

**Civil Service Commission Meeting  
Agenda for March 21, 2024  
Columbia County Detention Center  
Time 11:30 AM**

**Civil Service Commission Members**

Chair Judy Brown  
Vice-Chairman Tim McGill  
Secretary Pattie Rimbey  
Member Bobby Gagnon

Member Gary Holley  
Member Fred Russell  
Member George Sleister

**Lunch & Tour  
Columbia County Sheriff's Office Headquarters**

- A. Call to Order ..... Chair Brown
- B. Roll Call/Quorum..... Chair Brown
- C. Approval of December 5, 2023 Minutes ..... Chair Brown
- D. Presentation and Approval of the Agenda..... Chair Brown
- E. Election of 2024 Officers..... Chair Brown
- F. HR Activities Update.....Human Resources Director Jeff Carney
- G. General Discussion..... All Members
- H. Next Meeting Date ..... All Members
- I. Adjourn ..... Chair Brown

**Civil Service Commission Meeting  
Agenda for June 20, 2024  
The Market  
1005 Market Street  
Evans, Georgia 30809  
Time 3:30 PM**

**Civil Service Commission Members**

Chair Judy Brown  
Vice-Chairman Tim McGill  
Secretary Pattie Rimbey  
Member Bobby Gagnon

Member Gary Holley  
Member Fred Russell  
Member George Sleister

**Tour  
The Market (Next door to Performing Arts Center)  
1005 Market Street  
Evans, GA**

**K-9 Demo presented by CCSO Deputy Jonathan Adams**

- |                                       |                         |
|---------------------------------------|-------------------------|
| A. CALL TO ORDER                      | Chair Brown             |
| B. ROLL CALL/QUORUM                   | Chair Brown             |
| C. APPROVAL OF MARCH 21, 2024 MINUTES | Chair Brown             |
| D. PRESENTON AND APPROVAL OF AGENDA   | Chair Brown             |
| E. HR ACTIVITIES UPDATE               | HR Director Jeff Carney |
| F. GENERAL DISCUSSION                 | All Members             |
| G. NEXT MEETING DAT                   | All Members             |
| H. ADJOURN                            | Chair Brown             |

**Civil Service Commission Meeting Minutes**  
**September 12, 2024 – 3:30 pm**  
**Little River Wastewater Treatment Plant**  
**Hardy McManus Road, 1130 Maple Ridge Drive**  
**Evans, GA 30809**

**Members Present**

Chair Judy Brown  
Vice-Chairman Tim McGill  
Secretary Pattie Rimbey  
Member Fred Russell  
Member Bobby Gagnon  
Member Gary Holley  
Member George Sleister

**Staff Present**

Human Resources Director Jeff Carney  
Recording Secretary Martha Bartles

**Guests**

Andrew LaSure, WWTP Manager  
Hunter Baldwin, WWTP Assistant Manager

Prior to the meeting, the Civil Service Commission members were given a tour of the Little River Wastewater Treatment Plant located at 1130 Maple Ridge Drive off of Hardy McManus Road. The tour was conducted by WWTP Manager Andrew LaSure and WWTP Assistant Manager Hunter Baldwin. The Civil Service Commission members and staff were very impressed with the presentation.

**A. Call to Order**

Chair Brown called the meeting to order at 4:06 pm.

**B. Roll Call/Quorum**

Chair Brown declared a quorum with all Commission members present.

**C. Approval of June 20, 2024 Minutes**

Chair Brown called for the question to approve the June 20, 2024 Minutes of the Civil Service Commission meeting. Member George Sleister made the motion to approve the minutes, seconded by Member Bobby Gagnon, all were in agreement, the motion carried unanimously.

**D. Presentation and Approval of the Agenda**

Member Gary Holley made the motion to approve the Presentation and Approval of the Agenda, seconded by Secretary Pattie Rimbey, all were in agreement, the motion carried unanimously.

**E. HR Activities Update**

Human Resources Director Dr. Jeff Carney presented the Human Resources Department Quarterly Activities Report which included an update of the Health/Benefits; Wellness, Fitness and Nutrition; Classification/Compensation; and Budget/Legal/Other which also included Open Enrollment. Dr. Carney also stated that the agendas, all committee meetings, and advisory meetings will now be posted on the county website and this includes the Civil Service Commission meetings. The Commission accepted this as information.

**F. General Discussion**

There was a brief discussion among members regarding a few other items that were mentioned. Nothing to report.

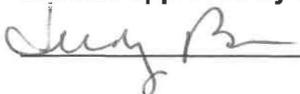
**G. Next Meeting Date**

The next quarterly Civil Service Commission Meeting will be held in the Board of Commissioners Conference room, Building B, second floor, December 3, 2024 at 3:30 pm.

