



STAFF AUGMENTATION UPDATE

RUDY MORENO, JR. – DEPUTY DIRECTOR

JOHANA CLARK, P.E. – DEPUTY CITY ENGINEER

HOUSTON PERMITTING CENTER



WHO ENCOMPASSES PLAN REVIEW?



We are a comprehensive multi-discipline review team across key departments for residential, commercial, and public development.

Fiscal Year 2025

- Received over 60K unique projects
- Performed over 85K project reviews

Beginning Fiscal Year 2026

Service level agreement: 80% of plans are reviewed within 7 business days

HOUSTON PUBLIC WORKS

Objective Of The Building Code Enforcement Plan Review

To review and approve construction project plans to ensure compliance with all applicable building codes and life-safety regulations before permits are issued.

This process verifies structural integrity and ensures projects meet established safety standards.

Utilization of Staff Augmentation

Review Disciplines

- Structural
- Electrical
- Plumbing

Special Programs

- Revamped After-Hour Review Program
- Resubmissions
- First-time Commercial Reviews

HOUSTON PUBLIC WORKS

Objective of The Office of City Engineer Plan Review

To review and approve plans for projects that impact the public right-of-way and city infrastructure, including water and sewer systems, floodplain management, traffic, and stormwater.

Ensuring compliance with city codes and regulations to protect public assets and community safety.

