

Collin County Turnover Report

Fiscal Year 2023

		Oct.	Nov.	Dec.	Jan.	Feb.	Mar.	Apr.	May	June	Jul.	Aug.	Sept.	2023 Projected	2022 Actual
Turnover By Department															
Admin. Services	# Term	0	0	1	0	0	0	0	0	0	1	1		3.3	3.0
	Avg. EE	17	17	16	16	17	17	17	17	17	16	16		16.6	13.9
	Turnover Rate	0.0%	0.0%	6.3%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	6.3%	6.3%		19.7%
Health Services	# Term	1	0	0	1	1	2	1	0	1	1	0		8.7	16.0
	Avg. EE	88	89	89	88	87	87	87	87	87	86	86		87.4	84.4
	Turnover Rate	1.1%	0.0%	0.0%	1.1%	1.1%	2.3%	1.1%	0.0%	1.1%	1.2%	0.0%		10.0%	19.0%
Budget	# Term	0	1	0	0	0	0	0	0	1	0	1		3.3	1.0
	Avg. EE	13	12	12	12	13	13	13	13	12	13	12		12.5	12.8
	Turnover Rate	0.0%	8.3%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	8.3%	0.0%	8.3%		26.1%
Human Resources	# Term	1	0	0	0	0	0	0	1	0	0	0		2.2	2.0
	Avg. EE	23	23	23	23	23	24	23	22	24	24	24		23.3	21.8
	Turnover Rate	4.3%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	4.5%	0.0%	0.0%	0.0%		9.4%
Veterans Service	# Term	0	0	0	0	0	0	0	0	0	0	0		0.0	1.0
	Avg. EE	3	3	3	3	3	3	3	3	3	3	3		3.0	2.7
	Turnover Rate	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%		0.0%
IT	# Term	0	0	1	0	1	0	0	0	1	0	0		3.3	7.0
	Avg. EE	65	65	64	64	63	64	64	64	63	64	65		64.1	63.3
	Turnover Rate	0.0%	0.0%	1.6%	0.0%	1.6%	0.0%	0.0%	0.0%	0.0%	1.6%	0.0%	0.0%		5.1%
Highway Patrol	# Term	0	0	1	0	0	0	0	0	0	0	0		1.1	1.0
	Avg. EE	1	1	0	0	1	1	1	1	1	1	1		0.8	1.2
	Turnover Rate	0.0%	0.0%	100.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%		133.3%
Road & Bridge	# Term	1	0	0	1	0	1	1	0	2	1	0		7.6	14.0
	Avg. EE	98	99	99	98	98	98	97	97	96	94	95		97.2	100.7
	Turnover Rate	1.0%	0.0%	0.0%	1.0%	0.0%	1.0%	1.0%	0.0%	2.1%	1.1%	0.0%		7.9%	13.9%
Facility Mgmt	# Term	1	1	1	0	0	0	0	0	0	0	1		4.4	11.0
	Avg. EE	63	62	61	62	63	64	65	65	66	66	67		64.0	57.8
	Turnover Rate	1.6%	1.6%	1.6%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	1.5%		6.8%	19.0%

