

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	0								2.4	3.0
	Avg. EE	17	17	16	16	17								16.6	13.9
	Turnover Rate	0.0%	0.0%	6.3%	0.0%	0.0%									14.5%
Health Services	# Term	1	0	0	1	1								7.2	16.0
	Avg. EE	88	89	89	88	87								88.2	84.4
	Turnover Rate	1.1%	0.0%	0.0%	1.1%	1.1%								8.2%	19.0%
Budget	# Term	0	1	0	0	0								2.4	1.0
	Avg. EE	13	12	12	12	13								12.4	12.8
	Turnover Rate	0.0%	8.3%	0.0%	0.0%	0.0%								19.4%	7.8%
Human Resources	# Term	1	0	0	0	0								2.4	2.0
	Avg. EE	23	23	23	23	23								23.0	21.8
	Turnover Rate	4.3%	0.0%	0.0%	0.0%	0.0%								10.4%	9.2%
Veterans Service	# Term	0	0	0	0	0								0.0	1.0
	Avg. EE	3	3	3	3	3								3.0	2.7
	Turnover Rate	0.0%	0.0%	0.0%	0.0%	0.0%								0.0%	37.5%
IT	# Term	0	0	1	0	1								4.8	7.0
	Avg. EE	65	65	64	64	63								64.2	63.3
	Turnover Rate	0.0%	0.0%	1.6%	0.0%	1.6%								7.5%	11.1%
Highway Patrol	# Term	0	0	1	0	0								2.4	1.0
	Avg. EE	1	1	0	0	1								0.6	1.2
	Turnover Rate	0.0%	0.0%	100.0%	0.0%	0.0%								400.0%	85.7%
Road & Bridge	# Term	1	0	0	1	0								4.8	14.0
	Avg. EE	98	99	99	98	98								98.4	100.7
	Turnover Rate	1.0%	0.0%	0.0%	1.0%	0.0%								4.9%	13.9%
Facility Mgmt	# Term	1	1	1	0	0								7.2	11.0
	Avg. EE	63	62	61	62	63								62.2	57.8
	Turnover Rate	1.6%	1.6%	1.6%	0.0%	0.0%								11.6%	19.0%

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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	1	0								2.4	0.0
	Avg. EE	13	13	13	13	14								13.2	13.0
	Turnover Rate	0.0%	0.0%	0.0%	7.7%	0.0%								18.2%	0.0%
Emergency Management/ Fire Marshal	# Term	0	0	0	0	0								0.0	1.0
	Avg. EE	6	7	7	7	7								6.8	6.5
	Turnover Rate	0.0%	0.0%	0.0%	0.0%	0.0%								0.0%	15.4%
Engineering	# Term	0	1	0	1	0								4.8	10.0
	Avg. EE	42	41	41	41	42								41.4	40.8
	Turnover Rate	0.0%	2.4%	0.0%	2.4%	0.0%								11.6%	24.5%
Elections Dept.	# Term	0	0	1	0	0								2.4	3.0
	Avg. EE	16	16	15	15	15								15.4	15.1
	Turnover Rate	0.0%	0.0%	6.7%	0.0%	0.0%								15.6%	19.9%
Purchasing	# Term	0	0	0	0	0								0.0	3.0
	Avg. EE	17	17	17	17	17								17.0	16.5
	Turnover Rate	0.0%	0.0%	0.0%	0.0%	0.0%								0.0%	18.2%
County Auditor	# Term	0	1	2	0	0								7.2	4.0
	Avg. EE	33	32	30	32	32								31.8	32.5
	Turnover Rate	0.0%	3.1%	6.7%	0.0%	0.0%								22.6%	12.3%

