

2024 Census of the Profession: State of Washington

August 15, 2024



WCMA
Washington City/County
Management Association
A State Affiliate of ICMA



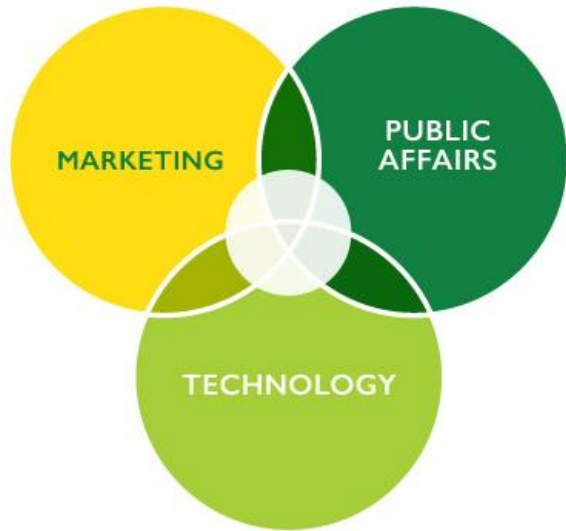
Stephanie Lucash, WCMA President
Ryder Todd Smith, Tripepi Smith President

The background of the slide is a dark green color with a repeating pattern of lightbulb icons. The icons are arranged in a grid and are a lighter shade of green than the background. A white rectangular box with a yellow border is positioned in the upper left quadrant of the slide, containing the main text.

Why a Census of the Profession?

About Tripepi Smith Talent Solutions

Tripepi Smith Talent Solutions is a multifaceted recruitment consultancy service.



What is the Census of the Profession?

- This first-ever study aims to provide a profile of the professionals occupying the top executive roles across Washington based on their demographics and experiences
- The initial findings laid out in the study can help us track evolving trends and changes in the profession

Survey Methodology & Timeline

- Survey conducted via Google Forms
- 181 municipalities responded (65% response rate)
- Supplemented survey data with research

Feb. 2024

- Survey distributed via email

Feb. 2024

- Follow up with non-respondents

Mar. – Jul. 2024

- Additional research and data reconciliation

Jul. 2024

- Census of the Profession distributed via email and LinkedIn

Supplemental Census Data & Research

Census data or all municipalities

- Population size
- Geographical region

*Note: Supplemental research **did not** override any survey responses. The optimal data collection mechanism is via survey responses!*

Data for non-respondents

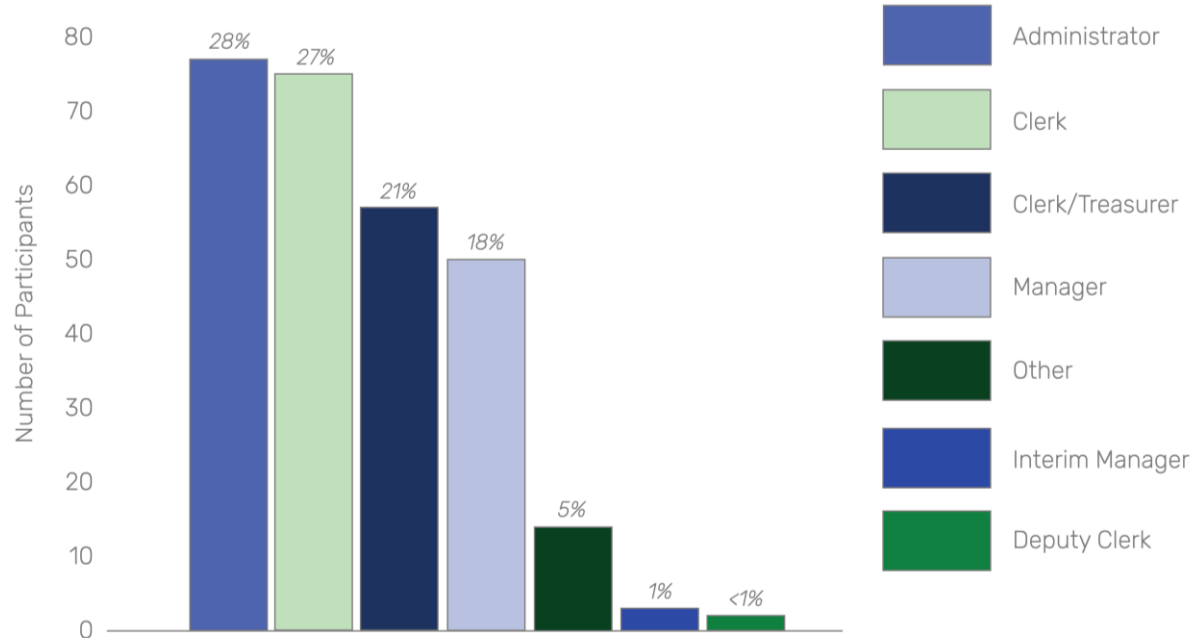
- Educational achievement
- Major subjects studied
- Start of local government career (location by state)
- Prior position
- Previous local government experience
- Tenure as most senior executive for any municipality
- Public and private sector experience
- City Council size and election practices

The background of the slide is a dark green color with a repeating pattern of lightbulb icons in a lighter shade of green. A white rectangular box with a yellow border is positioned in the upper left quadrant, containing the main title.

