

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	0								4.8	4.0
	Avg. EE	14	16	16	17	17								16.0	16.5
	Turnover Rate	7.1%	0.0%	6.3%	0.0%	0.0%									30.0%
Health Services	# Term	1	2	1	0	0								9.6	9.0
	Avg. EE	88	85	83	83	84								84.6	87.3
	Turnover Rate	1.1%	2.4%	1.2%	0.0%	0.0%								11.3%	10.3%
Budget	# Term	0	0	0	0	0								0.0	3.0
	Avg. EE	13	13	13	13	13								13.0	12.5
	Turnover Rate	0.0%	0.0%	0.0%	0.0%	0.0%								0.0%	24.0%
Human Resources	# Term	0	1	0	0	0								2.4	2.0
	Avg. EE	24	23	23	23	25								23.6	23.3
	Turnover Rate	0.0%	4.3%	0.0%	0.0%	0.0%								10.2%	8.6%
Veterans Service	# 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%
IT	# Term	0	0	1	0	0								2.4	3.0
	Avg. EE	64	64	64	66	66								64.8	64.2
	Turnover Rate	0.0%	0.0%	1.6%	0.0%	0.0%								3.7%	4.7%
Highway Patrol	# Term	0	0	0	0	0								0.0	1.0
	Avg. EE	1	1	1	1	1								1.0	0.8
	Turnover Rate	0.0%	0.0%	0.0%	0.0%	0.0%								0.0%	120.0%
Road & Bridge	# Term	0	3	2	0	0								12.0	8.0
	Avg. EE	99	96	95	97	99								97.2	97.1
	Turnover Rate	0.0%	3.1%	2.1%	0.0%	0.0%								12.3%	8.2%
Facility Mgmt	# Term	0	0	0	0	0								0.0	6.0
	Avg. EE	66	67	67	68	68								67.2	64.1
	Turnover Rate	0.0%	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	0.0
	Avg. EE	4	4	5	5	5								4.6	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	2.0
	Avg. EE	13	13	13	15	15								13.8	13.2
	Turnover Rate	0.0%	0.0%	0.0%	6.7%	0.0%								17.4%	15.2%
Emergency Management/ Fire Marshal	# Term	1	1	0	0	0								4.8	0.0
	Avg. EE	7	8	8	8	8								7.8	7.2
	Turnover Rate	14.3%	12.5%	0.0%	0.0%	0.0%								61.5%	0.0%
Engineering	# Term	2	2	0	0	1								12.0	4.0
	Avg. EE	41	40	43	45	46								43.0	41.9
	Turnover Rate	4.9%	5.0%	0.0%	0.0%	2.2%								27.9%	9.5%
Elections Dept.	# Term	0	0	0	0	0								0.0	3.0
	Avg. EE	16	16	16	18	18								16.8	15.5
	Turnover Rate	0.0%	0.0%	0.0%	0.0%	0.0%								0.0%	19.4%
Purchasing	# Term	1	0	0	0	0								2.4	2.0
	Avg. EE	16	17	18	19	19								17.8	16.5
	Turnover Rate	6.3%	0.0%	0.0%	0.0%	0.0%								13.5%	12.1%
County Auditor	# Term	0	0	0	1	0								2.4	5.0
	Avg. EE	33	34	34	33	33								33.4	32.2
	Turnover Rate	0.0%	0.0%	0.0%	3.0%	0.0%								7.2%	15.5%

