

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										0.0	4.0
	Avg. EE	18	18	18										18.0	16.7
	Turnover Rate	0.0%	0.0%	0.0%										0.0%	24.0%
Health Services	# Term	0	1	0										4.0	16.0
	Avg. EE	81	80	81										80.7	80.9
	Turnover Rate	0.0%	1.3%	0.0%										5.0%	19.8%
Budget	# Term	0	0	0										0.0	0.0
	Avg. EE	13	13	13										13.0	13.0
	Turnover Rate	0.0%	0.0%	0.0%										0.0%	0.0%
Human Resources	# Term	0	1	0										4.0	5.0
	Avg. EE	27	27	27										27.0	25.3
	Turnover Rate	0.0%	3.7%	0.0%										14.8%	19.7%
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	1	1	0										8.0	5.0
	Avg. EE	63	63	65										63.7	65.1
	Turnover Rate	1.6%	1.6%	0.0%										12.6%	7.7%
Highway Patrol	# Term	0	0	0										0.0	0.0
	Avg. EE	1	1	1										1.0	0.8
	Turnover Rate	0.0%	0.0%	0.0%										0.0%	0.0%
Road & Bridge	# Term	3	2	1										24.0	14.0
	Avg. EE	99	98	97										98.0	101.8
	Turnover Rate	3.0%	2.0%	1.0%										24.5%	13.7%
Facility Mgmt	# Term	4	0	1										20.0	5.0
	Avg. EE	64	68	72										68.0	68.0
	Turnover Rate	6.3%	0.0%	1.4%										29.4%	7.4%

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Const. & Projects	# Term	0	0	0										0.0	1.0
	Avg. EE	5	5	5										5.0	4.8
	Turnover Rate	0.0%	0.0%	0.0%										0.0%	20.7%
Medical Examiner	# Term	1	1	1										12.0	3.0
	Avg. EE	12	12	12										12.0	14.2
	Turnover Rate	8.3%	8.3%	8.3%										100.0%	21.2%
Emergency Management/ Fire Marshal	# Term	0	1	0										4.0	4.0
	Avg. EE	6	6	7										6.3	7.0
	Turnover Rate	0.0%	16.7%	0.0%										63.2%	57.1%
Engineering	# Term	1	0	1										8.0	14.0
	Avg. EE	49	50	49										49.3	45.7
	Turnover Rate	2.0%	0.0%	2.0%										16.2%	30.7%
Elections Dept.	# Term	0	0	1										4.0	0.0
	Avg. EE	18	18	17										17.7	17.5
	Turnover Rate	0.0%	0.0%	5.9%										22.6%	0.0%
Purchasing	# Term	0	0	0										0.0	2.0
	Avg. EE	19	19	19										19.0	18.3
	Turnover Rate	0.0%	0.0%	0.0%										0.0%	11.0%
County Auditor	# Term	3	1	1										20.0	3.0
	Avg. EE	29	32	33										31.3	33.3
	Turnover Rate	10.3%	3.1%	3.0%										63.8%	9.0%

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Juvenile Probation	# Term	0	0	0										0.0	0.0
	Avg. EE	60	60	61										60.3	58.8
	Turnover Rate	0.0%	0.0%	0.0%										0.0%	0.0%
Juvenile Detention	# Term	0	0	3										12.0	11.0
	Avg. EE	97	97	94										96.0	89.5
	Turnover Rate	0.0%	0.0%	3.2%										12.5%	12.3%
Juv. Alt. Education	# Term	0	0	0										0.0	1.0
	Avg. EE	7	7	7										7.0	6.7
	Turnover Rate	0.0%	0.0%	0.0%										0.0%	15.0%
Total Juvenile	# Term	0	0	3										12.0	12.0
	Avg. EE	164	164	162										163.3	154.9
	Turnover Rate	0.0%	0.0%	1.9%										7.3%	7.7%
Community Supervision	# Term	1	0	2										12.0	12.0
	Avg. EE	107	110	108										108.3	108.3
	Turnover Rate	0.9%	0.0%	1.9%										11.1%	11.1%
County Clerk	# Term	2	0	1										12.0	10.0
	Avg. EE	89	91	90										90.0	91.2
	Turnover Rate	2.2%	0.0%	1.1%										13.3%	11.0%
Sheriff's Office	# Term	1	1	3										20.0	21.0
	Avg. EE	204	205	204										204.3	201.8
	Turnover Rate	0.5%	0.5%	1.5%										9.8%	10.4%
Sheriff's Office Detention	# Term	8	7	4										76.0	58.0
	Avg. EE	357	360	367										361.3	338.5
	Turnover Rate	2.2%	1.9%	1.1%										21.0%	17.1%
Total Sheriff's Office	# Term	9	8	7										96.0	79.0
	Avg. EE	561	565	571										565.7	540.3
	Turnover Rate	1.6%	1.4%	1.2%										17.0%	14.6%

