

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	0											6.0	4.0
	Avg. EE	14	16											15.0	16.5
	Turnover Rate	7.1%	0.0%											40.0%	24.2%
Health Services	# Term	1	2											18.0	9.0
	Avg. EE	88	85											86.5	87.3
	Turnover Rate	1.1%	2.4%											20.8%	10.3%
Budget	# Term	0	0											0.0	3.0
	Avg. EE	13	13											13.0	12.5
	Turnover Rate	0.0%	0.0%											0.0%	24.0%
Human Resources	# Term	0	1											6.0	2.0
	Avg. EE	24	23											23.5	23.3
	Turnover Rate	0.0%	4.3%											25.5%	8.6%
Veterans Service	# 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%
IT	# Term	0	0											0.0	3.0
	Avg. EE	64	64											64.0	64.2
	Turnover Rate	0.0%	0.0%											0.0%	4.7%
Highway Patrol	# Term	0	0											0.0	1.0
	Avg. EE	1	1											1.0	0.8
	Turnover Rate	0.0%	0.0%											0.0%	120.0%
Road & Bridge	# Term	0	3											18.0	8.0
	Avg. EE	99	96											97.5	97.1
	Turnover Rate	0.0%	3.1%											18.5%	8.2%
Facility Mgmt	# Term	0	0											0.0	6.0
	Avg. EE	66	67											66.5	64.1
	Turnover Rate	0.0%	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	0.0
	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	2.0
	Avg. EE	13	13											13.0	13.2
	Turnover Rate	0.0%	0.0%											0.0%	15.2%
Emergency Management/ Fire Marshal	# Term	1	1											12.0	0.0
	Avg. EE	7	8											7.5	7.2
	Turnover Rate	14.3%	12.5%											160.0%	0.0%
Engineering	# Term	2	2											24.0	4.0
	Avg. EE	41	40											40.5	41.9
	Turnover Rate	4.9%	5.0%											59.3%	9.5%
Elections Dept.	# Term	0	0											0.0	3.0
	Avg. EE	16	16											16.0	15.5
	Turnover Rate	0.0%	0.0%											0.0%	19.4%
Purchasing	# Term	1	0											6.0	2.0
	Avg. EE	16	17											16.5	16.5
	Turnover Rate	6.3%	0.0%											36.4%	12.1%
County Auditor	# Term	0	0											0.0	5.0
	Avg. EE	33	34											33.5	32.2
	Turnover Rate	0.0%	0.0%											0.0%	15.5%

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Juvenile Probation	# Term	0	0											0.0	4.0
	Avg. EE	52	57											54.5	50.8
	Turnover Rate	0.0%	0.0%											0.0%	7.9%
Juvenile Detention	# Term	0	0											0.0	16.0
	Avg. EE	80	79											79.5	84.4
	Turnover Rate	0.0%	0.0%											0.0%	19.0%
Juv. Alt. Education	# Term	0	1											6.0	0.0
	Avg. EE	6	5											5.5	6.0
	Turnover Rate	0.0%	20.0%											109.1%	0.0%
Total Juvenile	# Term	0	1											6.0	20.0
	Avg. EE	138	141											139.5	141.2
	Turnover Rate	0.0%	0.7%											4.3%	14.2%
Community Supervision	# Term	1	1											12.0	4.0
	Avg. EE	110	111											110.5	107.4
	Turnover Rate	0.9%	0.9%											10.9%	3.7%
County Clerk	# Term	0	1											6.0	16.0
	Avg. EE	92	91											91.5	88.5
	Turnover Rate	0.0%	1.1%											6.6%	18.1%
Sheriff's Office	# Term	1	1											12.0	23.0
	Avg. EE	202	201											201.5	187.9
	Turnover Rate	0.5%	0.5%											6.0%	12.2%
Sheriff's Office Detention	# Term	2	6											48.0	69.0
	Avg. EE	329	334											331.5	316.8
	Turnover Rate	0.6%	1.8%											14.5%	21.8%
Total Sheriff's Office	# Term	3	7											60.0	92.0
	Avg. EE	531	535											533.0	504.8
	Turnover Rate	0.6%	1.3%											11.3%	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	2											12.0	7.0
	Avg. EE	81	79											80.0	73.8
	Turnover Rate	0.0%	2.5%											15.0%	9.5%
D.A. Prosecutor	# Term	3	0											18.0	12.0
	Avg. EE	66	70											68.0	64.0
	Turnover Rate	4.5%	0.0%											26.5%	18.8%
D.A. Investigators	# Term	1	0											6.0	2.0
	Avg. EE	21	21											21.0	23.0
	Turnover Rate	4.8%	0.0%											28.6%	8.7%
D.A. Clerical	# Term	1	0											6.0	8.0
	Avg. EE	35	34											34.5	37.0
	Turnover Rate	2.9%	0.0%											17.4%	21.6%
Total D.A.	# Term	5	0											30.0	22.0
	Avg. EE	122	125											123.5	124.0
	Turnover Rate	4.1%	0.0%											24.3%	17.7%
Court Appt. Representation	# Term	0	0											0.0	2.0
	Avg. EE	8	8											8.0	7.8
	Turnover Rate	0.0%	0.0%											0.0%	25.8%
199th 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%
219th Dist. Court	# Term	0	0											0.0	0.0
	Avg. EE	4	4											4.0	3.8
	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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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	2	3											2.5	2.9
	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	2.8
	Turnover Rate	0.0%	0.0%											0.0%	0.0%

