

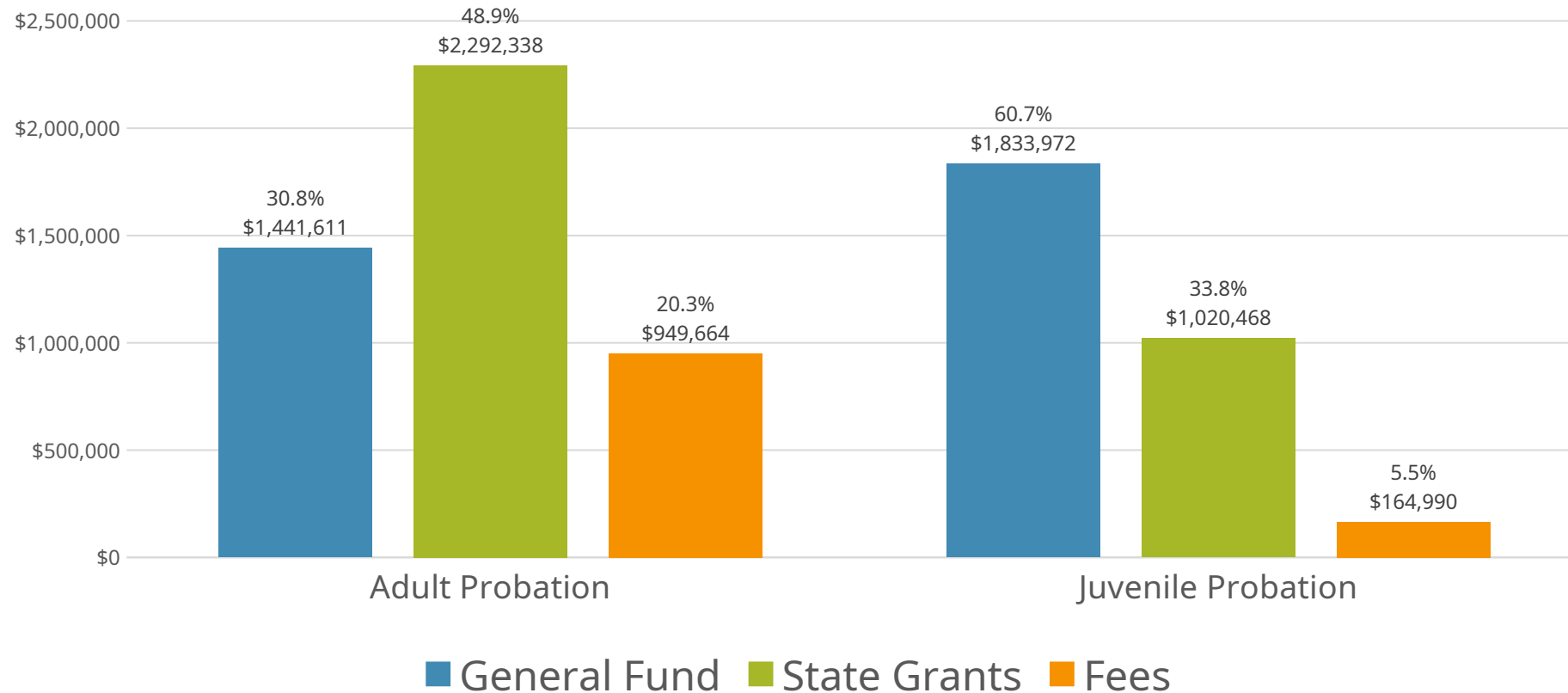
Thank you!

