

PSRC Workforce Overview

March 28, 2024 Operations Committee



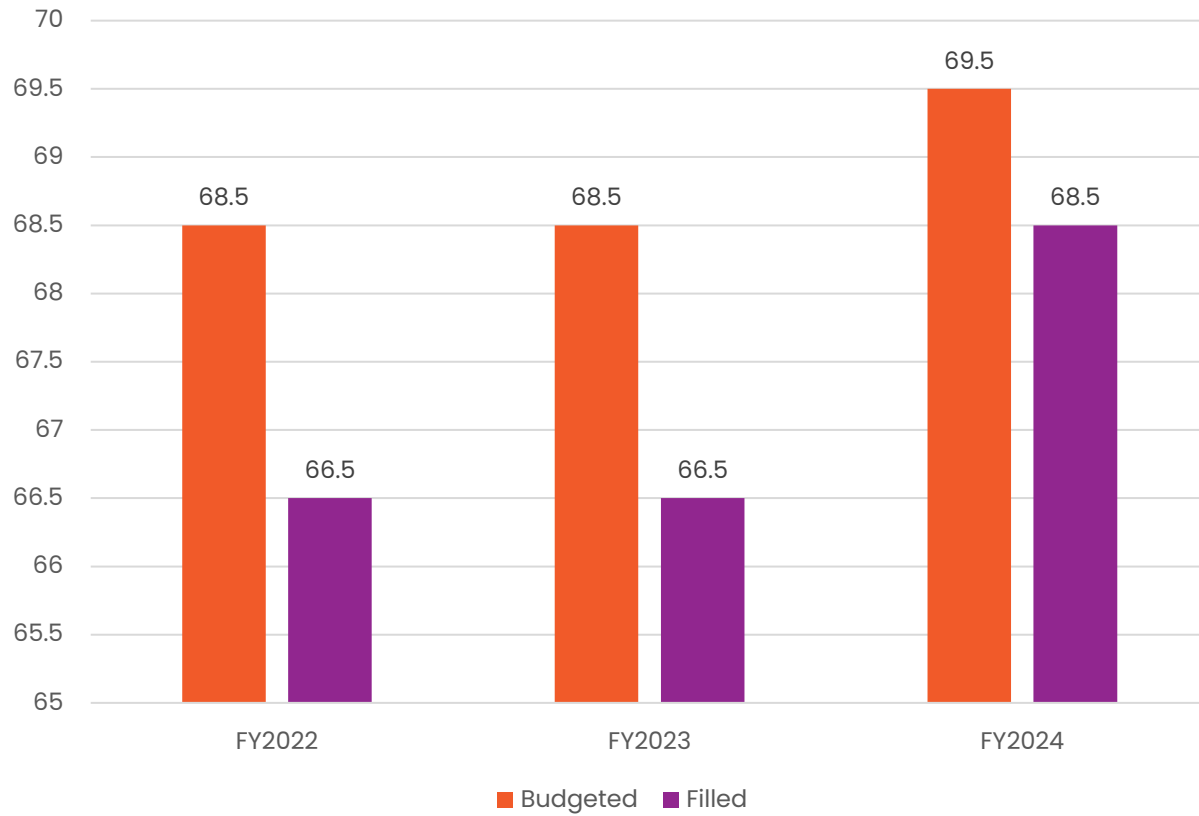
Puget Sound Regional Council



We are leaders in the region to realize equity for all. Diversity, racial equity and inclusion are integrated into how we carry out all our work.

psrc.org/equity

PSRC Staffing Levels



Staffing levels have been steady at 67 to 69 employees for several years

- Added 1 FTE as part of SS4A grant
- Filled previously vacant position to add capacity in Govt. Relations & Communications Dept.

