

Collin County Turnover Report

Fiscal Year 2018

		Oct.	Nov.	Dec.	Jan.	Feb.	Mar.	Apr.	May	June	Jul.	Aug.	Sept.	2018 Projected	2017 Annual
Turnover By Department															
Admin. Services	# Term	0.0	0.0	0.0										0.0	0.0
	Avg. EE	8.0	8.0	8.0										8.0	8.0
	Turnover Rate	0.0%	0.0%	0.0%											0.0%
Health Services	# Term	0.0	1.0	0.0										4.0	8.0
	Avg. EE	63.0	62.0	62.0										62.3	60.8
	Turnover Rate	0.0%	1.6%	0.0%										6.4%	13.2%
Budget	# Term	0.0	0.0	0.0										0.0	0.0
	Avg. EE	12.0	12.0	13.0										12.3	12.2
	Turnover Rate	0.0%	0.0%	0.0%										0.0%	0.0%
Human Resources	# Term	0.0	0.0	0.0										0.0	1.0
	Avg. EE	20.0	20.0	20.0										20.0	20.4
	Turnover Rate	0.0%	0.0%	0.0%										0.0%	4.9%
Veterans Service	# Term	0.0	0.0	0.0										0.0	1.0
	Avg. EE	3.0	3.0	3.0										3.0	2.8
	Turnover Rate	0.0%	0.0%	0.0%										0.0%	36.4%
IT	# Term	0.0	0.0	0.0										0.0	4.0
	Avg. EE	59.0	61.0	60.0										60.0	60.0
	Turnover Rate	0.0%	0.0%	0.0%										0.0%	6.7%
Highway Patrol	# Term	0.0	0.0	0.0										0.0	0.0
	Avg. EE	2.0	2.0	2.0										2.0	2.0
	Turnover Rate	0.0%	0.0%	0.0%										0.0%	0.0%
Road & Bridge	# Term	1.0	0.0	1.0										8.0	13.0
	Avg. EE	102.0	104.0	103.0										103.0	101.3
	Turnover Rate	1.0%	0.0%	1.0%										7.8%	12.8%
Facility Mgmt	# Term	1.0	0.0	1.0										8.0	4.0
	Avg. EE	48.0	48.0	49.0										48.3	48.5
	Turnover Rate	2.1%	0.0%	2.0%										16.6%	8.2%

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Const. & Projects	# Term	0.0	0.0	0.0										0.0	0.0
	Avg. EE	4.0	4.0	4.0										4.0	3.8
	Turnover Rate	0.0%	0.0%	0.0%										0.0%	0.0%
Medical Examiner	# Term	0.0	0.0	0.0										0.0	1.0
	Avg. EE	10.0	10.0	10.0										10.0	10.3
	Turnover Rate	0.0%	0.0%	0.0%										0.0%	9.8%
Emergency Management	# Term	0.0	0.0	0.0										0.0	3.0
	Avg. EE	2.0	2.0	2.0										2.0	5.4
	Turnover Rate	0.0%	0.0%	0.0%										0.0%	55.4%
Engineering	# Term	0.0	1.0	0.0										4.0	8.0
	Avg. EE	38.0	38.0	40.0										38.7	37.8
	Turnover Rate	0.0%	2.6%	0.0%										10.3%	21.1%
Fire Marshal	# Term	0.0	0.0	0.0										0.0	1.0
	Avg. EE	5.0	5.0	5.0										5.0	4.9
	Turnover Rate	0.0%	0.0%	0.0%										0.0%	20.3%
Elections Dept.	# Term	0.0	0.0	0.0										0.0	2.0
	Avg. EE	15.0	15.0	15.0										15.0	14.2
	Turnover Rate	0.0%	0.0%	0.0%										0.0%	14.1%
Purchasing	# Term	0.0	0.0	0.0										0.0	2.0
	Avg. EE	14.0	15.0	15.0										14.7	13.8
	Turnover Rate	0.0%	0.0%	0.0%										0.0%	14.5%
County Auditor	# Term	0.0	0.0	1.0										4.0	4.0
	Avg. EE	32.0	32.0	31.0										31.7	31.3
	Turnover Rate	0.0%	0.0%	3.2%										12.6%	12.8%

