

Collin County Turnover Report

Fiscal Year 2022

		Oct.	Nov.	Dec.	Jan.	Feb.	Mar.	Apr.	May	June	Jul.	Aug.	Sept.	2022 Projected	2021 Annual
Turnover By Department															
Admin. Services	# Term	0	0	0	1	0								2.4	1.0
	Avg. EE	12	12	12	12	13								12.2	12.8
	Turnover Rate	0.0%	0.0%	0.0%	8.3%	0.0%									19.7%
Health Services	# Term	2	1	2	1	3								21.6	10.0
	Avg. EE	84	84	83	83	82								83.2	75.0
	Turnover Rate	2.4%	1.2%	2.4%	1.2%	3.7%								26.0%	13.3%
Budget	# Term	0	0	0	0	0								0.0	1.0
	Avg. EE	13	13	13	13	13								13.0	12.8
	Turnover Rate	0.0%	0.0%	0.0%	0.0%	0.0%								0.0%	7.8%
Human Resources	# Term	0	1	0	0	0								2.4	5.0
	Avg. EE	22	21	21	21	22								21.4	20.5
	Turnover Rate	0.0%	4.8%	0.0%	0.0%	0.0%								11.2%	24.4%
Veterans Service	# Term	0	0	0	0	0								0.0	1.0
	Avg. EE	3	3	3	3	3								3.0	2.5
	Turnover Rate	0.0%	0.0%	0.0%	0.0%	0.0%								0.0%	40.0%
IT	# Term	1	0	1	0	1								7.2	4.0
	Avg. EE	62	65	64	65	64								64.0	64.4
	Turnover Rate	1.6%	0.0%	1.6%	0.0%	1.6%								11.3%	6.2%
Highway Patrol	# Term	0	0	1	0	0								2.4	1.0
	Avg. EE	2	2	1	1	1								1.4	1.7
	Turnover Rate	0.0%	0.0%	100.0%	0.0%	0.0%								171.4%	60.0%
Road & Bridge	# Term	1	0	1	2	0								9.6	10.0
	Avg. EE	101	101	102	100	101								101.0	100.6
	Turnover Rate	1.0%	0.0%	1.0%	2.0%	0.0%								9.5%	9.9%
Facility Mgmt	# Term	1	0	1	1	1								9.6	6.0
	Avg. EE	50	50	53	56	60								53.8	48.4
	Turnover Rate	2.0%	0.0%	1.9%	1.8%	1.7%								17.8%	12.4%

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Const. & Projects	# Term	0	0	0	0	0								0.0	0.0
	Avg. EE	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%
Medical Examiner	# Term	0	0	0	0	0								0.0	1.0
	Avg. EE	13	13	13	13	13								13.0	12.8
	Turnover Rate	0.0%	0.0%	0.0%	0.0%	0.0%								0.0%	7.8%
Emergency Management/ Fire Marshal	# Term	0	0	0	0	0								0.0	3.0
	Avg. EE	7	7	7	7	7								7.0	6.3
	Turnover Rate	0.0%	0.0%	0.0%	0.0%	0.0%								0.0%	47.4%
Engineering	# Term	0	0	1	0	1								4.8	10.0
	Avg. EE	42	42	42	42	41								41.8	40.6
	Turnover Rate	0.0%	0.0%	2.4%	0.0%	2.4%								11.5%	24.6%
Elections Dept.	# Term	0	1	0	0	0								2.4	1.0
	Avg. EE	15	14	14	14	15								14.4	14.9
	Turnover Rate	0.0%	7.1%	0.0%	0.0%	0.0%								16.7%	6.7%
Purchasing	# Term	0	1	0	0	0								2.4	3.0
	Avg. EE	16	16	17	17	17								16.6	15.8
	Turnover Rate	0.0%	6.3%	0.0%	0.0%	0.0%								14.5%	19.0%
County Auditor	# Term	0	1	1	0	0								4.8	3.0
	Avg. EE	33	32	32	33	33								32.6	32.6
	Turnover Rate	0.0%	3.1%	3.1%	0.0%	0.0%								14.7%	9.2%

