

Collin County Turnover Report

Fiscal Year 2024

		Oct.	Nov.	Dec.	Jan.	Feb.	Mar.	Apr.	May	June	Jul.	Aug.	Sept.	2024 Projected	2023 Actual
Turnover By Department															
Admin. Services	# Term	1	0	1	0	0	0	1						5.1	4.0
	Avg. EE	14	16	16	17	17	17	16						16.1	16.5
	Turnover Rate	7.1%	0.0%	6.3%	0.0%	0.0%	0.0%	6.3%						31.9%	24.2%
Health Services	# Term	1	2	1	0	0	1	0						8.6	9.0
	Avg. EE	88	85	83	83	84	83	84						84.3	87.3
	Turnover Rate	1.1%	2.4%	1.2%	0.0%	0.0%	1.2%	0.0%						10.2%	10.3%
Budget	# Term	0	0	0	0	0	0	0						0.0	3.0
	Avg. EE	13	13	13	13	13	13	13						13.0	12.5
	Turnover Rate	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%						0.0%	24.0%
Human Resources	# Term	0	1	0	0	0	0	0						1.7	2.0
	Avg. EE	24	23	23	23	25	28	28						24.9	23.3
	Turnover Rate	0.0%	4.3%	0.0%	0.0%	0.0%	0.0%	0.0%						6.9%	8.6%
Veterans Service	# Term	0	0	0	0	0	0	0						0.0	0.0
	Avg. EE	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%
IT	# Term	0	0	1	0	0	1	0						3.4	3.0
	Avg. EE	64	64	64	66	66	65	66						65.0	64.2
	Turnover Rate	0.0%	0.0%	1.6%	0.0%	0.0%	1.5%	0.0%						5.3%	4.7%
Highway Patrol	# Term	0	0	0	0	0	0	0						0.0	1.0
	Avg. EE	1	1	1	1	1	0	0						0.7	0.8
	Turnover Rate	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%						0.0%	120.0%
Road & Bridge	# Term	0	3	2	0	0	1	0						10.3	8.0
	Avg. EE	99	96	95	97	99	106	108						100.0	97.1
	Turnover Rate	0.0%	3.1%	2.1%	0.0%	0.0%	0.9%	0.0%						10.3%	8.2%
Facility Mgmt	# Term	0	0	0	0	0	0	0						0.0	6.0
	Avg. EE	66	67	67	68	68	68	68						67.4	64.1
	Turnover Rate	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%						0.0%	9.4%

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Const. & Projects	# Term	0	0	0	0	0	0	1						1.7	0.0
	Avg. EE	4	4	5	5	5	5	5						4.7	4.0
	Turnover Rate	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	20.0%						36.4%	0.0%
Medical Examiner	# Term	0	0	0	1	0	0	0						1.7	2.0
	Avg. EE	13	13	13	15	15	15	15						14.1	13.2
	Turnover Rate	0.0%	0.0%	0.0%	6.7%	0.0%	0.0%	0.0%						12.1%	15.2%
Emergency Management/ Fire Marshal	# Term	1	1	0	0	0	1	0						5.1	0.0
	Avg. EE	7	8	8	8	8	7	7						7.6	7.2
	Turnover Rate	14.3%	12.5%	0.0%	0.0%	0.0%	14.3%	0.0%						67.9%	0.0%
Engineering	# Term	2	2	0	0	1	1	4						17.1	4.0
	Avg. EE	41	40	43	45	46	46	45						43.7	41.9
	Turnover Rate	4.9%	5.0%	0.0%	0.0%	2.2%	2.2%	8.9%						39.2%	9.5%
Elections Dept.	# Term	0	0	0	0	0	0	0						0.0	3.0
	Avg. EE	16	16	16	18	18	18	18						17.1	15.5
	Turnover Rate	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%						0.0%	19.4%
Purchasing	# Term	1	0	0	0	0	0	0						1.7	2.0
	Avg. EE	16	17	18	19	19	19	18						18.0	16.5
	Turnover Rate	6.3%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%						9.5%	12.1%
County Auditor	# Term	0	0	0	1	0	0	0						1.7	5.0
	Avg. EE	33	34	34	33	33	33	34						33.4	32.2
	Turnover Rate	0.0%	0.0%	0.0%	3.0%	0.0%	0.0%	0.0%						5.1%	15.5%

