

## Collin County Turnover Report

Fiscal Year 2023

		Oct.	Nov.	Dec.	Jan.	Feb.	Mar.	Apr.	May	June	Jul.	Aug.	Sept.	2023 Projected	2022 Actual
<b>Turnover By Department</b>															
Admin. Services	# Term	0	0											0.0	3.0
	Avg. EE	17	17											17.0	13.9
	Turnover Rate	0.0%	0.0%											0.0%	21.6%
Health Services	# Term	1	0											6.0	16.0
	Avg. EE	88	89											88.5	84.4
	Turnover Rate	1.1%	0.0%											6.8%	19.0%
Budget	# Term	0	1											6.0	1.0
	Avg. EE	13	12											12.5	12.8
	Turnover Rate	0.0%	8.3%											48.0%	7.8%
Human Resources	# Term	1	0											6.0	2.0
	Avg. EE	23	23											23.0	21.8
	Turnover Rate	4.3%	0.0%											26.1%	9.2%
Veterans Service	# Term	0	0											0.0	1.0
	Avg. EE	3	3											3.0	2.7
	Turnover Rate	0.0%	0.0%											0.0%	37.5%
IT	# Term	0	0											0.0	7.0
	Avg. EE	65	65											65.0	63.3
	Turnover Rate	0.0%	0.0%											0.0%	11.1%
Highway Patrol	# Term	0	0											0.0	1.0
	Avg. EE	1	1											1.0	1.2
	Turnover Rate	0.0%	0.0%											0.0%	85.7%
Road & Bridge	# Term	1	0											6.0	14.0
	Avg. EE	98	99											98.5	100.7
	Turnover Rate	1.0%	0.0%											6.1%	13.9%
Facility Mgmt	# Term	1	1											12.0	11.0
	Avg. EE	63	62											62.5	57.8
	Turnover Rate	1.6%	1.6%											19.2%	19.0%

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Fiscal Year 2023

		Oct.	Nov.	Dec.	Jan.	Feb.	Mar.	Apr.	May	June	Jul.	Aug.	Sept.	2023 Projected	2022 Actual
Const. & Projects	# Term	0	0											0.0	0.0
	Avg. EE	4	4											4.0	4.0
	Turnover Rate	0.0%	0.0%											0.0%	0.0%
Medical Examiner	# Term	0	0											0.0	0.0
	Avg. EE	13	13											13.0	13.0
	Turnover Rate	0.0%	0.0%											0.0%	0.0%
Emergency Management/ Fire Marshal	# Term	0	0											0.0	1.0
	Avg. EE	6	7											6.5	6.5
	Turnover Rate	0.0%	0.0%											0.0%	15.4%
Engineering	# Term	0	1											6.0	10.0
	Avg. EE	42	41											41.5	40.8
	Turnover Rate	0.0%	2.4%											14.5%	24.5%
Elections Dept.	# Term	0	0											0.0	3.0
	Avg. EE	16	16											16.0	15.1
	Turnover Rate	0.0%	0.0%											0.0%	19.9%
Purchasing	# Term	0	0											0.0	3.0
	Avg. EE	17	17											17.0	16.5
	Turnover Rate	0.0%	0.0%											0.0%	18.2%
County Auditor	# Term	0	1											6.0	4.0
	Avg. EE	33	32											32.5	32.5
	Turnover Rate	0.0%	3.1%											18.5%	12.3%

## Collin County Turnover Report

Fiscal Year 2023

		Oct.	Nov.	Dec.	Jan.	Feb.	Mar.	Apr.	May	June	Jul.	Aug.	Sept.	2023 Projected	2022 Actual
Juvenile Probation	# Term	0	0											0.0	8.0
	Avg. EE	48	50											49.0	48.4
	Turnover Rate	0.0%	0.0%											0.0%	16.5%
Juvenile Detention	# Term	1	1											12.0	15.0
	Avg. EE	83	84											83.5	79.5
	Turnover Rate	1.2%	1.2%											14.4%	18.9%
Juv. Alt. Education	# Term	0	0											0.0	0.0
	Avg. EE	6	6											6.0	6.0
	Turnover Rate	0.0%	0.0%											0.0%	0.0%
Total Juvenile	# Term	1	1											12.0	23.0
	Avg. EE	137	140											138.5	133.9
	Turnover Rate	0.7%	0.7%											8.7%	17.2%
Community Supervision	# Term	2	0											12.0	14.0
	Avg. EE	103	106											104.5	104.5
	Turnover Rate	1.9%	0.0%											11.5%	13.4%
County Clerk	# Term	2	2											24.0	10.0
	Avg. EE	90	87											88.5	87.9
	Turnover Rate	2.2%	2.3%											27.1%	11.4%
Sheriff's Office	# Term	3	2											30.0	23.0
	Avg. EE	181	181											181.0	181.7
	Turnover Rate	1.7%	1.1%											16.6%	12.7%
Sheriff's Office Detention	# Term	5	5											60.0	78.0
	Avg. EE	320	323											321.5	301.7
	Turnover Rate	1.6%	1.5%											18.7%	25.9%
Total Sheriff's Office	# Term	8	7											90.0	101.0
	Avg. EE	501	504											502.5	483.3
	Turnover Rate	1.6%	1.4%											17.9%	20.9%