Utilization of Staff Augmentation

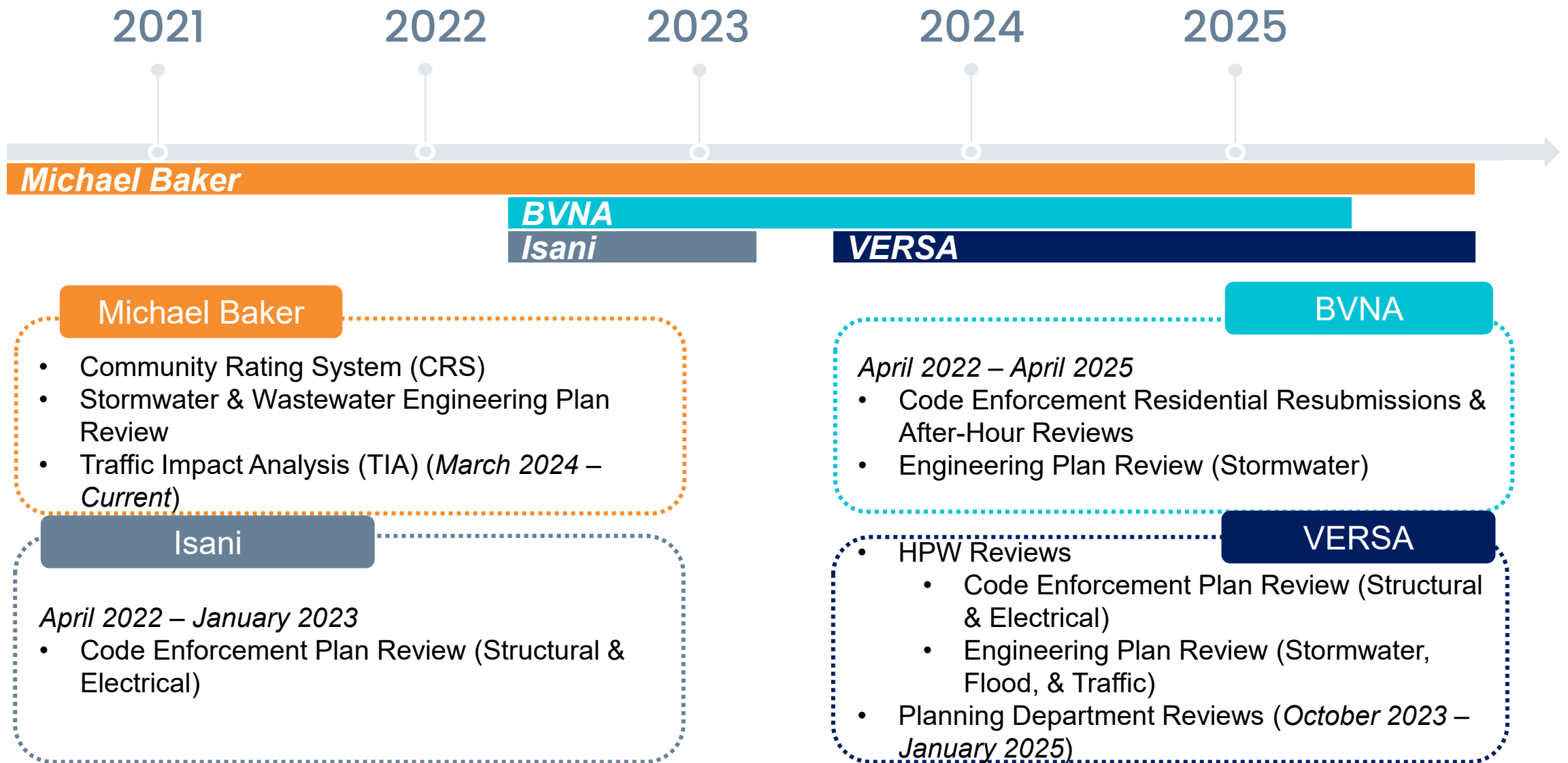
Review Disciplines

- Traffic and Mobility
- Stormwater
- Floodplain
- Telecommunications
- Encroachments

Special Programs

- Floodplain Management
Office: Community
Rating System (CRS)
Updates and
Reverification
- Standards &
Specifications Review
and Updates

