

Discussion on PDS Resources and Review Times

Planning and Community Development Committee
March 19, 2024

PDS Director, Mike McCrary
PDS Permitting Manager, Michael Dobesh



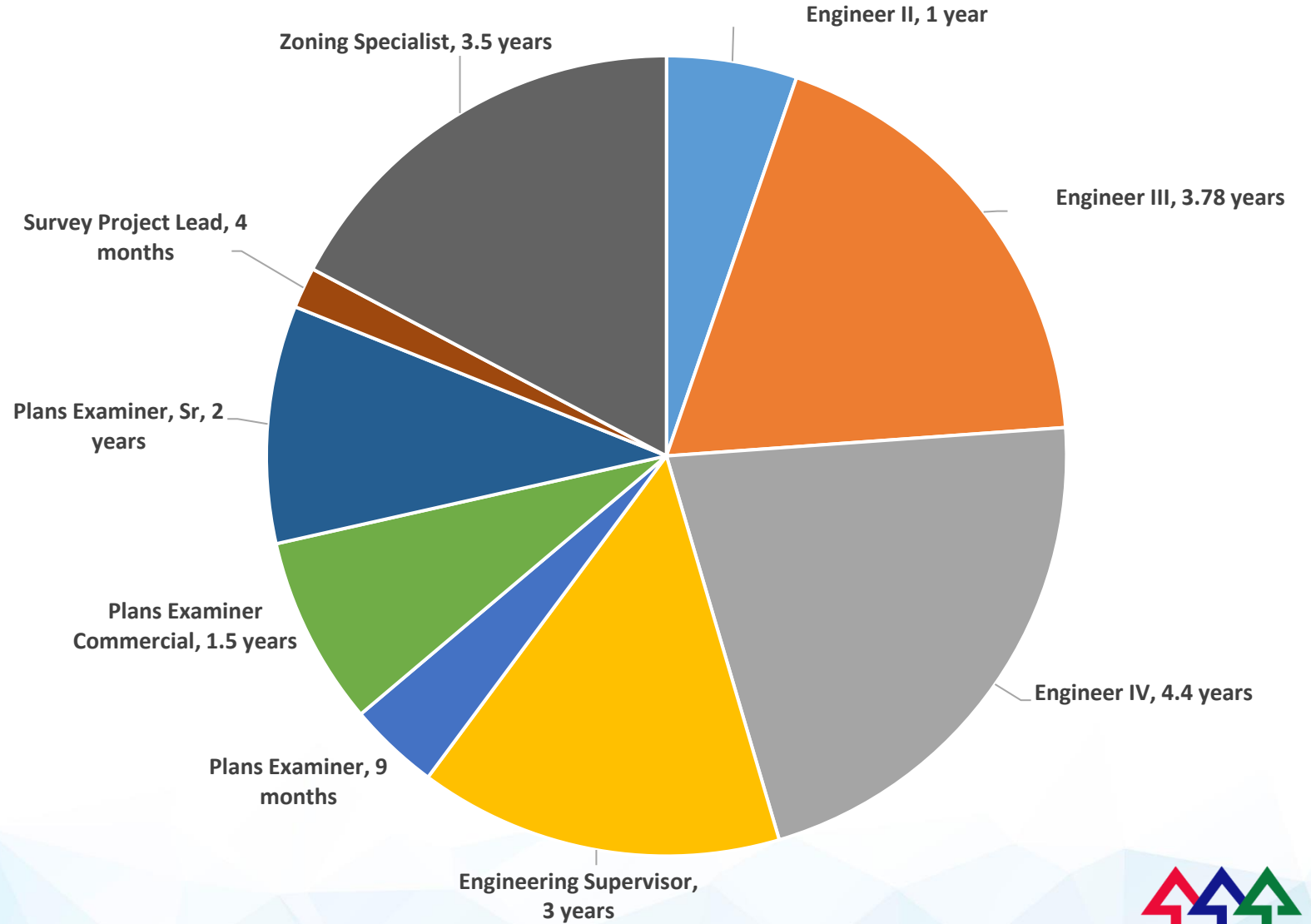
Snohomish County

Staff Turnover

- Since 2019 PDS has lost 55% of its staff which includes 37 resignations and 31 retirements.
- The loss of these staff is 434 cumulative years of experience.
- Since 2019 PDS has had 54 internal promotions. Although promotions don't mean a loss of expertise, it takes time for staff to learn their new jobs, which contributes to longer processing times.

PDS Permitting Positions
Critical Reviewers 2018-Sept 2023

Critical
Position
Vacancies



Hiring Challenges

- Critical positions are not being filled for months or years. Due to:
 - Compensation
 - Labor pool
 - Specialized skills

Review Times & Critical Barriers



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Current Resources and Problem Solving

- Two on-call engineering contracts are in place
- Two additional engineering contracts are underway
- Part-time temp staff have been hired
- Daily Traffic Review Meetings to assess priorities
- Attended job fairs geared at engineering students
- Pursuing Recruiting Options
- Continuous Improvement Projects