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Fiscal Year 2023

		Oct.	Nov.	Dec.	Jan.	Feb.	Mar.	Apr.	May	June	Jul.	Aug.	Sept.	2023 Projected	2022 Actual
District Clerk	# Term	0	0											0.0	9.0
	Avg. EE	72	73											72.5	71.8
	Turnover Rate	0.0%	0.0%											0.0%	12.5%
D.A. Prosecutor	# Term	0	2											12.0	15.0
	Avg. EE	66	65											65.5	67.5
	Turnover Rate	0.0%	3.1%											18.3%	22.2%
D.A. Investigators	# Term	0	0											0.0	2.0
	Avg. EE	24	24											24.0	24.2
	Turnover Rate	0.0%	0.0%											0.0%	8.3%
D.A. Clerical	# Term	0	1											6.0	10.0
	Avg. EE	38	37											37.5	36.7
	Turnover Rate	0.0%	2.7%											16.0%	27.3%
Total D.A.	# Term	0	3											18.0	28.0
	Avg. EE	128	126											127.0	128.4
	Turnover Rate	0.0%	2.4%											14.2%	21.8%
Court Appt. Representation	# Term	0	0											0.0	1.0
	Avg. EE	7	7											7.0	7.8
	Turnover Rate	0.0%	0.0%											0.0%	12.8%
199th Dist. Court	# Term	0	0											0.0	2.0
	Avg. EE	3	3											3.0	2.9
	Turnover Rate	0.0%	0.0%											0.0%	68.6%
219th Dist. Court	# Term	0	0											0.0	0.0
	Avg. EE	3	3											3.0	3.0
	Turnover Rate	0.0%	0.0%											0.0%	0.0%
296th Dist. Court	# Term	0	0											0.0	0.0
	Avg. EE	3	3											3.0	3.0
	Turnover Rate	0.0%	0.0%											0.0%	0.0%

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Fiscal Year 2023

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

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Fiscal Year 2023

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471st Dist. Court	# Term	0	0											0.0	2.0
	Avg. EE	7	7											7.0	4.2
	Turnover Rate	0.0%	0.0%											0.0%	48.0%
Const. Pct. 1	# Term	1	1											12.0	0.0
	Avg. EE	4	8											6.0	7.3
	Turnover Rate	25.0%	12.5%											200.0%	0.0%
Const. Pct. 2	# Term	0	0											0.0	0.0
	Avg. EE	4	4											4.0	4.0
	Turnover Rate	0.0%	0.0%											0.0%	0.0%
Const. Pct. 3	# Term	0	0											0.0	0.0
	Avg. EE	14	9											11.5	14.0
	Turnover Rate	0.0%	0.0%											0.0%	0.0%
Const. Pct. 4	# Term	1	0											6.0	3.0
	Avg. EE	7	8											7.5	7.2
	Turnover Rate	14.3%	0.0%											80.0%	41.9%
CCAL 1	# Term	0	0											0.0	0.0
	Avg. EE	3	3											3.0	3.0
	Turnover Rate	0.0%	0.0%											0.0%	0.0%
CCAL 2	# Term	0	0											0.0	0.0
	Avg. EE	3	3											3.0	3.0
	Turnover Rate	0.0%	0.0%											0.0%	0.0%
CCAL 3	# Term	0	0											0.0	0.0
	Avg. EE	3	3											3.0	3.0
	Turnover Rate	0.0%	0.0%											0.0%	0.0%
CCAL 4	# Term	0	0											0.0	0.0
	Avg. EE	3	3											3.0	3.0
	Turnover Rate	0.0%	0.0%											0.0%	0.0%