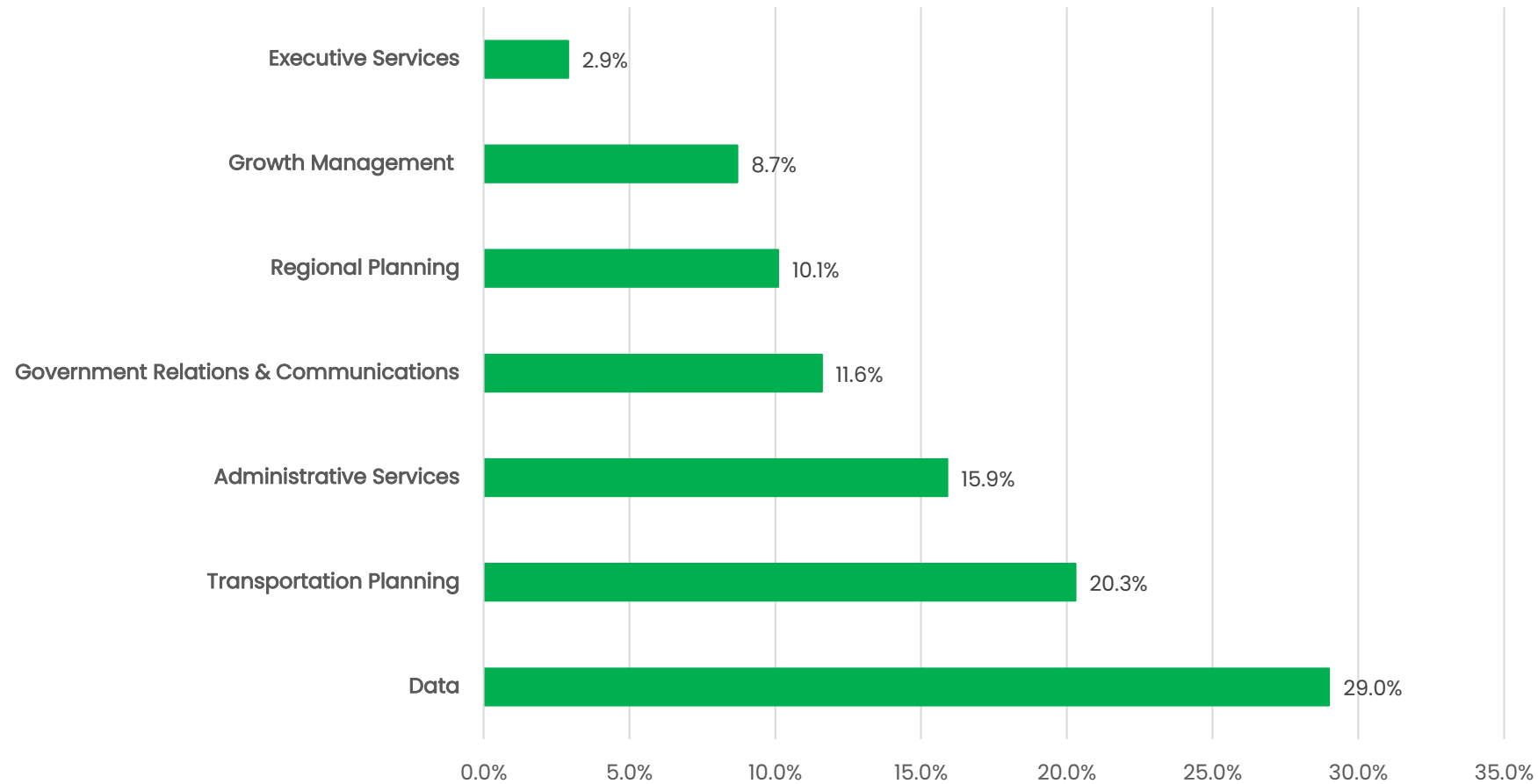
As of March 25th, PSRC has 69 regular staff (1 part-time) and 5 temporary interns on staff

Currently have only 1 vacant position and evaluating best use; therefore, now fully staffed



