

# 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											0.0	1.0
	Avg. EE	12	12											12.0	16.8
	Turnover Rate	0.0%	0.0%											0.0%	6.0%
Health Services	# Term	0	0											0.0	17.0
	Avg. EE	67	67											67.0	76.0
	Turnover Rate	0.0%	0.0%											0.0%	22.4%
Budget	# Term	0	1											6.0	1.0
	Avg. EE	14	14											14.0	12.9
	Turnover Rate	0.0%	7.1%											42.9%	7.7%
Human Resources	# Term	1	0											6.0	6.0
	Avg. EE	24	26											25.0	26.5
	Turnover Rate	4.2%	0.0%											24.0%	22.6%
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	0	0											0.0	6.0
	Avg. EE	66	66											66.0	65.1
	Turnover Rate	0.0%	0.0%											0.0%	9.2%
Highway Patrol	# Term	0	0											0.0	0.0
	Avg. EE	1	1											1.0	1.0
	Turnover Rate	0.0%	0.0%											0.0%	0.0%
Road & Bridge	# Term	0	0											0.0	19.0
	Avg. EE	104	109											106.5	103.3
	Turnover Rate	0.0%	0.0%											0.0%	18.4%
Facility Mgmt	# Term	2	3											30.0	14.0
	Avg. EE	77	76											76.5	77.1
	Turnover Rate	2.6%	3.9%											39.2%	18.2%
Const. & Projects	# Term	0	0											0.0	0.0
	Avg. EE	5	5											5.0	5.0
	Turnover Rate	0.0%	0.0%											0.0%	0.0%

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Medical Examiner	# Term	0	0											0.0	4.0
	Avg. EE	15	15											15.0	14.0
	Turnover Rate	0.0%	0.0%											0.0%	28.6%
Emergency Management/ Fire Marshal	# Term	0	0											0.0	5.0
	Avg. EE	5	5											5.0	5.8
	Turnover Rate	0.0%	0.0%											0.0%	85.7%
Engineering	# Term	0	0											0.0	11.0
	Avg. EE	52	52											52.0	49.7
	Turnover Rate	0.0%	0.0%											0.0%	22.1%
Elections Dept.	# Term	0	0											0.0	1.0
	Avg. EE	18	18											18.0	17.8
	Turnover Rate	0.0%	0.0%											0.0%	5.6%
Purchasing	# Term	2	0											12.0	0.0
	Avg. EE	17	17											17.0	19.0
	Turnover Rate	11.8%	0.0%											70.6%	0.0%
County Auditor	# Term	0	0											0.0	5.0
	Avg. EE	33	33											33.0	33.2
	Turnover Rate	0.0%	0.0%											0.0%	15.1%
Juvenile Probation	# Term	0	1											6.0	6.0
	Avg. EE	57	57											57.0	58.7
	Turnover Rate	0.0%	1.8%											10.5%	10.2%
Juvenile Detention	# Term	0	3											18.0	19.0
	Avg. EE	92	92											92.0	93.8
	Turnover Rate	0.0%	3.3%											19.6%	20.2%
Juv. Alt. Education	# Term	0	0											0.0	0.0
	Avg. EE	7	7											7.0	7.0
	Turnover Rate	0.0%	0.0%											0.0%	0.0%
Total Juvenile	# Term	0	4											24.0	25.0
	Avg. EE	156	156											156.0	159.5
	Turnover Rate	0.0%	2.6%											15.4%	15.7%