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Juvenile Probation	# Term	0	0	0	0	0								0.0	8.0
	Avg. EE	48	50	50	51	52								50.2	48.4
	Turnover Rate	0.0%	0.0%	0.0%	0.0%	0.0%								0.0%	16.5%
Juvenile Detention	# Term	1	1	1	1	0								9.6	15.0
	Avg. EE	83	84	83	84	85								83.8	79.5
	Turnover Rate	1.2%	1.2%	1.2%	1.2%	0.0%								11.5%	18.9%
Juv. Alt. Education	# Term	0	0	0	0	0								0.0	0.0
	Avg. EE	6	6	6	6	6								6.0	6.0
	Turnover Rate	0.0%	0.0%	0.0%	0.0%	0.0%								0.0%	0.0%
Total Juvenile	# Term	1	1	1	1	0								9.6	23.0
	Avg. EE	137	140	139	141	143								140.0	133.9
	Turnover Rate	0.7%	0.7%	0.7%	0.7%	0.0%								6.9%	17.2%
Community Supervision	# Term	2	0	2	0	0								9.6	14.0
	Avg. EE	103	106	104	106	107								105.2	104.5
	Turnover Rate	1.9%	0.0%	1.9%	0.0%	0.0%								9.1%	13.4%
County Clerk	# Term	2	2	1	1	2								19.2	10.0
	Avg. EE	90	87	87	85	85								86.8	87.9
	Turnover Rate	2.2%	2.3%	1.1%	1.2%	2.4%								22.1%	11.4%
Sheriff's Office	# Term	3	2	3	2	3								31.2	23.0
	Avg. EE	181	181	180	183	183								181.6	181.7
	Turnover Rate	1.7%	1.1%	1.7%	1.1%	1.6%								17.2%	12.7%
Sheriff's Office Detention	# Term	5	5	8	5	4								64.8	78.0
	Avg. EE	320	323	315	311	315								316.8	301.7
	Turnover Rate	1.6%	1.5%	2.5%	1.6%	1.3%								20.5%	25.9%
Total Sheriff's Office	# Term	8	7	11	7	7								96.0	101.0
	Avg. EE	501	504	495	494	498								498.4	483.3
	Turnover Rate	1.6%	1.4%	2.2%	1.4%	1.4%								19.3%	20.9%

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District Clerk	# Term	0	0	1	1	0								4.8	9.0
	Avg. EE	72	73	74	73	74								73.2	71.8
	Turnover Rate	0.0%	0.0%	1.4%	1.4%	0.0%								6.6%	12.5%
D.A. Prosecutor	# Term	0	2	2	0	0								9.6	15.0
	Avg. EE	66	65	65	65	65								65.2	67.5
	Turnover Rate	0.0%	3.1%	3.1%	0.0%	0.0%								14.7%	22.2%
D.A. Investigators	# Term	0	0	0	0	0								0.0	2.0
	Avg. EE	24	24	24	24	24								24.0	24.2
	Turnover Rate	0.0%	0.0%	0.0%	0.0%	0.0%								0.0%	8.3%
D.A. Clerical	# Term	0	1	0	1	0								4.8	10.0
	Avg. EE	38	37	37	37	37								37.2	36.7
	Turnover Rate	0.0%	2.7%	0.0%	2.7%	0.0%								12.9%	27.3%
Total D.A.	# Term	0	3	2	1	0								14.4	28.0
	Avg. EE	128	126	126	126	126								126.4	128.4
	Turnover Rate	0.0%	2.4%	1.6%	0.8%	0.0%								11.4%	21.8%
Court Appt. Representation	# Term	0	0	0	0	0								0.0	1.0
	Avg. EE	7	7	8	8	8								7.6	7.8
	Turnover Rate	0.0%	0.0%	0.0%	0.0%	0.0%								0.0%	12.8%
199th 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%
219th Dist. Court	# Term	0	0	0	0	0								0.0	0.0
	Avg. EE	3	3	3	4	4								3.4	3.0
	Turnover Rate	0.0%	0.0%	0.0%	0.0%	0.0%								0.0%	0.0%
296th 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%

