

Collin County Turnover Report

Fiscal Year 2025

		Oct.	Nov.	Dec.	Jan.	Feb.	Mar.	Apr.	May	June	Jul.	Aug.	Sept.	2025 Projected	2024 Actual
Turnover By Department															
Admin. Services	# Term	0												0.0	4.0
	Avg. EE	18												18.0	16.7
	Turnover Rate	0.0%												0.0%	24.0%
Health Services	# Term	0												0.0	16.0
	Avg. EE	81												81.0	80.9
	Turnover Rate	0.0%												0.0%	19.8%
Budget	# Term	0												0.0	0.0
	Avg. EE	13												13.0	13.0
	Turnover Rate	0.0%												0.0%	0.0%
Human Resources	# Term	0												0.0	5.0
	Avg. EE	27												27.0	25.3
	Turnover Rate	0.0%												0.0%	19.7%
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	1												12.0	5.0
	Avg. EE	63												63.0	65.1
	Turnover Rate	1.6%												19.0%	7.7%
Highway Patrol	# Term	0												0.0	0.0
	Avg. EE	1												1.0	0.8
	Turnover Rate	0.0%												0.0%	0.0%
Road & Bridge	# Term	3												36.0	14.0
	Avg. EE	99												99.0	101.8
	Turnover Rate	3.0%												36.4%	13.7%
Facility Mgmt	# Term	4												48.0	5.0
	Avg. EE	64												64.0	68.0
	Turnover Rate	6.3%												75.0%	7.4%

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Const. & Projects	# Term	0												0.0	1.0
	Avg. EE	5												5.0	4.8
	Turnover Rate	0.0%												0.0%	20.7%
Medical Examiner	# Term	1												12.0	3.0
	Avg. EE	12												12.0	14.2
	Turnover Rate	8.3%												100.0%	21.2%
Emergency Management/ Fire Marshal	# Term	0												0.0	4.0
	Avg. EE	6												6.0	7.0
	Turnover Rate	0.0%												0.0%	57.1%
Engineering	# Term	1												12.0	14.0
	Avg. EE	49												49.0	45.7
	Turnover Rate	2.0%												24.5%	30.7%
Elections Dept.	# Term	0												0.0	0.0
	Avg. EE	18												18.0	17.5
	Turnover Rate	0.0%												0.0%	0.0%
Purchasing	# Term	0												0.0	2.0
	Avg. EE	19												19.0	18.3
	Turnover Rate	0.0%												0.0%	11.0%
County Auditor	# Term	3												36.0	3.0
	Avg. EE	29												29.0	33.3
	Turnover Rate	10.3%												124.1%	9.0%

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		Oct.	Nov.	Dec.	Jan.	Feb.	Mar.	Apr.	May	June	Jul.	Aug.	Sept.	2025 Projected	2024 Actual
Juvenile Probation	# Term	0												0.0	0.0
	Avg. EE	60												60.0	58.8
	Turnover Rate	0.0%												0.0%	0.0%
Juvenile Detention	# Term	0												0.0	11.0
	Avg. EE	97												97.0	89.5
	Turnover Rate	0.0%												0.0%	12.3%
Juv. Alt. Education	# Term	0												0.0	1.0
	Avg. EE	7												7.0	6.7
	Turnover Rate	0.0%												0.0%	15.0%
Total Juvenile	# Term	0												0.0	12.0
	Avg. EE	164												164.0	154.9
	Turnover Rate	0.0%												0.0%	7.7%
Community Supervision	# Term	1												12.0	12.0
	Avg. EE	107												107.0	108.3
	Turnover Rate	0.9%												11.2%	11.1%
County Clerk	# Term	2												24.0	10.0
	Avg. EE	89												89.0	91.2
	Turnover Rate	2.2%												27.0%	11.0%
Sheriff's Office	# Term	1												12.0	21.0
	Avg. EE	204												204.0	201.8
	Turnover Rate	0.5%												5.9%	10.4%
Sheriff's Office Detention	# Term	8												96.0	58.0
	Avg. EE	357												357.0	338.5
	Turnover Rate	2.2%												26.9%	17.1%
Total Sheriff's Office	# Term	9												108.0	79.0
	Avg. EE	561												561.0	540.3
	Turnover Rate	1.6%												19.3%	14.6%