Professional Profile Findings

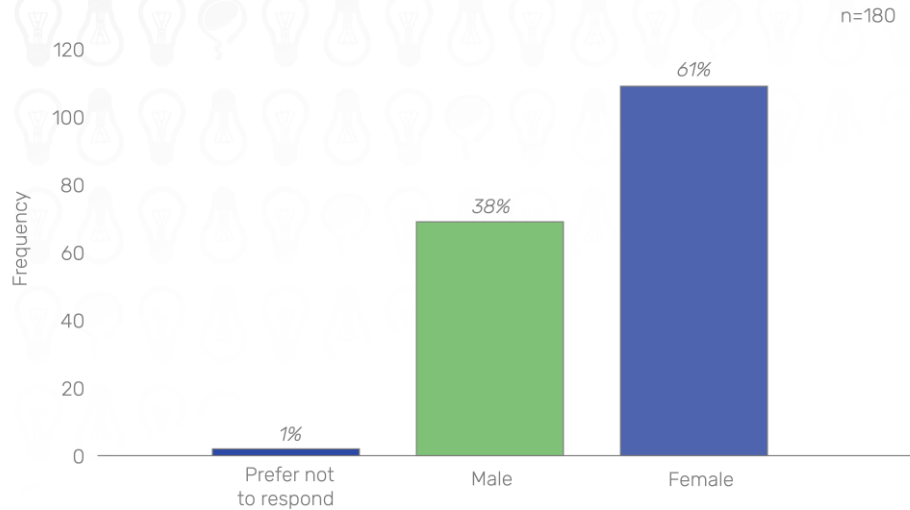
Current Position

- The majority of individuals (over 50%) have been in their current position for less than 5 years.
- The average tenure of time served is 6 years.