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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	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%
416th Dist. Court	# Term	0	0	0	0	0								0.0	0.0
	Avg. EE	3	3	3	2	3								2.8	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	3	3	2	2	3								2.6	5.7
	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	2.0
	Avg. EE	7	7	7	9	8								7.6	4.2
	Turnover Rate	0.0%	0.0%	0.0%	0.0%	0.0%								0.0%	48.0%
Const. Pct. 1	# Term	1	1	0	0	0								4.8	0.0
	Avg. EE	4	8	8	8	8								7.2	7.3
	Turnover Rate	25.0%	12.5%	0.0%	0.0%	0.0%								66.7%	0.0%
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	9	11	13	13								12.0	14.0
	Turnover Rate	0.0%	0.0%	0.0%	0.0%	0.0%								0.0%	0.0%
Const. Pct. 4	# Term	1	0	0	0	0								2.4	3.0
	Avg. EE	7	8	8	8	8								7.8	7.2
	Turnover Rate	14.3%	0.0%	0.0%	0.0%	0.0%								30.8%	41.9%
CCAL 1	# Term	0	0	1	0	0								2.4	0.0
	Avg. EE	3	3	2	3	3								2.8	3.0
	Turnover Rate	0.0%	0.0%	50.0%	0.0%	0.0%								85.7%	0.0%
CCAL 2	# Term	0	0	1	0	0								2.4	0.0
	Avg. EE	3	3	2	2	2								2.4	3.0
	Turnover Rate	0.0%	0.0%	50.0%	0.0%	0.0%								100.0%	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	1	0								2.4	0.0
	Avg. EE	3	3	3	3	3								3.0	3.0
	Turnover Rate	0.0%	0.0%	0.0%	33.3%	0.0%								80.0%	0.0%

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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	1.0
	Avg. EE	3	2	3	3	3								2.8	2.7
	Turnover Rate	0.0%	0.0%	0.0%	0.0%	0.0%								0.0%	37.5%
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	1	0	0								2.4	0.0
	Avg. EE	3	3	2	4	4								3.2	3.9
	Turnover Rate	0.0%	0.0%	50.0%	0.0%	0.0%								75.0%	0.0%
County Ext. Services	# Term	0	0	0	0	1								2.4	1.0
	Avg. EE	5	6	6	6	5								5.6	5.9
	Turnover Rate	0.0%	0.0%	0.0%	0.0%	20.0%								42.9%	16.9%
JP #1	# Term	0	0	1	1	0								4.8	1.0
	Avg. EE	6	6	5	5	7								5.8	5.9
	Turnover Rate	0.0%	0.0%	20.0%	20.0%	0.0%								82.8%	16.9%
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	1	0	0	0								2.4	3.0
	Avg. EE	10	9	10	10	10								9.8	11.3
	Turnover Rate	0.0%	11.1%	0.0%	0.0%	0.0%								24.5%	26.5%
JP #4	# Term	1	0	2	0	1								9.6	2.0
	Avg. EE	6	6	4	4	4								4.8	5.0
	Turnover Rate	16.7%	0.0%	50.0%	0.0%	25.0%								200.0%	40.0%
Tax Assessor/Collector	# Term	3	2	2	2	1								24.0	25.0
	Avg. EE	88	86	92	90	90								89.2	86.7
	Turnover Rate	3.4%	2.3%	2.2%	2.2%	1.1%								26.9%	28.8%

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Turnover For County Overall														
Terminations	23	21	33	19	14								264.0	303.0
Avg. EE	1755	1756	1742	1748	1762								1752.6	1723.4
Turnover Rate	1.3%	1.2%	1.9%	1.1%	0.8%								15.1%	17.6%
Retirements	4	1	5	3	2								36.0	44.0
Terminations	23	21	33	19	14								264.0	303.0
% of Terms which are Retirements	17.4%	4.8%	15.2%	15.8%	14.3%								13.6%	14.5%
Involuntary	4	2	0	0	0								14.4	22.0
Terminations	23	21	33	19	14								264.0	303.0
% of Terms which are Involuntary	17.4%	9.5%	0.0%	0.0%	0.0%								5.5%	7.3%

