

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	0	0	1	0		4.4	4.0
	Avg. EE	14	16	16	17	17	17	16	16	17	18	18		16.5	16.5
	Turnover Rate	7.1%	0.0%	6.3%	0.0%	0.0%	0.0%	6.3%	0.0%	0.0%	5.6%	0.0%		26.4%	24.2%
Health Services	# Term	1	2	1	0	0	1	0	5	1	3	2		17.5	9.0
	Avg. EE	88	85	83	83	84	83	84	79	78	75	73		81.4	87.3
	Turnover Rate	1.1%	2.4%	1.2%	0.0%	0.0%	1.2%	0.0%	6.3%	1.3%	4.0%	2.7%		21.5%	10.3%
Budget	# Term	0	0	0	0	0	0	0	0	0	0	0		0.0	3.0
	Avg. EE	13	13	13	13	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%	0.0%	0.0%	0.0%		0.0%	24.0%
Human Resources	# Term	0	1	0	0	0	0	0	2	0	2	0		5.5	2.0
	Avg. EE	24	23	23	23	25	28	28	26	26	25	26		25.2	23.3
	Turnover Rate	0.0%	4.3%	0.0%	0.0%	0.0%	0.0%	0.0%	7.7%	0.0%	8.0%	0.0%		21.7%	8.6%
Veterans Service	# 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%
IT	# Term	0	0	1	0	0	1	0	0	0	1	1		4.4	3.0
	Avg. EE	64	64	64	66	66	65	66	66	66	65	65		65.2	64.2
	Turnover Rate	0.0%	0.0%	1.6%	0.0%	0.0%	1.5%	0.0%	0.0%	0.0%	1.5%	1.5%		6.7%	4.7%
Highway Patrol	# Term	0	0	0	0	0	0	0	0	0	0	0		0.0	1.0
	Avg. EE	1	1	1	1	1	0	0	1	1	1	1		0.8	0.8
	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%	120.0%
Road & Bridge	# Term	0	3	2	0	0	1	0	2	2	0	1		12.0	8.0
	Avg. EE	99	96	95	97	99	106	108	106	104	105	105		101.8	97.1
	Turnover Rate	0.0%	3.1%	2.1%	0.0%	0.0%	0.9%	0.0%	1.9%	1.9%	0.0%	1.0%		11.8%	8.2%
Facility Mgmt	# Term	0	0	0	0	0	0	0	1	2	0	0		3.3	6.0
	Avg. EE	66	67	67	68	68	68	68	69	68	70	70		68.1	64.1
	Turnover Rate	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	1.4%	2.9%	0.0%	0.0%		4.8%	9.4%

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Const. & Projects	# Term	0	0	0	0	0	0	1	0	0	0	0		1.1	0.0
	Avg. EE	4	4	5	5	5	5	5	5	5	5	5		4.8	4.0
	Turnover Rate	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	20.0%	0.0%	0.0%	0.0%	0.0%		22.6%	0.0%
Medical Examiner	# Term	0	0	0	1	0	0	0	0	0	0	2		3.3	2.0
	Avg. EE	13	13	13	15	15	15	15	15	15	15	13		14.3	13.2
	Turnover Rate	0.0%	0.0%	0.0%	6.7%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	15.4%		22.9%	15.2%
Emergency Management/ Fire Marshal	# Term	1	1	0	0	0	1	0	0	1	0	0		4.4	0.0
	Avg. EE	7	8	8	8	8	7	7	7	6	6	6		7.1	7.2
	Turnover Rate	14.3%	12.5%	0.0%	0.0%	0.0%	14.3%	0.0%	0.0%	16.7%	0.0%	0.0%		61.5%	0.0%
Engineering	# Term	2	2	0	0	1	1	4	2	1	1	0		15.3	4.0
	Avg. EE	41	40	43	45	46	46	45	45	48	49	50		45.3	41.9
	Turnover Rate	4.9%	5.0%	0.0%	0.0%	2.2%	2.2%	8.9%	4.4%	2.1%	2.0%	0.0%		33.7%	9.5%
Elections Dept.	# Term	0	0	0	0	0	0	0	0	0	0	0		0.0	3.0
	Avg. EE	16	16	16	18	18	18	18	18	18	18	18		17.5	15.5
	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%	19.4%
Purchasing	# Term	1	0	0	0	0	0	0	0	0	0	1		2.2	2.0
	Avg. EE	16	17	18	19	19	19	18	18	19	19	18		18.2	16.5
	Turnover Rate	6.3%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	5.6%		12.0%	12.1%
County Auditor	# Term	0	0	0	1	0	0	0	1	0	0	1		3.3	5.0
	Avg. EE	33	34	34	33	33	33	34	33	33	34	33		33.4	32.2
	Turnover Rate	0.0%	0.0%	0.0%	3.0%	0.0%	0.0%	0.0%	3.0%	0.0%	0.0%	3.0%		9.8%	15.5%

