

Collin County Turnover Report

Fiscal Year 2024

		Oct.	Nov.	Dec.	Jan.	Feb.	Mar.	Apr.	May	June	Jul.	Aug.	Sept.	2025 Projected	2024 Actual
Turnover By Department															
Admin. Services	# Term	0	0											0.0	4.0
	Avg. EE	18	18											18.0	16.7
	Turnover Rate	0.0%	0.0%											0.0%	24.0%
Health Services	# Term	0	1											6.0	16.0
	Avg. EE	81	80											80.5	80.9
	Turnover Rate	0.0%	1.3%											7.5%	19.8%
Budget	# Term	0	0											0.0	0.0
	Avg. EE	13	13											13.0	13.0
	Turnover Rate	0.0%	0.0%											0.0%	0.0%
Human Resources	# Term	0	1											6.0	5.0
	Avg. EE	27	27											27.0	25.3
	Turnover Rate	0.0%	3.7%											22.2%	19.7%
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	1	1											12.0	5.0
	Avg. EE	63	63											63.0	65.1
	Turnover Rate	1.6%	1.6%											19.0%	7.7%
Highway Patrol	# Term	0	0											0.0	0.0
	Avg. EE	1	1											1.0	0.8
	Turnover Rate	0.0%	0.0%											0.0%	0.0%
Road & Bridge	# Term	3	2											30.0	14.0
	Avg. EE	99	98											98.5	101.8
	Turnover Rate	3.0%	2.0%											30.5%	13.7%
Facility Mgmt	# Term	4	0											24.0	5.0
	Avg. EE	64	68											66.0	68.0
	Turnover Rate	6.3%	0.0%											36.4%	7.4%

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		Oct.	Nov.	Dec.	Jan.	Feb.	Mar.	Apr.	May	June	Jul.	Aug.	Sept.	2025 Projected	2024 Actual
Const. & Projects	# Term	0	0											0.0	1.0
	Avg. EE	5	5											5.0	4.8
	Turnover Rate	0.0%	0.0%											0.0%	20.7%
Medical Examiner	# Term	1	1											12.0	3.0
	Avg. EE	12	12											12.0	14.2
	Turnover Rate	8.3%	8.3%											100.0%	21.2%
Emergency Management/ Fire Marshal	# Term	0	1											6.0	4.0
	Avg. EE	6	6											6.0	7.0
	Turnover Rate	0.0%	16.7%											100.0%	57.1%
Engineering	# Term	1	0											6.0	14.0
	Avg. EE	49	50											49.5	45.7
	Turnover Rate	2.0%	0.0%											12.1%	30.7%
Elections Dept.	# Term	0	0											0.0	0.0
	Avg. EE	18	18											18.0	17.5
	Turnover Rate	0.0%	0.0%											0.0%	0.0%
Purchasing	# Term	0	0											0.0	2.0
	Avg. EE	19	19											19.0	18.3
	Turnover Rate	0.0%	0.0%											0.0%	11.0%
County Auditor	# Term	3	1											24.0	3.0
	Avg. EE	29	32											30.5	33.3
	Turnover Rate	10.3%	3.1%											78.7%	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	0.0
	Avg. EE	60	60											60.0	58.8
	Turnover Rate	0.0%	0.0%											0.0%	0.0%
Juvenile Detention	# Term	0	0											0.0	11.0
	Avg. EE	97	97											97.0	89.5
	Turnover Rate	0.0%	0.0%											0.0%	12.3%
Juv. Alt. Education	# Term	0	0											0.0	1.0
	Avg. EE	7	7											7.0	6.7
	Turnover Rate	0.0%	0.0%											0.0%	15.0%
Total Juvenile	# Term	0	0											0.0	12.0
	Avg. EE	164	164											164.0	154.9
	Turnover Rate	0.0%	0.0%											0.0%	7.7%
Community Supervision	# Term	1	0											6.0	12.0
	Avg. EE	107	110											108.5	108.3
	Turnover Rate	0.9%	0.0%											5.5%	11.1%
County Clerk	# Term	2	0											12.0	10.0
	Avg. EE	89	91											90.0	91.2
	Turnover Rate	2.2%	0.0%											13.3%	11.0%
Sheriff's Office	# Term	1	1											12.0	21.0
	Avg. EE	204	205											204.5	201.8
	Turnover Rate	0.5%	0.5%											5.9%	10.4%
Sheriff's Office Detention	# Term	8	7											90.0	58.0
	Avg. EE	357	360											358.5	338.5
	Turnover Rate	2.2%	1.9%											25.1%	17.1%
Total Sheriff's Office	# Term	9	8											102.0	79.0
	Avg. EE	561	565											563.0	540.3
	Turnover Rate	1.6%	1.4%											18.1%	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	1											12.0	9.0
	Avg. EE	92	92											92.0	80.8
	Turnover Rate	1.1%	1.1%											13.0%	11.1%
D.A. Prosecutor	# Term	1	1											12.0	17.0
	Avg. EE	72	71											71.5	67.7
	Turnover Rate	1.4%	1.4%											16.8%	25.1%
D.A. Investigators	# Term	1	0											6.0	4.0
	Avg. EE	20	20											20.0	20.9
	Turnover Rate	0	0											30.0%	19.1%
D.A. Clerical	# Term	0.0%	0											0.0	4.0
	Avg. EE	37	37											37.0	34.3
	Turnover Rate	0	0											0.0%	11.7%
Total D.A.	# Term	2	1											18.0	25.0
	Avg. EE	129	128											128.5	122.8
	Turnover Rate	1.6%	0.8%											14.0%	20.4%
Court Appt. Representation	# Term	0	0											0.0	3.0
	Avg. EE	7	7											7.0	7.5
	Turnover Rate	0.0%	0.0%											0.0%	40.0%
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	1.0
	Avg. EE	4	4											4.0	4.0
	Turnover Rate	0.0%	0.0%											0.0%	25.0%
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	3	3											3.0	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	10	10											10.0	8.3
	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	3.0
	Turnover Rate	0.0%	0.0%											0.0%	0.0%