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Const. & Projects	# Term	0	0	0	0	0	0	0	0	0	0	0		0.0	0.0
	Avg. EE	4	4	4	4	4	4	4	4	4	4	4		4.0	4.0
	Turnover Rate	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%		0.0%	0.0%
Medical Examiner	# Term	0	0	0	1	0	0	1	0	0	0	0		2.2	0.0
	Avg. EE	13	13	13	13	14	14	13	13	13	13	13		13.2	13.0
	Turnover Rate	0.0%	0.0%	0.0%	7.7%	0.0%	0.0%	7.7%	0.0%	0.0%	0.0%	0.0%		16.6%	0.0%
Emergency Management/ Fire Marshal	# Term	0	0	0	0	0	0	0	0	0	0	0		0.0	1.0
	Avg. EE	6	7	7	7	7	7	7	7	7	8	8		7.1	6.5
	Turnover Rate	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%		0.0%	15.4%
Engineering	# Term	0	1	0	1	0	0	0	2	0	0	0		4.4	10.0
	Avg. EE	42	41	41	41	42	43	43	40	41	43	43		41.8	40.8
	Turnover Rate	0.0%	2.4%	0.0%	2.4%	0.0%	0.0%	0.0%	5.0%	0.0%	0.0%	0.0%		10.4%	24.5%
Elections Dept.	# Term	0	0	1	0	0	0	0	0	0	1	1		3.3	3.0
	Avg. EE	16	16	15	15	15	16	16	16	16	15	15		15.5	15.1
	Turnover Rate	0.0%	0.0%	6.7%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	6.7%	6.7%		21.1%	19.9%
Purchasing	# Term	0	0	0	0	0	1	0	1	0	0	0		2.2	3.0
	Avg. EE	17	17	17	17	17	16	16	15	16	16	17		16.5	16.5
	Turnover Rate	0.0%	0.0%	0.0%	0.0%	0.0%	6.3%	0.0%	6.7%	0.0%	0.0%	0.0%		13.3%	18.2%
County Auditor	# Term	0	1	2	0	0	0	1	0	1	0	0		5.5	4.0
	Avg. EE	33	32	30	32	32	33	32	32	31	33	33		32.1	32.5
	Turnover Rate	0.0%	3.1%	6.7%	0.0%	0.0%	0.0%	3.1%	0.0%	3.2%	0.0%	0.0%		17.0%	12.3%

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Juvenile Probation	# Term	0	0	0	0	0	0	0	0	0	0	3		3.3	8.0
	Avg. EE	48	50	50	51	52	52	52	52	52	52	49		50.9	48.4
	Turnover Rate	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	6.1%		6.4%	16.5%
Juvenile Detention	# Term	1	1	1	1	0	1	3	1	1	0	2		13.1	15.0
	Avg. EE	83	84	83	84	85	86	84	84	85	86	86		84.5	79.5
	Turnover Rate	1.2%	1.2%	1.2%	1.2%	0.0%	1.2%	3.6%	1.2%	1.2%	0.0%	2.3%		15.5%	18.9%
Juv. Alt. Education	# Term	0	0	0	0	0	0	0	0	0	0	0		0.0	0.0
	Avg. EE	6	6	6	6	6	6	6	6	6	6	6		6.0	6.0
	Turnover Rate	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%		0.0%	0.0%
Total Juvenile	# Term	1	1	1	1	0	1	3	1	1	0	5		16.4	23.0
	Avg. EE	137	140	139	141	143	144	142	142	143	144	141		141.5	133.9
	Turnover Rate	0.7%	0.7%	0.7%	0.7%	0.0%	0.7%	2.1%	0.7%	0.7%	0.0%	3.5%		11.6%	17.2%
Community Supervision	# Term	2	0	2	0	0	0	0	0	0	0	0		4.4	14.0
	Avg. EE	103	106	104	106	107	108	109	109	109	109	108		107.1	104.5
	Turnover Rate	1.9%	0.0%	1.9%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%		4.1%	13.4%
County Clerk	# Term	2	2	1	1	2	3	0	2	1	1	1		17.5	10.0
	Avg. EE	90	87	87	85	85	87	89	90	90	91	90		88.3	87.9
	Turnover Rate	2.2%	2.3%	1.1%	1.2%	2.4%	3.4%	0.0%	2.2%	1.1%	1.1%	1.1%		19.8%	11.4%
Sheriff's Office	# Term	3	2	3	2	3	0	3	2	0	2	2		24.0	23.0
	Avg. EE	181	181	180	183	183	185	189	192	195	194	193		186.9	181.7
	Turnover Rate	1.7%	1.1%	1.7%	1.1%	1.6%	0.0%	1.6%	1.0%	0.0%	1.0%	1.0%		12.8%	12.7%
Sheriff's Office Detention	# Term	5	5	8	5	4	6	4	9	7	4	8		70.9	78.0
	Avg. EE	320	323	315	311	315	312	316	313	315	321	319		316.4	301.7
	Turnover Rate	1.6%	1.5%	2.5%	1.6%	1.3%	1.9%	1.3%	2.9%	2.2%	1.2%	2.5%		22.4%	25.9%
Total Sheriff's Office	# Term	8	7	11	7	7	6	7	11	7	6	10		94.9	101.0
	Avg. EE	501	504	495	494	498	497	505	505	510	515	512		503.3	483.3
	Turnover Rate	1.6%	1.4%	2.2%	1.4%	1.4%	1.2%	1.4%	2.2%	1.4%	1.2%	2.0%		18.9%	20.9%

