

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	1										4.0	3.0
	Avg. EE	17	17	16										16.7	13.9
	Turnover Rate	0.0%	0.0%	6.3%											24.0%
Health Services	# Term	1	0	0										4.0	16.0
	Avg. EE	88	89	89										88.7	84.4
	Turnover Rate	1.1%	0.0%	0.0%										4.5%	19.0%
Budget	# Term	0	1	0										4.0	1.0
	Avg. EE	13	12	12										12.3	12.8
	Turnover Rate	0.0%	8.3%	0.0%										32.4%	7.8%
Human Resources	# Term	1	0	0										4.0	2.0
	Avg. EE	23	23	23										23.0	21.8
	Turnover Rate	4.3%	0.0%	0.0%										17.4%	9.2%
Veterans Service	# Term	0	0	0										0.0	1.0
	Avg. EE	3	3	3										3.0	2.7
	Turnover Rate	0.0%	0.0%	0.0%										0.0%	37.5%
IT	# Term	0	0	1										4.0	7.0
	Avg. EE	65	65	64										64.7	63.3
	Turnover Rate	0.0%	0.0%	1.6%										6.2%	11.1%
Highway Patrol	# Term	0	0	1										4.0	1.0
	Avg. EE	1	1	0										0.7	1.2
	Turnover Rate	0.0%	0.0%	100.0%										600.0%	85.7%
Road & Bridge	# Term	1	0	0										4.0	14.0
	Avg. EE	98	99	99										98.7	100.7
	Turnover Rate	1.0%	0.0%	0.0%										4.1%	13.9%
Facility Mgmt	# Term	1	1	1										12.0	11.0
	Avg. EE	63	62	61										62.0	57.8
	Turnover Rate	1.6%	1.6%	1.6%										19.4%	19.0%

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Const. & Projects	# Term	0	0	0										0.0	0.0
	Avg. EE	4	4	4										4.0	4.0
	Turnover Rate	0.0%	0.0%	0.0%										0.0%	0.0%
Medical Examiner	# Term	0	0	0										0.0	0.0
	Avg. EE	13	13	13										13.0	13.0
	Turnover Rate	0.0%	0.0%	0.0%										0.0%	0.0%
Emergency Management/ Fire Marshal	# Term	0	0	0										0.0	1.0
	Avg. EE	6	7	7										6.7	6.5
	Turnover Rate	0.0%	0.0%	0.0%										0.0%	15.4%
Engineering	# Term	0	1	0										4.0	10.0
	Avg. EE	42	41	41										41.3	40.8
	Turnover Rate	0.0%	2.4%	0.0%										9.7%	24.5%
Elections Dept.	# Term	0	0	1										4.0	3.0
	Avg. EE	16	16	15										15.7	15.1
	Turnover Rate	0.0%	0.0%	6.7%										25.5%	19.9%
Purchasing	# Term	0	0	0										0.0	3.0
	Avg. EE	17	17	17										17.0	16.5
	Turnover Rate	0.0%	0.0%	0.0%										0.0%	18.2%
County Auditor	# Term	0	1	2										12.0	4.0
	Avg. EE	33	32	30										31.7	32.5
	Turnover Rate	0.0%	3.1%	6.7%										37.9%	12.3%

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Juvenile Probation	# Term	0	0	0										0.0	8.0
	Avg. EE	48	50	50										49.3	48.4
	Turnover Rate	0.0%	0.0%	0.0%										0.0%	16.5%
Juvenile Detention	# Term	1	1	1										12.0	15.0
	Avg. EE	83	84	83										83.3	79.5
	Turnover Rate	1.2%	1.2%	1.2%										14.4%	18.9%
Juv. Alt. Education	# Term	0	0	0										0.0	0.0
	Avg. EE	6	6	6										6.0	6.0
	Turnover Rate	0.0%	0.0%	0.0%										0.0%	0.0%
Total Juvenile	# Term	1	1	1										12.0	23.0
	Avg. EE	137	140	139										138.7	133.9
	Turnover Rate	0.7%	0.7%	0.7%										8.7%	17.2%
Community Supervision	# Term	2	0	2										16.0	14.0
	Avg. EE	103	106	104										104.3	104.5
	Turnover Rate	1.9%	0.0%	1.9%										15.3%	13.4%
County Clerk	# Term	2	2	1										20.0	10.0
	Avg. EE	90	87	87										88.0	87.9
	Turnover Rate	2.2%	2.3%	1.1%										22.7%	11.4%
Sheriff's Office	# Term	3	2	3										32.0	23.0
	Avg. EE	181	181	180										180.7	181.7
	Turnover Rate	1.7%	1.1%	1.7%										17.7%	12.7%
Sheriff's Office Detention	# Term	5	5	8										72.0	78.0
	Avg. EE	320	323	316										319.7	301.7
	Turnover Rate	1.6%	1.5%	2.5%										22.5%	25.9%
Total Sheriff's Office	# Term	8	7	11										104.0	101.0
	Avg. EE	501	504	496										500.3	483.3
	Turnover Rate	1.6%	1.4%	2.2%										20.8%	20.9%

