0%	0.0%	3.8%									11.1%	9.4%
County Clerk	# Term	1.0	0.0	2.0	0.0									9.0	6.0
	Avg. EE	81.0	84.0	83.0	83.0									82.8	82.3
	Turnover Rate	1.2%	0.0%	2.4%	0.0%									10.9%	7.3%
Sheriff's Office	# Term	1.0	0.0	3.0	3.0									21.0	27.0
	Avg. EE	172.0	175.0	175.0	176.0									174.5	169.5
	Turnover Rate	0.6%	0.0%	1.7%	1.7%									12.0%	15.9%
Sheriff's Office Detention	# Term	6.0	10.0	5.0	5.0									78.0	67.0
	Avg. EE	329.0	317.0	315.0	314.0									318.8	328.5
	Turnover Rate	1.8%	3.2%	1.6%	1.6%									24.5%	20.4%
Total Sheriff's Office	# Term	7.0	10.0	8.0	8.0									99.0	94.0
	Avg. EE	501.0	492.0	490.0	490.0									493.3	498.0
	Turnover Rate	1.4%	2.0%	1.6%	1.6%									20.1%	18.9%

Collin County Turnover Report

Fiscal Year 2018

		Oct.	Nov.	Dec.	Jan.	Feb.	Mar.	Apr.	May	June	Jul.	Aug.	Sept.	2019 Projected	2018 Annual
District Clerk	# Term	0.0	0.0	0.0	1.0									3.0	8.0
	Avg. EE	77.0	77.0	78.0	77.0									77.3	76.1
	Turnover Rate	0.0%	0.0%	0.0%	1.3%									3.9%	10.5%
D.A. Prosecutor	# Term	0.0	1.0	2.0	1.0									12.0	7.0
	Avg. EE	65.0	67.0	66.0	68.0									66.5	65.3
	Turnover Rate	0.0%	1.5%	3.0%	1.5%									18.0%	10.7%
D.A. Investigators	# Term	0.0	0.0	0.0	0.0									0.0	0.0
	Avg. EE	26.0	26.0	26.0	26.0									26.0	24.8
	Turnover Rate	0.0%	0.0%	0.0%	0.0%									0.0%	0.0%
D.A. Clerical	# Term	0.0	0.0	1.0	2.0									9.0	4.0
	Avg. EE	31.0	31.0	30.0	28.0									30.0	32.2
	Turnover Rate	0.0%	0.0%	3.3%	7.1%									30.0%	12.4%
Total D.A.	# Term	0.0	1.0	3.0	3.0									21.0	11.0
	Avg. EE	122.0	124.0	122.0	122.0									122.5	122.3
	Turnover Rate	0.0%	0.8%	2.5%	2.5%									17.1%	9.0%
Court Appt. Representation	# Term	0.0	1.0	0.0	0.0									3.0	0.0
	Avg. EE	6.0	5.0	8.0	8.0									6.8	6.0
	Turnover Rate	0.0%	20.0%	0.0%	0.0%									44.4%	0.0%
199th Dist. Court	# Term	0.0	0.0	0.0	0.0									0.0	0.0
	Avg. EE	3.0	3.0	3.0	3.0									3.0	4.0
	Turnover Rate	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
	Avg. EE	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%
296th Dist. Court	# Term	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
	Turnover Rate	0.0%	0.0%	0.0%	0.0%									0.0%	0.0%

Collin County Turnover Report

Fiscal Year 2018

		Oct.	Nov.	Dec.	Jan.	Feb.	Mar.	Apr.	May	June	Jul.	Aug.	Sept.	2019 Projected	2018 Annual
366th Dist. Court	# Term	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
	Turnover Rate	0.0%	0.0%	0.0%	0.0%									0.0%	0.0%
380th Dist. Court	# Term	0.0	0.0	0.0	0.0									0.0	1.0
	Avg. EE	7.0	7.0	7.0	7.0									7.0	5.7
	Turnover Rate	0.0%	0.0%	0.0%	0.0%									0.0%	17.6%
401st Dist. Court	# Term	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
	Turnover Rate	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
	Avg. EE	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%
417th Dist. Court	# Term	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
	Turnover Rate	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
	Avg. EE	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%
469th Dist. Court	# Term	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
	Turnover Rate	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
	Avg. EE	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%
Const. Pct. 1	# Term	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
	Turnover Rate	0.0%	0.0%	0.0%	0.0%									0.0%	0.0%

