

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	0									6.0	4.0
	Avg. EE	14	16	16	17									15.8	16.5
	Turnover Rate	7.1%	0.0%	6.3%	0.0%										38.1%
Health Services	# Term	1	2	1	0									12.0	9.0
	Avg. EE	88	85	83	83									84.8	87.3
	Turnover Rate	1.1%	2.4%	1.2%	0.0%									14.2%	10.3%
Budget	# Term	0	0	0	0									0.0	3.0
	Avg. EE	13	13	13	13									13.0	12.5
	Turnover Rate	0.0%	0.0%	0.0%	0.0%									0.0%	24.0%
Human Resources	# Term	0	1	0	0									3.0	2.0
	Avg. EE	24	23	23	23									23.3	23.3
	Turnover Rate	0.0%	4.3%	0.0%	0.0%									12.9%	8.6%
Veterans Service	# 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%
IT	# Term	0	0	1	0									3.0	3.0
	Avg. EE	64	64	64	66									64.5	64.2
	Turnover Rate	0.0%	0.0%	1.6%	0.0%									4.7%	4.7%
Highway Patrol	# Term	0	0	0	0									0.0	1.0
	Avg. EE	1	1	1	1									1.0	0.8
	Turnover Rate	0.0%	0.0%	0.0%	0.0%									0.0%	120.0%
Road & Bridge	# Term	0	3	2	0									15.0	8.0
	Avg. EE	99	96	95	97									96.8	97.1
	Turnover Rate	0.0%	3.1%	2.1%	0.0%									15.5%	8.2%
Facility Mgmt	# Term	0	0	0	0									0.0	6.0
	Avg. EE	66	67	67	68									67.0	64.1
	Turnover Rate	0.0%	0.0%	0.0%	0.0%									0.0%	9.4%

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Const. & Projects	# Term	0	0	0	0									0.0	0.0
	Avg. EE	4	4	5	5									4.5	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	2.0
	Avg. EE	13	13	13	15									13.5	13.2
	Turnover Rate	0.0%	0.0%	0.0%	6.7%									22.2%	15.2%
Emergency Management/ Fire Marshal	# Term	1	1	0	0									6.0	0.0
	Avg. EE	7	8	8	8									7.8	7.2
	Turnover Rate	14.3%	12.5%	0.0%	0.0%									77.4%	0.0%
Engineering	# Term	2	2	0	0									12.0	4.0
	Avg. EE	41	40	43	45									42.3	41.9
	Turnover Rate	4.9%	5.0%	0.0%	0.0%									28.4%	9.5%
Elections Dept.	# Term	0	0	0	0									0.0	3.0
	Avg. EE	16	16	16	18									16.5	15.5
	Turnover Rate	0.0%	0.0%	0.0%	0.0%									0.0%	19.4%
Purchasing	# Term	1	0	0	0									3.0	2.0
	Avg. EE	16	17	18	19									17.5	16.5
	Turnover Rate	6.3%	0.0%	0.0%	0.0%									17.1%	12.1%
County Auditor	# Term	0	0	0	1									3.0	5.0
	Avg. EE	33	34	34	33									33.5	32.2
	Turnover Rate	0.0%	0.0%	0.0%	3.0%									9.0%	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	0									0.0	4.0
	Avg. EE	52	57	59	59									56.8	50.8
	Turnover Rate	0.0%	0.0%	0.0%	0.0%									0.0%	7.9%
Juvenile Detention	# Term	0	0	1	1									6.0	16.0
	Avg. EE	80	79	79	81									79.8	84.4
	Turnover Rate	0.0%	0.0%	1.3%	1.2%									7.5%	19.0%
Juv. Alt. Education	# Term	0	1	0	0									3.0	0.0
	Avg. EE	6	5	6	7									6.0	6.0
	Turnover Rate	0.0%	20.0%	0.0%	0.0%									50.0%	0.0%
Total Juvenile	# Term	0	1	1	1									9.0	20.0
	Avg. EE	138	141	144	147									142.5	141.2
	Turnover Rate	0.0%	0.7%	0.7%	0.7%									6.3%	14.2%
Community Supervision	# Term	1	1	1	3									18.0	4.0
	Avg. EE	110	111	110	107									109.5	107.4
	Turnover Rate	0.9%	0.9%	0.9%	2.8%									16.4%	3.7%
County Clerk	# Term	0	1	2	0									9.0	16.0
	Avg. EE	92	91	91	91									91.3	88.5
	Turnover Rate	0.0%	1.1%	2.2%	0.0%									9.9%	18.1%
Sheriff's Office	# Term	1	1	3	0									15.0	23.0
	Avg. EE	202	201	200	202									201.3	187.9
	Turnover Rate	0.5%	0.5%	1.5%	0.0%									7.5%	12.2%
Sheriff's Office Detention	# Term	2	6	9	3									60.0	69.0
	Avg. EE	329	334	329	329									330.3	316.8
	Turnover Rate	0.6%	1.8%	2.7%	0.9%									18.2%	21.8%
Total Sheriff's Office	# Term	3	7	12	3									75.0	92.0
	Avg. EE	531	535	529	531									531.5	504.8
	Turnover Rate	0.6%	1.3%	2.3%	0.6%									14.1%	18.2%