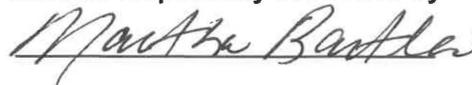
**H. Adjourn**

There being no further business to discuss, all members were in agreement to adjourn at 4:26 pm.

**Minutes approved by Chairman**

  
\_\_\_\_\_

**Minutes respectfully submitted by**

  
\_\_\_\_\_

**Date**

  
\_\_\_\_\_

**Civil Service Commission Meeting  
Agenda for September 12, 2024  
Little River Wastewater Treatment Plant  
Hardy McManus Road, 1130 Maple Ridge Drive  
Evans, Georgia 30809  
Time 3:30 PM**

**Civil Service Commission Members**

Chair Judy Brown  
Vice-Chairman Tim McGill  
Secretary Pattie Rimbey  
Member Bobby Gagnon

Member Gary Holley  
Member Fred Russell  
Member George Sleister

**Tour  
Little River Wastewater Treatment Plant**

- |                                     |                         |
|-------------------------------------|-------------------------|
| A. CALL TO ORDER                    | Chair Brown             |
| B. ROLL CALL/QUORUM                 | Chair Brown             |
| C. APPROVAL OF JUNE 20,2024 MINUTES | Chair Brown             |
| D. PRESENTON AND APPROVAL OF AGENDA | Chair Brown             |
| E. HR ACTIVITIES UPDATE             | HR Director Jeff Carney |
| F. GENERAL DISCUSSION               | All Members             |
| G. NEXT MEETING DATE                | All Members             |
| H. ADJOURN                          | Chair Brown             |



**Civil Service Commission Meeting  
Agenda for December 3, 2024  
Board of Commissioners Conference Room  
630 Ronald Reagan Drive, Bldg B, 2<sup>nd</sup> Floor  
Evans, Ga 30809  
Time 3:30 pm**

**Civil Service Commission Members**

Chair Judy Brown  
Vice-Chairman Tim McGill  
Secretary Pattie Rimbey  
Member Bobby Gagnon

Member Gary Holley  
Member Fred Russell  
Member George Sleister

- A. Call to Order.....Chair Brown
- B. Roll Call/Quorum.....Chair Brown
- C. Introduction of Guest Speaker .....Chairman Brown
- D. Approval of September 12, 2024 Minutes.....Chair Brown
- E. Presentation and Approval of the Agenda.....Chair Brown
- F. HR Activities Update.....Human Resources Director Dr. Jeff Carney
- G. General Discussion..... All Members
- H. Next Meeting Date ..... All Members
- I. Adjourn ..... Chair Brown

**Civil Service Commission Meeting Minutes  
December 3, 2024 – 3:30 pm  
Board of Commissioners Conference  
Evans, GA**

**Members Present**

Chair Judy Brown  
Vice-Chairman Tim McGill  
Secretary Pattie Rimbey  
Member Bobby Gagnon  
Member Gary Holley  
Member Fred Russell  
Member George Sleister

**Staff Present**

Human Resources Director Dr. Jeff Carney  
Recording Secretary Martha Bartles

**Guests**

Board of Commission Chairman Doug Duncan  
Board of Commission Member Alison Couch  
County Manager Scott Johnson  
Deputy County Manager Glenn Kennedy  
Deputy County Manager Matt Schlachter

**A. Call to Order**

Chair Brown called the meeting to order at 3:30 pm and the guests spoke first and afterwards the Civil Service Commission meeting began.

**B. Roll Call/Quorum**

Chair Brown declared a quorum with all Commission members present.

**C. Introduction of Guest Speaker**

Chair Brown introduced Board of Commission Chairman Doug Duncan who introduced Board of Commission Member Alison Couch. County Manager Scott Johnson, Deputy County Manager Glenn Kennedy and Deputy County Manager Matt Schlachter were also present.

Chairman Duncan and County Manager Scott Johnson stated that things have been going well in the County and this has been another great year. Everyone has been doing a fantastic job and Columbia County has good responsible folks.

Commission Couch stated she appreciated all that volunteered their time at the Emergency Operations Center during the hurricane.

Chairman Duncan and County Manager Johnson gave a report about the effects of Hurricane Helene and how it has affected Columbia County. County Manager Johnson also commented that it was the most devastating storm that has ever hit Georgia and Columbia County got the brunt of it. He spoke well of all who helped in this time of need. He also gave an update on the debris removal and also explained the process. The Civil Service Commission was very thankful and appreciated this report.