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		Oct.	Nov.	Dec.	Jan.	Feb.	Mar.	Apr.	May	June	Jul.	Aug.	Sept.	2022 Projected	2021 Annual
Juvenile Probation	# Term	1	0	1	0	2								9.6	3.0
	Avg. EE	48	49	49	49	47								48.4	48.3
	Turnover Rate	2.1%	0.0%	2.0%	0.0%	4.3%								19.8%	6.2%
Juvenile Detention	# Term	2	0	2	0	2								14.4	14.0
	Avg. EE	77	78	78	79	80								78.4	83.8
	Turnover Rate	2.6%	0.0%	2.6%	0.0%	2.5%								18.4%	16.7%
Juv. Alt. Education	# Term	0	0	0	0	0								0.0	1.0
	Avg. EE	6	6	6	6	6								6.0	5.6
	Turnover Rate	0.0%	0.0%	0.0%	0.0%	0.0%								0.0%	17.9%
Total Juvenile	# Term	3	0	3	0	4								24.0	18.0
	Avg. EE	131	133	133	134	133								132.8	137.7
	Turnover Rate	2.3%	0.0%	2.3%	0.0%	3.0%								18.1%	13.1%
Community Supervision	# Term	1	0	0	2	1								9.6	16.0
	Avg. EE	103	104	105	104	105								104.2	103.5
	Turnover Rate	1.0%	0.0%	0.0%	1.9%	1.0%								9.2%	15.5%
County Clerk	# Term	1	0	0	1	1								7.2	12.0
	Avg. EE	87	87	87	85	88								86.8	85.8
	Turnover Rate	1.1%	0.0%	0.0%	1.2%	1.1%								8.3%	14.0%
Sheriff's Office	# Term	3	1	1	3	1								21.6	20.0
	Avg. EE	182	183	185	182	179								182.2	184.5
	Turnover Rate	1.6%	0.5%	0.5%	1.6%	0.6%								11.9%	10.8%
Sheriff's Office Detention	# Term	10	9	8	3	2								76.8	93.0
	Avg. EE	288	285	279	288	297								287.4	299.6
	Turnover Rate	3.5%	3.2%	2.9%	1.0%	0.7%								26.7%	31.0%
Total Sheriff's Office	# Term	13	10	9	6	3								98.4	113.0
	Avg. EE	470	468	464	470	476								469.6	484.1
	Turnover Rate	2.8%	2.1%	1.9%	1.3%	0.6%								21.0%	23.3%

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District Clerk	# Term	1	2	0	0	1								9.6	9.0
	Avg. EE	72	69	69	72	73								71.0	73.6
	Turnover Rate	1.4%	2.9%	0.0%	0.0%	1.4%								13.5%	12.2%
D.A. Prosecutor	# Term	0	0	4	0	0								9.6	10.0
	Avg. EE	71	71	67	68	69								69.2	71.5
	Turnover Rate	0.0%	0.0%	6.0%	0.0%	0.0%								13.9%	14.0%
D.A. Investigators	# Term	0	0	0	2	0								4.8	1.0
	Avg. EE	25	25	25	23	24								24.4	25.9
	Turnover Rate	0.0%	0.0%	0.0%	8.7%	0.0%								19.7%	3.9%
D.A. Clerical	# Term	1	1	2	2	1								16.8	6.0
	Avg. EE	36	38	36	35	34								35.8	38.3
	Turnover Rate	2.8%	2.6%	5.6%	5.7%	2.9%								46.9%	15.7%
Total D.A.	# Term	1	1	6	4	1								31.2	17.0
	Avg. EE	132	134	128	126	127								129.4	135.8
	Turnover Rate	0.8%	0.7%	4.7%	3.2%	0.8%								24.1%	12.5%
Court Appt. Representation	# Term	0	0	0	0	0								0.0	0.0
	Avg. EE	8	8	8	8	8								8.0	8.0
	Turnover Rate	0.0%	0.0%	0.0%	0.0%	0.0%								0.0%	0.0%
199th Dist. Court	# Term	0	0	0	0	0								0.0	0.0
	Avg. EE	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%
219th Dist. Court	# Term	0	0	0	0	0								0.0	1.0
	Avg. EE	3	3	3	3	3								3.0	3.0
	Turnover Rate	0.0%	0.0%	0.0%	0.0%	0.0%								0.0%	33.3%
296th Dist. Court	# Term	0	0	0	0	0								0.0	1.0
	Avg. EE	3	3	3	3	3								3.0	3.0
	Turnover Rate	0.0%	0.0%	0.0%	0.0%	0.0%								0.0%	33.3%

