



Committee of the Whole

Nicole Gorle

Council Initiated:

Yes

No

ECAF: 2026-1166

Motion: 26-203

Type:

- Contract
- Board Appt.
- Code Amendment
- Budget Action
- Other

Requested Handling:

- Normal
- Expedite
- Urgent

Fund Source:

- General Fund
- Other
- N/A

Executive Rec:

- Approve
- Do Not Approve
- N/A

Approved as to

Form:

- Yes
- No
- N/A

Subject: Dept. Director Confirmation – Conservation and Natural Resources – Josh Dugan

Scope: Confirm the appointment of Josh Dugan as the Department Director for the Snohomish County Department of Conservation and Natural Resources.

Start Date: May 11, 2026

Salary: Pay Range 256, Step 6 (\$229,594.92/annually)

Comment: This is essentially a lateral transfer. The appointee will maintain the same pay range and step they are currently at which is in line with a majority of Executive Department Director positions (there are a couple outliers).

Council has until July 6th to act upon this motion, or the appointment of Josh Dugan will be confirmed without action.

Duration: n/a

Fiscal Impact: Current Year Multi-Year N/A

Authority Granted: n/a

Background: Pursuant to [Snohomish County Charter 3.40](#), the Executive is responsible for the nomination/appointment of department directors within the County, and each of these appointments are subject to confirmation or rejection by the Snohomish County Council through motion. Action on nominations must take place within 60 days of the nomination or the appointment is automatically confirmed due to lack of action.

Requested Action: For Council to consider taking action.