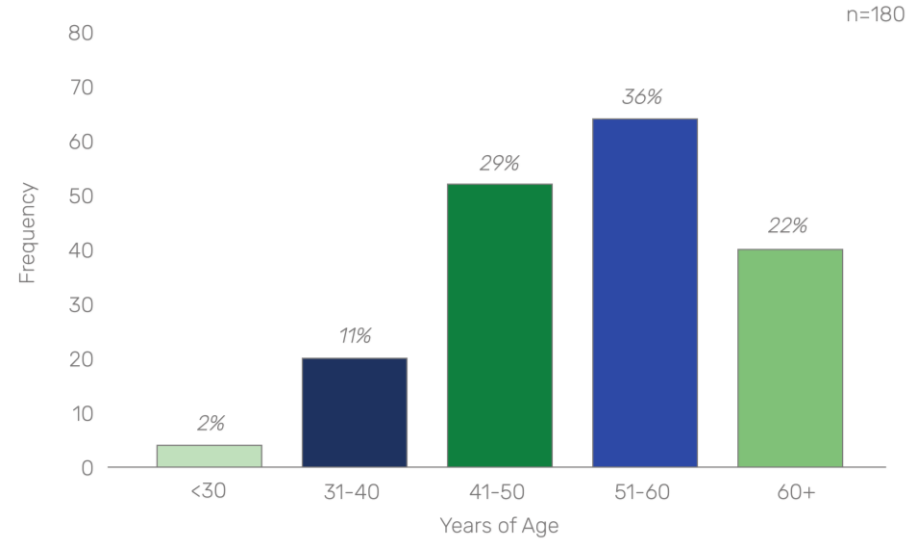


Gender & Age

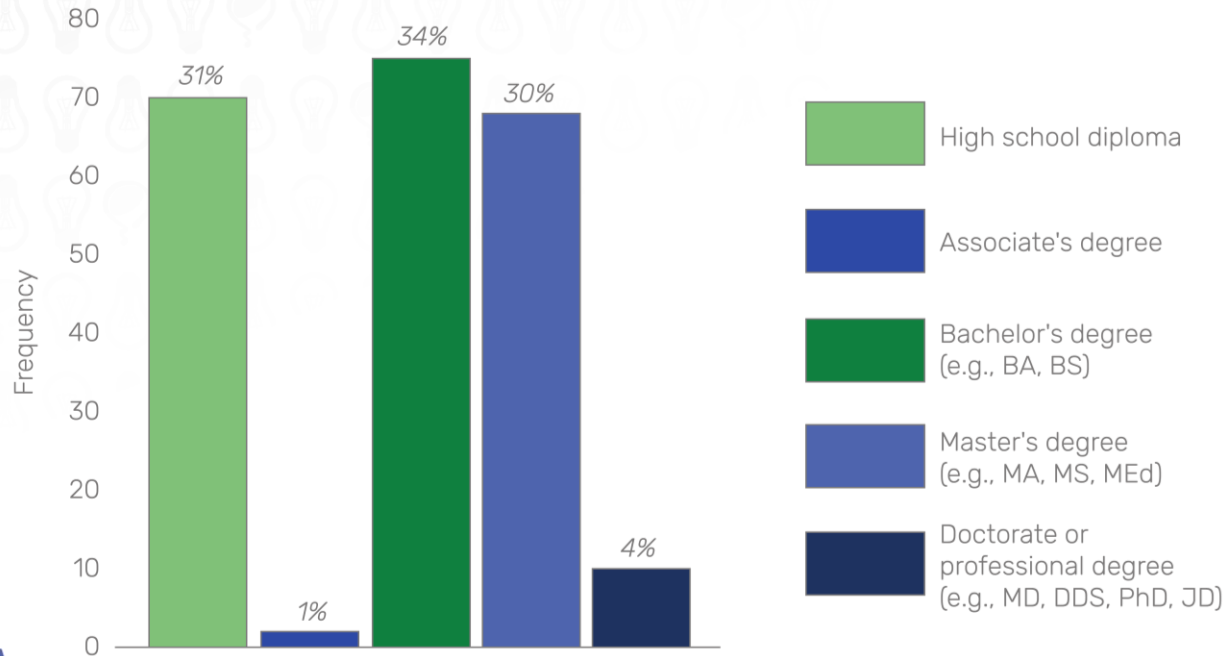
Gender



Age

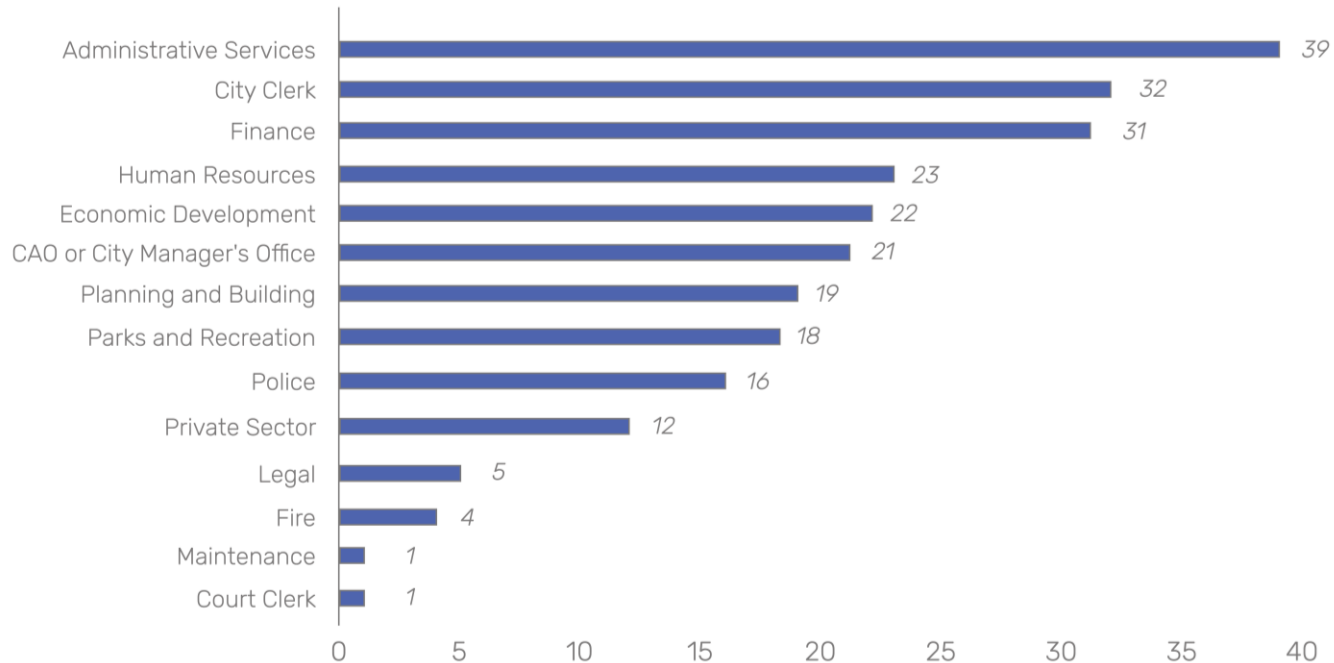


Educational Achievement



WCMA
Washington City/County
Management Association
A State Affiliate of ICMA

Local Government Experience

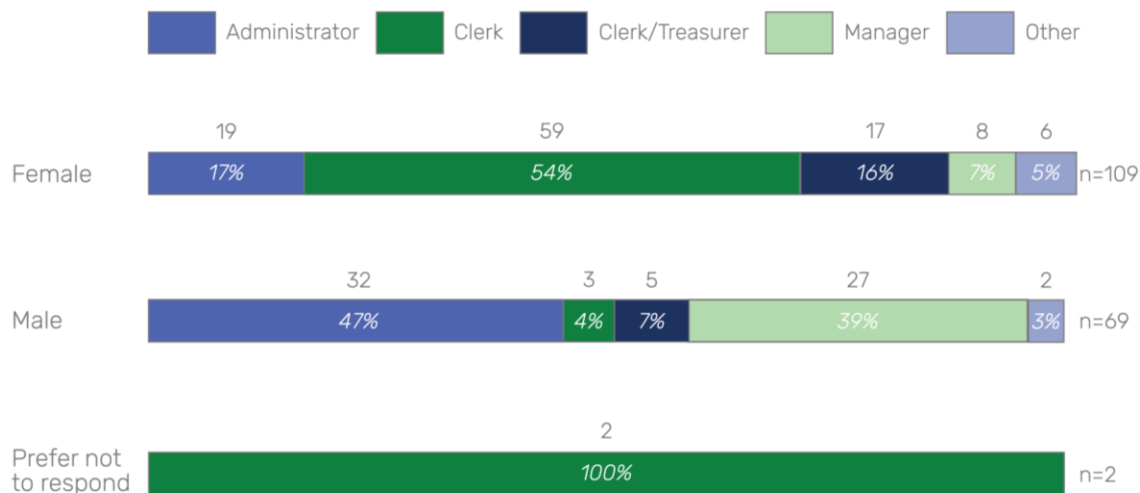


The background of the slide is a dark green color with a repeating pattern of