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Juvenile Probation	# Term	0	0	0	0	0	0	0						0.0	4.0
	Avg. EE	52	57	59	59	59	59	60						57.9	50.8
	Turnover Rate	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%					0.0%	7.9%
Juvenile Detention	# Term	0	0	1	1	0	1	1						6.9	16.0
	Avg. EE	80	79	79	81	82	94	93						84.0	84.4
	Turnover Rate	0.0%	0.0%	1.3%	1.2%	0.0%	1.1%	1.1%						8.2%	19.0%
Juv. Alt. Education	# Term	0	1	0	0	0	0	0						1.7	0.0
	Avg. EE	6	5	6	7	7	7	7						6.4	6.0
	Turnover Rate	0.0%	20.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%					26.7%	0.0%
Total Juvenile	# Term	0	1	1	1	0	1	1						8.6	20.0
	Avg. EE	138	141	144	147	148	160	160						148.3	141.2
	Turnover Rate	0.0%	0.7%	0.7%	0.7%	0.0%	0.6%	0.6%						5.8%	14.2%
Community Supervision	# Term	1	1	1	3	1	1	0						13.7	4.0
	Avg. EE	110	111	110	107	106	108	109						108.7	107.4
	Turnover Rate	0.9%	0.9%	0.9%	2.8%	0.9%	0.9%	0.0%						12.6%	3.7%
County Clerk	# Term	0	1	2	0	1	1	3						13.7	16.0
	Avg. EE	92	91	91	91	91	93	90						91.3	88.5
	Turnover Rate	0.0%	1.1%	2.2%	0.0%	1.1%	1.1%	3.3%						15.0%	18.1%
Sheriff's Office	# Term	1	1	3	0	1	5	3						24.0	23.0
	Avg. EE	202	201	200	202	201	198	199						200.4	187.9
	Turnover Rate	0.5%	0.5%	1.5%	0.0%	0.5%	2.5%	1.5%						12.0%	12.2%
Sheriff's Office Detention	# Term	2	6	9	3	4	5	3						54.9	69.0
	Avg. EE	329	334	329	329	336	338	337						333.1	316.8
	Turnover Rate	0.6%	1.8%	2.7%	0.9%	1.2%	1.5%	0.9%						16.5%	21.8%
Total Sheriff's Office	# Term	3	7	12	3	5	10	6						78.9	92.0
	Avg. EE	531	535	529	531	537	536	536						533.6	504.8
	Turnover Rate	0.6%	1.3%	2.3%	0.6%	0.9%	1.9%	1.1%						14.8%	18.2%

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District Clerk	# Term	0	2	1	0	1	1	0						8.6	7.0
	Avg. EE	81	79	79	81	81	81	82						80.6	73.8
	Turnover Rate	0.0%	2.5%	1.3%	0.0%	1.2%	1.2%	0.0%						10.6%	9.5%
D.A. Prosecutor	# Term	3	0	1	0	2	1	0						12.0	12.0
	Avg. EE	66	70	69	70	69	68	69						68.7	64.0
	Turnover Rate	4.5%	0.0%	1.4%	0.0%	2.9%	1.5%	0.0%						17.5%	18.8%
D.A. Investigators	# Term	1	0	0	0	2	0	0						5.1	2.0
	Avg. EE	21	21	22	22	20	20	21						21.0	23.0
	Turnover Rate	4.8%	0.0%	0.0%	0.0%	10.0%	0.0%	0.0%						24.5%	8.7%
D.A. Clerical	# Term	1	0	1	1	0	0	0						5.1	8.0
	Avg. EE	35	34	33	32	32	32	35						33.3	37.0
	Turnover Rate	2.9%	0.0%	3.0%	3.1%	0.0%	0.0%	0.0%						15.5%	21.6%
Total D.A.	# Term	5	0	2	1	4	1	0						22.3	22.0
	Avg. EE	122	125	124	124	121	120	125						123.0	124.0
	Turnover Rate	4.1%	0.0%	1.6%	0.8%	3.3%	0.8%	0.0%						18.1%	17.7%
Court Appt. Representation	# Term	0	0	0	0	0	1	0						1.7	2.0
	Avg. EE	8	8	8	8	8	7	8						7.9	7.8
	Turnover Rate	0.0%	0.0%	0.0%	0.0%	0.0%	14.3%	0.0%						21.8%	25.8%
199th Dist. Court	# Term	0	0	0	0	0	0	0						0.0	0.0
	Avg. EE	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%
219th Dist. Court	# Term	0	0	0	0	0	0	0						0.0	0.0
	Avg. EE	4	4	4	4	4	4	4						4.0	3.8
	Turnover Rate	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
	Avg. EE	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%

