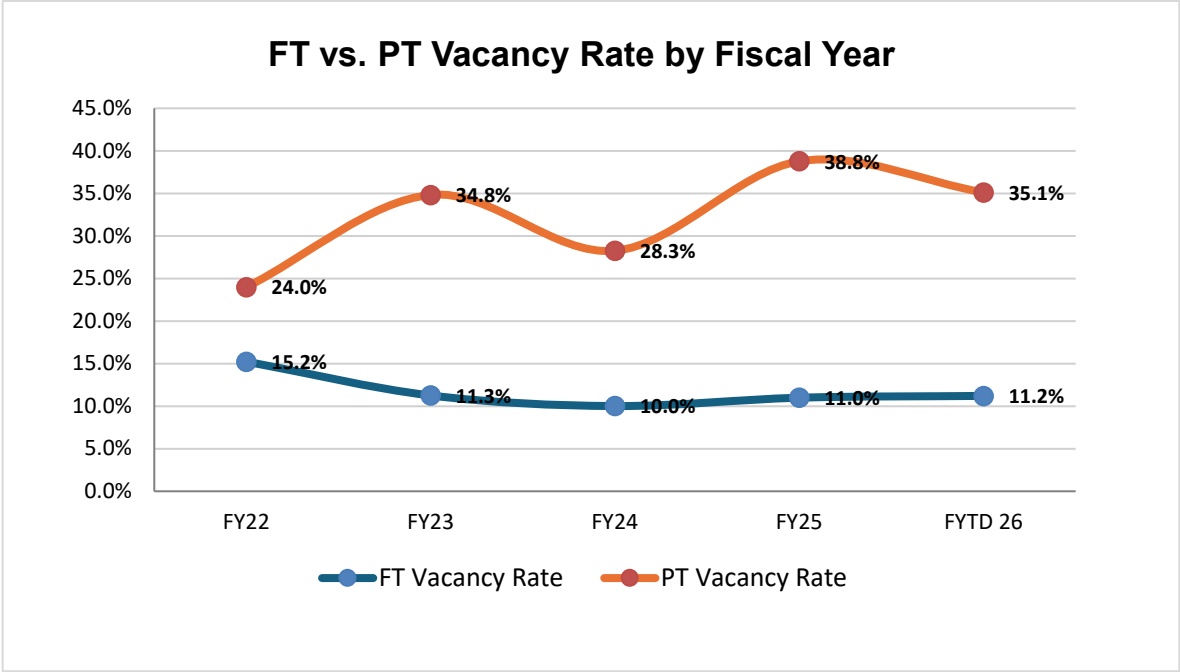


Staffing Discussion FY26



Vacancy Rate

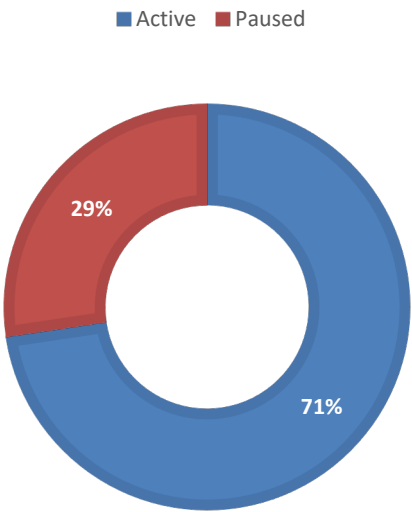


FY26 YTD through 8/01/26; not annualized. Excludes temporary, seasonal, and variable positions.

