

Critical Vacancies Update

July 12, 2022

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	127 130	Continuous since 2007
Sheriff's Office	Sheriff Deputy and Corrections Officer	337	51 70	Continuous since 2017
Muscogee County Prison	Corrections Officer	114	14 17	Continuous since 2018

General Government Critical Vacancies

Department	Position Title	# of Positions	# of Vacancies	How Long Vacant
Metra Transit	Bus Operator (CDL)	52	25 22	Continuous since 2017
Parks and Recreation	Multiple Positions	328	162 176	Continuous since 2020
Public Works	Waste Equipment Operator/ Equipment Operators (CDL)	188	29 38	Continuous since 2020
Public Works	Fleet Maint. Tech I, II, III	28	4 10	Continuous since 2017
Engineering	Traffic Engineer - Project Engineer - Inspector Engineer – Traffic Eng Tech Multiple Engineer Positions	20	7 4	Continuous Since 2021
Information Technology	Program Develop Coord PC Tech Supervisor	12	3 2	Continuous Since Jan 2022

Turnover Rate (2009 – 2022)

Columbus Police Department

	2009	2010	2011	2012	2013	2014	2015	2016	2017	2018	2019	2020	2021	2022 Jan/Jun
Hired	103	43	44	40	41	57	49	50	56	40	46	50	37	22
Retired	-7	-12	-12	-10	-14	-7	-13	-17	-10	-11	-10	-13	-8	3
Resigned	-33	-21	-33	-36	-35	-31	-54	-61	-37	-43	-40	-44	-74	26
Terminated	-6	-7	-1	-2	-3	-3	-1	0	0	-1	-2	0	-2	1
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	-9

Recruitment Strategy

January - June 2022

- Hire and retain qualified applicants – Internal and External
- Hosted or participated in **50+ Hiring Fairs**
- Jobs Advertised:
 - CCG Career Opportunities webpage
 - Governmentjobs.com
 - Indeed.com
 - Glassdoor
 - Colleges, Universities and High Schools
 - Social media outlets
- Partnering with:
Goodwill Career Center, Ft. Benning, DOL, Media outlets
Colleges, Universities and High Schools, etc.





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Columbus Consolidated Government
100 E 10th St, Columbus, GA 31901



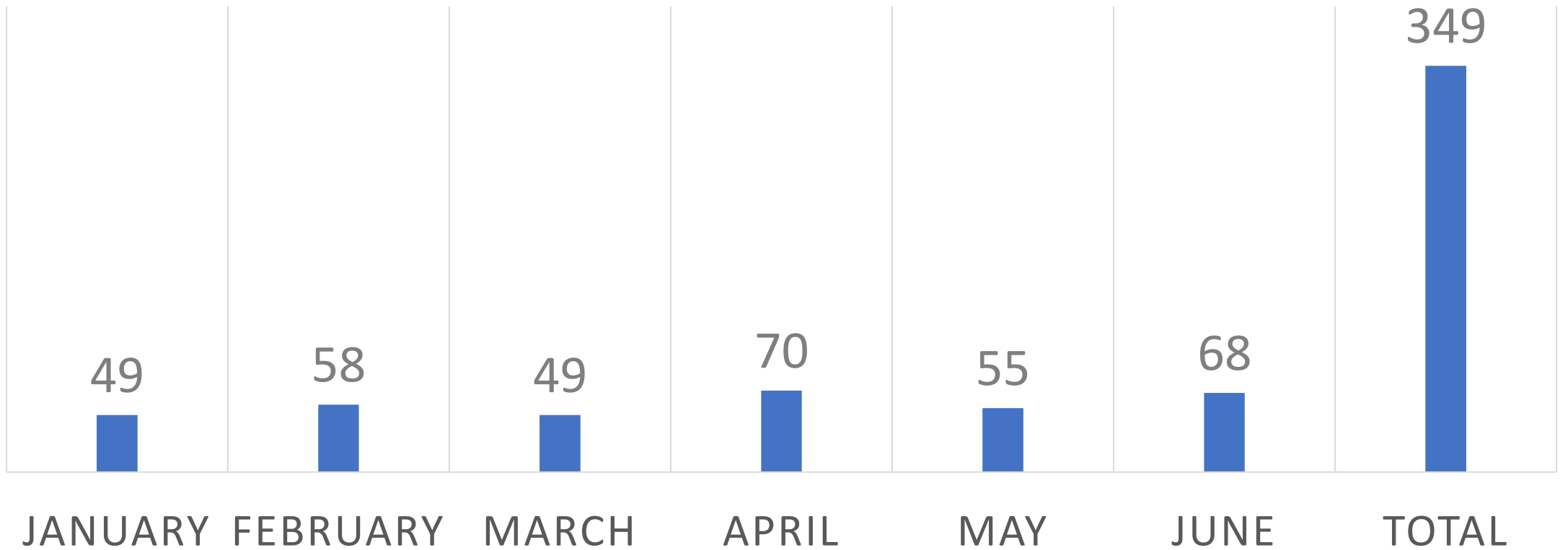
(706) 225-4059



New Hires 2022

1st-2nd Quarter

ALL CCG DEPARTMENTS



Questions?