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471st Dist. Court	# Term	0	0											0.0	2.0
	Avg. EE	3	3											3.0	4.5
	Turnover Rate	0.0%	0.0%											0.0%	44.4%
493rd Dist. Court	# Term	0	0											0.0	0.0
	Avg. EE	3	3											3.0	2.5
	Turnover Rate	0.0%	0.0%											0.0%	0.0%
494th Dist. Court	# Term	0	0											0.0%	0.0%
	Avg. EE	2	3											250.0%	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	9											8.5	7.5
	Turnover Rate	0.0%	0.0%											0.0%	26.7%
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	13.6
	Turnover Rate	0.0%	0.0%											0.0%	7.4%
Const. Pct. 4	# Term	0	0											0.0	3.0
	Avg. EE	7	7											7.0	7.7
	Turnover Rate	0.0%	0.0%											0.0%	39.1%
CCAL 1	# 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 2	# 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 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%

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CCAL 4	# 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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		Oct.	Oct.	Dec.	Jan.	Feb.	Mar.	Apr.	May	June	Jul.	Aug.	Sept.	2025 Projected	2024 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	3.0
	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	0.0
	Avg. EE	4	4											4.0	4.0
	Turnover Rate	0.0%	0.0%											0.0%	0.0%
County Ext. Services	# Term	0	0											0.0	1.0
	Avg. EE	6	6											6.0	5.8
	Turnover Rate	0.0%	0.0%											0.0%	17.4%
JP #1	# Term	0	0											0.0	1.0
	Avg. EE	7	7											7.0	6.8
	Turnover Rate	0.0%	0.0%											0.0%	14.6%
JP #2	# Term	0	0											0.0	1.0
	Avg. EE	4	5											4.5	3.9
	Turnover Rate	0.0%	0.0%											0.0%	25.5%
JP #3	# Term	0	0											0.0	3.0
	Avg. EE	11	11											11.0	10.6
	Turnover Rate	0.0%	0.0%											0.0%	28.3%
JP #4	# Term	1	0											6.0	4.0
	Avg. EE	5	5											5.0	5.3
	Turnover Rate	20.0%	0.0%											120.0%	76.2%
Tax Assessor/Collector	# Term	4	2											36.0	11.0
	Avg. EE	93	92											92.5	94.2
	Turnover Rate	4.3%	2.2%											38.9%	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	20											318.0	256.0
Avg. EE	1892	1908											1900.0	1854.5
Turnover Rate	1.7%	1.0%											16.7%	13.8%
Retirements	0	1											6.0	29.0
Terminations	33	20											318.0	256.0
% of Terms which are Retirements	0.0%	5.0%											1.9%	11.3%
Involuntary	5	2											42.0	43.0
Terminations	33	20											318.0	256.0
% of Terms which are Involuntary	15.2%	10.0%											13.2%	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	16											240.0	189.0
	Avg. EE	942	956											949.0	908.0
	Turnover Rate	2.5%	1.7%											25.3%	20.8%
	Retirements	0	0											0.0	3.0
	Terminations	24	16											240.0	189.0
	% of Terms which are Retirements	0.0%	0.0%											0.0%	1.6%
6-10 YEARS	Terminations	2	2											24.0	29.0
	Avg. EE	379	382											380.5	378.2
	Turnover Rate	0.5%	0.5%											6.3%	7.7%
	Retirements	1	0											6.0	1.0
	Terminations	2	2											24.0	29.0
	% of Terms which are Retirements	50.0%	0.0%											25.0%	3.4%
11-15 YEARS	Terminations	0	1											6.0	11.0
	Avg. EE	183	182											182.5	183.9
	Turnover Rate	0.0%	0.5%											3.3%	6.0%
	Retirements	0	1											6.0	4.0
	Terminations	0	1											6.0	11.0
	% of Terms which are Retirements	0.0%	100.0%											100.0%	36.4%
16-20 YEARS	Terminations	2	0											12.0	6.0
	Avg. EE	170	171											170.5	166.1
	Turnover Rate	1.2%	0.0%											7.0%	3.6%
	Retirements	2	0											12.0	5.0
	Terminations	2	0											12.0	6.0
	% of Terms which are Retirements	100.0%	0.0%											100.0%	83.3%

