

PSRC Workforce Overview

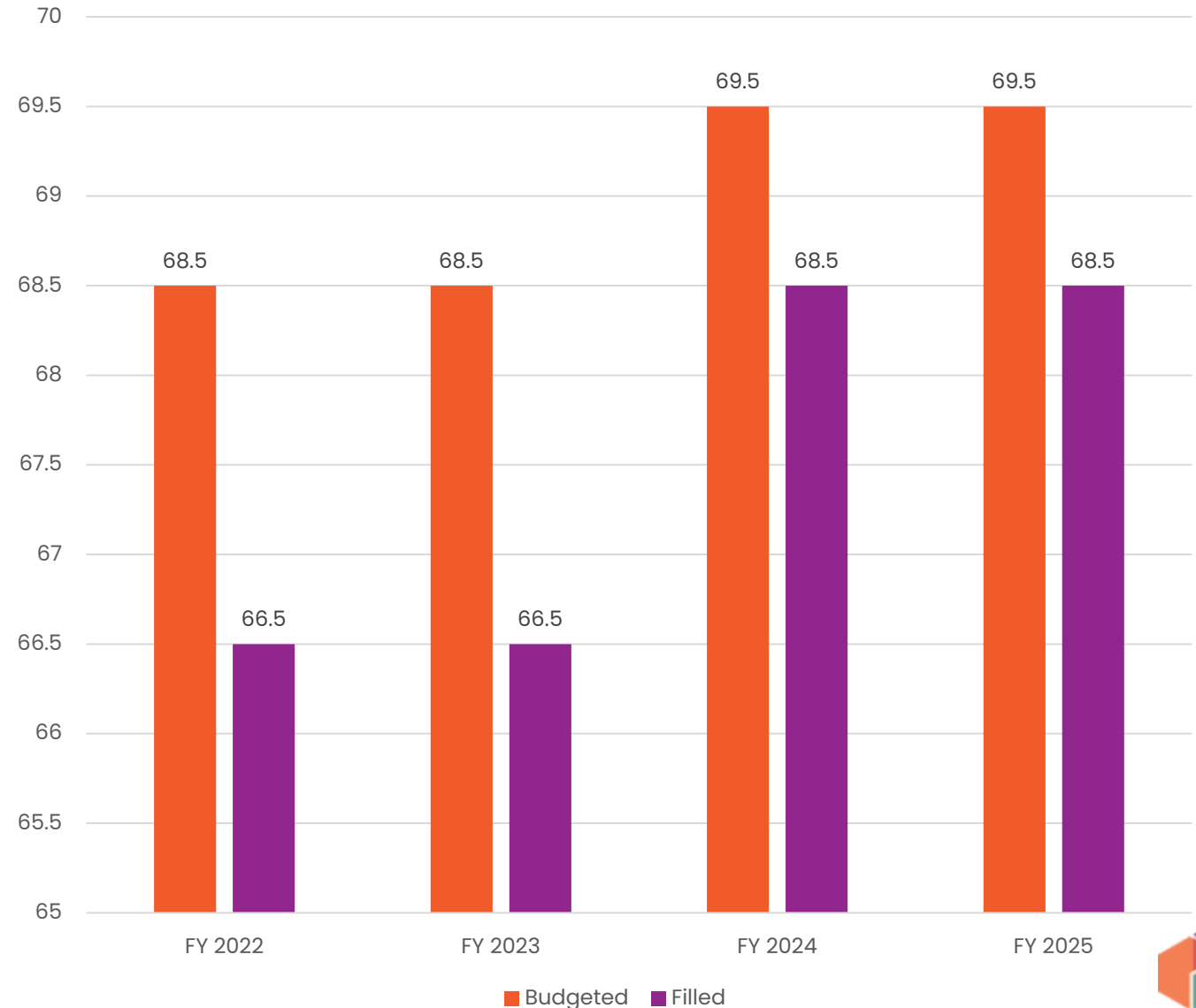
January 23, 2025



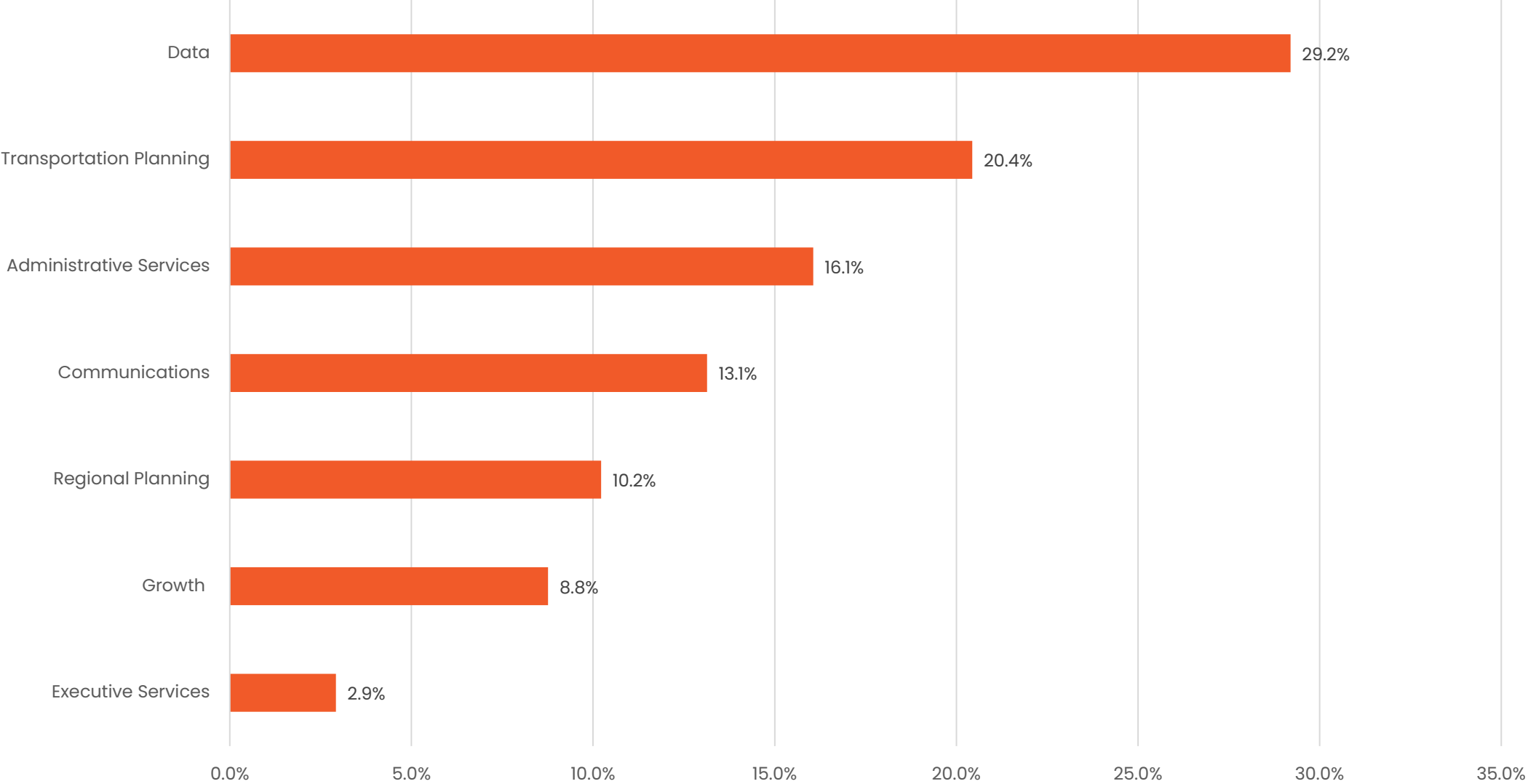
Puget Sound Regional Council

PSRC Staffing Levels

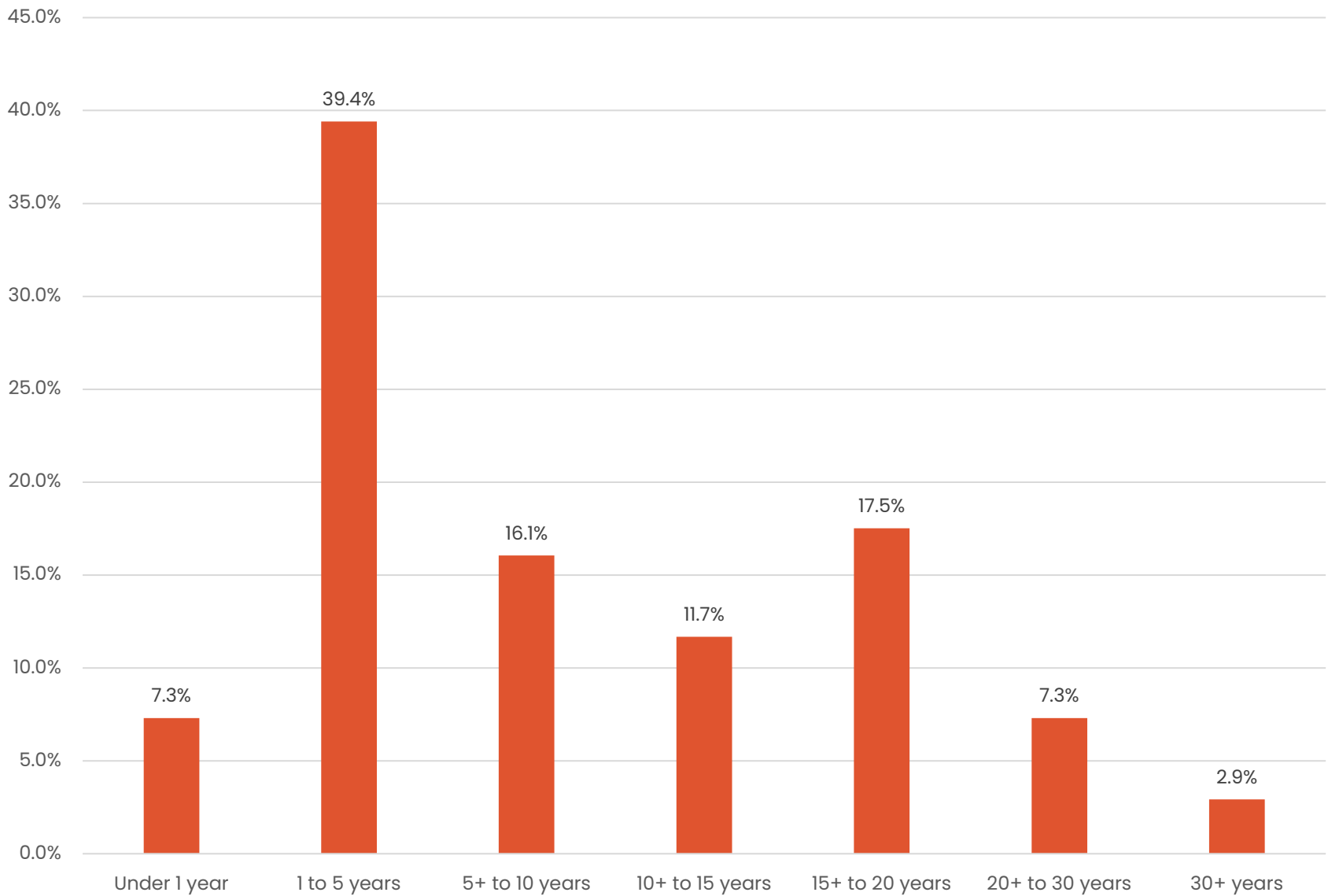
- Staffing levels have been steady at 67 to 69 employees for several years
 - Added 1 FTE as part of SS4A grant in 2024
 - Filled previously vacant positions to add capacity in Govt. Relations & Communications Dept.
- As of January 6th, PSRC has 68 regular staff (1 part-time) and 5 temporary interns on staff
- Currently have 1 vacant position – will recruit in Q1-Q2 2025 for replacement