Why Competitive Compensation Matters

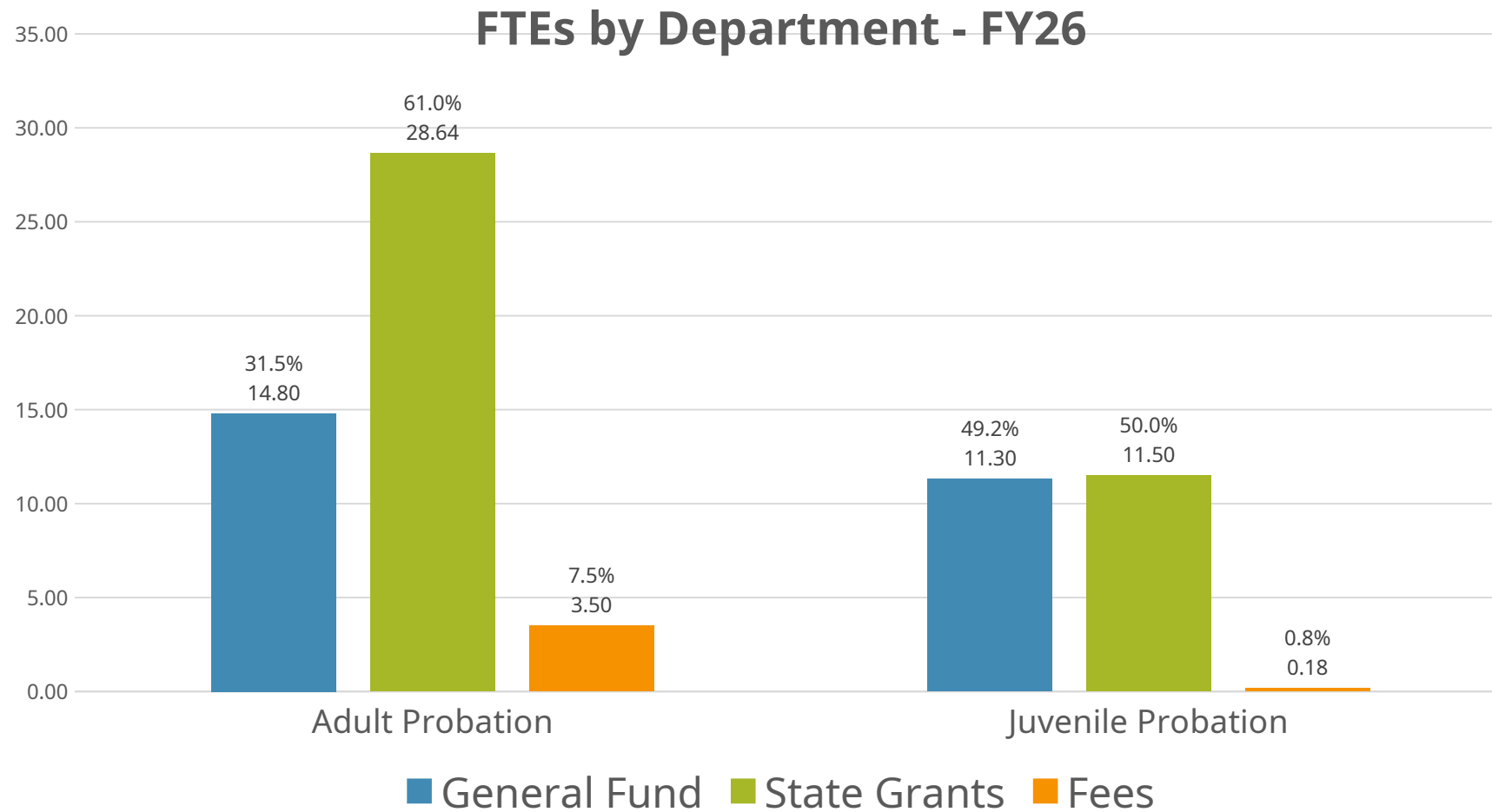
- Improves staff retention
- Moves compensation closer to market value
- Strengthens recruitment of qualified applicants
- Reduces turnover and training costs
- Improves morale and engagement
- Supports long-term department stability