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District Clerk	# Term	0	0	1										4.0	9.0
	Avg. EE	72	73	74										73.0	71.8
	Turnover Rate	0.0%	0.0%	1.4%										5.5%	12.5%
D.A. Prosecutor	# Term	0	2	2										16.0	15.0
	Avg. EE	66	65	65										65.3	67.5
	Turnover Rate	0.0%	3.1%	3.1%										24.5%	22.2%
D.A. Investigators	# Term	0	0	0										0.0	2.0
	Avg. EE	24	24	24										24.0	24.2
	Turnover Rate	0.0%	0.0%	0.0%										0.0%	8.3%
D.A. Clerical	# Term	0	1	0										4.0	10.0
	Avg. EE	38	37	37										37.3	36.7
	Turnover Rate	0.0%	2.7%	0.0%										10.7%	27.3%
Total D.A.	# Term	0	3	2										20.0	28.0
	Avg. EE	128	126	126										126.7	128.4
	Turnover Rate	0.0%	2.4%	1.6%										15.8%	21.8%
Court Appt. Representation	# Term	0	0	0										0.0	1.0
	Avg. EE	7	7	8										7.3	7.8
	Turnover Rate	0.0%	0.0%	0.0%										0.0%	12.8%
199th Dist. Court	# Term	0	0	0										0.0	2.0
	Avg. EE	3	3	3										3.0	2.9
	Turnover Rate	0.0%	0.0%	0.0%										0.0%	68.6%
219th Dist. Court	# Term	0	0	0										0.0	0.0
	Avg. EE	3	3	3										3.0	3.0
	Turnover Rate	0.0%	0.0%	0.0%										0.0%	0.0%
296th Dist. Court	# Term	0	0	0										0.0	0.0
	Avg. EE	3	3	3										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
	Avg. EE	3	3	3										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
	Avg. EE	3	3	3										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
	Avg. EE	3	3	3										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
	Avg. EE	3	3	3										3.0	3.0
	Turnover Rate	0.0%	0.0%	0.0%										0.0%	0.0%
417th Dist. Court	# Term	0	0	0										0.0	0.0
	Avg. EE	3	3	3										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
	Avg. EE	3	3	3										3.0	3.0
	Turnover Rate	0.0%	0.0%	0.0%										0.0%	0.0%
468th Dist. Court	# Term	0	0	0										0.0	0.0
	Avg. EE	3	3	3										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
	Avg. EE	3	3	3										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
	Avg. EE	3	3	2										2.7	5.7
	Turnover Rate	0.0%	0.0%	0.0%										0.0%	0.0%

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471st Dist. Court	# Term	0	0	0										0.0	2.0
	Avg. EE	7	7	7										7.0	4.2
	Turnover Rate	0.0%	0.0%	0.0%										0.0%	48.0%
Const. Pct. 1	# Term	1	1	0										8.0	0.0
	Avg. EE	4	8	8										6.7	7.3
	Turnover Rate	25.0%	12.5%	0.0%										120.0%	0.0%
Const. Pct. 2	# Term	0	0	0										0.0	0.0
	Avg. EE	4	4	4										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
	Avg. EE	14	9	11										11.3	14.0
	Turnover Rate	0.0%	0.0%	0.0%										0.0%	0.0%
Const. Pct. 4	# Term	1	0	0										4.0	3.0
	Avg. EE	7	8	8										7.7	7.2
	Turnover Rate	14.3%	0.0%	0.0%										52.2%	41.9%
CCAL 1	# Term	0	0	1										4.0	0.0
	Avg. EE	3	3	2										2.7	3.0
	Turnover Rate	0.0%	0.0%	50.0%										150.0%	0.0%
CCAL 2	# Term	0	0	1										4.0	0.0
	Avg. EE	3	3	2										2.7	3.0
	Turnover Rate	0.0%	0.0%	50.0%										150.0%	0.0%
CCAL 3	# Term	0	0	0										0.0	0.0
	Avg. EE	3	3	3										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
	Avg. EE	3	3	3										3.0	3.0
	Turnover Rate	0.0%	0.0%	0.0%										0.0%	0.0%