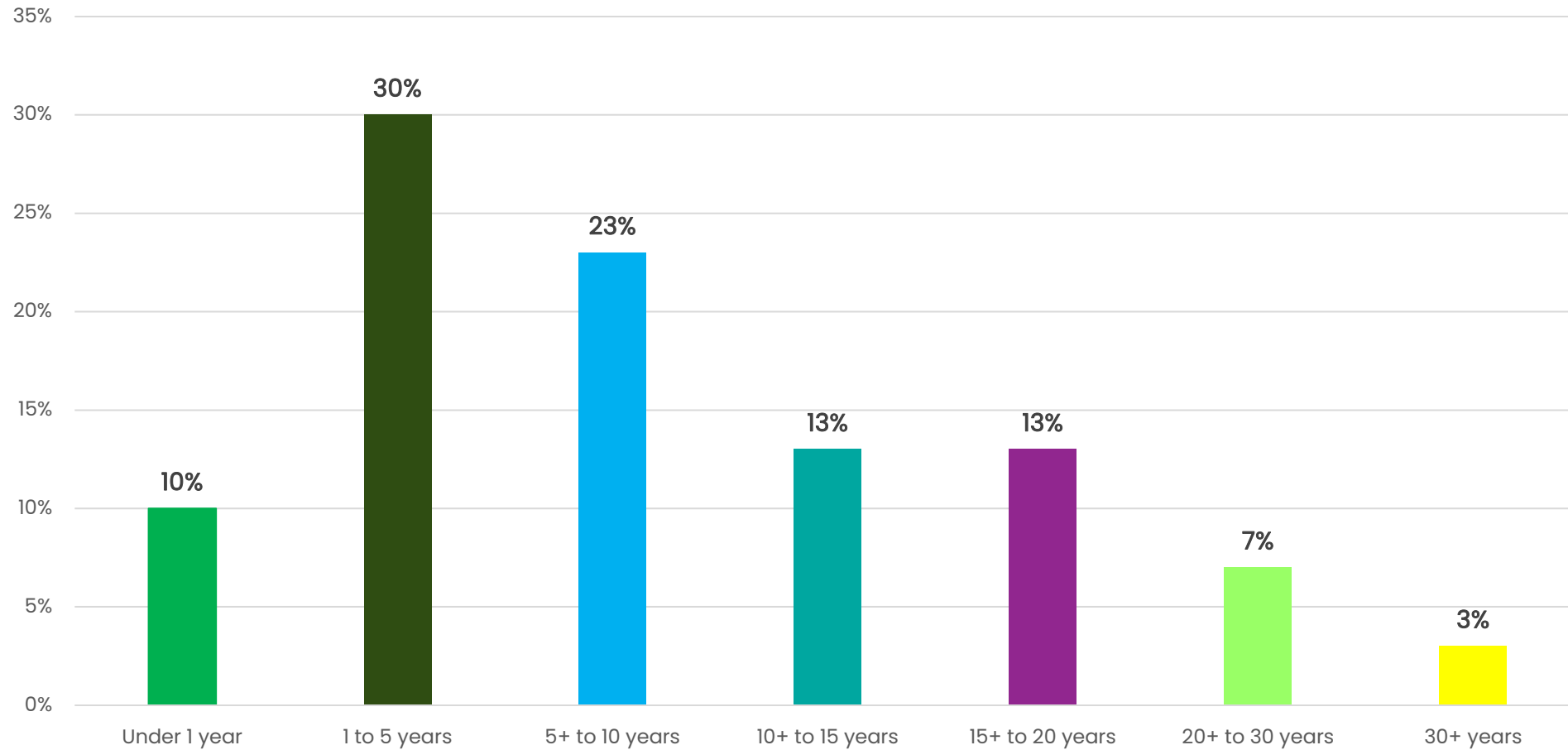
PSRC Workforce by Department/Division

% of Employees

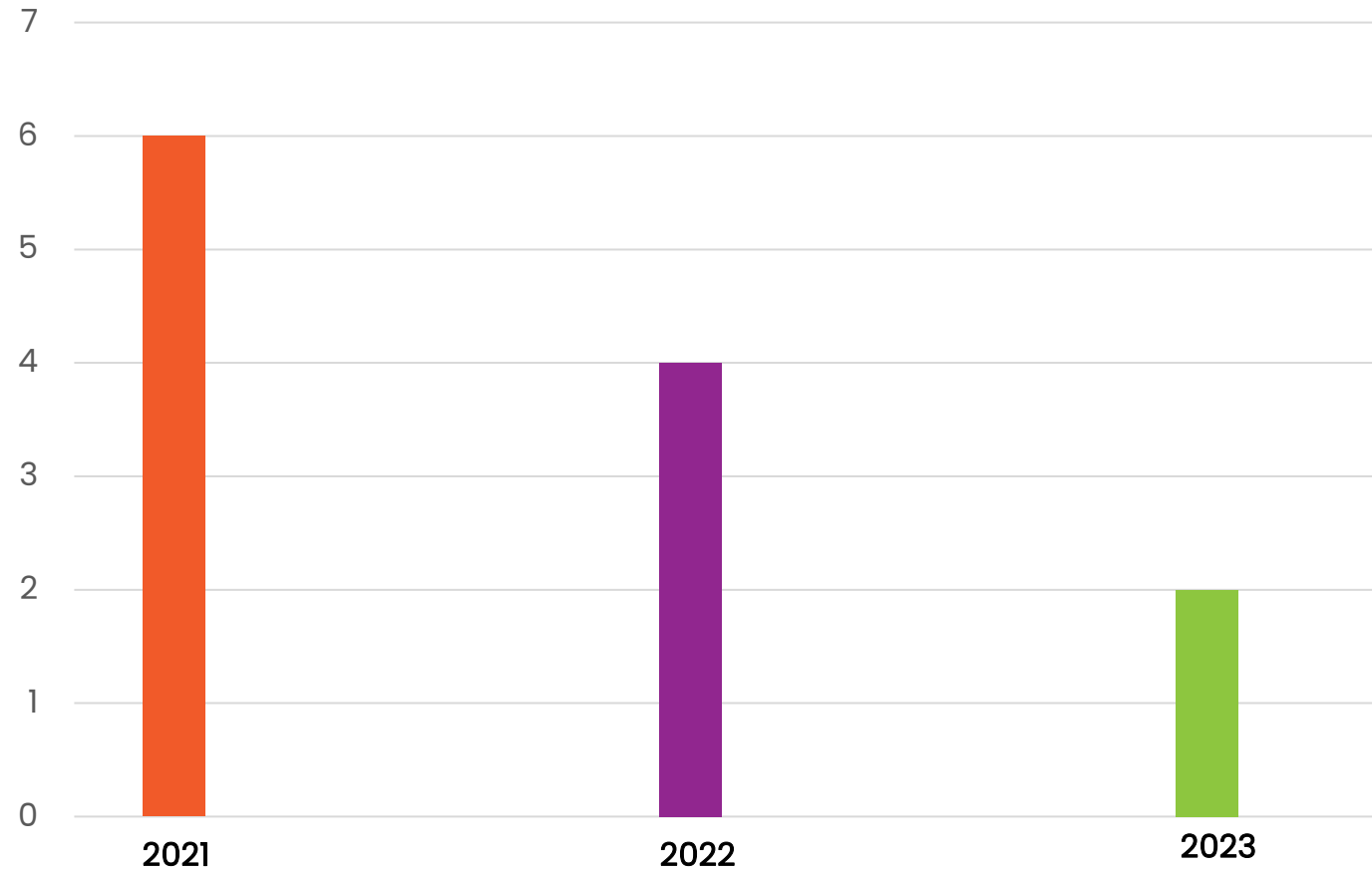


PSRC Workforce Tenure – Ranges From 1 Week to 35 Years

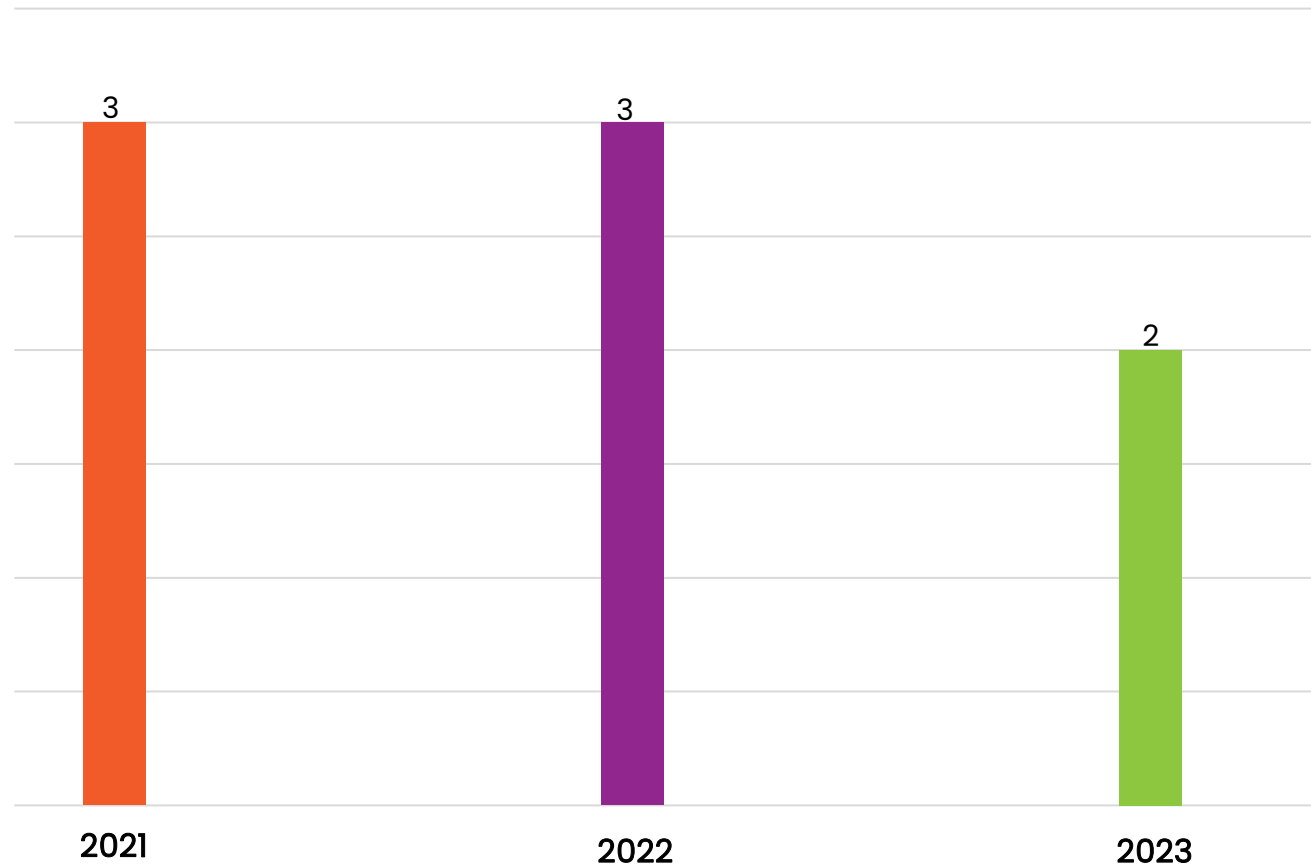
PSRC Workforce Tenure



Turnover Over the Last 3 Years – Total with Retirements – ranges 6 to 2



Turnover Over the Last 3 Years – Total without Retirements – ranges 3 to 2



Workforce Overview



- With so little turnover – why does 10% of the workforce have less than 1 year of tenure?
 - Backfilling transferring employees or newly promoted employees left vacant by separations
 - 1 new position funded by SS4A grant
 - 1 position left vacant by retirement newly filled
- Looking ahead:
 - Under 1% of workforce eligible for full retirement in the next 5 years
 - Assessing staffing needs for the next biennial budget is underway