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471st Dist. Court	# Term	0	0											0.0	0.0
	Avg. EE	9	9											9.0	8.8
	Turnover Rate	0.0%	0.0%											0.0%	0.0%
493rd Dist. Court	# Term	0	0											0.0	0.0
	Avg. EE	1	2											1.5	0.0
	Turnover Rate	0.0%	0.0%											0.0%	0.0%
Const. Pct. 1	# Term	0	0											0.0	2.0
	Avg. EE	8	8											8.0	7.7
	Turnover Rate	0.0%	0.0%											0.0%	26.1%
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	1.0
	Avg. EE	14	14											14.0	12.8
	Turnover Rate	0.0%	0.0%											0.0%	7.8%
Const. Pct. 4	# Term	0	0											0.0	3.0
	Avg. EE	8	8											8.0	7.8
	Turnover Rate	0.0%	0.0%											0.0%	38.3%
CCAL 1	# Term	0	0											0.0	1.0
	Avg. EE	3	3											3.0	2.9
	Turnover Rate	0.0%	0.0%											0.0%	34.3%
CCAL 2	# Term	0	0											0.0	1.0
	Avg. EE	3	3											3.0	2.8
	Turnover Rate	0.0%	0.0%											0.0%	36.4%
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	1.0
	Avg. EE	3	3											3.0	3.0
	Turnover Rate	0.0%	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	0.0
	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	0.0
	Avg. EE	3	3											3.0	2.9
	Turnover Rate	0.0%	0.0%											0.0%	0.0%
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	1.0
	Avg. EE	4	4											4.0	3.7
	Turnover Rate	0.0%	0.0%											0.0%	27.3%
County Ext. Services	# Term	0	0											0.0	3.0
	Avg. EE	5	6											5.5	5.2
	Turnover Rate	0.0%	0.0%											0.0%	58.1%
JP #1	# Term	0	0											0.0	3.0
	Avg. EE	7	7											7.0	6.3
	Turnover Rate	0.0%	0.0%											0.0%	47.4%
JP #2	# Term	0	0											0.0	1.0
	Avg. EE	4	4											4.0	3.8
	Turnover Rate	0.0%	0.0%											0.0%	26.7%
JP #3	# Term	0	0											0.0	2.0
	Avg. EE	11	11											11.0	10.8
	Turnover Rate	0.0%	0.0%											0.0%	18.5%
JP #4	# Term	0	0											0.0	7.0
	Avg. EE	4	5											4.5	4.5
	Turnover Rate	0.0%	0.0%											0.0%	155.6%
Tax Assessor/Collector	# Term	1	0											6.0	26.0
	Avg. EE	92	92											92.0	89.9
	Turnover Rate	1.1%	0.0%											6.5%	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	21											222.0	267.0
Avg. EE	1812	1822											1817.0	1769.1
Turnover Rate	0.9%	1.2%											12.2%	15.1%
Retirements	0	4											24.0	38.0
Terminations	16	21											222.0	267.0
% of Terms which are Retirements	0.0%	19.0%											10.8%	14.2%
Involuntary	3	3											36.0	18.0
Terminations	16	21											222.0	267.0
% of Terms which are Involuntary	18.8%	14.3%											16.2%	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	16											180.0	191.0
	Avg. EE	873	883											878.0	855.8
	Turnover Rate	1.6%	1.8%											20.5%	22.3%
	Retirements	0	1											6.0	2.0
	Terminations	14	16											180.0	191.0
	% of Terms which are Retirements	0.0%	6.3%											3.3%	1.0%
6-10 YEARS	Terminations	2	1											18.0	32.0
	Avg. EE	382	381											381.5	361.0
	Turnover Rate	0.5%	0.3%											4.7%	8.9%
	Retirements	0	0											0.0	5.0
	Terminations	2	1											18.0	32.0
	% of Terms which are Retirements	0.0%	0.0%											0.0%	15.6%
11-15 YEARS	Terminations	0	0											0.0	10.0
	Avg. EE	170	173											171.5	170.8
	Turnover Rate	0.0%	0.0%											0.0%	5.9%
	Retirements	0	0											0.0	5.0
	Terminations	0	0											0.0	10.0
	% of Terms which are Retirements	0.0%	0.0%											0.0%	50.0%
16-20 YEARS	Terminations	0	0											0.0	14.0
	Avg. EE	173	172											172.5	175.7
	Turnover Rate	0.0%	0.0%											0.0%	8.0%
	Retirements	0	0											0.0	10.0
	Terminations	0	0											0.0	14.0
	% of Terms which are Retirements	0.0%	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	4											24.0	20.0
	Avg. EE	214	213											213.5	205.8
	Turnover Rate	0.0%	1.9%											11.2%	9.7%
	Retirements	0	3											18.0	16.0
	Terminations	0	4											24.0	20.0
	% of Terms which are Retirements	0.0%	75.0%											75.0%	80.0%
Totals	Terminations	16	21											222.0	267.0
	Avg. EE	1812	1822											1817.0	1769.2
	Turnover Rate	0.9%	1.2%											12.2%	15.1%
	Retirements	0	4											24.0	38.0
	Terminations	16	21											222.0	267.0
	% of Terms which are Retirements	0.0%	19.0%											10.8%	14.2%

