

2009 AMPO SALARY SURVEY - Results

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Survey Overview

Description

This salary survey is aimed at understanding the needs and challenges that MPOs face when allocating, maintaining, and raising staff salaries.

Instructions Provided To Respondents

Answer questions as they relate to your MPO. For most answers, check the boxes most applicable to your MPO or fill in the blanks.

Respondent Metrics

Respondents: 57

Survey Launched: August 24, 2009

Survey Data Collected: September 4, 2009

Executive Summary

There are 57 Metropolitan Planning Organizations (MPOs) from across the country that have filled out information regarding their MPO operations, finances, benefits, capacity, salaries, and how the current fiscal crisis has had an impact on these areas. In terms of geographical representation, there are MPOs represented from the Northeast, Southeast, Midwest, South, and the West. The survey results are documented in a way in which comparisons can be made based on corresponding questions such as annual budget and number of staff to percent of budget for staff salaries and average percentage increase to salary (i.e raise). The first five questions do not have graphical representations because the responses were open-ended instead of a specific set of answer choices. The majority of the results from this survey provide information on the salary ranges for positions within an MPO. Most of these positions do not have graphical depictions of responses based on the multitude of responses given which distorted the graph, but the key positions like Executive Director and Senior/Principal Planner have graphs. All questions regarding position salary ranges have a chart that outlines the number of MPOs that responded per salary range.

Some of the interesting findings that the survey results provide are that the majority of MPOs have budgets that are in the \$200,000 to \$4 million range and average staff size varies from 3 to 15 full-time employees. The majority of MPOs have 80 to 90 percent of their annual budget that comes from Federal funding. The average percent of an MPO's budget that goes toward staff salaries is between 50 to 60 percent. In terms of percent increase to salary for raises, the majority of MPOs provide an increase between 2 to 3 percent. The top three benefits that are provide by MPOs for full-time employees are health insurance, retirement benefits, and life insurance respectively. Of all MPO positions, the salary range for the Executive Director position varied the most. The vast majority of MPOs have issued a raise for an employee in 2009. In terms of MPOs facing challenges in paying current staff salaries and benefits, 44.3 percent stated Yes while 55.7 percent stated No. In terms of MPOs having an inability to pay for needed staff positions, 31.1 percent stated Yes while 68.9 percent stated No. Overall, MPOs vary in terms of their challenges because not only do budgets vary significantly, but staff size as well. The mid-size to smaller MPOs are being more adversely affected during this current economic crisis while larger MPOs are not impacted as greatly.

Survey Results

Section - General Information

1. What is the annual budget of your MPO? (grouped from highest to lowest)

2. How many people are on your MPO staff?

| <u>\$20 - \$30 million</u> | <u># of FTE/other staff</u> |
|---|----------------------------------|
| ▪ \$26,822,096 (New York Metropolitan Transportation Council) | 60 FTE |
| ▪ \$26,000,000 (Metro Portland) | 100 FTE |
| | |
| <u>\$10 - \$19.9 million</u> | |
| ▪ \$16,652,000 (North Jersey Transportation Planning Authority, Inc.) | 50 FTE plus interns |
| ▪ \$16,500,000 (Chicago Metropolitan Agency for Planning) | 92 FTE and 10+ part time/interns |
| ▪ \$10,000,000 (Puget Sound Regional Council) | 68 FTE |
| | |
| <u>\$5 - \$9.9 million</u> | |
| ▪ \$6,800,000 (Pikes Peak Area Council of Governments) | 32.5 FTE |
| ▪ \$5,998,900 [FY2010] (Boston MPO) | 60 FTE + 7 FTE Temps |
| ▪ \$5,650,000 [FY 2010] (Atlanta Regional Commission) | 26 FTE |
| ▪ \$5,070,772 (North Front Range MPO) | 15 FTE |
| ▪ \$5,000,000 (Baltimore Regional Transportation Board) | 27 FTE |
| | |
| <u>\$1 - \$4.9 million</u> | |
| ▪ \$3,329,690 (Thurston Regional Planning Council) | |
| ▪ \$3,283,217 (Chittenden County MPO) | 9.5 FTE |
| ▪ \$2,285,257 (Tri-County Regional Planning Commission, Peoria, IL) | 15 FTE |
| ▪ \$2,250,000 (Fredericksburg MPO) | 6.5 FTE |
| ▪ \$2,123,389 [FY 2009] (Hillsborough County MPO) | 13 FTE |
| ▪ \$2,000,000 (North Florida Transportation Planning Organization) | 9 FTE |
| ▪ \$1,954,914 (Tri-County Regional Planning Commission, Lansing, MI) | 14 FTE |
| ▪ \$1,807,300 (San Antonio-Bexar County MPO) | 15 FTE |
| ▪ \$1,800,000 of new FHWA PL and FTA MPP funds (Genesee Transportation Council) | 8.5 FTE |
| ▪ \$1,761,382 (Whatcom Council of Governments) | |
| ▪ \$1,540,000 (Rockingham Planning Commission/MPO) | 12 FTE |
| ▪ \$1,408,891 (El Paso MPO) | 15 FTE |
| ▪ \$1,200,000 (Roanoke Valley Area MPO) | 11 FTE |
| ▪ \$1,200,000 (Syracuse Metropolitan Transportation Council) | 11 FTE |
| ▪ \$1,000,000 (Wichita Area MPO) | 7 FTE |