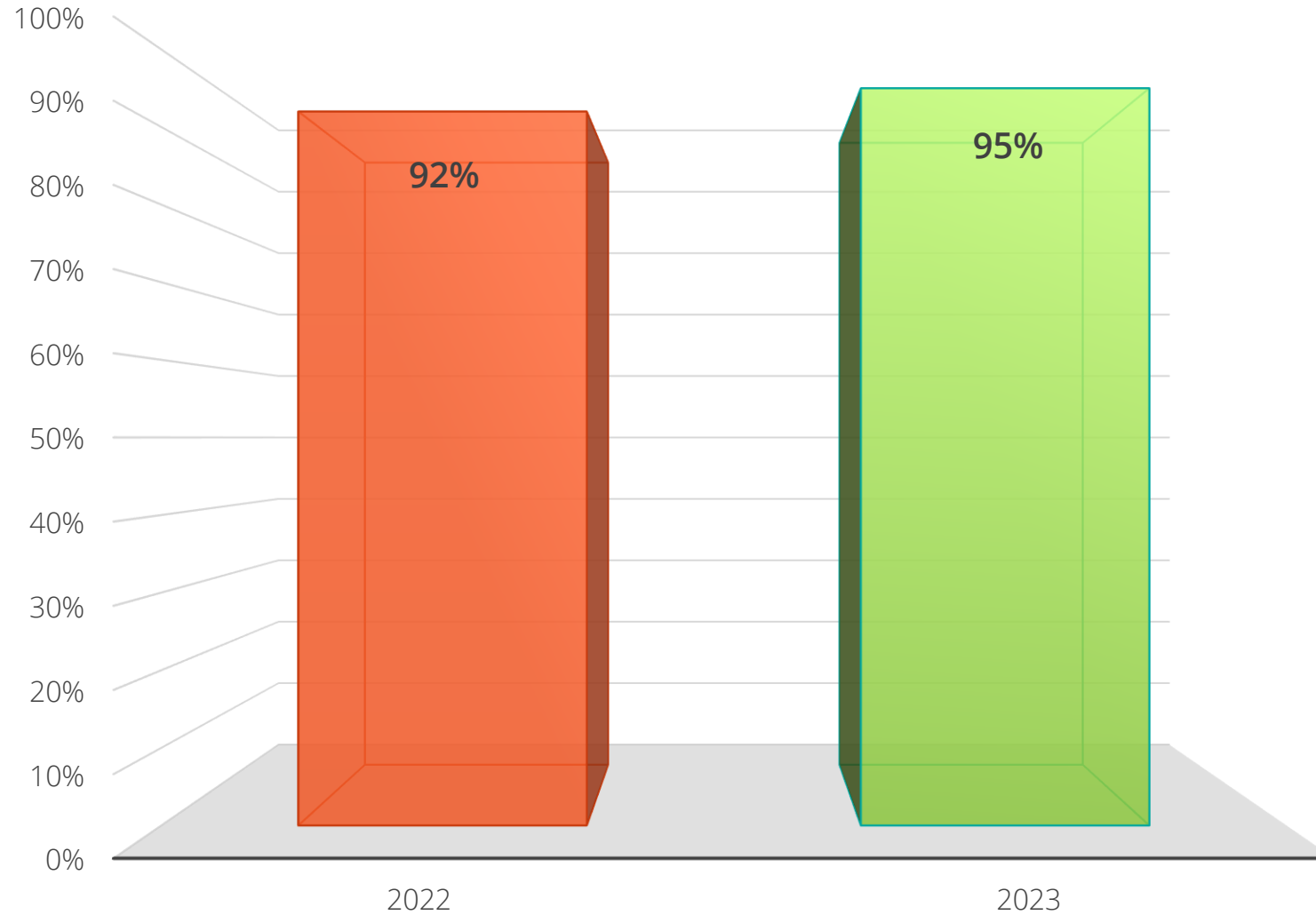
PSRC's Annual Employee Survey

- Objectives:
 - Track trends
 - Identify areas of strength & where improvement is needed
 - Measure employee perceptions of organization culture