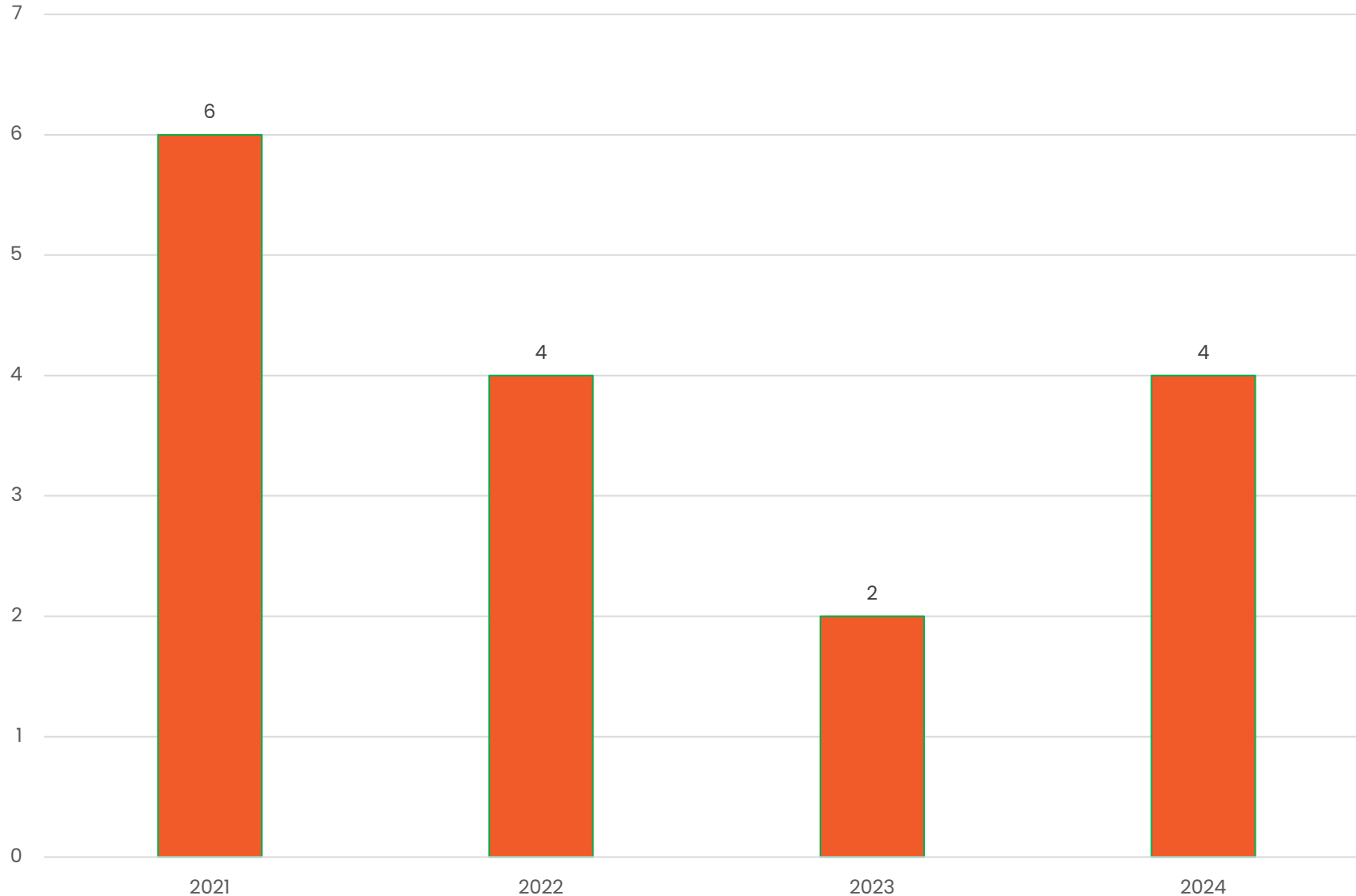
PSRC Workforce by Department/Division



