

## Collin County Turnover Report

Fiscal Year 2026

		Oct.	Nov.	Dec.	Jan.	Feb.	Mar.	Apr.	May	June	Jul.	Aug.	Sept.	2026 Projected	2025 Actual
<b>Turnover By Department</b>															
Admin. Services	# Term	0												0.0	1.0
	Avg. EE	12												12.0	16.8
	Turnover Rate	0.0%												0.0%	6.0%
Health Services	# Term	0												0.0	17.0
	Avg. EE	67												67.0	76.0
	Turnover Rate	0.0%												0.0%	22.4%
Budget	# Term	0												0.0	1.0
	Avg. EE	14												14.0	12.9
	Turnover Rate	0.0%												0.0%	7.7%
Human Resources	# Term	1												12.0	6.0
	Avg. EE	24												24.0	26.5
	Turnover Rate	4.2%												50.0%	22.6%
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	0												0.0	6.0
	Avg. EE	66												66.0	65.1
	Turnover Rate	0.0%												0.0%	9.2%
Highway Patrol	# Term	0												0.0	0.0
	Avg. EE	1												1.0	1.0
	Turnover Rate	0.0%												0.0%	0.0%
Road & Bridge	# Term	0												0.0	19.0
	Avg. EE	104												104.0	103.3
	Turnover Rate	0.0%												0.0%	18.4%
Facility Mgmt	# Term	2												24.0	14.0
	Avg. EE	77												77.0	77.1
	Turnover Rate	2.6%												31.2%	18.2%
Const. & Projects	# Term	0												0.0	0.0
	Avg. EE	5												5.0	5.0
	Turnover Rate	0.0%												0.0%	0.0%

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Medical Examiner	# Term	0												0.0	4.0
	Avg. EE	15												15.0	14.0
	Turnover Rate	0.0%												0.0%	28.6%
Emergency Management/ Fire Marshal	# Term	0												0.0	5.0
	Avg. EE	5												5.0	5.8
	Turnover Rate	0.0%												0.0%	85.7%
Engineering	# Term	0												0.0	11.0
	Avg. EE	52												52.0	49.7
	Turnover Rate	0.0%												0.0%	22.1%
Elections Dept.	# Term	0												0.0	1.0
	Avg. EE	18												18.0	17.8
	Turnover Rate	0.0%												0.0%	5.6%
Purchasing	# Term	2												24.0	0.0
	Avg. EE	17												17.0	19.0
	Turnover Rate	11.8%												141.2%	0.0%
County Auditor	# Term	0												0.0	5.0
	Avg. EE	33												33.0	33.2
	Turnover Rate	0.0%												0.0%	15.1%
Juvenile Probation	# Term	0												0.0	6.0
	Avg. EE	57												57.0	58.7
	Turnover Rate	0.0%												0.0%	10.2%
Juvenile Detention	# Term	0												0.0	19.0
	Avg. EE	92												92.0	93.8
	Turnover Rate	0.0%												0.0%	20.2%
Juv. Alt. Education	# Term	0												0.0	0.0
	Avg. EE	7												7.0	7.0
	Turnover Rate	0.0%												0.0%	0.0%
Total Juvenile	# Term	0												0.0	25.0
	Avg. EE	156												156.0	159.5
	Turnover Rate	0.0%												0.0%	15.7%

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Community Supervision	# Term	0												0.0	15.0
	Avg. EE	111												111.0	108.5
	Turnover Rate	0.0%												0.0%	13.8%
County Clerk	# Term	1												12.0	19.0
	Avg. EE	94												94.0	90.3
	Turnover Rate	1.1%												12.8%	21.0%
Sheriff's Office	# Term	4												48.0	16.0
	Avg. EE	193												193.0	205.7
	Turnover Rate	2.1%												24.9%	7.8%
Sheriff's Office Detention	# Term	6												72.0	92.0
	Avg. EE	398												398.0	379.8
	Turnover Rate	1.5%												18.1%	24.2%
Total Sheriff's Office	# Term	10												120.0	108.0
	Avg. EE	591												591.0	585.4
	Turnover Rate	1.7%												20.3%	18.4%
District Clerk	# Term	0												0.0	17.0
	Avg. EE	103												103.0	93.2
	Turnover Rate	0.0%												0.0%	18.2%
D.A. Prosecutor	# Term	2												24.0	11.0
	Avg. EE	77												77.0	69.3
	Turnover Rate	2.6%												31.2%	15.9%
D.A. Investigators	# Term	0												0.0	2.0
	Avg. EE	23												23.0	20.4
	Turnover Rate	0.0%												0.0%	9.8%
D.A. Clerical	# Term	0												0.0	3.0
	Avg. EE	36												36.0	37.4
	Turnover Rate	0.0%												0.0%	8.0%
Total D.A.	# Term	2												24.0	16.0
	Avg. EE	136												136.0	127.1
	Turnover Rate	1.5%												17.6%	12.6%