TIMELINE OF STAFF AUGMENTATION



CHALLENGES



Staffing

**Knowledge | Expertise Gap
Limited Talent Pipeline**



Funding

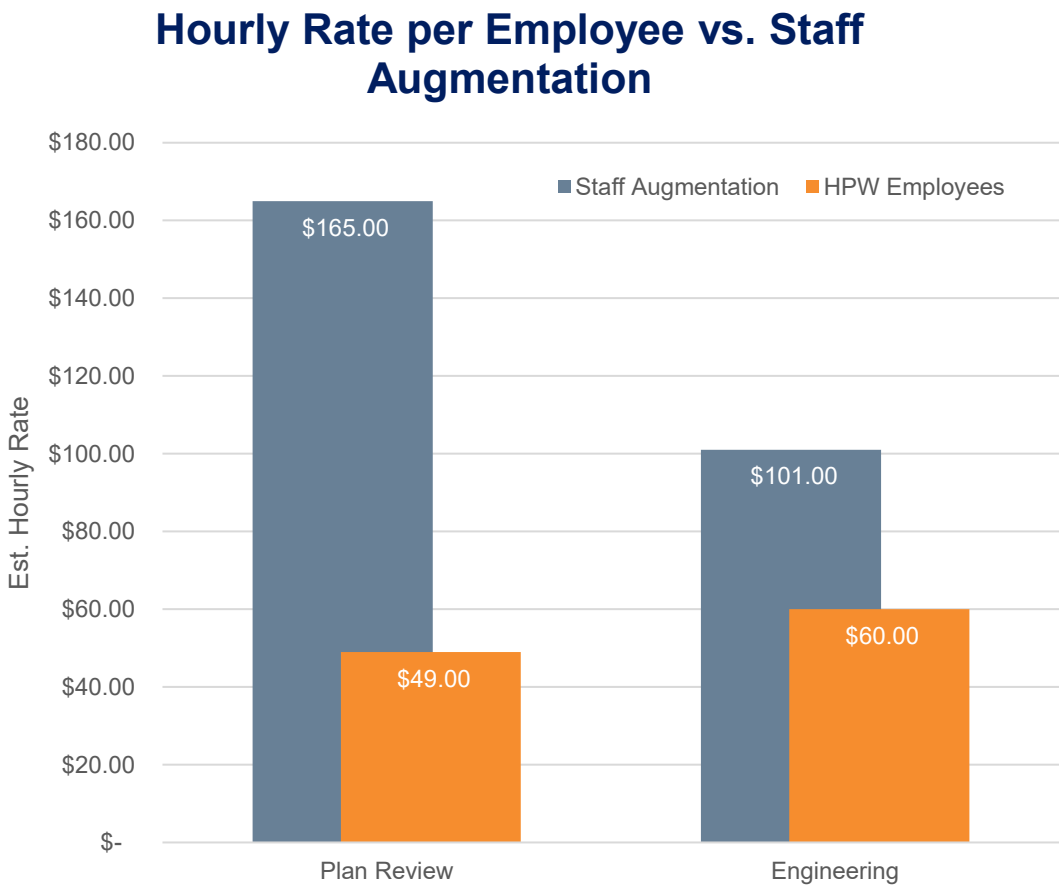
Limited use across Departments



**Training and
Certifications**

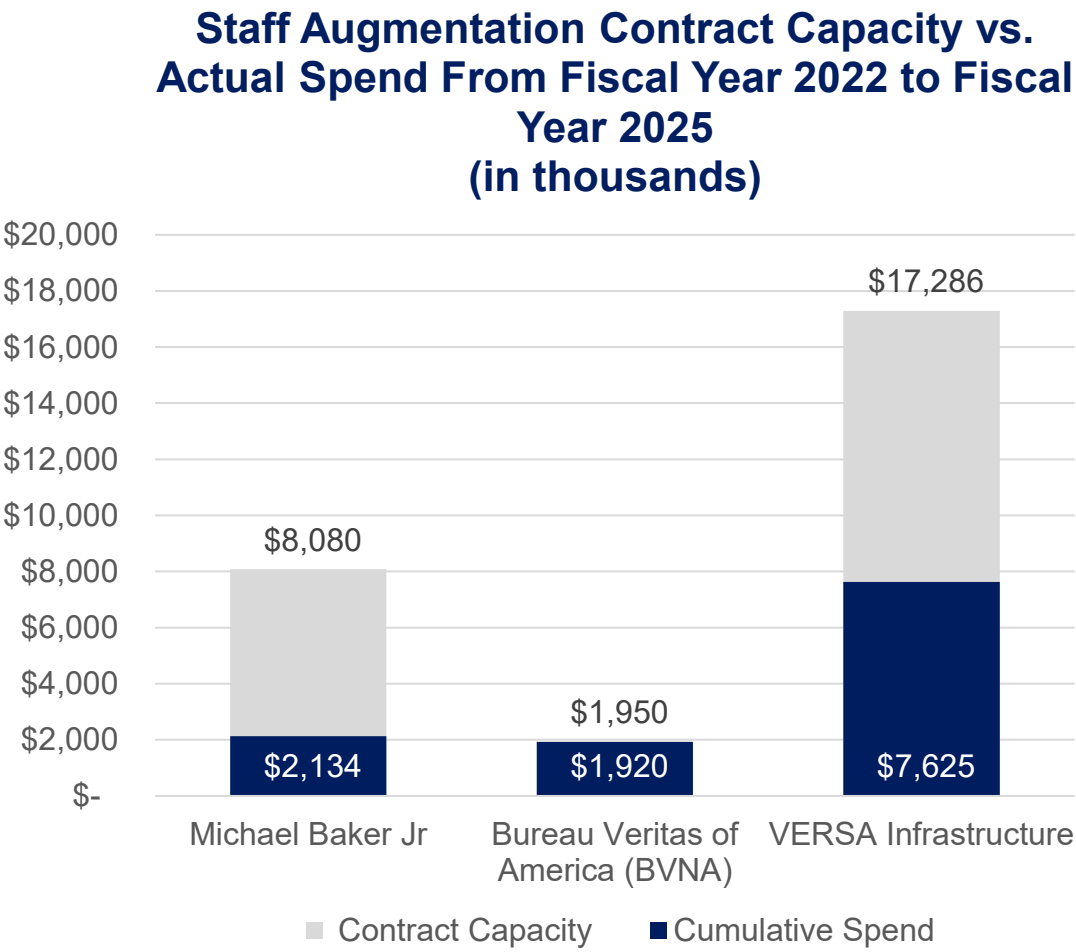
Training and Onboarding Timeline

COST OF STAFF AUGMENTATION CONTRACTS



¹Employee hourly rate based on FY25 base pay plus fringe (Plan Review rate with OT \$55; Engineer rate with OT \$61)

