

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									0.0	4.0
	Avg. EE	18	18	18	18									18.0	16.7
	Turnover Rate	0.0%	0.0%	0.0%	0.0%									0.0%	24.0%
Health Services	# Term	0	1	0	0									3.0	16.0
	Avg. EE	81	80	81	81									80.8	80.9
	Turnover Rate	0.0%	1.3%	0.0%	0.0%									3.7%	19.8%
Budget	# Term	0	0	0	0									0.0	0.0
	Avg. EE	13	13	13	13									13.0	13.0
	Turnover Rate	0.0%	0.0%	0.0%	0.0%									0.0%	0.0%
Human Resources	# Term	0	1	0	1									6.0	5.0
	Avg. EE	27	27	27	26									26.8	25.3
	Turnover Rate	0.0%	3.7%	0.0%	3.8%									22.4%	19.7%
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	1	1	0	0									6.0	5.0
	Avg. EE	63	63	65	66									64.3	65.1
	Turnover Rate	1.6%	1.6%	0.0%	0.0%									9.3%	7.7%
Highway Patrol	# Term	0	0	0	0									0.0	0.0
	Avg. EE	1	1	1	1									1.0	0.8
	Turnover Rate	0.0%	0.0%	0.0%	0.0%									0.0%	0.0%
Road & Bridge	# Term	3	2	1	1									21.0	14.0
	Avg. EE	99	98	97	97									97.8	101.8
	Turnover Rate	3.0%	2.0%	1.0%	1.0%									21.5%	13.7%
Facility Mgmt	# Term	4	0	1	0									15.0	5.0
	Avg. EE	64	68	72	79									70.8	68.0
	Turnover Rate	6.3%	0.0%	1.4%	0.0%									21.2%	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									0.0	1.0
	Avg. EE	5	5	5	5									5.0	4.8
	Turnover Rate	0.0%	0.0%	0.0%	0.0%									0.0%	20.7%
Medical Examiner	# Term	1	1	1	0									9.0	3.0
	Avg. EE	12	12	12	14									12.5	14.2
	Turnover Rate	8.3%	8.3%	8.3%	0.0%									72.0%	21.2%
Emergency Management/ Fire Marshal	# Term	0	1	0	0									3.0	4.0
	Avg. EE	6	6	7	7									6.5	7.0
	Turnover Rate	0.0%	16.7%	0.0%	0.0%									46.2%	57.1%
Engineering	# Term	1	0	1	0									6.0	14.0
	Avg. EE	49	50	49	49									49.3	45.7
	Turnover Rate	2.0%	0.0%	2.0%	0.0%									12.2%	30.7%
Elections Dept.	# Term	0	0	1	0									3.0	0.0
	Avg. EE	18	18	17	17									17.5	17.5
	Turnover Rate	0.0%	0.0%	5.9%	0.0%									17.1%	0.0%
Purchasing	# Term	0	0	0	0									0.0	2.0
	Avg. EE	19	19	19	19									19.0	18.3
	Turnover Rate	0.0%	0.0%	0.0%	0.0%									0.0%	11.0%
County Auditor	# Term	3	1	1	0									15.0	3.0
	Avg. EE	29	32	33	33									31.8	33.3
	Turnover Rate	10.3%	3.1%	3.0%	0.0%									47.2%	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	0.0
	Avg. EE	60	60	61	61									60.5	58.8
	Turnover Rate	0.0%	0.0%	0.0%	0.0%									0.0%	0.0%
Juvenile Detention	# Term	0	0	3	2									15.0	11.0
	Avg. EE	97	97	94	93									95.3	89.5
	Turnover Rate	0.0%	0.0%	3.2%	2.2%									15.7%	12.3%
Juv. Alt. Education	# Term	0	0	0	0									0.0	1.0
	Avg. EE	7	7	7	7									7.0	6.7
	Turnover Rate	0.0%	0.0%	0.0%	0.0%									0.0%	15.0%
Total Juvenile	# Term	0	0	3	2									15.0	12.0
	Avg. EE	164	164	162	161									162.8	154.9
	Turnover Rate	0.0%	0.0%	1.9%	1.2%									9.2%	7.7%
Community Supervision	# Term	1	0	2	2									15.0	12.0
	Avg. EE	107	110	108	107									108.0	108.3
	Turnover Rate	0.9%	0.0%	1.9%	1.9%									13.9%	11.1%
County Clerk	# Term	2	0	1	0									9.0	10.0
	Avg. EE	89	91	90	90									90.0	91.2
	Turnover Rate	2.2%	0.0%	1.1%	0.0%									10.0%	11.0%
Sheriff's Office	# Term	1	1	3	1									18.0	21.0
	Avg. EE	204	205	204	203									204.0	201.8
	Turnover Rate	0.5%	0.5%	1.5%	0.5%									8.8%	10.4%
Sheriff's Office Detention	# Term	8	7	4	7									78.0	58.0
	Avg. EE	357	360	367	376									365.0	338.5
	Turnover Rate	2.2%	1.9%	1.1%	1.9%									21.4%	17.1%
Total Sheriff's Office	# Term	9	8	7	8									96.0	79.0
	Avg. EE	561	565	571	579									569.0	540.3
	Turnover Rate	1.6%	1.4%	1.2%	1.4%									16.9%	14.6%