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		Oct.	Nov.	Dec.	Jan.	Feb.	Mar.	Apr.	May	June	Jul.	Aug.	Sept.	2026 Projected	2025 Actual
Community Supervision	# Term	0	0											0.0	15.0
	Avg. EE	111	113											112.0	108.5
	Turnover Rate	0.0%	0.0%											0.0%	13.8%
County Clerk	# Term	1	2											18.0	19.0
	Avg. EE	94	93											93.5	90.3
	Turnover Rate	1.1%	2.2%											19.3%	21.0%
Sheriff's Office	# Term	4	3											42.0	16.0
	Avg. EE	193	191											192.0	205.7
	Turnover Rate	2.1%	1.6%											21.9%	7.8%
Sheriff's Office Detention	# Term	6	6											72.0	92.0
	Avg. EE	398	401											399.5	379.8
	Turnover Rate	1.5%	1.5%											18.0%	24.2%
Total Sheriff's Office	# Term	10	9											114.0	108.0
	Avg. EE	591	592											591.5	585.4
	Turnover Rate	1.7%	1.5%											19.3%	18.4%
District Clerk	# Term	0	0											0.0	17.0
	Avg. EE	103	103											103.0	93.2
	Turnover Rate	0.0%	0.0%											0.0%	18.2%
D.A. Prosecutor	# Term	2	1											18.0	11.0
	Avg. EE	77	79											78.0	69.3
	Turnover Rate	2.6%	1.3%											23.1%	15.9%
D.A. Investigators	# Term	0	0											0.0	2.0
	Avg. EE	23	23											23.0	20.4
	Turnover Rate	0.0%	0.0%											0.0%	9.8%
D.A. Clerical	# Term	0	1											6.0	3.0
	Avg. EE	36	35											35.5	37.4
	Turnover Rate	0.0%	2.9%											16.9%	8.0%
Total D.A.	# Term	2	2											24.0	16.0
	Avg. EE	136	137											136.5	127.1
	Turnover Rate	1.5%	1.5%											17.6%	12.6%

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		Oct.	Nov.	Dec.	Jan.	Feb.	Mar.	Apr.	May	June	Jul.	Aug.	Sept.	2026 Projected	2025 Actual
Court Appt. Representation	# Term	0	0											0.0	3.0
	Avg. EE	7	8											7.5	6.7
	Turnover Rate	0.0%	0.0%											0.0%	45.0%
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	0.0
	Avg. EE	4	4											4.0	4.0
	Turnover Rate	0.0%	0.0%											0.0%	0.0%
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%
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	1.0
	Avg. EE	3	3											3.0	2.8
	Turnover Rate	0.0%	0.0%											0.0%	35.3%
416th Dist. Court	# Term	0	0											0.0	1.0
	Avg. EE	3	3											3.0	2.9
	Turnover Rate	0.0%	0.0%											0.0%	34.3%
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	2.0
	Avg. EE	9	9											9.0	9.8
	Turnover Rate	0.0%	0.0%											0.0%	20.3%

