HIRING UPDATE

Oversight Committee Meeting 12.14.23

CURRENT STATUS

- Actual Vacancies: 89
- **Net Vacancy Reduction for 2023: 26**
  - Hired: 69
  - Separated: 43
  - Adds: 16

STATS

- 2023 Total hires to date: 69 (NET +10)
  - Entry 48
  - Lateral 21

- 2022 Total hires: 59
  - Entry 47
  - Lateral 12

STATS

- 2023 Total separations: **43** (less than half 2022 rates)
  - Retirements: 17 (of the 43 total)
  - Back to 2016/2017 rates

- 2022 Total separations: **83**
  - Retirements: 35 (of the 83 total)

- 2021Total separations: **86**
  - Retirements: 40 (of the 86 total)

BACKGROUND STAFFING

- Added two additional full-time background detectives (July & Sept.)
- February will add an additional full-time background detective
- Goal is to reduce background time (Target: end 2024)
    - detective time to review background and move forward from 28 days average to 14.
    - Total background 68 days to 40 days

PROCESS IMPROVEMENTS

- KCSO and Civil Service Pre-Screen Pilot:
  - Pre-screen BEFORE oral board using testing vendor background questionnaire
  - Implemented optional "integrity interview"
  - Eliminates some very poorly suited candidates from the process without wasting time and resources on oral board and background
  - Identified approx. 22 applicants who were removed from the process
    - 15% of applicants screened were removed earlier in process
    - Minimal time to determine
    - Allows viable candidates to move forward more quickly due to availability of oral board appointments
    - Reduction in time from application to oral board

QUESTIONS?