

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	0									3.0	3.0
	Avg. EE	17	17	16	16									16.5	13.9
	Turnover Rate	0.0%	0.0%	6.3%	0.0%										18.2%
Health Services	# Term	1	0	0	1									6.0	16.0
	Avg. EE	88	89	89	88									88.5	84.4
	Turnover Rate	1.1%	0.0%	0.0%	1.1%									6.8%	19.0%
Budget	# Term	0	1	0	0									3.0	1.0
	Avg. EE	13	12	12	12									12.3	12.8
	Turnover Rate	0.0%	8.3%	0.0%	0.0%									24.5%	7.8%
Human Resources	# Term	1	0	0	0									3.0	2.0
	Avg. EE	23	23	23	23									23.0	21.8
	Turnover Rate	4.3%	0.0%	0.0%	0.0%									13.0%	9.2%
Veterans Service	# Term	0	0	0	0									0.0	1.0
	Avg. EE	3	3	3	3									3.0	2.7
	Turnover Rate	0.0%	0.0%	0.0%	0.0%									0.0%	37.5%
IT	# Term	0	0	1	0									3.0	7.0
	Avg. EE	65	65	64	64									64.5	63.3
	Turnover Rate	0.0%	0.0%	1.6%	0.0%									4.7%	11.1%
Highway Patrol	# Term	0	0	1	0									3.0	1.0
	Avg. EE	1	1	0	0									0.5	1.2
	Turnover Rate	0.0%	0.0%	100.0%	0.0%									600.0%	85.7%
Road & Bridge	# Term	1	0	0	1									6.0	14.0
	Avg. EE	98	99	99	98									98.5	100.7
	Turnover Rate	1.0%	0.0%	0.0%	1.0%									6.1%	13.9%
Facility Mgmt	# Term	1	1	1	0									9.0	11.0
	Avg. EE	63	62	61	62									62.0	57.8
	Turnover Rate	1.6%	1.6%	1.6%	0.0%									14.5%	19.0%

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Const. & Projects	# Term	0	0	0	0									0.0	0.0
	Avg. EE	4	4	4	4									4.0	4.0
	Turnover Rate	0.0%	0.0%	0.0%	0.0%									0.0%	0.0%
Medical Examiner	# Term	0	0	0	1									3.0	0.0
	Avg. EE	13	13	13	13									13.0	13.0
	Turnover Rate	0.0%	0.0%	0.0%	7.7%									23.1%	0.0%
Emergency Management/ Fire Marshal	# Term	0	0	0	0									0.0	1.0
	Avg. EE	6	7	7	7									6.8	6.5
	Turnover Rate	0.0%	0.0%	0.0%	0.0%									0.0%	15.4%
Engineering	# Term	0	1	0	1									6.0	10.0
	Avg. EE	42	41	41	41									41.3	40.8
	Turnover Rate	0.0%	2.4%	0.0%	2.4%									14.5%	24.5%
Elections Dept.	# Term	0	0	1	0									3.0	3.0
	Avg. EE	16	16	15	15									15.5	15.1
	Turnover Rate	0.0%	0.0%	6.7%	0.0%									19.4%	19.9%
Purchasing	# Term	0	0	0	0									0.0	3.0
	Avg. EE	17	17	17	17									17.0	16.5
	Turnover Rate	0.0%	0.0%	0.0%	0.0%									0.0%	18.2%
County Auditor	# Term	0	1	2	0									9.0	4.0
	Avg. EE	33	32	30	32									31.8	32.5
	Turnover Rate	0.0%	3.1%	6.7%	0.0%									28.3%	12.3%

