

Collin County Turnover Report

Fiscal Year 2025

		Oct.	Nov.	Dec.	Jan.	Feb.	Mar.	Apr.	May	June	Jul.	Aug.	Sept.	2025 Projected	2024 Actual
Turnover By Department															
Admin. Services	# Term	0	0	0	0	0	0	0	0	0	0			0.0	4.0
	Avg. EE	18	18	18	18	18	18	18	18	18	18			18.0	16.7
	Turnover Rate	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%			0.0%	24.0%
Health Services	# Term	0	1	0	0	2	4	0	1	4	1			15.6	16.0
	Avg. EE	81	80	81	81	79	76	76	77	72	72			77.5	80.9
	Turnover Rate	0.0%	1.3%	0.0%	0.0%	2.5%	5.3%	0.0%	1.3%	5.6%	1.4%			20.1%	19.8%
Budget	# Term	0	0	0	0	0	0	0	1	0	0			1.2	0.0
	Avg. EE	13	13	13	13	13	13	13	12	13	13			12.9	13.0
	Turnover Rate	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	8.3%	0.0%	0.0%			9.3%	0.0%
Human Resources	# Term	0	1	0	1	0	0	1	0	0	0			3.6	5.0
	Avg. EE	27	27	27	26	26	26	25	26	27	28			26.5	25.3
	Turnover Rate	0.0%	3.7%	0.0%	3.8%	0.0%	0.0%	4.0%	0.0%	0.0%	0.0%			13.6%	19.7%
Veterans Service	# Term	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			3.0	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%
IT	# Term	1	1	0	0	0	0	0	1	1	0			4.8	5.0
	Avg. EE	63	63	65	66	66	66	66	65	65	66			65.1	65.1
	Turnover Rate	1.6%	1.6%	0.0%	0.0%	0.0%	0.0%	0.0%	1.5%	1.5%	0.0%			7.4%	7.7%
Highway Patrol	# Term	0	0	0	0	0	0	0	0	0	0			0.0	0.0
	Avg. EE	1	1	1	1	1	1	1	1	1	1			1.0	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%
Road & Bridge	# Term	3	2	1	1	0	1	1	0	2	2			15.6	14.0
	Avg. EE	99	98	97	97	101	105	107	109	110	108			103.1	101.8
	Turnover Rate	3.0%	2.0%	1.0%	1.0%	0.0%	1.0%	0.9%	0.0%	1.8%	1.9%			15.1%	13.7%
Facility Mgmt	# Term	4	0	1	0	1	1	0	1	1	1			12.0	5.0
	Avg. EE	64	68	72	79	79	80	81	80	81	81			76.5	68.0
	Turnover Rate	6.3%	0.0%	1.4%	0.0%	1.3%	1.3%	0.0%	1.3%	1.2%	1.2%			15.7%	7.4%
Const. & Projects	# Term	0	0	0	0	0	0	0	0	0	0			0.0	1.0
	Avg. EE	5	5	5	5	5	5	5	5	5	5			5.0	4.8
	Turnover Rate	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%			0.0%	20.7%