Current Vacancies

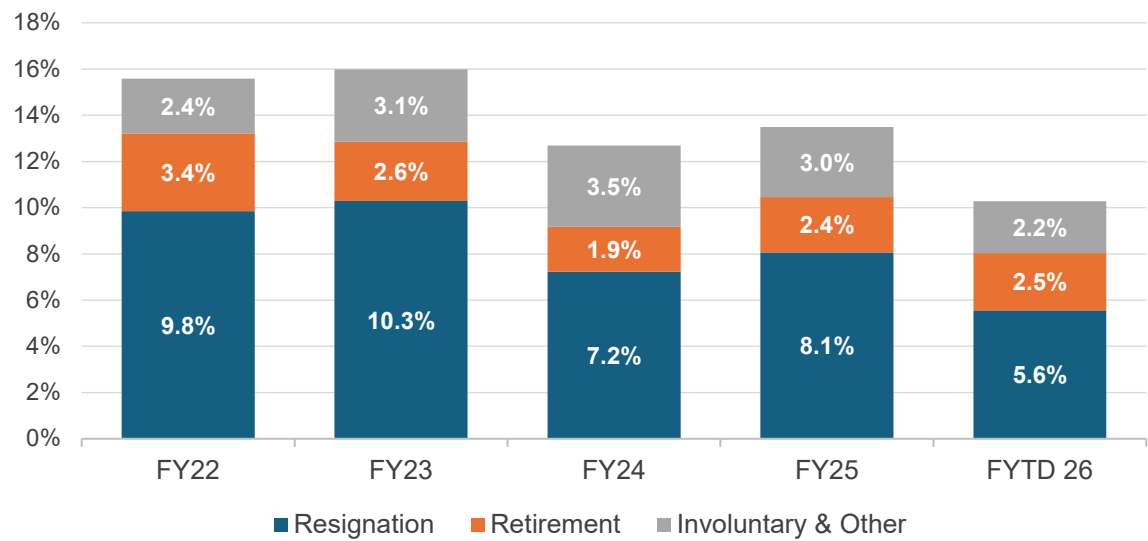
Active: 173
Paused: 74
Total: 247

CURRENT VACANCIES



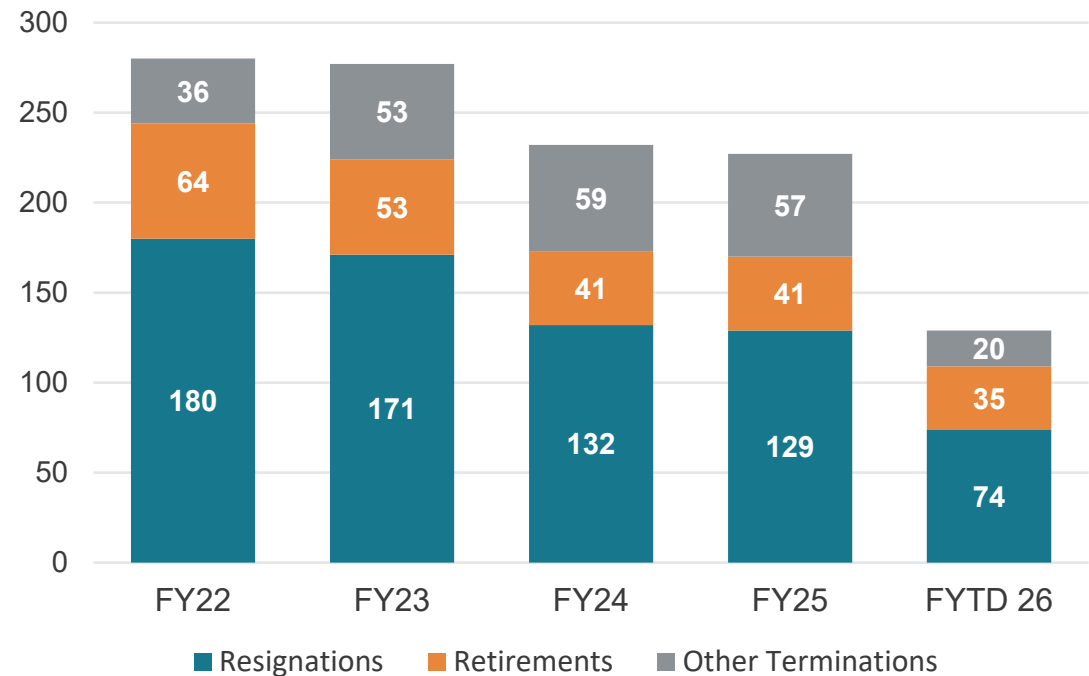
FY26 YTD through 8/01/26; not annualized.

Turnover Rate



FY26 YTD through 8/01/26; not annualized.