Collin County Turnover Report

Fiscal Year 2018

		Oct.	Nov.	Dec.	Jan.	Feb.	Mar.	Apr.	May	June	Jul.	Aug.	Sept.	2019 Projected	2018 Annual
Const. Pct. 2	# Term	0.0	0.0	0.0	0.0									0.0	1.0
	Avg. EE	4.0	4.0	4.0	4.0									4.0	3.8
	Turnover Rate	0.0%	0.0%	0.0%	0.0%									0.0%	26.1%
Const. Pct. 3	# Term	0.0	0.0	0.0	0.0									0.0	1.0
	Avg. EE	12.0	13.0	13.0	13.0									12.8	10.8
	Turnover Rate	0.0%	0.0%	0.0%	0.0%									0.0%	9.2%
Const. Pct. 4	# Term	0.0	0.0	0.0	0.0									0.0	0.0
	Avg. EE	7.0	7.0	6.0	7.0									6.8	7.0
	Turnover Rate	0.0%	0.0%	0.0%	0.0%									0.0%	0.0%
CCAL 1	# Term	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
	Turnover Rate	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
	Avg. EE	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%
CCAL 3	# Term	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
	Turnover Rate	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
	Avg. EE	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%
CCAL 5	# Term	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
	Turnover Rate	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
	Avg. EE	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%

Collin County Turnover Report

Fiscal Year 2018

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CCAL 7	# Term	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
	Turnover Rate	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	1.0
	Avg. EE	4.0	4.0	4.0	4.0									4.0	4.0
	Turnover Rate	0.0%	0.0%	0.0%	0.0%									0.0%	25.0%
County Ext. Services	# Term	0.0	0.0	0.0	0.0									0.0	1.0
	Avg. EE	5.0	5.0	5.0	5.0									5.0	4.2
	Turnover Rate	0.0%	0.0%	0.0%	0.0%									0.0%	24.0%
JP #1	# Term	0.0	0.0	0.0	0.0									0.0	0.0
	Avg. EE	9.0	9.0	10.0	10.0									9.5	8.8
	Turnover Rate	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
	Avg. EE	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%
JP #3-1	# Term	0.0	0.0	0.0	0.0									0.0	0.0
	Avg. EE	6.0	6.0	6.0	6.0									6.0	5.7
	Turnover Rate	0.0%	0.0%	0.0%	0.0%									0.0%	0.0%
JP #3-2	# Term	0.0	0.0	0.0	0.0									0.0	2.0
	Avg. EE	4.0	4.0	4.0	4.0									4.0	3.5
	Turnover Rate	0.0%	0.0%	0.0%	0.0%									0.0%	57.1%
JP #4	# Term	0.0	0.0	0.0	0.0									0.0	3.0
	Avg. EE	7.0	7.0	7.0	7.0									7.0	6.2
	Turnover Rate	0.0%	0.0%	0.0%	0.0%									0.0%	48.6%
Tax Assessor/Collector	# Term	0.0	0.0	1.0	1.0									6.0	17.0
	Avg. EE	95.0	95.0	98.0	97.0									96.3	96.1
	Turnover Rate	0.0%	0.0%	1.0%	1.0%									6.2%	17.7%

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Turnover For County Overall														
Terminations	11.0	16.0	18.0	21.0									198.0	208.0
Avg. EE	1693.0	1696.0	1700.0	1697.0									1696.5	1689.6
Turnover Rate	0.6%	0.9%	1.1%	1.2%									11.7%	12.3%
Retirements	1.0	2.0	4.0	7.0									42.0	39.0
Terminations	11.0	16.0	18.0	21.0									198.0	208.0
% of Terms which are Retirements	9.1%	12.5%	22.2%	33.3%									21.2%	18.8%
Involuntary	1.0	3.0	0.0	1.0									15.0	30.0
Terminations	11.0	16.0	18.0	21.0									198.0	208.0
% of Terms which are Involuntary	9.1%	18.8%	0.0%	4.8%									7.6%	14.4%