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District Clerk	# Term	1	1	1	0									9.0	9.0
	Avg. EE	92	92	91	93									92.0	80.8
	Turnover Rate	1.1%	1.1%	1.1%	0.0%									9.8%	11.1%
D.A. Prosecutor	# Term	1	1	1	1									12.0	17.0
	Avg. EE	72	71	70	69									70.5	67.7
	Turnover Rate	1.4%	1.4%	1.4%	1.4%									17.0%	25.1%
D.A. Investigators	# Term	1	0	0	0									3.0	4.0
	Avg. EE	20	20	20	20									20.0	20.9
	Turnover Rate	5%	0%	0%	0%									15.0%	19.1%
D.A. Clerical	# Term	0	0	1	0									3.0	4.0
	Avg. EE	37	37	36	36									36.5	34.3
	Turnover Rate	0.0%	0.0%	2.8%	0.0%									8.2%	11.7%
Total D.A.	# Term	2	1	2	1									18.0	25.0
	Avg. EE	129	128	126	125									127.0	122.8
	Turnover Rate	1.6%	0.8%	1.6%	0.8%									14.2%	20.4%
Court Appt. Representation	# Term	0	0	0	0									0.0	3.0
	Avg. EE	7	7	7	7									7.0	7.5
	Turnover Rate	0.0%	0.0%	0.0%	0.0%									0.0%	40.0%
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	1.0
	Avg. EE	4	4	4	4									4.0	4.0
	Turnover Rate	0.0%	0.0%	0.0%	0.0%									0.0%	25.0%
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	1									3.0	0.0
	Avg. EE	3	3	3	2									2.8	3.0
	Turnover Rate	0.0%	0.0%	0.0%	50.0%									109.1%	0.0%
416th Dist. Court	# 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%
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	10	10	10	10									10.0	8.3
	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	3.0
	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	2.0
	Avg. EE	3	3	3	3									3.0	4.5
	Turnover Rate	0.0%	0.0%	0.0%	0.0%									0.0%	44.4%
493rd Dist. Court	# Term	0	0	0	0									0.0	0.0
	Avg. EE	3	3	3	3									3.0	2.5
	Turnover Rate	0.0%	0.0%	0.0%	0.0%									0.0%	0.0%
494th Dist. Court	# Term	0	0	0	0									0.0	2.0
	Avg. EE	2	3	3	3									2.8	4.5
	Turnover Rate	0.0%	0.0%	0.0%	0.0%									0.0%	44.4%
Const. Pct. 1	# Term	0	0	0	0									0.0	2.0
	Avg. EE	8	9	9	9									8.8	7.5
	Turnover Rate	0.0%	0.0%	0.0%	0.0%									0.0%	26.7%
Const. Pct. 2	# Term	0	0	0	0									0.0	0.0
	Avg. EE	4	4	3	4									3.8	4.0
	Turnover Rate	0.0%	0.0%	0.0%	0.0%									0.0%	0.0%
Const. Pct. 3	# Term	0	0	0	0									0.0	1.0
	Avg. EE	14	14	14	13									13.8	13.6
	Turnover Rate	0.0%	0.0%	0.0%	0.0%									0.0%	7.4%
Const. Pct. 4	# Term	0	0	1	0									3.0	3.0
	Avg. EE	7	7	6	6									6.5	7.7
	Turnover Rate	0.0%	0.0%	16.7%	0.0%									46.2%	39.1%
CCAL 1	# 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 2	# 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 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	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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		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	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	1	0									3.0	0.0
	Avg. EE	3	3	3	3									3.0	3.0
	Turnover Rate	0.0%	0.0%	33.3%	0.0%									100.0%	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	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%
County Ext. Services	# Term	0	0	0	0									0.0	1.0
	Avg. EE	6	6	6	6									6.0	5.8
	Turnover Rate	0.0%	0.0%	0.0%	0.0%									0.0%	17.4%
JP #1	# Term	0	0	0	0									0.0	1.0
	Avg. EE	7	7	7	7									7.0	6.8
	Turnover Rate	0.0%	0.0%	0.0%	0.0%									0.0%	14.6%
JP #2	# Term	0	0	0	0									0.0	1.0
	Avg. EE	4	5	5	5									4.8	3.9
	Turnover Rate	0.0%	0.0%	0.0%	0.0%									0.0%	25.5%
JP #3	# Term	0	0	0	0									0.0	3.0
	Avg. EE	11	11	10	9									10.3	10.6
	Turnover Rate	0.0%	0.0%	0.0%	0.0%									0.0%	28.3%
JP #4	# Term	1	0	1	0									6.0	4.0
	Avg. EE	5	5	4	5									4.8	3.9
	Turnover Rate	20.0%	0.0%	25.0%	0.0%									126.3%	26.7%
Tax Assessor/Collector	# Term	4	2	2	2									30.0	11.0
	Avg. EE	93	92	90	91									91.5	94.2
	Turnover Rate	4.3%	2.2%	2.2%	2.2%									32.8%	11.7%