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Fiscal Year 2023

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CCAL 5	# Term	0	0											0.0	0.0
	Avg. EE	3	3											3.0	3.0
	Turnover Rate	0.0%	0.0%											0.0%	0.0%
CCAL 6	# Term	0	0											0.0	1.0
	Avg. EE	3	2											2.5	2.7
	Turnover Rate	0.0%	0.0%											0.0%	37.5%
CCAL 7	# Term	0	0											0.0	0.0
	Avg. EE	3	3											3.0	3.0
	Turnover Rate	0.0%	0.0%											0.0%	0.0%
Probate Court	# Term	0	0											0.0	0.0
	Avg. EE	3	3											3.0	3.9
	Turnover Rate	0.0%	0.0%											0.0%	0.0%
County Ext. Services	# Term	0	0											0.0	1.0
	Avg. EE	5	6											5.5	5.9
	Turnover Rate	0.0%	0.0%											0.0%	16.9%
JP #1	# Term	0	0											0.0	1.0
	Avg. EE	6	6											6.0	5.9
	Turnover Rate	0.0%	0.0%											0.0%	16.9%
JP #2	# Term	0	0											0.0	0.0
	Avg. EE	4	4											4.0	4.0
	Turnover Rate	0.0%	0.0%											0.0%	0.0%
JP #3	# Term	0	1											6.0	3.0
	Avg. EE	10	9											9.5	11.3
	Turnover Rate	0.0%	11.1%											63.2%	26.5%
JP #4	# Term	1	0											6.0	2.0
	Avg. EE	6	6											6.0	5.0
	Turnover Rate	16.7%	0.0%											100.0%	40.0%
Tax Assessor/Collector	# Term	3	2											30.0	25.0
	Avg. EE	88	86											87.0	86.7
	Turnover Rate	3.4%	2.3%											34.5%	28.8%

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	Oct.	Nov.	Dec.	Jan.	Feb.	Mar.	Apr.	May	June	Jul.	Aug.	Sept.	2023 Projected	2022 Actual
<b>Turnover For County Overall</b>														
Terminations	23	21											264.0	303.0
Avg. EE	1755	1756											1755.5	1723.4
Turnover Rate	1.3%	1.2%											15.0%	17.6%
Retirements	4	1											30.0	44.0
Terminations	23	21											264.0	303.0
% of Terms which are Retirements	17.4%	4.8%											11.4%	14.5%
Involuntary	4	2											36.0	22.0
Terminations	23	21											264.0	303.0
% of Terms which are Involuntary	17.4%	9.5%											13.6%	7.3%



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		Oct.	Nov.	Dec.	Jan.	Feb.	Mar.	Apr.	May	June	Jul.	Aug.	Sept.	2023 Projected	2022 Actual
<b>Turnover By Length of Service</b>															
0-5 YEARS	Terminations	15	17											192.0	206.0
	Avg. EE	851	849											850.0	830.0
	Turnover Rate	1.8%	2.0%											22.6%	24.8%
	Retirements	1	0											6.0	3.0
	Terminations	15	17											192.0	206.0
	% of Terms which are Retirements	6.7%	0.0%											3.1%	1.5%
6-10 YEARS	Terminations	4	3											42.0	32.0
	Avg. EE	349	348											348.5	333.3
	Turnover Rate	1.1%	0.9%											12.1%	9.6%
	Retirements	0	0											0.0	3.0
	Terminations	4	3											42.0	32.0
	% of Terms which are Retirements	0.0%	0.0%											0.0%	9.4%
11-15 YEARS	Terminations	2	0											12.0	13.0
	Avg. EE	182	182											182.0	196.1
	Turnover Rate	1.1%	0.0%											6.6%	6.6%
	Retirements	1	0											6.0	3.0
	Terminations	2	0											12.0	13.0
	% of Terms which are Retirements	50.0%	0.0%											50.0%	23.1%
16-20 YEARS	Terminations	1	0											6.0	24.0
	Avg. EE	178	180											179.0	182.4
	Turnover Rate	0.6%	0.0%											3.4%	13.2%
	Retirements	1	0											6.0	15.0
	Terminations	1	0											6.0	24.0
	% of Terms which are Retirements	100.0%	0.0%											100.0%	62.5%