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District Clerk	# Term	1	1	1										12.0	9.0
	Avg. EE	92	92	91										91.7	80.8
	Turnover Rate	1.1%	1.1%	1.1%										13.1%	11.1%
D.A. Prosecutor	# Term	1	1	1										12.0	17.0
	Avg. EE	72	71	70										71.0	67.7
	Turnover Rate	1.4%	1.4%	1.4%										16.9%	25.1%
D.A. Investigators	# Term	1	0	0										4.0	4.0
	Avg. EE	20	20	20										20.0	20.9
	Turnover Rate	0	0	0										20.0%	19.1%
D.A. Clerical	# Term	0	0	1										4.0	4.0
	Avg. EE	37	37	36										36.7	34.3
	Turnover Rate	0.0%	0.0%	0										10.9%	11.7%
Total D.A.	# Term	2	1	2										20.0	25.0
	Avg. EE	129	128	126										127.7	122.8
	Turnover Rate	1.6%	0.8%	1.6%										15.7%	20.4%
Court Appt. Representation	# Term	0	0	0										0.0	3.0
	Avg. EE	7	7	7										7.0	7.5
	Turnover Rate	0.0%	0.0%	0.0%										0.0%	40.0%
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	1.0
	Avg. EE	4	4	4										4.0	4.0
	Turnover Rate	0.0%	0.0%	0.0%										0.0%	25.0%
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	3	3	3										3.0	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	10	10	10										10.0	8.3
	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	3.0
	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	2.0
	Avg. EE	3	3	3										3.0	4.5
	Turnover Rate	0.0%	0.0%	0.0%										0.0%	44.4%
493rd Dist. Court	# Term	0	0	0										0.0	0.0
	Avg. EE	3	3	3										3.0	2.5
	Turnover Rate	0.0%	0.0%	0.0%										0.0%	0.0%
494th Dist. Court	# Term	0	0	0										0.0	2.0
	Avg. EE	2	3	3										2.7	4.5
	Turnover Rate	0.0%	0.0%	0.0%										0.0%	44.4%
Const. Pct. 1	# Term	0	0	0										0.0	2.0
	Avg. EE	8	9	9										8.7	7.5
	Turnover Rate	0.0%	0.0%	0.0%										0.0%	26.7%
Const. Pct. 2	# Term	0	0	0										0.0	0.0
	Avg. EE	4	4	3										3.7	4.0
	Turnover Rate	0.0%	0.0%	0.0%										0.0%	0.0%
Const. Pct. 3	# Term	0	0	0										0.0	1.0
	Avg. EE	14	14	14										14.0	13.6
	Turnover Rate	0.0%	0.0%	0.0%										0.0%	7.4%
Const. Pct. 4	# Term	0	0	1										4.0	3.0
	Avg. EE	7	7	6										6.7	7.7
	Turnover Rate	0.0%	0.0%	16.7%										60.0%	39.1%
CCAL 1	# 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 2	# 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 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	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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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	1										4.0	0.0
	Avg. EE	3	3	3										3.0	3.0
	Turnover Rate	0.0%	0.0%	33.3%										133.3%	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	0.0
	Avg. EE	4	4	4										4.0	4.0
	Turnover Rate	0.0%	0.0%	0.0%										0.0%	0.0%
County Ext. Services	# Term	0	0	0										0.0	1.0
	Avg. EE	6	6	6										6.0	5.8
	Turnover Rate	0.0%	0.0%	0.0%										0.0%	17.4%
JP #1	# Term	0	0	0										0.0	1.0
	Avg. EE	7	7	7										7.0	6.8
	Turnover Rate	0.0%	0.0%	0.0%										0.0%	14.6%
JP #2	# Term	0	0	0										0.0	1.0
	Avg. EE	4	5	5										4.7	3.9
	Turnover Rate	0.0%	0.0%	0.0%										0.0%	25.5%
JP #3	# Term	0	0	0										0.0	3.0
	Avg. EE	11	11	10										10.7	10.6
	Turnover Rate	0.0%	0.0%	0.0%										0.0%	28.3%
JP #4	# Term	1	0	1										8.0	4.0
	Avg. EE	5	5	4										4.7	3.9
	Turnover Rate	20.0%	0.0%	25.0%										171.4%	26.7%
Tax Assessor/Collector	# Term	4	2	2										32.0	11.0
	Avg. EE	93	92	90										91.7	94.2
	Turnover Rate	4.3%	2.2%	2.2%										34.9%	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	27										320.0	256.0
Avg. EE	1892	1908	1906										1902.0	1854.5
Turnover Rate	1.7%	1.0%	1.4%										16.8%	13.8%
Retirements	0	1	9										40.0	29.0
Terminations	33	20	27										320.0	256.0
% of Terms which are Retirements	0.0%	5.0%	33.3%										12.5%	11.3%
Involuntary	5	2	4										44.0	43.0
Terminations	33	20	27										320.0	256.0
% of Terms which are Involuntary	15.2%	10.0%	14.8%										13.8%	16.8%

