



# 2022 WORKFORCE STRATEGIES INITIATIVE



**Technical College**  
System of Georgia

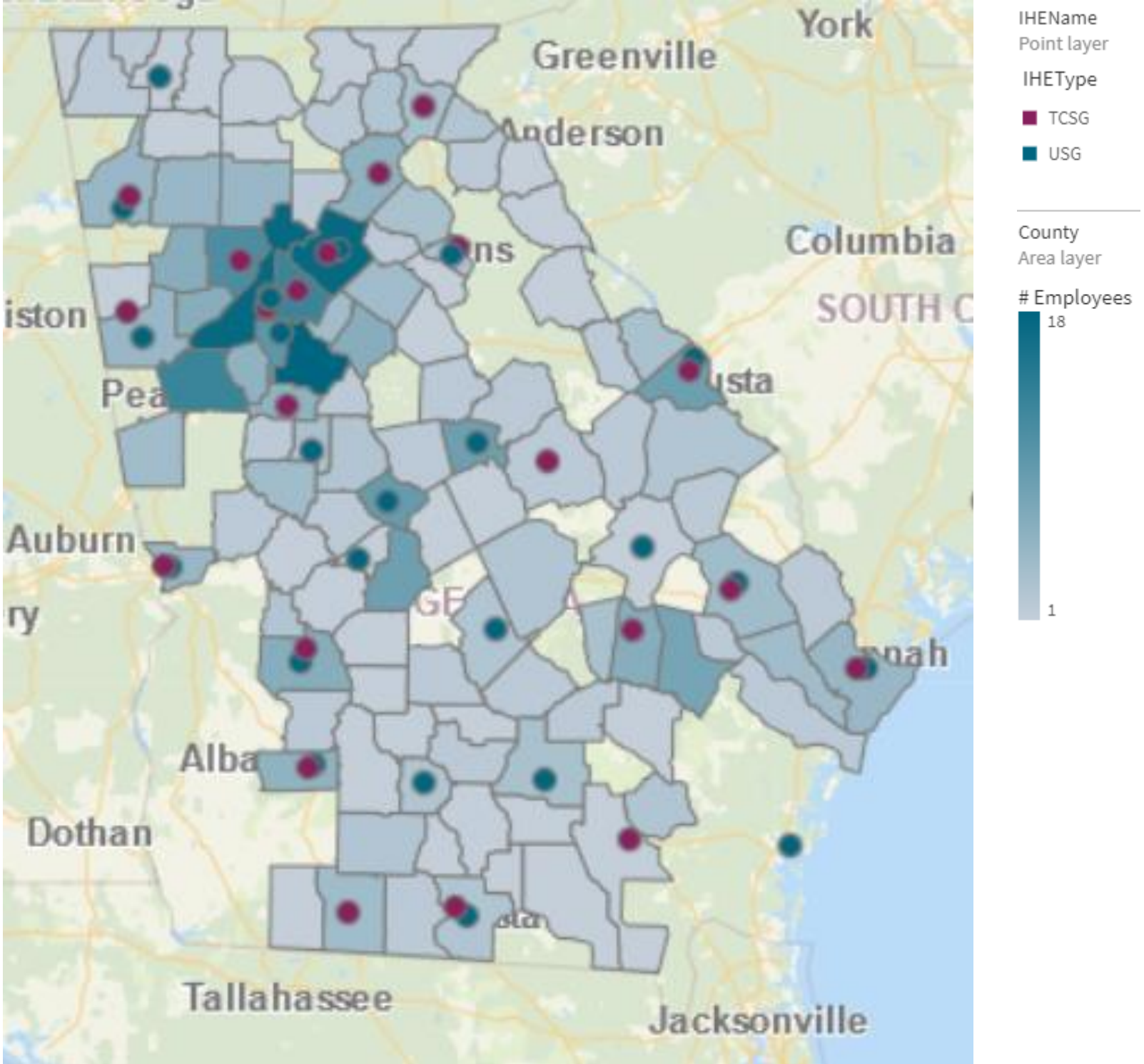




# Public Safety and Law Enforcement



# Location of people in Criminal Investigators and Compliance Investigator Jobs



- People in criminal investigator and compliance investigator jobs are located in several regions across the state
- 143 people in those jobs live in a county in the Atlanta Regional Commission, while 340 live in counties across the state