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District Clerk	# Term	0	0	1	1	0	1	2	0	1	0	0		6.5	9.0
	Avg. EE	72	73	74	73	74	74	73	73	74	75	75		73.6	71.8
	Turnover Rate	0.0%	0.0%	1.4%	1.4%	0.0%	1.4%	2.7%	0.0%	1.4%	0.0%	0.0%		8.9%	12.5%
D.A. Prosecutor	# Term	0	2	2	0	0	1	2	1	2	2	0		13.1	15.0
	Avg. EE	66	65	65	65	65	64	62	63	63	63	63		64.0	67.5
	Turnover Rate	0.0%	3.1%	3.1%	0.0%	0.0%	1.6%	3.2%	1.6%	3.2%	3.2%	0.0%		20.5%	22.2%
D.A. Investigators	# Term	0	0	0	0	0	0	2	0	0	0	0		2.2	2.0
	Avg. EE	24	24	24	24	24	24	22	22	22	22	22		23.1	24.2
	Turnover Rate	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	9.1%	0.0%	0.0%	0.0%	0.0%		9.4%	8.3%
D.A. Clerical	# Term	0	1	0	1	0	0	1	1	0	2	2		8.7	10.0
	Avg. EE	38	37	37	37	37	38	38	37	37	37	35		37.1	36.7
	Turnover Rate	0.0%	2.7%	0.0%	2.7%	0.0%	0.0%	2.6%	2.7%	0.0%	5.4%	5.7%		23.5%	27.3%
Total D.A.	# Term	0	3	2	1	0	1	5	2	2	4	2		24.0	28.0
	Avg. EE	128	126	126	126	126	126	122	122	122	122	120		124.2	128.4
	Turnover Rate	0.0%	2.4%	1.6%	0.8%	0.0%	0.8%	4.1%	1.6%	1.6%	3.3%	1.7%		19.3%	21.8%
Court Appt. Representation	# Term	0	0	0	0	0	1	0	0	0	1	0		2.2	1.0
	Avg. EE	7	7	8	8	8	7	7	8	9	8	8		7.7	7.8
	Turnover Rate	0.0%	0.0%	0.0%	0.0%	0.0%	14.3%	0.0%	0.0%	0.0%	12.5%	0.0%		28.2%	12.8%
199th Dist. Court	# Term	0	0	0	0	0	0	0	0	0	0	0		0.0	2.0
	Avg. EE	3	3	3	3	3	3	3	3	3	3	3		3.0	2.9
	Turnover Rate	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%		0.0%	68.6%
219th Dist. Court	# Term	0	0	0	0	0	0	0	0	0	0	0		0.0	0.0
	Avg. EE	3	3	3	4	4	4	4	4	4	4	4		3.7	3.0
	Turnover Rate	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	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		0.0	0.0
	Avg. EE	3	3	3	3	3	3	3	3	3	3	3		3.0	3.0
	Turnover Rate	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%		0.0%	0.0%

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366th Dist. Court	# Term	0	0	0	0	0	0	0	0	0	0	0		0.0	0.0
	Avg. EE	3	3	3	3	3	3	3	3	3	3	3		3.0	3.0
	Turnover Rate	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	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	0		0.0	0.0
	Avg. EE	3	3	3	3	3	3	3	3	3	3	3		3.0	3.0
	Turnover Rate	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
401st Dist. Court	# Term	0	0	0	0	0	0	0	0	0	0	0		0.0	0.0
	Avg. EE	3	3	3	3	3	3	3	3	3	3	3		3.0	3.0
	Turnover Rate	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	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
	Avg. EE	3	3	3	2	3	3	3	3	3	3	3		2.9	3.0
	Turnover Rate	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	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
	Avg. EE	3	3	3	3	3	3	3	3	3	3	3		3.0	3.0
	Turnover Rate	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	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
	Avg. EE	3	3	3	3	3	3	3	3	3	3	3		3.0	3.0
	Turnover Rate	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	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	0.0
	Avg. EE	3	3	3	3	3	3	3	3	3	3	3		3.0	3.0
	Turnover Rate	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	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	0.0
	Avg. EE	3	3	3	3	3	3	3	3	3	3	3		3.0	3.0
	Turnover Rate	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	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	0.0
	Avg. EE	3	3	2	2	3	3	3	3	3	3	3		2.8	5.7
	Turnover Rate	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%

