

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	1										8.0	4.0
	Avg. EE	14	16	16										15.3	16.5
	Turnover Rate	7.1%	0.0%	6.3%											52.2%
Health Services	# Term	1	2	1										16.0	9.0
	Avg. EE	88	85	83										85.3	87.3
	Turnover Rate	1.1%	2.4%	1.2%										18.8%	10.3%
Budget	# Term	0	0	0										0.0	3.0
	Avg. EE	13	13	13										13.0	12.5
	Turnover Rate	0.0%	0.0%	0.0%										0.0%	24.0%
Human Resources	# Term	0	1	0										4.0	2.0
	Avg. EE	24	23	23										23.3	23.3
	Turnover Rate	0.0%	4.3%	0.0%										17.1%	8.6%
Veterans Service	# 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%
IT	# Term	0	0	1										4.0	3.0
	Avg. EE	64	64	64										64.0	64.2
	Turnover Rate	0.0%	0.0%	1.6%										6.3%	4.7%
Highway Patrol	# Term	0	0	0										0.0	1.0
	Avg. EE	1	1	1										1.0	0.8
	Turnover Rate	0.0%	0.0%	0.0%										0.0%	120.0%
Road & Bridge	# Term	0	3	2										20.0	8.0
	Avg. EE	99	96	95										96.7	97.1
	Turnover Rate	0.0%	3.1%	2.1%										20.7%	8.2%
Facility Mgmt	# Term	0	0	0										0.0	6.0
	Avg. EE	66	67	67										66.7	64.1
	Turnover Rate	0.0%	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	0.0
	Avg. EE	4	4	5										4.3	4.0
	Turnover Rate	0.0%	0.0%	0.0%										0.0%	0.0%
Medical Examiner	# Term	0	0	0										0.0	2.0
	Avg. EE	13	13	13										13.0	13.2
	Turnover Rate	0.0%	0.0%	0.0%										0.0%	15.2%
Emergency Management/ Fire Marshal	# Term	1	1	0										8.0	0.0
	Avg. EE	7	8	8										7.7	7.2
	Turnover Rate	14.3%	12.5%	0.0%										104.3%	0.0%
Engineering	# Term	2	2	0										16.0	4.0
	Avg. EE	41	40	43										41.3	41.9
	Turnover Rate	4.9%	5.0%	0.0%										38.7%	9.5%
Elections Dept.	# Term	0	0	0										0.0	3.0
	Avg. EE	16	16	16										16.0	15.5
	Turnover Rate	0.0%	0.0%	0.0%										0.0%	19.4%
Purchasing	# Term	1	0	0										4.0	2.0
	Avg. EE	16	17	18										17.0	16.5
	Turnover Rate	6.3%	0.0%	0.0%										23.5%	12.1%
County Auditor	# Term	0	0	0										0.0	5.0
	Avg. EE	33	34	34										33.7	32.2
	Turnover Rate	0.0%	0.0%	0.0%										0.0%	15.5%

