

# Critical Vacancies Update



We do amazing.

Columbus Consolidated  
Government

April 9, 2024

# Critical 1 Vacancies es

## 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

As of 03/31/2024

Department	Position Title	# of Positions	# of Vacancies	How Long Vacant
Police Department	<b>Police Officer</b>	372	15 5 pending new hires	Continuous
Police Department	<b>E-911 Comm. Tech</b>	60	21	Continuous
Sheriff's Office	<b>Deputy and Corrections Officer</b>	337	31 26 Deputies, 5 COs	Continuous
Muscogee County Prison	<b>Corrections Officer</b>	114	21	Continuous
Fire/EMS	<b>Firefighter/EMT</b>	401	7	Continuous

# Public Safety Critical Vacancies 2019-2024

Date	CPD Police Officer	Sheriff Deputy/Corrections Officer	MCP Corrections Officer
<b>Mar-24</b>	<b>15</b>	<b>31</b>	<b>21</b>
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 (FY2016 – FY2024)

## Columbus Police Department

	FY16	FY17	FY18	FY19	FY20	FY21	FY22	FY23	FY24*
<b>Hired</b>	38	55	56	35	76	33	47	44	112
<b>Retired</b>	-14	-15	-9	-12	-12	-15	-7	-5	0
<b>Resigned</b>	-69	-41	-47	-34	-52	-63	-70	-63	-45
<b>Separated /Laid Off</b>	0	0	-2	-1	0	-1	-4	-2	-1
<b>Deceased</b>	-1	0	0	-1	-1	0	-2	-1	0
<b>Net Total</b>	<b>-46</b>	<b>-1</b>	<b>-2</b>	<b>-13</b>	<b>11</b>	<b>-46</b>	<b>-36</b>	<b>-27</b>	<b>66</b>

*\*As of 03/31/2024*

# Vacancies

As of 03/31/2024

Department	Position Title	# of Positions	# of Vacancies	How Long Vacant
Metra Transit	<b>Bus Operator (CDL)</b> <b>Bus Operator (Non-CDL)</b>	52 15	14 4*	Continuous
Parks and Recreation	<b>Multiple Positions</b> <b>Full/Part Time</b> <b>Intermittent</b>	328	121 (12FT, 109PT)	Continuous
Public Works	<b>Waste Equipment Operator/ Equipment Operators (CDL)</b>	162	14	Continuous
Public Works	<b>Fleet Maintenance</b> <b>Tech I, II, III (CDL)</b>	25	1	Continuous
Public Works	<b>Skill Trades</b> <b>HVAC, Plumber, Electrician, Carpenter</b>	19	11	Continuous
Engineering	<b>Traffic Engineer , Project Engineers (2)</b> <b>Traffic Signal Supervisor</b> <b>Inspector, Inspector Coordinator</b> <b>Stormwater Manager</b>	11	7	Continuous