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District Clerk	# Term	0	2	1	0									9.0	7.0
	Avg. EE	81	79	79	81									80.0	73.8
	Turnover Rate	0.0%	2.5%	1.3%	0.0%									11.3%	9.5%
D.A. Prosecutor	# Term	3	0	1	0									12.0	12.0
	Avg. EE	66	70	69	70									68.8	64.0
	Turnover Rate	4.5%	0.0%	1.4%	0.0%									17.5%	18.8%
D.A. Investigators	# Term	1	0	0	0									3.0	2.0
	Avg. EE	21	21	22	22									21.5	23.0
	Turnover Rate	4.8%	0.0%	0.0%	0.0%									14.0%	8.7%
D.A. Clerical	# Term	1	0	1	1									9.0	8.0
	Avg. EE	35	34	33	32									33.5	37.0
	Turnover Rate	2.9%	0.0%	3.0%	3.1%									26.9%	21.6%
Total D.A.	# Term	5	0	2	1									24.0	22.0
	Avg. EE	122	125	124	124									123.8	124.0
	Turnover Rate	4.1%	0.0%	1.6%	0.8%									19.4%	17.7%
Court Appt. Representation	# Term	0	0	0	0									0.0	2.0
	Avg. EE	8	8	8	8									8.0	7.8
	Turnover Rate	0.0%	0.0%	0.0%	0.0%									0.0%	25.8%
199th 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%
219th Dist. Court	# Term	0	0	0	0									0.0	0.0
	Avg. EE	4	4	4	4									4.0	3.8
	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	2	3	3	3									2.8	2.9
	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	10									4.8	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	3	3									3.0	2.8
	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	0.0
	Avg. EE	9	9	10	3									7.8	8.8
	Turnover Rate	0.0%	0.0%	0.0%	0.0%									0.0%	0.0%
493rd Dist. Court	# Term	0	0	0	0									0.0	0.0
	Avg. EE	1	2	1	2									1.5	0.0
	Turnover Rate	0.0%	0.0%	0.0%	0.0%									0.0%	0.0%
Const. Pct. 1	# Term	0	0	0	0									0.0	2.0
	Avg. EE	8	8	8	8									8.0	7.7
	Turnover Rate	0.0%	0.0%	0.0%	0.0%									0.0%	26.1%
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	1	0									3.0	1.0
	Avg. EE	14	14	13	13									13.5	12.8
	Turnover Rate	0.0%	0.0%	7.7%	0.0%									22.2%	7.8%
Const. Pct. 4	# Term	0	0	0	0									0.0	3.0
	Avg. EE	8	8	8	8									8.0	7.8
	Turnover Rate	0.0%	0.0%	0.0%	0.0%									0.0%	38.3%
CCAL 1	# Term	0	0	0	0									0.0	1.0
	Avg. EE	3	3	3	3									3.0	2.9
	Turnover Rate	0.0%	0.0%	0.0%	0.0%									0.0%	34.3%
CCAL 2	# Term	0	0	0	0									0.0	1.0
	Avg. EE	3	3	3	3									3.0	2.8
	Turnover Rate	0.0%	0.0%	0.0%	0.0%									0.0%	36.4%
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	0									0.0	1.0
	Avg. EE	3	3	3	3									3.0	3.0
	Turnover Rate	0.0%	0.0%	0.0%	0.0%									0.0%	33.3%