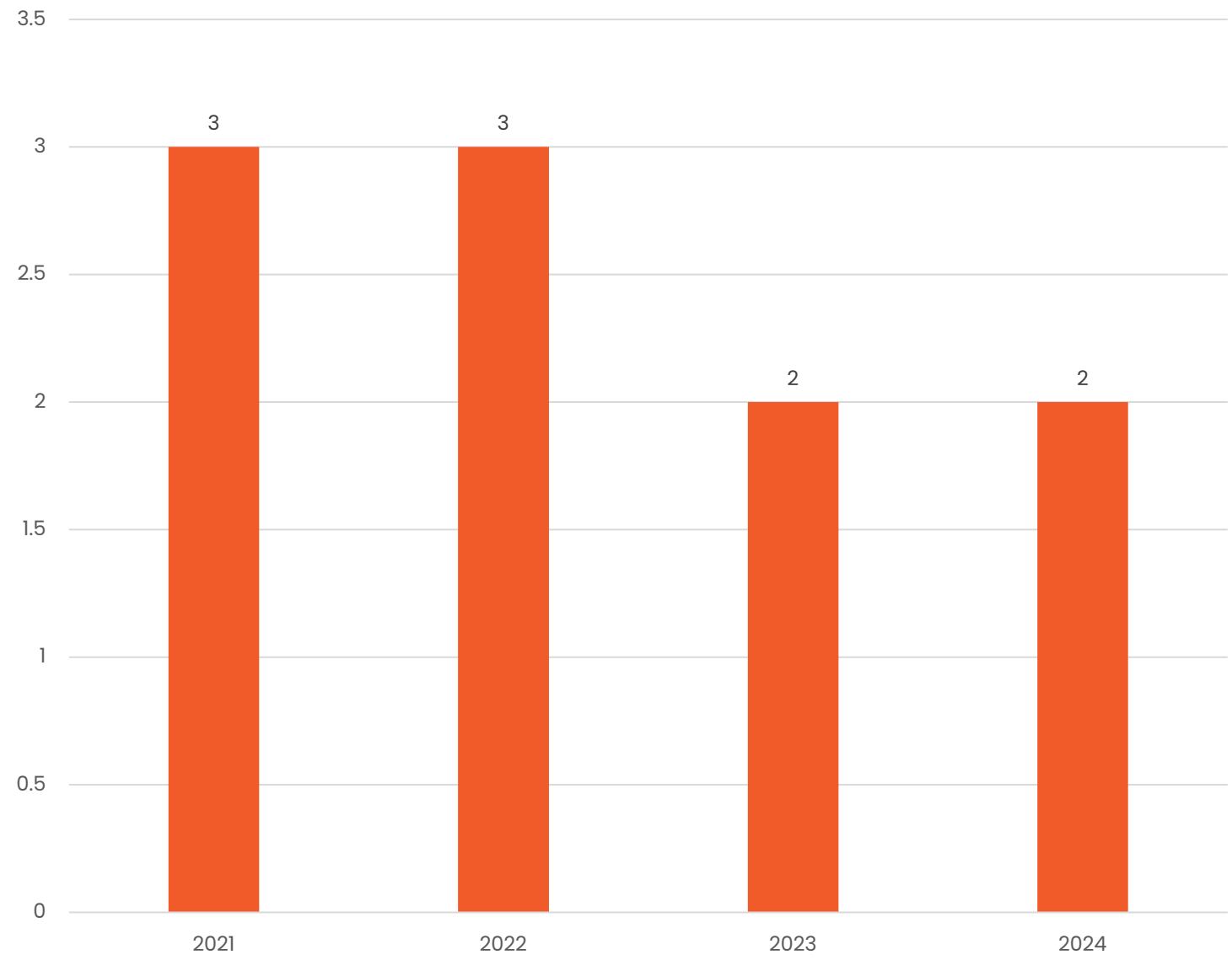
PSRC Workforce Tenure – Ranges From 2 weeks to 36 years



