

Collin County Turnover Report

Fiscal Year 2026

		Oct.	Nov.	Dec.	Jan.	Feb.	Mar.	Apr.	May	June	Jul.	Aug.	Sept.	2026 Projected	2025 Actual
Turnover By Department															
Admin. Services	# Term	0	0	0	1									3.0	1.0
	Avg. EE	12	12	12	11									11.8	16.8
	Turnover Rate	0.0%	0.0%	0.0%	9.1%										25.5%
Health Services	# Term	0	0	0	2									6.0	17.0
	Avg. EE	67	67	68	68									67.5	76.0
	Turnover Rate	0.0%	0.0%	0.0%	2.9%									8.9%	22.4%
Budget	# Term	0	1	0	0									3.0	1.0
	Avg. EE	14	14	15	15									14.5	12.9
	Turnover Rate	0.0%	7.1%	0.0%	0.0%									20.7%	7.7%
Human Resources	# Term	1	0	0	1									6.0	6.0
	Avg. EE	24	26	26	27									25.8	26.5
	Turnover Rate	4.2%	0.0%	0.0%	3.7%									23.3%	22.6%
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	0	0	1	0									3.0	6.0
	Avg. EE	66	66	66	66									66.0	65.1
	Turnover Rate	0.0%	0.0%	1.5%	0.0%									4.5%	9.2%
Highway Patrol	# Term	0	0	0	0									0.0	0.0
	Avg. EE	1	1	1	1									1.0	1.0
	Turnover Rate	0.0%	0.0%	0.0%	0.0%									0.0%	0.0%
Road & Bridge	# Term	0	0	2	0									6.0	19.0
	Avg. EE	104	109	111	114									109.5	103.3
	Turnover Rate	0.0%	0.0%	1.8%	0.0%									5.5%	18.4%
Facility Mgmt	# Term	2	3	2	2									27.0	14.0
	Avg. EE	77	76	74	72									74.8	77.1
	Turnover Rate	2.6%	3.9%	2.7%	2.8%									36.1%	18.2%
Const. & Projects	# Term	0	0	1	0									3.0	0.0
	Avg. EE	5	5	4	4									4.5	5.0
	Turnover Rate	0.0%	0.0%	25.0%	0.0%									66.7%	0.0%

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Medical Examiner	# Term	0	0	1	1									6.0	4.0
	Avg. EE	15	15	15	14									14.8	14.0
	Turnover Rate	0.0%	0.0%	6.7%	7.1%									40.7%	28.6%
Emergency Management/ Fire Marshal	# Term	0	0	0	0									0.0	5.0
	Avg. EE	5	5	5	6									5.3	5.8
	Turnover Rate	0.0%	0.0%	0.0%	0.0%									0.0%	85.7%
Engineering	# Term	0	0	1	2									9.0	11.0
	Avg. EE	52	52	51	50									51.3	49.7
	Turnover Rate	0.0%	0.0%	2.0%	4.0%									17.6%	22.1%
Elections Dept.	# Term	0	0	0	0									0.0	1.0
	Avg. EE	18	18	18	18									18.0	17.8
	Turnover Rate	0.0%	0.0%	0.0%	0.0%									0.0%	5.6%
Purchasing	# Term	2	0	0	0									6.0	0.0
	Avg. EE	17	17	18	18									17.5	19.0
	Turnover Rate	11.8%	0.0%	0.0%	0.0%									34.3%	0.0%
County Auditor	# Term	0	0	1	1									6.0	5.0
	Avg. EE	33	33	32	31									32.3	33.2
	Turnover Rate	0.0%	0.0%	3.1%	3.2%									18.6%	15.1%
Juvenile Probation	# Term	0	1	0	2									9.0	6.0
	Avg. EE	57	57	58	57									57.3	58.7
	Turnover Rate	0.0%	1.8%	0.0%	3.5%									15.7%	10.2%
Juvenile Detention	# Term	0	3	6	1									30.0	19.0
	Avg. EE	92	92	89	91									91.0	93.8
	Turnover Rate	0.0%	3.3%	6.7%	1.1%									33.0%	20.2%
Juv. Alt. Education	# Term	0	0	0	0									0.0	0.0
	Avg. EE	7	7	7	7									7.0	7.0
	Turnover Rate	0.0%	0.0%	0.0%	0.0%									0.0%	0.0%
Total Juvenile	# Term	0	4	6	3									39.0	25.0
	Avg. EE	156	156	154	155									155.3	159.5
	Turnover Rate	0.0%	2.6%	3.9%	1.9%									25.1%	15.7%

