



Critical Vacancies Update

Columbus Consolidated Government

August 8, 2023



We do amazing.

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

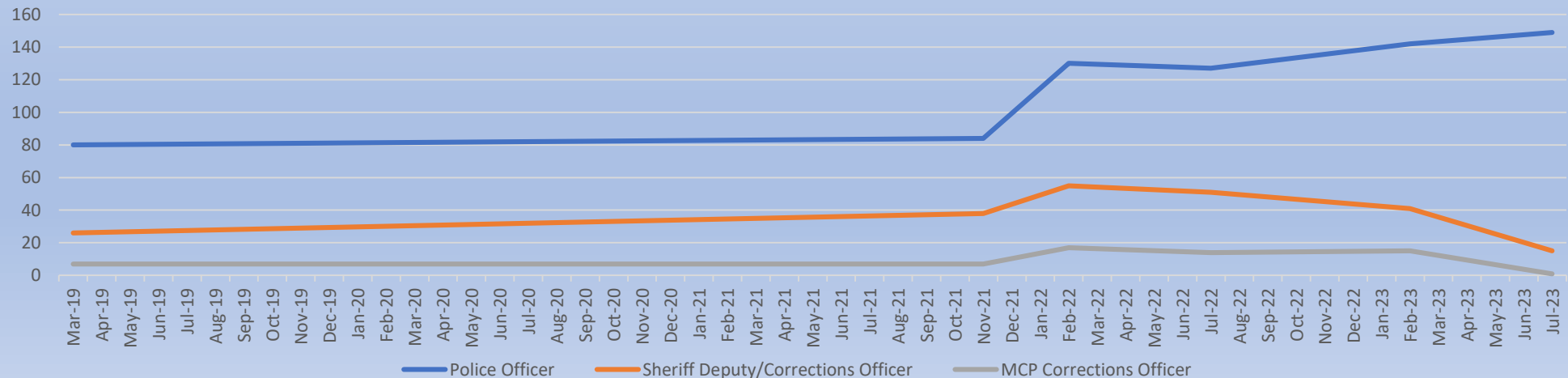
Public Safety Critical Vacancies

Department	Position Title	# of Positions	# of Vacancies	How Long Vacant
Police Department	Police Officer	444	149	Continuous since 2007
Sheriff's Office	Sheriff Deputy and Corrections Officer	337	15 11 Deputies, 4 COs	Continuous since 2017
Muscogee County Prison	Corrections Officer	114	1	Continuous since 2018
Fire/EMS	Firefighter/EMT	376	17 10 new positions FY24 for total of 27	2020

Public Safety Critical Vacancies 2019-2023

Date	CPD Police Officer	Sheriff Deputy/Corrections Officer	MCP Corrections Officer
Jul-23	149	15	1
Feb-23	142	41	15
Jul-22	127	51	14
Feb-22	130	55	17
Nov-21	84	38	7
Mar-19	80	26	7

Pay Plan Implemented
01/2023 →



Turnover Rate (2012 – 2023)

Columbus Police Department

	2012	2013	2014	2015	2016	2017	2018	2019	2020	2021	2022	2023 06/30
Hired	40	41	57	49	50	56	40	46	50	37	42	32
Retired	-10	-14	-7	-13	-17	-10	-11	-10	-13	-8	-6	-2
Resigned	-36	-35	-31	-54	-61	-37	-43	-40	-44	-74	-57	-37
Terminated /Laid Off	-2	-3	-3	-1	0	0	-1	-2	0	-2	-2	-1
Deceased	0	-3	0	-1	0	0	-1	0	-1	0	-1	-2
Net Total	-8	-14	16	-20	-28	9	-16	-6	-8	-47	-24	-10