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366th Dist. Court	# Term	0	0	0	0	0								0.0	0.0
	Avg. EE	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%
380th Dist. Court	# Term	0	0	0	0	0								0.0	0.0
	Avg. EE	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%
401st Dist. Court	# Term	0	0	0	0	0								0.0	2.0
	Avg. EE	3	3	3	3	3								3.0	2.9
	Turnover Rate	0.0%	0.0%	0.0%	0.0%	0.0%								0.0%	68.6%
416th Dist. Court	# Term	0	0	0	0	0								0.0	0.0
	Avg. EE	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%
417th Dist. Court	# Term	0	0	0	0	0								0.0	0.0
	Avg. EE	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%
429th Dist. Court	# Term	0	0	0	0	0								0.0	0.0
	Avg. EE	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%
468th Dist. Court	# Term	0	0	0	0	0								0.0	0.0
	Avg. EE	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%
469th Dist. Court	# Term	0	0	0	0	0								0.0	0.0
	Avg. EE	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%
470th Dist. Court	# Term	0	0	0	0	0								0.0	0.0
	Avg. EE	7	7	7	7	7								7.0	7.0
	Turnover Rate	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
	Avg. EE	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%
Const. Pct. 1	# Term	0	0	0	0	0								0.0	1.0
	Avg. EE	8	8	8	8	8								8.0	7.7
	Turnover Rate	0.0%	0.0%	0.0%	0.0%	0.0%								0.0%	13.0%
Const. Pct. 2	# Term	0	0	0	0	0								0.0	0.0
	Avg. EE	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%
Const. Pct. 3	# Term	0	0	0	0	0								0.0	0.0
	Avg. EE	14	14	14	14	14								14.0	13.9
	Turnover Rate	0.0%	0.0%	0.0%	0.0%	0.0%								0.0%	0.0%
Const. Pct. 4	# Term	1	0	0	1	0								4.8	4.0
	Avg. EE	7	7	7	6	7								6.8	7.4
	Turnover Rate	14.3%	0.0%	0.0%	16.7%	0.0%								70.6%	53.9%
CCAL 1	# Term	0	0	0	0	0								0.0	0.0
	Avg. EE	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%
CCAL 2	# Term	0	0	0	0	0								0.0	0.0
	Avg. EE	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%
CCAL 3	# Term	0	0	0	0	0								0.0	0.0
	Avg. EE	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%
CCAL 4	# Term	0	0	0	0	0								0.0	1.0
	Avg. EE	3	3	3	3	3								3.0	2.8
	Turnover Rate	0.0%	0.0%	0.0%	0.0%	0.0%								0.0%	35.3%

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CCAL 5	# Term	0	0	0	0	0								0.0	0.0
	Avg. EE	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%
CCAL 6	# Term	0	0	0	0	0								0.0	0.0
	Avg. EE	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%
CCAL 7	# Term	0	0	0	0	0								0.0	0.0
	Avg. EE	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%
Probate Court	# Term	0	0	0	0	0								0.0	0.0
	Avg. EE	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%
County Ext. Services	# Term	0	0	0	0	0								0.0	2.0
	Avg. EE	6	6	6	6	6								6.0	5.2
	Turnover Rate	0.0%	0.0%	0.0%	0.0%	0.0%								0.0%	38.7%
JP #1	# Term	0	1	0	0	0								2.4	0.0
	Avg. EE	7	6	6	6	6								6.2	7.0
	Turnover Rate	0.0%	16.7%	0.0%	0.0%	0.0%								38.7%	0.0%
JP #2	# Term	0	0	0	0	0								0.0	0.0
	Avg. EE	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%
JP #3	# Term	0	0	0	0	0								0.0	6.0
	Avg. EE	12	12	12	12	11								11.8	10.7
	Turnover Rate	0.0%	0.0%	0.0%	0.0%	0.0%								0.0%	56.3%
JP #4	# Term	0	1	0	0	0								2.4	1.0
	Avg. EE	5	4	4	5	5								4.6	5.3
	Turnover Rate	0.0%	25.0%	0.0%	0.0%	0.0%								52.2%	19.0%
Tax Assessor/Collector	# Term	2	2	1	2	1								19.2	20.0
	Avg. EE	83	87	86	87	92								87.0	89.8
	Turnover Rate	2.4%	2.3%	1.2%	2.3%	1.1%								22.1%	22.3%

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Turnover For County Overall														
Terminations	28	22	27	21	18								278.4	289.0
Avg. EE	1700	1702	1694	1703	1724								1704.6	1719.9
Turnover Rate	1.6%	1.3%	1.6%	1.2%	1.0%								16.3%	16.8%
Retirements	6	0	7	5	7								60.0	47.0
Terminations	28	22	27	21	18								278.4	289.0
% of Terms which are Retirements	21.4%	0.0%	25.9%	23.8%	38.9%								21.6%	16.3%
Involuntary	2	1	2	1	1								16.8	36.0
Terminations	28	22	27	21	18								278.4	289.0
% of Terms which are Involuntary	7.1%	4.5%	7.4%	4.8%	5.6%								6.0%	12.5%

