

Collin County Turnover Report

Fiscal Year 2024

		Oct.	Nov.	Dec.	Jan.	Feb.	Mar.	Apr.	May	June	Jul.	Aug.	Sept.	2024 Projected	2023 Actual
Turnover By Department															
Admin. Services	# Term	1												12.0	4.0
	Avg. EE	14												14.0	16.5
	Turnover Rate	7.1%												85.7%	24.2%
Health Services	# Term	1												12.0	9.0
	Avg. EE	88												88.0	87.3
	Turnover Rate	1.1%												13.6%	10.3%
Budget	# Term	0												0.0	3.0
	Avg. EE	13												13.0	12.5
	Turnover Rate	0.0%												0.0%	24.0%
Human Resources	# Term	0												0.0	2.0
	Avg. EE	24												24.0	23.3
	Turnover Rate	0.0%												0.0%	8.6%
Veterans Service	# Term	0												0.0	0.0
	Avg. EE	3												3.0	3.0
	Turnover Rate	0.0%												0.0%	0.0%
IT	# Term	0												0.0	3.0
	Avg. EE	64												64.0	64.2
	Turnover Rate	0.0%												0.0%	4.7%
Highway Patrol	# Term	0												0.0	1.0
	Avg. EE	1												1.0	0.8
	Turnover Rate	0.0%												0.0%	120.0%
Road & Bridge	# Term	0												0.0	8.0
	Avg. EE	99												99.0	97.1
	Turnover Rate	0.0%												0.0%	8.2%
Facility Mgmt	# Term	0												0.0	6.0
	Avg. EE	66												66.0	64.1
	Turnover Rate	0.0%												0.0%	9.4%

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		Oct.	Nov.	Dec.	Jan.	Feb.	Mar.	Apr.	May	June	Jul.	Aug.	Sept.	2024 Projected	2023 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	2.0
	Avg. EE	13												13.0	13.2
	Turnover Rate	0.0%												0.0%	15.2%
Emergency Management/ Fire Marshal	# Term	1												12.0	0.0
	Avg. EE	7												7.0	7.2
	Turnover Rate	14.3%												171.4%	0.0%
Engineering	# Term	2												24.0	4.0
	Avg. EE	41												41.0	41.9
	Turnover Rate	4.9%												58.5%	9.5%
Elections Dept.	# Term	0												0.0	3.0
	Avg. EE	16												16.0	15.5
	Turnover Rate	0.0%												0.0%	19.4%
Purchasing	# Term	1												12.0	2.0
	Avg. EE	16												16.0	16.5
	Turnover Rate	6.3%												75.0%	12.1%
County Auditor	# Term	0												0.0	5.0
	Avg. EE	33												33.0	32.2
	Turnover Rate	0.0%												0.0%	15.5%

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		Oct.	Nov.	Dec.	Jan.	Feb.	Mar.	Apr.	May	June	Jul.	Aug.	Sept.	2024 Projected	2023 Actual
Juvenile Probation	# Term	0												0.0	4.0
	Avg. EE	52												52.0	50.8
	Turnover Rate	0.0%												0.0%	7.9%
Juvenile Detention	# Term	0												0.0	16.0
	Avg. EE	80												80.0	84.4
	Turnover Rate	0.0%												0.0%	19.0%
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	0												0.0	20.0
	Avg. EE	138												138.0	141.2
	Turnover Rate	0.0%												0.0%	14.2%
Community Supervision	# Term	1												12.0	4.0
	Avg. EE	110												110.0	107.4
	Turnover Rate	0.9%												10.9%	3.7%
County Clerk	# Term	0												0.0	16.0
	Avg. EE	92												92.0	88.5
	Turnover Rate	0.0%												0.0%	18.1%
Sheriff's Office	# Term	1												12.0	23.0
	Avg. EE	202												202.0	187.9
	Turnover Rate	0.5%												5.9%	12.2%
Sheriff's Office Detention	# Term	2												24.0	69.0
	Avg. EE	329												329.0	316.8
	Turnover Rate	0.6%												7.3%	21.8%
Total Sheriff's Office	# Term	3												36.0	92.0
	Avg. EE	531												531.0	504.8
	Turnover Rate	0.6%												6.8%	18.2%