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		Oct.	Nov.	Dec.	Jan.	Feb.	Mar.	Apr.	May	June	Jul.	Aug.	Sept.	2018 Projected	2017 Annual
Juvenile Probation	# Term	1.0	0.0	0.0										4.0	3.0
	Avg. EE	43.0	43.0	44.0										43.3	44.1
	Turnover Rate	2.3%	0.0%	0.0%										9.2%	6.8%
Juvenile Detention	# Term	1.0	0.0	0.0										4.0	6.0
	Avg. EE	84.0	87.0	88.0										86.3	85.3
	Turnover Rate	1.2%	0.0%	0.0%										4.6%	7.0%
Juv. Alt. Education	# Term	0.0	0.0	0.0										0.0	0.0
	Avg. EE	6.0	6.0	6.0										6.0	6.0
	Turnover Rate	0.0%	0.0%	0.0%										0.0%	0.0%
Total Juvenile	# Term	2.0	0.0	0.0										8.0	9.0
	Avg. EE	133.0	136.0	138.0										135.7	135.4
	Turnover Rate	1.5%	0.0%	0.0%										5.9%	6.6%
Community Supervision	# Term	1.0	0.0	1.0										8.0	13.0
	Avg. EE	107.0	107.0	106.0										106.7	103.8
	Turnover Rate	0.9%	0.0%	0.9%										7.5%	12.5%
County Clerk	# Term	1.0	1.0	2.0										16.0	4.0
	Avg. EE	81.0	82.0	80.0										81.0	81.6
	Turnover Rate	1.2%	1.2%	2.5%										19.8%	4.9%
Sheriff's Office	# Term	2.0	0.0	6.0										32.0	17.0
	Avg. EE	167.0	169.0	165.0										167.0	161.3
	Turnover Rate	1.2%	0.0%	3.6%										19.2%	10.5%
Sheriff's Office Detention	# Term	2.0	10.0	7.0										76.0	78.0
	Avg. EE	337.0	326.0	326.0										329.7	317.3
	Turnover Rate	0.6%	3.1%	2.1%										23.1%	24.6%
Total Sheriff's Office	# Term	4.0	10.0	13.0										108.0	95.0
	Avg. EE	504.0	495.0	491.0										496.7	478.6
	Turnover Rate	0.8%	2.0%	2.6%										21.7%	19.9%