Probation Revenue

FY26 Probation Revenue Sources by Department

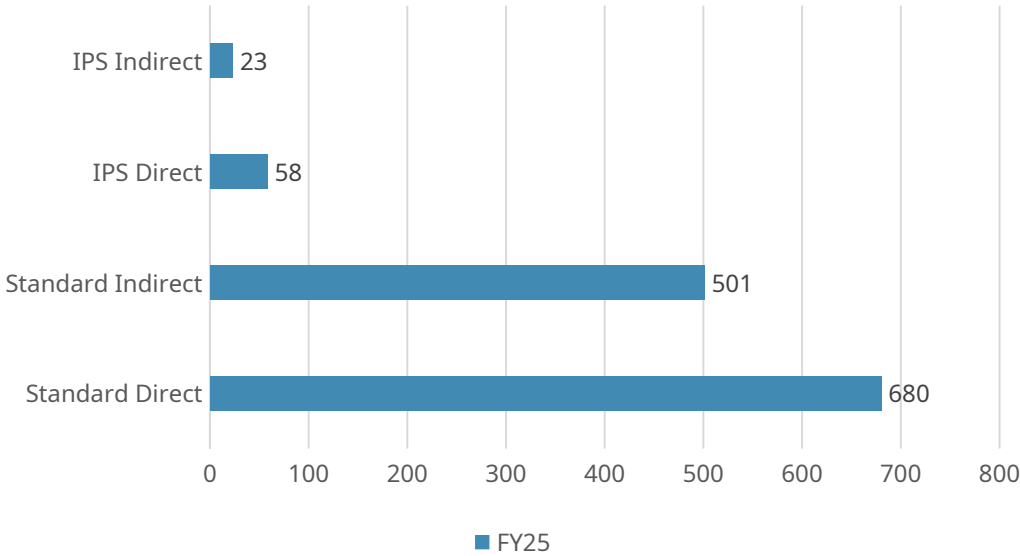


Probation FTEs

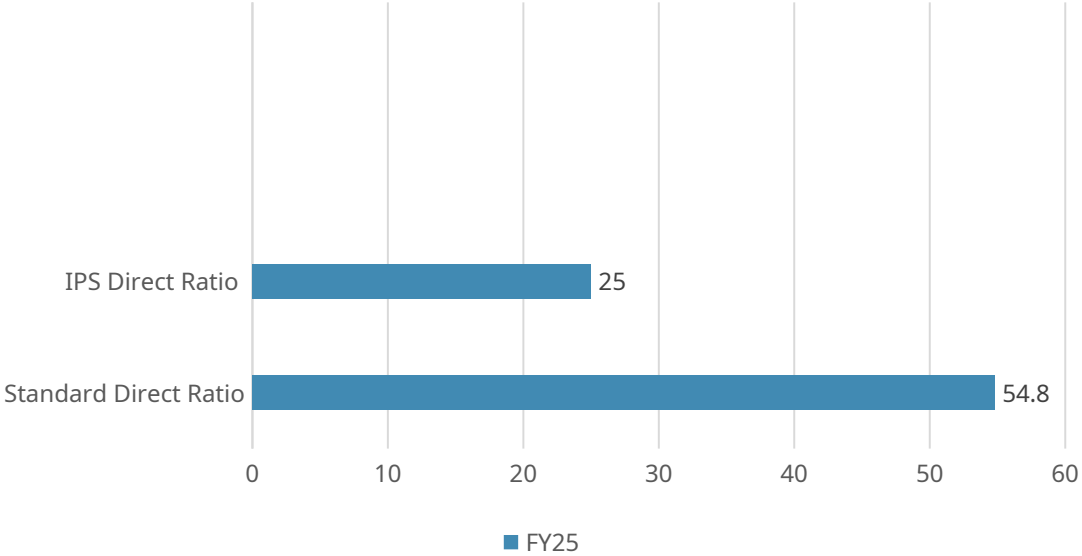


Adult Probation Workload & Staffing Ratios

Adult Clients



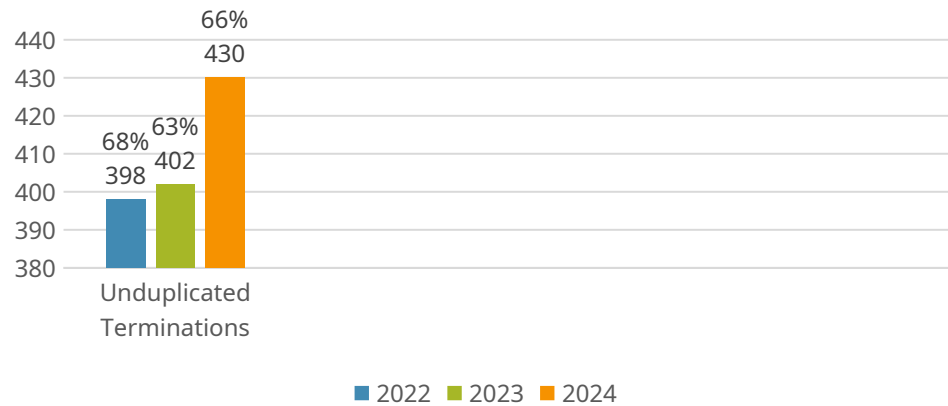