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		Oct.	Nov.	Dec.	Jan.	Feb.	Mar.	Apr.	May	June	Jul.	Aug.	Sept.	2024 Projected	2023 Actual
District Clerk	# Term	0												0.0	7.0
	Avg. EE	81												81.0	73.8
	Turnover Rate	0.0%												0.0%	9.5%
D.A. Prosecutor	# Term	3												36.0	12.0
	Avg. EE	67												67.0	64.0
	Turnover Rate	4.5%												53.7%	18.8%
D.A. Investigators	# Term	1												12.0	2.0
	Avg. EE	21												21.0	23.0
	Turnover Rate	4.8%												57.1%	8.7%
D.A. Clerical	# Term	1												12.0	8.0
	Avg. EE	35												35.0	37.0
	Turnover Rate	2.9%												34.3%	21.6%
Total D.A.	# Term	5												60.0	22.0
	Avg. EE	123												123.0	124.0
	Turnover Rate	4.1%												48.8%	17.7%
Court Appt. Representation	# Term	0												0.0	2.0
	Avg. EE	8												8.0	7.8
	Turnover Rate	0.0%												0.0%	25.8%
199th Dist. Court	# Term	0												0.0	0.0
	Avg. EE	3												3.0	3.0
	Turnover Rate	0.0%												0.0%	0.0%
219th Dist. Court	# Term	0												0.0	0.0
	Avg. EE	4												4.0	3.8
	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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		Oct.	Nov.	Dec.	Jan.	Feb.	Mar.	Apr.	May	June	Jul.	Aug.	Sept.	2024 Projected	2023 Actual
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	2												2.0	2.9
	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	2.8
	Turnover Rate	0.0%												0.0%	0.0%

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471st Dist. Court	# Term	0												0.0	0.0
	Avg. EE	9												9.0	8.8
	Turnover Rate	0.0%												0.0%	0.0%
493rd Dist. Court	# Term	0												0.0	0.0
	Avg. EE	1												1.0	0.0
	Turnover Rate	0.0%												0.0%	0.0%
Const. Pct. 1	# Term	0												0.0	2.0
	Avg. EE	8												8.0	7.7
	Turnover Rate	0.0%												0.0%	26.1%
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	1.0
	Avg. EE	14												14.0	12.8
	Turnover Rate	0.0%												0.0%	7.8%
Const. Pct. 4	# Term	0												0.0	3.0
	Avg. EE	8												8.0	7.8
	Turnover Rate	0.0%												0.0%	38.3%
CCAL 1	# Term	0												0.0	1.0
	Avg. EE	3												3.0	2.9
	Turnover Rate	0.0%												0.0%	34.3%
CCAL 2	# Term	0												0.0	1.0
	Avg. EE	3												3.0	2.8
	Turnover Rate	0.0%												0.0%	36.4%
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	1.0
	Avg. EE	3												3.0	3.0
	Turnover Rate	0.0%												0.0%	33.3%

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		Oct.	Nov.	Dec.	Jan.	Feb.	Mar.	Apr.	May	June	Jul.	Aug.	Sept.	2024 Projected	2023 Actual
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	0.0
	Avg. EE	3												3.0	2.9
	Turnover Rate	0.0%												0.0%	0.0%
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	1.0
	Avg. EE	4												4.0	3.7
	Turnover Rate	0.0%												0.0%	27.3%
County Ext. Services	# Term	0												0.0	3.0
	Avg. EE	5												5.0	5.2
	Turnover Rate	0.0%												0.0%	58.1%
JP #1	# Term	0												0.0	3.0
	Avg. EE	7												7.0	6.3
	Turnover Rate	0.0%												0.0%	47.4%
JP #2	# Term	0												0.0	1.0
	Avg. EE	4												4.0	3.8
	Turnover Rate	0.0%												0.0%	26.7%
JP #3	# Term	0												0.0	2.0
	Avg. EE	11												11.0	10.8
	Turnover Rate	0.0%												0.0%	18.5%
JP #4	# Term	0												0.0	7.0
	Avg. EE	4												4.0	4.5
	Turnover Rate	0.0%												0.0%	155.6%
Tax Assessor/Collector	# Term	1												12.0	26.0
	Avg. EE	92												92.0	89.9
	Turnover Rate	1.1%												13.0%	28.9%

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	Oct.	Nov.	Dec.	Jan.	Feb.	Mar.	Apr.	May	June	Jul.	Aug.	Sept.	2024 Projected	2023 Actual
Turnover For County Overall														
Terminations	16												192.0	267.0
Avg. EE	1812												1812.0	1769.1
Turnover Rate	0.9%												10.6%	15.1%
Retirements	0												0.0	38.0
Terminations	16												192.0	267.0
% of Terms which are Retirements	0.0%												0.0%	14.2%
Involuntary	3												36.0	18.0
Terminations	16												192.0	267.0
% of Terms which are Involuntary	18.8%												18.8%	6.7%