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Turnover By Length of Service															
0-5 YEARS	Terminations	15	17	19	14	8								175.2	206.0
	Avg. EE	851	849	841	841	857								847.8	830.0
	Turnover Rate	1.8%	2.0%	2.3%	1.7%	0.9%								20.7%	24.8%
	Retirements	1	0	0	1	0								4.8	3.0
	Terminations	15	17	19	14	8								175.2	206.0
	% of Terms which are Retirements	6.7%	0.0%	0.0%	7.1%	0.0%								2.7%	1.5%
6-10 YEARS	Terminations	4	3	6	2	2								40.8	32.0
	Avg. EE	349	348	349	356	353								351.0	333.3
	Turnover Rate	1.1%	0.9%	1.7%	0.6%	0.6%								11.6%	9.6%
	Retirements	0	0	0	0	0								0.0	3.0
	Terminations	4	3	6	2	2								40.8	32.0
	% of Terms which are Retirements	0.0%	0.0%	0.0%	0.0%	0.0%								0.0%	9.4%
11-15 YEARS	Terminations	2	0	3	0	1								14.4	13.0
	Avg. EE	182	182	178	175	171								177.6	196.1
	Turnover Rate	1.1%	0.0%	1.7%	0.0%	0.6%								8.1%	6.6%
	Retirements	1	0	2	0	0								7.2	3.0
	Terminations	2	0	3	0	1								14.4	13.0
	% of Terms which are Retirements	50.0%	0.0%	66.7%	0.0%	0.0%								50.0%	23.1%
16-20 YEARS	Terminations	1	0	2	1	2								14.4	24.0
	Avg. EE	178	180	179	178	178								178.6	182.4
	Turnover Rate	0.6%	0.0%	1.1%	0.6%	1.1%								8.1%	13.2%
	Retirements	1	0	0	0	2								7.2	15.0
	Terminations	1	0	2	1	2								14.4	24.0
	% of Terms which are Retirements	100.0%	0.0%	0.0%	0.0%	100.0%								50.0%	62.5%