lightbulb icons in a lighter shade of green. A white rectangular box with a yellow border is positioned in the upper middle section of the slide.

In-Depth Analyses

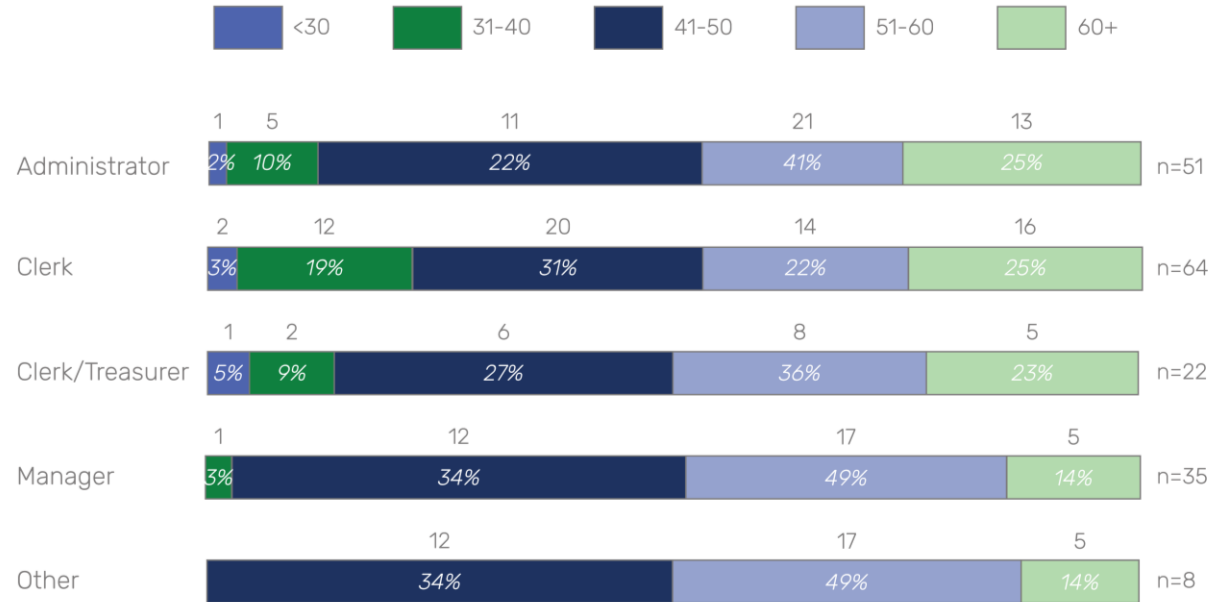
Gender & Position

- 54% of all female respondents are Clerks or Clerk/Treasurers
- 25% of all female respondents are Administrators or Managers
- 86% of all male respondents are Administrators and Managers