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Turnover By Length of Service

0-5 YEARS	Terminations	18	18	18	11	10		180.0	202.0
	Avg. EE	818	816	809	816	833		818.4	832.7
	Turnover Rate	2.2%	2.2%	2.2%	1.3%	1.2%		22.0%	24.3%
	Retirements	0	0	1	0	0		2.4	4.0
	Terminations	18	18	18	11	10		180.0	202.0
	% of Terms which are Retirements	0.0%	0.0%	5.6%	0.0%	0.0%		1.3%	2.0%
6-10 YEARS	Terminations	2	2	2	5	1		28.8	31.0
	Avg. EE	319	322	326	322	331		324.0	303.3
	Turnover Rate	0.6%	0.6%	0.6%	1.6%	0.3%		8.9%	10.2%
	Retirements	0	0	1	0	1		4.8	8.0
	Terminations	2	2	2	5	1		28.8	31.0
	% of Terms which are Retirements	0.0%	0.0%	50.0%	0.0%	100.0%		16.7%	25.8%
11-15 YEARS	Terminations	2	0	3	0	2		16.8	14.0
	Avg. EE	202	200	197	205	200		200.8	219.3
	Turnover Rate	1.0%	0.0%	1.5%	0.0%	1.0%		8.4%	6.4%
	Retirements	0	0	1	0	1		4.8	6.0
	Terminations	2	0	3	0	2		16.8	14.0
	% of Terms which are Retirements	0.0%	0.0%	33.3%	0.0%	50.0%		28.6%	42.9%
16-20 YEARS	Terminations	2	2	0	2	2		19.2	19.0
	Avg. EE	187	188	184	183	185		185.4	196.4
	Turnover Rate	1.1%	1.1%	0.0%	1.1%	1.1%		10.4%	9.7%
	Retirements	2	0	0	2	2		14.4	11.0
	Terminations	2	2	0	2	2		19.2	19.0
	% of Terms which are Retirements	100.0%	0.0%	0.0%	100.0%	100.0%		75.0%	57.9%

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21+	Terminations	4	0	4	3	3								33.6	23.0
	Avg. EE	174	176	178	177	175								176.0	168.3
	Turnover Rate	2.3%	0.0%	2.2%	1.7%	1.7%								19.1%	13.7%
	Retirements	4	0	4	3	3								33.6	18.0
	Terminations	4	0	4	3	3								33.6	23.0
	% of Terms which are Retirements	100.0%	0.0%	100.0%	100.0%	100.0%								100.0%	78.3%
Totals	Terminations	28	22	27	21	18								278.4	289.0
	Avg. EE	1700	1702	1694	1703	1724								1704.6	1719.9
	Turnover Rate	1.6%	1.3%	1.6%	1.2%	1.0%								16.3%	16.8%
	Retirements	6	0	7	5	7								60.0	47.0
	Terminations	28	22	27	21	18								278.4	289.0
	% of Terms which are Retirements	21.4%	0.0%	25.9%	23.8%	38.9%								21.6%	16.3%

Collin County Turnover Report

Fiscal Year 2022

		Oct.	Nov.	Dec.	Jan.	Feb.	Mar.	Apr.	May	June	Jul.	Aug.	Sept.	2022 Projected	2021 Annual
Turnover By Age Group															
< 30 YEARS	Terminations	4	3	8	3	3								50.4	93.0
	Avg. EE	266	267	258	268	278								267.4	273.8
	Turnover Rate	1.5%	1.1%	3.1%	1.1%	1.1%								18.8%	34.0%
	Retirements	0	0	0	0	0								0.0	0.0
	Terminations	4	3	8	3	3								50.4	93.0
	% of Terms which are Retirements	0.0%	0.0%	0.0%	0.0%	0.0%								0.0%	0.0%
30-40 YEARS	Terminations	7	8	7	10	3								84.0	61.0
	Avg. EE	428	423	420	411	421								420.6	440.4
	Turnover Rate	1.6%	1.9%	1.7%	2.4%	0.7%								20.0%	13.9%
	Retirements	0	0	0	0	0								0.0	0.0
	Terminations	7	8	7	10	3								84.0	61.0
	% of Terms which are Retirements	0.0%	0.0%	0.0%	0.0%	0.0%								0.0%	0.0%
41-50 YEARS	Terminations	6	4	2	4	4								48.0	54.0
	Avg. EE	469	475	480	477	475								475.2	476.3
	Turnover Rate	1.3%	0.8%	0.4%	0.8%	0.8%								10.1%	11.3%
	Retirements	2	0	1	1	0								9.6	4.0
	Terminations	6	4	2	4	4								48.0	54.0
	% of Terms which are Retirements	33.3%	0.0%	50.0%	25.0%	0.0%								20.0%	7.4%
51-60 YEARS	Terminations	7	3	5	2	6								55.2	40.0
	Avg. EE	396	398	396	403	405								399.6	391.3
	Turnover Rate	1.8%	0.8%	1.3%	0.5%	1.5%								13.8%	10.2%
	Retirements	2	0	2	2	5								26.4	13.0
	Terminations	7	3	5	2	6								55.2	40.0
	% of Terms which are Retirements	28.6%	0.0%	40.0%	100.0%	83.3%								47.8%	32.5%