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471st Dist. Court	# Term	0	0	0	0	0	0	0	0	0	0	0		0.0	2.0
	Avg. EE	7	7	7	9	8	9	9	10	10	10	10		8.7	4.2
	Turnover Rate	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	48.0%
Const. Pct. 1	# Term	1	1	0	0	0	0	0	0	0	0	0		2.2	0.0
	Avg. EE	4	8	8	8	8	8	8	8	8	8	8		7.6	7.3
	Turnover Rate	25.0%	12.5%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	28.6%	0.0%
Const. Pct. 2	# Term	0	0	0	0	0	0	0	0	0	0	0		0.0	0.0
	Avg. EE	4	4	4	4	4	4	4	4	4	4	4		4.0	4.0
	Turnover Rate	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	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	1		1.1	0.0
	Avg. EE	14	9	11	13	13	13	13	14	14	14	13		12.8	14.0
	Turnover Rate	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	7.7%	8.5%	0.0%
Const. Pct. 4	# Term	1	0	0	0	0	1	0	0	1	0	0		3.3	3.0
	Avg. EE	7	8	8	8	8	8	8	8	7	8	8		7.8	7.2
	Turnover Rate	14.3%	0.0%	0.0%	0.0%	0.0%	12.5%	0.0%	0.0%	0.0%	14.3%	0.0%	0.0%	41.9%	41.9%
CCAL 1	# Term	0	0	1	0	0	0	0	0	0	0	0		1.1	0.0
	Avg. EE	3	3	2	3	3	3	3	3	3	3	3		2.9	3.0
	Turnover Rate	0.0%	0.0%	50.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	37.5%	0.0%
CCAL 2	# Term	0	0	1	0	0	0	0	0	0	0	0		1.1	0.0
	Avg. EE	3	3	2	2	2	3	3	3	3	3	3		2.7	3.0
	Turnover Rate	0.0%	0.0%	50.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	40.0%	0.0%
CCAL 3	# Term	0	0	0	0	0	0	0	0	0	0	0		0.0	0.0
	Avg. EE	3	3	3	3	3	3	3	3	3	3	3		3.0	3.0
	Turnover Rate	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
CCAL 4	# Term	0	0	0	1	0	0	0	0	0	0	0		1.1	0.0
	Avg. EE	3	3	3	3	3	3	3	3	3	3	3		3.0	3.0
	Turnover Rate	0.0%	0.0%	0.0%	33.3%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	36.4%	0.0%