**D. Approval September 12, 2024 Minutes**

Chair Brown called for the question to approve the September 12, 2024 Minutes of the Civil Service Commission meeting. Secretary Pattie Rimbey made the motion to approve the minutes, seconded by Commission Member Fred Russell, all were in agreement, the motion carried unanimously.

**E. Presentation and Approval of the Agenda**

Commission Member George Sleister made the motion to approve the Presentation and Approval of the Agenda, seconded by Commission Member Gary Holley, all were in agreement, the motion carried unanimously.

**G. HR Activities Update**

Human Resources Director Dr. Jeff Carney presented the Human Resources Department Quarterly Activities Report which included an update of the Health/Benefits; Wellness, Fitness and Nutrition; Classification/Compensation; and Budget Legal/Other. Members asked a few questions and accepted this as information. Dr. Carney also commented that Open Enrollment was extended because of the Hurricane. The Civil Service Commission stated that this was a good report.

#### **H. General Discussion**

After a brief discussion, Chair Brown asked Commission members to review the Annual Report Draft and to contact Martha Bartles if there are any additions or changes. The report will be distributed to the Board of Commissioners by the end of the year.

#### **I. Next Meeting Date**

The next quarterly Civil Service Commission Meeting will be held the third Thursday in March, 2025. It was suggested by members and guests to tour the Emergency Operations Center again and they would like to hear a recap of Hurricane Helene. When this information is available the Civil Service Commission will be notified.

#### **J. Adjourn**

There being no further business to discuss, all were in agreement to adjourn. The meeting adjourned at 4:13 pm.



**Civil Service Commission Meeting Minutes**  
**December 5, 2023 – 3:00 pm**  
**Board of Commissioners Conference**  
**Evans, GA**

**Members Present**

Chair Judy Brown  
Vice-Chairman Tim McGill  
Member Gary Holley  
Member Fred Russell  
Member George Sleister

**Staff Present**

Human Resources Director Dr. Jeff Carney  
Recording Secretary Martha Bartles

**Members Absent**

Secretary Patti Rimbey  
Member Bobby Gagnon

**Guests**

Board of Commission Chairman Doug Duncan  
Board of Commission Vice-Chairman Gary Richardson  
County Manager Scott Johnson  
Deputy County Manager Glenn Kennedy  
Deputy County Manager Matt Schlachter

**A. Call to Order**

Chair Brown called the meeting to order at 3:00 pm.

**B. Roll Call/Quorum**

Chair Brown declared a quorum with five (5) Commission members present.

**C. Introduction of Guest Speaker**

Chair Brown introduced Board of Commission Chairman Doug Duncan who introduced Board of Commission Vice-Chairman Gary Richardson. County Manager Scott Johnson, Deputy County Manager Glenn Kennedy and Deputy County Manager Matt Schlachter were also present and they all gave an overview of county projects, future plans and changes occurring in Columbia County which included a camera system and information regarding the Sheriff's Real Time Crime Center. County Manager Scott Johnson will setup a Civil Service Commission lunch, tour and meeting at this location.

Chairman Duncan and Vice-Chairman Richardson made comments of how they appreciate what the Civil Service Commission does. The Civil Service Commission was very appreciative of this information.

**D. Approval September 21, 2023 Minutes**

Chair Brown called for the question to approve the September 21, 2023 Minutes of the Civil Service Commission meeting. George Sleister made the motion to approve the minutes, seconded by Gary Holley, all were in agreement, the motion carried unanimously.

**E. Presentation and Approval of the Agenda**

Gary Holley made the motion to approve the Presentation and Approval of the Agenda, seconded by Fred Russell, all were in agreement, the motion carried unanimously.

**G. HR Activities Update**

Human Resources Director Dr. Jeff Carney presented the Human Resources Department Quarterly Activities Report which included an update of the Health/Benefits; Wellness, Fitness and Nutrition; Classification/Compensation; and Budget/Legal/Other. Members asked a few questions and accepted this as information. They also commented that this was a good report.

**H. General Discussion**

After a brief discussion, Chair Brown asked Commission members to review the Annual Report Draft and to contact Martha Bartles if there are any additions or changes. The report will be distributed to the Board of Commissioners by the end of the year.

**I. Next Meeting Date**

The next quarterly Civil Service Commission Meeting will be held the third Thursday in March. It was suggested by members and guests to tour the new addition(s) to the Columbia County Sheriff's Office. When this information is available the Civil Service Commission will be notified.

**J. Adjourn**

There being no further business to discuss Vice-Chairman McGill made a motion to adjourn, seconded by Gary Holley, motion carried unanimously and the meeting adjourned at 3:56 pm.

