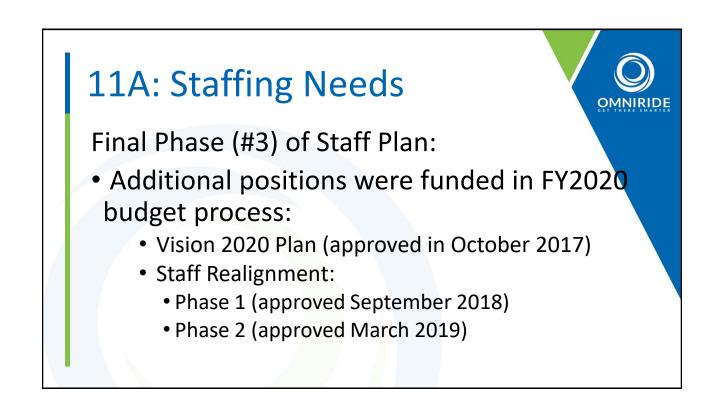


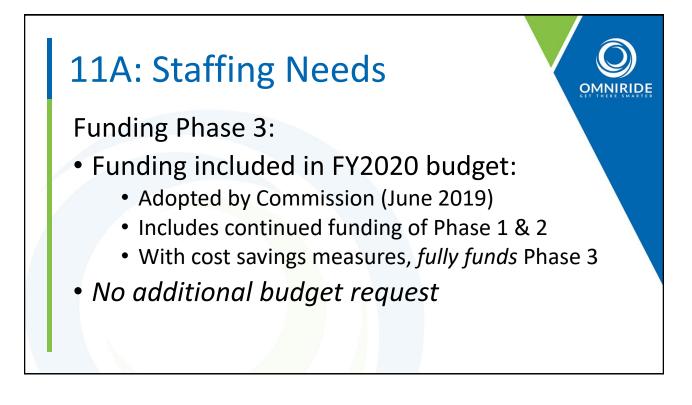
11A: Staffing Needs

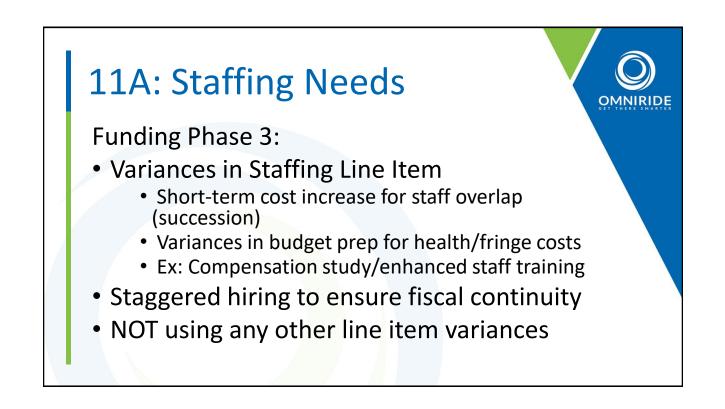
Key Issue: Succession/Continuity Planning

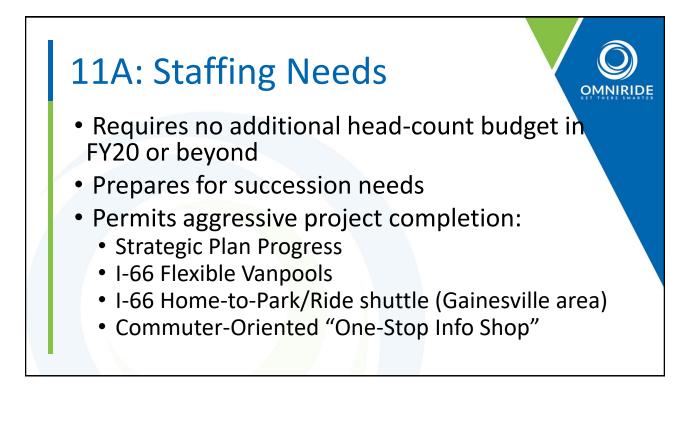
- Retirements: 3 staff members in next 12 months (combined 47+ years of service)
- Succession Planning: additional long-term, critical positions at risk for retirement in next few years

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Thank you!

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