Collin County Turnover Report

Fiscal Year 2018

Turnover By Length of Service		Oct.	Nov.	Dec.	Jan.	Feb.	Mar.	Apr.	May	June	Jul.	Aug.	Sept.	2019 Projected	2018 Annual
0-5 YEARS	Terminations	10.0	11.0	11.0	9.0									123.0	147.0
	Avg. EE	822.0	823.0	823.0	821.0									822.3	827.1
	Turnover Rate	1.2%	1.3%	1.3%	1.1%									15.0%	17.8%
	Retirements	0.0	0.0	0.0	0.0									0.0	3.0
	Terminations	10.0	11.0	11.0	9.0									123.0	147.0
	% of Terms which are Retirements	0.0%	0.0%	0.0%	0.0%									0.0%	2.0%
6-10 YEARS	Terminations	0.0	1.0	3.0	3.0									21.0	17.0
	Avg. EE	266.0	268.0	273.0	278.0									271.3	268.5
	Turnover Rate	0.0%	0.4%	1.1%	1.1%									7.7%	6.3%
	Retirements	0.0	1.0	0.0	1.0									6.0	3.0
	Terminations	0.0	1.0	3.0	3.0									21.0	17.0
	% of Terms which are Retirements	0.0%	100.0%	0.0%	33.3%									28.6%	17.6%
11-15 YEARS	Terminations	0.0	0.0	1.0	3.0									12.0	11.0
	Avg. EE	246.0	245.0	243.0	238.0									243.0	253.8
	Turnover Rate	0.0%	0.0%	0.4%	1.3%									4.9%	4.3%
	Retirements	0.0	0.0	1.0	2.0									9.0	5.0
	Terminations	0.0	0.0	1.0	3.0									12.0	11.0
	% of Terms which are Retirements	0.0%	0.0%	100.0%	66.7%									75.0%	45.5%
16-20 YEARS	Terminations	0.0	3.0	2.0	5.0									30.0	18.0
	Avg. EE	220.0	221.0	222	221.0									221.0	206.0
	Turnover Rate	0.0%		1.4%	0.9%									13.6%	8.7%
	Retirements	0.0	1.0	2.0	3.0									18.0	13.0
	Terminations	0.0	3.0	2.0	5.0									30.0	18.0
	% of Terms which are Retirements	0.0%	33.3%	100.0%	60.0%									60.0%	72.2%

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Fiscal Year 2018

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21+	Terminations	1.0	1.0	1.0	1.0									12.0	15.0
	Avg. EE	139.0	139.0	139.0	139.0									139.0	134.2
	Turnover Rate	0.7%	0.7%	0.7%	0.7%									8.6%	11.2%
	Retirements	1.0	0.0	1.0	1.0									9.0	15.0
	Terminations	1.0	1.0	1.0	1.0									12.0	15.0
	% of Terms which are Retirements	100.0%	0.0%	100.0%	100.0%									75.0%	100.0%
Totals	Terminations	11.0	16.0	18.0	21.0									198.0	208.0
	Avg. EE	1693.0	1696.0	1700.0	1697.0									1696.5	1689.6
	Turnover Rate	0.6%	0.9%	1.1%	1.2%									11.7%	12.3%
	Retirements	1.0	2.0	4.0	7.0									42.0	39.0
	Terminations	11.0	16.0	18.0	21.0									198.0	208.0
	% of Terms which are Retirements	9.1%	12.5%	22.2%	33.3%									21.2%	18.8%

Collin County Turnover Report

Fiscal Year 2018

Turnover By Age Group		Oct.	Nov.	Dec.	Jan.	Feb.	Mar.	Apr.	May	June	Jul.	Aug.	Sept.	2019 Projected	2018 Annual
< 30 YEARS	Terminations	7.0	5.0	6.0	3.0									63.0	76.0
	Avg. EE	282.0	280.0	280.0	285.0									281.8	285.2
	Turnover Rate	2.5%	1.8%	2.1%	1.1%									22.4%	26.7%
	Retirements	0.0	0.0	0.0	0.0									0.0	0.0
	Terminations	7.0	5.0	6.0	3.0									63.0	76.0
	% of Terms which are Retirements	0.0%	0.0%	0.0%	0.0%									0.0%	0.0%
30-40 YEARS	Terminations	1.0	3.0	6.0	4.0									42.0	40.0
	Avg. EE	410.0	413.0	410.0	408.0									410.3	422.9
	Turnover Rate	0.2%	0.7%	1.5%	1.0%									10.2%	9.5%
	Retirements	0.0	0.0	0.0	0.0									0.0	0.0
	Terminations	1.0	3.0	6.0	4.0									42.0	40.0
	% of Terms which are Retirements	0.0%	0.0%	0.0%	0.0%									0.0%	0.0%
41-50 YEARS	Terminations	2.0	3.0	1.0	6.0									36.0	28.0
	Avg. EE	483.0	485.0	492.0	486.0									486.5	470.8
	Turnover Rate	0.4%	0.6%	0.2%	1.2%									7.4%	5.9%
	Retirements	0.0	0.0	1.0	0.0									3.0	3.0
	Terminations	2.0	3.0	1.0	6.0									36.0	28.0
	% of Terms which are Retirements	0.0%	0.0%	100.0%	0.0%									8.3%	10.7%
51-60 YEARS	Terminations	0.0	3.0	0.0	2.0									15.0	32.0
	Avg. EE	367.0	366.0	368.0	371.0									368.0	363.3
	Turnover Rate	0.0%	0.8%	0.0%	0.5%									4.1%	8.8%
	Retirements	0.0	1.0	0.0	1.0									6.0	9.0
	Terminations	0.0	3.0	0.0	2.0									15.0	32.0
	% of Terms which are Retirements	0.0%	33.3%	0.0%	50.0%									40.0%	28.1%