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		Oct.	Nov.	Dec.	Jan.	Feb.	Mar.	Apr.	May	June	Jul.	Aug.	Sept.	2018 Projected	2017 Annual
District Clerk	# Term	1.0	0.0	3.0										16.0	13.0
	Avg. EE	73.0	77.0	75.0										75.0	73.7
	Turnover Rate	1.4%	0.0%	4.0%										21.3%	17.6%
D.A. Prosecutor	# Term	0.0	1.0	2.0										12.0	7.0
	Avg. EE	65.0	64.0	65.0										64.7	64.3
	Turnover Rate	0.0%	1.6%	3.1%										18.6%	10.9%
D.A. Investigators	# Term	0.0	0.0	0.0										0.0	2.0
	Avg. EE	24.0	24.0	24.0										24.0	24.5
	Turnover Rate	0.0%	0.0%	0.0%										0.0%	8.2%
D.A. Clerical	# Term	0.0	0.0	0.0										0.0	4.0
	Avg. EE	33.0	33.0	33.0										33.0	33.4
	Turnover Rate	0.0%	0.0%	0.0%										0.0%	12.0%
Total D.A.	# Term	0.0	1.0	2.0										12.0	13.0
	Avg. EE	122.0	121.0	122.0										121.7	122.2
	Turnover Rate	0.0%	0.8%	1.6%										9.9%	10.6%
Court Appt. Representation	# Term	0.0	0.0	0.0										0.0	1.0
	Avg. EE	6.0	6.0	6.0										6.0	5.9
	Turnover Rate	0.0%	0.0%	0.0%										0.0%	16.9%
199th Dist. Court	# Term	0.0	0.0	0.0										0.0	1.0
	Avg. EE	7.0	7.0	7.0										7.0	6.8
	Turnover Rate	0.0%	0.0%	0.0%										0.0%	14.8%
219th Dist. Court	# Term	0.0	0.0	0.0										0.0	1.0
	Avg. EE	3.0	3.0	3.0										3.0	2.9
	Turnover Rate	0.0%	0.0%	0.0%										0.0%	34.3%
296th Dist. Court	# Term	0.0	0.0	0.0										0.0	0.0
	Avg. EE	3.0	3.0	3.0										3.0	3.0
	Turnover Rate	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
	Avg. EE	3.0	3.0	3.0										3.0	3.0
	Turnover Rate	0.0%	0.0%	0.0%										0.0%	0.0%
380th Dist. Court	# Term	0.0	0.0	0.0										0.0	0.0
	Avg. EE	3.0	3.0	3.0										3.0	3.0
	Turnover Rate	0.0%	0.0%	0.0%										0.0%	0.0%
401st Dist. Court	# Term	0.0	0.0	0.0										0.0	0.0
	Avg. EE	3.0	3.0	3.0										3.0	3.0
	Turnover Rate	0.0%	0.0%	0.0%										0.0%	0.0%
416th Dist. Court	# Term	0.0	0.0	0.0										0.0	1.0
	Avg. EE	3.0	3.0	3.0										3.0	2.8
	Turnover Rate	0.0%	0.0%	0.0%										0.0%	35.3%
417th Dist. Court	# Term	0.0	0.0	0.0										0.0	0.0
	Avg. EE	3.0	3.0	3.0										3.0	3.0
	Turnover Rate	0.0%	0.0%	0.0%										0.0%	0.0%
429th Dist. Court	# Term	0.0	0.0	0.0										0.0	0.0
	Avg. EE	3.0	3.0	3.0										3.0	3.0
	Turnover Rate	0.0%	0.0%	0.0%										0.0%	0.0%
469th Dist. Court	# Term	0.0	0.0	0.0										0.0	0.0
	Avg. EE	3.0	3.0	3.0										3.0	3.0
	Turnover Rate	0.0%	0.0%	0.0%										0.0%	0.0%
470th Dist. Court	# Term	0.0	0.0	0.0										0.0	0.0
	Avg. EE	3.0	3.0	3.0										3.0	3.0
	Turnover Rate	0.0%	0.0%	0.0%										0.0%	0.0%
Const. Pct. 1	# Term	0.0	0.0	0.0										0.0	1.0
	Avg. EE	7.0	7.0	7.0										7.0	7.0
	Turnover Rate	0.0%	0.0%	0.0%										0.0%	14.3%

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Const. Pct. 2	# Term	0.0	0.0	0.0										0.0	0.0
	Avg. EE	4.0	4.0	4.0										4.0	4.0
	Turnover Rate	0.0%	0.0%	0.0%										0.0%	0.0%
Const. Pct. 3	# Term	0.0	0.0	0.0										0.0	2.0
	Avg. EE	11.0	11.0	11.0										11.0	10.8
	Turnover Rate	0.0%	0.0%	0.0%										0.0%	18.5%
Const. Pct. 4	# Term	0.0	0.0	0.0										0.0	2.0
	Avg. EE	7.0	7.0	7.0										7.0	6.9
	Turnover Rate	0.0%	0.0%	0.0%										0.0%	28.9%
CCAL 1	# Term	0.0	0.0	0.0										0.0	0.0
	Avg. EE	3.0	3.0	3.0										3.0	3.0
	Turnover Rate	0.0%	0.0%	0.0%										0.0%	0.0%
CCAL 2	# Term	0.0	0.0	0.0										0.0	0.0
	Avg. EE	3.0	3.0	3.0										3.0	3.0
	Turnover Rate	0.0%	0.0%	0.0%										0.0%	0.0%
CCAL 3	# Term	0.0	0.0	0.0										0.0	0.0
	Avg. EE	3.0	3.0	3.0										3.0	3.0
	Turnover Rate	0.0%	0.0%	0.0%										0.0%	0.0%
CCAL 4	# Term	0.0	0.0	0.0										0.0	0.0
	Avg. EE	3.0	3.0	3.0										3.0	3.0
	Turnover Rate	0.0%	0.0%	0.0%										0.0%	0.0%
CCAL 5	# Term	0.0	0.0	0.0										0.0	0.0
	Avg. EE	3.0	3.0	3.0										3.0	3.0
	Turnover Rate	0.0%	0.0%	0.0%										0.0%	0.0%
CCAL 6	# Term	0.0	0.0	0.0										0.0	0.0
	Avg. EE	3.0	3.0	3.0										3.0	3.0
	Turnover Rate	0.0%	0.0%	0.0%										0.0%	0.0%