**Minutes approved by Chairman**

*[Signature]*

**Minutes respectfully submitted by**

*Matthew Beattie*

**Date**

3/21/24

**Civil Service Commission Meeting  
Agenda for March 21, 2024  
Columbia County Detention Center  
Time 11:30 AM**

**Civil Service Commission Members**

Chair Judy Brown  
Vice-Chairman Tim McGill  
Secretary Pattie Rimbey  
Member Bobby Gagnon

Member Gary Holley  
Member Fred Russell  
Member George Sleister

**Lunch & Tour  
Columbia County Sheriff's Office Headquarters**

- A. Call to Order ..... Chair Brown
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- C. Approval of December 5, 2023 Minutes..... Chair Brown
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- F. HR Activities Update..... Human Resources Director Jeff Carney
- G. General Discussion .....All Members
- H. Next Meeting Date .....All Members
- I. Adjourn..... Chairman Elect

**Civil Service Commission Meeting Minutes**  
**December 5, 2023 – 3:00 pm**  
**Board of Commissioners Conference**  
**Evans, GA**

**Members Present**

Chair Judy Brown  
Vice-Chairman Tim McGill  
Member Gary Holley  
Member Fred Russell  
Member George Sleister

**Staff Present**

Human Resources Director Dr. Jeff Carney  
Recording Secretary Martha Bartles

**Members Absent**

Secretary Patti Rimbey  
Member Bobby Gagnon

**Guests**

Board of Commission Chairman Doug Duncan  
Board of Commission Vice-Chairman Gary Richardson  
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Deputy County Manager Glenn Kennedy  
Deputy County Manager Matt Schlachter

**A. Call to Order**

Chair Brown called the meeting to order at 3:00 pm.

**B. Roll Call/Quorum**

Chair Brown declared a quorum with five (5) Commission members present.

**C. Introduction of Guest Speaker**

Chair Brown introduced Board of Commission Chairman Doug Duncan who introduced Board of Commission Vice-Chairman Gary Richardson. County Manager Scott Johnson, Deputy County Manager Glenn Kennedy and Deputy County Manager Matt Schlachter were also present and they all gave an overview of county projects, future plans and changes occurring in Columbia County which included a camera system and information regarding the Sheriff's Real Time Crime Center. County Manager Scott Johnson will setup a Civil Service Commission lunch, tour and meeting at this location.

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**E. Presentation and Approval of the Agenda**

Gary Holley made the motion to approve the Presentation and Approval of the Agenda, seconded by Fred Russell, all were in agreement, the motion carried unanimously.

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**I. Next Meeting Date**

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**J. Adjourn**

There being no further business to discuss Vice-Chairman McGill made a motion to adjourn, seconded by Gary Holley, motion carried unanimously and the meeting adjourned at 3:56 pm.

**Minutes approved by Chairman**

**Minutes respectfully submitted by**

**Date**

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**Civil Service Commission  
Human Resources Department Quarterly Update  
March 21, 2024**