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Community Supervision	# Term	0	0	2	0									6.0	15.0
	Avg. EE	111	113	112	116									113.0	108.5
	Turnover Rate	0.0%	0.0%	1.8%	0.0%									5.3%	13.8%
County Clerk	# Term	1	2	4	2									27.0	19.0
	Avg. EE	94	93	94	95									94.0	90.3
	Turnover Rate	1.1%	2.2%	4.3%	2.1%									28.7%	21.0%
Sheriff's Office	# Term	4	3	3	0									30.0	16.0
	Avg. EE	193	191	184	194									190.5	205.7
	Turnover Rate	2.1%	1.6%	1.6%	0.0%									15.7%	7.8%
Sheriff's Office Detention	# Term	6	6	6	4									66.0	92.0
	Avg. EE	398	401	409	405									403.3	379.8
	Turnover Rate	1.5%	1.5%	1.5%	1.0%									16.4%	24.2%
Total Sheriff's Office	# Term	10	9	9	4									96.0	108.0
	Avg. EE	591	592	593	599									593.8	585.4
	Turnover Rate	1.7%	1.5%	1.5%	0.7%									16.2%	18.4%
District Clerk	# Term	0	0	4	0									12.0	17.0
	Avg. EE	103	103	102	105									103.3	93.2
	Turnover Rate	0.0%	0.0%	3.9%	0.0%									11.6%	18.2%
D.A. Prosecutor	# Term	2	1	1	2									18.0	11.0
	Avg. EE	77	79	78	76									77.5	69.3
	Turnover Rate	2.6%	1.3%	1.3%	2.6%									23.2%	15.9%
D.A. Investigators	# Term	0	0	0	1									3.0	2.0
	Avg. EE	23	23	24	23									23.3	20.4
	Turnover Rate	0.0%	0.0%	0.0%	4.3%									12.9%	9.8%
D.A. Clerical	# Term	0	1	1	0									6.0	3.0
	Avg. EE	36	35	34	35									35.0	37.4
	Turnover Rate	0.0%	2.9%	2.9%	0.0%									17.1%	8.0%
Total D.A.	# Term	2	2	2	3									27.0	16.0
	Avg. EE	136	137	136	134									135.8	127.1
	Turnover Rate	1.5%	1.5%	1.5%	2.2%									19.9%	12.6%

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Court Appt. Representation	# Term	0	0	0	1									3.0	3.0
	Avg. EE	7	8	8	7									7.5	6.7
	Turnover Rate	0.0%	0.0%	0.0%	14.3%									40.0%	45.0%
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	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%
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%
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	0									0.0	1.0
	Avg. EE	3	3	3	3									3.0	2.8
	Turnover Rate	0.0%	0.0%	0.0%	0.0%									0.0%	35.3%
416th Dist. Court	# Term	0	0	0	0									0.0	1.0
	Avg. EE	3	3	3	3									3.0	2.9
	Turnover Rate	0.0%	0.0%	0.0%	0.0%									0.0%	34.3%
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	2.0
	Avg. EE	9	9	9	3									7.5	9.8
	Turnover Rate	0.0%	0.0%	0.0%	0.0%									0.0%	20.3%