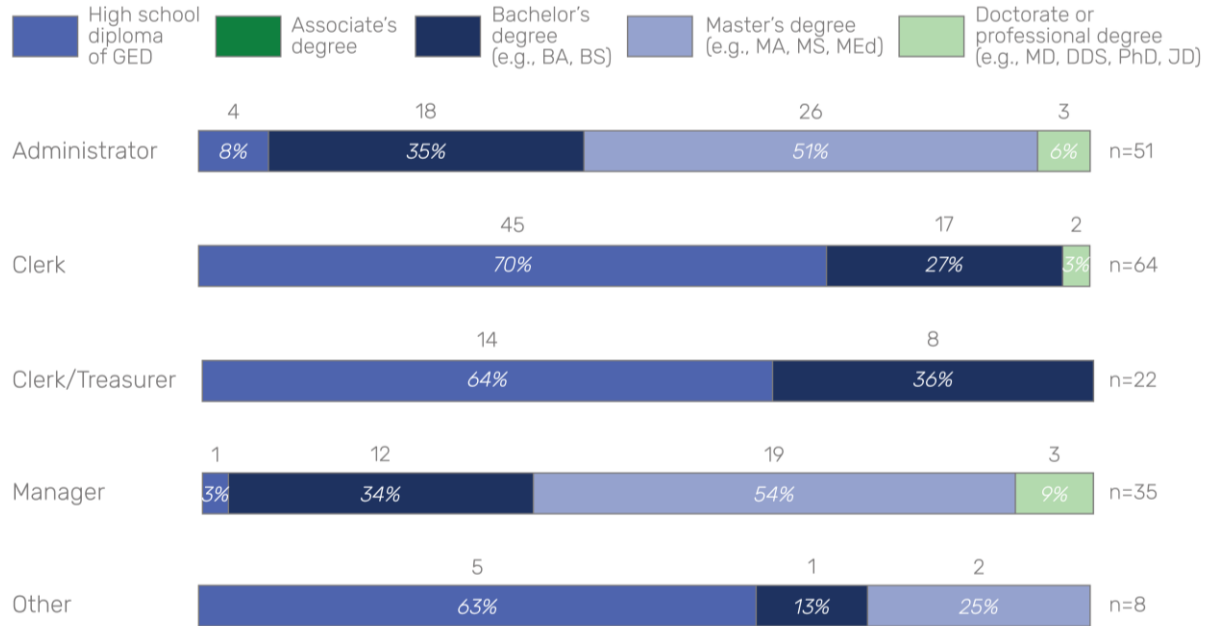
Age & Position

- The majority of respondents fall within the age range of 41-60, with 36% in the 51-60 age group and 29% in the 41-50 age group



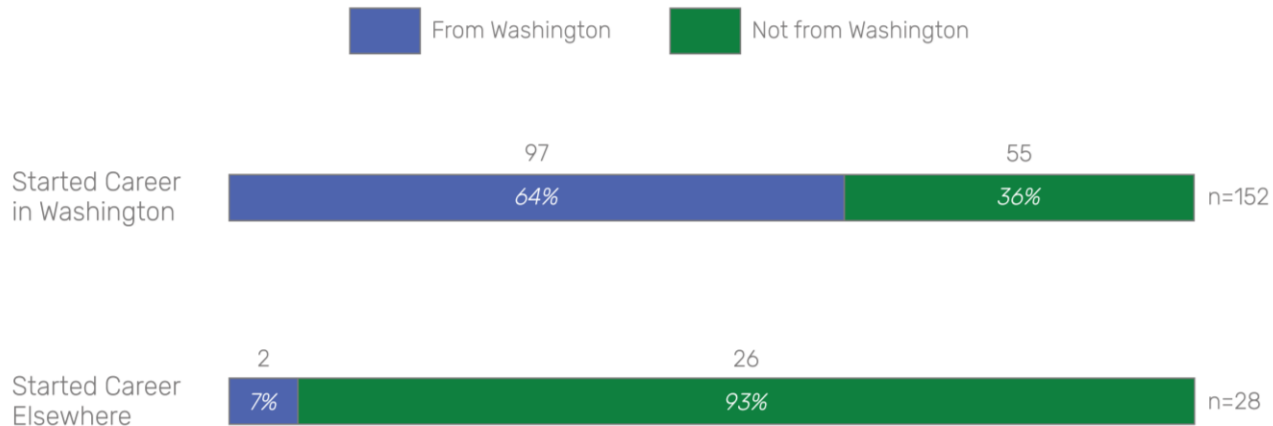
Educational Achievement & Position

- 36% of respondents are City Clerks with High School Diplomas or GEDs
- 14% of respondents are Administrators with a Master's Degree



