

Collin County Turnover Report

Fiscal Year 2023

		Oct.	Nov.	Dec.	Jan.	Feb.	Mar.	Apr.	May	June	Jul.	Aug.	Sept.	2023 Projected	2022 Actual
Turnover By Department															
Admin. Services	# Term	0												0.0	3.0
	Avg. EE	17												17.0	13.9
	Turnover Rate	0.0%												0.0%	21.6%
Health Services	# Term	1												12.0	16.0
	Avg. EE	88												88.0	84.4
	Turnover Rate	1.1%												13.6%	19.0%
Budget	# Term	0												0.0	1.0
	Avg. EE	13												13.0	12.8
	Turnover Rate	0.0%												0.0%	7.8%
Human Resources	# Term	1												12.0	2.0
	Avg. EE	23												23.0	21.8
	Turnover Rate	4.3%												52.2%	9.2%
Veterans Service	# Term	0												0.0	1.0
	Avg. EE	3												3.0	2.7
	Turnover Rate	0.0%												0.0%	37.5%
IT	# Term	0												0.0	7.0
	Avg. EE	65												65.0	63.3
	Turnover Rate	0.0%												0.0%	11.1%
Highway Patrol	# Term	0												0.0	1.0
	Avg. EE	1												1.0	1.2
	Turnover Rate	0.0%												0.0%	85.7%
Road & Bridge	# Term	1												12.0	14.0
	Avg. EE	98												98.0	100.7
	Turnover Rate	1.0%												12.2%	13.9%
Facility Mgmt	# Term	1												12.0	11.0
	Avg. EE	63												63.0	57.8
	Turnover Rate	1.6%												19.0%	19.0%

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		Oct.	Nov.	Dec.	Jan.	Feb.	Mar.	Apr.	May	June	Jul.	Aug.	Sept.	2023 Projected	2022 Actual
Const. & Projects	# Term	0												0.0	0.0
	Avg. EE	4												4.0	4.0
	Turnover Rate	0.0%												0.0%	0.0%
Medical Examiner	# Term	0												0.0	0.0
	Avg. EE	13												13.0	13.0
	Turnover Rate	0.0%												0.0%	0.0%
Emergency Management/ Fire Marshal	# Term	0												0.0	1.0
	Avg. EE	6												6.0	6.5
	Turnover Rate	0.0%												0.0%	15.4%
Engineering	# Term	0												0.0	10.0
	Avg. EE	42												42.0	40.8
	Turnover Rate	0.0%												0.0%	24.5%
Elections Dept.	# Term	0												0.0	3.0
	Avg. EE	16												16.0	15.1
	Turnover Rate	0.0%												0.0%	19.9%
Purchasing	# Term	0												0.0	3.0
	Avg. EE	17												17.0	16.5
	Turnover Rate	0.0%												0.0%	18.2%
County Auditor	# Term	0												0.0	4.0
	Avg. EE	33												33.0	32.5
	Turnover Rate	0.0%												0.0%	12.3%

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		Oct.	Nov.	Dec.	Jan.	Feb.	Mar.	Apr.	May	June	Jul.	Aug.	Sept.	2023 Projected	2022 Actual
Juvenile Probation	# Term	0												0.0	8.0
	Avg. EE	48												48.0	48.4
	Turnover Rate	0.0%												0.0%	16.5%
Juvenile Detention	# Term	1												12.0	15.0
	Avg. EE	83												83.0	79.5
	Turnover Rate	1.2%												14.5%	18.9%
Juv. Alt. Education	# Term	0												0.0	0.0
	Avg. EE	6												6.0	6.0
	Turnover Rate	0.0%												0.0%	0.0%
Total Juvenile	# Term	1												12.0	23.0
	Avg. EE	137												137.0	133.9
	Turnover Rate	0.7%												8.8%	17.2%
Community Supervision	# Term	2												24.0	14.0
	Avg. EE	103												103.0	104.5
	Turnover Rate	1.9%												23.3%	13.4%
County Clerk	# Term	2												24.0	10.0
	Avg. EE	90												90.0	87.9
	Turnover Rate	2.2%												26.7%	11.4%
Sheriff's Office	# Term	3												36.0	23.0
	Avg. EE	181												181.0	181.7
	Turnover Rate	1.7%												19.9%	12.7%
Sheriff's Office Detention	# Term	5												60.0	78.0
	Avg. EE	320												320.0	301.7
	Turnover Rate	1.6%												18.8%	25.9%
Total Sheriff's Office	# Term	8												96.0	101.0
	Avg. EE	501												501.0	483.3
	Turnover Rate	1.6%												19.2%	20.9%