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Fiscal Year 2023

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21+	Terminations	1	1											12.0	22.0
	Avg. EE	195	197											196.0	181.4
	Turnover Rate	0.5%	0.5%											6.1%	12.1%
	Retirements	1	1											12.0	20.0
	Terminations	1	1											12.0	22.0
	% of Terms which are Retirements	100.0%	100.0%											100.0%	90.9%
Totals	Terminations	23	21											264.0	297.0
	Avg. EE	1755	1756											1755.5	1723.2
	Turnover Rate	1.3%	1.2%											15.0%	17.2%
	Retirements	4	1											30.0	44.0
	Terminations	23	21											264.0	297.0
	% of Terms which are Retirements	17.4%	4.8%											11.4%	14.8%

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<b>Turnover By Age Group</b>															
< 30 YEARS	Terminations	7	5											72.0	77.0
	Avg. EE	302	306											304.0	284.6
	Turnover Rate	2.3%	1.6%											23.7%	27.1%
	Retirements	0	0											0.0	0.0
	Terminations	7	5											72.0	77.0
	% of Terms which are Retirements	0.0%	0.0%											0.0%	0.0%
30-40 YEARS	Terminations	6	6											72.0	81.0
	Avg. EE	425	424											424.5	419.7
	Turnover Rate	1.4%	1.4%											17.0%	19.3%
	Retirements	0	0											0.0	0.0
	Terminations	6	6											72.0	81.0
	% of Terms which are Retirements	0.0%	0.0%											0.0%	0.0%
41-50 YEARS	Terminations	4	3											42.0	51.0
	Avg. EE	462	462											462.0	471.8
	Turnover Rate	0.9%	0.6%											9.1%	10.8%
	Retirements	1	1											12.0	5.0
	Terminations	4	3											42.0	51.0
	% of Terms which are Retirements	25.0%	33.3%											28.6%	9.8%
51-60 YEARS	Terminations	4	7											66.0	54.0
	Avg. EE	409	403											406.0	401.7
	Turnover Rate	1.0%	1.7%											16.3%	13.4%
	Retirements	1	0											6.0	18.0
	Terminations	4	7											66.0	54.0
	% of Terms which are Retirements	25.0%	0.0%											9.1%	33.3%

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61-70 YEARS	Terminations	2	0											12.0	28.0
	Avg. EE	147	150											148.5	135.2
	Turnover Rate	1.4%	0.0%											8.1%	20.7%
	Retirements	2	0											12.0	17.0
	Terminations	2	0											12.0	28.0
	% of Terms which are Retirements	100.0%	0.0%											100.0%	60.7%
71+ YEARS	Terminations	0	0											0.0	6.0
	Avg. EE	10	11											10.5	10.3
	Turnover Rate	0.0%	0.0%											0.0%	58.5%
	Retirements	0	0											0.0	4.0
	Terminations	0	0											0.0	6.0
	% of Terms which are Retirements	0.0%	0.0%											0.0%	66.7%
Totals	Terminations	23	21											264.0	297.0
	Avg. EE	1755	1756											1755.5	1723.2
	Turnover Rate	1.3%	1.2%											15.0%	17.2%
	Retirements	4	1											30.0	44.0
	Terminations	23	21											264.0	297.0
	% of Terms which are Retirements	17.4%	4.8%											11.4%	14.8%

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<b>Turnover By Gender</b>															
MALE	Terminations	11	12											138.0	137.0
	Avg. EE	828	828											828.0	805.3
	Turnover Rate	1.3%	1.4%											16.7%	17.0%
	Retirements	2	1											18.0	24.0
	Terminations	11	12											138.0	137.0
	% of Terms which are Retirements	18.2%	8.3%											13.0%	17.5%
FEMALE	Terminations	12	9											126.0	160.0
	Avg. EE	927	928											927.5	917.9
	Turnover Rate	1.3%	1.0%											13.6%	17.4%
	Retirements	2	0											12.0	20.00
	Terminations	12	9											126.0	160.0
	% of Terms which are Retirements	16.7%	0.0%											9.5%	12.5%
Totals	Terminations	23	21											264.0	297.0
	Avg. EE	1755	1756											1755.5	1723.2
	Turnover Rate	1.3%	1.2%											15.0%	17.2%
	Retirements	4	1											30.0	44.0
	Terminations	23	21											264.0	297.0
	% of Terms which are Retirements	17.4%	4.8%											11.4%	14.8%