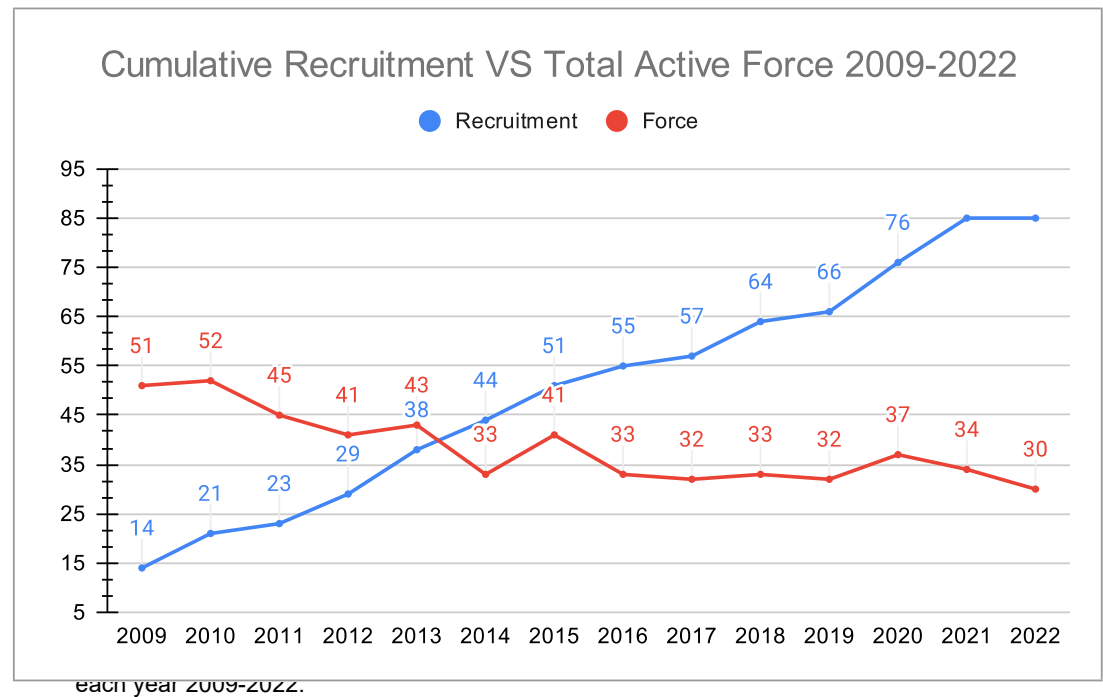


Cumulative Recruitment 2009-2022	
2009	14
2010	21
2011	23
2012	29
2013	38
2014	44
2015	51
2016	55
2017	57
2018	64
2019	66
2020	76
2021	85
2022	85

These numbers are cumulative propationary FF numbers for each year assuming that each of these PB FF represents a new FF brought on within the last 12 months as reported in June of each year.



Membership Retention Averages	
Total Average Years of Service	8.64
Average years of service of members who have retired	6.60
Average years of service of members brought in over last 20 years	5.75
Average years of service of members brought in over last 10 years	2.90
Average years of service of members who have retired over last 5 years	1.40
Average years of service of members brought in over the last 5 years	2.01

This table represents various averages of membership retention over different time spans. "Retired" represents a category for members who have left the department for any reason. Retired averages do not include members who are presently still enrolled with the department in their totals.