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		Oct.	Nov.	Dec.	Jan.	Feb.	Mar.	Apr.	May	June	Jul.	Aug.	Sept.	2018 Projected	2017 Annual
CCAL 7	# Term	0.0	0.0	0.0										0.0	0.0
	Avg. EE	3.0	3.0	3.0										3.0	3.0
	Turnover Rate	0.0%	0.0%	0.0%										0.0%	0.0%
Probate Court	# Term	0.0	0.0	1.0										4.0	0.0
	Avg. EE	4.0	4.0	4.0										4.0	3.6
	Turnover Rate	0.0%	0.0%	25.0%										100.0%	0.0%
County Ext. Services	# Term	1.0	0.0	0.0										4.0	2.0
	Avg. EE	4.0	4.0	4.0										4.0	4.4
	Turnover Rate	25.0%	0.0%	0.0%										100.0%	45.3%
JP #1	# Term	0.0	0.0	0.0										0.0	0.0
	Avg. EE	8.0	8.0	9.0										8.3	7.0
	Turnover Rate	0.0%	0.0%	0.0%										0.0%	0.0%
JP #2	# Term	0.0	0.0	0.0										0.0	1.0
	Avg. EE	4.0	4.0	4.0										4.0	4.8
	Turnover Rate	0.0%	0.0%	0.0%										0.0%	21.1%
JP #3-1	# Term	0.0	0.0	0.0										0.0	0.0
	Avg. EE	5.0	5.0	5.0										5.0	5.1
	Turnover Rate	0.0%	0.0%	0.0%										0.0%	0.0%
JP #3-2	# Term	0.0	0.0	0.0										0.0	4.0
	Avg. EE	4.0	4.0	4.0										4.0	4.5
	Turnover Rate	0.0%	0.0%	0.0%										0.0%	88.9%
JP #4	# Term	0.0	0.0	0.0										0.0	4.0
	Avg. EE	7.0	7.0	7.0										7.0	6.4
	Turnover Rate	0.0%	0.0%	0.0%										0.0%	62.3%
Tax Assessor/Collector	# Term	1.0	0.0	0.0										4.0	11.0
	Avg. EE	98.0	98.0	98.0										98.0	88.9
	Turnover Rate	1.0%	0.0%	0.0%										4.1%	12.4%

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Turnover For County Overall														
Terminations	13.0	14.0	25.0										208.0	230.0
Avg. EE	1684.0	1686.0	1682.0										1684.0	1649.4
Turnover Rate	0.8%	0.8%	1.5%										12.4%	13.9%
Retirements	2.0	5.0	10.0										68.0	43.0
Terminations	13.0	14.0	25.0										208.0	230.0
% of Terms which are Retirements	15.4%	35.7%	40.0%										32.7%	18.7%
Involuntary	2.0	2.0	1.0										20.0	22.0
Terminations	13.0	14.0	25.0										208.0	230.0
% of Terms which are Involuntary	15.4%	14.3%	4.0%										9.6%	9.6%