Adult Client-to-Officer Ratio



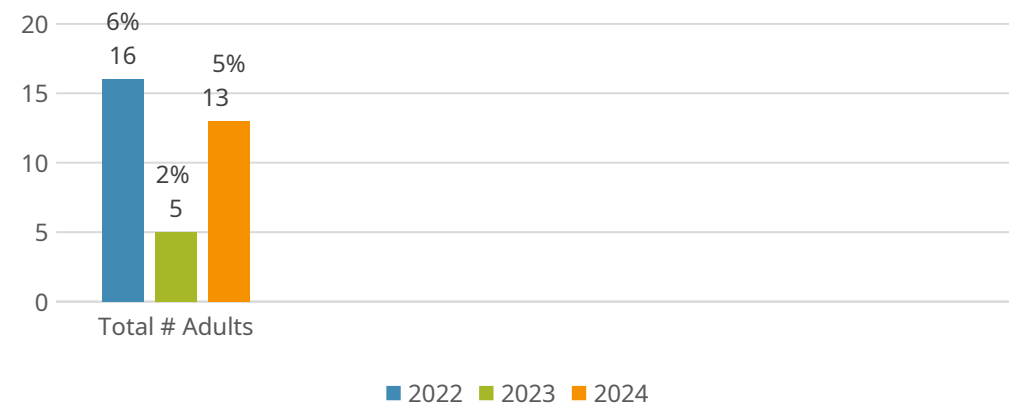
Adult Probation Outcomes

Recidivism

Adult Probation Client Terminations & Percentage of Successful Completions



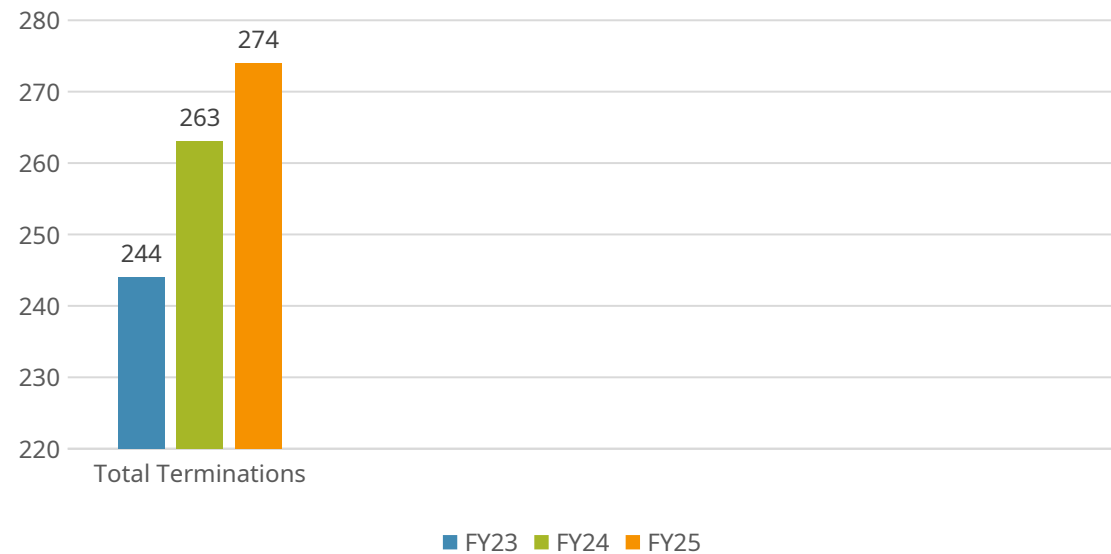
New Criminal Convictions within a year of Successful Completions