²Staff Aug. hourly rate based on contractor base plus fringe (includes subcontractor markup)

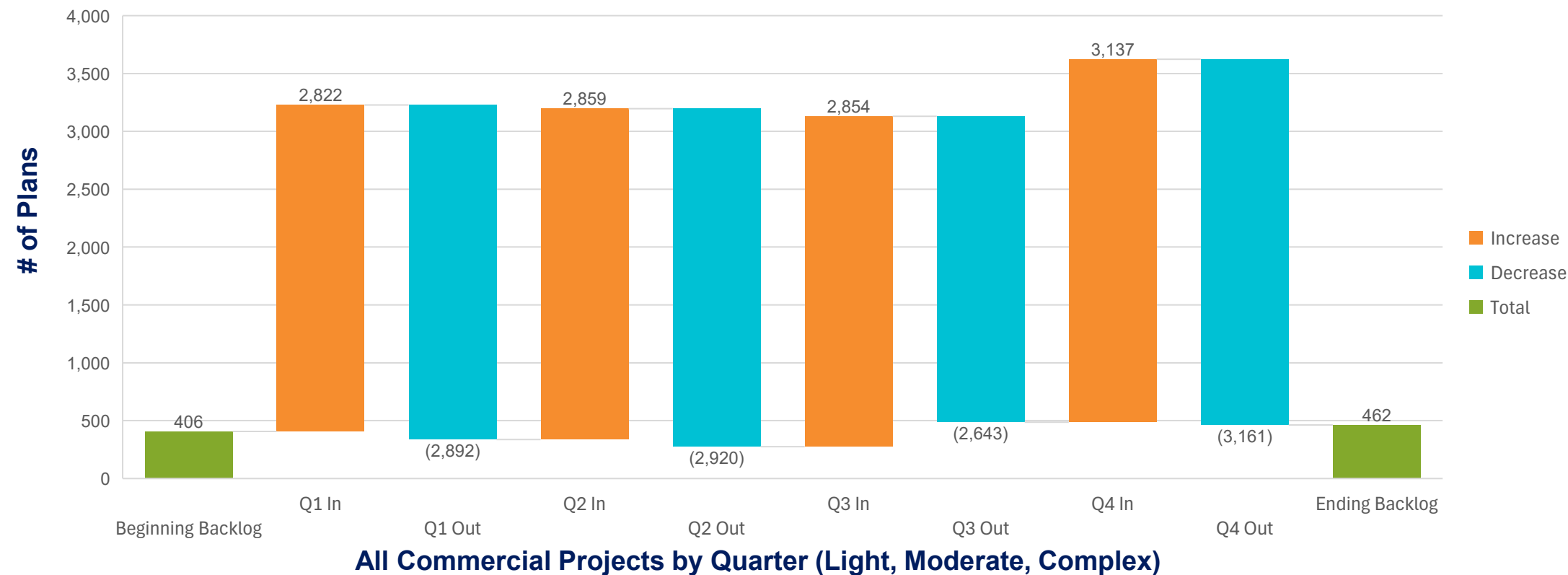


Michael Baker Contract Expires: January 2027
BVNA Expired: April 2025
VERSA Contract Expires: June 2028