1. What is the annual budget of your MPO? (grouped from highest to lowest)

2. How many people are on your MPO staff?

\$800,000 - \$999,999

- \$930,000 (Rockford Metropolitan Agency for Planning) 6 FTE
- \$909,650 [FY 2009] *note- usually less than \$500,000 (Dover/Kent County MPO) 4 FTE
- \$900,000 (Lake~Sumter MPO) 7 FTE
- \$887,840 (Yakima Valley Conference of Governments)
- \$875,000 (Duluth - Superior Metropolitan Interstate Council) 6 FTE

\$600,000 - \$799,999

- \$787,000 (Poughkeepsie Dutchess County Transportation Council) 3 FTE
- \$772,653 (Missoula Office of Planning and Grants) 4 FTE
- \$615,000 (Corpus Christi MPO) 6 FTE
- \$610,000 (Strafford Regional Planning Commission) 7 FTE
- \$602,000 (Lubbock MPO) 3 FTE
- \$600,000 (Grand Forks/East Grand Fork MPO) 5 FTE

\$400,000 - \$599,999

- \$540,000 (Binghamton Metropolitan Transportation Study) 5.5 FTE
- \$514,000 (Elmira-Chemung Transportation Council) 3 FTE
- \$510,000 (Brownsville MPO) 4 FTE
- \$500,025 (Las Cruces MPO) 5 FTE
- \$480,000 (Cowlitz-Wahkiakum Council of Governments) 2.5 FTE
- \$460,000 (KYOVA Interstate Planning Commission) 6 FTE
- \$445,000 (Bangor Area Comprehensive Transportation System) 3 FTE (1 20% time)
- \$438,966 (Bryan-College Station MPO) 4 FTE

\$200,000 - \$399,999

- \$375,000 (Wenatchee Valley Transportation Council) 3 FTE
- \$354,000 (Licking County Area Transportation Study) 3 FTE
- \$323,000 (Morgantown Monongalia MPO) 1.5 FTE
- \$321,475 [transportation related activities only] (Decatur Urbanized Area Transportation Study) 4 FTE
- \$319,200 (Fairbanks Metropolitan Area Transportation System) 2 FTE
- \$312,582 (Ithaca-Tompkins County Transportation Council) 3.5 FTE
- \$302,000 (Waco MPO) 2.5 FTE
- \$282,000 (Longview MPO) 3 FTE
- \$273,000 (Central Yavapai MPO) 3 FTE
- \$240,000 (Kokomo/Howard County Governmental Coordinating Council) 2.2 FTE
- \$225,000 (Bend OR MPO) 2 FTE
- \$210,000 (Auburn-Opelika MPO) 2 FTE

\$199,999 and below

- \$184,511 (Valdosta-Lowndes MPO) 1 FTE
- \$167,000 (Cache MPO) 1 FTE
- \$165,000 (Jonesboro Area Transportation Study) 2 FTE
- \$100,000 [FY 2010] (Salisbury/Wicomico MPO) 0.5 FTE