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366th Dist. Court	# Term	0	0	0	0	0	0	0						0.0	0.0
	Avg. EE	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%
380th Dist. Court	# Term	0	0	0	0	0	0	0						0.0	0.0
	Avg. EE	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%
401st Dist. Court	# Term	0	0	0	0	0	0	0						0.0	0.0
	Avg. EE	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%
416th Dist. Court	# Term	0	0	0	0	0	0	0						0.0	0.0
	Avg. EE	2	3	3	3	3	3	3						2.9	2.9
	Turnover Rate	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
	Avg. EE	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%
429th Dist. Court	# Term	0	0	0	0	0	0	0						0.0	0.0
	Avg. EE	3	3	3	10	10	10	10						7.0	3.0
	Turnover Rate	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%					0.0%	0.0%
468th Dist. Court	# Term	0	0	0	0	0	0	0						0.0	0.0
	Avg. EE	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%
469th Dist. Court	# Term	0	0	0	0	0	0	0						0.0	0.0
	Avg. EE	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%
470th Dist. Court	# Term	0	0	0	0	0	0	0						0.0	0.0
	Avg. EE	3	3	3	3	3	3	3						3.0	2.8
	Turnover Rate	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	1	0						1.7	0.0
	Avg. EE	9	9	10	3	3	2	3						5.6	8.8
	Turnover Rate	0.0%	0.0%	0.0%	0.0%	0.0%	50.0%	0.0%						30.8%	0.0%
493rd Dist. Court	# Term	0	0	0	0	0	0	0						0.0	0.0
	Avg. EE	1	2	1	2	3	3	3						2.1	0.0
	Turnover Rate	0.0%	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	1						1.7	2.0
	Avg. EE	8	8	8	8	8	8	7						7.9	7.7
	Turnover Rate	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	14.3%						21.8%	26.1%
Const. Pct. 2	# Term	0	0	0	0	0	0	0						0.0	0.0
	Avg. EE	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%
Const. Pct. 3	# Term	0	0	1	0	0	0	0						1.7	1.0
	Avg. EE	14	14	13	13	13	13	13						13.3	12.8
	Turnover Rate	0.0%	0.0%	7.7%	0.0%	0.0%	0.0%	0.0%						12.9%	7.8%
Const. Pct. 4	# Term	0	0	0	0	0	0	0						0.0	3.0
	Avg. EE	8	8	8	8	8	8	8						8.0	7.8
	Turnover Rate	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%						0.0%	38.3%
CCAL 1	# Term	0	0	0	0	0	0	0						0.0	1.0
	Avg. EE	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%	34.3%
CCAL 2	# Term	0	0	0	0	0	0	0						0.0	1.0
	Avg. EE	3	3	3	3	3	3	3						3.0	2.8
	Turnover Rate	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%						0.0%	36.4%
CCAL 3	# Term	0	0	0	0	0	0	0						0.0	0.0
	Avg. EE	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%
CCAL 4	# Term	0	0	0	0	0	0	0						0.0	1.0
	Avg. EE	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%	33.3%