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Medical Examiner	# Term	1	1	1	0	0	0	0	1	0	0			4.8	3.0
	Avg. EE	12	12	12	14	14	15	15	14	15	15			13.8	14.2
	Turnover Rate	8.3%	8.3%	8.3%	0.0%	0.0%	0.0%	0.0%	7.1%	0.0%	0.0%			34.8%	21.2%
Emergency Management/ Fire Marshal	# Term	0	1	0	0	0	0	1	0	0	1			3.6	4.0
	Avg. EE	6	6	7	7	7	7	6	6	6	5			6.3	7.0
	Turnover Rate	0.0%	16.7%	0.0%	0.0%	0.0%	0.0%	16.7%	0.0%	0.0%	20.0%			57.1%	57.1%
Engineering	# Term	1	0	1	0	1	0	2	1	2	2			12.0	14.0
	Avg. EE	49	50	49	49	51	50	48	48	50	50			49.4	45.7
	Turnover Rate	2.0%	0.0%	2.0%	0.0%	2.0%	0.0%	4.2%	2.1%	4.0%	4.0%			24.3%	30.7%
Elections Dept.	# Term	0	0	1	0	0	0	0	0	0	0			1.2	0.0
	Avg. EE	18	18	17	17	17	18	18	18	18	18			17.7	17.5
	Turnover Rate	0.0%	0.0%	5.9%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%			6.8%	0.0%
Purchasing	# Term	0	0	0	0	0	0	0	0	0	0			0.0	2.0
	Avg. EE	19	19	19	19	19	19	19	19	19	19			19.0	18.3
	Turnover Rate	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%			0.0%	11.0%
County Auditor	# Term	3	1	1	0	0	0	0	0	0	0			6.0	3.0
	Avg. EE	29	32	33	33	33	34	34	34	34	34			33.0	33.3
	Turnover Rate	10.3%	3.1%	3.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%			18.2%	9.0%
Juvenile Probation	# Term	0	0	0	0	2	1	2	0	0	0			6.0	0.0
	Avg. EE	60	60	61	61	59	59	57	57	57	58			58.9	58.8
	Turnover Rate	0.0%	0.0%	0.0%	0.0%	3.4%	1.7%	3.5%	0.0%	0.0%	0.0%			10.2%	0.0%
Juvenile Detention	# Term	0	0	3	2	2	0	3	2	0	0			14.4	11.0
	Avg. EE	97	97	94	93	91	93	92	92	94	98			94.1	89.5
	Turnover Rate	0.0%	0.0%	3.2%	2.2%	2.2%	0.0%	3.3%	2.2%	0.0%	0.0%			15.3%	12.3%
Juv. Alt. Education	# Term	0	0	0	0	0	0	0	0	0	0			0.0	1.0
	Avg. EE	7	7	7	7	7	7	7	7	7	7			7.0	6.7
	Turnover Rate	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%			0.0%	15.0%
Total Juvenile	# Term	0	0	3	2	4	1	5	2	0	0			20.4	12.0
	Avg. EE	164	164	162	161	157	159	156	156	158	163			160.0	154.9
	Turnover Rate	0.0%	0.0%	1.9%	1.2%	2.5%	0.6%	3.2%	1.3%	0.0%	0.0%			12.8%	7.7%

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Community Supervision	# Term	1	0	2	2	1	1	1	1	1	1			13.2	12.0
	Avg. EE	107	110	108	107	109	108	108	107	109	109			108.2	108.3
	Turnover Rate	0.9%	0.0%	1.9%	1.9%	0.9%	0.9%	0.9%	0.9%	0.9%	0.9%			12.2%	11.1%
County Clerk	# Term	2	0	1	0	3	2	1	4	0	2			18.0	10.0
	Avg. EE	89	91	90	90	87	89	91	88	92	91			89.8	91.2
	Turnover Rate	2.2%	0.0%	1.1%	0.0%	3.4%	2.2%	1.1%	4.5%	0.0%	2.2%			20.0%	11.0%
Sheriff's Office	# Term	1	1	3	1	0	0	0	0	1	1			9.6	21.0
	Avg. EE	204	205	204	203	203	206	209	209	208	211			206.2	201.8
	Turnover Rate	0.5%	0.5%	1.5%	0.5%	0.0%	0.0%	0.0%	0.0%	0.5%	0.5%			4.7%	10.4%
Sheriff's Office Detention	# Term	8	7	4	7	7	11	11	5	8	4			86.4	58.0
	Avg. EE	357	360	367	376	379	386	379	382	384	399			376.9	338.5
	Turnover Rate	2.2%	1.9%	1.1%	1.9%	1.8%	2.8%	2.9%	1.3%	2.1%	1.0%			22.9%	17.1%
Total Sheriff's Office	# Term	9	8	7	8	7	11	11	5	9	5			96.0	79.0
	Avg. EE	561	565	571	579	582	592	588	591	592	610			583.1	540.3
	Turnover Rate	1.6%	1.4%	1.2%	1.4%	1.2%	1.9%	1.9%	0.8%	1.5%	0.8%			16.5%	14.6%
District Clerk	# Term	1	1	1	0	1	4	0	1	2	2			15.6	9.0
	Avg. EE	92	92	91	93	91	90	93	92	92	93			91.9	80.8
	Turnover Rate	1.1%	1.1%	1.1%	0.0%	1.1%	4.4%	0.0%	1.1%	2.2%	2.2%			17.0%	11.1%
D.A. Prosecutor	# Term	1	1	1	1	2	0	0	2	0	1			10.8	17.0
	Avg. EE	72	71	70	69	68	68	68	67	70	70			69.3	67.7
	Turnover Rate	1.4%	1.4%	1.4%	1.4%	2.9%	0.0%	0.0%	3.0%	0.0%	1.4%			15.6%	25.1%
D.A. Investigators	# Term	1	0	0	0	0	0	0	0	1	0			2.4	4.0
	Avg. EE	20	20	20	20	20	20	20	20	20	21			20.1	20.9
	Turnover Rate	5.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	5.0%	0.0%			11.9%	19.1%
D.A. Clerical	# Term	0	0	1	0	0	0	0	0	0	0			1.2	4.0
	Avg. EE	37	37	36	36	38	38	39	39	38	38			37.6	34.3
	Turnover Rate	0.0%	0.0%	2.8%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%			3.2%	11.7%
Total D.A.	# Term	2	1	2	1	2	0	0	2	1	1			14.4	25.0
	Avg. EE	129	128	126	125	126	126	127	126	128	129			127.0	122.8
	Turnover Rate	1.6%	0.8%	1.6%	0.8%	1.6%	0.0%	0.0%	1.6%	0.8%	0.8%			11.3%	20.4%