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Juvenile Probation	# Term	0	0	0	0									0.0	8.0
	Avg. EE	48	50	50	51									49.8	48.4
	Turnover Rate	0.0%	0.0%	0.0%	0.0%									0.0%	16.5%
Juvenile Detention	# Term	1	1	1	1									12.0	15.0
	Avg. EE	83	84	83	84									83.5	79.5
	Turnover Rate	1.2%	1.2%	1.2%	1.2%									14.4%	18.9%
Juv. Alt. Education	# Term	0	0	0	0									0.0	0.0
	Avg. EE	6	6	6	6									6.0	6.0
	Turnover Rate	0.0%	0.0%	0.0%	0.0%									0.0%	0.0%
Total Juvenile	# Term	1	1	1	1									12.0	23.0
	Avg. EE	137	140	139	141									139.3	133.9
	Turnover Rate	0.7%	0.7%	0.7%	0.7%									8.6%	17.2%
Community Supervision	# Term	2	0	2	0									12.0	14.0
	Avg. EE	103	106	104	106									104.8	104.5
	Turnover Rate	1.9%	0.0%	1.9%	0.0%									11.5%	13.4%
County Clerk	# Term	2	2	1	1									18.0	10.0
	Avg. EE	90	87	87	85									87.3	87.9
	Turnover Rate	2.2%	2.3%	1.1%	1.2%									20.6%	11.4%
Sheriff's Office	# Term	3	2	3	2									30.0	23.0
	Avg. EE	181	181	180	183									181.3	181.7
	Turnover Rate	1.7%	1.1%	1.7%	1.1%									16.6%	12.7%
Sheriff's Office Detention	# Term	5	5	8	5									69.0	78.0
	Avg. EE	320	323	315	311									317.3	301.7
	Turnover Rate	1.6%	1.5%	2.5%	1.6%									21.7%	25.9%
Total Sheriff's Office	# Term	8	7	11	7									99.0	101.0
	Avg. EE	501	504	495	494									498.5	483.3
	Turnover Rate	1.6%	1.4%	2.2%	1.4%									19.9%	20.9%

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District Clerk	# Term	0	0	1	1									6.0	9.0
	Avg. EE	72	73	74	73									73.0	71.8
	Turnover Rate	0.0%	0.0%	1.4%	1.4%									8.2%	12.5%
D.A. Prosecutor	# Term	0	2	2	0									12.0	15.0
	Avg. EE	66	65	65	65									65.3	67.5
	Turnover Rate	0.0%	3.1%	3.1%	0.0%									18.4%	22.2%
D.A. Investigators	# Term	0	0	0	0									0.0	2.0
	Avg. EE	24	24	24	24									24.0	24.2
	Turnover Rate	0.0%	0.0%	0.0%	0.0%									0.0%	8.3%
D.A. Clerical	# Term	0	1	0	1									6.0	10.0
	Avg. EE	38	37	37	37									37.3	36.7
	Turnover Rate	0.0%	2.7%	0.0%	2.7%									16.1%	27.3%
Total D.A.	# Term	0	3	2	1									18.0	28.0
	Avg. EE	128	126	126	126									126.5	128.4
	Turnover Rate	0.0%	2.4%	1.6%	0.8%									14.2%	21.8%
Court Appt. Representation	# Term	0	0	0	0									0.0	1.0
	Avg. EE	7	7	8	8									7.5	7.8
	Turnover Rate	0.0%	0.0%	0.0%	0.0%									0.0%	12.8%
199th Dist. Court	# Term	0	0	0	0									0.0	2.0
	Avg. EE	3	3	3	3									3.0	2.9
	Turnover Rate	0.0%	0.0%	0.0%	0.0%									0.0%	68.6%
219th Dist. Court	# Term	0	0	0	0									0.0	0.0
	Avg. EE	3	3	3	4									3.3	3.0
	Turnover Rate	0.0%	0.0%	0.0%	0.0%									0.0%	0.0%
296th Dist. Court	# Term	0	0	0	0									0.0	0.0
	Avg. EE	3	3	3	3									3.0	3.0
	Turnover Rate	0.0%	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
	Avg. EE	3	3	3	3									3.0	3.0
	Turnover Rate	0.0%	0.0%	0.0%	0.0%									0.0%	0.0%
380th Dist. Court	# Term	0	0	0	0									0.0	0.0
	Avg. EE	3	3	3	3									3.0	3.0
	Turnover Rate	0.0%	0.0%	0.0%	0.0%									0.0%	0.0%
401st Dist. Court	# Term	0	0	0	0									0.0	0.0
	Avg. EE	3	3	3	3									3.0	3.0
	Turnover Rate	0.0%	0.0%	0.0%	0.0%									0.0%	0.0%
416th Dist. Court	# Term	0	0	0	0									0.0	0.0
	Avg. EE	3	3	3	2									2.8	3.0
	Turnover Rate	0.0%	0.0%	0.0%	0.0%									0.0%	0.0%
417th Dist. Court	# Term	0	0	0	0									0.0	0.0
	Avg. EE	3	3	3	3									3.0	3.0
	Turnover Rate	0.0%	0.0%	0.0%	0.0%									0.0%	0.0%
429th Dist. Court	# Term	0	0	0	0									0.0	0.0
	Avg. EE	3	3	3	3									3.0	3.0
	Turnover Rate	0.0%	0.0%	0.0%	0.0%									0.0%	0.0%
468th Dist. Court	# Term	0	0	0	0									0.0	0.0
	Avg. EE	3	3	3	3									3.0	3.0
	Turnover Rate	0.0%	0.0%	0.0%	0.0%									0.0%	0.0%
469th Dist. Court	# Term	0	0	0	0									0.0	0.0
	Avg. EE	3	3	3	3									3.0	3.0
	Turnover Rate	0.0%	0.0%	0.0%	0.0%									0.0%	0.0%
470th Dist. Court	# Term	0	0	0	0									0.0	0.0
	Avg. EE	3	3	2	2									2.5	5.7
	Turnover Rate	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	2.0
	Avg. EE	7	7	7	9									7.5	4.2
	Turnover Rate	0.0%	0.0%	0.0%	0.0%									0.0%	48.0%
Const. Pct. 1	# Term	1	1	0	0									6.0	0.0
	Avg. EE	4	8	8	8									7.0	7.3
	Turnover Rate	25.0%	12.5%	0.0%	0.0%									85.7%	0.0%
Const. Pct. 2	# Term	0	0	0	0									0.0	0.0
	Avg. EE	4	4	4	4									4.0	4.0
	Turnover Rate	0.0%	0.0%	0.0%	0.0%									0.0%	0.0%
Const. Pct. 3	# Term	0	0	0	0									0.0	0.0
	Avg. EE	14	9	11	13									11.8	14.0
	Turnover Rate	0.0%	0.0%	0.0%	0.0%									0.0%	0.0%
Const. Pct. 4	# Term	1	0	0	0									3.0	3.0
	Avg. EE	7	8	8	8									7.8	7.2
	Turnover Rate	14.3%	0.0%	0.0%	0.0%									38.7%	41.9%
CCAL 1	# Term	0	0	1	0									3.0	0.0
	Avg. EE	3	3	2	3									2.8	3.0
	Turnover Rate	0.0%	0.0%	50.0%	0.0%									109.1%	0.0%
CCAL 2	# Term	0	0	1	0									3.0	0.0
	Avg. EE	3	3	2	2									2.5	3.0
	Turnover Rate	0.0%	0.0%	50.0%	0.0%									120.0%	0.0%
CCAL 3	# Term	0	0	0	0									0.0	0.0
	Avg. EE	3	3	3	3									3.0	3.0
	Turnover Rate	0.0%	0.0%	0.0%	0.0%									0.0%	0.0%
CCAL 4	# Term	0	0	0	1									3.0	0.0
	Avg. EE	3	3	3	3									3.0	3.0
	Turnover Rate	0.0%	0.0%	0.0%	33.3%									100.0%	0.0%