UTILIZATION OF STAFF AUGMENTATION

VERSA Spotlight for Commercial Reviews

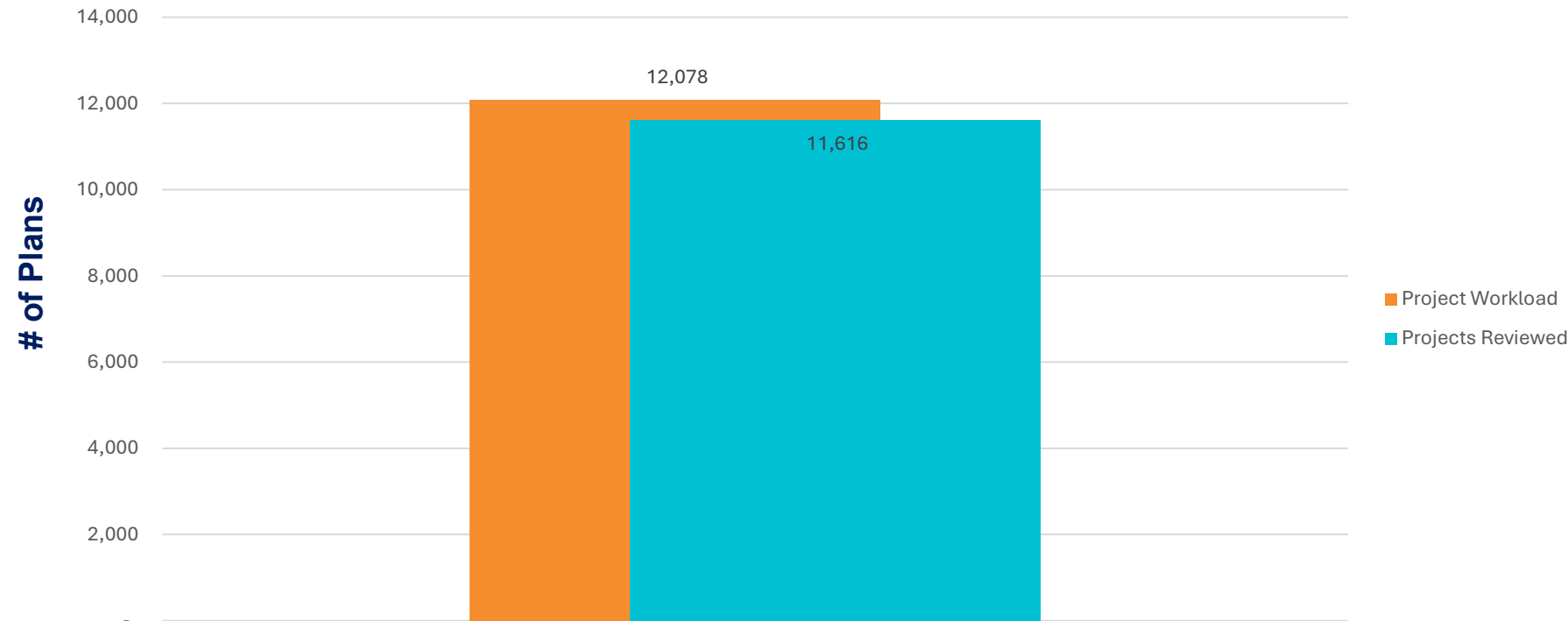
Workflow Effect on Commercial Project Backlog
FY20205



UTILIZATION OF STAFF AUGMENTATION

VERSA Spotlight for Commercial Reviews

Comparison of Projects Available vs Worked



All Commercial Projects by Quarter (Light, Moderate, Complex)

*Includes beginning backlog projects and all projects submitted for review during FY25

HOW TO PHASE DOWN STAFF AUGMENTATION DEPENDENCY

- **Robust Hiring Plans & Additional Staffing**
 - Competitive pay consistent with markets (Flood Control, Harris County, METRO, TxDOT, and other municipalities)
- **Strengthening Pay Scales & Career Ladders**
 - Retention Incentives
- **Comprehensive Training Program & Cross Training**
- **Expand and Modernize Digital Review Tools**
- **AI Automation Pilots**



thank you!



HoustonPublicWorks.org

[f](#) [@](#) [X](#) [@](#) @HouPublicWorks