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Juvenile Probation	# Term	0	0	0										0.0	4.0
	Avg. EE	52	57	59										56.0	50.8
	Turnover Rate	0.0%	0.0%	0.0%										0.0%	7.9%
Juvenile Detention	# Term	0	0	1										4.0	16.0
	Avg. EE	80	79	79										79.3	84.4
	Turnover Rate	0.0%	0.0%	1.3%										5.0%	19.0%
Juv. Alt. Education	# Term	0	1	0										4.0	0.0
	Avg. EE	6	5	6										5.7	6.0
	Turnover Rate	0.0%	20.0%	0.0%										70.6%	0.0%
Total Juvenile	# Term	0	1	1										8.0	20.0
	Avg. EE	138	141	144										141.0	141.2
	Turnover Rate	0.0%	0.7%	0.7%										5.7%	14.2%
Community Supervision	# Term	1	1	1										12.0	4.0
	Avg. EE	110	111	110										110.3	107.4
	Turnover Rate	0.9%	0.9%	0.9%										10.9%	3.7%
County Clerk	# Term	0	1	2										12.0	16.0
	Avg. EE	92	91	91										91.3	88.5
	Turnover Rate	0.0%	1.1%	2.2%										13.1%	18.1%
Sheriff's Office	# Term	1	1	3										20.0	23.0
	Avg. EE	202	201	200										201.0	187.9
	Turnover Rate	0.5%	0.5%	1.5%										10.0%	12.2%
Sheriff's Office Detention	# Term	2	6	9										68.0	69.0
	Avg. EE	329	334	329										330.7	316.8
	Turnover Rate	0.6%	1.8%	2.7%										20.6%	21.8%
Total Sheriff's Office	# Term	3	7	12										88.0	92.0
	Avg. EE	531	535	529										531.7	504.8
	Turnover Rate	0.6%	1.3%	2.3%										16.6%	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	1										12.0	7.0
	Avg. EE	81	79	79										79.7	73.8
	Turnover Rate	0.0%	2.5%	1.3%										15.1%	9.5%
D.A. Prosecutor	# Term	3	0	1										16.0	12.0
	Avg. EE	66	70	69										68.3	64.0
	Turnover Rate	4.5%	0.0%	1.4%										23.4%	18.8%
D.A. Investigators	# Term	1	0	0										4.0	2.0
	Avg. EE	21	21	22										21.3	23.0
	Turnover Rate	4.8%	0.0%	0.0%										18.8%	8.7%
D.A. Clerical	# Term	1	0	1										8.0	8.0
	Avg. EE	35	34	33										34.0	37.0
	Turnover Rate	2.9%	0.0%	3.0%										23.5%	21.6%
Total D.A.	# Term	5	0	2										28.0	22.0
	Avg. EE	122	125	124										123.7	124.0
	Turnover Rate	4.1%	0.0%	1.6%										22.6%	17.7%
Court Appt. Representation	# Term	0	0	0										0.0	2.0
	Avg. EE	8	8	8										8.0	7.8
	Turnover Rate	0.0%	0.0%	0.0%										0.0%	25.8%
199th 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%
219th Dist. Court	# Term	0	0	0										0.0	0.0
	Avg. EE	4	4	4										4.0	3.8
	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	2	3	3										2.7	2.9
	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	3										3.0	2.8
	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	0.0
	Avg. EE	9	9	10										9.3	8.8
	Turnover Rate	0.0%	0.0%	0.0%										0.0%	0.0%
493rd Dist. Court	# Term	0	0	0										0.0	0.0
	Avg. EE	1	2	1										1.3	0.0
	Turnover Rate	0.0%	0.0%	0.0%										0.0%	0.0%
Const. Pct. 1	# Term	0	0	0										0.0	2.0
	Avg. EE	8	8	8										8.0	7.7
	Turnover Rate	0.0%	0.0%	0.0%										0.0%	26.1%
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	1										4.0	1.0
	Avg. EE	14	14	13										13.7	12.8
	Turnover Rate	0.0%	0.0%	7.7%										29.3%	7.8%
Const. Pct. 4	# Term	0	0	0										0.0	3.0
	Avg. EE	8	8	8										8.0	7.8
	Turnover Rate	0.0%	0.0%	0.0%										0.0%	38.3%
CCAL 1	# Term	0	0	0										0.0	1.0
	Avg. EE	3	3	3										3.0	2.9
	Turnover Rate	0.0%	0.0%	0.0%										0.0%	34.3%
CCAL 2	# Term	0	0	0										0.0	1.0
	Avg. EE	3	3	3										3.0	2.8
	Turnover Rate	0.0%	0.0%	0.0%										0.0%	36.4%
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	1.0
	Avg. EE	3	3	3										3.0	3.0
	Turnover Rate	0.0%	0.0%	0.0%										0.0%	33.3%