Collin County Turnover Report

Fiscal Year 2023

		Oct.	Nov.	Dec.	Jan.	Feb.	Mar.	Apr.	May	June	Jul.	Aug.	Sept.	2023 Projected	2022 Actual
CCAL 5	# Term	0	0	0	0	0	0	0	0	0	0	0		0.0	0.0
	Avg. EE	3	3	3	3	3	3	3	3	3	3	3		3.0	3.0
	Turnover Rate	0.0%	0.0%	0.0%	0.0%	0.0%	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	1.0
	Avg. EE	3	2	3	3	3	3	3	3	3	3	3		2.9	2.7
	Turnover Rate	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%		0.0%	37.5%
CCAL 7	# Term	0	0	0	0	0	0	0	0	0	0	0		0.0	0.0
	Avg. EE	3	3	3	3	3	3	3	3	3	3	3		3.0	3.0
	Turnover Rate	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%		0.0%	0.0%
Probate Court	# Term	0	0	1	0	0	0	0	0	0	0	0		1.1	0.0
	Avg. EE	3	3	2	4	4	4	4	4	4	4	4		3.6	3.9
	Turnover Rate	0.0%	0.0%	50.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%		30.0%	0.0%
County Ext. Services	# Term	0	0	0	0	1	1	0	0	0	0	1		3.3	1.0
	Avg. EE	5	6	6	6	5	5	5	5	5	5	4		5.2	5.9
	Turnover Rate	0.0%	0.0%	0.0%	0.0%	20.0%	20.0%	0.0%	0.0%	0.0%	0.0%	25.0%		63.2%	16.9%
JP #1	# Term	0	0	1	1	0	0	0	0	0	0	1		3.3	1.0
	Avg. EE	6	6	5	5	7	7	7	7	7	7	6		6.4	5.9
	Turnover Rate	0.0%	0.0%	20.0%	20.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	16.7%		51.4%	16.9%
JP #2	# Term	0	0	0	0	0	0	0	0	1	0	0		1.1	0.0
	Avg. EE	4	4	4	4	4	4	4	4	3	3	3		3.7	4.0
	Turnover Rate	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	33.3%	0.0%		29.3%	0.0%
JP #3	# Term	0	1	0	0	0	0	0	0	0	0	0		1.1	3.0
	Avg. EE	10	9	10	10	10	11	11	12	12	12	12		10.8	11.3
	Turnover Rate	0.0%	11.1%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%		10.1%	26.5%
JP #4	# Term	1	0	2	0	1	0	1	0	0	0	2		7.6	2.0
	Avg. EE	6	6	4	4	4	5	4	4	5	5	3		4.5	5.0
	Turnover Rate	16.7%	0.0%	50.0%	0.0%	25.0%	0.0%	25.0%	0.0%	0.0%	0.0%	66.7%		168.0%	40.0%
Tax Assessor/Collector	# Term	3	2	2	2	1	1	1	3	1	3	4		25.1	25.0
	Avg. EE	88	86	92	90	90	93	93	92	91	89	89		90.3	86.7
	Turnover Rate	3.4%	2.3%	2.2%	2.2%	1.1%	1.1%	1.1%	3.3%	1.1%	3.4%	4.5%		27.8%	28.8%

Collin County Turnover Report

Fiscal Year 2023

	Oct.	Nov.	Dec.	Jan.	Feb.	Mar.	Apr.	May	June	Jul.	Aug.	Sept.	2023 Projected	2022 Actual
Turnover For County Overall														
Terminations	23	21	33	19	14	20	23	23	21	19	31		269.5	303.0
Avg. EE	1755	1756	1742	1748	1762	1776	1776	1775	1782	1790	1778		1767.3	1723.4
Turnover Rate	1.3%	1.2%	1.9%	1.1%	0.8%	1.1%	1.3%	1.3%	1.2%	1.1%	1.7%		15.2%	17.6%
Retirements	4	1	5	3	2	3	4	2	4	1	7		39.3	44.0
Terminations	23	21	33	19	14	20	23	23	21	19	31		269.5	303.0
% of Terms which are Retirements	17.4%	4.8%	15.2%	15.8%	14.3%	15.0%	17.4%	8.7%	19.0%	5.3%	22.6%		14.6%	14.5%
Involuntary	4	2	0	0	0	1	1	2	1	1	3		16.4	22.0
Terminations	23	21	33	19	14	20	23	23	21	19	31		269.5	303.0
% of Terms which are Involuntary	17.4%	9.5%	0.0%	0.0%	0.0%	5.0%	4.3%	8.7%	4.8%	5.3%	9.7%		6.1%	7.3%