3. What percentage of your annual budget comes from Federal funding?

70 – 79.9%

78%
74%
72%
71% (as relates to transportation planning activities)
70%

Chicago Metropolitan Agency for Planning
North Florida Transportation Planning Organization
Licking County Area Transportation Study
Decatur Urbanized Area Transportation Study
Fredericksburg MPO

60 – 69.9%

69%
64% (State and Federal funding; no separate % for Federal)
63%
63%
60%

Rockingham Planning Commission/MPO
Puget Sound Regional Council
Rockford Metropolitan Agency for Planning
Fairbanks Metropolitan Area Transportation System
Lake-Sumter MPO

50 – 59.9%

58%
58%
53%
50%

Strafford Regional Planning Commission
North Front Range MPO
Tri-County Regional Planning Commission (Peoria, IL)
Roanoke Valley Area MPO

Below 50%

48.5%
47%
44%
42%
25%

Tri-County Regional Planning Commission (Lansing, MI)
Pikes Peak Area Council of Governments
Metro Portland
Wenatchee Valley Transportation Council
Cowlitz-Wahkiakum Council of Governments

4. What percent of your MPO's budget is allocated for all staff salaries (including benefits)?

5. What is the average percentage increase to salary that is given for a staff person's raise?

| <u>MPO</u> | (high to low) <u>% of Budget for all Staff Salaries</u> | <u>Avg. % Increase to Salary (Raise)</u> |
|---|--|---|
| Bend OR MPO | 95% | 5% |
| Strafford Regional Planning Commission | 94% | 2% |
| Ithaca-Tompkins County Transportation Council | 89% | 2%-3% |
| Cowlitz-Wahkiakum Council of Governments | 85% | 2% |
| Baltimore Regional Transportation Board | 84% | 5% |
| Boston MPO | 80% | 3-4% (FY 2010: zero) |
| Binghamton Metropolitan Transportation Study | 78% | 3% |
| Jonesboro Area Transportation Study | 77% | 3% |
| Duluth - Superior Metropolitan Interstate Council | 76% | 3% |
| Wenatchee Valley Transportation Council | 74% | 2% |
| Licking County Area Transportation Study | 73% | up to 5% (Varies, COLA for maxed out employees, up to 5 % plus COLA for others) |
| Decatur Urbanized Area Transportation Study | 72% | 3% (increase not from PL or FTA allotment) |
| Hillsborough County MPO | 71.6% | 2.25% (FY 2009) |
| Fairbanks Metropolitan Area Transportation System | 71% | 3.5% |
| Puget Sound Regional Council | 71% | 4% |
| El Paso MPO | 71% | 3.5% |
| Central Yavapai MPO | 70% | 4% |
| Bryan-College Station MPO | 67% | 3% (varies& this year there will be no increase) |
| Longview MPO | 67% | 3% (avg. annual increase) |
| Rockford Metropolitan Agency for Planning | 66% | 2.5% |
| Corpus Christi MPO | 65% | 4% (last year) |
| San Antonio-Bexar County MPO | 61% | 4% |
| Syracuse Metropolitan Transportation Council | 61% | 3% |
| Morgantown Monongalia MPO | 60% | N/A |
| Wichita Area MPO | 60% | 2% |
| Waco MPO | 58.2% | 2.5% |
| Chicago Metropolitan Agency for Planning | 57% | 4% (FY 2009) |
| Lake-Sumter MPO | 55% | 4% |
| Valdosta-Lowndes MPO | 54% | 5% |
| North Florida Transportation Planning Organization | 54% | 2-3% |
| Kokomo/Howard County | 53% | 2% |
| Governmental Coordinating Council | | |
| Elmira-Chemung Transportation Council | 52% | 3% |
| Cache MPO | 51.4% | 3% |
| Bangor Area Comprehensive Transportation System | 51% | 3% |
| Poughkeepsie Dutchess County Transportation Council | 51% | 3% |
| Auburn-Opelika MPO | 50% | 0-3% |
| KYOVA Interstate Planning Commission | 50% | 3% |