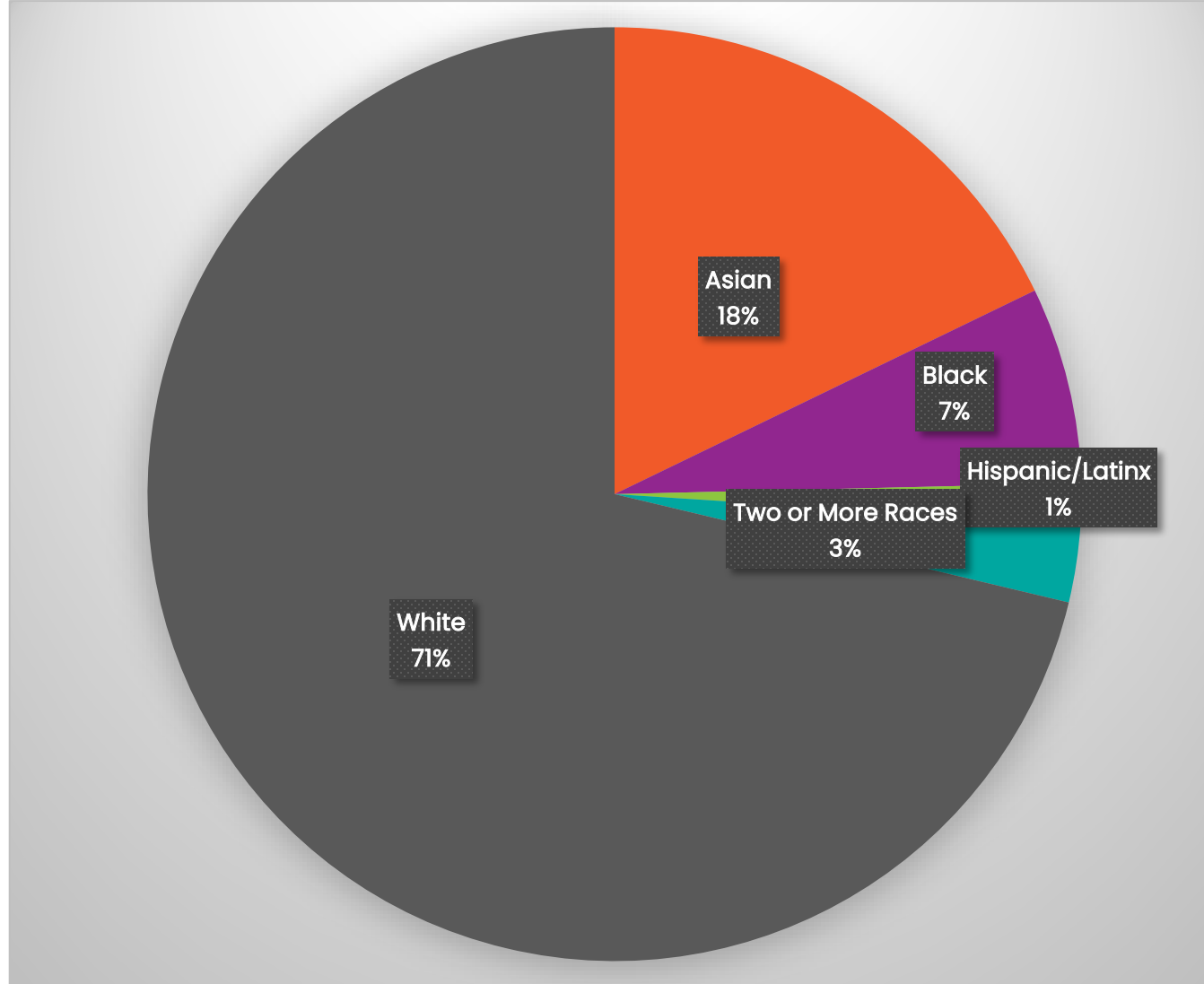
Turnover Over the Last 4 Years – With Retirements, 6 to 2



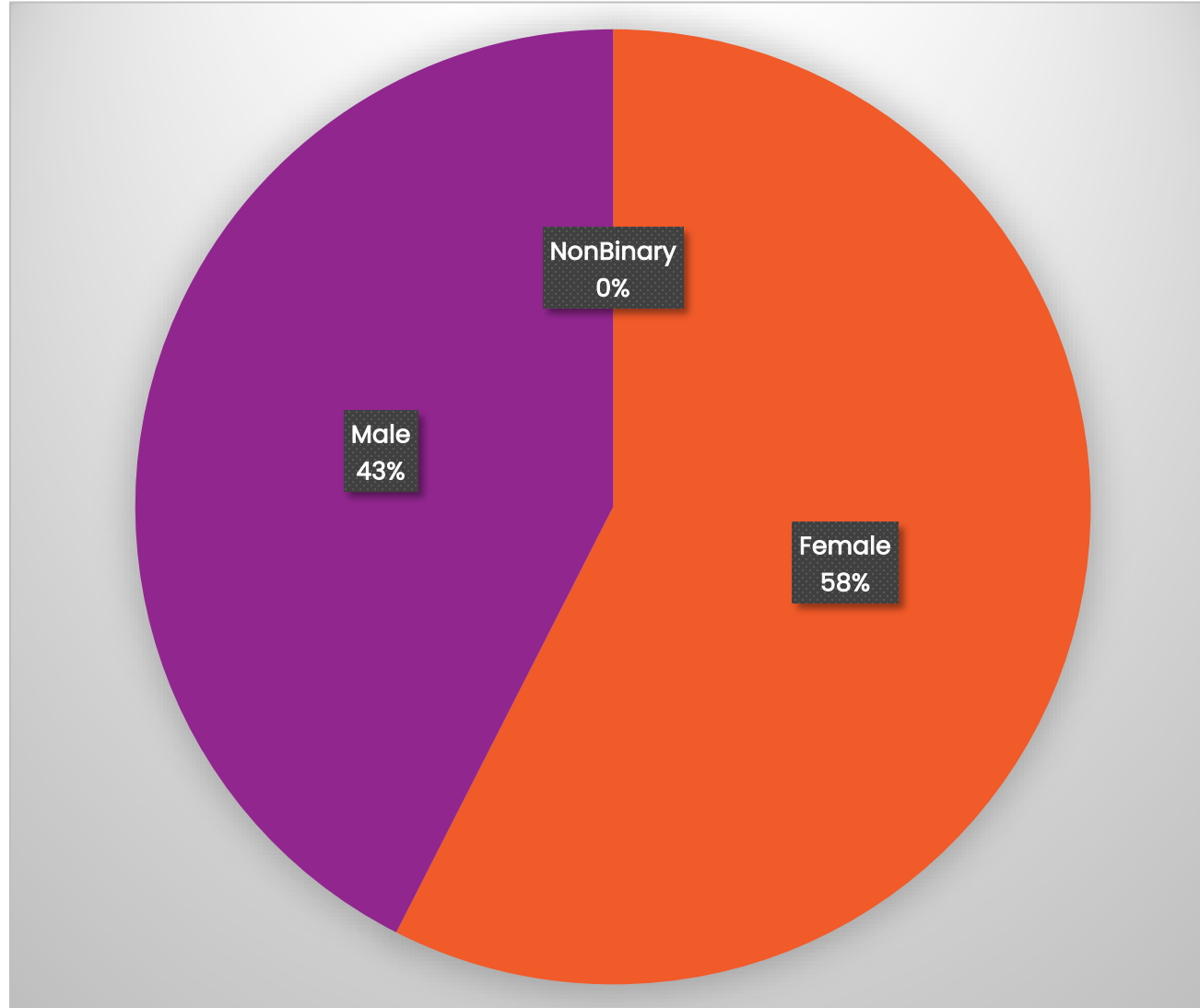
Turnover Without Retirements – 3 to 2 per year