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468th Dist. Court	# Term	0	0	0	0									0.0	1.0
	Avg. EE	3	3	3	3									3.0	3.0
	Turnover Rate	0.0%	0.0%	0.0%	0.0%									0.0%	33.3%
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%
471st 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%
493rd Dist. Court	# Term	0	0	0	0									0.0	0.0
	Avg. EE	2	3	3	9									4.3	2.9
	Turnover Rate	0.0%	0.0%	0.0%	0.0%									0.0%	0.0%
494th 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%
Const. Pct. 1	# Term	0	0	0	0									0.0	0.0
	Avg. EE	9	10	10	10									9.8	8.5
	Turnover Rate	0.0%	0.0%	0.0%	0.0%									0.0%	0.0%
Const. Pct. 2	# Term	0	0	0	0									0.0	1.0
	Avg. EE	4	4	4	4									4.0	3.8
	Turnover Rate	0.0%	0.0%	0.0%	0.0%									0.0%	26.7%
Const. Pct. 3	# Term	0	0	0	0									0.0	0.0
	Avg. EE	14	14	14	14									14.0	13.8
	Turnover Rate	0.0%	0.0%	0.0%	0.0%									0.0%	0.0%
Const. Pct. 4	# Term	0	0	0	0									0.0	1.0
	Avg. EE	9	10	10	10									9.8	8.2
	Turnover Rate	0.0%	0.0%	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	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	4	4	4	3									3.8	3.0
	Turnover Rate	0.0%	0.0%	0.0%	0.0%									0.0%	0.0%
CCAL 3	# Term	1	0	0	0									3.0	0.0
	Avg. EE	2	2	3	3									2.5	3.0
	Turnover Rate	50.0%	0.0%	0.0%	0.0%									120.0%	0.0%
CCAL 4	# Term	0	0	0	0									0.0	0.0
	Avg. EE	3	3	3	4									3.3	3.0
	Turnover Rate	0.0%	0.0%	0.0%	0.0%									0.0%	0.0%
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	0	0									0.0	1.0
	Avg. EE	3	3	3	3									3.0	3.0
	Turnover Rate	0.0%	0.0%	0.0%	0.0%									0.0%	33.3%
CCAL 7	# Term	0	0	0	0									0.0	1.0
	Avg. EE	3	3	3	3									3.0	2.9
	Turnover Rate	0.0%	0.0%	0.0%	0.0%									0.0%	34.3%
Probate Court	# Term	0	0	0	0									0.0	0.0
	Avg. EE	4	5	5	5									4.8	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	5.7
	Turnover Rate	0.0%	0.0%	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									0.0	2.0
	Avg. EE	8	8	8	8									8.0	6.8
	Turnover Rate	0.0%	0.0%	0.0%	0.0%									0.0%	29.3%
JP #2	# Term	0	0	0	0									0.0	0.0
	Avg. EE	5	5	5	5									5.0	4.9
	Turnover Rate	0.0%	0.0%	0.0%	0.0%									0.0%	0.0%
JP #3	# Term	0	0	0	0									0.0	0.0
	Avg. EE	11	11	11	11									11.0	10.6
	Turnover Rate	0.0%	0.0%	0.0%	0.0%									0.0%	0.0%
JP #4	# Term	0	0	0	0									0.0	4.0
	Avg. EE	7	8	8	8									7.8	6.8
	Turnover Rate	0.0%	0.0%	0.0%	0.0%									0.0%	59.3%
Tax Assessor/Collector	# Term	2	1	2	4									27.0	20.0
	Avg. EE	100	99	100	96									98.8	95.8
	Turnover Rate	2.0%	1.0%	2.0%	4.2%									27.3%	20.9%

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Turnover For County Overall														
Terminations	21	22	38	27									324.0	329.0
Avg. EE	1960	1974	1973	1980									1971.8	1938.8
Turnover Rate	1.1%	1.1%	1.9%	1.4%									16.4%	17.0%
Retirements	3	4	6	4									51.0	40.0
Terminations	21	22	38	27									324.0	329.0
% of Terms which are Retirements	14.3%	18.2%	15.8%	14.8%									15.7%	12.2%
Involuntary	1	0	3	2									18.0	70.0
Terminations	21	22	38	27									324.0	329.0
% of Terms which are Involuntary	4.8%	0.0%	7.9%	7.4%									5.6%	21.3%