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		Oct.	Nov.	Dec.	Jan.	Feb.	Mar.	Apr.	May	June	Jul.	Aug.	Sept.	2026 Projected	2025 Actual
468th Dist. Court	# Term	0	0											0.0	1.0
	Avg. EE	3	3											3.0	3.0
	Turnover Rate	0.0%	0.0%											0.0%	33.3%
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%
471st 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%
493rd Dist. Court	# Term	0	0											0.0	0.0
	Avg. EE	2	3											2.5	2.9
	Turnover Rate	0.0%	0.0%											0.0%	0.0%
494th 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%
Const. Pct. 1	# Term	0	0											0.0	0.0
	Avg. EE	9	10											9.5	8.5
	Turnover Rate	0.0%	0.0%											0.0%	0.0%
Const. Pct. 2	# Term	0	0											0.0	1.0
	Avg. EE	4	4											4.0	3.8
	Turnover Rate	0.0%	0.0%											0.0%	26.7%
Const. Pct. 3	# Term	0	0											0.0	0.0
	Avg. EE	14	14											14.0	13.8
	Turnover Rate	0.0%	0.0%											0.0%	0.0%
Const. Pct. 4	# Term	0	0											0.0	1.0
	Avg. EE	9	10											9.5	8.2
	Turnover Rate	0.0%	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	0.0
	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	4	4											4.0	3.0
	Turnover Rate	0.0%	0.0%											0.0%	0.0%
CCAL 3	# Term	1	0											6.0	0.0
	Avg. EE	2	2											2.0	3.0
	Turnover Rate	50.0%	0.0%											300.0%	0.0%
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%
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	1.0
	Avg. EE	3	3											3.0	3.0
	Turnover Rate	0.0%	0.0%											0.0%	33.3%
CCAL 7	# Term	0	0											0.0	1.0
	Avg. EE	3	3											3.0	2.9
	Turnover Rate	0.0%	0.0%											0.0%	34.3%
Probate Court	# Term	0	0											0.0	0.0
	Avg. EE	4	5											4.5	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	5.7
	Turnover Rate	0.0%	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											0.0	2.0
	Avg. EE	8	8											8.0	6.8
	Turnover Rate	0.0%	0.0%											0.0%	29.3%
JP #2	# Term	0	0											0.0	0.0
	Avg. EE	5	5											5.0	4.9
	Turnover Rate	0.0%	0.0%											0.0%	0.0%
JP #3	# Term	0	0											0.0	0.0
	Avg. EE	11	11											11.0	10.6
	Turnover Rate	0.0%	0.0%											0.0%	0.0%
JP #4	# Term	0	0											0.0	4.0
	Avg. EE	7	8											7.5	6.8
	Turnover Rate	0.0%	0.0%											0.0%	59.3%
Tax Assessor/Collector	# Term	2	1											18.0	20.0
	Avg. EE	100	99											99.5	95.8
	Turnover Rate	2.0%	1.0%											18.1%	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	22											258.0	329.0
Avg. EE	1960	1974											1967.0	1938.8
Turnover Rate	1.1%	1.1%											13.1%	17.0%
Retirements	3	4											42.0	40.0
Terminations	21	22											258.0	329.0
% of Terms which are Retirements	14.3%	18.2%											16.3%	12.2%
Involuntary	1	0											6.0	70.0
Terminations	21	22											258.0	329.0
% of Terms which are Involuntary	4.8%	0.0%											2.3%	21.3%

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Fiscal Year 2026

		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	13											174.0	250.0
	Avg. EE	1012	1021											1016.5	996.8
	Turnover Rate	1.6%	1.3%											17.1%	25.1%
	Retirements	0	0											0.0	2.0
	Terminations	16	13											174.0	250.0
	% of Terms which are Retirements	0.0%	0.0%											0.0%	0.8%
6-10 YEARS	Terminations	1	3											24.0	25.0
	Avg. EE	370	375											372.5	371.6
	Turnover Rate	0.3%	0.8%											6.4%	6.7%
	Retirements	0	0											0.0	7.0
	Terminations	1	3											24.0	25.0
	% of Terms which are Retirements	0.0%	0.0%											0.0%	28.0%
11-15 YEARS	Terminations	1	2											18.0	17.0
	Avg. EE	198	197											197.5	186.6
	Turnover Rate	0.5%	1.0%											9.1%	9.1%
	Retirements	1	1											12.0	5.0
	Terminations	1	2											18.0	17.0
	% of Terms which are Retirements	100.0%	50.0%											66.7%	29.4%

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		Oct.	Nov.	Dec.	Jan.	Feb.	Mar.	Apr.	May	June	Jul.	Aug.	Sept.	2026 Projected	2025 Actual
16-20 YEARS	Terminations	2	1											18.0	12.0
	Avg. EE	161	164											162.5	165.3
	Turnover Rate	1.2%	0.6%											11.1%	7.3%
	Retirements	1	1											12.0	8.0
	Terminations	2	1											18.0	12.0
	% of Terms which are Retirements	50.0%	100.0%											66.7%	66.7%
21+	Terminations	1	3											24.0	25.0
	Avg. EE	219	217											218.0	218.6
	Turnover Rate	0.5%	1.4%											11.0%	11.4%
	Retirements	1	2											18.0	18.0
	Terminations	1	3											24.0	25.0
	% of Terms which are Retirements	100.0%	66.7%											75.0%	72.0%
Totals	Terminations	21	22											258.0	329.0
	Avg. EE	1960	1974											1967.0	1938.8
	Turnover Rate	1.1%	1.1%											13.1%	17.0%
	Retirements	3	4											42.0	40.0
	Terminations	21	22											258.0	329.0
	% of Terms which are Retirements	14.3%	18.2%											16.3%	12.2%