\*4 vacancies for Premium Bus Service approved by the Council

# General Government Critical Vacancies 2019-2024

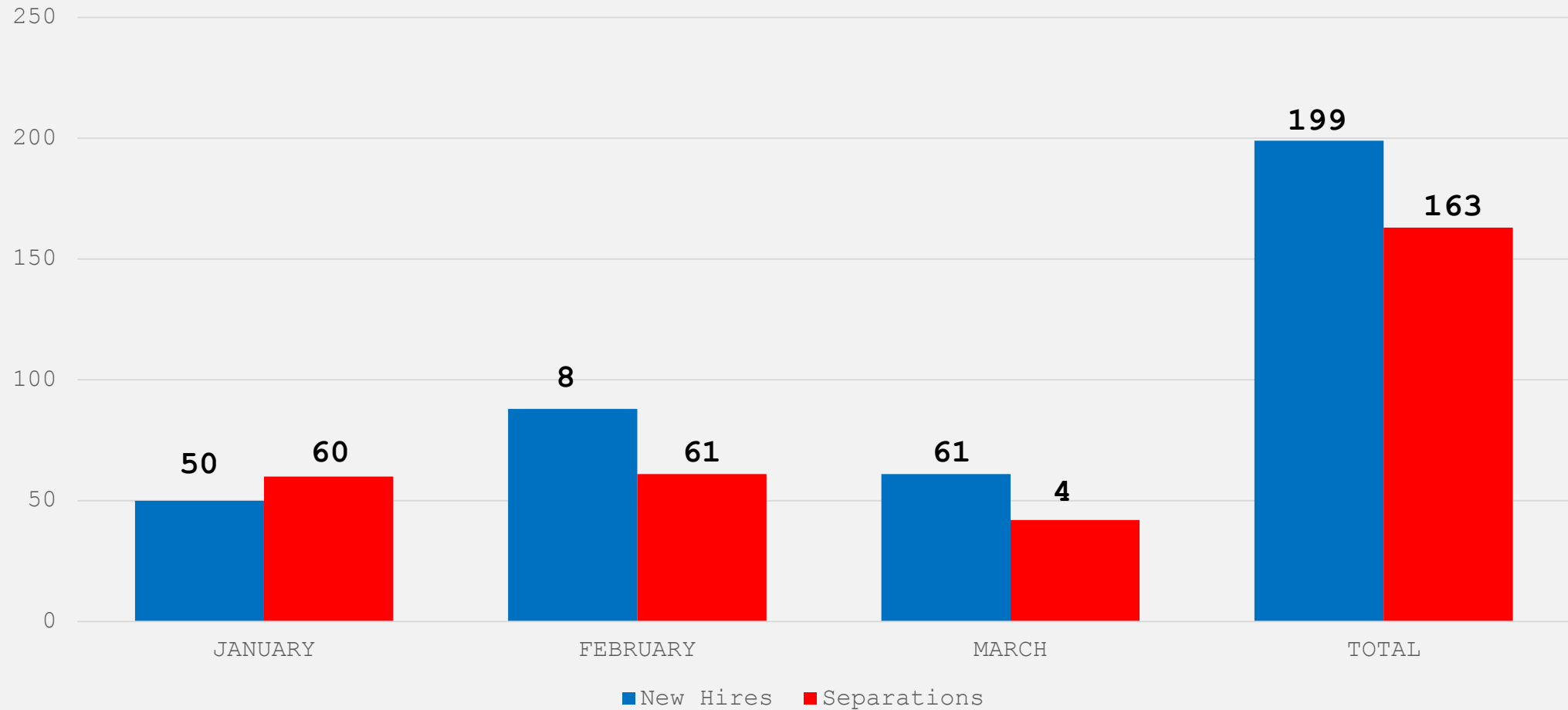
Date	Bus Operators	Waste Equipment Operators/Other (CDL)	Parks and Rec Multiple
<b>Mar-24</b>	<b>18</b>	<b>14</b>	<b>121</b>
Jul-23	13	26	143
Feb-23	22	33	121
Jul-22	25	29	162
Feb-22	22	38	176
Nov-21	17	6	N/A
Mar -19	20	6	N/A