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		Oct.	Nov.	Dec.	Jan.	Feb.	Mar.	Apr.	May	June	Jul.	Aug.	Sept.	2024 Projected	2023 Actual
Turnover By Length of Service															
0-5 YEARS	Terminations	14												168.0	191.0
	Avg. EE	873												873.0	855.8
	Turnover Rate	1.6%												19.2%	22.3%
	Retirements	0												0.0	2.0
	Terminations	14												168.0	191.0
	% of Terms which are Retirements	0.0%												0.0%	1.0%
6-10 YEARS	Terminations	2												24.0	32.0
	Avg. EE	382												382.0	361.0
	Turnover Rate	0.5%												6.3%	8.9%
	Retirements	0												0.0	5.0
	Terminations	2												24.0	32.0
	% of Terms which are Retirements	0.0%												0.0%	15.6%
11-15 YEARS	Terminations	0												0.0	10.0
	Avg. EE	170												170.0	170.8
	Turnover Rate	0.0%												0.0%	5.9%
	Retirements	0												0.0	5.0
	Terminations	0												0.0	10.0
	% of Terms which are Retirements	0.0%												0.0%	50.0%
16-20 YEARS	Terminations	0												0.0	14.0
	Avg. EE	173												173.0	175.7
	Turnover Rate	0.0%												0.0%	8.0%
	Retirements	0												0.0	10.0
	Terminations	0												0.0	14.0
	% of Terms which are Retirements	0.0%												0.0%	71.4%

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		Oct.	Nov.	Dec.	Jan.	Feb.	Mar.	Apr.	May	June	Jul.	Aug.	Sept.	2024 Projected	2023 Actual
21+	Terminations	0												0.0	20.0
	Avg. EE	214												214.0	205.8
	Turnover Rate	0.0%												0.0%	9.7%
	Retirements	0												0.0	16.0
	Terminations	0												0.0	20.0
	% of Terms which are Retirements	0.0%												0.0%	80.0%
Totals	Terminations	16												192.0	267.0
	Avg. EE	1812												1812.0	1769.2
	Turnover Rate	0.9%												10.6%	15.1%
	Retirements	0												0.0	38.0
	Terminations	16												192.0	267.0
	% of Terms which are Retirements	0.0%												0.0%	14.2%

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		Oct.	Nov.	Dec.	Jan.	Feb.	Mar.	Apr.	May	June	Jul.	Aug.	Sept.	2024 Projected	2023 Actual
Turnover By Age Group															
< 30 YEARS	Terminations	4												48.0	84.0
	Avg. EE	330												330.0	311.0
	Turnover Rate	1.2%												14.5%	27.0%
	Retirements	0												0.0	0.0
	Terminations	4												48.0	84.0
	% of Terms which are Retirements	0.0%												0.0%	0.0%
30-40 YEARS	Terminations	2												24.0	70.0
	Avg. EE	439												439.0	429.0
	Turnover Rate	0.5%												5.5%	16.3%
	Retirements	0												0.0	0.0
	Terminations	2												24.0	70.0
	% of Terms which are Retirements	0.0%												0.0%	0.0%
41-50 YEARS	Terminations	6												72.0	40.0
	Avg. EE	459												459.0	462.7
	Turnover Rate	1.3%												15.7%	8.6%
	Retirements	0												0.0	5.0
	Terminations	6												72.0	40.0
	% of Terms which are Retirements	0.0%												0.0%	12.5%
51-60 YEARS	Terminations	1												12.0	39.0
	Avg. EE	417												417.0	403.4
	Turnover Rate	0.2%												2.9%	9.7%
	Retirements	0												0.0	10.0
	Terminations	1												12.0	39.0
	% of Terms which are Retirements	0.0%												0.0%	25.6%

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61-70 YEARS	Terminations	3												36.0	34.0
	Avg. EE	150												150.0	150.1
	Turnover Rate	2.0%												24.0%	22.7%
	Retirements	0												0.0	23.0
	Terminations	3												36.0	34.0
% of Terms which are Retirements	0.0%												0.0%	67.6%	
71+ YEARS	Terminations	0												0.0	0.0
	Avg. EE	17												17.0	13.0
	Turnover Rate	0.0%												0.0%	0.0%
	Retirements	0												0.0	0.0
	Terminations	0												0.0	0.0
% of Terms which are Retirements	0.0%												0.0%	0.0%	
Totals	Terminations	16												192.0	267.0
	Avg. EE	1812												1812.0	1769.2
	Turnover Rate	0.9%												10.6%	15.1%
	Retirements	0												0.0	38.0
	Terminations	16												192.0	267.0
% of Terms which are Retirements	0.0%												0.0%	14.2%	

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Turnover By Gender															
MALE	Terminations	7												84.0	126.0
	Avg. EE	841												841.0	833.4
	Turnover Rate	0.8%												10.0%	15.1%
	Retirements	0												0.0	22.0
	Terminations	7												84.0	126.0
	% of Terms which are Retirements	0.0%												0.0%	17.5%
FEMALE	Terminations	9												108.0	141.0
	Avg. EE	971												971.0	935.8
	Turnover Rate	0.9%												11.1%	15.1%
	Retirements	0												0.0	16.00
	Terminations	9												108.0	141.0
	% of Terms which are Retirements	0.0%												0.0%	11.3%
Totals	Terminations	16												192.0	267.0
	Avg. EE	1812												1812.0	1769.2
	Turnover Rate	0.9%												10.6%	15.1%
	Retirements	0												0.0	38.0
	Terminations	16												192.0	267.0
	% of Terms which are Retirements	0.0%												0.0%	14.2%