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21+	Terminations	5	1											36.0	21.0
	Avg. EE	218	217											217.5	218.3
	Turnover Rate	2.3%	0.5%											16.6%	9.6%
	Retirements	4	0											24.0	16.0
	Terminations	5	1											36.0	21.0
	% of Terms which are Retirements	80.0%	0.0%											66.7%	76.2%
Totals	Terminations	33	20											318.0	256.0
	Avg. EE	1892	1908											1900.0	1854.3
	Turnover Rate	1.7%	1.0%											16.7%	13.8%
	Retirements	7	1											48.0	29.0
	Terminations	33	20											318.0	256.0
	% of Terms which are Retirements	21.2%	5.0%											15.1%	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	7											114.0	76.0
	Avg. EE	364	376											370.0	341.9
	Turnover Rate	3.3%	1.9%											30.8%	22.2%
	Retirements	0	0											0.0	0.0
	Terminations	12	7											114.0	76.0
	% of Terms which are Retirements	0.0%	0.0%											0.0%	0.0%
30-40 YEARS	Terminations	7	4											66.0	62.0
	Avg. EE	465	464											464.5	455.7
	Turnover Rate	1.5%	0.9%											14.2%	13.6%
	Retirements	0	0											0.0	0.0
	Terminations	7	4											66.0	62.0
	% of Terms which are Retirements	0.0%	0.0%											0.0%	0.0%
41-50 YEARS	Terminations	5	2											42.0	43.0
	Avg. EE	448	447											447.5	454.0
	Turnover Rate	1.1%	0.4%											9.4%	9.5%
	Retirements	0	0											0.0	2.0
	Terminations	5	2											42.0	43.0
	% of Terms which are Retirements	0.0%	0.0%											0.0%	4.7%
51-60 YEARS	Terminations	2	6											48.0	46.0
	Avg. EE	431	435											433.0	423.7
	Turnover Rate	0.5%	1.4%											11.1%	10.9%
	Retirements	1	0											6.0	11.0
	Terminations	2	6											48.0	46.0
	% of Terms which are Retirements	50.0%	0.0%											12.5%	23.9%

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61-70 YEARS	Terminations	7	1											48.0	26.0
	Avg. EE	161	162											161.5	159.4
	Turnover Rate	4.3%	0.6%											29.7%	16.3%
	Retirements	6	1											42.0	16.0
	Terminations	7	1											48.0	26.0
	% of Terms which are Retirements	85.7%	100.0%											87.5%	61.5%
71+ YEARS	Terminations	0	0											0.0	3.0
	Avg. EE	23	24											23.5	19.8
	Turnover Rate	0.0%	0.0%											0.0%	15.1%
	Retirements	0	0											0.0	0.0
	Terminations	0	0											0.0	3.0
	% of Terms which are Retirements	0.0%	0.0%											0.0%	0.0%
Totals	Terminations	33	20											318.0	256.0
	Avg. EE	1892	1908											1900.0	1854.5
	Turnover Rate	1.7%	1.0%											16.7%	13.8%
	Retirements	7	1											48.0	29.0
	Terminations	33	20											318.0	256.0
	% of Terms which are Retirements	21.2%	5.0%											15.1%	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	8											162.0	118.0
	Avg. EE	886	894											890.0	868.1
	Turnover Rate	2.1%	0.9%											18.2%	13.6%
	Retirements	5	0											30.0	15.0
	Terminations	19	8											162.0	118.0
	% of Terms which are Retirements	26.3%	0.0%											18.5%	12.7%
FEMALE	Terminations	14	12											156.0	138.0
	Avg. EE	1006	1014											1010.0	986.4
	Turnover Rate	1.4%	1.2%											15.4%	14.0%
	Retirements	2	1											18.0	14.00
	Terminations	14	12											156.0	138.0
	% of Terms which are Retirements	14.3%	8.3%											11.5%	10.1%
Totals	Terminations	33	20											318.0	256.0
	Avg. EE	1892	1908											1900.0	1854.5
	Turnover Rate	1.7%	1.0%											16.7%	13.8%
	Retirements	7	1											48.0	29.0
	Terminations	33	20											318.0	256.0
	% of Terms which are Retirements	21.2%	5.0%											15.1%	11.3%