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Juvenile Probation	# Term	0	0	0	0	0								0.0	4.0
	Avg. EE	52	57	59	59	59								57.2	50.8
	Turnover Rate	0.0%	0.0%	0.0%	0.0%	0.0%								0.0%	7.9%
Juvenile Detention	# Term	0	0	1	1	0								4.8	16.0
	Avg. EE	80	79	79	81	82								80.2	84.4
	Turnover Rate	0.0%	0.0%	1.3%	1.2%	0.0%								6.0%	19.0%
Juv. Alt. Education	# Term	0	1	0	0	0								2.4	0.0
	Avg. EE	6	5	6	7	7								6.2	6.0
	Turnover Rate	0.0%	20.0%	0.0%	0.0%	0.0%								38.7%	0.0%
Total Juvenile	# Term	0	1	1	1	0								7.2	20.0
	Avg. EE	138	141	144	147	148								143.6	141.2
	Turnover Rate	0.0%	0.7%	0.7%	0.7%	0.0%								5.0%	14.2%
Community Supervision	# Term	1	1	1	3	1								16.8	4.0
	Avg. EE	110	111	110	107	106								108.8	107.4
	Turnover Rate	0.9%	0.9%	0.9%	2.8%	0.9%								15.4%	3.7%
County Clerk	# Term	0	1	2	0	1								9.6	16.0
	Avg. EE	92	91	91	91	91								91.2	88.5
	Turnover Rate	0.0%	1.1%	2.2%	0.0%	1.1%								10.5%	18.1%
Sheriff's Office	# Term	1	1	3	0	1								14.4	23.0
	Avg. EE	202	201	200	202	201								201.2	187.9
	Turnover Rate	0.5%	0.5%	1.5%	0.0%	0.5%								7.2%	12.2%
Sheriff's Office Detention	# Term	2	6	9	3	4								57.6	69.0
	Avg. EE	329	334	329	329	336								331.4	316.8
	Turnover Rate	0.6%	1.8%	2.7%	0.9%	1.2%								17.4%	21.8%
Total Sheriff's Office	# Term	3	7	12	3	5								72.0	92.0
	Avg. EE	531	535	529	531	537								532.6	504.8
	Turnover Rate	0.6%	1.3%	2.3%	0.6%	0.9%								13.5%	18.2%

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District Clerk	# Term	0	2	1	0	1								9.6	7.0
	Avg. EE	81	79	79	81	81								80.2	73.8
	Turnover Rate	0.0%	2.5%	1.3%	0.0%	1.2%								12.0%	9.5%
D.A. Prosecutor	# Term	3	0	1	0	2								14.4	12.0
	Avg. EE	66	70	69	70	69								68.8	64.0
	Turnover Rate	4.5%	0.0%	1.4%	0.0%	2.9%								20.9%	18.8%
D.A. Investigators	# Term	1	0	0	0	2								7.2	2.0
	Avg. EE	21	21	22	22	20								21.2	23.0
	Turnover Rate	4.8%	0.0%	0.0%	0.0%	10.0%								34.0%	8.7%
D.A. Clerical	# Term	1	0	1	1	0								7.2	8.0
	Avg. EE	35	34	33	32	32								33.2	37.0
	Turnover Rate	2.9%	0.0%	3.0%	3.1%	0.0%								21.7%	21.6%
Total D.A.	# Term	5	0	2	1	4								28.8	22.0
	Avg. EE	122	125	124	124	121								123.2	124.0
	Turnover Rate	4.1%	0.0%	1.6%	0.8%	3.3%								23.4%	17.7%
Court Appt. Representation	# Term	0	0	0	0	0								0.0	2.0
	Avg. EE	8	8	8	8	8								8.0	7.8
	Turnover Rate	0.0%	0.0%	0.0%	0.0%	0.0%								0.0%	25.8%
199th 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%
219th Dist. Court	# Term	0	0	0	0	0								0.0	0.0
	Avg. EE	4	4	4	4	4								4.0	3.8
	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	2	3	3	3	3								2.8	2.9
	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	10	10								5.8	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	3	3	3								3.0	2.8
	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	0.0
	Avg. EE	9	9	10	3	3								6.8	8.8
	Turnover Rate	0.0%	0.0%	0.0%	0.0%	0.0%								0.0%	0.0%
493rd Dist. Court	# Term	0	0	0	0	0								0.0	0.0
	Avg. EE	1	2	1	2	3								1.8	0.0
	Turnover Rate	0.0%	0.0%	0.0%	0.0%	0.0%								0.0%	0.0%
Const. Pct. 1	# Term	0	0	0	0	0								0.0	2.0
	Avg. EE	8	8	8	8	8								8.0	7.7
	Turnover Rate	0.0%	0.0%	0.0%	0.0%	0.0%								0.0%	26.1%
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	1	0	0								2.4	1.0
	Avg. EE	14	14	13	13	13								13.4	12.8
	Turnover Rate	0.0%	0.0%	7.7%	0.0%	0.0%								17.9%	7.8%
Const. Pct. 4	# Term	0	0	0	0	0								0.0	3.0
	Avg. EE	8	8	8	8	8								8.0	7.8
	Turnover Rate	0.0%	0.0%	0.0%	0.0%	0.0%								0.0%	38.3%
CCAL 1	# Term	0	0	0	0	0								0.0	1.0
	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%	34.3%
CCAL 2	# Term	0	0	0	0	0								0.0	1.0
	Avg. EE	3	3	3	3	3								3.0	2.8
	Turnover Rate	0.0%	0.0%	0.0%	0.0%	0.0%								0.0%	36.4%
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	0	0								0.0	1.0
	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%	33.3%