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		Oct.	Nov.	Dec.	Jan.	Feb.	Mar.	Apr.	May	June	Jul.	Aug.	Sept.	2025 Projected	2024 Actual
Court Appt. Representation	# Term	0	0	0	0	0	1	0	0	0	2			3.6	3.0
	Avg. EE	7	7	7	7	7	6	6	7	7	5			6.6	7.5
	Turnover Rate	0.0%	0.0%	0.0%	0.0%	0.0%	16.7%	0.0%	0.0%	0.0%	40.0%			54.5%	40.0%
199th Dist. Court	# Term	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			3.0	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%
219th Dist. Court	# Term	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			4.0	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%	25.0%
296th Dist. Court	# Term	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			3.0	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%
366th Dist. Court	# Term	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			3.0	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%
380th Dist. Court	# Term	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			3.0	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%
401st Dist. Court	# Term	0	0	0	1	0	0	0	0	0	0			1.2	0.0
	Avg. EE	3	3	3	2	2	3	3	3	3	3			2.8	3.0
	Turnover Rate	0.0%	0.0%	0.0%	50.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%			42.9%	0.0%
416th Dist. Court	# Term	0	0	0	0	1	0	0	0	0	0			1.2	0.0
	Avg. EE	3	3	3	3	2	3	3	3	3	3			2.9	2.9
	Turnover Rate	0.0%	0.0%	0.0%	0.0%	50.0%	0.0%	0.0%	0.0%	0.0%	0.0%			41.4%	0.0%
417th Dist. Court	# Term	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			3.0	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%
429th Dist. Court	# Term	0	0	0	0	0	0	0	0	0	0			0.0	0.0
	Avg. EE	10	10	10	10	10	9	10	10	10	10			9.9	8.3
	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%

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468th Dist. Court	# Term	0	0	0	0	0	0	0	0	0	1			1.2	0.0
	Avg. EE	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%	33.3%			40.0%	0.0%
469th Dist. Court	# Term	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			3.0	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%
470th Dist. Court	# Term	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			3.0	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%
471st Dist. Court	# Term	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			3.0	4.5
	Turnover Rate	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%			0.0%	44.4%
493rd Dist. Court	# Term	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			3.0	2.5
	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%
494th Dist. Court	# Term	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			290.0%	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%
Const. Pct. 1	# Term	0	0	0	0	0	0	0	0	0	0			0.0	2.0
	Avg. EE	8	9	9	9	9	8	8	8	8	8			8.4	7.5
	Turnover Rate	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%			0.0%	26.7%
Const. Pct. 2	# Term	0	0	0	0	0	0	0	0	0	1			1.2	0.0
	Avg. EE	4	4	3	4	4	4	4	4	4	3			3.8	4.0
	Turnover Rate	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	33.3%			31.6%	0.0%
Const. Pct. 3	# Term	0	0	0	0	0	0	0	0	0	0			0.0	1.0
	Avg. EE	14	14	14	13	13	14	14	14	14	14			13.8	13.6
	Turnover Rate	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%			0.0%	7.4%
Const. Pct. 4	# Term	0	0	1	0	0	0	0	0	0	0			1.2	3.0
	Avg. EE	7	7	6	6	9	9	9	9	9	9			8.0	7.7
	Turnover Rate	0.0%	0.0%	16.7%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%			15.0%	39.1%