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<b>Turnover By Age Group</b>															
< 30 YEARS	Terminations	4	6											60.0	112.0
	Avg. EE	397	407											402.0	385.3
	Turnover Rate	1.0%	1.5%											14.9%	29.1%
	Retirements	0	0											0.0	0.0
	Terminations	4	6											60.0	112.0
% of Terms which are Retirements		0.0%	0.0%											0.0%	0.0%
30-40 YEARS	Terminations	7	4											66.0	76.0
	Avg. EE	482	485											483.5	476.2
	Turnover Rate	1.5%	0.8%											13.7%	16.0%
	Retirements	0	0											0.0	0.0
	Terminations	7	4											66.0	76.0
% of Terms which are Retirements		0.0%	0.0%											0.0%	0.0%
41-50 YEARS	Terminations	2	3											30.0	44.0
	Avg. EE	451	453											452.0	453.6
	Turnover Rate	0.4%	0.7%											6.6%	9.7%
	Retirements	0	1											6.0	3.0
	Terminations	2	3											30.0	44.0
% of Terms which are Retirements		0.0%	33.3%											20.0%	6.8%
51-60 YEARS	Terminations	5	5											60.0	46.0
	Avg. EE	445	443											444.0	438.8
	Turnover Rate	1.1%	1.1%											13.5%	10.5%
	Retirements	1	0											6.0	9.0
	Terminations	5	5											60.0	46.0
% of Terms which are Retirements		20.0%	0.0%											10.0%	19.6%

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61-70 YEARS	Terminations	3	4											42.0	47.0
	Avg. EE	163	164											163.5	161.8
	Turnover Rate	1.8%	2.4%											25.7%	29.1%
	Retirements	2	3											30.0	27.0
	Terminations	3	4											42.0	47.0
	% of Terms which are Retirements	66.7%	75.0%											71.4%	57.4%
71+ YEARS	Terminations	0	0											0.0	4.0
	Avg. EE	22	22											22.0	23.2
	Turnover Rate	0.0%	0.0%											0.0%	17.3%
	Retirements	0	0											0.0	1.0
	Terminations	0	0											0.0	4.0
	% of Terms which are Retirements	0.0%	0.0%											0.0%	25.0%
Totals	Terminations	21	22											258.0	329.0
	Avg. EE	1960	1974											1967.0	1938.8
	Turnover Rate	1.1%	1.1%											13.1%	17.0%
	Retirements	3	4											42.0	40.0
	Terminations	21	22											258.0	329.0
	% of Terms which are Retirements	14.3%	18.2%											16.3%	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 Gender</b>															
MALE	Terminations	12	12											144.0	155.0
	Avg. EE	922	930											926.0	913.2
	Turnover Rate	1.3%	1.3%											15.6%	17.0%
	Retirements	1	2											18.0	20.0
	Terminations	12	12											144.0	155.0
	% of Terms which are Retirements	8.3%	16.7%											12.5%	12.9%
FEMALE	Terminations	9	10											114.0	174.0
	Avg. EE	1038	1044											1041.0	1025.7
	Turnover Rate	0.9%	1.0%											11.0%	17.0%
	Retirements	2	2											24.0	20.00
	Terminations	9	10											114.0	174.0
	% of Terms which are Retirements	22.2%	20.0%											21.1%	11.5%
Totals	Terminations	21	22											258.0	329.0
	Avg. EE	1960	1974											1967.0	1938.8
	Turnover Rate	1.1%	1.1%											13.1%	17.0%
	Retirements	3	4											42.0	40.0
	Terminations	21	22											258.0	329.0
	% of Terms which are Retirements	14.3%	18.2%											16.3%	12.2%