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Juvenile Probation	# Term	0	0	0	0	0	0	0	0	0	0	0		0.0	4.0
	Avg. EE	52	57	59	59	59	59	60	60	60	60	60		58.6	50.8
	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%	7.9%
Juvenile Detention	# Term	0	0	1	1	0	1	1	1	2	2	1		10.9	16.0
	Avg. EE	80	79	79	81	82	94	93	96	96	99	98		88.8	84.4
	Turnover Rate	0.0%	0.0%	1.3%	1.2%	0.0%	1.1%	1.1%	1.0%	2.1%	2.0%	1.0%		12.3%	19.0%
Juv. Alt. Education	# Term	0	1	0	0	0	0	0	0	0	0	0		1.1	0.0
	Avg. EE	6	5	6	7	7	7	7	7	7	7	7		6.6	6.0
	Turnover Rate	0.0%	20.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%		16.4%	0.0%
Total Juvenile	# Term	0	1	1	1	0	1	1	1	2	2	1		12.0	20.0
	Avg. EE	138	141	144	147	148	160	160	163	163	166	165		154.1	141.2
	Turnover Rate	0.0%	0.7%	0.7%	0.7%	0.0%	0.6%	0.6%	0.6%	1.2%	1.2%	0.6%		7.8%	14.2%
Community Supervision	# Term	1	1	1	3	1	1	0	0	0	1	1		10.9	4.0
	Avg. EE	110	111	110	107	106	108	109	109	108	108	107		108.5	107.4
	Turnover Rate	0.9%	0.9%	0.9%	2.8%	0.9%	0.9%	0.0%	0.0%	0.0%	0.9%	0.9%		10.1%	3.7%
County Clerk	# Term	0	1	2	0	1	1	3	0	1	0	1		10.9	16.0
	Avg. EE	92	91	91	91	91	93	90	90	90	91	91		91.0	88.5
	Turnover Rate	0.0%	1.1%	2.2%	0.0%	1.1%	1.1%	3.3%	0.0%	1.1%	0.0%	1.1%		12.0%	18.1%
Sheriff's Office	# Term	1	1	3	0	1	5	3	1	1	0	3		20.7	23.0
	Avg. EE	202	201	200	202	201	198	199	201	202	207	205		201.6	187.9
	Turnover Rate	0.5%	0.5%	1.5%	0.0%	0.5%	2.5%	1.5%	0.5%	0.5%	0.0%	1.5%		10.3%	12.2%
Sheriff's Office Detention	# Term	2	6	9	3	4	5	3	6	3	8	6		60.0	69.0
	Avg. EE	329	334	329	329	336	338	337	338	346	347	347		337.3	316.8
	Turnover Rate	0.6%	1.8%	2.7%	0.9%	1.2%	1.5%	0.9%	1.8%	0.9%	2.3%	1.7%		17.8%	21.8%
Total Sheriff's Office	# Term	3	7	12	3	5	10	6	7	4	8	9		80.7	92.0
	Avg. EE	531	535	529	531	537	536	536	539	548	554	552		538.9	504.8
	Turnover Rate	0.6%	1.3%	2.3%	0.6%	0.9%	1.9%	1.1%	1.3%	0.7%	1.4%	1.6%		15.0%	18.2%