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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	0.0
	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%	0.0%
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	0	0	0								0.0	1.0
	Avg. EE	4	4	4	4	4								4.0	3.7
	Turnover Rate	0.0%	0.0%	0.0%	0.0%	0.0%								0.0%	27.3%
County Ext. Services	# Term	0	0	1	0	0								2.4	3.0
	Avg. EE	5	6	5	5	6								5.4	5.2
	Turnover Rate	0.0%	0.0%	20.0%	0.0%	0.0%								44.4%	58.1%
JP #1	# Term	0	0	1	0	0								2.4	3.0
	Avg. EE	7	7	6	6	7								6.6	6.3
	Turnover Rate	0.0%	0.0%	16.7%	0.0%	0.0%								36.4%	47.4%
JP #2	# Term	0	0	0	0	0								0.0	1.0
	Avg. EE	4	4	4	4	4								4.0	3.8
	Turnover Rate	0.0%	0.0%	0.0%	0.0%	0.0%								0.0%	26.7%
JP #3	# Term	0	0	0	0	0								0.0	2.0
	Avg. EE	11	11	11	11	11								11.0	10.8
	Turnover Rate	0.0%	0.0%	0.0%	0.0%	0.0%								0.0%	18.5%
JP #4	# Term	0	0	0	0	1								2.4	7.0
	Avg. EE	4	5	5	5	4								4.6	4.5
	Turnover Rate	0.0%	0.0%	0.0%	0.0%	25.0%								52.2%	155.6%
Tax Assessor/Collector	# Term	1	0	3	0	0								9.6	26.0
	Avg. EE	92	92	91	95	95								93.0	89.9
	Turnover Rate	1.1%	0.0%	3.3%	0.0%	0.0%								10.3%	28.9%

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Turnover For County Overall														
Terminations	16	21	30	10	14								218.4	267.0
Avg. EE	1812	1822	1815	1836	1847								1826.4	1769.1
Turnover Rate	0.9%	1.2%	1.7%	0.5%	0.8%								12.0%	15.1%
Retirements	0	4	6	0	0								24.0	38.0
Terminations	16	21	30	10	14								218.4	267.0
% of Terms which are Retirements	0.0%	19.0%	20.0%	0.0%	0.0%								11.0%	14.2%
Involuntary	3	3	4	3	1								33.6	18.0
Terminations	16	21	30	10	14								218.4	267.0
% of Terms which are Involuntary	18.8%	14.3%	13.3%	30.0%	7.1%								15.4%	6.7%