| Benefits                      |   |                             |                                     |                             |                                     |                          |                      |         |    |      |       |  |  |          |    |      |       |  |  |       |  |  |  |              |  |       |  |  |  |  |  |     |  |  |  |  |  |      |  |  |  |  |  |      |  |  |  |  |  |        |  |  |  |  |  |           |  |  |  |              |  |         |  |  |  |  |  |          |  |  |  |  |  |          |  |  |  |              |              |
|-------------------------------|---|-----------------------------|-------------------------------------|-----------------------------|-------------------------------------|--------------------------|----------------------|---------|----|------|-------|--|--|----------|----|------|-------|--|--|-------|--|--|--|--------------|--|-------|--|--|--|--|--|-----|--|--|--|--|--|------|--|--|--|--|--|------|--|--|--|--|--|--------|--|--|--|--|--|-----------|--|--|--|--------------|--|---------|--|--|--|--|--|----------|--|--|--|--|--|----------|--|--|--|--------------|--------------|
| <b>1. Employee Survey</b>     | <ul style="list-style-type: none"> <li>• Benefits Survey Responses (handout)</li> </ul>   |                             |                                     |                             |                                     |                          |                      |         |    |      |       |  |  |          |    |      |       |  |  |       |  |  |  |              |  |       |  |  |  |  |  |     |  |  |  |  |  |      |  |  |  |  |  |      |  |  |  |  |  |        |  |  |  |  |  |           |  |  |  |              |  |         |  |  |  |  |  |          |  |  |  |  |  |          |  |  |  |              |              |
| <b>2. Medical Claims YTD</b>  | <ul style="list-style-type: none"> <li>• <b>\$2,512,104</b> through 3/13/2023</li> <li>• <b>\$383,140</b> more than last year at this time period</li> </ul>  |                             |                                     |                             |                                     |                          |                      |         |    |      |       |  |  |          |    |      |       |  |  |       |  |  |  |              |  |       |  |  |  |  |  |     |  |  |  |  |  |      |  |  |  |  |  |      |  |  |  |  |  |        |  |  |  |  |  |           |  |  |  |              |  |         |  |  |  |  |  |          |  |  |  |  |  |          |  |  |  |              |              |
| Wellness, Fitness & Nutrition |   |                             |                                     |                             |                                     |                          |                      |         |    |      |       |  |  |          |    |      |       |  |  |       |  |  |  |              |  |       |  |  |  |  |  |     |  |  |  |  |  |      |  |  |  |  |  |      |  |  |  |  |  |        |  |  |  |  |  |           |  |  |  |              |  |         |  |  |  |  |  |          |  |  |  |  |  |          |  |  |  |              |              |
| <b>3. Fitness Center</b>      | <ul style="list-style-type: none"> <li>• Quarterly gym usage-1194 visits (222 individuals)</li> <li>• Updating equipment in G2</li> </ul>   |                             |                                     |                             |                                     |                          |                      |         |    |      |       |  |  |          |    |      |       |  |  |       |  |  |  |              |  |       |  |  |  |  |  |     |  |  |  |  |  |      |  |  |  |  |  |      |  |  |  |  |  |        |  |  |  |  |  |           |  |  |  |              |  |         |  |  |  |  |  |          |  |  |  |  |  |          |  |  |  |              |              |
| <b>4. MedNow Utilization</b>  | <ul style="list-style-type: none"> <li>• G2 Employee clinic quarterly visits-268</li> <li>• MedNow Employees &amp; Dependents quarterly visits- 818</li> </ul>  |                             |                                     |                             |                                     |                          |                      |         |    |      |       |  |  |          |    |      |       |  |  |       |  |  |  |              |  |       |  |  |  |  |  |     |  |  |  |  |  |      |  |  |  |  |  |      |  |  |  |  |  |        |  |  |  |  |  |           |  |  |  |              |  |         |  |  |  |  |  |          |  |  |  |  |  |          |  |  |  |              |              |
| Hiring                        |   |                             |                                     |                             |                                     |                          |                      |         |    |      |       |  |  |          |    |      |       |  |  |       |  |  |  |              |  |       |  |  |  |  |  |     |  |  |  |  |  |      |  |  |  |  |  |      |  |  |  |  |  |        |  |  |  |  |  |           |  |  |  |              |  |         |  |  |  |  |  |          |  |  |  |  |  |          |  |  |  |              |              |
| <b>5. Turnover Rate</b>       | <div style="text-align: center; background-color: #ADD8E6; padding: 5px;"><b>Turnover Rate Calculation 2024</b></div> <table border="1" style="width: 100%; border-collapse: collapse; text-align: center;"> <thead> <tr> <th style="background-color: #ADD8E6;">Month</th> <th style="background-color: #ADD8E6;">Number of Separated Employees</th> <th style="background-color: #ADD8E6;">Average Number of Employees</th> <th style="background-color: #ADD8E6;">Monthly Turnover Rates (Percentage)</th> <th style="background-color: #ADD8E6;">Quarterly Turnover Rates</th> <th style="background-color: #ADD8E6;">Annual Turnover Rate</th> </tr> </thead> <tbody> <tr><td>January</td><td>15</td><td>1426</td><td>1.05%</td><td></td><td></td></tr> <tr><td>February</td><td>22</td><td>1428</td><td>1.54%</td><td></td><td></td></tr> <tr><td>March</td><td></td><td></td><td></td><td><b>2.59%</b></td><td></td></tr> <tr><td>April</td><td></td><td></td><td></td><td></td><td></td></tr> <tr><td>May</td><td></td><td></td><td></td><td></td><td></td></tr> <tr><td>June</td><td></td><td></td><td></td><td></td><td></td></tr> <tr><td>July</td><td></td><td></td><td></td><td></td><td></td></tr> <tr><td>August</td><td></td><td></td><td></td><td></td><td></td></tr> <tr><td>September</td><td></td><td></td><td></td><td><b>0.00%</b></td><td></td></tr> <tr><td>October</td><td></td><td></td><td></td><td></td><td></td></tr> <tr><td>November</td><td></td><td></td><td></td><td></td><td></td></tr> <tr><td>December</td><td></td><td></td><td></td><td><b>0.00%</b></td><td><b>2.59%</b></td></tr> </tbody> </table> <p style="font-size: small; margin-top: 5px;">           February Resignations-17<br/>           February Terminations-4<br/>           February Retirements-1         </p> <div style="text-align: center; margin-top: 10px;"> </div> | Month                       | Number of Separated Employees       | Average Number of Employees | Monthly Turnover Rates (Percentage) | Quarterly Turnover Rates | Annual Turnover Rate | January | 15 | 1426 | 1.05% |  |  | February | 22 | 1428 | 1.54% |  |  | March |  |  |  | <b>2.59%</b> |  | April |  |  |  |  |  | May |  |  |  |  |  | June |  |  |  |  |  | July |  |  |  |  |  | August |  |  |  |  |  | September |  |  |  | <b>0.00%</b> |  | October |  |  |  |  |  | November |  |  |  |  |  | December |  |  |  | <b>0.00%</b> | <b>2.59%</b> |
| Month                         | Number of Separated Employees   | Average Number of Employees | Monthly Turnover Rates (Percentage) | Quarterly Turnover Rates    | Annual Turnover Rate                |                          |                      |         |    |      |       |  |  |          |    |      |       |  |  |       |  |  |  |              |  |       |  |  |  |  |  |     |  |  |  |  |  |      |  |  |  |  |  |      |  |  |  |  |  |        |  |  |  |  |  |           |  |  |  |              |  |         |  |  |  |  |  |          |  |  |  |  |  |          |  |  |  |              |              |