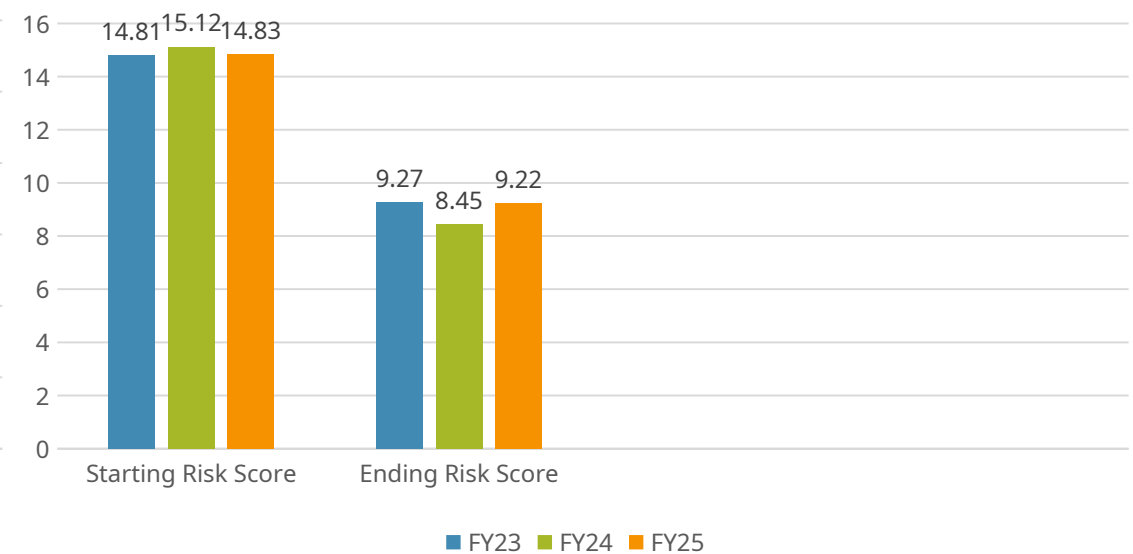
- Probation Recidivism Definition: % is the number who were convicted of a subsequent criminal offense within 1 year of successful completion of probation.
- Probation Recidivism calculated 1 year after successful termination so lags a year behind..

Adult Probation Risk Reduction

Total Terminations (Early & Full Discharge)