Collin County Turnover Report

Fiscal Year 2023

		Oct.	Nov.	Dec.	Jan.	Feb.	Mar.	Apr.	May	June	Jul.	Aug.	Sept.	2023 Projected	2022 Actual
Turnover By Length of Service															
0-5 YEARS	Terminations	15	17	19	14	8	13	15	18	17	15	24		190.9	206.0
	Avg. EE	851	849	841	841	857	868	863	858	862	869	852		855.5	830.0
	Turnover Rate	1.8%	2.0%	2.3%	1.7%	0.9%	1.5%	1.7%	2.1%	2.0%	1.7%	2.8%		22.3%	24.8%
	Retirements	1	0	0	1	0	0	0	0	0	0	0		2.2	3.0
	Terminations	15	17	19	14	8	13	15	18	17	15	24		190.9	206.0
	% of Terms which are Retirements	6.7%	0.0%	0.0%	7.1%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%		1.1%	1.5%
6-10 YEARS	Terminations	4	3	6	2	2	3	4	1	1	3	2		33.8	32.0
	Avg. EE	349	348	349	356	353	358	364	367	369	368	373		359.5	333.3
	Turnover Rate	1.1%	0.9%	1.7%	0.6%	0.6%	0.8%	1.1%	0.3%	0.3%	0.8%	0.5%		9.4%	9.6%
	Retirements	0	0	0	0	0	0	2	0	1	0	2		5.5	3.0
	Terminations	4	3	6	2	2	3	4	1	1	3	2		33.8	32.0
	% of Terms which are Retirements	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	50.0%	0.0%	100.0%	0.0%	100.0%		16.1%	9.4%
11-15 YEARS	Terminations	2	0	3	0	1	1	0	1	1	1	0		10.9	13.0
	Avg. EE	182	182	178	175	171	167	164	165	166	167	166		171.2	196.1
	Turnover Rate	1.1%	0.0%	1.7%	0.0%	0.6%	0.6%	0.0%	0.6%	0.6%	0.6%	0.0%		6.4%	6.6%
	Retirements	1	0	2	0	0	0	0	0	1	1	0		5.5	3.0
	Terminations	2	0	3	0	1	1	0	1	1	1	0		10.9	13.0
	% of Terms which are Retirements	50.0%	0.0%	66.7%	0.0%	0.0%	0.0%	0.0%	0.0%	100.0%	100.0%	0.0%		50.0%	23.1%
16-20 YEARS	Terminations	1	0	2	1	2	2	2	1	1	0	1		14.2	24.0
	Avg. EE	178	180	179	178	178	176	175	174	173	172	173		176.0	182.4
	Turnover Rate	0.6%	0.0%	1.1%	0.6%	1.1%	1.1%	1.1%	0.6%	0.6%	0.0%	0.6%		8.1%	13.2%
	Retirements	1	0	0	0	2	2	1	1	1	0	1		9.8	15.0
	Terminations	1	0	2	1	2	2	2	1	1	0	1		14.2	24.0
	% of Terms which are Retirements	100.0%	0.0%	0.0%	0.0%	100.0%	100.0%	50.0%	100.0%	100.0%	0.0%	100.0%		69.2%	62.5%

Collin County Turnover Report

Fiscal Year 2023

		Oct.	Nov.	Dec.	Jan.	Feb.	Mar.	Apr.	May	June	Jul.	Aug.	Sept.	2023 Projected	2022 Actual	
21+	Terminations	1	1	3	2	1	1	2	2	1	0	4		19.6	22.0	
	Avg. EE	195	197	195	198	203	208	210	211	212	214	214		205.2	181.4	
	Turnover Rate	0.5%	0.5%	1.5%	1.0%	0.5%	0.5%	1.0%	0.9%	0.5%	0.0%	1.9%		9.6%	12.1%	
	Retirements	1	1	3	2	0	1	1	1	1	1	0	4		16.4	20.0
	Terminations	1	1	3	2	1	1	2	2	1	0	4		19.6	22.0	
	% of Terms which are Retirements	100.0%	100.0%	100.0%	100.0%	0.0%	100.0%	50.0%	50.0%	100.0%	0.0%	100.0%		83.3%	90.9%	
Totals	Terminations	23	21	33	19	14	20	23	23	21	19	31		269.5	297.0	
	Avg. EE	1755	1756	1742	1748	1762	1777	1776	1775	1782	1790	1778		1767.4	1723.2	
	Turnover Rate	1.3%	1.2%	1.9%	1.1%	0.8%	1.1%	1.3%	1.3%	1.2%	1.1%	1.7%		15.2%	17.2%	
	Retirements	4	1	5	3	2	3	4	2	4	1	7		39.3	44.0	
	Terminations	23	21	33	19	14	20	23	23	21	19	31		269.5	297.0	
	% of Terms which are Retirements	17.4%	4.8%	15.2%	15.8%	14.3%	15.0%	17.4%	8.7%	19.0%	5.3%	22.6%		14.6%	14.8%	