| January                       | 15  | 1426                        | 1.05%                               |                             |                                     |                          |                      |         |    |      |       |  |  |          |    |      |       |  |  |       |  |  |  |              |  |       |  |  |  |  |  |     |  |  |  |  |  |      |  |  |  |  |  |      |  |  |  |  |  |        |  |  |  |  |  |           |  |  |  |              |  |         |  |  |  |  |  |          |  |  |  |  |  |          |  |  |  |              |              |
| February                      | 22  | 1428                        | 1.54%                               |                             |                                     |                          |                      |         |    |      |       |  |  |          |    |      |       |  |  |       |  |  |  |              |  |       |  |  |  |  |  |     |  |  |  |  |  |      |  |  |  |  |  |      |  |  |  |  |  |        |  |  |  |  |  |           |  |  |  |              |  |         |  |  |  |  |  |          |  |  |  |  |  |          |  |  |  |              |              |
| March                         |   |                             |                                     | <b>2.59%</b>                |                                     |                          |                      |         |    |      |       |  |  |          |    |      |       |  |  |       |  |  |  |              |  |       |  |  |  |  |  |     |  |  |  |  |  |      |  |  |  |  |  |      |  |  |  |  |  |        |  |  |  |  |  |           |  |  |  |              |  |         |  |  |  |  |  |          |  |  |  |  |  |          |  |  |  |              |              |
| April                         |   |                             |                                     |                             |                                     |                          |                      |         |    |      |       |  |  |          |    |      |       |  |  |       |  |  |  |              |  |       |  |  |  |  |  |     |  |  |  |  |  |      |  |  |  |  |  |      |  |  |  |  |  |        |  |  |  |  |  |           |  |  |  |              |  |         |  |  |  |  |  |          |  |  |  |  |  |          |  |  |  |              |              |
| May                           |   |                             |                                     |                             |                                     |                          |                      |         |    |      |       |  |  |          |    |      |       |  |  |       |  |  |  |              |  |       |  |  |  |  |  |     |  |  |  |  |  |      |  |  |  |  |  |      |  |  |  |  |  |        |  |  |  |  |  |           |  |  |  |              |  |         |  |  |  |  |  |          |  |  |  |  |  |          |  |  |  |              |              |
| June                          |   |                             |                                     |                             |                                     |                          |                      |         |    |      |       |  |  |          |    |      |       |  |  |       |  |  |  |              |  |       |  |  |  |  |  |     |  |  |  |  |  |      |  |  |  |  |  |      |  |  |  |  |  |        |  |  |  |  |  |           |  |  |  |              |  |         |  |  |  |  |  |          |  |  |  |  |  |          |  |  |  |              |              |
| July                          |   |                             |                                     |                             |                                     |                          |                      |         |    |      |       |  |  |          |    |      |       |  |  |       |  |  |  |              |  |       |  |  |  |  |  |     |  |  |  |  |  |      |  |  |  |  |  |      |  |  |  |  |  |        |  |  |  |  |  |           |  |  |  |              |  |         |  |  |  |  |  |          |  |  |  |  |  |          |  |  |  |              |              |
| August                        |   |                             |                                     |                             |                                     |                          |                      |         |    |      |       |  |  |          |    |      |       |  |  |       |  |  |  |              |  |       |  |  |  |  |  |     |  |  |  |  |  |      |  |  |  |  |  |      |  |  |  |  |  |        |  |  |  |  |  |           |  |  |  |              |  |         |  |  |  |  |  |          |  |  |  |  |  |          |  |  |  |              |              |
| September                     |   |                             |                                     | <b>0.00%</b>                |                                     |                          |                      |         |    |      |       |  |  |          |    |      |       |  |  |       |  |  |  |              |  |       |  |  |  |  |  |     |  |  |  |  |  |      |  |  |  |  |  |      |  |  |  |  |  |        |  |  |  |  |  |           |  |  |  |              |  |         |  |  |  |  |  |          |  |  |  |  |  |          |  |  |  |              |              |
| October                       |   |                             |                                     |                             |                                     |                          |                      |         |    |      |       |  |  |          |    |      |       |  |  |       |  |  |  |              |  |       |  |  |  |  |  |     |  |  |  |  |  |      |  |  |  |  |  |      |  |  |  |  |  |        |  |  |  |  |  |           |  |  |  |              |  |         |  |  |  |  |  |          |  |  |  |  |  |          |  |  |  |              |              |
| November                      |   |                             |                                     |                             |                                     |                          |                      |         |    |      |       |  |  |          |    |      |       |  |  |       |  |  |  |              |  |       |  |  |  |  |  |     |  |  |  |  |  |      |  |  |  |  |  |      |  |  |  |  |  |        |  |  |  |  |  |           |  |  |  |              |  |         |  |  |  |  |  |          |  |  |  |  |  |          |  |  |  |              |              |
| December                      |   |                             |                                     | <b>0.00%</b>                | <b>2.59%</b>                        |                          |                      |         |    |      |       |  |  |          |    |      |       |  |  |       |  |  |  |              |  |       |  |  |  |  |  |     |  |  |  |  |  |      |  |  |  |  |  |      |  |  |  |  |  |        |  |  |  |  |  |           |  |  |  |              |  |         |  |  |  |  |  |          |  |  |  |  |  |          |  |  |  |              |              |
| <b>6. New Hires YTD</b>       | <ul style="list-style-type: none"> <li>• <b>2024 YTD-48 vs 2023 YTD-37</b></li> </ul>   |                             |                                     |                             |                                     |                          |                      |         |    |      |       |  |  |          |    |      |       |  |  |       |  |  |  |              |  |       |  |  |  |  |  |     |  |  |  |  |  |      |  |  |  |  |  |      |  |  |  |  |  |        |  |  |  |  |  |           |  |  |  |              |  |         |  |  |  |  |  |          |  |  |  |  |  |          |  |  |  |              |              |