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Turnover By Length of Service		Oct.	Nov.	Dec.	Jan.	Feb.	Mar.	Apr.	May	June	Jul.	Aug.	Sept.	2018 Projected	2017 Annual
0-5 YEARS	Terminations	9.0	6.0	14.0										116.0	150.0
	Avg. EE	823.0	821.0	825.0										823.0	782.1
	Turnover Rate	1.1%	0.7%	1.7%										14.1%	19.2%
	Retirements	0.0	0.0	1.0										4.0	1.0
	Terminations	9.0	6.0	14.0										116.0	150.0
	% of Terms which are Retirements	0.0%	0.0%	7.1%										3.4%	0.7%
6-10 YEARS	Terminations	1.0	2.0	2.0										20.0	23.0
	Avg. EE	273.0	276.0	275.0										274.7	287.8
	Turnover Rate	0.4%	0.7%	0.7%										7.3%	8.0%
	Retirements	0.0	1.0	1.0										8.0	5.0
	Terminations	1.0	2.0	2.0										20.0	23.0
	% of Terms which are Retirements	0.0%	50.0%	50.0%										40.0%	21.7%
11-15 YEARS	Terminations	1.0	1.0	3.0										20.0	23.0
	Avg. EE	262.0	261.0	256.0										259.7	267.0
	Turnover Rate	0.4%	0.4%	1.2%										7.7%	8.6%
	Retirements	1.0	0.0	2.0										12.0	10.0
	Terminations	1.0	1.0	3.0										20.0	23.0
	% of Terms which are Retirements	100.0%	0.0%	66.7%										60.0%	43.5%
16-20 YEARS	Terminations	2.0	2.0	2.0										24.0	15.0
	Avg. EE	198.0	197.0	196										197.0	183.0
	Turnover Rate	1.0%	1.0%	1.0%										12.2%	8.2%
	Retirements	1.0	1.0	2.0										16.0	11.0
	Terminations	2.0	2.0	2.0										24.0	15.0
	% of Terms which are Retirements	50.0%	50.0%	100.0%										66.7%	73.3%

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21+	Terminations	0.0	3.0	4.0										28.0	19.0
	Avg. EE	128.0	131.0	130.0										129.7	129.6
	Turnover Rate	0.0%	2.3%	3.1%										21.6%	14.7%
	Retirements	0.0	3.0	4.0										28.0	16.0
	Terminations	0.0	3.0	4.0										28.0	19.0
	% of Terms which are Retirements	0.0%	100.0%	100.0%										100.0%	84.2%
Totals	Terminations	13.0	14.0	25.0										208.0	230.0
	Avg. EE	1684.0	1686.0	1682.0										1684.0	1649.4
	Turnover Rate	0.8%	0.8%	1.5%										12.4%	13.9%
	Retirements	2.0	5.0	10.0										68.0	43.0
	Terminations	13.0	14.0	25.0										208.0	230.0
	% of Terms which are Retirements	15.4%	35.7%	40.0%										32.7%	18.7%

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Turnover By Age Group		Oct.	Nov.	Dec.	Jan.	Feb.	Mar.	Apr.	May	June	Jul.	Aug.	Sept.	2018 Projected	2017 Annual
< 30 YEARS	Terminations	5.0	2.0	9.0										64.0	61.0
	Avg. EE	285.0	286.0	289.0										286.7	260.6
	Turnover Rate	1.8%	0.7%	3.1%										22.3%	23.4%
	Retirements	0.0	0.0	0.0										0.0	0.0
	Terminations	5.0	2.0	9.0										64.0	61.0
	% of Terms which are Retirements	0.0%	0.0%	0.0%										0.0%	0.0%
30-40 YEARS	Terminations	0.0	5.0	2.0										28.0	55.0
	Avg. EE	425.0	424.0	421.0										423.3	422.1
	Turnover Rate	0.0%	1.2%	0.5%										6.6%	13.0%
	Retirements	0.0	0.0	0.0										0.0	0.0
	Terminations	0.0	5.0	2.0										28.0	55.0
	% of Terms which are Retirements	0.0%	0.0%	0.0%										0.0%	0.0%
41-50 YEARS	Terminations	4.0	2.0	1.0										28.0	40.0
	Avg. EE	467.0	467.0	473.0										469.0	472.0
	Turnover Rate	0.9%	0.4%	0.2%										6.0%	8.5%
	Retirements	0.0	1.0	0.0										4.0	3.0
	Terminations	4.0	2.0	1.0										28.0	40.0
	% of Terms which are Retirements	0.0%	50.0%	0.0%										14.3%	7.5%
51-60 YEARS	Terminations	3.0	2.0	4.0										36.0	38.0
	Avg. EE	356.0	360.0	358.0										358.0	350.8
	Turnover Rate	0.8%	0.6%	1.1%										10.1%	10.8%
	Retirements	1.0	1.0	2.0										16.0	15.0
	Terminations	3.0	2.0	4.0										36.0	38.0
	% of Terms which are Retirements	33.3%	50.0%	50.0%										44.4%	39.5%