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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	0.0
	Avg. EE	3	3	3										3.0	2.9
	Turnover Rate	0.0%	0.0%	0.0%										0.0%	0.0%
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	0										0.0	1.0
	Avg. EE	4	4	4										4.0	3.7
	Turnover Rate	0.0%	0.0%	0.0%										0.0%	27.3%
County Ext. Services	# Term	0	0	1										4.0	3.0
	Avg. EE	5	6	5										5.3	5.2
	Turnover Rate	0.0%	0.0%	20.0%										75.0%	58.1%
JP #1	# Term	0	0	1										4.0	3.0
	Avg. EE	7	7	6										6.7	6.3
	Turnover Rate	0.0%	0.0%	16.7%										60.0%	47.4%
JP #2	# Term	0	0	0										0.0	1.0
	Avg. EE	4	4	4										4.0	3.8
	Turnover Rate	0.0%	0.0%	0.0%										0.0%	26.7%
JP #3	# Term	0	0	0										0.0	2.0
	Avg. EE	11	11	11										11.0	10.8
	Turnover Rate	0.0%	0.0%	0.0%										0.0%	18.5%
JP #4	# Term	0	0	0										0.0	7.0
	Avg. EE	4	5	5										4.7	4.5
	Turnover Rate	0.0%	0.0%	0.0%										0.0%	155.6%
Tax Assessor/Collector	# Term	1	0	3										16.0	26.0
	Avg. EE	92	92	91										91.7	89.9
	Turnover Rate	1.1%	0.0%	3.3%										17.5%	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	30										268.0	267.0
Avg. EE	1812	1822	1815										1816.3	1769.1
Turnover Rate	0.9%	1.2%	1.7%										14.8%	15.1%
Retirements	0	4	6										40.0	38.0
Terminations	16	21	30										268.0	267.0
% of Terms which are Retirements	0.0%	19.0%	20.0%										14.9%	14.2%
Involuntary	3	3	4										40.0	18.0
Terminations	16	21	30										268.0	267.0
% of Terms which are Involuntary	18.8%	14.3%	13.3%										14.9%	6.7%

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Turnover By Length of Service															
0-5 YEARS	Terminations	14	16	23										212.0	191.0
	Avg. EE	873	883	875										877.0	855.8
	Turnover Rate	1.6%	1.8%	2.6%										24.2%	22.3%
	Retirements	0	1	1										8.0	2.0
	Terminations	14	16	23										212.0	191.0
	% of Terms which are Retirements	0.0%	6.3%	4.3%										3.8%	1.0%
6-10 YEARS	Terminations	2	1	3										24.0	32.0
	Avg. EE	382	381	378										380.3	361.0
	Turnover Rate	0.5%	0.3%	0.8%										6.3%	8.9%
	Retirements	0	0	1										4.0	5.0
	Terminations	2	1	3										24.0	32.0
	% of Terms which are Retirements	0.0%	0.0%	33.3%										16.7%	15.6%
11-15 YEARS	Terminations	0	0	0										0.0	10.0
	Avg. EE	170	173	179										174.0	170.8
	Turnover Rate	0.0%	0.0%	0.0%										0.0%	5.9%
	Retirements	0	0	0										0.0	5.0
	Terminations	0	0	0										0.0	10.0
	% of Terms which are Retirements	0.0%	0.0%	0.0%										0.0%	50.0%
16-20 YEARS	Terminations	0	0	2										8.0	14.0
	Avg. EE	173	172	170										171.7	175.7
	Turnover Rate	0.0%	0.0%	1.2%										4.7%	8.0%
	Retirements	0	0	2										8.0	10.0
	Terminations	0	0	2										8.0	14.0
	% of Terms which are Retirements	0.0%	0.0%	100.0%										100.0%	71.4%

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21+	Terminations	0	4	2										24.0	20.0
	Avg. EE	214	213	213										213.3	205.8
	Turnover Rate	0.0%	1.9%	0.9%										11.3%	9.7%
	Retirements	0	3	2										20.0	16.0
	Terminations	0	4	2										24.0	20.0
	% of Terms which are Retirements	0.0%	75.0%	100.0%										83.3%	80.0%
Totals	Terminations	16	21	30										268.0	267.0
	Avg. EE	1812	1822	1815										1816.3	1769.2
	Turnover Rate	0.9%	1.2%	1.7%										14.8%	15.1%
	Retirements	0	4	6										40.0	38.0
	Terminations	16	21	30										268.0	267.0
	% of Terms which are Retirements	0.0%	19.0%	20.0%										14.9%	14.2%