Collin County Turnover Report

Fiscal Year 2022

		Oct.	Nov.	Dec.	Jan.	Feb.	Mar.	Apr.	May	June	Jul.	Aug.	Sept.	2022 Projected	2021 Annual
61-70 YEARS	Terminations	3	4	4	1	2								33.6	40.0
	Avg. EE	132	129	130	133	134								131.6	128.2
	Turnover Rate	2.3%	3.1%	3.1%	0.8%	1.5%								25.5%	31.2%
	Retirements	1	0	3	1	2								16.8	29.0
	Terminations	3	4	4	1	2								33.6	40.0
	% of Terms which are Retirements	33.3%	0.0%	75.0%	100.0%	100.0%								50.0%	72.5%
71+ YEARS	Terminations	1	0	1	1	0								7.2	1.0
	Avg. EE	9	10	10	11	11								10.2	9.9
	Turnover Rate	11.1%	0.0%	10.0%	9.1%	0.0%								70.6%	10.1%
	Retirements	1	0	1	1	0								7.2	1.0
	Terminations	1	0	1	1	0								7.2	1.0
	% of Terms which are Retirements	100.0%	0.0%	100.0%	100.0%	0.0%								100.0%	100.0%
Totals	Terminations	28	22	27	21	18								278.4	289.0
	Avg. EE	1700	1702	1694	1703	1724								1704.6	1719.9
	Turnover Rate	1.6%	1.3%	1.6%	1.2%	1.0%								16.3%	16.8%
	Retirements	6	0	7	5	7								60.0	47.0
	Terminations	28	22	27	21	18								278.4	289.0
	% of Terms which are Retirements	21.4%	0.0%	25.9%	23.8%	38.9%								21.6%	16.3%

Collin County Turnover Report

Fiscal Year 2022

		Oct.	Nov.	Dec.	Jan.	Feb.	Mar.	Apr.	May	June	Jul.	Aug.	Sept.	2022 Projected	2021 Annual
Turnover By Gender															
MALE	Terminations	14	8	12	15	7								134.4	133.0
	Avg. EE	794	795	794	788	799								794.0	809.9
	Turnover Rate	1.8%	1.0%	1.5%	1.9%	0.9%								16.9%	16.4%
	Retirements	3	0	2	4	4								31.2	21.0
	Terminations	14	8	12	15	7								134.4	133.0
	% of Terms which are Retirements	21.4%	0.0%	16.7%	26.7%	57.1%								23.2%	15.8%
FEMALE	Terminations	14	14	15	6	11								144.0	156.0
	Avg. EE	906	907	900	915	925								910.6	910.0
	Turnover Rate	1.5%	1.5%	1.7%	0.7%	1.2%								15.8%	17.1%
	Retirements	3	0	5	1	3								28.8	26.00
	Terminations	14	14	15	6	11								144.0	156.0
	% of Terms which are Retirements	21.4%	0.0%	33.3%	16.7%	27.3%								20.0%	16.7%
Totals	Terminations	28	22	27	21	18								278.4	289.0
	Avg. EE	1700	1702	1694	1703	1724								1704.6	1719.9
	Turnover Rate	1.6%	1.3%	1.6%	1.2%	1.0%								16.3%	16.8%
	Retirements	6	0	7	5	7								60.0	47.0
	Terminations	28	22	27	21	18								278.4	289.0
	% of Terms which are Retirements	21.4%	0.0%	25.9%	23.8%	38.9%								21.6%	16.3%