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CCAL 5	# Term	0	0	0										0.0	0.0
	Avg. EE	3	3	3										3.0	3.0
	Turnover Rate	0.0%	0.0%	0.0%										0.0%	0.0%
CCAL 6	# Term	0	0	0										0.0	1.0
	Avg. EE	3	2	3										2.7	2.7
	Turnover Rate	0.0%	0.0%	0.0%										0.0%	37.5%
CCAL 7	# Term	0	0	0										0.0	0.0
	Avg. EE	3	3	3										3.0	3.0
	Turnover Rate	0.0%	0.0%	0.0%										0.0%	0.0%
Probate Court	# Term	0	0	1										4.0	0.0
	Avg. EE	3	3	2										2.7	3.9
	Turnover Rate	0.0%	0.0%	50.0%										150.0%	0.0%
County Ext. Services	# Term	0	0	0										0.0	1.0
	Avg. EE	5	6	6										5.7	5.9
	Turnover Rate	0.0%	0.0%	0.0%										0.0%	16.9%
JP #1	# Term	0	0	1										4.0	1.0
	Avg. EE	6	6	5										5.7	5.9
	Turnover Rate	0.0%	0.0%	20.0%										70.6%	16.9%
JP #2	# Term	0	0	0										0.0	0.0
	Avg. EE	4	4	4										4.0	4.0
	Turnover Rate	0.0%	0.0%	0.0%										0.0%	0.0%
JP #3	# Term	0	1	0										4.0	3.0
	Avg. EE	10	9	10										9.7	11.3
	Turnover Rate	0.0%	11.1%	0.0%										41.4%	26.5%
JP #4	# Term	1	0	2										12.0	2.0
	Avg. EE	6	6	4										5.3	5.0
	Turnover Rate	16.7%	0.0%	50.0%										225.0%	40.0%
Tax Assessor/Collector	# Term	3	2	2										28.0	25.0
	Avg. EE	88	86	92										88.7	86.7
	Turnover Rate	3.4%	2.3%	2.2%										31.6%	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	21	33										308.0	303.0
Avg. EE	1755	1756	1743										1751.3	1723.4
Turnover Rate	1.3%	1.2%	1.9%										17.6%	17.6%
Retirements	4	1	5										40.0	44.0
Terminations	23	21	33										308.0	303.0
% of Terms which are Retirements	17.4%	4.8%	15.2%										13.0%	14.5%
Involuntary	4	2	0										24.0	22.0
Terminations	23	21	33										308.0	303.0
% of Terms which are Involuntary	17.4%	9.5%	0.0%										7.8%	7.3%

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Turnover By Length of Service															
0-5 YEARS	Terminations	15	17	19										204.0	206.0
	Avg. EE	851	849	842										847.3	830.0
	Turnover Rate	1.8%	2.0%	2.3%										24.1%	24.8%
	Retirements	1	0	0										4.0	3.0
	Terminations	15	17	19										204.0	206.0
	% of Terms which are Retirements	6.7%	0.0%	0.0%										2.0%	1.5%
6-10 YEARS	Terminations	4	3	6										52.0	32.0
	Avg. EE	349	348	349										348.7	333.3
	Turnover Rate	1.1%	0.9%	1.7%										14.9%	9.6%
	Retirements	0	0	0										0.0	3.0
	Terminations	4	3	6										52.0	32.0
	% of Terms which are Retirements	0.0%	0.0%	0.0%										0.0%	9.4%
11-15 YEARS	Terminations	2	0	3										20.0	13.0
	Avg. EE	182	182	178										180.7	196.1
	Turnover Rate	1.1%	0.0%	1.7%										11.1%	6.6%
	Retirements	1	0	2										12.0	3.0
	Terminations	2	0	3										20.0	13.0
	% of Terms which are Retirements	50.0%	0.0%	66.7%										60.0%	23.1%
16-20 YEARS	Terminations	1	0	2										12.0	24.0
	Avg. EE	178	180	179										179.0	182.4
	Turnover Rate	0.6%	0.0%	1.1%										6.7%	13.2%
	Retirements	1	0	0										4.0	15.0
	Terminations	1	0	2										12.0	24.0
	% of Terms which are Retirements	100.0%	0.0%	0.0%										33.3%	62.5%