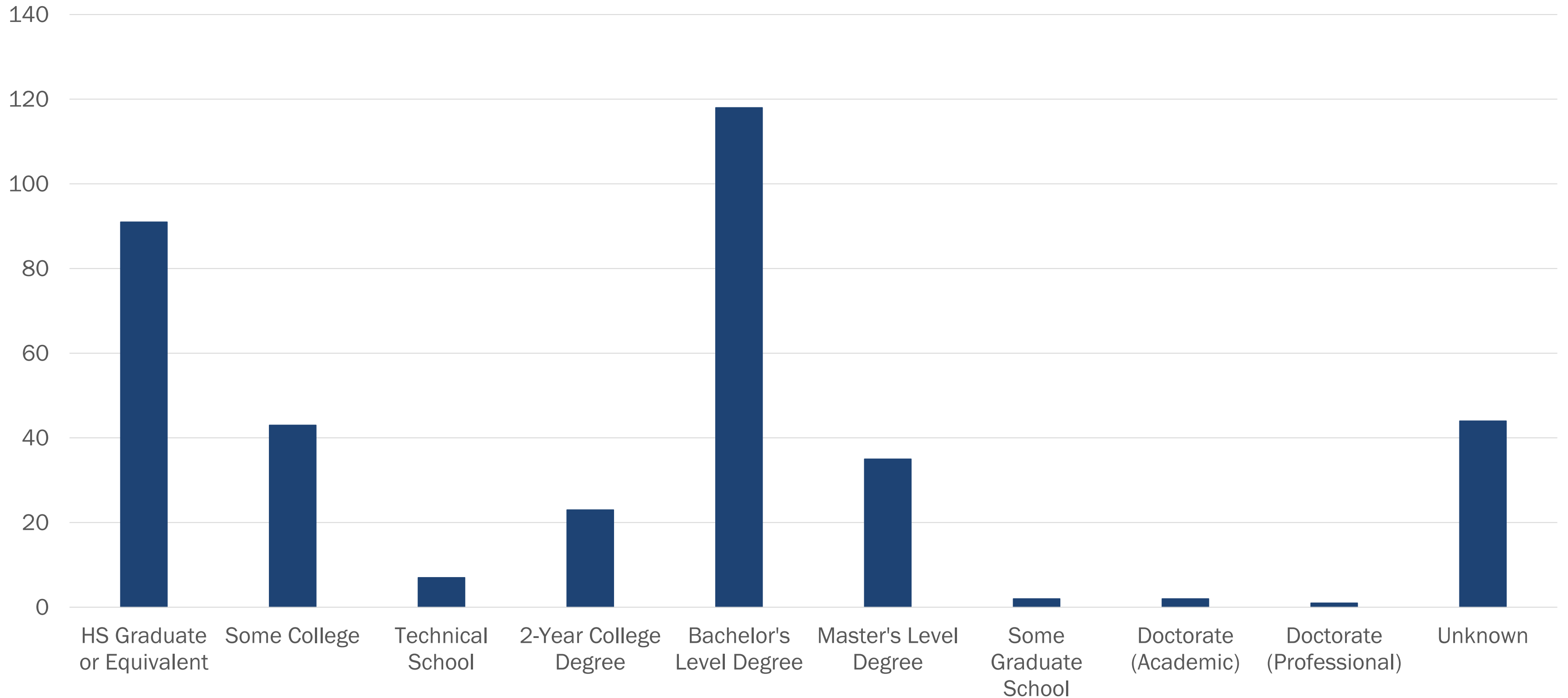
# Top 5 Agencies with the Highest Number of Criminal Investigators

| Agency                              | June 2018 Employee Count | June 2021 Employee Count | Percent Change | FY21 Turnover Rate | FY21 Hires/Rehires | FY21 Separations |
|-------------------------------------|--------------------------|--------------------------|----------------|--------------------|--------------------|------------------|
| All Agency Totals (17)              | 365                      | 366                      | 0.3%           | 9.1%               | 25                 | 33               |
| Public Defender Council             | 83                       | 87                       | 4.8%           | 15.9%              | 11                 | 14               |
| Department of Corrections           | 83                       | 83                       | 0.0%           | 8.9%               | 3                  | 7                |
| Department of Revenue               | 41                       | 38                       | -7.3%          | 7.9%               | 2                  | 3                |
| Department of Community Supervision | 31                       | 33                       | 6.5%           | 5.9%               | 0                  | 2                |
| State Board of Pardons and Paroles  | 32                       | 33                       | 3.1%           | 0.0%               | 0                  | 0                |
| All Other Agencies                  | 95                       | 92                       | -3.2%          | 7.9%               | 9                  | 7                |