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Turnover By Length of Service															
0-5 YEARS	Terminations	14	16	23	8	11								172.8	191.0
	Avg. EE	873	883	875	890	892								882.6	855.8
	Turnover Rate	1.6%	1.8%	2.6%	0.9%	1.2%								19.6%	22.3%
	Retirements	0	1	1	0	0								4.8	2.0
	Terminations	14	16	23	8	11								172.8	191.0
	% of Terms which are Retirements	0.0%	6.3%	4.3%	0.0%	0.0%								2.8%	1.0%
6-10 YEARS	Terminations	2	1	3	1	1								19.2	32.0
	Avg. EE	382	381	378	376	384								380.2	361.0
	Turnover Rate	0.5%	0.3%	0.8%	0.3%	0.3%								5.0%	8.9%
	Retirements	0	0	1	0	0								2.4	5.0
	Terminations	2	1	3	1	1								19.2	32.0
	% of Terms which are Retirements	0.0%	0.0%	33.3%	0.0%	0.0%								12.5%	15.6%
11-15 YEARS	Terminations	0	0	0	0	2								4.8	10.0
	Avg. EE	170	173	179	187	188								179.4	170.8
	Turnover Rate	0.0%	0.0%	0.0%	0.0%	1.1%								2.7%	5.9%
	Retirements	0	0	0	0	0								0.0	5.0
	Terminations	0	0	0	0	2								4.8	10.0
	% of Terms which are Retirements	0.0%	0.0%	0.0%	0.0%	0.0%								0.0%	50.0%
16-20 YEARS	Terminations	0	0	2	0	0								4.8	14.0
	Avg. EE	173	172	170	168	167								170.0	175.7
	Turnover Rate	0.0%	0.0%	1.2%	0.0%	0.0%								2.8%	8.0%
	Retirements	0	0	2	0	0								4.8	10.0
	Terminations	0	0	2	0	0								4.8	14.0
	% of Terms which are Retirements	0.0%	0.0%	100.0%	0.0%	0.0%								100.0%	71.4%

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21+	Terminations	0	4	2	1	0								16.8	20.0	
	Avg. EE	214	213	213	215	216								214.2	205.8	
	Turnover Rate	0.0%	1.9%	0.9%	0.5%	0.0%								7.8%	9.7%	
	Retirements	0	3	2	0	0								12.0	16.0	
	Terminations	0	4	2	1	0								16.8	20.0	
	% of Terms which are Retirements	0.0%	75.0%	100.0%	0.0%	0.0%								71.4%	80.0%	
	Totals	Terminations	16	21	30	10	14								218.4	267.0
		Avg. EE	1812	1822	1815	1836	1847								1826.4	1769.2
		Turnover Rate	0.9%	1.2%	1.7%	0.5%	0.8%								12.0%	15.1%
	Retirements	0	4	6	0	0								24.0	38.0	
	Terminations	16	21	30	10	14								218.4	267.0	
	% of Terms which are Retirements	0.0%	19.0%	20.0%	0.0%	0.0%								11.0%	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 Age Group															
< 30 YEARS	Terminations	4	6	11	6	4								74.4	84.0
	Avg. EE	330	336	332	335	335								333.6	311.0
	Turnover Rate	1.2%	1.8%	3.3%	1.8%	1.2%								22.3%	27.0%
	Retirements	0	0	0	0	0								0.0	0.0
	Terminations	4	6	11	6	4								74.4	84.0
	% of Terms which are Retirements	0.0%	0.0%	0.0%	0.0%	0.0%								0.0%	0.0%
30-40 YEARS	Terminations	2	6	3	1	5								40.8	70.0
	Avg. EE	439	440	443	445	453								444.0	429.0
	Turnover Rate	0.5%	1.4%	0.7%	0.2%	1.1%								9.2%	16.3%
	Retirements	0	0	0	0	0								0.0	0.0
	Terminations	2	6	3	1	5								40.8	70.0
	% of Terms which are Retirements	0.0%	0.0%	0.0%	0.0%	0.0%								0.0%	0.0%
41-50 YEARS	Terminations	6	4	4	1	3								43.2	40.0
	Avg. EE	459	458	458	461	458								458.8	462.7
	Turnover Rate	1.3%	0.9%	0.9%	0.2%	0.7%								9.4%	8.6%
	Retirements	0	0	1	0	0								2.4	5.0
	Terminations	6	4	4	1	3								43.2	40.0
	% of Terms which are Retirements	0.0%	0.0%	25.0%	0.0%	0.0%								5.6%	12.5%
51-60 YEARS	Terminations	1	3	7	2	2								36.0	39.0
	Avg. EE	417	418	415	422	423								419.0	403.4
	Turnover Rate	0.2%	0.7%	1.7%	0.5%	0.5%								8.6%	9.7%
	Retirements	0	3	1	0	0								9.6	10.0
	Terminations	1	3	7	2	2								36.0	39.0
	% of Terms which are Retirements	0.0%	100.0%	14.3%	0.0%	0.0%								26.7%	25.6%