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		Oct.	Nov.	Dec.	Jan.	Feb.	Mar.	Apr.	May	June	Jul.	Aug.	Sept.	2023 Projected	2022 Actual
District Clerk	# Term	0												0.0	9.0
	Avg. EE	72												72.0	71.8
	Turnover Rate	0.0%												0.0%	12.5%
D.A. Prosecutor	# Term	0												0.0	15.0
	Avg. EE	66												66.0	67.5
	Turnover Rate	0.0%												0.0%	22.2%
D.A. Investigators	# Term	0												0.0	2.0
	Avg. EE	24												24.0	24.2
	Turnover Rate	0.0%												0.0%	8.3%
D.A. Clerical	# Term	0												0.0	10.0
	Avg. EE	38												38.0	36.7
	Turnover Rate	0.0%												0.0%	27.3%
Total D.A.	# Term	0												0.0	28.0
	Avg. EE	128												128.0	128.4
	Turnover Rate	0.0%												0.0%	21.8%
Court Appt. Representation	# Term	0												0.0	1.0
	Avg. EE	7												7.0	7.8
	Turnover Rate	0.0%												0.0%	12.8%
199th Dist. Court	# Term	0												0.0	2.0
	Avg. EE	3												3.0	2.9
	Turnover Rate	0.0%												0.0%	68.6%
219th Dist. Court	# Term	0												0.0	0.0
	Avg. EE	3												3.0	3.0
	Turnover Rate	0.0%												0.0%	0.0%
296th Dist. Court	# Term	0												0.0	0.0
	Avg. EE	3												3.0	3.0
	Turnover Rate	0.0%												0.0%	0.0%

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366th Dist. Court	# Term	0												0.0	0.0
	Avg. EE	3												3.0	3.0
	Turnover Rate	0.0%												0.0%	0.0%
380th Dist. Court	# Term	0												0.0	0.0
	Avg. EE	3												3.0	3.0
	Turnover Rate	0.0%												0.0%	0.0%
401st Dist. Court	# Term	0												0.0	0.0
	Avg. EE	3												3.0	3.0
	Turnover Rate	0.0%												0.0%	0.0%
416th Dist. Court	# Term	0												0.0	0.0
	Avg. EE	3												3.0	3.0
	Turnover Rate	0.0%												0.0%	0.0%
417th Dist. Court	# Term	0												0.0	0.0
	Avg. EE	3												3.0	3.0
	Turnover Rate	0.0%												0.0%	0.0%
429th Dist. Court	# Term	0												0.0	0.0
	Avg. EE	3												3.0	3.0
	Turnover Rate	0.0%												0.0%	0.0%
468th Dist. Court	# Term	0												0.0	0.0
	Avg. EE	3												3.0	3.0
	Turnover Rate	0.0%												0.0%	0.0%
469th Dist. Court	# Term	0												0.0	0.0
	Avg. EE	3												3.0	3.0
	Turnover Rate	0.0%												0.0%	0.0%
470th Dist. Court	# Term	0												0.0	0.0
	Avg. EE	3												3.0	5.7
	Turnover Rate	0.0%												0.0%	0.0%

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471st Dist. Court	# Term	0												0.0	2.0
	Avg. EE	7												7.0	4.2
	Turnover Rate	0.0%												0.0%	48.0%
Const. Pct. 1	# Term	1												12.0	0.0
	Avg. EE	4												4.0	7.3
	Turnover Rate	25.0%												300.0%	0.0%
Const. Pct. 2	# Term	0												0.0	0.0
	Avg. EE	4												4.0	4.0
	Turnover Rate	0.0%												0.0%	0.0%
Const. Pct. 3	# Term	0												0.0	0.0
	Avg. EE	14												14.0	14.0
	Turnover Rate	0.0%												0.0%	0.0%
Const. Pct. 4	# Term	1												12.0	3.0
	Avg. EE	7												7.0	7.2
	Turnover Rate	14.3%												171.4%	41.9%
CCAL 1	# Term	0												0.0	0.0
	Avg. EE	3												3.0	3.0
	Turnover Rate	0.0%												0.0%	0.0%
CCAL 2	# Term	0												0.0	0.0
	Avg. EE	3												3.0	3.0
	Turnover Rate	0.0%												0.0%	0.0%
CCAL 3	# Term	0												0.0	0.0
	Avg. EE	3												3.0	3.0
	Turnover Rate	0.0%												0.0%	0.0%
CCAL 4	# Term	0												0.0	0.0
	Avg. EE	3												3.0	3.0
	Turnover Rate	0.0%												0.0%	0.0%