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Turnover By Age Group															
< 30 YEARS	Terminations	4	6											60.0	84.0
	Avg. EE	330	336											333.0	311.0
	Turnover Rate	1.2%	1.8%											18.0%	27.0%
	Retirements	0	0											0.0	0.0
	Terminations	4	6											60.0	84.0
	% of Terms which are Retirements	0.0%	0.0%											0.0%	0.0%
30-40 YEARS	Terminations	2	6											48.0	70.0
	Avg. EE	439	440											439.5	429.0
	Turnover Rate	0.5%	1.4%											10.9%	16.3%
	Retirements	0	0											0.0	0.0
	Terminations	2	6											48.0	70.0
	% of Terms which are Retirements	0.0%	0.0%											0.0%	0.0%
41-50 YEARS	Terminations	6	4											60.0	40.0
	Avg. EE	459	458											458.5	462.7
	Turnover Rate	1.3%	0.9%											13.1%	8.6%
	Retirements	0	0											0.0	5.0
	Terminations	6	4											60.0	40.0
	% of Terms which are Retirements	0.0%	0.0%											0.0%	12.5%
51-60 YEARS	Terminations	1	3											24.0	39.0
	Avg. EE	417	418											417.5	403.4
	Turnover Rate	0.2%	0.7%											5.7%	9.7%
	Retirements	0	3											18.0	10.0
	Terminations	1	3											24.0	39.0
	% of Terms which are Retirements	0.0%	100.0%											75.0%	25.6%

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61-70 YEARS	Terminations	3	2											30.0	34.0
	Avg. EE	150	152											151.0	150.1
	Turnover Rate	2.0%	1.3%											19.9%	22.7%
	Retirements	0	1											6.0	23.0
	Terminations	3	2											30.0	34.0
	% of Terms which are Retirements	0.0%	50.0%											20.0%	67.6%
71+ YEARS	Terminations	0	0											0.0	0.0
	Avg. EE	17	18											17.5	13.0
	Turnover Rate	0.0%	0.0%											0.0%	0.0%
	Retirements	0	0											0.0	0.0
	Terminations	0	0											0.0	0.0
	% of Terms which are Retirements	0.0%	0.0%											0.0%	0.0%
Totals	Terminations	16	21											222.0	267.0
	Avg. EE	1812	1822											1817.0	1769.2
	Turnover Rate	0.9%	1.2%											12.2%	15.1%
	Retirements	0	4											24.0	38.0
	Terminations	16	21											222.0	267.0
	% of Terms which are Retirements	0.0%	19.0%											10.8%	14.2%

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		Oct.	Nov.	Dec.	Jan.	Feb.	Mar.	Apr.	May	June	Jul.	Aug.	Sept.	2024 Projected	2023 Actual
Turnover By Gender															
MALE	Terminations	7	9											96.0	126.0
	Avg. EE	841	841											841.0	833.4
	Turnover Rate	0.8%	1.1%											11.4%	15.1%
	Retirements	0	2											12.0	22.0
	Terminations	7	9											96.0	126.0
	% of Terms which are Retirements	0.0%	22.2%											12.5%	17.5%
FEMALE	Terminations	9	12											126.0	141.0
	Avg. EE	971	981											976.0	935.8
	Turnover Rate	0.9%	1.2%											12.9%	15.1%
	Retirements	0	2											12.0	16.00
	Terminations	9	12											126.0	141.0
	% of Terms which are Retirements	0.0%	16.7%											9.5%	11.3%
Totals	Terminations	16	21											222.0	267.0
	Avg. EE	1812	1822											1817.0	1769.2
	Turnover Rate	0.9%	1.2%											12.2%	15.1%
	Retirements	0	4											24.0	38.0
	Terminations	16	21											222.0	267.0
	% of Terms which are Retirements	0.0%	19.0%											10.8%	14.2%