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District Clerk	# Term	0	2	1	0	1	1	0	0	1	1	2		9.8	7.0
	Avg. EE	81	79	79	81	81	81	82	82	81	81	80		80.7	73.8
	Turnover Rate	0.0%	2.5%	1.3%	0.0%	1.2%	1.2%	0.0%	0.0%	1.2%	1.2%	2.5%		12.2%	9.5%
D.A. Prosecutor	# Term	3	0	1	0	2	1	0	2	3	2	1		16.4	12.0
	Avg. EE	66	70	69	70	69	68	69	67	67	66	65		67.8	64.0
	Turnover Rate	4.5%	0.0%	1.4%	0.0%	2.9%	1.5%	0.0%	3.0%	4.5%	3.0%	1.5%		24.1%	18.8%
D.A. Investigators	# Term	1	0	0	0	2	0	0	0	0	1	0		4.4	2.0
	Avg. EE	21	21	22	22	20	20	21	21	21	20	21		20.9	23.0
	Turnover Rate	4.8%	0.0%	0.0%	0.0%	10.0%	0.0%	0.0%	0.0%	0.0%	5.0%	0.0%		20.9%	8.7%
D.A. Clerical	# Term	1	0	1	1	0	0	0	0	0	1	0		4.4	8.0
	Avg. EE	35	34	33	32	32	32	35	35	36	35	35		34.0	37.0
	Turnover Rate	2.9%	0.0%	3.0%	3.1%	0.0%	0.0%	0.0%	0.0%	0.0%	2.9%	0.0%		12.8%	21.6%
Total D.A.	# Term	5	0	2	1	4	1	0	2	3	4	1		25.1	22.0
	Avg. EE	122	125	124	124	121	120	125	123	124	121	121		122.7	124.0
	Turnover Rate	4.1%	0.0%	1.6%	0.8%	3.3%	0.8%	0.0%	1.6%	2.4%	3.3%	0.8%		20.4%	17.7%
Court Appt. Representation	# Term	0	0	0	0	0	1	0	0	1	0	0		2.2	2.0
	Avg. EE	8	8	8	8	8	7	8	8	7	7	7		7.6	7.8
	Turnover Rate	0.0%	0.0%	0.0%	0.0%	0.0%	14.3%	0.0%	0.0%	14.3%	0.0%	0.0%		28.6%	25.8%
199th 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%
219th Dist. Court	# Term	0	0	0	0	0	0	0	1	0	0	0		1.1	0.0
	Avg. EE	4	4	4	4	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%	25.0%	0.0%	0.0%	0.0%		27.3%	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%
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%
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%
416th Dist. Court	# Term	0	0	0	0	0	0	0	0	0	0	0		0.0	0.0
	Avg. EE	2	3	3	3	3	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%	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%
429th Dist. Court	# Term	0	0	0	0	0	0	0	0	0	0	0		0.0	0.0
	Avg. EE	3	3	3	10	10	10	10	10	10	10	10		8.1	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%
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%
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%
470th 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	2.8
	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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471st Dist. Court	# Term	0	0	0	0	0	1	0	0	0	0	0		1.1	0.0
	Avg. EE	9	9	10	3	3	2	3	3	3	3	3		4.6	8.8
	Turnover Rate	0.0%	0.0%	0.0%	0.0%	0.0%	50.0%	0.0%	0.0%	0.0%	0.0%	0.0%		23.5%	0.0%
493rd Dist. Court	# Term	0	0	0	0	0	0	0	0	0	0	0		0.0	0.0
	Avg. EE	1	2	1	2	3	3	3	3	3	3	3		2.5	0.0
	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%
Const. Pct. 1	# Term	0	0	0	0	0	0	1	1	0	0	0		2.2	2.0
	Avg. EE	8	8	8	8	8	8	7	6	7	7	7		7.5	7.7
	Turnover Rate	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	14.3%	16.7%	0.0%	0.0%	0.0%		29.3%	26.1%
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%
Const. Pct. 3	# Term	0	0	1	0	0	0	0	0	0	0	0		1.1	1.0
	Avg. EE	14	14	13	13	13	13	13	14	14	14	14		13.5	12.8
	Turnover Rate	0.0%	0.0%	7.7%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%		8.1%	7.8%
Const. Pct. 4	# Term	0	0	0	0	0	0	0	1	0	1	1		3.3	3.0
	Avg. EE	8	8	8	8	8	8	8	8	8	7	6		7.7	7.8
	Turnover Rate	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	12.5%	0.0%	14.3%	16.7%		42.4%	38.3%
CCAL 1	# 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	2.9
	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%	34.3%
CCAL 2	# 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	2.8
	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%	36.4%
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%
CCAL 4	# 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	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%	33.3%