# Criminal Investigator Occupation

| Job                     | June 2018 Employee Count | June 2021 Employee Count | Percent Change | FY21 Turnover Rate | FY 21 Hires/Rehires | FY21 Separations |
|-------------------------|--------------------------|--------------------------|----------------|--------------------|---------------------|------------------|
| Total                   | 365                      | 366                      | 0.3%           | 9.1%               | 25                  | 33               |
| Criminal Investigator   | 3                        | 3                        | 0.0%           | 0.0%               | 0                   | 0                |
| Criminal Investigator 1 | 65                       | 75                       | 15.4%          | 13.3%              | 10                  | 10               |
| Criminal Investigator 2 | 130                      | 106                      | -18.5%         | 11.1%              | 11                  | 12               |
| Criminal Investigator 3 | 167                      | 182                      | 9.0%           | 6.3%               | 4                   | 11               |

# Criminal Investigator Education Level at Time of Hire



# Top 5 Agencies with the Highest Number of Compliance Investigators

| Agency   | June 2018 Employee Count | June 2021 Employee Count | Percent Change | FY21 Turnover Rate | FY21 Hires/Rehires | FY21 Separations |
|--|--------------------------|--------------------------|----------------|--------------------|--------------------|------------------|
| All Agency Totals (11)   | 125                      | 117                      | -6.4%          | 18.4%              | 8                  | 21               |
| Department of Human Services                                   | 50                       | 50                       | 0.0%           | 8.7%               | 3                  | 4                |
| Department of Public Health                                    | 24                       | 19                       | -20.8%         | 14.9%              | 0                  | 3                |
| Department of Behavioral Health and Developmental Disabilities | 22                       | 16                       | -27.3%         | 40.3%              | 2                  | 8                |
| DHS – Division of Family and Children Services                 | 5                        | 12                       | 140.0%         | 0.0%               | 0                  | 0                |
| Department of Community Health                                 | 4                        | 6                        | 50.0%          | 0.0%               | 0                  | 0                |
| All Other Agencies   | 20                       | 14                       | -30.0%         | 39.6%              | 3                  | 6                |