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CCAL 5	# Term	0												0.0	0.0
	Avg. EE	3												3.0	3.0
	Turnover Rate	0.0%												0.0%	0.0%
CCAL 6	# Term	0												0.0	1.0
	Avg. EE	3												3.0	2.7
	Turnover Rate	0.0%												0.0%	37.5%
CCAL 7	# Term	0												0.0	0.0
	Avg. EE	3												3.0	3.0
	Turnover Rate	0.0%												0.0%	0.0%
Probate Court	# Term	0												0.0	0.0
	Avg. EE	3												3.0	3.9
	Turnover Rate	0.0%												0.0%	0.0%
County Ext. Services	# Term	0												0.0	1.0
	Avg. EE	5												5.0	5.9
	Turnover Rate	0.0%												0.0%	16.9%
JP #1	# Term	0												0.0	1.0
	Avg. EE	6												6.0	5.9
	Turnover Rate	0.0%												0.0%	16.9%
JP #2	# Term	0												0.0	0.0
	Avg. EE	4												4.0	4.0
	Turnover Rate	0.0%												0.0%	0.0%
JP #3	# Term	0												0.0	3.0
	Avg. EE	10												10.0	11.3
	Turnover Rate	0.0%												0.0%	26.5%
JP #4	# Term	1												12.0	2.0
	Avg. EE	6												6.0	5.0
	Turnover Rate	16.7%												200.0%	40.0%
Tax Assessor/Collector	# Term	3												36.0	25.0
	Avg. EE	88												88.0	86.7
	Turnover Rate	3.4%												40.9%	28.8%

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	Oct.	Nov.	Dec.	Jan.	Feb.	Mar.	Apr.	May	June	Jul.	Aug.	Sept.	2023 Projected	2022 Actual
Turnover For County Overall														
Terminations	23												276.0	303.0
Avg. EE	1755												1755.0	1723.4
Turnover Rate	1.3%												15.7%	17.6%
Retirements	4												48.0	44.0
Terminations	23												276.0	303.0
% of Terms which are Retirements	17.4%												17.4%	14.5%
Involuntary	4												48.0	22.0
Terminations	19												228.0	303.0
% of Terms which are Involuntary	21.1%												21.1%	7.3%

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		Oct.	Nov.	Dec.	Jan.	Feb.	Mar.	Apr.	May	June	Jul.	Aug.	Sept.	2023 Projected	2022 Actual
Turnover By Length of Service															
0-5 YEARS	Terminations	15												180.0	206.0
	Avg. EE	851												851.0	830.0
	Turnover Rate	1.8%												21.2%	24.8%
	Retirements	1												12.0	3.0
	Terminations	15												180.0	206.0
	% of Terms which are Retirements	6.7%												6.7%	1.5%
6-10 YEARS	Terminations	4												48.0	32.0
	Avg. EE	349												349.0	333.3
	Turnover Rate	1.1%												13.8%	9.6%
	Retirements	0												0.0	3.0
	Terminations	4												48.0	32.0
	% of Terms which are Retirements	0.0%												0.0%	9.4%
11-15 YEARS	Terminations	2												24.0	13.0
	Avg. EE	182												182.0	196.1
	Turnover Rate	1.1%												13.2%	6.6%
	Retirements	1												12.0	3.0
	Terminations	2												24.0	13.0
	% of Terms which are Retirements	50.0%												50.0%	23.1%
16-20 YEARS	Terminations	1												12.0	24.0
	Avg. EE	178												178.0	182.4
	Turnover Rate	0.6%												6.7%	13.2%
	Retirements	1												12.0	15.0
	Terminations	1												12.0	24.0
	% of Terms which are Retirements	100.0%												100.0%	62.5%