Place of Origin & Career Origin

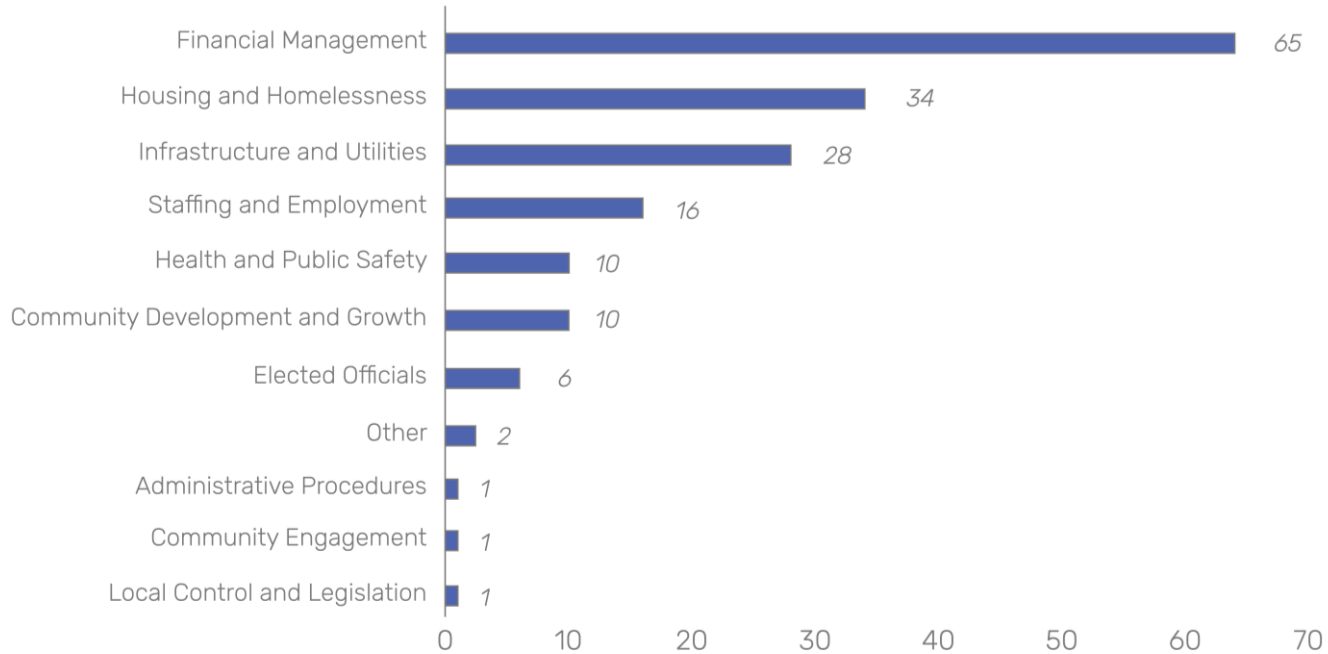
- 84% of respondents started their career in WA, even if they are not from the State
- 55% of respondents are from Washington while 45% are not
- Top 4 states of career origin outside of WA: CA (12), OR (5), UT (3), ID (3)





Municipal Profile Findings

Top Pressing Issues



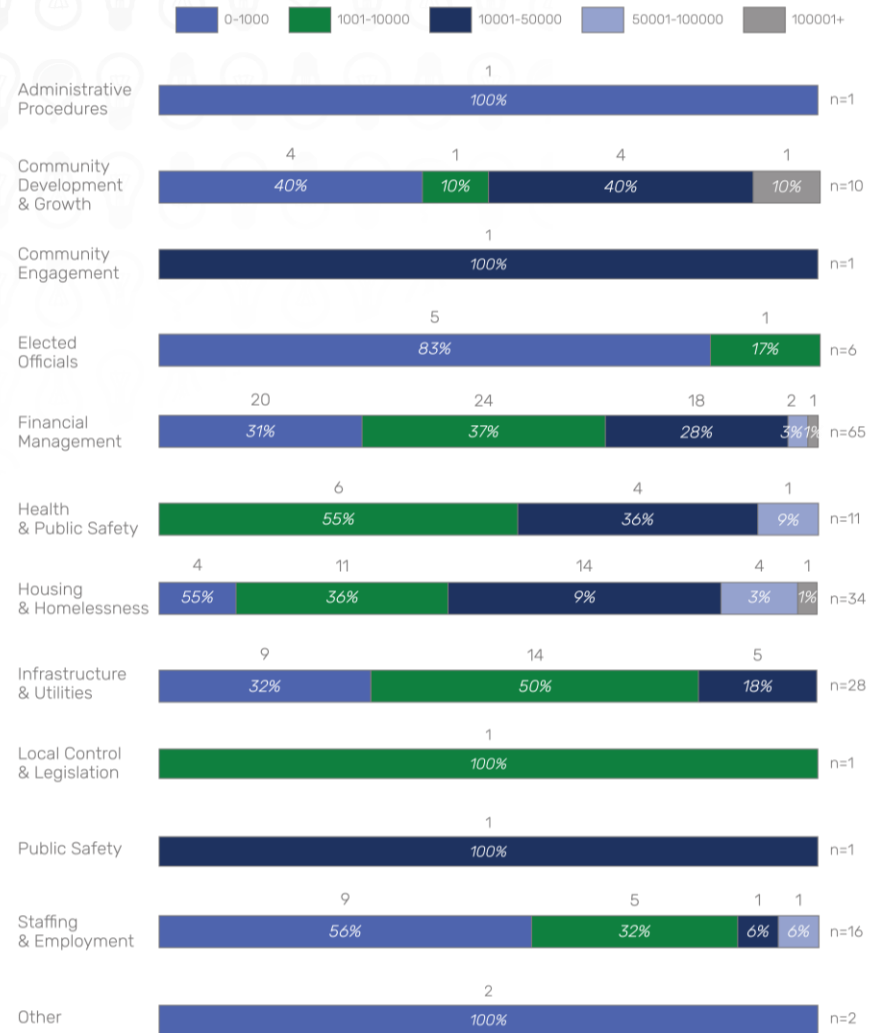
Pressing Issues & Geographic Location

- Eastern WA: Financial management, infrastructure and utilities, housing and homelessness
- Western WA: Financial management, housing and homelessness, community development and growth