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Court Appt. Representation	# Term	0												0.0	3.0
	Avg. EE	7												7.0	6.7
	Turnover Rate	0.0%												0.0%	45.0%
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	0.0
	Avg. EE	4												4.0	4.0
	Turnover Rate	0.0%												0.0%	0.0%
296th Dist. Court	# Term	0												0.0	0.0
	Avg. EE	3												3.0	3.0
	Turnover Rate	0.0%												0.0%	0.0%
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	1.0
	Avg. EE	3												3.0	2.8
	Turnover Rate	0.0%												0.0%	35.3%
416th Dist. Court	# Term	0												0.0	1.0
	Avg. EE	3												3.0	2.9
	Turnover Rate	0.0%												0.0%	34.3%
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	2.0
	Avg. EE	9												9.0	9.8
	Turnover Rate	0.0%												0.0%	20.3%

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468th Dist. Court	# Term	0												0.0	1.0
	Avg. EE	3												3.0	3.0
	Turnover Rate	0.0%												0.0%	33.3%
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	0.0
	Avg. EE	3												3.0	3.0
	Turnover Rate	0.0%												0.0%	0.0%
493rd Dist. Court	# Term	0												0.0	0.0
	Avg. EE	2												2.0	2.9
	Turnover Rate	0.0%												0.0%	0.0%
494th Dist. Court	# Term	0												0.0%	0.0%
	Avg. EE	3												3.0	2.9
	Turnover Rate	0.0%												0.0%	0.0%
Const. Pct. 1	# Term	0												0.0	0.0
	Avg. EE	9												9.0	8.5
	Turnover Rate	0.0%												0.0%	0.0%
Const. Pct. 2	# Term	0												0.0	1.0
	Avg. EE	4												4.0	3.8
	Turnover Rate	0.0%												0.0%	26.7%
Const. Pct. 3	# Term	0												0.0	0.0
	Avg. EE	14												14.0	13.8
	Turnover Rate	0.0%												0.0%	0.0%
Const. Pct. 4	# Term	0												0.0	1.0
	Avg. EE	9												9.0	8.2
	Turnover Rate	0.0%												0.0%	12.2%

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		Oct.	Nov.	Dec.	Jan.	Feb.	Mar.	Apr.	May	June	Jul.	Aug.	Sept.	2026 Projected	2025 Actual
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	4												4.0	3.0
	Turnover Rate	0.0%												0.0%	0.0%
CCAL 3	# Term	1												12.0	0.0
	Avg. EE	2												2.0	3.0
	Turnover Rate	50.0%												600.0%	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%
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	1.0
	Avg. EE	3												3.0	3.0
	Turnover Rate	0.0%												0.0%	33.3%
CCAL 7	# Term	0												0.0	1.0
	Avg. EE	3												3.0	2.9
	Turnover Rate	0.0%												0.0%	34.3%
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	5.7
	Turnover Rate	0.0%												0.0%	17.6%

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		Oct.	Nov.	Dec.	Jan.	Feb.	Mar.	Apr.	May	June	Jul.	Aug.	Sept.	2026 Projected	2025 Actual
JP #1	# Term	0												0.0	2.0
	Avg. EE	8												8.0	6.8
	Turnover Rate	0.0%												0.0%	29.3%
JP #2	# Term	0												0.0	0.0
	Avg. EE	5												5.0	4.9
	Turnover Rate	0.0%												0.0%	0.0%
JP #3	# Term	0												0.0	0.0
	Avg. EE	11												11.0	10.6
	Turnover Rate	0.0%												0.0%	0.0%
JP #4	# Term	0												0.0	4.0
	Avg. EE	7												7.0	6.8
	Turnover Rate	0.0%												0.0%	59.3%
Tax Assessor/Collector	# Term	2												24.0	20.0
	Avg. EE	100												100.0	95.8
	Turnover Rate	2.0%												24.0%	20.9%

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		Oct.	Nov.	Dec.	Jan.	Feb.	Mar.	Apr.	May	June	Jul.	Aug.	Sept.	2026 Projected	2025 Actual
<b>Turnover For County Overall</b>															
	Terminations	21												252.0	329.0
	Avg. EE	1960												1960.0	1938.8
	Turnover Rate	1.1%												12.9%	17.0%
	Retirements	3												36.0	40.0
	Terminations	21												252.0	329.0
	% of Terms which are Retirements	14.3%												14.3%	12.2%
	Involuntary	1												12.0	70.0
	Terminations	21												252.0	329.0
	% of Terms which are Involuntary	4.8%												4.8%	21.3%