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Turnover By Length of Service															
0-5 YEARS	Terminations	24	16	14										216.0	189.0
	Avg. EE	942	956	967										955.0	908.0
	Turnover Rate	2.5%	1.7%	1.4%										22.6%	20.8%
	Retirements	0	0	0										0.0	3.0
	Terminations	24	16	14										216.0	189.0
	% of Terms which are Retirements	0.0%	0.0%	0.0%										0.0%	1.6%
6-10 YEARS	Terminations	2	2	4										32.0	29.0
	Avg. EE	379	382	375										378.7	378.2
	Turnover Rate	0.5%	0.5%	1.1%										8.5%	7.7%
	Retirements	1	0	2										12.0	1.0
	Terminations	2	2	4										32.0	29.0
	% of Terms which are Retirements	50.0%	0.0%	50.0%										37.5%	3.4%
11-15 YEARS	Terminations	0	1	2										12.0	11.0
	Avg. EE	183	182	178										181.0	183.9
	Turnover Rate	0.0%	0.5%	1.1%										6.6%	6.0%
	Retirements	0	1	1										8.0	4.0
	Terminations	0	1	2										12.0	11.0
	% of Terms which are Retirements	0.0%	100.0%	50.0%										66.7%	36.4%
16-20 YEARS	Terminations	2	0	2										16.0	6.0
	Avg. EE	170	171	170										170.3	166.1
	Turnover Rate	1.2%	0.0%	1.2%										9.4%	3.6%
	Retirements	2	0	1										12.0	5.0
	Terminations	2	0	2										16.0	6.0
	% of Terms which are Retirements	100.0%	0.0%	50.0%										75.0%	83.3%

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21+	Terminations	5	1	5										44.0	21.0
	Avg. EE	218	217	216										217.0	218.3
	Turnover Rate	2.3%	0.5%	2.3%										20.3%	9.6%
	Retirements	4	0	5										36.0	16.0
	Terminations	5	1	5										44.0	21.0
	% of Terms which are Retirements	80.0%	0.0%	100.0%										81.8%	76.2%
Totals	Terminations	33	20	27										320.0	256.0
	Avg. EE	1892	1908	1906										1902.0	1854.3
	Turnover Rate	1.7%	1.0%	1.4%										16.8%	13.8%
	Retirements	7	1	9										68.0	29.0
	Terminations	33	20	27										320.0	256.0
	% of Terms which are Retirements	21.2%	5.0%	33.3%										21.3%	11.3%