## Employee Benefits Survey Responses

### 1. Please rate each of the items below that we offer in regards to importance to you.

|                                       | EXTREMELY IMPORTANT | IMPORTANT     | SOMEWHAT IMPORTANT | NOT IMPORTANT | TOTAL |
|---------------------------------------|---------------------|---------------|--------------------|---------------|-------|
| Retirement Plan (Mission Square)      | 93.39%<br>339       | 5.79%<br>21   | 0.55%<br>2         | 0.28%<br>1    | 363   |
| Health Insurance (United Healthcare)  | 91.16%<br>330       | 4.42%<br>16   | 1.10%<br>4         | 3.31%<br>12   | 362   |
| Dental Insurance (United Concordia)   | 75.41%<br>273       | 19.61%<br>71  | 3.87%<br>14        | 1.10%<br>4    | 362   |
| Life Insurance (New York Life)        | 62.50%<br>225       | 23.61%<br>85  | 9.17%<br>33        | 4.72%<br>17   | 360   |
| Vision Care (Eye Med)                 | 59.72%<br>215       | 25.56%<br>92  | 9.17%<br>33        | 5.56%<br>20   | 360   |
| Prescription Drug Program (OptumRX)   | 56.67%<br>204       | 23.89%<br>86  | 10.83%<br>39       | 8.61%<br>31   | 360   |
| Long Term Disability (New York Life)  | 55.96%<br>202       | 29.64%<br>107 | 10.80%<br>39       | 3.60%<br>13   | 361   |
| Short Term Disability (New York Life) | 54.44%<br>196       | 27.78%<br>100 | 11.94%<br>43       | 5.83%<br>21   | 360   |
| Access to Medical Clinic (in Bldg G2) | 52.50%<br>189       | 28.33%<br>102 | 11.94%<br>43       | 7.22%<br>26   | 360   |
| Employee Assistance Program (EAP)     | 37.60%<br>135       | 32.31%<br>116 | 22.28%<br>80       | 7.80%<br>28   | 359   |
| Flexible Spending Account (FSA card)  | 31.39%<br>113       | 16.67%<br>60  | 24.72%<br>89       | 27.22%<br>98  | 360   |
| Access to Fitness Center (in Bldg G2) | 28.97%<br>104       | 32.03%<br>115 | 22.01%<br>79       | 16.99%<br>61  | 359   |
| Personal Accident Insurance (Unum)    | 28.13%<br>101       | 31.75%<br>114 | 22.56%<br>81       | 17.55%<br>63  | 359   |
| Education Reimbursement Program       | 28.21%<br>101       | 26.82%<br>96  | 25.14%<br>90       | 19.83%<br>71  | 358   |