Staff Demographics – by race/ethnicity



PSRC Staff Demographics – by Gender



Workforce Overview



- Each vacant position evaluated for need, appropriate level
 - Been successful at promoting existing staff to fill vacancies and then recruiting at more entry level positions to backfill those promoted
- Other changes:
 - 1 new position funded by SS4A grant
 - 2 positions left vacant by retirement newly filled
- Looking ahead:
 - Under 1% of workforce eligible for full retirement in the next 5 years; have 2 announced exits in 2025



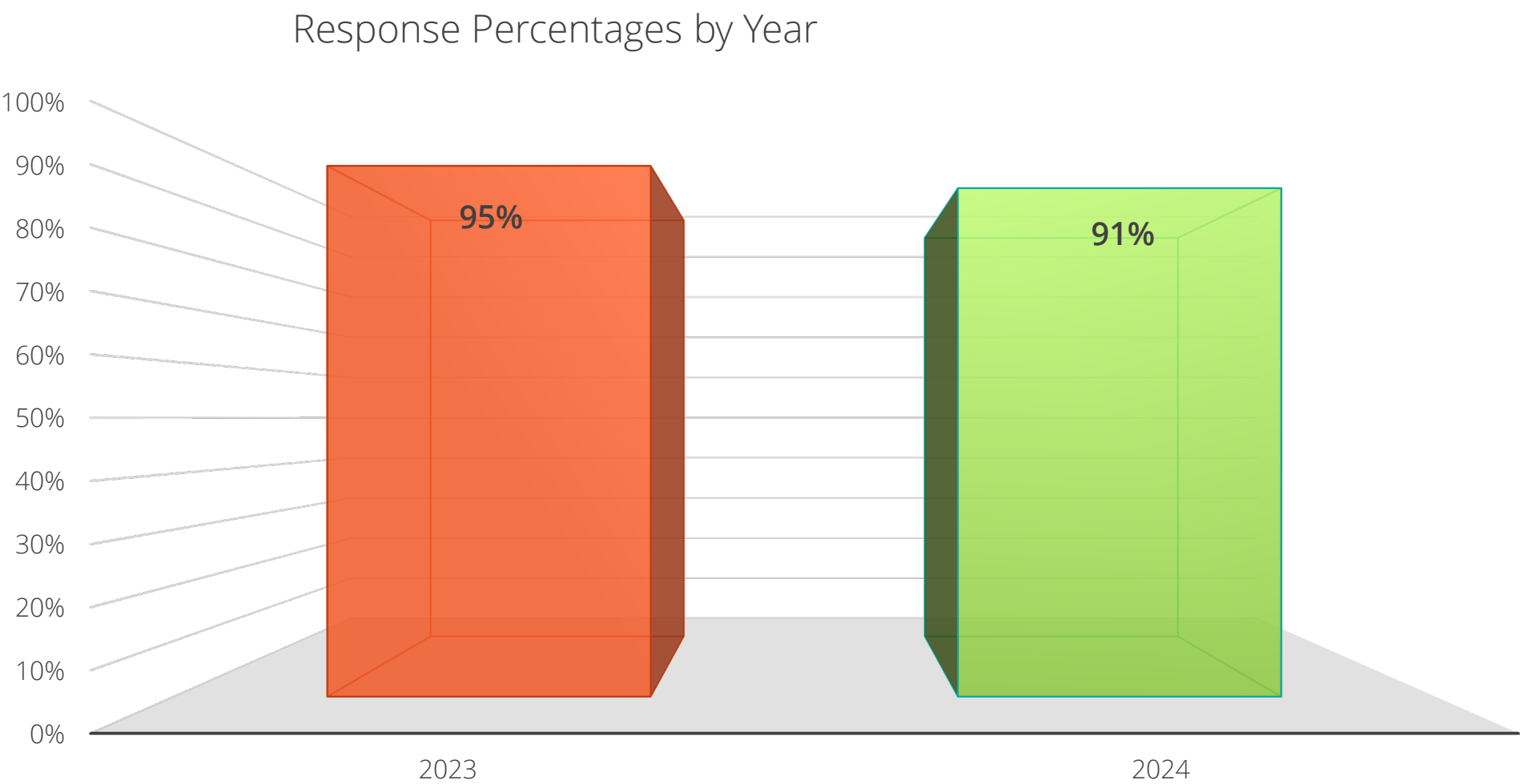
PSRC's Annual Employee Survey