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CCAL 5	# Term	0	0	0	0									0.0	0.0
	Avg. EE	3	3	3	3									3.0	3.0
	Turnover Rate	0.0%	0.0%	0.0%	0.0%									0.0%	0.0%
CCAL 6	# Term	0	0	0	0									0.0	1.0
	Avg. EE	3	2	3	3									2.8	2.7
	Turnover Rate	0.0%	0.0%	0.0%	0.0%									0.0%	37.5%
CCAL 7	# Term	0	0	0	0									0.0	0.0
	Avg. EE	3	3	3	3									3.0	3.0
	Turnover Rate	0.0%	0.0%	0.0%	0.0%									0.0%	0.0%
Probate Court	# Term	0	0	1	0									3.0	0.0
	Avg. EE	3	3	2	4									3.0	3.9
	Turnover Rate	0.0%	0.0%	50.0%	0.0%									100.0%	0.0%
County Ext. Services	# Term	0	0	0	0									0.0	1.0
	Avg. EE	5	6	6	6									5.8	5.9
	Turnover Rate	0.0%	0.0%	0.0%	0.0%									0.0%	16.9%
JP #1	# Term	0	0	1	1									6.0	1.0
	Avg. EE	6	6	5	5									5.5	5.9
	Turnover Rate	0.0%	0.0%	20.0%	20.0%									109.1%	16.9%
JP #2	# Term	0	0	0	0									0.0	0.0
	Avg. EE	4	4	4	4									4.0	4.0
	Turnover Rate	0.0%	0.0%	0.0%	0.0%									0.0%	0.0%
JP #3	# Term	0	1	0	0									3.0	3.0
	Avg. EE	10	9	10	10									9.8	11.3
	Turnover Rate	0.0%	11.1%	0.0%	0.0%									30.8%	26.5%
JP #4	# Term	1	0	2	0									9.0	2.0
	Avg. EE	6	6	4	4									5.0	5.0
	Turnover Rate	16.7%	0.0%	50.0%	0.0%									180.0%	40.0%
Tax Assessor/Collector	# Term	3	2	2	2									27.0	25.0
	Avg. EE	88	86	92	90									89.0	86.7
	Turnover Rate	3.4%	2.3%	2.2%	2.2%									30.3%	28.8%