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CCAL 5	# Term	0	0	0	0	0	0	0						0.0	0.0
	Avg. EE	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%
CCAL 6	# Term	0	0	0	0	0	0	0						0.0	0.0
	Avg. EE	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%
CCAL 7	# Term	0	0	0	0	0	0	0						0.0	0.0
	Avg. EE	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%
Probate Court	# Term	0	0	0	0	0	0	0						0.0	1.0
	Avg. EE	4	4	4	4	4	4	4						4.0	3.7
	Turnover Rate	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%					0.0%	27.3%
County Ext. Services	# Term	0	0	1	0	0	0	0						1.7	3.0
	Avg. EE	5	6	5	5	6	6	6						5.6	5.2
	Turnover Rate	0.0%	0.0%	20.0%	0.0%	0.0%	0.0%	0.0%	0.0%					30.8%	58.1%
JP #1	# Term	0	0	1	0	0	0	0						1.7	3.0
	Avg. EE	7	7	6	6	7	7	7						6.7	6.3
	Turnover Rate	0.0%	0.0%	16.7%	0.0%	0.0%	0.0%	0.0%	0.0%					25.5%	47.4%
JP #2	# Term	0	0	0	0	0	0	0						0.0	1.0
	Avg. EE	4	4	4	4	4	4	4						4.0	3.8
	Turnover Rate	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%					0.0%	26.7%
JP #3	# Term	0	0	0	0	0	0	2						3.4	2.0
	Avg. EE	11	11	11	11	11	11	10						10.9	10.8
	Turnover Rate	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	20.0%	0.0%					31.6%	18.5%
JP #4	# Term	0	0	0	0	1	0	0						1.7	7.0
	Avg. EE	4	5	5	5	4	5	5						4.7	4.5
	Turnover Rate	0.0%	0.0%	0.0%	0.0%	25.0%	0.0%	0.0%	0.0%					36.4%	155.6%
Tax Assessor/Collector	# Term	1	0	3	0	0	1	0						8.6	26.0
	Avg. EE	92	92	91	95	95	94	98						93.9	89.9
	Turnover Rate	1.1%	0.0%	3.3%	0.0%	0.0%	1.1%	0.0%	0.0%					9.1%	28.9%

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Turnover For County Overall														
Terminations	16	21	30	10	14	23	19						228.0	267.0
Avg. EE	1812	1822	1815	1836	1847	1865	1875						1838.9	1769.1
Turnover Rate	0.9%	1.2%	1.7%	0.5%	0.8%	1.2%	1.0%						12.4%	15.1%
Retirements	0	4	6	0	0	1	3						24.0	38.0
Terminations	16	21	30	10	14	23	19						228.0	267.0
% of Terms which are Retirements	0.0%	19.0%	20.0%	0.0%	0.0%	4.3%	16.0%						10.5%	14.2%
Involuntary	3	3	4	3	1	4	2						34.3	18.0
Terminations	16	21	30	10	14	23	19						228.0	267.0
% of Terms which are Involuntary	18.8%	14.3%	13.3%	30.0%	7.1%	17.4%	10.5%						15.0%	6.7%

Collin County Turnover Report

Fiscal Year 2024

		Oct.	Nov.	Dec.	Jan.	Feb.	Mar.	Apr.	May	June	Jul.	Aug.	Sept.	2024 Projected	2023 Actual
Turnover By Length of Service															
0-5 YEARS	Terminations	14	16	23	8	11	15	14						173.1	191.0
	Avg. EE	873	883	875	890	892	913	922						892.6	855.8
	Turnover Rate	1.6%	1.8%	2.6%	0.9%	1.2%	1.6%	1.5%						19.4%	22.3%
	Retirements	0	1	1	0	0	0	0						3.4	2.0
	Terminations	14	16	23	8	11	15	14						173.1	191.0
	% of Terms which are Retirements	0.0%	6.3%	4.3%	0.0%	0.0%	0.0%	0.0%						2.0%	1.0%
6-10 YEARS	Terminations	2	1	3	1	1	4	0						20.6	32.0
	Avg. EE	382	381	378	376	384	381	380						380.3	361.0
	Turnover Rate	0.5%	0.3%	0.8%	0.3%	0.3%	1.0%	0.0%						5.4%	8.9%
	Retirements	0	0	1	0	0	0	0						1.7	5.0
	Terminations	2	1	3	1	1	4	0						20.6	32.0
	% of Terms which are Retirements	0.0%	0.0%	33.3%	0.0%	0.0%	0.0%	0.0%						8.3%	15.6%
11-15 YEARS	Terminations	0	0	0	0	2	2	1						8.6	10.0
	Avg. EE	170	173	179	187	188	190	191						182.6	170.8
	Turnover Rate	0.0%	0.0%	0.0%	0.0%	1.1%	1.1%	0.5%						4.7%	5.9%
	Retirements	0	0	0	0	0	0	0						0.0	5.0
	Terminations	0	0	0	0	2	2	1						8.6	10.0
	% of Terms which are Retirements	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%						0.0%	50.0%
16-20 YEARS	Terminations	0	0	2	0	0	0	2						6.9	14.0
	Avg. EE	173	172	170	168	167	162	162						167.7	175.7
	Turnover Rate	0.0%	0.0%	1.2%	0.0%	0.0%	0.0%	1.2%						4.1%	8.0%
	Retirements	0	0	2	0	0	0	1						5.1	10.0
	Terminations	0	0	2	0	0	0	2						6.9	14.0
	% of Terms which are Retirements	0.0%	0.0%	100.0%	0.0%	0.0%	0.0%	0.0%						75.0%	71.4%

