



# MEMO

## Human Resources

To: Finance & Personnel Committee  
From: Elisa Hodge, Human Resources | Jamie Graff, Police Chief  
Date: 12/1/2025  
Re: Full-time backfill for retirement

### **Background information:**

Sgt. Raether has submitted official notice for retirement, effective 3/1/2026.

With the 2025 Staffing Plan, it was approved to utilize a +1 method to stay ahead of the upcoming retirements that were already anticipated to occur beginning in 2026 – 2030.

### **Staff Recommended Action:**

Staff seeks authorization from the Finance and Personnel Committee to recruit and hire to fill the vacancy.