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Fiscal Year 2018

		Oct.	Nov.	Dec.	Jan.	Feb.	Mar.	Apr.	May	June	Jul.	Aug.	Sept.	2018 Projected	2017 Annual	
61-70 YEARS	Terminations	1.0	3.0	8.0										48.0	32.0	
	Avg. EE	141.0	139.0	132.0										137.3	136.5	
	Turnover Rate	0.7%	2.2%	6.1%										35.0%	23.4%	
	Retirements	1.0	3.0	7.0											44.0	23.0
	Terminations	1.0	3.0	8.0											48.0	32.0
	% of Terms which are Retirements	100.0%	100.0%	87.5%											91.7%	71.9%
71+ YEARS	Terminations	0.0	0.0	1.0										4.0	4.0	
	Avg. EE	10.0	10.0	9.0										9.7	7.5	
	Turnover Rate	0.0%	0.0%	11.1%										41.4%	53.3%	
	Retirements	0.0	0.0	1.0											4.0	2.0
	Terminations	0.0	0.0	1.0											4.0	4.0
	% of Terms which are Retirements	0.0%	0.0%	100.0%											100.0%	50.0%
Totals	Terminations	13.0	14.0	25.0										208.0	230.0	
	Avg. EE	1684.0	1686.0	1682.0										1684.0	1649.4	
	Turnover Rate	0.8%	0.8%	1.5%										12.4%	13.9%	
	Retirements	2.0	5.0	10.0											68.0	43.0
	Terminations	13.0	14.0	25.0											208.0	230.0
	% of Terms which are Retirements	15.4%	35.7%	40.0%											32.7%	18.7%

Collin County Turnover Report

Fiscal Year 2018

Turnover By Gender		Oct.	Nov.	Dec.	Jan.	Feb.	Mar.	Apr.	May	June	Jul.	Aug.	Sept.	2018 Projected	2017 Annual
MALE	Terminations	6.0	9.0	15.0										120.0	118.0
	Avg. EE	814.0	813.0	813.0										813.3	794.6
	Turnover Rate	0.7%	1.1%	1.8%										14.8%	14.9%
	Retirements	1.0	4.0	5.0										40.0	25.0
	Terminations	6.0	9.0	15.0										120.0	118.0
	% of Terms which are Retirements	16.7%	44.4%	33.3%										33.3%	21.2%
FEMALE	Terminations	7.0	5.0	10.0										88.0	112.0
	Avg. EE	870.0	873.0	869.0										870.7	854.8
	Turnover Rate	0.8%	0.6%	1.2%										10.1%	13.1%
	Retirements	1.0	1.0	5.0										28.0	18.0
	Terminations	7.0	5.0	10.0										88.0	112.0
	% of Terms which are Retirements	14.3%	20.0%	50.0%										31.8%	16.1%
Totals	Terminations	13.0	14.0	25.0										208.0	230.0
	Avg. EE	1684.0	1686.0	1682.0										1684.0	1649.4
	Turnover Rate	0.8%	0.8%	1.5%										12.4%	13.9%
	Retirements	2.0	5.0	10.0										68.0	43.0
	Terminations	13.0	14.0	25.0										208.0	230.0
	% of Terms which are Retirements	15.4%	35.7%	40.0%										32.7%	18.7%