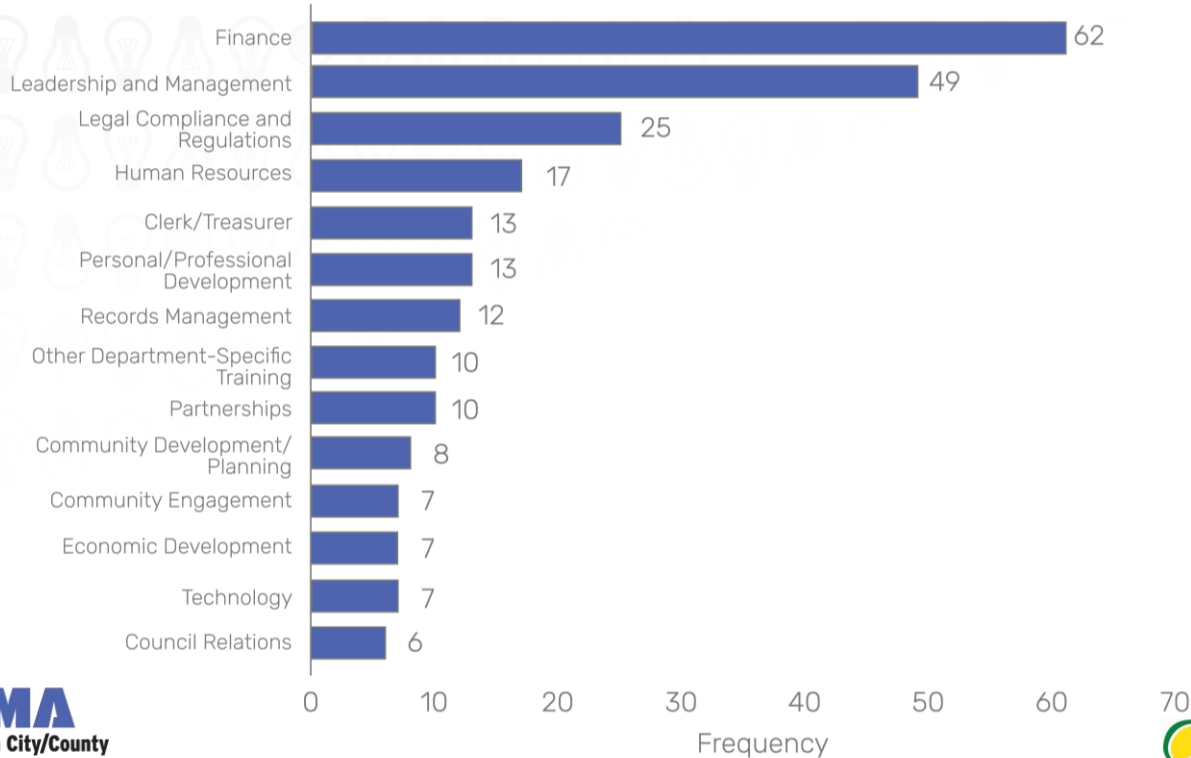


Pressing Issues & Population

- Although at varying frequencies, the data suggests that municipalities are experiencing similar issues, regardless of their population sizes.