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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	0.0
	Avg. EE	3	3	3	3									3.0	2.9
	Turnover Rate	0.0%	0.0%	0.0%	0.0%									0.0%	0.0%
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	0	0									0.0	1.0
	Avg. EE	4	4	4	4									4.0	3.7
	Turnover Rate	0.0%	0.0%	0.0%	0.0%									0.0%	27.3%
County Ext. Services	# Term	0	0	1	0									3.0	3.0
	Avg. EE	5	6	5	5									5.3	5.2
	Turnover Rate	0.0%	0.0%	20.0%	0.0%									57.1%	58.1%
JP #1	# Term	0	0	1	0									3.0	3.0
	Avg. EE	7	7	6	6									6.5	6.3
	Turnover Rate	0.0%	0.0%	16.7%	0.0%									46.2%	47.4%
JP #2	# Term	0	0	0	0									0.0	1.0
	Avg. EE	4	4	4	4									4.0	3.8
	Turnover Rate	0.0%	0.0%	0.0%	0.0%									0.0%	26.7%
JP #3	# Term	0	0	0	0									0.0	2.0
	Avg. EE	11	11	11	11									11.0	10.8
	Turnover Rate	0.0%	0.0%	0.0%	0.0%									0.0%	18.5%
JP #4	# Term	0	0	0	0									0.0	7.0
	Avg. EE	4	5	5	5									4.8	4.5
	Turnover Rate	0.0%	0.0%	0.0%	0.0%									0.0%	155.6%
Tax Assessor/Collector	# Term	1	0	3	0									12.0	26.0
	Avg. EE	92	92	91	95									92.5	89.9
	Turnover Rate	1.1%	0.0%	3.3%	0.0%									13.0%	28.9%

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Turnover For County Overall														
Terminations	16	21	30	10									231.0	267.0
Avg. EE	1812	1822	1815	1836									1821.3	1769.1
Turnover Rate	0.9%	1.2%	1.7%	0.5%									12.7%	15.1%
Retirements	0	4	6	0									30.0	38.0
Terminations	16	21	30	10									231.0	267.0
% of Terms which are Retirements	0.0%	19.0%	20.0%	0.0%									13.0%	14.2%
Involuntary	3	3	4	3									39.0	18.0
Terminations	16	21	30	10									231.0	267.0
% of Terms which are Involuntary	18.8%	14.3%	13.3%	30.0%									16.9%	6.7%

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Turnover By Length of Service															
0-5 YEARS	Terminations	14	16	23	8									183.0	191.0
	Avg. EE	873	883	875	890									880.3	855.8
	Turnover Rate	1.6%	1.8%	2.6%	0.9%										20.8%
	Retirements	0	1	1	0									6.0	2.0
	Terminations	14	16	23	8									183.0	191.0
	% of Terms which are Retirements	0.0%	6.3%	4.3%	0.0%									3.3%	1.0%
6-10 YEARS	Terminations	2	1	3	1									21.0	32.0
	Avg. EE	382	381	378	376									379.3	361.0
	Turnover Rate	0.5%	0.3%	0.8%	0.3%									5.5%	8.9%
	Retirements	0	0	1	0									3.0	5.0
	Terminations	2	1	3	1									21.0	32.0
	% of Terms which are Retirements	0.0%	0.0%	33.3%	0.0%									14.3%	15.6%
11-15 YEARS	Terminations	0	0	0	0									0.0	10.0
	Avg. EE	170	173	179	187									177.3	170.8
	Turnover Rate	0.0%	0.0%	0.0%	0.0%									0.0%	5.9%
	Retirements	0	0	0	0									0.0	5.0
	Terminations	0	0	0	0									0.0	10.0
	% of Terms which are Retirements	0.0%	0.0%	0.0%	0.0%									0.0%	50.0%
16-20 YEARS	Terminations	0	0	2	0									6.0	14.0
	Avg. EE	173	172	170	168									170.8	175.7
	Turnover Rate	0.0%	0.0%	1.2%	0.0%									3.5%	8.0%
	Retirements	0	0	2	0									6.0	10.0
	Terminations	0	0	2	0									6.0	14.0
	% of Terms which are Retirements	0.0%	0.0%	100.0%	0.0%									100.0%	71.4%