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Turnover For County Overall														
Terminations	23	21	33	19									288.0	303.0
Avg. EE	1755	1756	1742	1748									1750.3	1723.4
Turnover Rate	1.3%	1.2%	1.9%	1.1%									16.5%	17.6%
Retirements	4	1	5	3									39.0	44.0
Terminations	23	21	33	19									288.0	303.0
% of Terms which are Retirements	17.4%	4.8%	15.2%	15.8%									13.5%	14.5%
Involuntary	4	2	0	0									18.0	22.0
Terminations	23	21	33	19									288.0	303.0
% of Terms which are Involuntary	17.4%	9.5%	0.0%	0.0%									6.3%	7.3%

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Turnover By Length of Service															
0-5 YEARS	Terminations	15	17	19	14									195.0	206.0
	Avg. EE	851	849	841	841									845.5	830.0
	Turnover Rate	1.8%	2.0%	2.3%	1.7%										23.1%
	Retirements	1	0	0	1									6.0	3.0
	Terminations	15	17	19	14									195.0	206.0
	% of Terms which are Retirements	6.7%	0.0%	0.0%	7.1%									3.1%	1.5%
6-10 YEARS	Terminations	4	3	6	2									45.0	32.0
	Avg. EE	349	348	349	356									350.5	333.3
	Turnover Rate	1.1%	0.9%	1.7%	0.6%									12.8%	9.6%
	Retirements	0	0	0	0									0.0	3.0
	Terminations	4	3	6	2									45.0	32.0
	% of Terms which are Retirements	0.0%	0.0%	0.0%	0.0%									0.0%	9.4%
11-15 YEARS	Terminations	2	0	3	0									15.0	13.0
	Avg. EE	182	182	178	175									179.3	196.1
	Turnover Rate	1.1%	0.0%	1.7%	0.0%									8.4%	6.6%
	Retirements	1	0	2	0									9.0	3.0
	Terminations	2	0	3	0									15.0	13.0
	% of Terms which are Retirements	50.0%	0.0%	66.7%	0.0%									60.0%	23.1%
16-20 YEARS	Terminations	1	0	2	1									12.0	24.0
	Avg. EE	178	180	179	178									178.8	182.4
	Turnover Rate	0.6%	0.0%	1.1%	0.6%									6.7%	13.2%
	Retirements	1	0	0	0									3.0	15.0
	Terminations	1	0	2	1									12.0	24.0
	% of Terms which are Retirements	100.0%	0.0%	0.0%	0.0%									25.0%	62.5%

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21+	Terminations	1	1	3	2									21.0	22.0
	Avg. EE	195	197	195	198									196.3	181.4
	Turnover Rate	0.5%	0.5%	1.5%	1.0%									10.7%	12.1%
	Retirements	1	1	3	2									21.0	20.0
	Terminations	1	1	3	2									21.0	22.0
	% of Terms which are Retirements	100.0%	100.0%	100.0%	100.0%									100.0%	90.9%
Totals	Terminations	23	21	33	19									288.0	297.0
	Avg. EE	1755	1756	1742	1748									1750.3	1723.2
	Turnover Rate	1.3%	1.2%	1.9%	1.1%									16.5%	17.2%
	Retirements	4	1	5	3									39.0	44.0
	Terminations	23	21	33	19									288.0	297.0
	% of Terms which are Retirements	17.4%	4.8%	15.2%	15.8%									13.5%	14.8%