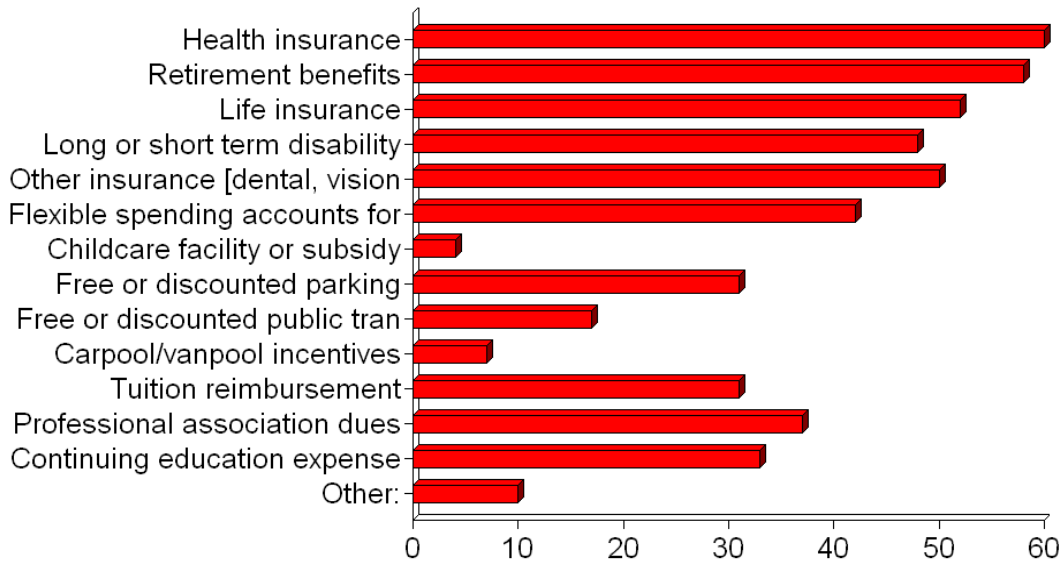
4. What percent of your MPO's budget is allocated for all staff salaries (including benefits)?

5. What is the average percentage increase to salary that is given for a staff person's raise?

| <u>MPO</u> | (high to low) <u>% of Budget for all Staff Salaries</u> | <u>Avg. % Increase to Salary (Raise)</u> |
|--|--|--|
| Roanoke Valley Area MPO | 50% | 0% |
| Metro Portland | 50% | 5% |
| Rockingham Planning Commission/MPO | 49.6% | 3.9% (FY 2010) |
| Genesee Transportation Council | 46% | Between 2% - 2.5% for COLAs and between 2.6% - 3.0% for merit increases) |
| Grand Forks/East Grand Fork MPO | 45% | 3-5% |
| Atlanta Regional Commission | 44% | 4% |
| Tri-County Regional Planning Commission | 44% | 3% |
| New York Metropolitan Transportation Council | 42% | 3% |
| Las Cruces MPO | 41% | 3% |
| Brownsville MPO | 39% | Rare, but when they do it is usually 3% |
| Chittenden County MPO | 38% | 2.7% |
| Pikes Peak Area Council of Governments | 38% | 2% (FY 2009) |
| Lubbock MPO | 37% | 3% |
| Salisbury/Wicomico MPO | 35% (FY 2010) | 2% |
| Dover/Kent County MPO | 32% (FY 2009; typically higher) | 0% (FY 2009; usually 1-3%) |
| North Jersey Transportation Planning Authority, Inc. | 30% | (dependent on bargaining agreement contracts) |
| Tri-County Regional Planning Commission | 27% | 3.7% |
| North Front Range MPO | 26% | 2% |
| Fredericksburg MPO | 20% | 5%-10% |
| Missoula Office of Planning and Grants | (\$381,098- actual budget) | 2% (closer to 10% for a promotion) |

6. Please mark all benefits that your MPO provides for full-time salaried positions.

Out of 57 MPOs:

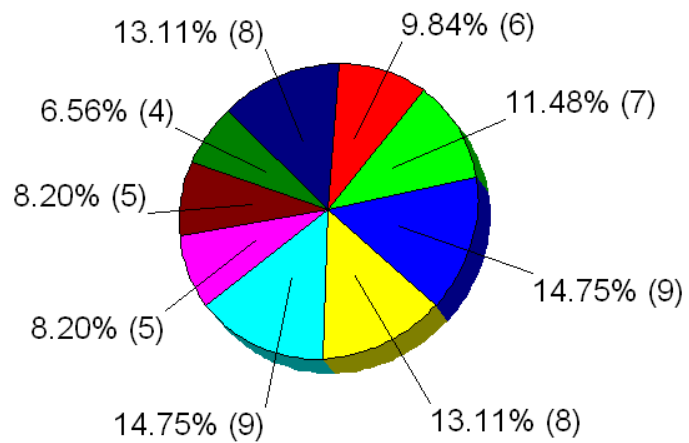
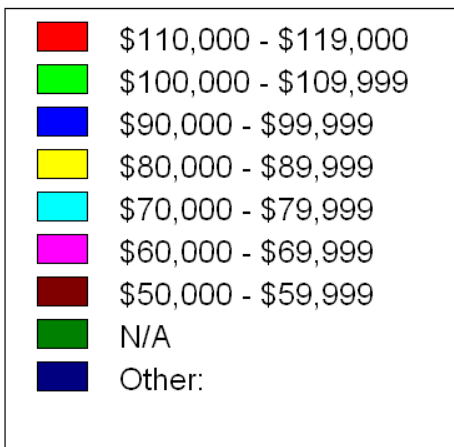


| | |
|---|----------------|
| Health insurance | 56 MPOs |
| Retirement benefits | 54 MPOs |
| Life insurance | 48 MPOs |
| Long or short term disability | 44 MPOs |
| Other insurance [dental, vision, long term care] | 46 MPOs |
| Flexible spending accounts for medical and dependent care | 40 MPOs |
| Childcare facility or subsidy | 4 MPOs |
| Free or discounted parking | 29 MPOs |
| Free or discounted public transit | 16 MPOs |
| Carpool/vanpool incentives | 6 MPOs |
| Tuition reimbursement | 29 MPOs |
| Professional association dues | 35 MPOs |
| Continuing education expenses [AICP, PE] | 31 MPOs |
| Other | |
| <ul style="list-style-type: none"> ▪ Wellness Benefit of \$300/person annually (for sports equip, memberships, etc.); Walk/Bike incentive program (gift certificates/prizes); flex work schedule w/telecommuting ▪ Pre-tax transit purchase ▪ IRS 457 Payroll Deduction, US Savings Bond, Payroll Deduction, Municipal Credit Union ▪ Paid Time ▪ Car allowance for the Administrator ▪ Flex account for childcare; continuing education is discretionary by exception and may be reimbursable if agency benefits ▪ Training/conferences ▪ Vacation and sick time; family medical leave ▪ Flex-time; limited telecommuting (1 day per week) ▪ 457 plan matched up to 5% of salary | |

Section – Staff Salaries (Please indicate salary range for the following positions)

MPOs only selected salary ranges for the type of staff at their respective MPO. N/A refers to an MPO not having that particular staff position or that position having a salary range not provided in the range given.

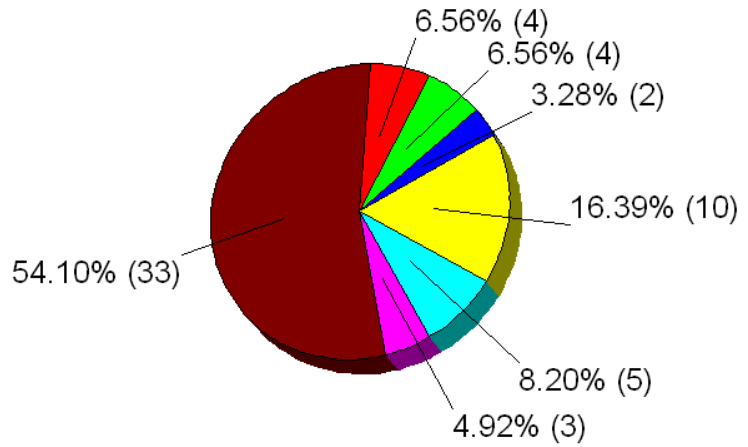
7. Executive/MPO Director



Out of 57 MPOs:

| | |
|---|----------------|
| \$110,000-\$119,000 | 6 MPOs |
| \$100,000-\$109,999 | 5 MPOs |
| \$90,000-\$99,999 | 8 MPOs |
| \$80,000-\$89,999 | 8 MPOs |
| \$70,000-\$79,999 | 9 MPOs |
| \$60,000-\$69,999 | 5 MPOs |
| \$50,000-\$59,999 | 5 MPOs |
| \$40,000-\$49,999 | 0 MPOs |
| \$30,000-\$39,999 | 0 MPOs |
| \$20,000-\$29,999 | 0 MPOs |
| N/A (many indicated Other because the ED salary was not listed) | 11 MPOs |

