



Connecticut Conference of Municipalities

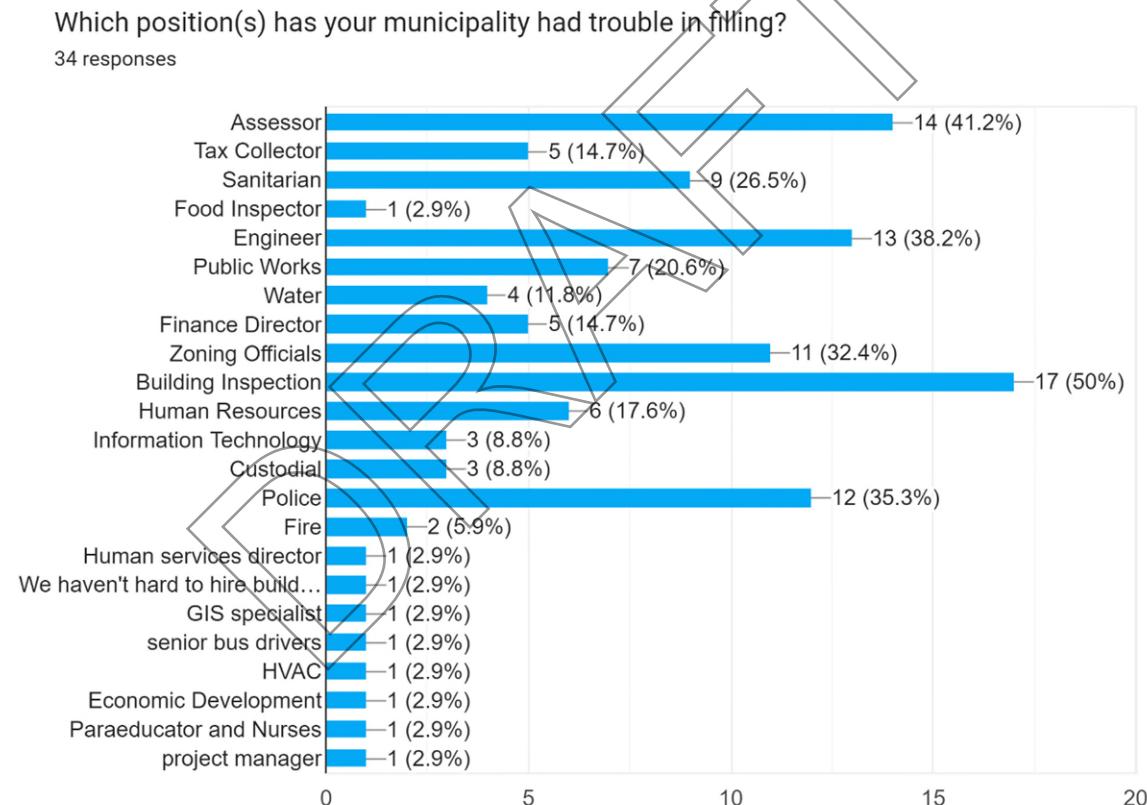
Connecticut Public Sector Workforce Development Municipal Work Group

March 11, 2024

DRAFT: Summary of Survey on Recruitment and Retention Challenges

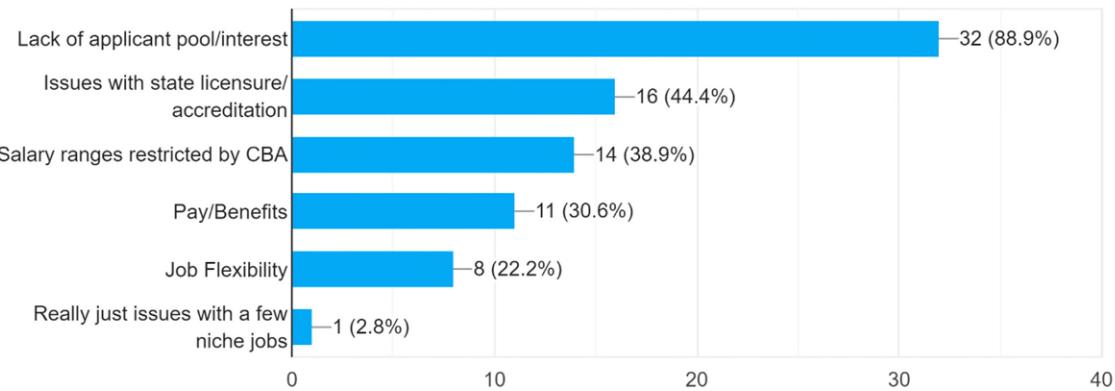
The work group is now in its second year of working on the challenges of municipal recruitment and retention. In 2023, it made good progress on discussing how to build the pipeline for municipal building officials. As we enter the next phase of this work in 2024, we went back to municipal officials to check in on what problems they are facing.

In early March 2024, CCM sent a survey to Human Resources directors and others to solicit feedback on a variety of issues, including this. We received 39 responses from a variety of municipalities around the state and a wide range of populations and other demographics. Below is a summary of these responses.



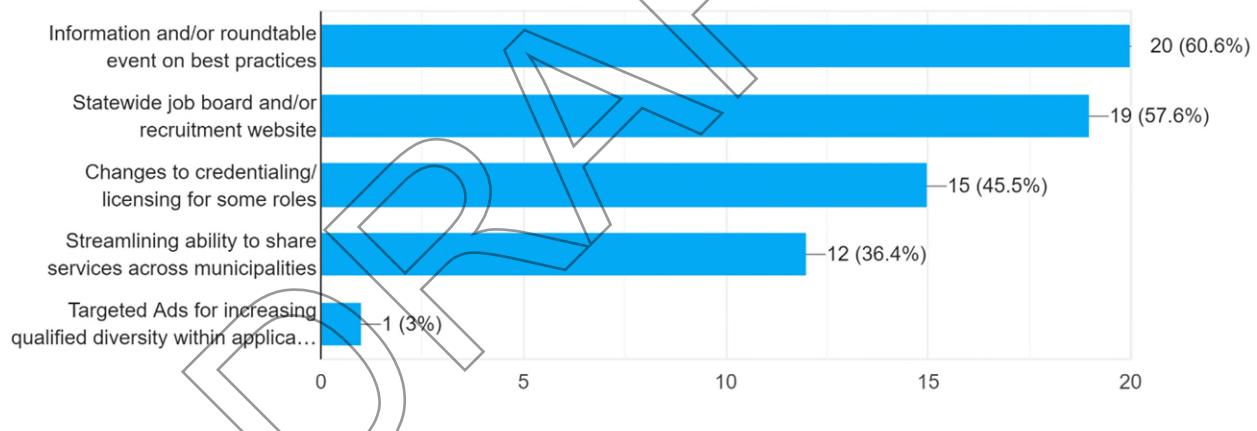
Which are the hurdles in recruiting for the positions that your municipality is struggling with?

36 responses



What actions or information would be helpful in helping your community recruit and retain employees?

33 responses



Please add any other comments on this topic 3 responses

- Licensing is a major hurdle for our recruitment efforts. We are currently looking to replace our retiring building official, the applicant pool is significantly limited due to the lack of qualified applicants.
- It would be helpful if the state offered more classes for Building Insp, Asst. Building Insp, Assessor, Asst. Assessor, Tax Collector, Asst. Tax Collector, Fire Marshal
- We've been very lucky. Over the last 3 yrs we hired a Finance Director, building official, and ZEO without problems. The building official and ZEO are town residents; the Finance Director was an associate of our Bd of Finance chair.

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