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

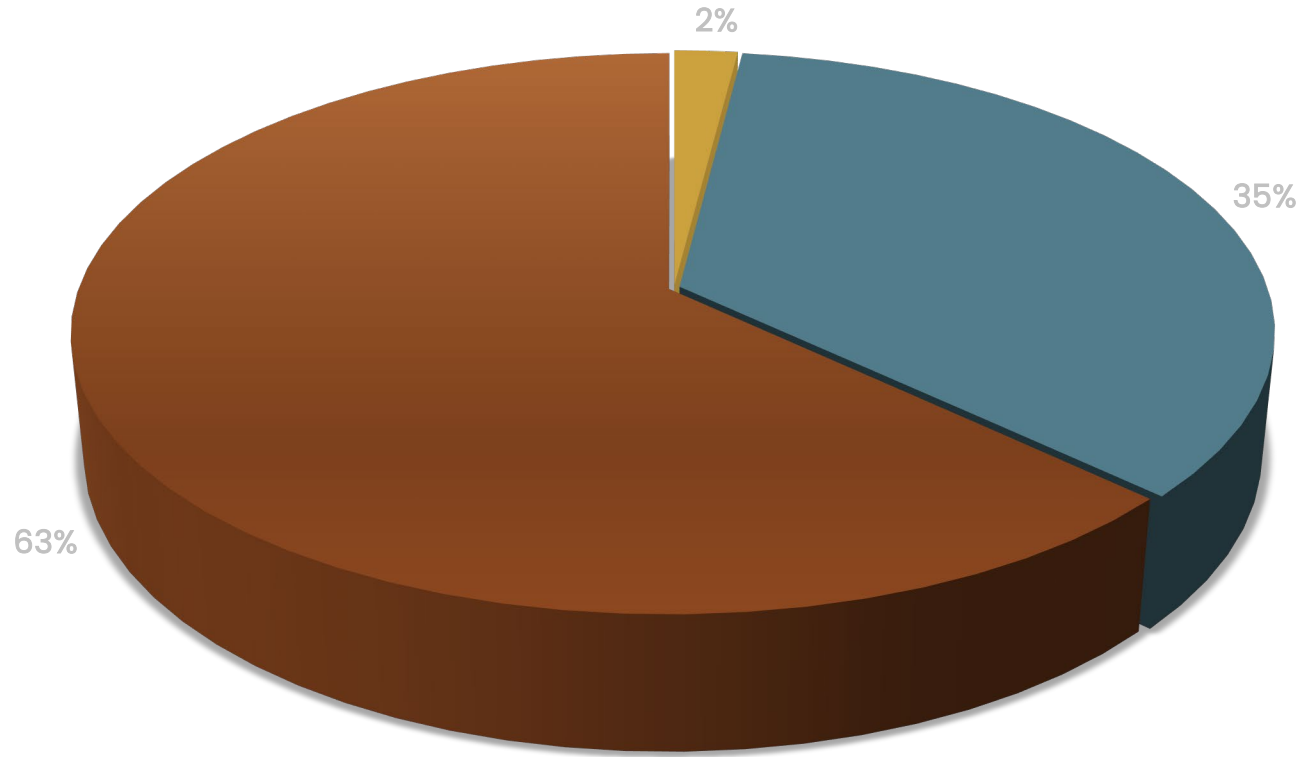


Response Rate

Continued High Response Rate



Signs of High Employee Engagement



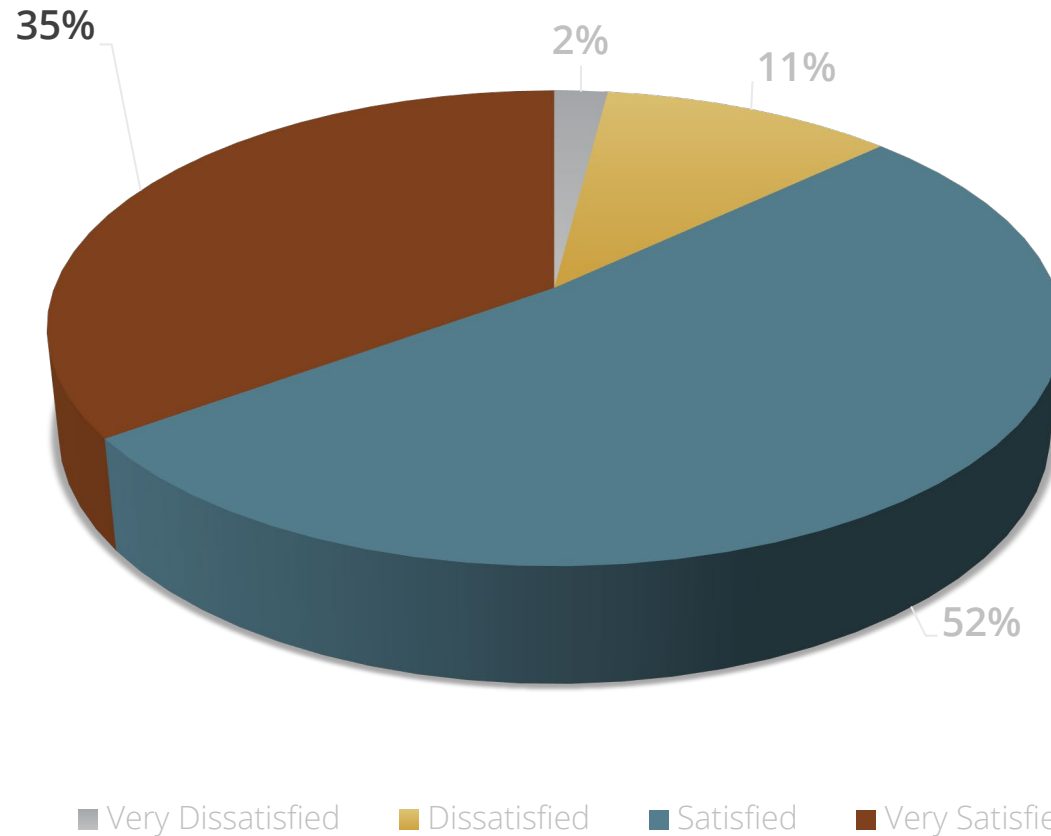
98% of employees strongly agreed or agreed they are proud to work at PSRC

■ Agree ■ Strongly Agree



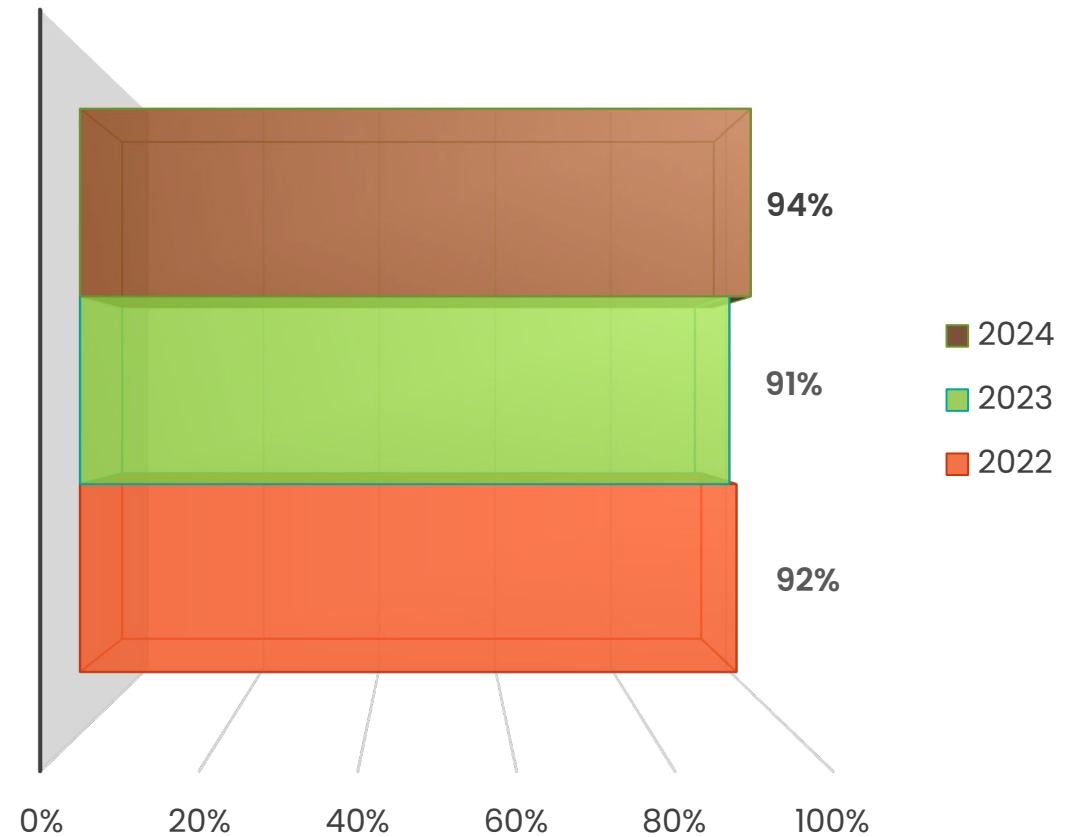
Job Satisfaction

87% of employees are satisfied or very satisfied with their current position



Overall Satisfaction

Average positive response for all questions



Seven-Year Trend

Scores +/- 12% over 7-year period



- Relationship between management and employees is good **+23.1%**
- I am satisfied with PSRC's approach to pay adjustments **+21.1%**; My pay is comparable with others in region **+17.9%**
- Provides opportunities for me to build relationships across the organization **+16.3%**
- Employee morale in my work team is high **+16.1%**
- Management develops future leaders **+15.0%**; wants to hear different opinions **+14.5%**
- There is useful communication between teams **+14.3%**
- I am comfortable discussing equities in the workplace **+13.2%**
- The amount of work is reasonable **-4.9%**



Thank You!