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Turnover For County Overall														
Terminations	33	20	27	18									294.0	256.0
Avg. EE	1892	1908	1906	1922									1907.0	1854.5
Turnover Rate	1.7%	1.0%	1.4%	0.9%									15.4%	13.8%
Retirements	0	1	9	2									36.0	29.0
Terminations	33	20	27	18									294.0	256.0
% of Terms which are Retirements	0.0%	5.0%	33.3%	11.1%									12.2%	11.3%
Involuntary	5	2	4	4									45.0	43.0
Terminations	33	20	27	18									294.0	256.0
% of Terms which are Involuntary	15.2%	10.0%	14.8%	22.2%									15.3%	16.8%

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Turnover By Length of Service															
0-5 YEARS	Terminations	24	16	14	14									204.0	189.0
	Avg. EE	942	956	967	982									961.8	908.0
	Turnover Rate	2.5%	1.7%	1.4%	1.4%									21.2%	20.8%
	Retirements	0	0	0	0									0.0	3.0
	Terminations	24	16	14	14									204.0	189.0
	% of Terms which are Retirements	0.0%	0.0%	0.0%	0.0%									0.0%	1.6%
6-10 YEARS	Terminations	2	2	4	1									27.0	29.0
	Avg. EE	379	382	375	375									377.8	378.2
	Turnover Rate	0.5%	0.5%	1.1%	0.3%									7.1%	7.7%
	Retirements	1	0	2	1									12.0	1.0
	Terminations	2	2	4	1									27.0	29.0
	% of Terms which are Retirements	50.0%	0.0%	50.0%	100.0%									44.4%	3.4%
11-15 YEARS	Terminations	0	1	2	0									9.0	11.0
	Avg. EE	183	182	178	182									181.3	183.9
	Turnover Rate	0.0%	0.5%	1.1%	0.0%									5.0%	6.0%
	Retirements	0	1	1	0									6.0	4.0
	Terminations	0	1	2	0									9.0	11.0
	% of Terms which are Retirements	0.0%	100.0%	50.0%	0.0%									66.7%	36.4%
16-20 YEARS	Terminations	2	0	2	0									12.0	6.0
	Avg. EE	170	171	170	166									169.3	166.1
	Turnover Rate	1.2%	0.0%	1.2%	0.0%									7.1%	3.6%
	Retirements	2	0	1	0									9.0	5.0
	Terminations	2	0	2	0									12.0	6.0
	% of Terms which are Retirements	100.0%	0.0%	50.0%	0.0%									75.0%	83.3%

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21+	Terminations	5	1	5	3									42.0	21.0
	Avg. EE	218	217	216	217									217.0	218.3
	Turnover Rate	2.3%	0.5%	2.3%	1.4%									19.4%	9.6%
	Retirements	4	0	5	1									30.0	16.0
	Terminations	5	1	5	3									42.0	21.0
	% of Terms which are Retirements	80.0%	0.0%	100.0%	33.3%									71.4%	76.2%
Totals	Terminations	33	20	27	18									294.0	256.0
	Avg. EE	1892	1908	1906	1922									1907.0	1854.3
	Turnover Rate	1.7%	1.0%	1.4%	0.9%									15.4%	13.8%
	Retirements	7	1	9	2									57.0	29.0
	Terminations	33	20	27	18									294.0	256.0
	% of Terms which are Retirements	21.2%	5.0%	33.3%	11.1%									19.4%	11.3%