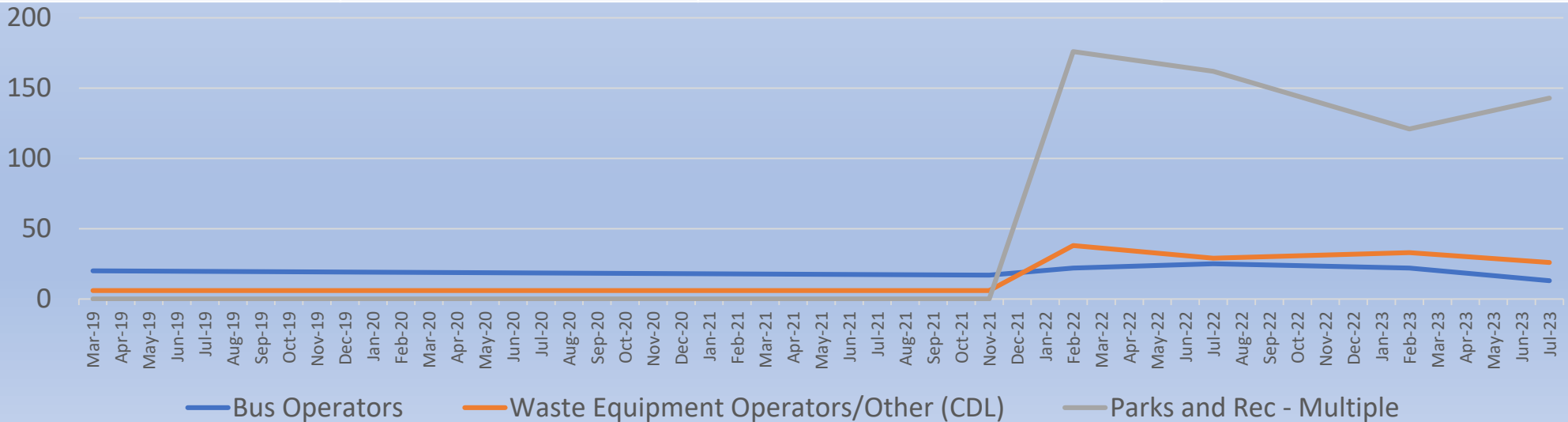
General Government Critical Vacancies

Department	Position Title	# of Positions	# of Vacancies	How Long Vacant
Metra Transit	Bus Operator (CDL)	52	13 (5 new hires on 08/14)	Continuous since 2017
Parks and Recreation	Multiple Positions Full/Part Time	328	143 (6FT, 137PT)	Continuous since 2020
Public Works	Waste Equipment Operator/ Equipment Operators (CDL)	188	26	Continuous since 2020
Public Works	Fleet Maintenance Tech I, II, III (CDL)	28	4	Continuous since 2017
Public Works	Skill Trades HVAC, Plumber, Electrician, Carpenter	17	11	Continuous since 2020

General Government Critical Vacancies 2019-2023

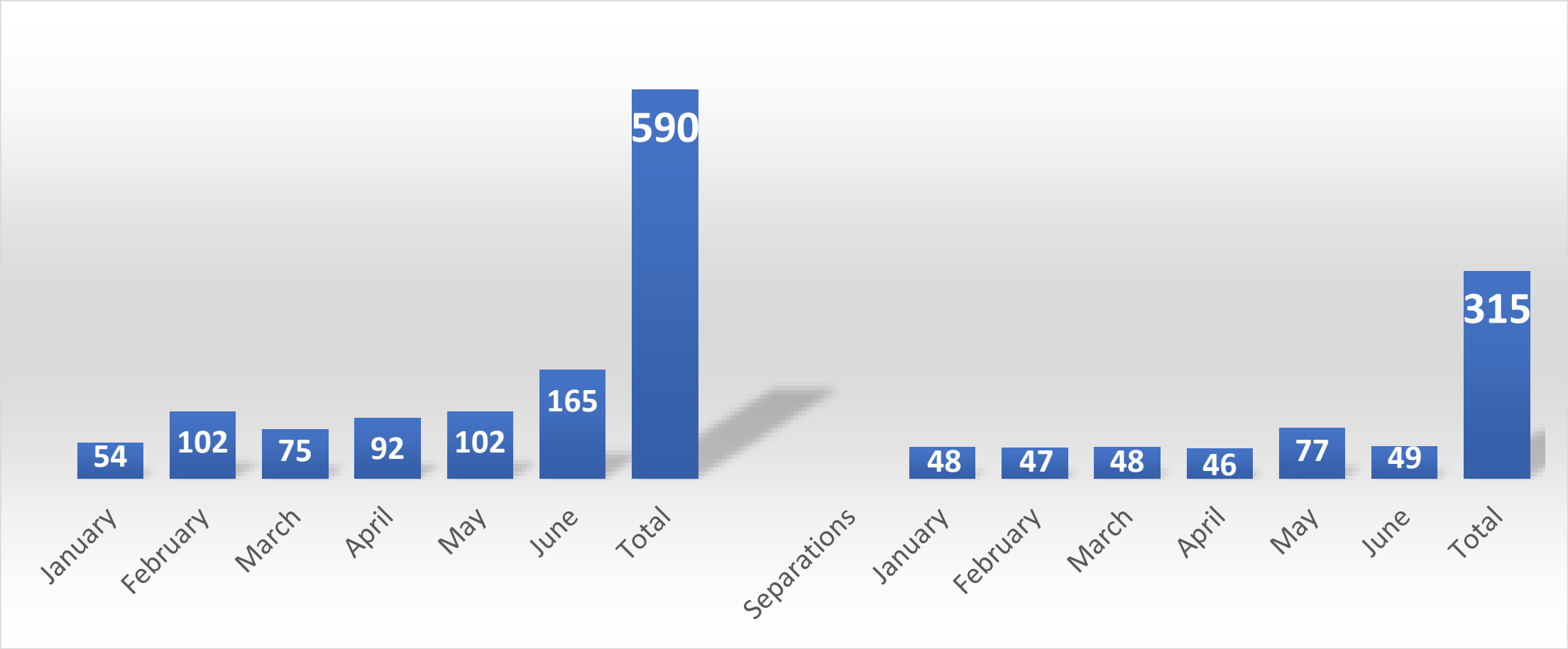
Date	Bus Operators	Waste Equipment Operators/Other (CDL)	Parks and Rec Multiple
Jul-23	13	26	143
Feb-23	22	33	121
Jul-22	25	29	162
Feb-22	22	38	176
Nov-21	17	6	N/A
Mar -19	20	6	N/A