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CCAL 1	# Term	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			3.0	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%
CCAL 2	# Term	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			3.0	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%
CCAL 3	# Term	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			3.0	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%
CCAL 4	# Term	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			3.0	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%
CCAL 5	# Term	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			3.0	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%
CCAL 6	# Term	0	0	1	0	0	0	0	0	0	0			1.2	0.0
	Avg. EE	3	3	3	3	3	3	3	3	3	3			3.0	3.0
	Turnover Rate	0.0%	0.0%	33.3%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%			40.0%	0.0%
CCAL 7	# Term	0	0	0	0	0	0	0	0	0	1			1.2	0.0
	Avg. EE	3	3	3	3	3	3	3	3	3	2			2.9	3.0
	Turnover Rate	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	50.0%			41.4%	0.0%
Probate Court	# Term	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			4.0	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%
County Ext. Services	# Term	0	0	0	0	0	0	0	1	0	0			1.2	1.0
	Avg. EE	6	6	6	6	6	6	6	5	5	5			5.7	5.8
	Turnover Rate	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	20.0%	0.0%	0.0%			21.1%	17.4%

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		Oct.	Nov.	Dec.	Jan.	Feb.	Mar.	Apr.	May	June	Jul.	Aug.	Sept.	2025 Projected	2024 Actual
JP #1	# Term	0	0	0	0	0	0	0	2	0	0			2.4	1.0
	Avg. EE	7	7	7	7	7	7	7	5	7	7			6.8	6.8
	Turnover Rate	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	40.0%	0.0%	0.0%			35.3%	14.6%
JP #2	# Term	0	0	0	0	0	0	0	0	0	0			0.0	1.0
	Avg. EE	4	5	5	5	5	5	5	5	5	5			4.9	3.9
	Turnover Rate	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%			0.0%	25.5%
JP #3	# Term	0	0	0	0	0	0	0	0	0	0			0.0	3.0
	Avg. EE	11	11	10	9	9	10	12	11	11	11			10.5	10.6
	Turnover Rate	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%			0.0%	28.3%
JP #4	# Term	1	0	1	0	0	0	1	0	0	0			3.6	4.0
	Avg. EE	5	5	4	5	6	9	8	8	8	8			6.6	5.3
	Turnover Rate	20.0%	0.0%	25.0%	0.0%	0.0%	0.0%	12.5%	0.0%	0.0%	0.0%			54.5%	76.2%
Tax Assessor/Collector	# Term	4	2	2	2	1	2	0	2	3	1			22.8	11.0
	Avg. EE	93	92	90	91	91	98	100	99	96	97			94.7	94.2
	Turnover Rate	4.3%	2.2%	2.2%	2.2%	1.1%	2.0%	0.0%	2.0%	3.1%	1.0%			24.1%	11.7%

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	Oct.	Nov.	Dec.	Jan.	Feb.	Mar.	Apr.	May	June	Jul.	Aug.	Sept.	2025 Projected	2024 Actual
Turnover For County Overall														
Terminations	33	20	27	18	24	28	24	26	26	24			300.0	256.0
Avg. EE	1892	1908	1906	1922	1926	1953	1955	1948	1960	1980			1935.0	1854.5
Turnover Rate	1.7%	1.0%	1.4%	0.9%	1.2%	1.4%	1.2%	1.3%	1.3%	1.2%			15.5%	13.8%
Retirements	0	1	9	2	4	1	1	1	4	4			32.4	29.0
Terminations	33	20	27	18	24	28	24	26	26	24			300.0	256.0
% of Terms which are Retirements	0.0%	5.0%	33.3%	11.1%	16.7%	3.6%	4.2%	3.8%	15.4%	16.7%			10.8%	11.3%
Involuntary	5	2	4	4	3	8	6	2	4	4			50.4	43.0
Terminations	33	20	27	18	24	28	24	26	26	24			300.0	256.0
% of Terms which are Involuntary	15.2%	10.0%	14.8%	22.2%	12.5%	28.6%	25.0%	7.7%	15.4%	16.7%			16.8%	16.8%