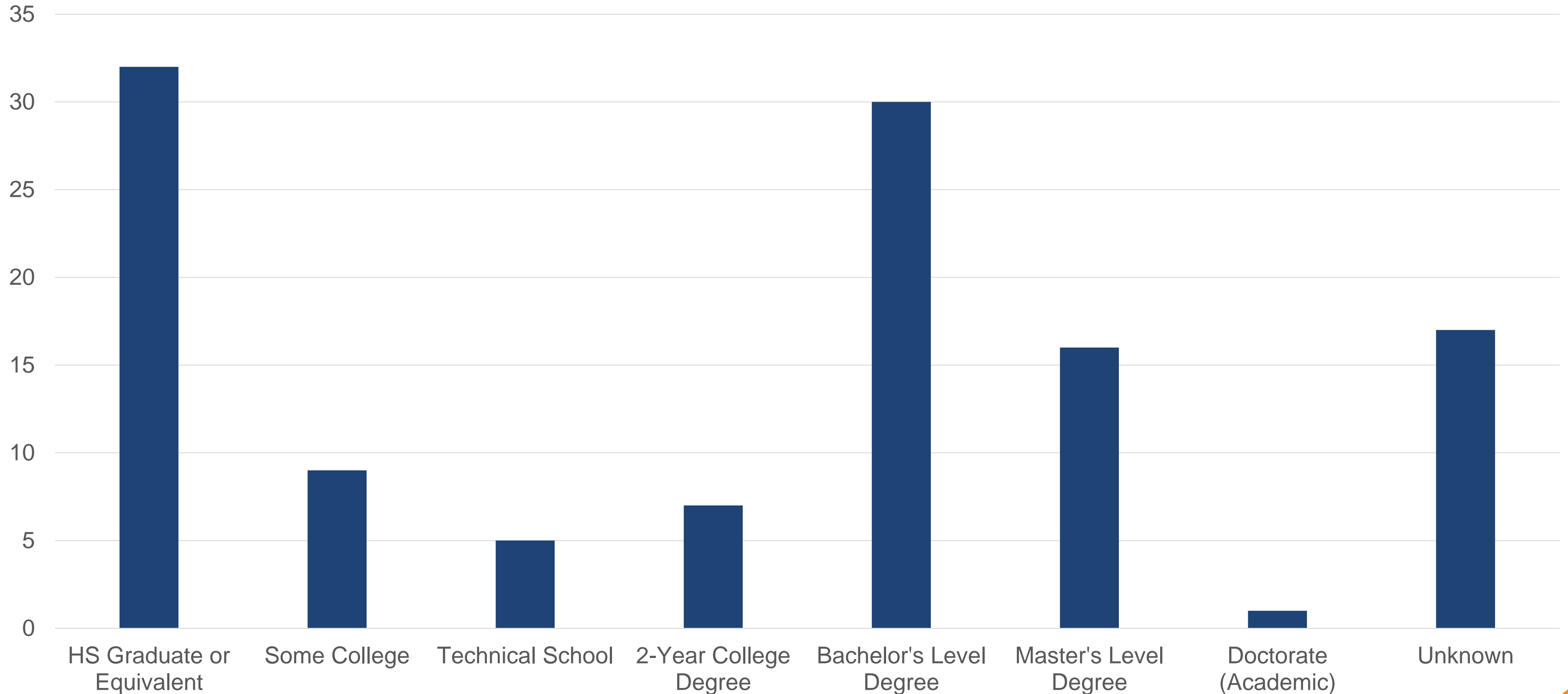


# Compliance Investigator Occupation

| Job                       | June 2018 Employee Count | June 2021 Employee Count | Percent Change | FY21 Turnover Rate | FY 21 Hires/Rehires | FY21 Separations |
|---------------------------|--------------------------|--------------------------|----------------|--------------------|---------------------|------------------|
| Total                     | 125                      | 117                      | -6.4%          | 18.4%              | 8                   | 21               |
| Compliance Investigator 1 | 38                       | 55                       | 44.7%          | 8.9%               | 3                   | 4                |
| Compliance Investigator 2 | 23                       | 17                       | -26.1%         | 15.5%              | 2                   | 3                |
| Compliance Investigator 3 | 64                       | 45                       | -29.7%         | 28.0%              | 3                   | 14               |



# Compliance Investigator Education Level at Time of Hire



# Entry-level P.O.S.T. certified positions with job progression

| Agency                                 | Job                             | June 2018 Employee Count | June 2021 Employee Count | Percent Change | FY21 Turnover Rate | FY21 Hires/Rehires | FY21 Separations |
|--|---------------------------------|--------------------------|--------------------------|----------------|--------------------|--------------------|------------------|
| Department of Community Supervision    | Community Supervision Officer 1 | 292                      | 168                      | -42.5%         | 20.4%              | 72                 | 32               |
| State Board of Pardons and Paroles     | Probation Officer 1             | 69                       | 51                       | -26.1%         | 9.3%               | 1                  | 5                |
| Department of Public Safety            | Trooper Cadet                   | 80                       | 35                       | -56.3%         | 156.2%             | 73                 | 38               |
| DPS- Motor Carrier Compliance Division | Public Safety Cadet 1           | 14                       | 28                       | 100%           | 20.8%              | 18                 | 4                |
| Department of Natural Resources        | Conservation Ranger 1           | 31                       | 8                        | -74.2%         | 39.6%              | 10                 | 3                |
| Georgia Forestry Commission            | Ranger 1                        | 77                       | 92                       | 19.5%          | 36.5%              | 61                 | 33               |

Note: The size of the Trooper Cadet and Public safety Cadet classes are based on appropriations.

# Entry-level P.O.S.T. certified positions with job progression

## Community Supervision Officer job progression

Community Supervision Officer 1

Community Supervision Officer 2

Community Supervision Officer 3

## Probation Officer job progression

Probation Officer 1

Probation Officer 2

## Trooper job progression

Trooper Cadet

Trooper

Trooper First Class 1

Trooper First Class 2

Trooper First Class 3

## Motor Carrier Compliance Division Officer job progression

Public Safety Cadet 1

MCCD Officer 1

MCCD Officer 2

MCCD Officer 3

## Conservation Ranger job progression

Conservation Ranger 1

Conservation Ranger 2

Conservation Ranger First Class

Conservation Ranger First Class 2

## Ranger job progression

Ranger 1

Ranger 2

Ranger 3



# Law Enforcements

# Job Descriptions



# Criminal Investigator 1

| Job Code | Job Title               | Salary Plan | Grade | Min Salary | Mid Salary | Max Salary |
|----------|-------------------------|-------------|-------|------------|------------|------------|
| PSP090   | Criminal Investigator 1 | LAW         | LI    | \$32,658   | \$39,190   | \$55,520   |

**Job Summary:** Under supervision, trains to investigate alleged or suspected violations of Federal, state, or local laws, rules and regulations to determine if evidence is sufficient to recommend prosecution or to report findings to the appropriate jurisdictional authority for their action.

**Entry Qualifications:** Bachelor's degree in a related field from an accredited college or university AND must meet the prerequisites and complete the Basic Law Enforcement Training Program certification OR Two years of experience in law enforcement or related field AND P.O.S.T. certification. Note: Some positions may require incumbent to have a valid Class C driver's license.