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Turnover By Length of Service															
0-5 YEARS	Terminations	16	13	30	19									234.0	250.0
	Avg. EE	1012	1021	1024	1035									1023.0	996.8
	Turnover Rate	1.6%	1.3%	2.9%	1.8%									22.9%	25.1%
	Retirements	0	0	1	0									3.0	2.0
	Terminations	16	13	30	19									234.0	250.0
	% of Terms which are Retirements	0.0%	0.0%	3.3%	0.0%									1.3%	0.8%
6-10 YEARS	Terminations	1	3	2	3									27.0	25.0
	Avg. EE	370	375	373	368									371.5	371.6
	Turnover Rate	0.3%	0.8%	0.5%	0.8%									7.3%	6.7%
	Retirements	0	0	1	1									6.0	7.0
	Terminations	1	3	2	3									27.0	25.0
	% of Terms which are Retirements	0.0%	0.0%	50.0%	33.3%									22.2%	28.0%
11-15 YEARS	Terminations	1	2	2	1									18.0	17.0
	Avg. EE	198	197	197	200									198.0	186.6
	Turnover Rate	0.5%	1.0%	1.0%	0.5%									9.1%	9.1%
	Retirements	1	1	0	1									9.0	5.0
	Terminations	1	2	2	1									18.0	17.0
	% of Terms which are Retirements	100.0%	50.0%	0.0%	100.0%									50.0%	29.4%

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16-20 YEARS	Terminations	2	1	0	4									21.0	12.0	
	Avg. EE	161	164	165	161									162.8	165.3	
	Turnover Rate	1.2%	0.6%	0.0%	2.5%									12.9%	7.3%	
	Retirements	1	1	0	2										12.0	8.0
	Terminations	2	1	0	4										21.0	12.0
	% of Terms which are Retirements	50.0%	100.0%	0.0%	50.0%										57.1%	66.7%
21+	Terminations	1	3	4	0									24.0	25.0	
	Avg. EE	219	217	214	216									216.5	218.6	
	Turnover Rate	0.5%	1.4%	1.9%	0.0%									11.1%	11.4%	
	Retirements	1	2	4	0										21.0	18.0
	Terminations	1	3	4	0										24.0	25.0
	% of Terms which are Retirements	100.0%	66.7%	100.0%	0.0%										87.5%	72.0%
Totals	Terminations	21	22	38	27									324.0	329.0	
	Avg. EE	1960	1974	1973	1980									1971.8	1938.8	
	Turnover Rate	1.1%	1.1%	1.9%	1.4%									16.4%	17.0%	
	Retirements	3	4	6	4										51.0	40.0
	Terminations	21	22	38	27										324.0	329.0
	% of Terms which are Retirements	14.3%	18.2%	15.8%	14.8%										15.7%	12.2%

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		Oct.	Nov.	Dec.	Jan.	Feb.	Mar.	Apr.	May	June	Jul.	Aug.	Sept.	2026 Projected	2025 Actual
Turnover By Age Group															
< 30 YEARS	Terminations	4	6	12	9									93.0	112.0
	Avg. EE	397	407	403	408									403.8	385.3
	Turnover Rate	1.0%	1.5%	3.0%	2.2%									23.0%	29.1%
	Retirements	0	0	0	0									0.0	0.0
	Terminations	4	6	12	9									93.0	112.0
	% of Terms which are Retirements	0.0%	0.0%	0.0%	0.0%									0.0%	0.0%
30-40 YEARS	Terminations	7	4	8	8									81.0	76.0
	Avg. EE	482	485	488	483									484.5	476.2
	Turnover Rate	1.5%	0.8%	1.6%	1.7%									16.7%	16.0%
	Retirements	0	0	0	0									0.0	0.0
	Terminations	7	4	8	8									81.0	76.0
	% of Terms which are Retirements	0.0%	0.0%	0.0%	0.0%									0.0%	0.0%
41-50 YEARS	Terminations	2	3	6	1									36.0	44.0
	Avg. EE	451	453	452	457									453.3	453.6
	Turnover Rate	0.4%	0.7%	1.3%	0.2%									7.9%	9.7%
	Retirements	0	1	0	0									3.0	3.0
	Terminations	2	3	6	1									36.0	44.0
	% of Terms which are Retirements	0.0%	33.3%	0.0%	0.0%									8.3%	6.8%
51-60 YEARS	Terminations	5	5	6	4									60.0	46.0
	Avg. EE	445	443	445	448									445.3	438.8
	Turnover Rate	1.1%	1.1%	1.3%	0.9%									13.5%	10.5%
	Retirements	1	0	1	0									6.0	9.0
	Terminations	5	5	6	4									60.0	46.0
	% of Terms which are Retirements	20.0%	0.0%	16.7%	0.0%									10.0%	19.6%