Collin County Turnover Report

Fiscal Year 2024

		Oct.	Nov.	Dec.	Jan.	Feb.	Mar.	Apr.	May	June	Jul.	Aug.	Sept.	2024 Projected	2023 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	0.0
	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%	0.0%
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	0	0	0	0	0	0	0	0	0		0.0	1.0
	Avg. EE	4	4	4	4	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%	0.0%	0.0%		0.0%	27.3%
County Ext. Services	# Term	0	0	1	0	0	0	0	0	0	0	0		1.1	3.0
	Avg. EE	5	6	5	5	6	6	6	6	6	6	6		5.7	5.2
	Turnover Rate	0.0%	0.0%	20.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%		19.0%	58.1%
JP #1	# Term	0	0	1	0	0	0	0	0	0	0	0		1.1	3.0
	Avg. EE	7	7	6	6	7	7	7	7	7	7	7		6.8	6.3
	Turnover Rate	0.0%	0.0%	16.7%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%		16.0%	47.4%
JP #2	# Term	0	0	0	0	0	0	0	1	0	0	0		1.1	1.0
	Avg. EE	4	4	4	4	4	4	4	3	4	4	4		3.9	3.8
	Turnover Rate	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	33.3%	0.0%	0.0%	0.0%		27.9%	26.7%
JP #3	# Term	0	0	0	0	0	0	2	1	0	0	0		3.3	2.0
	Avg. EE	11	11	11	11	11	11	10	9	10	10	11		10.5	10.8
	Turnover Rate	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	20.0%	11.1%	0.0%	0.0%	0.0%		31.0%	18.5%
JP #4	# Term	0	0	0	0	1	0	0	1	1	0	0		3.3	7.0
	Avg. EE	4	5	5	5	4	5	5	6	5	6	7		5.2	4.5
	Turnover Rate	0.0%	0.0%	0.0%	0.0%	25.0%	0.0%	0.0%	16.7%	20.0%	0.0%	0.0%		63.2%	155.6%
Tax Assessor/Collector	# Term	1	0	3	0	0	1	0	2	1	1	0		9.8	26.0
	Avg. EE	92	92	91	95	95	94	98	96	95	93	93		94.0	89.9
	Turnover Rate	1.1%	0.0%	3.3%	0.0%	0.0%	1.1%	0.0%	2.1%	1.1%	1.1%	0.0%		10.4%	28.9%