Collin County Turnover Report

Fiscal Year 2023

		Oct.	Nov.	Dec.	Jan.	Feb.	Mar.	Apr.	May	June	Jul.	Aug.	Sept.	2023 Projected	2022 Actual
Turnover By Age Group															
< 30 YEARS	Terminations	7	5	8	7	3	5	8	6	10	9	9		84.0	77.0
	Avg. EE	302	306	300	301	311	320	315	317	315	317	315		310.8	284.6
	Turnover Rate	2.3%	1.6%	2.7%	2.3%	1.0%	1.6%	2.5%	1.9%	3.2%	2.8%	2.9%		27.0%	27.1%
	Retirements	0	0	0	0	0	0	0	0	0	0	0		0.0	0.0
	Terminations	7	5	8	7	3	5	8	6	10	9	9		84.0	77.0
	% of Terms which are Retirements	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%		0.0%	0.0%
30-40 YEARS	Terminations	6	6	10	5	3	6	5	6	4	5	9		70.9	81.0
	Avg. EE	425	424	421	423	425	427	429	432	437	435	433		428.3	419.7
	Turnover Rate	1.4%	1.4%	2.4%	1.2%	0.7%	1.4%	1.2%	1.4%	0.9%	1.1%	2.1%		16.6%	19.3%
	Retirements	0	0	0	0	0	0	0	0	0	0	0		0.0	0.0
	Terminations	6	6	10	5	3	6	5	6	4	5	9		70.9	81.0
	% of Terms which are Retirements	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%		0.0%	0.0%
41-50 YEARS	Terminations	4	3	5	1	4	2	2	6	3	1	6		40.4	51.0
	Avg. EE	462	462	463	464	465	464	465	460	462	465	459		462.8	471.8
	Turnover Rate	0.9%	0.6%	1.1%	0.2%	0.9%	0.4%	0.4%	1.3%	0.6%	0.2%	1.3%		8.7%	10.8%
	Retirements	1	1	1	0	0	0	0	0	0	0	2		5.5	5.0
	Terminations	4	3	5	1	4	2	2	6	3	1	6		40.4	51.0
	% of Terms which are Retirements	25.0%	33.3%	20.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	33.3%		13.5%	9.8%
51-60 YEARS	Terminations	4	7	5	5	2	1	4	2	0	4	3		40.4	54.0
	Avg. EE	409	403	398	394	392	399	404	402	406	410	410		402.5	401.7
	Turnover Rate	1.0%	1.7%	1.3%	1.3%	0.5%	0.3%	1.0%	0.5%	0.0%	1.0%	0.7%		10.0%	13.4%
	Retirements	1	0	1	2	1	0	1	0	0	1	2		9.8	18.0
	Terminations	4	7	5	5	2	1	4	2	0	4	3		40.4	54.0
	% of Terms which are Retirements	25.0%	0.0%	20.0%	40.0%	50.0%	0.0%	25.0%	0.0%	0.0%	25.0%	66.7%		24.3%	33.3%