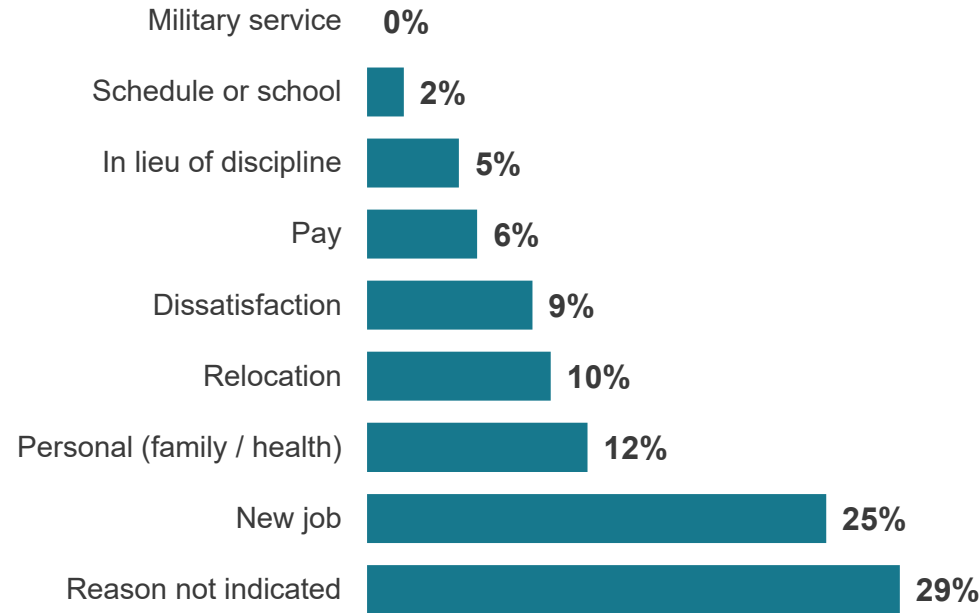
Separations by Type



Separation type	'22	'23	'24	'25	'26
Resignations	180	171	132	129	74
Retirements	64	53	41	43	35
Other terminations	36	53	59	57	20
Death / health	1	4	2	2	1
Total separations	281	281	234	231	130

Full-time and part-time permanent employees (Munis job status 10, 19, 20, 30). Separations identified by action codes 210 (Termination) and 270 (Retirement). Death and health separations are shown in the table but omitted from the chart, where they are too small to label. FY26 through 8/1/26, not annualized.

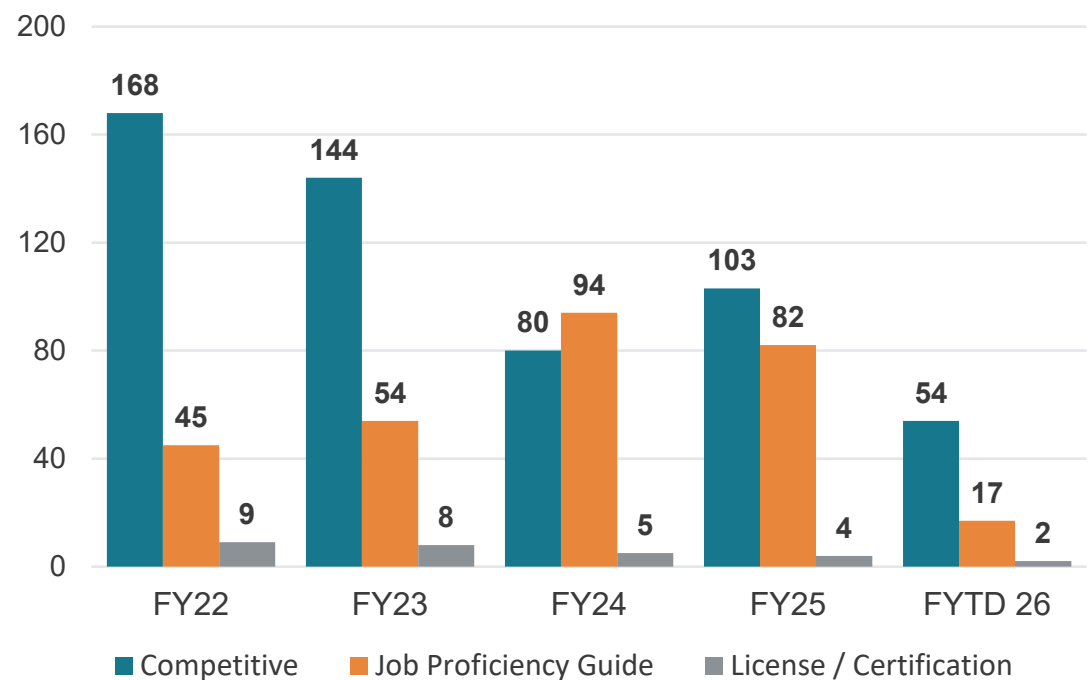
Resignation Reasons in 2025 & 2026



Reason	Count	Share
Reason not indicated	59	29%
New job	51	25%
Personal (family / health)	25	12%
Relocation	20	10%
Dissatisfaction	19	9%
Pay	13	6%
In lieu of discipline	10	5%
Schedule or school	5	2%
Military service	1	0%
Total resignations	203	100%