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21+	Terminations	1	1	3										20.0	22.0
	Avg. EE	195	197	195										195.7	181.4
	Turnover Rate	0.5%	0.5%	1.5%										10.2%	12.1%
	Retirements	1	1	3										20.0	20.0
	Terminations	1	1	3										20.0	22.0
	% of Terms which are Retirements	100.0%	100.0%	100.0%										100.0%	90.9%
Totals	Terminations	23	21	33										308.0	297.0
	Avg. EE	1755	1756	1743										1751.3	1723.2
	Turnover Rate	1.3%	1.2%	1.9%										17.6%	17.2%
	Retirements	4	1	5										40.0	44.0
	Terminations	23	21	33										308.0	297.0
	% of Terms which are Retirements	17.4%	4.8%	15.2%										13.0%	14.8%

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Turnover By Age Group															
< 30 YEARS	Terminations	7	5	8										80.0	77.0
	Avg. EE	302	306	300										302.7	284.6
	Turnover Rate	2.3%	1.6%	2.7%											26.4%
	Retirements	0	0	0										0.0	0.0
	Terminations	7	5	8										80.0	77.0
	% of Terms which are Retirements	0.0%	0.0%	0.0%										0.0%	0.0%
30-40 YEARS	Terminations	6	6	10										88.0	81.0
	Avg. EE	425	424	421										423.3	419.7
	Turnover Rate	1.4%	1.4%	2.4%										20.8%	19.3%
	Retirements	0	0	0										0.0	0.0
	Terminations	6	6	10										88.0	81.0
	% of Terms which are Retirements	0.0%	0.0%	0.0%										0.0%	0.0%
41-50 YEARS	Terminations	4	3	5										48.0	51.0
	Avg. EE	462	462	463										462.3	471.8
	Turnover Rate	0.9%	0.6%	1.1%										10.4%	10.8%
	Retirements	1	1	1										12.0	5.0
	Terminations	4	3	5										48.0	51.0
	% of Terms which are Retirements	25.0%	33.3%	20.0%										25.0%	9.8%
51-60 YEARS	Terminations	4	7	5										64.0	54.0
	Avg. EE	409	403	399										403.7	401.7
	Turnover Rate	1.0%	1.7%	1.3%										15.9%	13.4%
	Retirements	1	0	1										8.0	18.0
	Terminations	4	7	5										64.0	54.0
	% of Terms which are Retirements	25.0%	0.0%	20.0%										12.5%	33.3%

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61-70 YEARS	Terminations	2	0	5										28.0	28.0	
	Avg. EE	147	150	149										148.7	135.2	
	Turnover Rate	1.4%	0.0%	3.4%										18.8%	20.7%	
	Retirements	2	0	3											20.0	17.0
	Terminations	2	0	5											28.0	28.0
	% of Terms which are Retirements	100.0%	0.0%	60.0%											71.4%	60.7%
71+ YEARS	Terminations	0	0	0										0.0	6.0	
	Avg. EE	10	11	11										10.7	10.3	
	Turnover Rate	0.0%	0.0%	0.0%										0.0%	58.5%	
	Retirements	0	0	0											0.0	4.0
	Terminations	0	0	0											0.0	6.0
	% of Terms which are Retirements	0.0%	0.0%	0.0%											0.0%	66.7%
Totals	Terminations	23	21	33										308.0	297.0	
	Avg. EE	1755	1756	1743										1751.3	1723.2	
	Turnover Rate	1.3%	1.2%	1.9%										17.6%	17.2%	
	Retirements	4	1	5											40.0	44.0
	Terminations	23	21	33											308.0	297.0
	% of Terms which are Retirements	17.4%	4.8%	15.2%											13.0%	14.8%

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 Gender															
MALE	Terminations	11	12	13										144.0	137.0
	Avg. EE	828	828	821										825.7	805.3
	Turnover Rate	1.3%	1.4%	1.6%										17.4%	17.0%
	Retirements	2	1	3										24.0	24.0
	Terminations	11	12	13										144.0	137.0
	% of Terms which are Retirements	18.2%	8.3%	23.1%										16.7%	17.5%
FEMALE	Terminations	12	9	20										164.0	160.0
	Avg. EE	927	928	922										925.7	917.9
	Turnover Rate	1.3%	1.0%	2.2%										17.7%	17.4%
	Retirements	2	0	2										16.0	20.00
	Terminations	12	9	20										164.0	160.0
	% of Terms which are Retirements	16.7%	0.0%	10.0%										9.8%	12.5%
Totals	Terminations	23	21	33										308.0	297.0
	Avg. EE	1755	1756	1743										1751.3	1723.2
	Turnover Rate	1.3%	1.2%	1.9%										17.6%	17.2%
	Retirements	4	1	5										40.0	44.0
	Terminations	23	21	33										308.0	297.0
	% of Terms which are Retirements	17.4%	4.8%	15.2%										13.0%	14.8%