Collin County Turnover Report

Fiscal Year 2024

	Oct.	Nov.	Dec.	Jan.	Feb.	Mar.	Apr.	May	June	Jul.	Aug.	Sept.	2024 Projected	2023 Actual
Turnover For County Overall														
Terminations	16	21	30	10	14	23	19	31	21	26	24		256.4	267.0
Avg. EE	1812	1822	1815	1836	1847	1865	1875	1868	1876	1882	1874		1852.0	1769.1
Turnover Rate	0.9%	1.2%	1.7%	0.5%	0.8%	1.2%	1.0%	1.7%	1.1%	1.4%	1.3%		13.8%	15.1%
Retirements	0	4	6	0	0	1	3	3	3	4	3		29.5	38.0
Terminations	16	21	30	10	14	23	19	31	21	26	24		256.4	267.0
% of Terms which are Retirements	0.0%	19.0%	20.0%	0.0%	0.0%	4.3%	15.8%	9.7%	14.3%	15.4%	12.5%		11.5%	14.2%
Involuntary	3	3	4	3	1	4	2	7	4	5	6		45.8	18.0
Terminations	16	21	30	10	14	23	19	31	21	26	24		256.4	267.0
% of Terms which are Involuntary	18.8%	14.3%	13.3%	30.0%	7.1%	17.4%	10.5%	22.6%	19.0%	19.2%	25.0%		17.9%	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	25	13	19	15		188.7	191.0
	Avg. EE	873	883	875	890	892	913	922	917	930	935	930		905.5	855.8
	Turnover Rate	1.6%	1.8%	2.6%	0.9%	1.2%	1.6%	1.5%	2.7%	1.4%	2.0%	1.6%		20.8%	22.3%
	Retirements	0	1	1	0	0	0	0	0	0	0	0		2.2	2.0
	Terminations	14	16	23	8	11	15	14	25	13	19	15		188.7	191.0
	% of Terms which are Retirements	0.0%	6.3%	4.3%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%		1.2%	1.0%
6-10 YEARS	Terminations	2	1	3	1	1	4	0	3	5	3	3		28.4	32.0
	Avg. EE	382	381	378	376	384	381	380	378	374	376	375		378.6	361.0
	Turnover Rate	0.5%	0.3%	0.8%	0.3%	0.3%	1.0%	0.0%	0.8%	1.3%	0.8%	0.8%		7.5%	8.9%
	Retirements	0	0	1	0	0	0	0	0	0	0	0		1.1	5.0
	Terminations	2	1	3	1	1	4	0	3	5	3	3		28.4	32.0
	% of Terms which are Retirements	0.0%	0.0%	33.3%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%		3.8%	15.6%
11-15 YEARS	Terminations	0	0	0	0	2	2	1	1	1	1	2		10.9	10.0
	Avg. EE	170	173	179	187	188	190	191	191	187	184	182		183.8	170.8
	Turnover Rate	0.0%	0.0%	0.0%	0.0%	1.1%	1.1%	0.5%	0.5%	0.5%	0.5%	1.1%		5.9%	5.9%
	Retirements	0	0	0	0	0	0	0	1	1	1	1		4.4	5.0
	Terminations	0	0	0	0	2	2	1	1	1	1	2		10.9	10.0
	% of Terms which are Retirements	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	100.0%	100.0%	100.0%	50.0%		40.0%	50.0%
16-20 YEARS	Terminations	0	0	2	0	0	0	2	0	0	1	1		6.5	14.0
	Avg. EE	173	172	170	168	167	162	162	160	162	164	166		166.0	175.7
	Turnover Rate	0.0%	0.0%	1.2%	0.0%	0.0%	0.0%	1.2%	0.0%	0.0%	0.6%	0.6%		3.9%	8.0%
	Retirements	0	0	2	0	0	0	1	0	0	1	1		5.5	10.0
	Terminations	0	0	2	0	0	0	2	0	0	1	1		6.5	14.0
	% of Terms which are Retirements	0.0%	0.0%	100.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	100.0%	100.0%		83.3%	71.4%