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		Oct.	Nov.	Dec.	Jan.	Feb.	Mar.	Apr.	May	June	Jul.	Aug.	Sept.	2025 Projected	2024 Actual
District Clerk	# Term	1												12.0	9.0
	Avg. EE	92												92.0	80.8
	Turnover Rate	1.1%												13.0%	11.1%
D.A. Prosecutor	# Term	1												12.0	17.0
	Avg. EE	72												72.0	67.7
	Turnover Rate	1.4%												16.7%	25.1%
D.A. Investigators	# Term	1												12.0	4.0
	Avg. EE	20												20.0	20.9
	Turnover Rate	5.0%												60.0%	19.1%
D.A. Clerical	# Term	0												0.0	4.0
	Avg. EE	37												37.0	34.3
	Turnover Rate	0.0%												0.0%	11.7%
Total D.A.	# Term	2						0						12.0	25.0
	Avg. EE	129												129.0	122.8
	Turnover Rate	1.6%												9.3%	20.4%
Court Appt. Representation	# Term	0												0.0	3.0
	Avg. EE	7												7.0	7.5
	Turnover Rate	0.0%												0.0%	40.0%
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	1.0
	Avg. EE	4												4.0	4.0
	Turnover Rate	0.0%												0.0%	25.0%
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.	2025 Projected	2024 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	3												3.0	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	10												10.0	8.3
	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	3.0
	Turnover Rate	0.0%												0.0%	0.0%
471st Dist. Court	# Term	0												0.0	2.0
	Avg. EE	3												3.0	4.5
	Turnover Rate	0.0%												0.0%	44.4%

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		Oct.	Nov.	Dec.	Jan.	Feb.	Mar.	Apr.	May	June	Jul.	Aug.	Sept.	2025 Projected	2024 Actual
493rd Dist. Court	# Term	0												0.0	0.0
	Avg. EE	3												3.0	2.5
	Turnover Rate	0.0%												0.0%	0.0%
494th Dist. Court	# Term	0												0.0%	0.0%
	Avg. EE	2												200.0%	0.0%
	Turnover Rate	0.0%												0.0%	0.0%
Const. Pct. 1	# Term	0												0.0	2.0
	Avg. EE	8												8.0	7.5
	Turnover Rate	0.0%												0.0%	26.7%
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	13.6
	Turnover Rate	0.0%												0.0%	7.4%
Const. Pct. 4	# Term	0												0.0	3.0
	Avg. EE	7												7.0	7.7
	Turnover Rate	0.0%												0.0%	39.1%
CCAL 1	# Term	0												0.0	0.0
	Avg. EE	3												3.0	3.0
	Turnover Rate	0.0%												0.0%	0.0%
CCAL 2	# Term	0												0.0	0.0
	Avg. EE	3												3.0	3.0
	Turnover Rate	0.0%												0.0%	0.0%
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	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.	2025 Projected	2024 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	3.0
	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	0.0
	Avg. EE	4												4.0	4.0
	Turnover Rate	0.0%												0.0%	0.0%
County Ext. Services	# Term	0												0.0	1.0
	Avg. EE	6												6.0	5.8
	Turnover Rate	0.0%												0.0%	17.4%
JP #1	# Term	0												0.0	1.0
	Avg. EE	7												7.0	6.8
	Turnover Rate	0.0%												0.0%	14.6%
JP #2	# Term	0												0.0	1.0
	Avg. EE	4												4.0	3.9
	Turnover Rate	0.0%												0.0%	25.5%
JP #3	# Term	0												0.0	3.0
	Avg. EE	11												11.0	10.6
	Turnover Rate	0.0%												0.0%	28.3%
JP #4	# Term	1												12.0	4.0
	Avg. EE	5												5.0	5.3
	Turnover Rate	20.0%												240.0%	76.2%
Tax Assessor/Collector	# Term	4												48.0	11.0
	Avg. EE	93												93.0	94.2
	Turnover Rate	4.3%												51.6%	11.7%

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	Oct.	Nov.	Dec.	Jan.	Feb.	Mar.	Apr.	May	June	Jul.	Aug.	Sept.	2025 Projected	2024 Actual
Turnover For County Overall														
Terminations	33												396.0	256.0
Avg. EE	1892												1892.0	1854.5
Turnover Rate	1.7%												20.9%	13.8%
Retirements	7												84.0	29.0
Terminations	33												396.0	256.0
% of Terms which are Retirements	21.2%												21.2%	11.3%
Involuntary	5												60.0	43.0
Terminations	33												396.0	256.0
% of Terms which are Involuntary	15.2%												15.2%	16.8%

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		Oct.	Nov.	Dec.	Jan.	Feb.	Mar.	Apr.	May	June	Jul.	Aug.	Sept.	2025 Projected	2024 Actual
Turnover By Length of Service															
0-5 YEARS	Terminations	24												288.0	189.0
	Avg. EE	942												942.0	908.0
	Turnover Rate	2.5%												30.6%	20.8%
	Retirements	0												0.0	3.0
	Terminations	24												288.0	189.0
	% of Terms which are Retirements	0.0%												0.0%	1.6%
6-10 YEARS	Terminations	2												24.0	29.0
	Avg. EE	379												379.0	378.2
	Turnover Rate	0.5%												6.3%	7.7%
	Retirements	1												12.0	1.0
	Terminations	2												24.0	29.0
	% of Terms which are Retirements	50.0%												50.0%	3.4%
11-15 YEARS	Terminations	0												0.0	11.0
	Avg. EE	183												183.0	183.9
	Turnover Rate	0.0%												0.0%	6.0%
	Retirements	0												0.0	4.0
	Terminations	0												0.0	11.0
	% of Terms which are Retirements	0.0%												0.0%	36.4%
16-20 YEARS	Terminations	2												24.0	6.0
	Avg. EE	170												170.0	166.1
	Turnover Rate	1.2%												14.1%	3.6%
	Retirements	2												24.0	5.0
	Terminations	2												24.0	6.0
	% of Terms which are Retirements	100.0%												100.0%	83.3%