Collin County Turnover Report

Fiscal Year 2024

		Oct.	Nov.	Dec.	Jan.	Feb.	Mar.	Apr.	May	June	Jul.	Aug.	Sept.	2024 Projected	2023 Actual
61-70 YEARS	Terminations	3	2	5	0	0								24.0	34.0
	Avg. EE	150	152	149	154	159								152.8	150.1
	Turnover Rate	2.0%	1.3%	3.4%	0.0%	0.0%								15.7%	22.7%
	Retirements	0	1	4	0	0								12.0	23.0
	Terminations	3	2	5	0	0								24.0	34.0
	% of Terms which are Retirements	0.0%	50.0%	80.0%	0.0%	0.0%								50.0%	67.6%
71+ YEARS	Terminations	0	0	0	0	0								0.0	0.0
	Avg. EE	17	18	18	19	19								18.2	13.0
	Turnover Rate	0.0%	0.0%	0.0%	0.0%									0.0%	0.0%
	Retirements	0	0	0	0	0								0.0	0.0
	Terminations	0	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%	0.0%
Totals	Terminations	16	21	30	10	14								218.4	267.0
	Avg. EE	1812	1822	1815	1836	1847								1826.4	1769.2
	Turnover Rate	0.9%	1.2%	1.7%	0.5%	0.8%								12.0%	15.1%
	Retirements	0	4	6	0	0								24.0	38.0
	Terminations	16	21	30	10	14								218.4	267.0
	% of Terms which are Retirements	0.0%	19.0%	20.0%	0.0%	0.0%								11.0%	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	6								93.6	126.0
	Avg. EE	841	841	839	851	859								846.2	833.4
	Turnover Rate	0.8%	1.1%	1.7%	0.4%	0.7%								11.1%	15.1%
	Retirements	0	2	2	0	0								9.6	22.0
	Terminations	7	9	14	3	6								93.6	126.0
	% of Terms which are Retirements	0.0%	22.2%	14.3%	0.0%	0.0%								10.3%	17.5%
FEMALE	Terminations	9	12	16	7	8								124.8	141.0
	Avg. EE	971	981	976	985	988								980.2	935.8
	Turnover Rate	0.9%	1.2%	1.6%	0.7%	0.8%								12.7%	15.1%
	Retirements	0	2	4	0	0								14.4	16.00
	Terminations	9	12	16	7	8								124.8	141.0
	% of Terms which are Retirements	0.0%	16.7%	25.0%	0.0%	0.0%								11.5%	11.3%
Totals	Terminations	16	21	30	10	14								218.4	267.0
	Avg. EE	1812	1822	1815	1836	1847								1826.4	1769.2
	Turnover Rate	0.9%	1.2%	1.7%	0.5%	0.8%								12.0%	15.1%
	Retirements	0	4	6	0	0								24.0	38.0
	Terminations	16	21	30	10	14								218.4	267.0
	% of Terms which are Retirements	0.0%	19.0%	20.0%	0.0%	0.0%								11.0%	14.2%