Collin County Turnover Report

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	2	2	2	3		21.8	20.0
	Avg. EE	214	213	213	215	216	219	220	222	223	223	221		218.1	205.8
	Turnover Rate	0.0%	1.9%	0.9%	0.5%	0.0%	0.9%	0.9%	0.9%	0.9%	0.9%	1.4%		10.0%	9.7%
	Retirements	0	3	2	0	0	1	2	2	2	2	1		16.4	16.0
	Terminations	0	4	2	1	0	2	2	2	2	2	3		21.8	20.0
	% of Terms which are Retirements	0.0%	75.0%	100.0%	0.0%	0.0%	50.0%	100.0%	100.0%	100.0%	100.0%	33.3%		75.0%	80.0%
Totals	Terminations	16	21	30	10	14	23	19	31	21	26	24		256.4	267.0
	Avg. EE	1812	1822	1815	1836	1847	1865	1875	1868	1876	1882	1874		1852.0	1769.2
	Turnover Rate	0.9%	1.2%	1.7%	0.5%	0.8%	1.2%	1.0%	1.7%	1.1%	1.4%	1.3%		13.8%	15.1%
	Retirements	0	4	6	0	0	1	3	3	3	4	3		29.5	38.0
	Terminations	16	21	30	10	14	23	19	31	21	26	24		256.4	267.0
	% of Terms which are Retirements	0.0%	19.0%	20.0%	0.0%	0.0%	4.3%	15.8%	9.7%	14.3%	15.4%	12.5%		11.5%	14.2%

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 Age Group															
< 30 YEARS	Terminations	4	6	11	6	4	7	9	9	2	4	5		73.1	84.0
	Avg. EE	330	336	332	335	335	336	338	340	356	358	355		341.0	311.0
	Turnover Rate	1.2%	1.8%	3.3%	1.8%	1.2%	2.1%	2.7%	2.6%	0.6%	1.1%	1.4%		21.4%	27.0%
	Retirements	0	0	0	0	0	0	0	0	0	0	0		0.0	0.0
	Terminations	4	6	11	6	4	7	9	9	2	4	5		73.1	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%	0.0%		0.0%	0.0%
30-40 YEARS	Terminations	2	6	3	1	5	6	2	8	8	8	7		61.1	70.0
	Avg. EE	439	440	443	445	453	464	468	465	461	464	461		454.8	429.0
	Turnover Rate	0.5%	1.4%	0.7%	0.2%	1.1%	1.3%	0.4%	1.7%	1.7%	1.7%	1.5%		13.4%	16.3%
	Retirements	0	0	0	0	0	0	0	0	0	0	0		0.0	0.0
	Terminations	2	6	3	1	5	6	2	8	8	8	7		61.1	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%	0.0%		0.0%	0.0%
41-50 YEARS	Terminations	6	4	4	1	3	5	2	5	3	6	3		45.8	40.0
	Avg. EE	459	458	458	461	458	458	459	452	448	445	444		454.5	462.7
	Turnover Rate	1.3%	0.9%	0.9%	0.2%	0.7%	1.1%	0.4%	1.1%	0.7%	1.3%	0.7%		10.1%	8.6%
	Retirements	0	0	1	0	0	0	1	0	0	0	0		2.2	5.0
	Terminations	6	4	4	1	3	5	2	5	3	6	3		45.8	40.0
	% of Terms which are Retirements	0.0%	0.0%	25.0%	0.0%	0.0%	0.0%	50.0%	0.0%	0.0%	0.0%	0.0%		4.8%	12.5%
51-60 YEARS	Terminations	1	3	7	2	2	4	4	7	4	6	4		48.0	39.0
	Avg. EE	417	418	415	422	423	424	426	426	427	429	428		423.2	403.4
	Turnover Rate	0.2%	0.7%	1.7%	0.5%	0.5%	0.9%	0.9%	1.6%	0.9%	1.4%	0.9%		11.3%	9.7%
	Retirements	0	3	1	0	0	1	1	2	1	2	0		12.0	10.0
	Terminations	1	3	7	2	2	4	4	7	4	6	4		48.0	39.0
	% of Terms which are Retirements	0.0%	100.0%	14.3%	0.0%	0.0%	25.0%	25.0%	28.6%	25.0%	33.3%	0.0%		25.0%	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	2	4	2	3		25.1	34.0
	Avg. EE	150	152	149	154	159	163	165	166	163	163	164		158.9	150.1
	Turnover Rate	2.0%	1.3%	3.4%	0.0%	0.0%	0.6%	0.6%	1.2%	2.5%	1.2%	1.8%		15.8%	22.7%
	Retirements	0	1	4	0	0	0	1	1	2	2	3		15.3	23.0
	Terminations	3	2	5	0	0	1	1	2	4	2	3		25.1	34.0
	% of Terms which are Retirements	0.0%	50.0%	80.0%	0.0%	0.0%	0.0%	100.0%	50.0%	50.0%	100.0%	100.0%		60.9%	67.6%
71+ YEARS	Terminations	0	0	0	0	0	0	1	0	0	0	2		3.3	0.0
	Avg. EE	17	18	18	19	19	20	19	19	21	23	22		19.5	13.0
	Turnover Rate	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	5.3%	0.0%	0.0%	0.0%	9.1%		16.7%	0.0%
	Retirements	0	0	0	0	0	0	0	0	0	0	0		0.0	0.0
	Terminations	0	0	0	0	0	0	1	0	0	0	2		3.3	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%	0.0%	0.0%		0.0%	0.0%
Totals	Terminations	16	21	30	10	14	23	19	31	21	26	24		256.4	267.0
	Avg. EE	1812	1822	1815	1836	1847	1865	1875	1868	1876	1882	1874		1852.0	1769.2
	Turnover Rate	0.9%	1.2%	1.7%	0.5%	0.8%	1.2%	1.0%	1.7%	1.1%	1.4%	1.3%		13.8%	15.1%
	Retirements	0	4	6	0	0	1	3	3	3	4	3		29.5	38.0
	Terminations	16	21	30	10	14	23	19	31	21	26	24		256.4	267.0
	% of Terms which are Retirements	0.0%	19.0%	20.0%	0.0%	0.0%	4.3%	15.8%	9.7%	14.3%	15.4%	12.5%		11.5%	14.2%