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Fiscal Year 2023

		Oct.	Nov.	Dec.	Jan.	Feb.	Mar.	Apr.	May	June	Jul.	Aug.	Sept.	2023 Projected	2022 Actual
61-70 YEARS	Terminations	2	0	5	1	2	6	4	3	4	0	4		33.8	28.0
	Avg. EE	147	150	149	154	157	153	149	150	148	149	147		150.3	135.2
	Turnover Rate	1.4%	0.0%	3.4%	0.6%	1.3%	3.9%	2.7%	2.0%	2.7%	0.0%	2.7%		22.5%	20.7%
	Retirements	2	0	3	1	1	3	3	2	4	0	3		24.0	17.0
	Terminations	2	0	5	1	2	6	4	3	4	0	4		33.8	28.0
	% of Terms which are Retirements	100.0%	0.0%	60.0%	100.0%	50.0%	50.0%	75.0%	66.7%	100.0%	0.0%	75.0%		71.0%	60.7%
71+ YEARS	Terminations	0	0	0	0	0	0	0	0	0	0	0		0.0	6.0
	Avg. EE	10	11	11	12	12	14	14	14	14	14	14		12.7	10.3
	Turnover Rate	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%		0.0%	58.5%
	Retirements	0	0	0	0	0	0	0	0	0	0	0		0.0	4.0
	Terminations	0	0	0	0	0	0	0	0	0	0	0		0.0	6.0
	% of Terms which are Retirements	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%		0.0%	66.7%
Totals	Terminations	23	21	33	19	14	20	23	23	21	19	31		269.5	297.0
	Avg. EE	1755	1756	1742	1748	1762	1777	1776	1775	1782	1790	1778		1767.4	1723.2
	Turnover Rate	1.3%	1.2%	1.9%	1.1%	0.8%	1.1%	1.3%	1.3%	1.2%	1.1%	1.7%		15.2%	17.2%
	Retirements	4	1	5	3	2	3	4	2	4	1	7		39.3	44.0
	Terminations	23	21	33	19	14	20	23	23	21	19	31		269.5	297.0
	% of Terms which are Retirements	17.4%	4.8%	15.2%	15.8%	14.3%	15.0%	17.4%	8.7%	19.0%	5.3%	22.6%		14.6%	14.8%

Collin County Turnover Report

Fiscal Year 2023

		Oct.	Nov.	Dec.	Jan.	Feb.	Mar.	Apr.	May	June	Jul.	Aug.	Sept.	2023 Projected	2022 Actual
Turnover By Gender															
MALE	Terminations	11	12	13	9	5	10	10	9	13	6	18		126.5	137.0
	Avg. EE	828	828	820	826	835	839	838	838	840	842	833		833.4	805.3
	Turnover Rate	1.3%	1.4%	1.6%	1.1%	0.6%	1.2%	1.2%	1.1%	1.5%	0.7%	2.2%		15.2%	17.0%
	Retirements	2	1	3	2	1	2	3	1	2	0	5		24.0	24.0
	Terminations	11	12	13	9	5	10	10	9	13	6	18		126.5	137.0
	% of Terms which are Retirements	18.2%	8.3%	23.1%	22.2%	20.0%	20.0%	30.0%	11.1%	15.4%	0.0%	27.8%		19.0%	17.5%
FEMALE	Terminations	12	9	20	10	9	10	13	14	8	13	13		142.9	160.0
	Avg. EE	927	928	922	922	927	938	938	937	942	948	945		934.0	917.9
	Turnover Rate	1.3%	1.0%	2.2%	1.1%	1.0%	1.1%	1.4%	1.5%	0.8%	1.4%	1.4%		15.3%	17.4%
	Retirements	2	0	2	1	1	1	1	1	2	1	2		15.3	20.00
	Terminations	12	9	20	10	9	10	13	14	8	13	13		142.9	160.0
	% of Terms which are Retirements	16.7%	0.0%	10.0%	10.0%	11.1%	10.0%	7.7%	7.1%	25.0%	7.7%	15.4%		10.7%	12.5%
Totals	Terminations	23	21	33	19	14	20	23	23	21	19	31		269.5	297.0
	Avg. EE	1755	1756	1742	1748	1762	1777	1776	1775	1782	1790	1778		1767.4	1723.2
	Turnover Rate	1.3%	1.2%	1.9%	1.1%	0.8%	1.1%	1.3%	1.3%	1.2%	1.1%	1.7%		15.2%	17.2%
	Retirements	4	1	5	3	2	3	4	2	4	1	7		39.3	44.0
	Terminations	23	21	33	19	14	20	23	23	21	19	31		269.5	297.0
	% of Terms which are Retirements	17.4%	4.8%	15.2%	15.8%	14.3%	15.0%	17.4%	8.7%	19.0%	5.3%	22.6%		14.6%	14.8%