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		Oct.	Nov.	Dec.	Jan.	Feb.	Mar.	Apr.	May	June	Jul.	Aug.	Sept.	2025 Projected	2024 Actual
21+	Terminations	5												60.0	21.0
	Avg. EE	218												218.0	218.3
	Turnover Rate	2.3%												27.5%	9.6%
	Retirements	4												48.0	16.0
	Terminations	5												60.0	21.0
	% of Terms which are Retirements	80.0%												80.0%	76.2%
Totals	Terminations	33												396.0	256.0
	Avg. EE	1892												1892.0	1854.3
	Turnover Rate	1.7%												20.9%	13.8%
	Retirements	7												84.0	29.0
	Terminations	33												396.0	256.0
	% of Terms which are Retirements	21.2%												21.2%	11.3%

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		Oct.	Nov.	Dec.	Jan.	Feb.	Mar.	Apr.	May	June	Jul.	Aug.	Sept.	2025 Projected	2024 Actual
Turnover By Age Group															
< 30 YEARS	Terminations	12												144.0	76.0
	Avg. EE	364												364.0	341.9
	Turnover Rate	3.3%												39.6%	22.2%
	Retirements	0												0.0	0.0
	Terminations	12												144.0	76.0
	% of Terms which are Retirements	0.0%												0.0%	0.0%
30-40 YEARS	Terminations	7												84.0	62.0
	Avg. EE	465												465.0	455.7
	Turnover Rate	1.5%												18.1%	13.6%
	Retirements	0												0.0	0.0
	Terminations	7												84.0	62.0
	% of Terms which are Retirements	0.0%												0.0%	0.0%
41-50 YEARS	Terminations	5												60.0	43.0
	Avg. EE	448												448.0	454.0
	Turnover Rate	1.1%												13.4%	9.5%
	Retirements	0												0.0	2.0
	Terminations	5												60.0	43.0
	% of Terms which are Retirements	0.0%												0.0%	4.7%
51-60 YEARS	Terminations	2												24.0	46.0
	Avg. EE	431												431.0	423.7
	Turnover Rate	0.5%												5.6%	10.9%
	Retirements	1												12.0	11.0
	Terminations	2												24.0	46.0
	% of Terms which are Retirements	50.0%												50.0%	23.9%

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61-70 YEARS	Terminations	7												84.0	26.0
	Avg. EE	161												161.0	159.4
	Turnover Rate	4.3%												52.2%	16.3%
	Retirements	6												72.0	16.0
	Terminations	7												84.0	26.0
	% of Terms which are Retirements	85.7%												85.7%	61.5%
71+ YEARS	Terminations	0												0.0	3.0
	Avg. EE	23												23.0	19.8
	Turnover Rate	0.0%												0.0%	15.1%
	Retirements	0												0.0	0.0
	Terminations	0												0.0	3.0
	% of Terms which are Retirements	0.0%												0.0%	0.0%
Totals	Terminations	33												396.0	256.0
	Avg. EE	1892												1892.0	1854.5
	Turnover Rate	1.7%												20.9%	13.8%
	Retirements	7												84.0	29.0
	Terminations	33												396.0	256.0
	% of Terms which are Retirements	21.2%												21.2%	11.3%

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		Oct.	Nov.	Dec.	Jan.	Feb.	Mar.	Apr.	May	June	Jul.	Aug.	Sept.	2025 Projected	2024 Actual
Turnover By Gender															
MALE	Terminations	19												228.0	118.0
	Avg. EE	886												886.0	868.1
	Turnover Rate	2.1%												25.7%	13.6%
	Retirements	5												60.0	15.0
	Terminations	19												228.0	118.0
	% of Terms which are Retirements	26.3%												26.3%	12.7%
FEMALE	Terminations	14												168.0	138.0
	Avg. EE	1006												1006.0	986.4
	Turnover Rate	1.4%												16.7%	14.0%
	Retirements	2												24.0	14.00
	Terminations	14												168.0	138.0
	% of Terms which are Retirements	14.3%												14.3%	10.1%
Totals	Terminations	33												396.0	256.0
	Avg. EE	1892												1892.0	1854.5
	Turnover Rate	1.7%												20.9%	13.8%
	Retirements	7												84.0	29.0
	Terminations	33												396.0	256.0
	% of Terms which are Retirements	21.2%												21.2%	11.3%