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 Gender															
MALE	Terminations	7	9	14	3	6	13	9	13	13	9	10		115.6	126.0
	Avg. EE	841	841	839	851	859	876	879	882	882	890	889		866.3	833.4
	Turnover Rate	0.8%	1.1%	1.7%	0.4%	0.7%	1.5%	1.0%	1.5%	1.5%	1.0%	1.1%		13.3%	15.1%
	Retirements	0	2	2	0	0	1	1	2	1	2	2		14.2	22.0
	Terminations	7	9	14	3	6	13	9	13	13	9	10		115.6	126.0
	% of Terms which are Retirements	0.0%	22.2%	14.3%	0.0%	0.0%	7.7%	11.1%	15.4%	7.7%	22.2%	20.0%		12.3%	17.5%
FEMALE	Terminations	9	12	16	7	8	10	10	18	8	17	14		140.7	141.0
	Avg. EE	971	981	976	985	988	989	996	986	994	992	985		985.7	935.8
	Turnover Rate	0.9%	1.2%	1.6%	0.7%	0.8%	1.0%	1.0%	1.8%	0.8%	1.7%	1.4%		14.3%	15.1%
	Retirements	0	2	4	0	0	0	2	1	2	2	1		15.3	16.00
	Terminations	9	12	16	7	8	10	10	18	8	17	14		140.7	141.0
	% of Terms which are Retirements	0.0%	16.7%	25.0%	0.0%	0.0%	0.0%	20.0%	5.6%	25.0%	11.8%	7.1%		10.9%	11.3%
Totals	Terminations	16	21	30	10	14	23	19	31	21	26	24		256.4	267.0
	Avg. EE	1812	1822	1815	1836	1847	1865	1875	1868	1876	1882	1874		1852.0	1769.2
	Turnover Rate	0.9%	1.2%	1.7%	0.5%	0.8%	1.2%	1.0%	1.7%	1.1%	1.4%	1.3%		13.8%	15.1%
	Retirements	0	4	6	0	0	1	3	3	3	4	3		29.5	38.0
	Terminations	16	21	30	10	14	23	19	31	21	26	24		256.4	267.0
	% of Terms which are Retirements	0.0%	19.0%	20.0%	0.0%	0.0%	4.3%	15.8%	9.7%	14.3%	15.4%	12.5%		11.5%	14.2%