Pay Plan Implemented
01/2023 →



NEW HIRES & SEPARATIONS

January – June 2023



Includes part time, temporary and seasonal employees (305 – new hires) (112 – separations)



GROW WITH COLUMBUS CONSOLIDATED

Join the CCG team by applying to one of the many career opportunities. You can find the full listing at www.governmentjobs.com/careers/columbusga or click this e-flyer!



Columbus Consolidated Government is an Equal Opportunity Employer and complies with the Civil Rights Act of 1964 & Nevada ID#4844. Applicants requesting reasonable accommodation to participate in the application/selection process because of a disability should contact the Government's Human Resources Department at (706) 653-4059. Back to CCG Human Resources website

Job Title	Job Type	Salary	Closing	Posted	Category	Department
1st Assistant Superintendent - Oxbow Creek Golf Course	Full-Time Regular	\$18.00 Hourly	09/16/23	03/16/23	Administration	Oxbow Creek Golf Course
Accounting Clerk I - GIS - Sheritt	Full-Time Regular	\$15.01 Hourly	08/04/23	07/27/23	Administration / Accounting and Finance	Sheritt's Office
Accounting Technician - GIS - Finance	Full-Time Regular	\$16.88 Hourly	08/16/23	05/16/23	Accounting and Finance	Finance
Administrative Assistant - GIS - Human Resources	Full-Time Regular	\$15.85 Hourly	09/05/23	06/05/23	Administrative Assistant	Human Resources
Administrative Assistant - GIS - Deputy City Manager of Planning	Full-Time Regular	\$16.88 Hourly	Continuous	02/14/23	Administrative Assistant	City Manager's Office
Administrative Technician - GIS - Support Services	Full-Time Regular	\$16.88 Hourly	10/17/23	07/17/23	Administrative Assistant	Police Department
Aerial Camera Operator - GIS	Full-Time	\$11.56 Hourly	Continuous	06/15/22	Aerial Control	Public Works



CCG Recruiting and Retention Efforts

- Positions currently advertised **101**. Down from **137** open positions in September 2022

Recruitment Strategy

January – June 30, 2023

Hire and Retain Qualified Applicants

- Hosted or participated in **14 Hiring Fairs**
- Jobs Advertised:
 - CCG Career Opportunities webpage
 - Governmentjobs.com
 - Indeed.com
 - Glassdoor
 - Colleges, Universities and High Schools
- Regular interviews on local radio and TV
- Press Releases, E-Flyers, Posting flyers in neighborhoods
- Social media outlets
 - Facebook and Instagram
 - LinkedIn, Twitter
 - Specialty Advertisement/Professional
- Partners:

Goodwill Career Center, Ft. Benning, DOL, Media outlets

Colleges, Universities and High Schools, etc.



Questions?