Calendar 2025 and 2026 through 8/1/26; 203 full-time and part-time permanent resignations, of which 144 carried a specific exit reason.
Reason detail comes from the Munis supporting action field, in consistent use from 2022 forward. "In lieu of discipline" is counted as a resignation, not an involuntary termination.

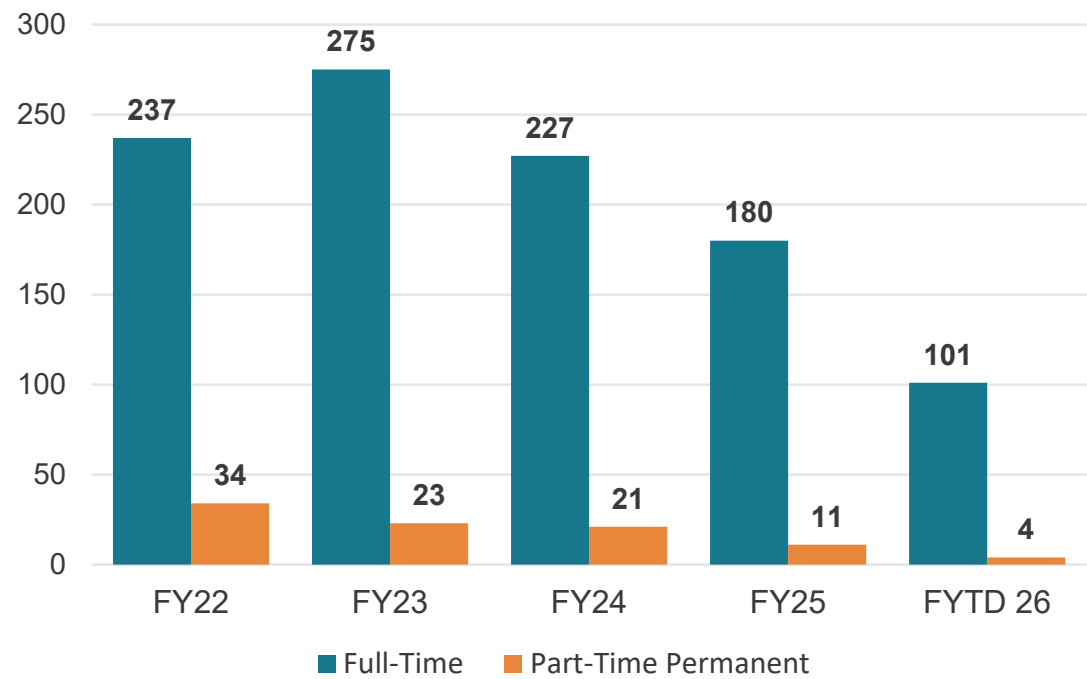
Growing and Promoting Our Employees



Pathway	'22	'23	'24	'25	'26
JPG complete	45	54	94	82	17
License / cert	9	8	5	4	2
Competitive promo	168	144	80	103	54
Total promotions	222	206	179	189	73

Development-based growth (JPG apprenticeship complete, license/cert obtained) vs. competitive (replacement into a posted/vacated position). All are internal advancement. Full-time and part-time permanent. Police academy completions are excluded in all years. FY26 through 8/1/26, not annualized; late-July promotions may be understated.

Permanent Hires — Full-Time and Part-Time



Permanent hires	'22	'23	'24	'25	'26
Full-time	237	275	227	180	101
Part-time permanent	34	23	21	11	4
Total hires	271	298	248	191	105

Action codes 120 (New Hire) and 130 (Rehire), full-time and part-time permanent (Munis job status 10, 19, 20, 30).
Excludes police cadet appointments, variable part-time temporary classes, and rehires reversing a rescinded resignation. FY26 through 8/1/26, not annualized.

Questions?