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Fiscal Year 2025

		Oct.	Nov.	Dec.	Jan.	Feb.	Mar.	Apr.	May	June	Jul.	Aug.	Sept.	2025 Projected	2024 Actual
Turnover By Length of Service															
0-5 YEARS	Terminations	24	16	14	14	17	23	21	22	18	17			223.2	189.0
	Avg. EE	942	956	967	982	992	1016	1015	1005	1018	1036			992.9	908.0
	Turnover Rate	2.5%	1.7%	1.4%	1.4%	1.7%	2.3%	2.1%	2.2%	1.8%	1.6%			22.5%	20.8%
	Retirements	0	0	0	0	0	0	0	0	0	0			0.0	3.0
	Terminations	24	16	14	14	17	23	21	22	18	17			223.2	189.0
	% 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%	1.6%
6-10 YEARS	Terminations	2	2	4	1	2	1	0	2	3	2			22.8	29.0
	Avg. EE	379	382	375	375	368	370	370	371	369	371			373.0	378.2
	Turnover Rate	0.5%	0.5%	1.1%	0.3%	0.5%	0.3%	0.0%	0.5%	0.8%	0.5%			6.1%	7.7%
	Retirements	1	0	2	1	1	0	0	0	1	1			8.4	1.0
	Terminations	2	2	4	1	2	1	0	2	3	2			22.8	29.0
	% of Terms which are Retirements	50.0%	0.0%	50.0%	100.0%	50.0%	0.0%	0.0%	0.0%	33.3%	50.0%			36.8%	3.4%
11-15 YEARS	Terminations	0	1	2	0	2	2	1	1	3	0			14.4	11.0
	Avg. EE	183	182	178	182	185	182	185	186	189	193			184.5	183.9
	Turnover Rate	0.0%	0.5%	1.1%	0.0%	1.1%	1.1%	0.5%	0.5%	1.6%	0.0%			7.8%	6.0%
	Retirements	0	1	1	0	2	0	0	0	1	0			6.0	4.0
	Terminations	0	1	2	0	2	2	1	1	3	0			14.4	11.0
	% of Terms which are Retirements	0.0%	100.0%	50.0%	0.0%	100.0%	0.0%	0.0%	0.0%	33.3%	0.0%			41.7%	36.4%

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		Oct.	Nov.	Dec.	Jan.	Feb.	Mar.	Apr.	May	June	Jul.	Aug.	Sept.	2025 Projected	2024 Actual
16-20 YEARS	Terminations	2	0	2	0	3	1	0	1	0	1			12.0	6.0
	Avg. EE	170	171	170	166	161	164	164	165	165	162			165.8	166.1
	Turnover Rate	1.2%	0.0%	1.2%	0.0%	1.9%	0.6%	0.0%	0.6%	0.0%	0.6%			7.2%	3.6%
	Retirements	2	0	1	0	1	1	0	1	0	0			7.2	5.0
	Terminations	2	0	2	0	3	1	0	1	0	1			12.0	6.0
	% of Terms which are Retirements	100.0%	0.0%	50.0%	0.0%	33.3%	100.0%	0.0%	100.0%	0.0%	0.0%			60.0%	83.3%
21+	Terminations	5	1	5	3	0	1	2	0	2	4			27.6	21.0
	Avg. EE	218	217	216	217	220	221	221	221	219	218			218.8	218.3
	Turnover Rate	2.3%	0.5%	2.3%	1.4%	0.0%	0.5%	0.9%	0.0%	0.9%	1.8%			12.6%	9.6%
	Retirements	4	0	5	1	0	0	1	0	2	3			19.2	16.0
	Terminations	5	1	5	3	0	1	2	0	2	4			27.6	21.0
	% of Terms which are Retirements	80.0%	0.0%	100.0%	33.3%	0.0%	0.0%	50.0%	0.0%	100.0%	75.0%			69.6%	76.2%
Totals	Terminations	33	20	27	18	24	28	24	26	26	24			300.0	256.0
	Avg. EE	1892	1908	1906	1922	1926	1953	1955	1948	1960	1980			1935.0	1854.3
	Turnover Rate	1.7%	1.0%	1.4%	0.9%	1.2%	1.4%	1.2%	1.3%	1.3%	1.2%			15.5%	13.8%
	Retirements	7	1	9	2	4	1	1	1	4	4			40.8	29.0
	Terminations	33	20	27	18	24	28	24	26	26	24			300.0	256.0
	% of Terms which are Retirements	21.2%	5.0%	33.3%	11.1%	16.7%	3.6%	4.2%	3.8%	15.4%	16.7%			13.6%	11.3%