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Turnover By Age Group															
< 30 YEARS	Terminations	4	6	11										84.0	84.0
	Avg. EE	330	336	332										332.7	311.0
	Turnover Rate	1.2%	1.8%	3.3%										25.3%	27.0%
	Retirements	0	0	0										0.0	0.0
	Terminations	4	6	11										84.0	84.0
	% of Terms which are Retirements	0.0%	0.0%	0.0%										0.0%	0.0%
30-40 YEARS	Terminations	2	6	3										44.0	70.0
	Avg. EE	439	440	443										440.7	429.0
	Turnover Rate	0.5%	1.4%	0.7%										10.0%	16.3%
	Retirements	0	0	0										0.0	0.0
	Terminations	2	6	3										44.0	70.0
	% of Terms which are Retirements	0.0%	0.0%	0.0%										0.0%	0.0%
41-50 YEARS	Terminations	6	4	4										56.0	40.0
	Avg. EE	459	458	458										458.3	462.7
	Turnover Rate	1.3%	0.9%	0.9%										12.2%	8.6%
	Retirements	0	0	1										4.0	5.0
	Terminations	6	4	4										56.0	40.0
	% of Terms which are Retirements	0.0%	0.0%	25.0%										7.1%	12.5%
51-60 YEARS	Terminations	1	3	7										44.0	39.0
	Avg. EE	417	418	415										416.7	403.4
	Turnover Rate	0.2%	0.7%	1.7%										10.6%	9.7%
	Retirements	0	3	1										16.0	10.0
	Terminations	1	3	7										44.0	39.0
	% of Terms which are Retirements	0.0%	100.0%	14.3%										36.4%	25.6%

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61-70 YEARS	Terminations	3	2	5										40.0	34.0	
	Avg. EE	150	152	149										150.3	150.1	
	Turnover Rate	2.0%	1.3%	3.4%										26.6%	22.7%	
	Retirements	0	1	4											20.0	23.0
	Terminations	3	2	5											40.0	34.0
	% of Terms which are Retirements	0.0%	50.0%	80.0%											50.0%	67.6%
71+ YEARS	Terminations	0	0	0										0.0	0.0	
	Avg. EE	17	18	18										17.7	13.0	
	Turnover Rate	0.0%	0.0%											0.0%	0.0%	
	Retirements	0	0	0											0.0	0.0
	Terminations	0	0	0											0.0	0.0
	% of Terms which are Retirements	0.0%	0.0%	0.0%											0.0%	0.0%
Totals	Terminations	16	21	30										268.0	267.0	
	Avg. EE	1812	1822	1815										1816.3	1769.2	
	Turnover Rate	0.9%	1.2%	1.7%										14.8%	15.1%	
	Retirements	0	4	6											40.0	38.0
	Terminations	16	21	30											268.0	267.0
	% of Terms which are Retirements	0.0%	19.0%	20.0%											14.9%	14.2%

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 Gender																
MALE	Terminations	7	9	14										120.0	126.0	
	Avg. EE	841	841	839										840.3	833.4	
	Turnover Rate	0.8%	1.1%	1.7%										14.3%	15.1%	
	Retirements	0	2	2											16.0	22.0
	Terminations	7	9	14											120.0	126.0
	% of Terms which are Retirements	0.0%	22.2%	14.3%											13.3%	17.5%
FEMALE	Terminations	9	12	16										148.0	141.0	
	Avg. EE	971	981	976										976.0	935.8	
	Turnover Rate	0.9%	1.2%	1.6%										15.2%	15.1%	
	Retirements	0	2	4											24.0	16.00
	Terminations	9	12	16											148.0	141.0
	% of Terms which are Retirements	0.0%	16.7%	25.0%											16.2%	11.3%
Totals	Terminations	16	21	30										268.0	267.0	
	Avg. EE	1812	1822	1815										1816.3	1769.2	
	Turnover Rate	0.9%	1.2%	1.7%										14.8%	15.1%	
	Retirements	0	4	6											40.0	38.0
	Terminations	16	21	30											268.0	267.0
	% of Terms which are Retirements	0.0%	19.0%	20.0%											14.9%	14.2%