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Fiscal Year 2024

		Oct.	Nov.	Dec.	Jan.	Feb.	Mar.	Apr.	May	June	Jul.	Aug.	Sept.	2024 Projected	2023 Actual
21+	Terminations	0	4	2	1	0	2	2						18.9	20.0
	Avg. EE	214	213	213	215	216	219	220						215.7	205.8
	Turnover Rate	0.0%	1.9%	0.9%	0.5%	0.0%	0.9%	0.9%						8.7%	9.7%
	Retirements	0	3	2	0	0	1	2						13.7	16.0
	Terminations	0	4	2	1	0	2	2						18.9	20.0
	% of Terms which are Retirements	0.0%	75.0%	100.0%	0.0%	0.0%	50.0%	100.0%						72.7%	80.0%
	Terminations	16	21	30	10	14	23	19						228.0	267.0
	Avg. EE	1812	1822	1815	1836	1847	1865	1875						1838.9	1769.2
	Turnover Rate	0.9%	1.2%	1.7%	0.5%	0.8%	1.2%	1.0%						12.4%	15.1%
Totals	Retirements	0	4	6	0	0	1	3						24.0	38.0
	Terminations	16	21	30	10	14	23	19						228.0	267.0
	% of Terms which are Retirements	0.0%	19.0%	20.0%	0.0%	0.0%	4.3%	0.2%						10.5%	14.2%

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Fiscal Year 2024

		Oct.	Nov.	Dec.	Jan.	Feb.	Mar.	Apr.	May	June	Jul.	Aug.	Sept.	2024 Projected	2023 Actual
Turnover By Age Group															
< 30 YEARS	Terminations	4	6	11	6	4	7	9						80.6	84.0
	Avg. EE	330	336	332	335	335	336	338						334.6	311.0
	Turnover Rate	1.2%	1.8%	3.3%	1.8%	1.2%	2.1%	2.7%						24.1%	27.0%
	Retirements	0	0	0	0	0	0	0						0.0	0.0
	Terminations	4	6	11	6	4	7	9						80.6	84.0
	% 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%
30-40 YEARS	Terminations	2	6	3	1	5	6	2						42.9	70.0
	Avg. EE	439	440	443	445	453	464	468						450.3	429.0
	Turnover Rate	0.5%	1.4%	0.7%	0.2%	1.1%	1.3%	0.4%						9.5%	16.3%
	Retirements	0	0	0	0	0	0	0						0.0	0.0
	Terminations	2	6	3	1	5	6	2						42.9	70.0
	% 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%
41-50 YEARS	Terminations	6	4	4	1	3	5	2						42.9	40.0
	Avg. EE	459	458	458	461	458	458	459						458.7	462.7
	Turnover Rate	1.3%	0.9%	0.9%	0.2%	0.7%	1.1%	0.4%						9.3%	8.6%
	Retirements	0	0	1	0	0	0	1						3.4	5.0
	Terminations	6	4	4	1	3	5	2						42.9	40.0
	% of Terms which are Retirements	0.0%	0.0%	25.0%	0.0%	0.0%	0.0%	50.0%						8.0%	12.5%
51-60 YEARS	Terminations	1	3	7	2	2	4	4						39.4	39.0
	Avg. EE	417	418	415	422	423	424	426						420.7	403.4
	Turnover Rate	0.2%	0.7%	1.7%	0.5%	0.5%	0.9%	0.9%						9.4%	9.7%
	Retirements	0	3	1	0	0	1	1						10.3	10.0
	Terminations	1	3	7	2	2	4	4						39.4	39.0
	% of Terms which are Retirements	0.0%	100.0%	14.3%	0.0%	0.0%	25.0%	25.0%						26.1%	25.6%