Collin County Turnover Report

Fiscal Year 2018

		Oct.	Nov.	Dec.	Jan.	Feb.	Mar.	Apr.	May	June	Jul.	Aug.	Sept.	2019 Projected	2018 Annual
61-70 YEARS	Terminations	0.0	2.0	5.0	6.0									39.0	30.0
	Avg. EE	140.0	140.0	138.0	135.0									138.3	136.3
	Turnover Rate	0.0%	1.4%	3.6%	4.4%									28.2%	22.0%
	Retirements	0.0	1.0	3.0	6.0									30.0	25.0
	Terminations	0.0	2.0	5.0	6.0									39.0	30.0
	% of Terms which are Retirements	0.0%	50.0%	60.0%	100.0%									76.9%	83.3%
71+ YEARS	Terminations	1.0	0.0	0.0	0.0									3.0	2.0
	Avg. EE	11.0	12.0	12.0	12.0									11.8	11.2
	Turnover Rate	9.1%	0.0%	0.0%	0.0%									25.5%	17.9%
	Retirements	1.0	0.0	0.0	0.0									3.0	2.0
	Terminations	1.0	0.0	0.0	0.0									3.0	2.0
	% of Terms which are Retirements	100.0%	0.0%	0.0%	0.0%									100.0%	100.0%
Totals	Terminations	11.0	16.0	18.0	21.0									198.0	208.0
	Avg. EE	1693.0	1696.0	1700.0	1697.0									1696.5	1689.6
	Turnover Rate	0.6%	0.9%	1.1%	1.2%									11.7%	12.3%
	Retirements	1.0	2.0	4.0	7.0									42.0	39.0
	Terminations	11.0	16.0	18.0	21.0									198.0	208.0
	% of Terms which are Retirements	9.1%	12.5%	22.2%	33.3%									21.2%	18.8%

Collin County Turnover Report

Fiscal Year 2018

Turnover By Gender

		Oct.	Nov.	Dec.	Jan.	Feb.	Mar.	Apr.	May	June	Jul.	Aug.	Sept.	2019 Projected	2018 Annual
MALE	Terminations	4.0	11.0	11.0	10.0									108.0	114.0
	Avg. EE	823.0	816.0	815.0	810.0									816.0	820.7
	Turnover Rate	0.5%	1.3%	1.3%	1.2%									13.2%	13.9%
	Retirements	0.0	1.0	1.0	3.0									15.0	24.0
	Terminations	4.0	11.0	11.0	10.0									108.0	114.0
	% of Terms which are Retirements	0.0%	9.1%	9.1%	30.0%									13.9%	21.1%
FEMALE	Terminations	7.0	5.0	7.0	11.0									90.0	94.0
	Avg. EE	870.0	880.0	885.0	887.0									880.5	868.9
	Turnover Rate	0.8%	0.6%	0.8%	1.2%									10.2%	10.8%
	Retirements	1.0	1.0	3.0	4.0									27.0	15.0
	Terminations	7.0	5.0	7.0	11.0									90.0	94.0
	% of Terms which are Retirements	14.3%	20.0%	42.9%	36.4%									30.0%	16.0%
Totals	Terminations	11.0	16.0	18.0	21.0									198.0	208.0
	Avg. EE	1693.0	1696.0	1700.0	1697.0									1696.5	1689.6
	Turnover Rate	0.6%	0.9%	1.1%	1.2%									11.7%	12.3%
	Retirements	1.0	2.0	4.0	7.0									42.0	39.0
	Terminations	11.0	16.0	18.0	21.0									198.0	208.0
	% of Terms which are Retirements	9.1%	12.5%	22.2%	33.3%									21.2%	18.8%