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		Oct.	Nov.	Dec.	Jan.	Feb.	Mar.	Apr.	May	June	Jul.	Aug.	Sept.	2023 Projected	2022 Actual
21+	Terminations	1												12.0	22.0
	Avg. EE	195												195.0	181.4
	Turnover Rate	0.5%												6.2%	12.1%
	Retirements	1												12.0	20.0
	Terminations	1												12.0	22.0
	% of Terms which are Retirements	100.0%												100.0%	90.9%
Totals	Terminations	23												276.0	297.0
	Avg. EE	1755												1755.0	1723.2
	Turnover Rate	1.3%												15.7%	17.2%
	Retirements	4												48.0	44.0
	Terminations	23												276.0	297.0
	% of Terms which are Retirements	17.4%												17.4%	14.8%

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		Oct.	Nov.	Dec.	Jan.	Feb.	Mar.	Apr.	May	June	Jul.	Aug.	Sept.	2023 Projected	2022 Actual
Turnover By Age Group															
< 30 YEARS	Terminations	7												84.0	77.0
	Avg. EE	302												302.0	284.6
	Turnover Rate	2.3%												27.8%	27.1%
	Retirements	0												0.0	0.0
	Terminations	7												84.0	77.0
	% of Terms which are Retirements	0.0%												0.0%	0.0%
30-40 YEARS	Terminations	6												72.0	81.0
	Avg. EE	425												425.0	419.7
	Turnover Rate	1.4%												16.9%	19.3%
	Retirements	0												0.0	0.0
	Terminations	6												72.0	81.0
	% of Terms which are Retirements	0.0%												0.0%	0.0%
41-50 YEARS	Terminations	4												48.0	51.0
	Avg. EE	462												462.0	471.8
	Turnover Rate	0.9%												10.4%	10.8%
	Retirements	1												12.0	5.0
	Terminations	4												48.0	51.0
	% of Terms which are Retirements	25.0%												25.0%	9.8%
51-60 YEARS	Terminations	4												48.0	54.0
	Avg. EE	409												409.0	401.7
	Turnover Rate	1.0%												11.7%	13.4%
	Retirements	1												12.0	18.0
	Terminations	4												48.0	54.0
	% of Terms which are Retirements	25.0%												25.0%	33.3%

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		Oct.	Nov.	Dec.	Jan.	Feb.	Mar.	Apr.	May	June	Jul.	Aug.	Sept.	2023 Projected	2022 Actual
61-70 YEARS	Terminations	2												24.0	28.0
	Avg. EE	147												147.0	135.2
	Turnover Rate	1.4%												16.3%	20.7%
	Retirements	2												24.0	17.0
	Terminations	2												24.0	28.0
	% of Terms which are Retirements	100.0%												100.0%	60.7%
71+ YEARS	Terminations	0												0.0	6.0
	Avg. EE	10												10.0	10.3
	Turnover Rate	0.0%												0.0%	58.5%
	Retirements	0												0.0	4.0
	Terminations	0												0.0	6.0
	% of Terms which are Retirements	0.0%												0.0%	66.7%
Totals	Terminations	23												276.0	297.0
	Avg. EE	1755												1755.0	1723.2
	Turnover Rate	1.3%												15.7%	17.2%
	Retirements	4												48.0	44.0
	Terminations	23												276.0	297.0
	% of Terms which are Retirements	17.4%												17.4%	14.8%

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Turnover By Gender															
MALE	Terminations	11												132.0	137.0
	Avg. EE	828												828.0	805.3
	Turnover Rate	1.3%												15.9%	17.0%
	Retirements	2												24.0	24.0
	Terminations	11												132.0	137.0
	% of Terms which are Retirements	18.2%												18.2%	17.5%
FEMALE	Terminations	12												144.0	160.0
	Avg. EE	927												927.0	917.9
	Turnover Rate	1.3%												15.5%	17.4%
	Retirements	2												24.0	20.00
	Terminations	12												144.0	160.0
	% of Terms which are Retirements	16.7%												16.7%	12.5%
Totals	Terminations	23												276.0	297.0
	Avg. EE	1755												1755.0	1723.2
	Turnover Rate	1.3%												15.7%	17.2%
	Retirements	4												48.0	44.0
	Terminations	23												276.0	297.0
	% of Terms which are Retirements	17.4%												17.4%	14.8%