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		Oct.	Nov.	Dec.	Jan.	Feb.	Mar.	Apr.	May	June	Jul.	Aug.	Sept.	2024 Projected	2023 Actual
61-70 YEARS	Terminations	3	2	5	0	0	1	1						20.6	34.0
	Avg. EE	150	152	149	154	159	163	165						156.0	150.1
	Turnover Rate	2.0%	1.3%	3.4%	0.0%	0.0%	0.6%	0.6%						13.2%	22.7%
	Retirements	0	1	4	0	0	0	1						10.3	23.0
	Terminations	3	2	5	0	0	1	1						20.6	34.0
	% of Terms which are Retirements	0.0%	50.0%	80.0%	0.0%	0.0%	0.0%	100.0%						50.0%	67.6%
	Terminations	0	0	0	0	0	0	1						1.7	0.0
	Avg. EE	17	18	18	19	19	20	19						18.6	13.0
	Turnover Rate	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	5.3%						9.2%	0.0%
71+ YEARS	Retirements	0	0	0	0	0	0	0						0.0	0.0
	Terminations	0	0	0	0	0	0	1						1.7	0.0
	% of Terms which are Retirements	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%						0.0%	0.0%
	Terminations	16	21	30	10	14	23	19						228.0	267.0
	Avg. EE	1812	1822	1815	1836	1847	1865	1875						1838.9	1769.2
Totals	Turnover Rate	0.9%	1.2%	1.7%	0.5%	0.8%	1.2%	1.0%						12.4%	15.1%
	Retirements	0	4	6	0	0	1	3						24.0	38.0
	Terminations	16	21	30	10	14	23	19						228.0	267.0
	% of Terms which are Retirements	0.0%	19.0%	20.0%	0.0%	0.0%	4.3%	15.8%						10.5%	14.2%

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Fiscal Year 2024

		Oct.	Nov.	Dec.	Jan.	Feb.	Mar.	Apr.	May	June	Jul.	Aug.	Sept.	2024 Projected	2023 Actual
Turnover By Gender															
MALE	Terminations	7	9	14	3	6	13	9						104.6	126.0
	Avg. EE	841	841	839	851	859	876	879						855.1	833.4
	Turnover Rate	0.8%	1.1%	1.7%	0.4%	0.7%	1.5%	1.0%						12.2%	15.1%
	Retirements	0	2	2	0	0	1	1						10.3	22.0
	Terminations	7	9	14	3	6	13	9						104.6	126.0
	% of Terms which are Retirements	0.0%	22.2%	14.3%	0.0%	0.0%	7.7%	11.1%						9.8%	17.5%
FEMALE	Terminations	9	12	16	7	8	10	10						123.4	141.0
	Avg. EE	971	981	976	985	988	989	996						983.7	935.8
	Turnover Rate	0.9%	1.2%	1.6%	0.7%	0.8%	1.0%	1.0%						12.5%	15.1%
	Retirements	0	2	4	0	0	0	2						13.7	16.00
	Terminations	9	12	16	7	8	10	10						123.4	141.0
	% of Terms which are Retirements	0.0%	16.7%	25.0%	0.0%	0.0%	0.0%	20.0%						11.1%	11.3%
Totals	Terminations	16	21	30	10	14	23	19						228.0	267.0
	Avg. EE	1812	1822	1815	1836	1847	1865	1875						1838.9	1769.2
	Turnover Rate	0.9%	1.2%	1.7%	0.5%	0.8%	1.2%	1.0%						12.4%	15.1%
	Retirements	0	4	6	0	0	1	3						24.0	38.0
	Terminations	16	21	30	10	14	23	19						228.0	267.0
	% of Terms which are Retirements	0.0%	19.0%	20.0%	0.0%	0.0%	4.3%	15.8%						10.5%	14.2%