Pay Plan Implemented  
01/2023 →

# New Hires & Separations

## 1<sup>st</sup> Quarter 2024

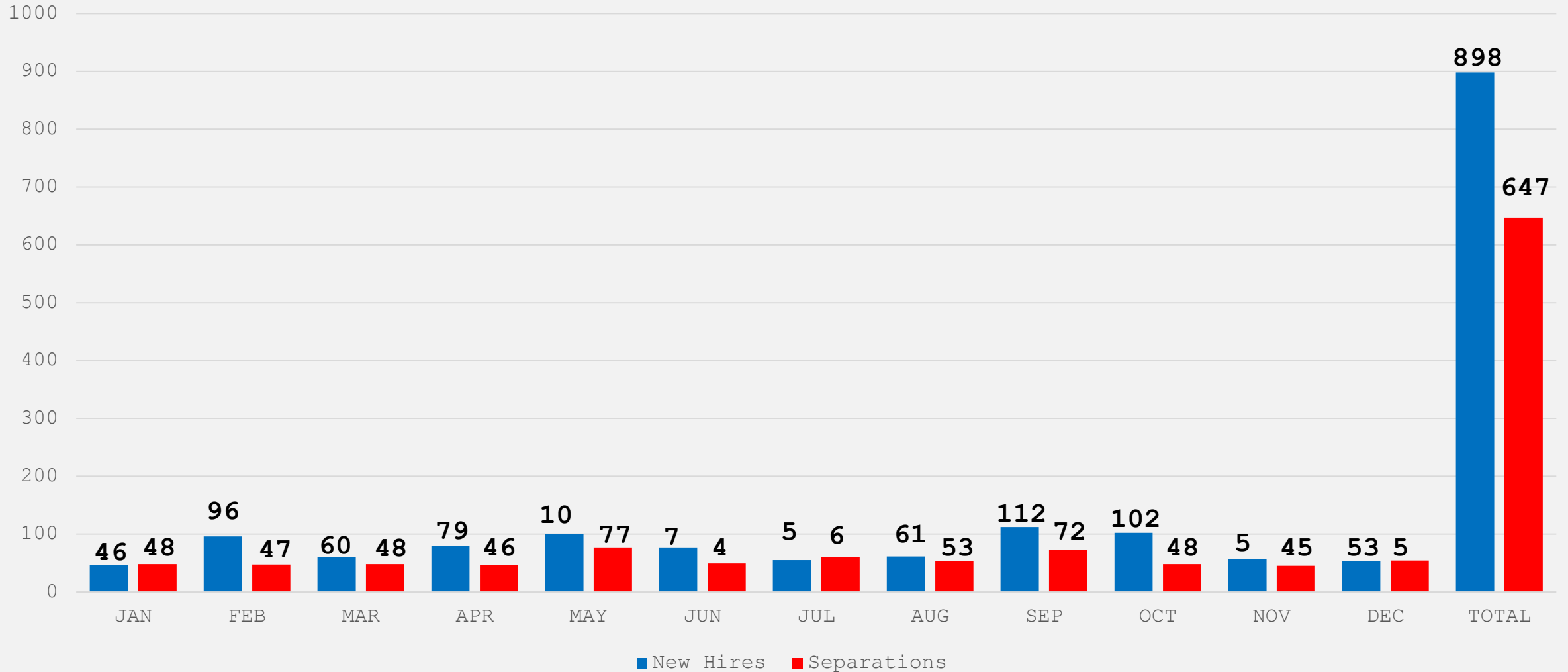
ALL CCG DEPARTMENTS





# Separations 2023

ALL CCG DEPARTMENTS



# CCG Recruiting

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- **132** Positions currently advertised







# Recruitment Strategy

1<sup>st</sup> Quarter 2024

- Hosted or participated in **8 Hiring Fairs**
- Public Safety at Ft. Moore weekly
- CPD Hiring Events/E-911 Techs
- Goodwill Career Center, Ft. Moore, DOL, Social Me
- Colleges, Universities and High Schools, etc.
- **Jobs Advertised:** (Jobs posted on 20+ websites)
  - 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 neigh
- Social media outlets
  - Facebook and Instagram
  - LinkedIn, Twitter
  - Specialty Advertisement/Professional



# Retention Strategy

- Competitive Salary and Benefits
- Wellness Offerings
- Free Health and Wellness Center
- Training and Development Opportunities
- Hybrid Work Schedule/Flexible Work Schedule
- Perk Time Off – Bonus Time
- Opportunities for employees to congregate/social interaction
- Work-life balance
- Family Culture
- Employee Discounts
- So much more.....



# Critical Vacancies - Update

- Recruitment and Retention stabilizing following pandemic
- Strategies to reach applicants is working consistency is key
- Challenges continue
- CCG is a vibrant place to work
- Career Opportunities abound
- Teamwork



Careers Website:

<https://www.nhs.uk/jobs>