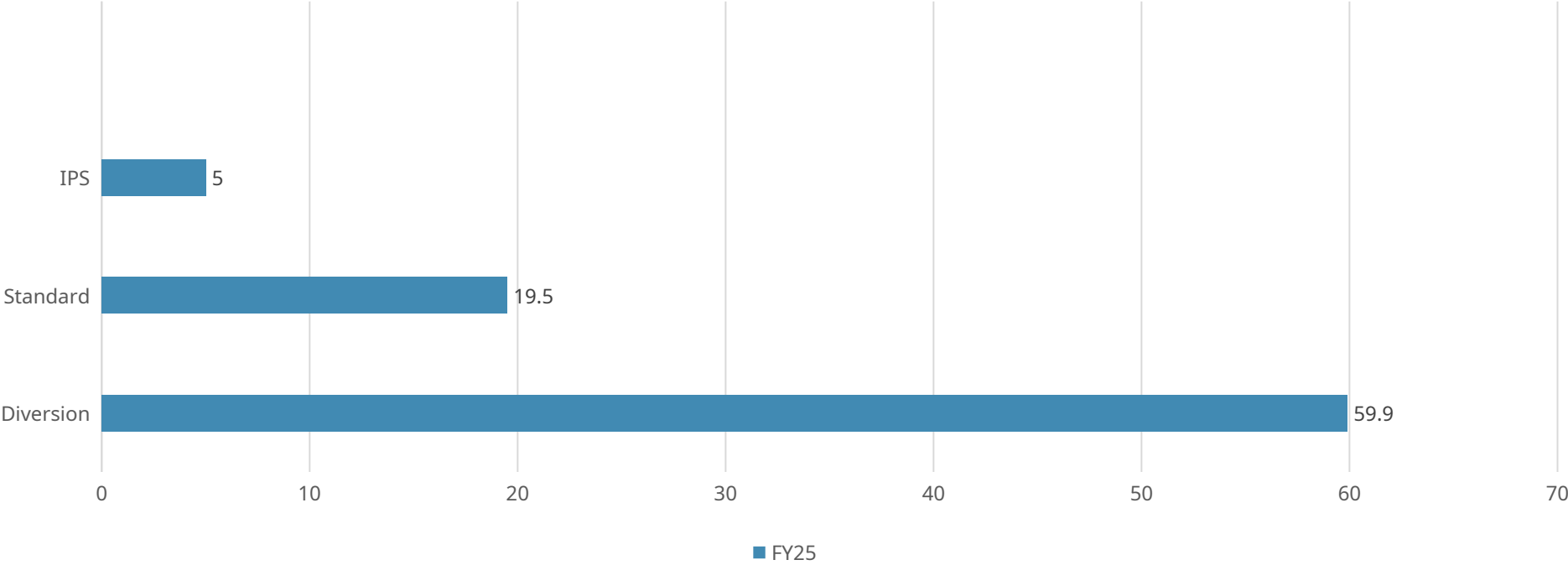


Average Change in Risk Score of those Discharged



Juvenile Probation Caseload Overview

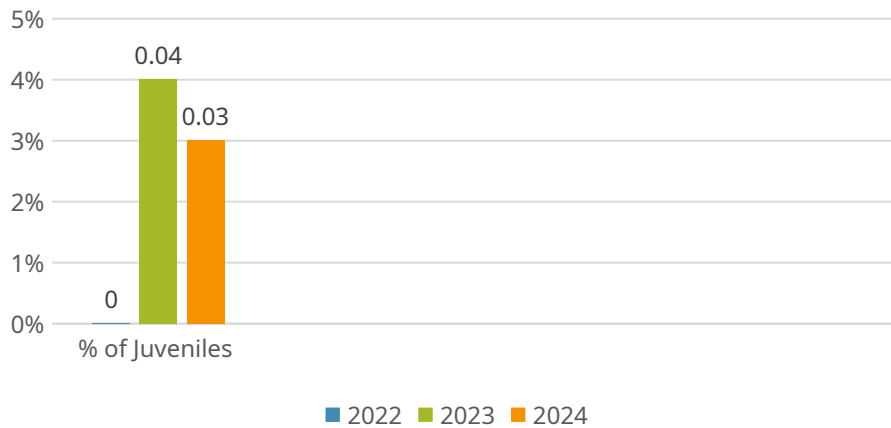
Juvenile Probation



Juvenile Probation Outcomes & Diversion Success

Recidivism

% Juvenile Probation Recidivism



- Probation Recidivism Definition: % is the number who were convicted of a subsequent criminal offense within 1 year of successful completion of probation.
- Probation Recidivism calculated 1 year after successful termination so lags a year behind.

% of Juveniles with a New Complaint within 365 days of Diversion Completion



- Diversion Recidivism Definition: % is the number who received a new criminal complaint within 365 days of successful completion of diversion.
- Diversion Recidivism calculated 365 days after successful termination so lags 365 days behind.

Juvenile Probation Risk Reduction

Average Change in Risk Score of those Successfully Discharged

