

# Resolution to Establish Requirements for Fiscal Year 2026 Quarterly Financial Status Reports

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**Fonda Fouché**  
**Chief Human Resources Officer**

# Current Authorized vs Filled Positions

Current Authorized Complement vs. Filled and Vacant Positions										
Oct-25										
	Authorized Complement (AC)	General Fund	Other Funds Special Revenue Funds (Metro Alarm, SW)	Enterprise Funds	Fiduciary Fund (OPEB)	Service Fund (Healthcare)	Filled	Vacant	Vacancy Rate	
City Attorney	65	59	6				61	4	6.2%	65
City Court Clerk	58	58					49	9	15.5%	58
City Engineering	159	136		23			140	18	11.3%	158
Community Enhancement	185	185					138	47	25.4%	185
Executive	142	142					113	26	18.3%	139
Finance and Administration	116	116					98	17	14.7%	115
Fire Services	1,860	1,860					1623	114	6.1%	1737
General Services	302	302					268	34	11.3%	302
Housing and Community Development	70	70					55	15	21.4%	70
Human Resources	63	48			4	11	63	0	0.0%	63
Information Technology	76	76					65	11	14.5%	76
Judicial (City Court Judges)	5	5					4	1	20.0%	5
Legislative (City Council)	32	32					32	0	0.0%	32
Library Services	285	285					256	29	10.2%	285
Memphis Parks	271	271					236	22	8.1%	258
Police Services	3,098	3,098					2350	229	7.4%	2579
Public Works	656	114		542			547	109	16.6%	656
Solid Waste	628		628				470	158	25.2%	628
<b>Grand Total</b>	<b>8,071</b>	<b>6,857</b>	<b>634</b>	<b>565</b>	<b>4</b>	<b>11</b>	<b>6,568</b>	<b>843</b>	<b>10.4%</b>	<b>7411</b>

There is a difference due to 1 ISL to create

There is a difference due to the 3 unfunded positions and 1 ISL to create (also, there may be 1 position to be deleted or a change made in the approved AC count)

There is a difference due to 1 ISL to create

There is a difference due to 123 positions between the recruit service centers (SCs)

There is a difference due to the 13 unfunded positions

There is a difference due to 360 unfunded positions and 159 between the recruit SCs &amp; promo classes

# October 2025- Vacancy Rate

Vacancy Rate- 10.4%

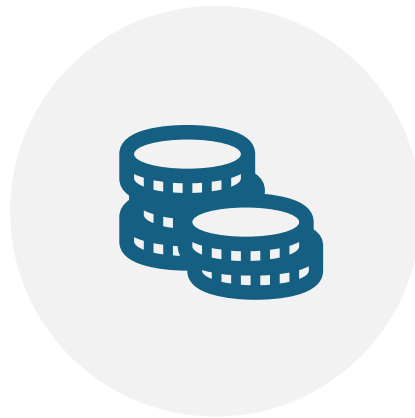
Filled- 6568

Unfilled- 843

# Labor Cost Trends- Q1



SALARY INCREASES



BENEFITS AND  
INCENTIVES



VACANCIES

# Overtime- FY26-Q1

- Several divisions- below the quarterly benchmark
- Reasons for divisions trending above
  - Seasonal demands
  - Staffing needs and requirements
  - Maintaining 24-hour operations and providing essential services
  - Special initiatives

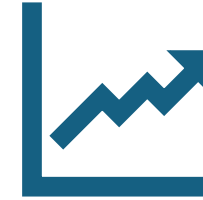
# Temporary Staffing- FY26-Q1



Decrease from FY25



Focusing on vacancies



Focus on increasing  
benefits for part time hires