

Critical Vacancies Update

February 14,
2023

Columbus Consolidated Government



Critical Vacancies Defined

- Position vacant for six (6) months or longer
- Required for organization to function effectively
- Hard to fill due to specialized area of work
- Skills in high demand



Public Safety Critical Vacancies

Department	Position Title	# of Positions	# of Vacancies	How Long Vacant
Police Department	Police Officer	444	142	Continuous since 2007
Sheriff's Office	Sheriff Deputy and Corrections Officer	337	41	Continuous since 2017
Muscogee County Prison	Corrections Officer	114	15	Continuous since 2018

Public Safety Shortage – A National Issue

News Headlines

Shortage of police officers becoming 'a crisis across the country' as there are fewer cadets, more retirements

Columbus law enforcement agencies grapple with staffing shortage

Albany Police Department facing significant shortage in patrol officers

The "perfect storm" is developing in police departments as fewer candidates are entering the profession,

Police departments nationwide dealing with officer shortage

Is the **Savannah** Police officer shortage just part of a national trend?

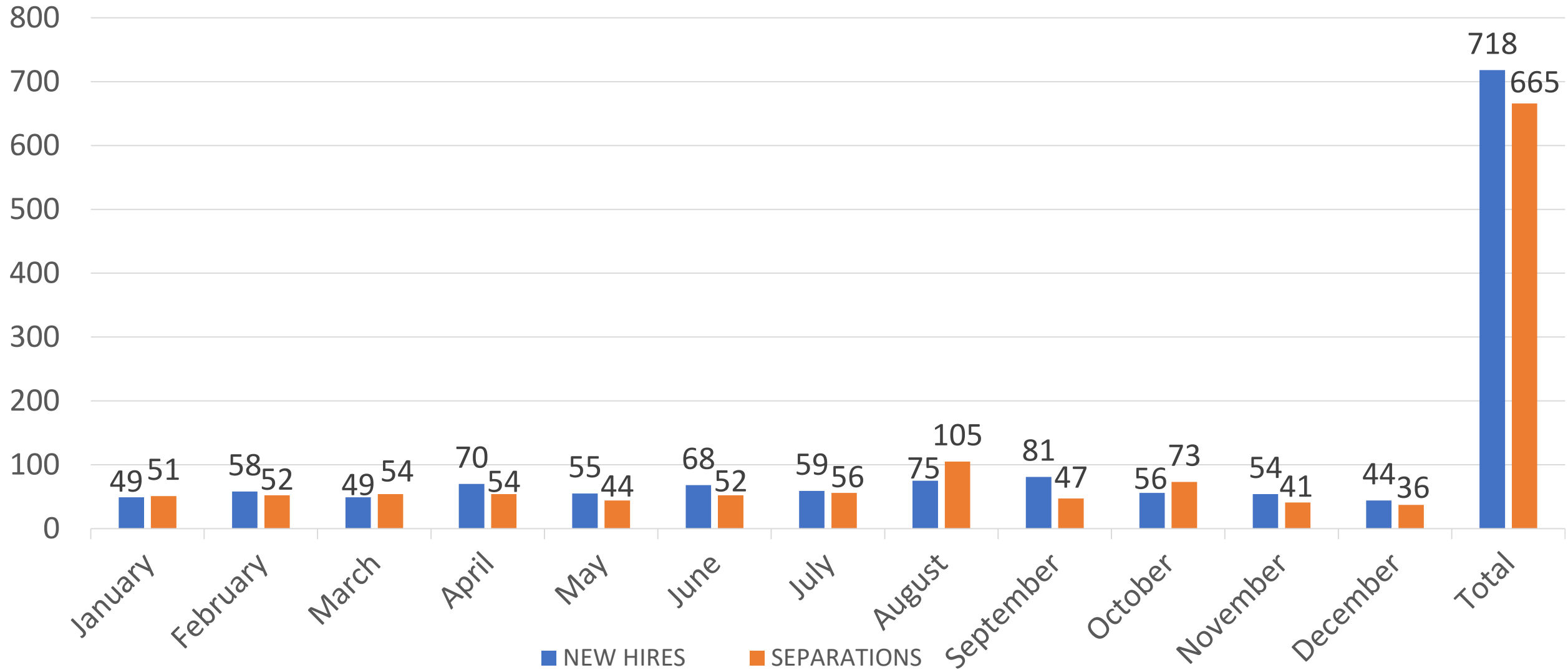
“It’s difficult during these times with the narrative of law enforcement,” Lt. Col. Calvin Chew of the **Richmond County** Sheriff’s Office says.

General Government Critical Vacancies

Department	Position Title	# of Positions	# of Vacancies	How Long Vacant
Metra Transit	Bus Operator (CDL)	52	22	Continuous since 2017
Parks and Recreation	Multiple Positions	328	121	Continuous since 2020
Public Works	Waste Equipment Operator/ Equipment Operators (CDL)	188	12 17 4	Continuous since 2020
Public Works	Fleet Maintenance Tech I, II, III (CDL)	28	2	Continuous since 2017
Public Defender	Attorney	22	6	Continuous Since 2021

NEW HIRES & SEPARATIONS 2022

ALL CCG DEPARTMENTS



Turnover Rate (2009 – 2022)

Columbus Police Department

	2009	2010	2011	2012	2013	2014	2015	2016	2017	2018	2019	2020	2021	2022
Hired	103	43	44	40	41	57	49	50	56	40	46	50	37	42
Retired	-7	-12	-12	-10	-14	-7	-13	-17	-10	-11	-10	-13	-8	-6
Resigned	-33	-21	-33	-36	-35	-31	-54	-61	-37	-43	-40	-44	-74	-57
Terminated /Laid Off	-6	-7	-1	-2	-3	-3	-1	0	0	-1	-2	0	-2	-2
Deceased	0	0	0	0	-3	0	-1	0	0	-1	0	-1	0	-1
Net Total	57	3	-2	-8	-14	16	-20	-28	9	-16	-6	-8	-47	-24



Columbus Consolidated Government is

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Columbus Consolidated Government | 100 Tenth Street, Columbus, Georgia 31901
Human Resources Department | 706-225-4059

Recruitment Strategy

January – December 2022

Hire and Retain Qualified Applicants

- Hosted or participated in 70+ Hiring Fairs
- Jobs Advertised:
 - CCG Career Opportunities webpage
 - Governmentjobs.com
 - Indeed.com
 - Glassdoor
 - Colleges, Universities and High Schools
- Weekly interviews on local radio and TV
- Press Releases
- Social media outlets
 - Facebook and Instagram
- Partners:
Goodwill Career Center, Ft. Benning, DOL, Media outlets
Colleges, Universities and High Schools, etc.





Questions?