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		Oct.	Nov.	Dec.	Jan.	Feb.	Mar.	Apr.	May	June	Jul.	Aug.	Sept.	2026 Projected	2025 Actual
<b>Turnover By Length of Service</b>															
0-5 YEARS	Terminations	16												192.0	250.0
	Avg. EE	1012												1012.0	996.8
	Turnover Rate	1.6%												19.0%	25.1%
	Retirements	0												0.0	2.0
	Terminations	16												192.0	250.0
	% of Terms which are Retirements	0.0%												0.0%	0.8%
6-10 YEARS	Terminations	1												12.0	25.0
	Avg. EE	370												370.0	371.6
	Turnover Rate	0.3%												3.2%	6.7%
	Retirements	0												0.0	7.0
	Terminations	1												12.0	25.0
	% of Terms which are Retirements	0.0%												0.0%	28.0%
11-15 YEARS	Terminations	1												12.0	17.0
	Avg. EE	198												198.0	186.6
	Turnover Rate	0.5%												6.1%	9.1%
	Retirements	1												12.0	5.0
	Terminations	1												12.0	17.0
	% of Terms which are Retirements	100.0%												100.0%	29.4%

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16-20 YEARS	Terminations	2												24.0	12.0
	Avg. EE	161												161.0	165.3
	Turnover Rate	1.2%												14.9%	7.3%
	Retirements	1												12.0	8.0
	Terminations	2												24.0	12.0
	% of Terms which are Retirements	50.0%												50.0%	66.7%
21+	Terminations	1												12.0	25.0
	Avg. EE	219												219.0	218.6
	Turnover Rate	0.5%												5.5%	11.4%
	Retirements	1												12.0	18.0
	Terminations	1												12.0	25.0
	% of Terms which are Retirements	100.0%												100.0%	72.0%
Totals	Terminations	21												252.0	329.0
	Avg. EE	1960												1960.0	1938.8
	Turnover Rate	1.1%												12.9%	17.0%
	Retirements	3												36.0	40.0
	Terminations	21												252.0	329.0
	% of Terms which are Retirements	14.3%												14.3%	12.2%

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		Oct.	Nov.	Dec.	Jan.	Feb.	Mar.	Apr.	May	June	Jul.	Aug.	Sept.	2026 Projected	2025 Actual
<b>Turnover By Age Group</b>															
<b>&lt; 30 YEARS</b>	Terminations	4												48.0	112.0
	Avg. EE	397												397.0	385.3
	Turnover Rate	1.0%												12.1%	29.1%
	Retirements	0												0.0	0.0
	Terminations	4												48.0	112.0
% of Terms which are Retirements		0.0%												0.0%	0.0%
<b>30-40 YEARS</b>	Terminations	7												84.0	76.0
	Avg. EE	482												482.0	476.2
	Turnover Rate	1.5%												17.4%	16.0%
	Retirements	0												0.0	0.0
	Terminations	7												84.0	76.0
% of Terms which are Retirements		0.0%												0.0%	0.0%
<b>41-50 YEARS</b>	Terminations	2												24.0	44.0
	Avg. EE	451												451.0	453.6
	Turnover Rate	0.4%												5.3%	9.7%
	Retirements	0												0.0	3.0
	Terminations	2												24.0	44.0
% of Terms which are Retirements		0.0%												0.0%	6.8%
<b>51-60 YEARS</b>	Terminations	5												60.0	46.0
	Avg. EE	445												445.0	438.8
	Turnover Rate	1.1%												13.5%	10.5%
	Retirements	1												12.0	9.0
	Terminations	5												60.0	46.0
% of Terms which are Retirements		20.0%												20.0%	19.6%

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<b>61-70 YEARS</b>	Terminations	3												36.0	47.0
	Avg. EE	163												163.0	161.8
	Turnover Rate	1.8%												22.1%	29.1%
	Retirements	2												24.0	27.0
	Terminations	3												36.0	47.0
	% of Terms which are Retirements	66.7%												66.7%	57.4%
<b>71+ YEARS</b>	Terminations	0												0.0	4.0
	Avg. EE	22												22.0	23.2
	Turnover Rate	0.0%												0.0%	17.3%
	Retirements	0												0.0	1.0
	Terminations	0												0.0	4.0
	% of Terms which are Retirements	0.0%												0.0%	25.0%
<b>Totals</b>	Terminations	21												252.0	329.0
	Avg. EE	1960												1960.0	1938.8
	Turnover Rate	1.1%												12.9%	17.0%
	Retirements	3												36.0	40.0
	Terminations	21												252.0	329.0
	% of Terms which are Retirements	14.3%												14.3%	12.2%

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<b>Turnover By Gender</b>															
MALE	Terminations	12												144.0	155.0
	Avg. EE	922												922.0	913.2
	Turnover Rate	1.3%												15.6%	17.0%
	Retirements	1												12.0	20.0
	Terminations	12												144.0	155.0
	% of Terms which are Retirements	8.3%												8.3%	12.9%
FEMALE	Terminations	9												108.0	174.0
	Avg. EE	1038												1038.0	1025.7
	Turnover Rate	0.9%												10.4%	17.0%
	Retirements	2												24.0	20.00
	Terminations	9												108.0	174.0
	% of Terms which are Retirements	22.2%												22.2%	11.5%
Totals	Terminations	21												252.0	329.0
	Avg. EE	1960												1960.0	1938.8
	Turnover Rate	1.1%												12.9%	17.0%
	Retirements	3												36.0	40.0
	Terminations	21												252.0	329.0
	% of Terms which are Retirements	14.3%												14.3%	12.2%