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21+	Terminations	1	1	3	2	1								19.2	22.0
	Avg. EE	195	197	195	198	203								197.6	181.4
	Turnover Rate	0.5%	0.5%	1.5%	1.0%	0.5%								9.7%	12.1%
	Retirements	1	1	3	2	0								16.8	20.0
	Terminations	1	1	3	2	1								19.2	22.0
	% of Terms which are Retirements	100.0%	100.0%	100.0%	100.0%	0.0%								87.5%	90.9%
Totals	Terminations	23	21	33	19	14								264.0	297.0
	Avg. EE	1755	1756	1742	1748	1762								1752.6	1723.2
	Turnover Rate	1.3%	1.2%	1.9%	1.1%	0.8%								15.1%	17.2%
	Retirements	4	1	5	3	2								36.0	44.0
	Terminations	23	21	33	19	14								264.0	297.0
	% of Terms which are Retirements	17.4%	4.8%	15.2%	15.8%	14.3%								13.6%	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 Age Group															
< 30 YEARS	Terminations	7	5	8	7	3								72.0	77.0
	Avg. EE	302	306	300	301	311								304.0	284.6
	Turnover Rate	2.3%	1.6%	2.7%	2.3%	1.0%								23.7%	27.1%
	Retirements	0	0	0	0	0								0.0	0.0
	Terminations	7	5	8	7	3								72.0	77.0
	% of Terms which are Retirements	0.0%	0.0%	0.0%	0.0%	0.0%								0.0%	0.0%
30-40 YEARS	Terminations	6	6	10	5	3								72.0	81.0
	Avg. EE	425	424	421	423	425								423.6	419.7
	Turnover Rate	1.4%	1.4%	2.4%	1.2%	0.7%								17.0%	19.3%
	Retirements	0	0	0	0	0								0.0	0.0
	Terminations	6	6	10	5	3								72.0	81.0
	% of Terms which are Retirements	0.0%	0.0%	0.0%	0.0%	0.0%								0.0%	0.0%
41-50 YEARS	Terminations	4	3	5	1	4								40.8	51.0
	Avg. EE	462	462	463	464	465								463.2	471.8
	Turnover Rate	0.9%	0.6%	1.1%	0.2%	0.9%								8.8%	10.8%
	Retirements	1	1	1	0	0								7.2	5.0
	Terminations	4	3	5	1	4								40.8	51.0
	% of Terms which are Retirements	25.0%	33.3%	20.0%	0.0%	0.0%								17.6%	9.8%
51-60 YEARS	Terminations	4	7	5	5	2								55.2	54.0
	Avg. EE	409	403	398	394	392								399.2	401.7
	Turnover Rate	1.0%	1.7%	1.3%	1.3%	0.5%								13.8%	13.4%
	Retirements	1	0	1	2	1								12.0	18.0
	Terminations	4	7	5	5	2								55.2	54.0
	% of Terms which are Retirements	25.0%	0.0%	20.0%	40.0%	50.0%								21.7%	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	2								24.0	28.0
	Avg. EE	147	150	149	154	157								151.4	135.2
	Turnover Rate	1.4%	0.0%	3.4%	0.6%	1.3%								15.9%	20.7%
	Retirements	2	0	3	1	1								16.8	17.0
	Terminations	2	0	5	1	2								24.0	28.0
	% of Terms which are Retirements	100.0%	0.0%	60.0%	100.0%	50.0%								70.0%	60.7%
71+ YEARS	Terminations	0	0	0	0	0								0.0	6.0
	Avg. EE	10	11	11	12	12								11.2	10.3
	Turnover Rate	0.0%	0.0%	0.0%	0.0%	0.0%								0.0%	58.5%
	Retirements	0	0	0	0	0								0.0	4.0
	Terminations	0	0	0	0	0								0.0	6.0
	% of Terms which are Retirements	0.0%	0.0%	0.0%	0.0%	0.0%								0.0%	66.7%
Totals	Terminations	23	21	33	19	14								264.0	297.0
	Avg. EE	1755	1756	1742	1748	1762								1752.6	1723.2
	Turnover Rate	1.3%	1.2%	1.9%	1.1%	0.8%								15.1%	17.2%
	Retirements	4	1	5	3	2								36.0	44.0
	Terminations	23	21	33	19	14								264.0	297.0
	% of Terms which are Retirements	17.4%	4.8%	15.2%	15.8%	14.3%								13.6%	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	9	5								120.0	137.0
	Avg. EE	828	828	820	826	835								827.4	805.3
	Turnover Rate	1.3%	1.4%	1.6%	1.1%	0.6%								14.5%	17.0%
	Retirements	2	1	3	2	1								21.6	24.0
	Terminations	11	12	13	9	5								120.0	137.0
	% of Terms which are Retirements	18.2%	8.3%	23.1%	22.2%	20.0%								18.0%	17.5%
FEMALE	Terminations	12	9	20	10	9								144.0	160.0
	Avg. EE	927	928	922	922	927								925.2	917.9
	Turnover Rate	1.3%	1.0%	2.2%	1.1%	1.0%								15.6%	17.4%
	Retirements	2	0	2	1	1								14.4	20.00
	Terminations	12	9	20	10	9								144.0	160.0
	% of Terms which are Retirements	16.7%	0.0%	10.0%	10.0%	11.1%								10.0%	12.5%
Totals	Terminations	23	21	33	19	14								264.0	297.0
	Avg. EE	1755	1756	1742	1748	1762								1752.6	1723.2
	Turnover Rate	1.3%	1.2%	1.9%	1.1%	0.8%								15.1%	17.2%
	Retirements	4	1	5	3	2								36.0	44.0
	Terminations	23	21	33	19	14								264.0	297.0
	% of Terms which are Retirements	17.4%	4.8%	15.2%	15.8%	14.3%								13.6%	14.8%