

**Question 10:**

If you have the funding for 10 additional positions in county government, to which department(s) would you allocate them?

**Question 10 responses:**

**The following four candidates, listed alphabetically, are running in the Democratic primary:**

**James Kitchin**

I want to say upfront that we still have a lot of catching up to do and 10 new positions won't be enough to adequately staff our schools and public safety departments. Also, many of the new positions I would add are intended to coordinate across departments - not fit squarely in one. Here is how I would prioritize 10 new positions: A new position in the Resilience Authority specifically to coordinate on community-level resiliency infrastructure with our residents; A new position to work with the Watershed Stewards Academy to coordinate volunteers and collaborate on community-level projects; Two full-time positions to coordinate the county's various Boards and Commissions. There is so much experience and expertise among our residents, and we need to prioritize leveraging it for the public good; A full-time position dedicated to coordinating HOA and other Common Ownership Community issues across all departments; A Director of Sustainability to coordinate clean energy goals, waste reduction, etc. across all departments; A cabinet level position to coordinate all re-entry efforts across the various departments that touch that work; A second full-time position in the Veterans Services Coordination Center (within the Department of Aging and Disabilities) to help specifically with outreach and grant writing; Two more positions in zoning enforcement to reduce the number of cases each person is handling at one time

**Kyle Nembhard**

Office of Planning and Zoning, inspections and permits, transportation, Finance, Fire Department, Police Department, IT, Emergency Management.

**Allison Pickard**

I would allocate all 10 additional positions to EMS and Fire services. While the current FY27 county budget adds 61 employees across multiple departments, public safety staffing shortages remain a critical issue. Our county currently needs approximately 144 additional EMS/fire personnel just to meet emergent operational demand. To meet National Safety Standards, we need to fund a total of 350+ firefighters. As our population ages, emergency

medical calls continue to rise, increasing pressure on already stretched crews. Adding personnel to EMS and Fire would help reduce emergency response times, improve resident outcomes, lessen burnout on current staff, and enhance overall community safety. Public safety is a core responsibility of local government, and ensuring residents receive rapid emergency response should remain a top priority.

### **Pete Smith**

Office of Planning and Zoning, inspections and permits, transportation, Finance, Fire Department, Police Department, IT, Emergency Management

### **Dave Crawford – Running Unopposed in the Republican Primary**

These 10 positions would be targeted precisely where the gap between need and capacity is most acute — and where investment has the highest leverage for the issues GAN cares about most:

- 3 positions — Office of Planning & Zoning: Additional environmental and land-use reviewers to eliminate the permitting backlog and provide timely, high-quality review without cutting corners.
- 2 positions — Department of Public Works (Stormwater): Dedicated stormwater project managers to accelerate the \$200M backlog remediation and manage the private conveyance mapping initiative.
- 2 positions — Planning Advisory Board Staff: Professional staff to support a fully empowered PAB conducting public hearings and issuing advisory guidance — a reform long overdue.
- 1 position — Office of Law / Ethics: A dedicated ethics officer to administer new campaign finance reform rules, monitor conflicts of interest, and oversee developer contribution compliance.
- 1 position — Department of Inspections & Permits: A project ombudsman to resolve inter-agency bottlenecks and provide a single point of contact for applicants navigating the permitting process.
- 1 position — Office of Budget & Finance: A grants coordinator dedicated exclusively to maximizing capture of available federal and state infrastructure, environmental, and housing funds.

Every one of these hires pays for itself many times over — in faster reviews, cleaner water, better infrastructure, and millions in captured grant revenue.