Collin County Turnover Report

Fiscal Year 2025

		Oct.	Nov.	Dec.	Jan.	Feb.	Mar.	Apr.	May	June	Jul.	Aug.	Sept.	2025 Projected	2024 Actual
Turnover By Age Group															
< 30 YEARS	Terminations	12	7	5	9	8	11	8	12	8	8			105.6	76.0
	Avg. EE	364	376	377	382	390	393	395	383	390	397			384.7	341.9
	Turnover Rate	3.3%	1.9%	1.3%	2.4%	2.1%	2.8%	2.0%	3.1%	2.1%	2.0%			27.4%	22.2%
	Retirements	0	0	0	0	0	0	0	0	0	0			0.0	0.0
	Terminations	12	7	5	9	8	11	8	12	8	8			105.6	76.0
	% 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%
30-40 YEARS	Terminations	7	4	8	3	5	4	7	5	6	7			67.2	62.0
	Avg. EE	465	464	463	467	465	483	480	484	484	489			474.4	455.7
	Turnover Rate	1.5%	0.9%	1.7%	0.6%	1.1%	0.8%	1.5%	1.0%	1.2%	1.4%			14.2%	13.6%
	Retirements	0	0	0	0	0	0	0	0	0	0			0.0	0.0
	Terminations	7	4	8	3	5	4	7	5	6	7			67.2	62.0
	% 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%
41-50 YEARS	Terminations	5	2	2	2	5	7	2	3	3	3			40.8	43.0
	Avg. EE	448	447	453	459	455	452	454	454	458	458			453.8	454.0
	Turnover Rate	1.1%	0.4%	0.4%	0.4%	1.1%	1.5%	0.4%	0.7%	0.7%	0.7%			9.0%	9.5%
	Retirements	0	0	0	1	0	0	0	0	0	1			2.4	2.0
	Terminations	5	2	2	2	5	7	2	3	3	3			40.8	43.0
	% of Terms which are Retirements	0.0%	0.0%	0.0%	50.0%	0.0%	0.0%	0.0%	0.0%	0.0%	33.3%			5.9%	4.7%
51-60 YEARS	Terminations	2	6	5	1	1	4	4	3	5	3			40.8	46.0
	Avg. EE	431	435	428	431	434	438	439	441	442	450			436.9	423.7
	Turnover Rate	0.5%	1.4%	1.2%	0.2%	0.2%	0.9%	0.9%	0.7%	1.1%	0.7%			9.3%	10.9%
	Retirements	1	0	3	0	0	0	0	0	1	1			7.2	11.0
	Terminations	2	6	5	1	1	4	4	3	5	3			40.8	46.0
	% of Terms which are Retirements	50.0%	0.0%	60.0%	0.0%	0.0%	0.0%	0.0%	0.0%	20.0%	33.3%			17.6%	23.9%