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Turnover By Age Group															
< 30 YEARS	Terminations	12	7	5	9									99.0	76.0
	Avg. EE	364	376	377	382									374.8	341.9
	Turnover Rate	3.3%	1.9%	1.3%	2.4%									26.4%	22.2%
	Retirements	0	0	0	0									0.0	0.0
	Terminations	12	7	5	9									99.0	76.0
	% of Terms which are Retirements	0.0%	0.0%	0.0%	0.0%									0.0%	0.0%
30-40 YEARS	Terminations	7	4	8	3									66.0	62.0
	Avg. EE	465	464	463	467									464.8	455.7
	Turnover Rate	1.5%	0.9%	1.7%	0.6%									14.2%	13.6%
	Retirements	0	0	0	0									0.0	0.0
	Terminations	7	4	8	3									66.0	62.0
	% of Terms which are Retirements	0.0%	0.0%	0.0%	0.0%									0.0%	0.0%
41-50 YEARS	Terminations	5	2	2	2									33.0	43.0
	Avg. EE	448	447	453	459									451.8	454.0
	Turnover Rate	1.1%	0.4%	0.4%	0.4%									7.3%	9.5%
	Retirements	0	0	0	1									3.0	2.0
	Terminations	5	2	2	2									33.0	43.0
	% of Terms which are Retirements	0.0%	0.0%	0.0%	50.0%									9.1%	4.7%
51-60 YEARS	Terminations	2	6	5	1									42.0	46.0
	Avg. EE	431	435	428	431									431.3	423.7
	Turnover Rate	0.5%	1.4%	1.2%	0.2%									9.7%	10.9%
	Retirements	1	0	3	0									12.0	11.0
	Terminations	2	6	5	1									42.0	46.0
	% of Terms which are Retirements	50.0%	0.0%	60.0%	0.0%									28.6%	23.9%

Collin County Turnover Report

Fiscal Year 2025

		Oct.	Nov.	Dec.	Jan.	Feb.	Mar.	Apr.	May	June	Jul.	Aug.	Sept.	2025 Projected	2024 Actual
61-70 YEARS	Terminations	7	1	7	3									54.0	26.0
	Avg. EE	161	162	161	159									160.8	159.4
	Turnover Rate	4.3%	0.6%	4.3%	1.9%									33.6%	16.3%
	Retirements	6	1	6	1									42.0	16.0
	Terminations	7	1	7	3									54.0	26.0
	% of Terms which are Retirements	85.7%	100.0%	85.7%	33.3%									77.8%	61.5%
71+ YEARS	Terminations	0	0	0	0									0.0	3.0
	Avg. EE	23	24	24	24									23.8	19.8
	Turnover Rate	0.0%	0.0%	0.0%	0.0%									0.0%	15.1%
	Retirements	0	0	0	0									0.0	0.0
	Terminations	0	0	0	0									0.0	3.0
	% of Terms which are Retirements	0.0%	0.0%	0.0%	0.0%									0.0%	0.0%
Totals	Terminations	33	20	27	18									294.0	256.0
	Avg. EE	1892	1908	1906	1922									1907.0	1854.5
	Turnover Rate	1.7%	1.0%	1.4%	0.9%									15.4%	13.8%
	Retirements	7	1	9	2									57.0	29.0
	Terminations	33	20	27	18									294.0	256.0
	% of Terms which are Retirements	21.2%	5.0%	33.3%	11.1%									19.4%	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	10									147.0	118.0
	Avg. EE	886	894	895	905									895.0	868.1
	Turnover Rate	2.1%	0.9%	1.3%	1.1%									16.4%	13.6%
	Retirements	5	0	4	2									33.0	15.0
	Terminations	19	8	12	10									147.0	118.0
	% of Terms which are Retirements	26.3%	0.0%	33.3%	20.0%									22.4%	12.7%
	Terminations	14	12	15	8									147.0	138.0
	Avg. EE	1006	1014	1011	1017									1012.0	986.4
	Turnover Rate	1.4%	1.2%	1.5%	0.8%									14.5%	14.0%
FEMALE	Retirements	2	1	5	0									24.0	14.00
	Terminations	14	12	15	8									147.0	138.0
	% of Terms which are Retirements	14.3%	8.3%	33.3%	0.0%									16.3%	10.1%
	Terminations	33	20	27	18									294.0	256.0
	Avg. EE	1892	1908	1906	1922									1907.0	1854.5
	Turnover Rate	1.7%	1.0%	1.4%	0.9%									15.4%	13.8%
	Retirements	7	1	9	2									57.0	29.0
	Terminations	33	20	27	18									294.0	256.0
	% of Terms which are Retirements	21.2%	5.0%	33.3%	11.1%									19.4%	11.3%
Totals	Terminations	33	20	27	18									294.0	256.0
	Avg. EE	1892	1908	1906	1922									1907.0	1854.5
	Turnover Rate	1.7%	1.0%	1.4%	0.9%									15.4%	13.8%
	Retirements	7	1	9	2									57.0	29.0
	Terminations	33	20	27	18									294.0	256.0
	% of Terms which are Retirements	21.2%	5.0%	33.3%	11.1%									19.4%	11.3%
	Terminations	33	20	27	18									294.0	256.0
	Avg. EE	1892	1908	1906	1922									1907.0	1854.5
	Turnover Rate	1.7%	1.0%	1.4%	0.9%									15.4%	13.8%