## 6. What Division/Department/Office do you work in?

| ANSWER CHOICES                 | RESPONSES       |            |
|--------------------------------|-----------------|------------|
| ▼ Work for an Elected Official | 31.87%          | 116        |
| ▼ Community Services           | 13.46%          | 49         |
| ▼ Fire Services (Fire Rescue)  | 11.26%          | 41         |
| ▼ Water Utility Services       | 10.44%          | 38         |
| ▼ Engineering Services         | 7.97%           | 29         |
| ▼ Technology Services          | 7.14%           | 26         |
| ▼ Other (please specify)       | Responses 6.87% | 25         |
| ▼ Internal Services            | 6.32%           | 23         |
| ▼ Development Services         | 3.85%           | 14         |
| ▼ Planning Services            | 0.82%           | 3          |
| <b>TOTAL</b>                   |                 | <b>364</b> |

## 7. How long have you worked with the county?

| ANSWER CHOICES     | RESPONSES |            |
|--------------------|-----------|------------|
| ▼ 4 years or less  | 28.85%    | 105        |
| ▼ 5-9 years        | 20.88%    | 76         |
| ▼ 10-19 years      | 24.73%    | 90         |
| ▼ 20-29 years      | 17.58%    | 64         |
| ▼ 30-39 years      | 6.04%     | 22         |
| ▼ 40 years or more | 1.92%     | 7          |
| <b>TOTAL</b>       |           | <b>364</b> |

# LOOKING FOR A GREAT TEAM TO JOIN?

## YOU FOUND US!

### Columbia County Board of Commissioners

#### GREAT REASONS TO WORK WITH US!



MEDICAL, DENTAL & VISION  
INSURANCE PLANS, SHORT  
AND LONG TERM DISABILITY,  
AND RETIREMENT PLAN

**EMPLOYEE MEDICAL CLINIC FOR  
EMPLOYEES & SPOUSES ON OUR  
HEALTHCARE PLAN**



Located on Evans Government Complex Campus

### PTO

PAID TIME OFF

First Year - 12 days off  
Years 1-5 - 18 days off  
Years 5-10 - 21 days off  
Years 10-15 - 24 days off  
Years 15-20 - 27 days off  
20+ Years - 30 days off

#### 11 PAID HOLIDAYS

10 set holidays and 1 personal holiday  
per calendar year



#### EDUCATION TUITION REIMBURSEMENT



Education Tuition Reimbursement of \$5250 per  
calendar year for employees working with us at  
least one year

#### WELLNESS PROGRAM

Earn PTO with Heath4me2,  
flu shots, blood pressure clinics, etc.



#### FREE LIFE INSURANCE

County pays for a \$25,000 life  
insurance policy for employees

#### ONSITE TRAINING

Training opportunities with on-site training manager  
(ex. computer courses, defensive driving, CPR, etc.)



#### EMPLOYEE FITNESS CENTER

Free use of our fitness center open 24/7  
staffed by our own fitness specialist



**Be a member of our team!**

#### Check Us Out!

- Explore career opportunities with the county government! Whether you are a graduate of college, technical school, or high school, we have positions for you.

- View **current job listings** on our webpage:

<https://www.columbiacountyga.gov/Jobs.aspx>

or scan code to right:



- Complete an **online application** at:

<https://www.columbiacountyga.gov/314/Application-Instructions>

or scan code to the right:



- Click this link to see **employee videos** on why it's great to work here:

[https://www.youtube.com/playlist?](https://www.youtube.com/playlist?list=PLuAuKfh_dYWBzFXKBTrkp2T9jzQ-mhJT8)

[list=PLuAuKfh\\_dYWBzFXKBTrkp2T9jzQ-mhJT8](https://www.youtube.com/playlist?list=PLuAuKfh_dYWBzFXKBTrkp2T9jzQ-mhJT8)

or scan this code to the right.



- Contact Human Resources if you have any questions at 706-868-3300.

## WORK WITH THE BEST!



BOARD OF COMMISSIONERS