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		Oct.	Nov.	Dec.	Jan.	Feb.	Mar.	Apr.	May	June	Jul.	Aug.	Sept.	2025 Projected	2024 Actual
61-70 YEARS	Terminations	7	1	7	3	4	2	3	3	3	3			43.2	26.0
	Avg. EE	161	162	161	159	159	164	164	163	163	163			161.9	159.4
	Turnover Rate	4.3%	0.6%	4.3%	1.9%	2.5%	1.2%	1.8%	1.8%	1.8%	1.8%			26.7%	16.3%
	Retirements	6	1	6	1	3	1	1	1	3	2			30.0	16.0
	Terminations	7	1	7	3	4	2	3	3	3	3			43.2	26.0
	% of Terms which are Retirements	85.7%	100.0%	85.7%	33.3%	75.0%	50.0%	33.3%	33.3%	100.0%	66.7%			69.4%	61.5%
71+ YEARS	Terminations	0	0	0	0	1	0	0	0	1	0			2.4	3.0
	Avg. EE	23	24	24	24	23	23	23	23	23	23			23.3	19.8
	Turnover Rate	0.0%	0.0%	0.0%	0.0%	4.3%	0.0%	0.0%	0.0%	4.3%	0.0%			10.3%	15.1%
	Retirements	0	0	0	0	1	0	0	0	0	0			1.2	0.0
	Terminations	0	0	0	0	1	0	0	0	1	0			2.4	3.0
	% of Terms which are Retirements	0.0%	0.0%	0.0%	0.0%	100.0%	0.0%	0.0%	0.0%	0.0%	0.0%			50.0%	0.0%
Totals	Terminations	33	20	27	18	24	28	24	26	26	24			300.0	256.0
	Avg. EE	1892	1908	1906	1922	1926	1953	1955	1948	1960	1980			1935.0	1854.5
	Turnover Rate	1.7%	1.0%	1.4%	0.9%	1.2%	1.4%	1.2%	1.3%	1.3%	1.2%			15.5%	13.8%
	Retirements	7	1	9	2	4	1	1	1	4	4			40.8	29.0
	Terminations	33	20	27	18	24	28	24	26	26	24			300.0	256.0
	% of Terms which are Retirements	21.2%	5.0%	33.3%	11.1%	16.7%	3.6%	4.2%	3.8%	15.4%	16.7%			13.6%	11.3%

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		Oct.	Nov.	Dec.	Jan.	Feb.	Mar.	Apr.	May	June	Jul.	Aug.	Sept.	2025 Projected	2024 Actual
Turnover By Gender															
MALE	Terminations	19	8	12	10	12	9	14	11	13	9			140.4	118.0
	Avg. EE	886	894	895	905	911	929	923	921	922	933			911.9	868.1
	Turnover Rate	2.1%	0.9%	1.3%	1.1%	1.3%	1.0%	1.5%	1.2%	1.4%	1.0%			15.4%	13.6%
	Retirements	5	0	4	2	0	0	1	1	1	3			20.4	15.0
	Terminations	19	8	12	10	12	9	14	11	13	9			140.4	118.0
	% of Terms which are Retirements	26.3%	0.0%	33.3%	20.0%	0.0%	0.0%	7.1%	9.1%	7.7%	33.3%			14.5%	12.7%
FEMALE	Terminations	14	12	15	8	12	19	10	15	13	15			159.6	138.0
	Avg. EE	1006	1014	1011	1017	1015	1024	1032	1027	1038	1047			1023.1	986.4
	Turnover Rate	1.4%	1.2%	1.5%	0.8%	1.2%	1.9%	1.0%	1.5%	1.3%	1.4%			15.6%	14.0%
	Retirements	2	1	5	0	4	1	0	0	3	1			20.4	14.00
	Terminations	14	12	15	8	12	19	10	15	13	15			159.6	138.0
	% of Terms which are Retirements	14.3%	8.3%	33.3%	0.0%	33.3%	5.3%	0.0%	0.0%	23.1%	6.7%			12.8%	10.1%
Totals	Terminations	33	20	27	18	24	28	24	26	26	24			300.0	256.0
	Avg. EE	1892	1908	1906	1922	1926	1953	1955	1948	1960	1980			1935.0	1854.5
	Turnover Rate	1.7%	1.0%	1.4%	0.9%	1.2%	1.4%	1.2%	1.3%	1.3%	1.2%			15.5%	13.8%
	Retirements	7	1	9	2	4	1	1	1	4	4			40.8	29.0
	Terminations	33	20	27	18	24	28	24	26	26	24			300.0	256.0
	% of Terms which are Retirements	21.2%	5.0%	33.3%	11.1%	16.7%	3.6%	4.2%	3.8%	15.4%	16.7%			13.6%	11.3%