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21+	Terminations	0	4	2	1									21.0	20.0	
	Avg. EE	214	213	213	215									213.8	205.8	
	Turnover Rate	0.0%	1.9%	0.9%	0.5%									9.8%	9.7%	
	Retirements	0	3	2	0										15.0	16.0
	Terminations	0	4	2	1										21.0	20.0
	% of Terms which are Retirements	0.0%	75.0%	100.0%	0.0%										71.4%	80.0%
	Totals	Terminations	16	21	30	10									231.0	267.0
		Avg. EE	1812	1822	1815	1836									1821.3	1769.2
		Turnover Rate	0.9%	1.2%	1.7%	0.5%									12.7%	15.1%
	Retirements	0	4	6	0									30.0	38.0	
	Terminations	16	21	30	10									231.0	267.0	
	% of Terms which are Retirements	0.0%	19.0%	20.0%	0.0%									13.0%	14.2%	

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Turnover By Age Group															
< 30 YEARS	Terminations	4	6	11	6									81.0	84.0
	Avg. EE	330	336	332	335									333.3	311.0
	Turnover Rate	1.2%	1.8%	3.3%	1.8%									24.3%	27.0%
	Retirements	0	0	0	0									0.0	0.0
30-40 YEARS	Terminations	2	6	3	1									36.0	70.0
	Avg. EE	439	440	443	445									441.8	429.0
	Turnover Rate	0.5%	1.4%	0.7%	0.2%									8.1%	16.3%
	Retirements	0	0	0	0									0.0	0.0
41-50 YEARS	Terminations	6	4	4	1									45.0	40.0
	Avg. EE	459	458	458	461									459.0	462.7
	Turnover Rate	1.3%	0.9%	0.9%	0.2%									9.8%	8.6%
	Retirements	0	0	1	0									3.0	5.0
51-60 YEARS	Terminations	1	3	7	2									39.0	39.0
	Avg. EE	417	418	415	422									418.0	403.4
	Turnover Rate	0.2%	0.7%	1.7%	0.5%									9.3%	9.7%
	Retirements	0	3	1	0									12.0	10.0

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61-70 YEARS	Terminations	3	2	5	0									30.0	34.0
	Avg. EE	150	152	149	154									151.3	150.1
	Turnover Rate	2.0%	1.3%	3.4%	0.0%									19.8%	22.7%
	Retirements	0	1	4	0									15.0	23.0
	Terminations	3	2	5	0									30.0	34.0
	% of Terms which are Retirements	0.0%	50.0%	80.0%	0.0%									50.0%	67.6%
71+ YEARS	Terminations	0	0	0	0									0.0	0.0
	Avg. EE	17	18	18	19									18.0	13.0
	Turnover Rate	0.0%	0.0%	0.0%	0.0%									0.0%	0.0%
	Retirements	0	0	0	0									0.0	0.0
	Terminations	0	0	0	0									0.0	0.0
	% of Terms which are Retirements	0.0%	0.0%	0.0%	0.0%									0.0%	0.0%
Totals	Terminations	16	21	30	10									231.0	267.0
	Avg. EE	1812	1822	1815	1836									1821.3	1769.2
	Turnover Rate	0.9%	1.2%	1.7%	0.5%									12.7%	15.1%
	Retirements	0	4	6	0									30.0	38.0
	Terminations	16	21	30	10									231.0	267.0
	% of Terms which are Retirements	0.0%	19.0%	20.0%	0.0%									13.0%	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	3									99.0	126.0	
	Avg. EE	841	841	839	851									843.0	833.4	
	Turnover Rate	0.8%	1.1%	1.7%	0.4%									11.7%	15.1%	
	Retirements	0	2	2	0										12.0	22.0
	Terminations	7	9	14	3										99.0	126.0
% of Terms which are Retirements		0.0%	22.2%	14.3%	0.0%									12.1%	17.5%	
FEMALE	Terminations	9	12	16	7									132.0	141.0	
	Avg. EE	971	981	976	985									978.3	935.8	
	Turnover Rate	0.9%	1.2%	1.6%	0.7%									13.5%	15.1%	
	Retirements	0	2	4	0										18.0	16.00
	Terminations	9	12	16	7										132.0	141.0
% of Terms which are Retirements		0.0%	16.7%	25.0%	0.0%									13.6%	11.3%	
Totals	Terminations	16	21	30	10									231.0	267.0	
	Avg. EE	1812	1822	1815	1836									1821.3	1769.2	
	Turnover Rate	0.9%	1.2%	1.7%	0.5%									12.7%	15.1%	
	Retirements	0	4	6	0										30.0	38.0
	Terminations	16	21	30	10										231.0	267.0
% of Terms which are Retirements		0.0%	19.0%	20.0%	0.0%									13.0%	14.2%	