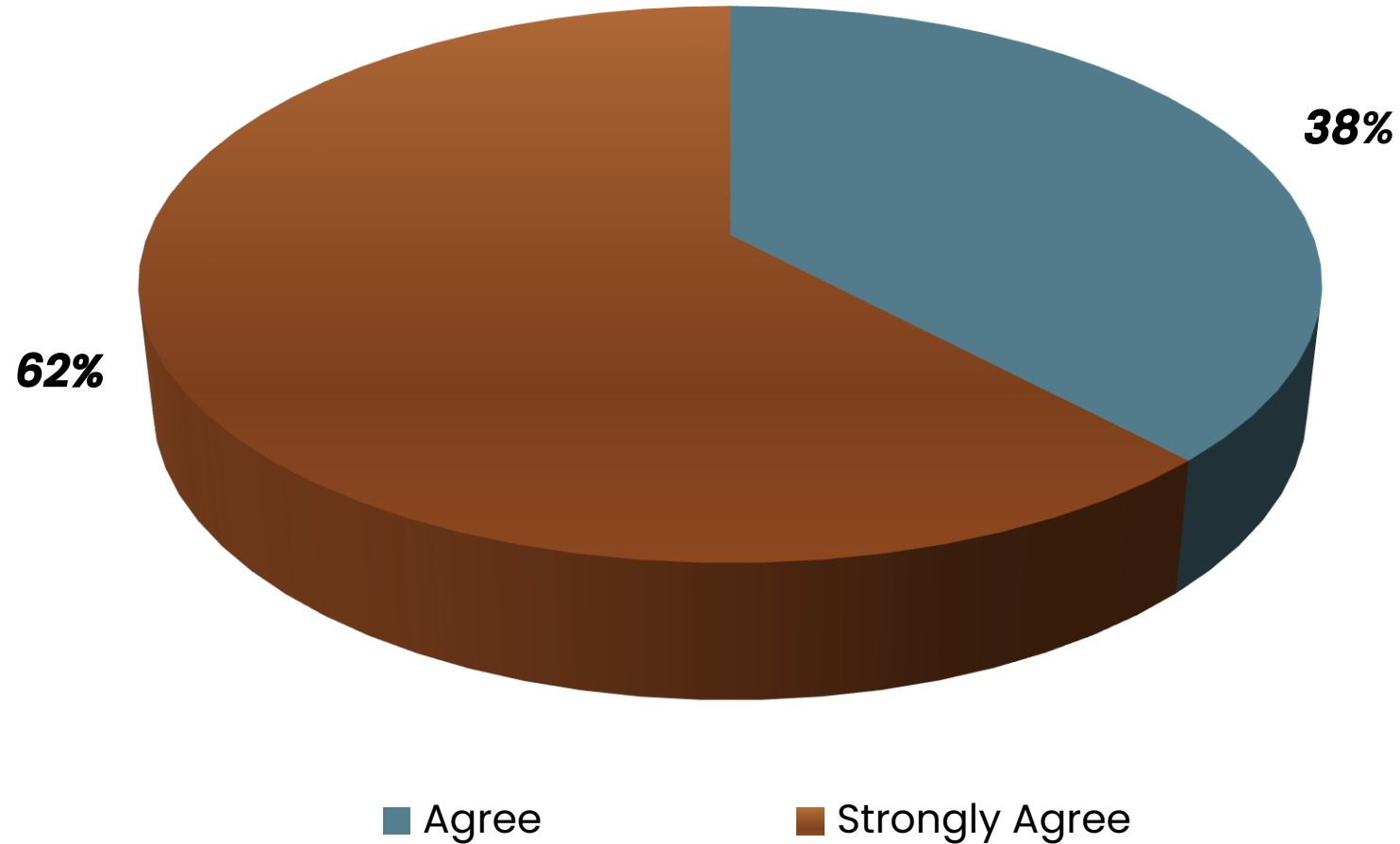


Response Rate

Continued High Response Rate



Signs of High Employee Engagement



100% of employees strongly agreed or agreed they are proud to work at PSRC



Six-Year Trend

Scores +/- 9% over 6-year period



- I am comfortable discussing equities in the workplace **+9.8%**
- My supervisor provides opportunities for me to build relationships across the organization **+9.9%**
- Employee morale in my work team is high **+12.5%**
- I get the training to do my job **+9.3%**
- Management team treats employees fairly **+9.3%**; develops future leaders **+11.7%**; wants to hear different opinions **+10.9%**
- Relationship between management and employees is good **+10.8%**
- I am satisfied with PSRC's approach to pay adjustments **+11.9%**; My pay is comparable with others in region **+9.1%**



Thank You!