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Turnover By Age Group															
< 30 YEARS	Terminations	12	7	5										96.0	76.0
	Avg. EE	364	376	377										372.3	341.9
	Turnover Rate	3.3%	1.9%	1.3%										25.8%	22.2%
	Retirements	0	0	0										0.0	0.0
	Terminations	12	7	5										96.0	76.0
	% of Terms which are Retirements	0.0%	0.0%	0.0%										0.0%	0.0%
	Terminations	7	4	8										76.0	62.0
	Avg. EE	465	464	463										464.0	455.7
	Turnover Rate	1.5%	0.9%	1.7%										16.4%	13.6%
30-40 YEARS	Retirements	0	0	0										0.0	0.0
	Terminations	7	4	8										76.0	62.0
	% of Terms which are Retirements	0.0%	0.0%	0.0%										0.0%	0.0%
	Terminations	5	2	2										36.0	43.0
	Avg. EE	448	447	453										449.3	454.0
	Turnover Rate	1.1%	0.4%	0.4%										8.0%	9.5%
	Retirements	0	0	0										0.0	2.0
	Terminations	5	2	2										36.0	43.0
	% of Terms which are Retirements	0.0%	0.0%	0.0%										0.0%	4.7%
41-50 YEARS	Terminations	2	6	5										52.0	46.0
	Avg. EE	431	435	428										431.3	423.7
	Turnover Rate	0.5%	1.4%	1.2%										12.1%	10.9%
	Retirements	1	0	3										16.0	11.0
	Terminations	2	6	5										52.0	46.0
	% of Terms which are Retirements	50.0%	0.0%	60.0%										30.8%	23.9%
	Terminations	2	6	5										52.0	46.0
	Avg. EE	431	435	428										431.3	423.7
	Turnover Rate	0.5%	1.4%	1.2%										12.1%	10.9%
51-60 YEARS	Retirements	1	0	3										16.0	11.0
	Terminations	2	6	5										52.0	46.0
	% of Terms which are Retirements	50.0%	0.0%	60.0%										30.8%	23.9%

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61-70 YEARS	Terminations	7	1	7										60.0	26.0
	Avg. EE	161	162	161										161.3	159.4
	Turnover Rate	4.3%	0.6%	4.3%										37.2%	16.3%
	Retirements	6	1	6										52.0	16.0
	Terminations	7	1	7										60.0	26.0
	% of Terms which are Retirements	85.7%	100.0%	85.7%										86.7%	61.5%
71+ YEARS	Terminations	0	0	0										0.0	3.0
	Avg. EE	23	24	24										23.7	19.8
	Turnover Rate	0.0%	0.0%	0.0%										0.0%	15.1%
	Retirements	0	0	0										0.0	0.0
	Terminations	0	0	0										0.0	3.0
	% of Terms which are Retirements	0.0%	0.0%	0.0%										0.0%	0.0%
Totals	Terminations	33	20	27										320.0	256.0
	Avg. EE	1892	1908	1906										1902.0	1854.5
	Turnover Rate	1.7%	1.0%	1.4%										16.8%	13.8%
	Retirements	7	1	9										68.0	29.0
	Terminations	33	20	27										320.0	256.0
	% of Terms which are Retirements	21.2%	5.0%	33.3%										21.3%	11.3%

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 Gender															
MALE	Terminations	19	8	12										156.0	118.0
	Avg. EE	886	894	895										891.7	868.1
	Turnover Rate	2.1%	0.9%	1.3%										17.5%	13.6%
	Retirements	5	0	4										36.0	15.0
	Terminations	19	8	12										156.0	118.0
	% of Terms which are Retirements	26.3%	0.0%	33.3%										23.1%	12.7%
	Terminations	14	12	15										164.0	138.0
	Avg. EE	1006	1014	1011										1010.3	986.4
	Turnover Rate	1.4%	1.2%	1.5%										16.2%	14.0%
FEMALE	Retirements	2	1	5										32.0	14.00
	Terminations	14	12	15										164.0	138.0
	% of Terms which are Retirements	14.3%	8.3%	33.3%										19.5%	10.1%
	Terminations	33	20	27										320.0	256.0
	Avg. EE	1892	1908	1906										1902.0	1854.5
	Turnover Rate	1.7%	1.0%	1.4%										16.8%	13.8%
	Retirements	7	1	9										68.0	29.0
	Terminations	33	20	27										320.0	256.0
	% of Terms which are Retirements	21.2%	5.0%	33.3%										21.3%	11.3%
Totals	Terminations	33	20	27										320.0	256.0
	Avg. EE	1892	1908	1906										1902.0	1854.5
	Turnover Rate	1.7%	1.0%	1.4%										16.8%	13.8%
	Retirements	7	1	9										68.0	29.0
	Terminations	33	20	27										320.0	256.0
	% of Terms which are Retirements	21.2%	5.0%	33.3%										21.3%	11.3%
	Terminations	33	20	27										320.0	256.0
	Avg. EE	1892	1908	1906										1902.0	1854.5
	Turnover Rate	1.7%	1.0%	1.4%										16.8%	13.8%