# Criminal Investigator 2

| Job Code | Job Title               | Salary Plan | Grade | Min Salary | Mid Salary | Max Salary |
|----------|-------------------------|-------------|-------|------------|------------|------------|
| PSP091   | Criminal Investigator 2 | LAW         | LI    | \$35,924   | \$43,109   | \$62,868   |

**Job Summary:** Under general supervision, trains to investigate alleged or suspected violations of Federal, state, or local laws, rules and regulations to determine if evidence is sufficient to recommend prosecution or to report findings to the appropriate jurisdictional authority for their action.

**Entry Qualifications:** Bachelor's degree in a related field from an accredited college or university AND One year of related experience OR Three years of experience in law enforcement or related field OR One year of experience required at the lower level Criminal Investigator 1 (PSP090) or position equivalent AND P.O.S.T. certification. Note: Some positions may require incumbent to have a valid Class C driver's license.



# Criminal Investigator 3

| Job Code | Job Title               | Salary Plan | Grade | Min Salary | Mid Salary | Max Salary |
|----------|-------------------------|-------------|-------|------------|------------|------------|
| PSP092   | Criminal Investigator 3 | LAW         | LI    | \$39,876   | \$47,851   | \$69,783   |

**Job Summary:** Under broad supervision, organizes and manages caseloads. Investigates alleged or suspected violations of Federal, state, or local laws, rules and regulations to determine if evidence is sufficient to recommend prosecution or to report findings to the appropriate jurisdictional authority for their action. May supervise subordinate staff.

**Entry Qualifications:** Bachelor's degree in any related field from an accredited college or university AND Two years of experience in a related field OR Four years of experience in law enforcement or related field OR One year of experience required at the lower level Criminal Investigator 2 (PSP091) or position equivalent AND P.O.S.T. certification. Note: Some positions may require incumbent to have a valid Class C driver's license.

# Compliance Investigator 1

| Job Code | Job Title                 | Salary Plan | Grade | Min Salary | Mid Salary | Max Salary |
|----------|---------------------------|-------------|-------|------------|------------|------------|
| PSP080   | Compliance Investigator 1 | SWD         | H     | \$27,248   | \$38,926   | \$47,685   |

Job Summary: Under supervision, conducts investigations to obtain evidence of reported fraud, abuse, or violation of rules, regulations, or statutes, or locate missing persons.

Entry Qualifications: Bachelor's degree in a related field from an accredited college or university OR completion of Two years of coursework (90 quarter hours or 60 semester hours) at an accredited college or university AND One year of directly-related experience. Note: Some positions may require a valid driver's license. Note: Some positions may require P.O.S.T. certification or eligibility.

# Compliance Investigator 2

| Job Code | Job Title                 | Salary Plan | Grade | Min Salary | Mid Salary | Max Salary |
|----------|---------------------------|-------------|-------|------------|------------|------------|
| PSP081   | Compliance Investigator 2 | SWD         | I     | \$29,973   | \$42,819   | \$52,453   |

**Job Summary:** Under general supervision, conducts investigations to obtain evidence of reported fraud, abuse, or violation of rules, regulations, or statutes, or locate missing persons.

**Entry Qualifications:** Bachelor's degree in a related field from an accredited college or university OR completion of two years of coursework (90 quarter hrs. or 60 semester hours) at an accredited college or university AND Two years of directly-related experience OR One year of experience required at the lower level Compliance Investigator 1 (PSP080) or position equivalent. Note: Some positions may require a valid driver's license. Note: Some positions may require P.O.S.T. certification or eligibility.



# Compliance Investigator 3

| Job Code | Job Title                 | Salary Plan | Grade | Min Salary | Mid Salary | Max Salary |
|----------|---------------------------|-------------|-------|------------|------------|------------|
| PSP082   | Compliance Investigator 3 | SWD         | J     | \$32,970   | \$47,101   | \$57,699   |

**Job Summary:** Under broad supervision, assists in the operations of a unit, developing and administering policy, procedures & plans, and performs special projects as delegated. Conduct investigations to obtain evidence of reported fraud, abuse, or violation of rules, regulations, or statutes, or locate missing persons. May supervise subordinate staff

**Entry Qualifications:** Bachelor's degree in a related field from an accredited college or university AND Three years of related law enforcement experience, One year of which is experience as a supervisor OR Associate's degree in a related field from an accredited college or university AND Five years of directly related experience, Two years of which is experience as a supervisor OR Five years of directly-related experience in the area of assignment, Two years of which is experience as a supervisor OR One year of experience required at the lower level Compliance Investigator 2 (PSP081) or position equivalent. Note: Some positions may require a valid driver's license. Note: Some positions may require P.O.S.T. certification or eligibility.