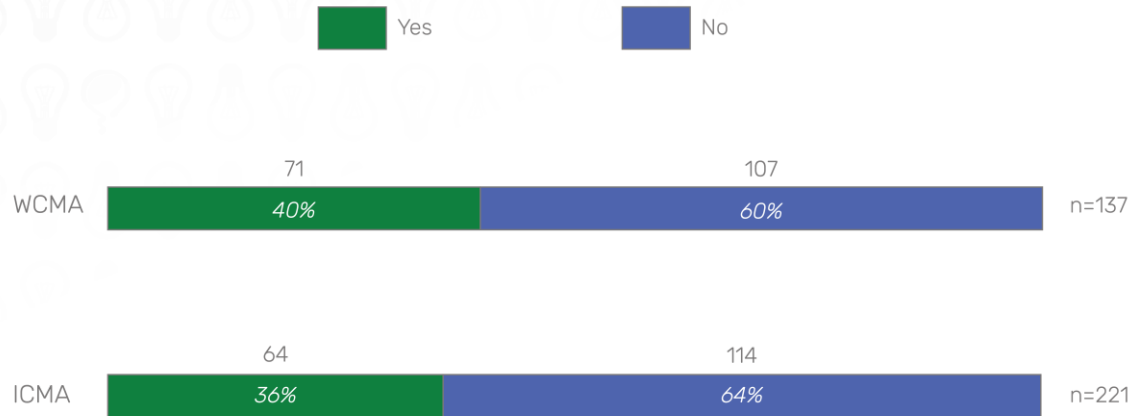


Desired Training



WCMA Statistics

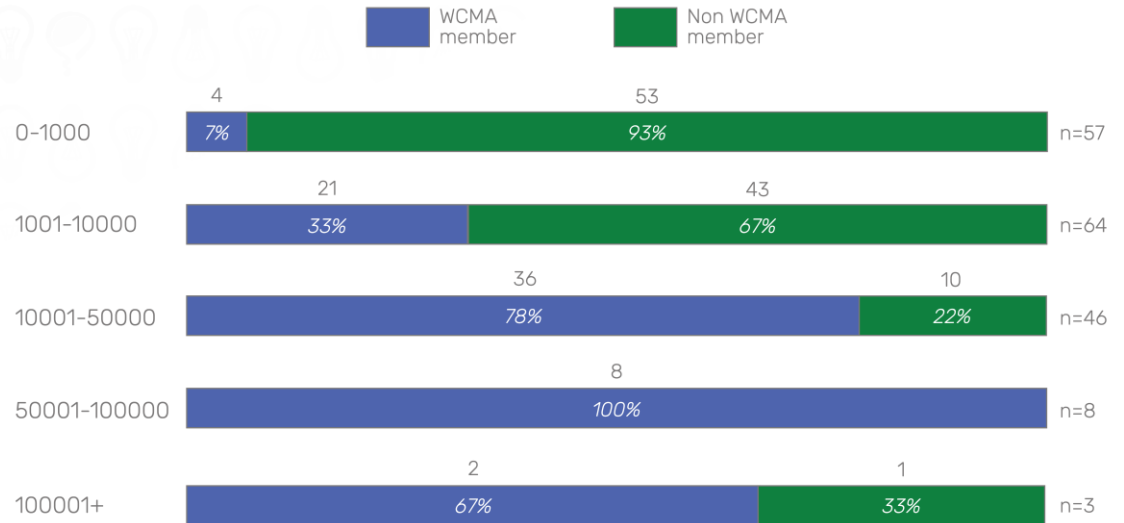
WCMA & ICMA Membership Overlap



WCMA Statistics

- The data suggests a higher representation of WCMA members in areas with larger population sizes

WCMA Membership & Population Size



WCMA Statistics

- The data suggests that there is no correlation between tenure in current positions and WCMA membership

WCMA Membership & Current Position Tenure



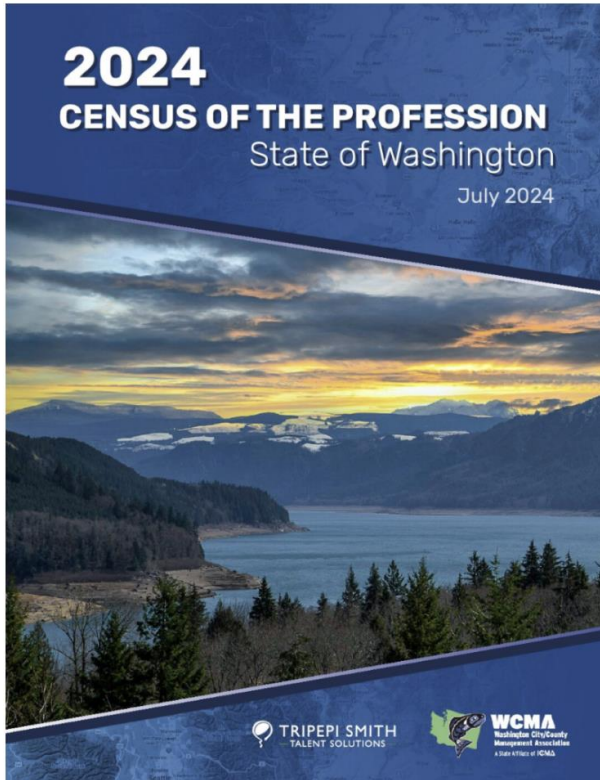
Key Takeaways

- This report serves as a baseline
- Data becomes more interesting over time – collecting this data over time allows us to conduct a longitudinal analysis in the future
- Future vision: conduct this study again in 2 years
- **Your participation is key!**

Lessons Learned

- Start outreach early to garner more interest and participation
- Leverage more communication tools to distribute the survey
- Maintain updated list of the most senior executives for each municipality
- Limiting open-ended questions for more precise data

Full Report is Available!



TSTalentSolutions.com/WACensusoftheProfession



Questions?