Collin County Turnover Report

Fiscal Year 2026

		Oct.	Nov.	Dec.	Jan.	Feb.	Mar.	Apr.	May	June	Jul.	Aug.	Sept.	2026 Projected	2025 Actual	
61-70 YEARS	Terminations	3	4	5	5									51.0	47.0	
	Avg. EE	163	164	164	163									163.5	161.8	
	Turnover Rate	1.8%	2.4%	3.0%	3.1%									31.2%	29.1%	
	Retirements	2	3	4	4										39.0	27.0
	Terminations	3	4	5	5										51.0	47.0
	% of Terms which are Retirements	66.7%	75.0%	80.0%	80.0%										76.5%	57.4%
71+ YEARS	Terminations	0	0	1	0									3.0	4.0	
	Avg. EE	22	22	21	21									21.5	23.2	
	Turnover Rate	0.0%	0.0%	4.8%	0.0%									14.0%	17.3%	
	Retirements	0	0	1	0										3.0	1.0
	Terminations	0	0	1	0										3.0	4.0
	% of Terms which are Retirements	0.0%	0.0%	100.0%	0.0%										100.0%	25.0%
Totals	Terminations	21	22	38	27									324.0	329.0	
	Avg. EE	1960	1974	1973	1980									1971.8	1938.8	
	Turnover Rate	1.1%	1.1%	1.9%	1.4%									16.4%	17.0%	
	Retirements	3	4	6	4										51.0	40.0
	Terminations	21	22	38	27										324.0	329.0
	% of Terms which are Retirements	14.3%	18.2%	15.8%	14.8%										15.7%	12.2%

Collin County Turnover Report

Fiscal Year 2026

		Oct.	Nov.	Dec.	Jan.	Feb.	Mar.	Apr.	May	June	Jul.	Aug.	Sept.	2026 Projected	2025 Actual	
Turnover By Gender																
MALE	Terminations	12	12	16	9									147.0	155.0	
	Avg. EE	922	930	927	935									928.5	913.2	
	Turnover Rate	1.3%	1.3%	1.7%	1.0%									15.8%	17.0%	
	Retirements	1	2	3	1										21.0	20.0
	Terminations	12	12	16	9										147.0	155.0
	% of Terms which are Retirements	8.3%	16.7%	18.8%	11.1%										14.3%	12.9%
FEMALE	Terminations	9	10	22	18									177.0	174.0	
	Avg. EE	1038	1044	1046	1045									1043.3	1025.7	
	Turnover Rate	0.9%	1.0%	2.1%	1.7%									17.0%	17.0%	
	Retirements	2	2	3	3										30.0	20.00
	Terminations	9	10	22	18										177.0	174.0
	% of Terms which are Retirements	22.2%	20.0%	13.6%	16.7%										16.9%	11.5%
Totals	Terminations	21	22	38	27									324.0	329.0	
	Avg. EE	1960	1974	1973	1980									1971.8	1938.8	
	Turnover Rate	1.1%	1.1%	1.9%	1.4%									16.4%	17.0%	
	Retirements	3	4	6	4										51.0	40.0
	Terminations	21	22	38	27										324.0	329.0
	% of Terms which are Retirements	14.3%	18.2%	15.8%	14.8%										15.7%	12.2%