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Turnover By Age Group															
< 30 YEARS	Terminations	7	5	8	7									81.0	77.0
	Avg. EE	302	306	300	301									302.3	284.6
	Turnover Rate	2.3%	1.6%	2.7%	2.3%									26.8%	27.1%
	Retirements	0	0	0	0									0.0	0.0
	Terminations	7	5	8	7									81.0	77.0
	% of Terms which are Retirements	0.0%	0.0%	0.0%	0.0%									0.0%	0.0%
30-40 YEARS	Terminations	6	6	10	5									81.0	81.0
	Avg. EE	425	424	421	423									423.3	419.7
	Turnover Rate	1.4%	1.4%	2.4%	1.2%									19.1%	19.3%
	Retirements	0	0	0	0									0.0	0.0
	Terminations	6	6	10	5									81.0	81.0
	% of Terms which are Retirements	0.0%	0.0%	0.0%	0.0%									0.0%	0.0%
41-50 YEARS	Terminations	4	3	5	1									39.0	51.0
	Avg. EE	462	462	463	464									462.8	471.8
	Turnover Rate	0.9%	0.6%	1.1%	0.2%									8.4%	10.8%
	Retirements	1	1	1	0									9.0	5.0
	Terminations	4	3	5	1									39.0	51.0
	% of Terms which are Retirements	25.0%	33.3%	20.0%	0.0%									23.1%	9.8%
51-60 YEARS	Terminations	4	7	5	5									63.0	54.0
	Avg. EE	409	403	398	394									401.0	401.7
	Turnover Rate	1.0%	1.7%	1.3%	1.3%									15.7%	13.4%
	Retirements	1	0	1	2									12.0	18.0
	Terminations	4	7	5	5									63.0	54.0
	% of Terms which are Retirements	25.0%	0.0%	20.0%	40.0%									19.0%	33.3%

Collin County Turnover Report

Fiscal Year 2023

		Oct.	Nov.	Dec.	Jan.	Feb.	Mar.	Apr.	May	June	Jul.	Aug.	Sept.	2023 Projected	2022 Actual	
61-70 YEARS	Terminations	2	0	5	1									24.0	28.0	
	Avg. EE	147	150	149	154									150.0	135.2	
	Turnover Rate	1.4%	0.0%	3.4%	0.6%									16.0%	20.7%	
	Retirements	2	0	3	1										18.0	17.0
	Terminations	2	0	5	1										24.0	28.0
	% of Terms which are Retirements	100.0%	0.0%	60.0%	100.0%										75.0%	60.7%
71+ YEARS	Terminations	0	0	0	0									0.0	6.0	
	Avg. EE	10	11	11	12									11.0	10.3	
	Turnover Rate	0.0%	0.0%	0.0%	0.0%									0.0%	58.5%	
	Retirements	0	0	0	0										0.0	4.0
	Terminations	0	0	0	0										0.0	6.0
	% of Terms which are Retirements	0.0%	0.0%	0.0%	0.0%										0.0%	66.7%
Totals	Terminations	23	21	33	19									288.0	297.0	
	Avg. EE	1755	1756	1742	1748									1750.3	1723.2	
	Turnover Rate	1.3%	1.2%	1.9%	1.1%									16.5%	17.2%	
	Retirements	4	1	5	3										39.0	44.0
	Terminations	23	21	33	19										288.0	297.0
	% of Terms which are Retirements	17.4%	4.8%	15.2%	15.8%										13.5%	14.8%

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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	9									135.0	137.0	
	Avg. EE	828	828	820	826									825.5	805.3	
	Turnover Rate	1.3%	1.4%	1.6%	1.1%									16.4%	17.0%	
	Retirements	2	1	3	2										24.0	24.0
	Terminations	11	12	13	9										135.0	137.0
	% of Terms which are Retirements	18.2%	8.3%	23.1%	22.2%										17.8%	17.5%
FEMALE	Terminations	12	9	20	10									153.0	160.0	
	Avg. EE	927	928	922	922									924.8	917.9	
	Turnover Rate	1.3%	1.0%	2.2%	1.1%									16.5%	17.4%	
	Retirements	2	0	2	1										15.0	20.00
	Terminations	12	9	20	10										153.0	160.0
	% of Terms which are Retirements	16.7%	0.0%	10.0%	10.0%										9.8%	12.5%
Totals	Terminations	23	21	33	19									288.0	297.0	
	Avg. EE	1755	1756	1742	1748									1750.3	1723.2	
	Turnover Rate	1.3%	1.2%	1.9%	1.1%									16.5%	17.2%	
	Retirements	4	1	5	3										39.0	44.0
	Terminations	23	21	33	19										288.0	297.0
	% of Terms which are Retirements	17.4%	4.8%	15.2%	15.8%										13.5%	14.8%