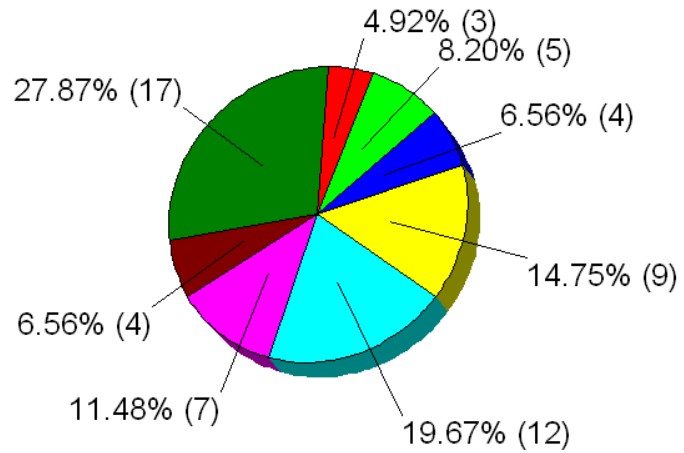
8. Senior/Principal Planner (AICP)



Out of 57 MPOs:

| | |
|---------------------|----------------|
| \$110,000-\$119,000 | 0 MPOs |
| \$100,000-\$109,999 | 0 MPOs |
| \$90,000-\$99,999 | 3 MPOs |
| \$80,000-\$89,999 | 3 MPOs |
| \$70,000-\$79,999 | 2 MPOs |
| \$60,000-\$69,999 | 8 MPOs |
| \$50,000-\$59,999 | 5 MPOs |
| \$40,000-\$49,999 | 3 MPOs |
| \$30,000-\$39,999 | 0 MPOs |
| \$20,000-\$29,999 | 0 MPOs |
| N/A | 31 MPOs |

9. Senior/Principal Planner (not certified)



Out of 57 MPOs:

| | |
|---------------------|----------------|
| \$110,000-\$119,000 | 0 MPOs |
| \$100,000-\$109,999 | 0 MPOs |
| \$90,000-\$99,999 | 2 MPOs |
| \$80,000-\$89,999 | 5 MPOs |
| \$70,000-\$79,999 | 4 MPOs |
| \$60,000-\$69,999 | 8 MPOs |
| \$50,000-\$59,999 | 11 MPOs |
| \$40,000-\$49,999 | 7 MPOs |
| \$30,000-\$39,999 | 4 MPOs |
| \$20,000-\$29,999 | 0 MPOs |
| N/A | 16 MPOs |

10. Senior/Principal Engineer (PE)

Out of 57 MPOs:

| | |
|---------------------|----------------|
| \$110,000-\$119,000 | 0 MPOs |
| \$100,000-\$109,999 | 0 MPOs |
| \$90,000-\$99,999 | 2 MPOs |
| \$80,000-\$89,999 | 2 MPOs |
| \$70,000-\$79,999 | 1 MPO |
| \$60,000-\$69,999 | 1 MPO |
| \$50,000-\$59,999 | 0 MPOs |
| \$40,000-\$49,999 | 0 MPOs |
| \$30,000-\$39,999 | 0 MPOs |
| \$20,000-\$29,999 | 0 MPOs |
| N/A | 51 MPOs |

11. Senior/Principal Engineer (not PE)

Out of 57 MPOs:

| | |
|---------------------|----------------|
| \$110,000-\$119,000 | 0 MPOs |
| \$100,000-\$109,999 | 1 MPO |
| \$90,000-\$99,999 | 1 MPO |
| \$80,000-\$89,999 | 3 MPOs |
| \$70,000-\$79,999 | 0 MPOs |
| \$60,000-\$69,999 | 2 MPOs |
| \$50,000-\$59,999 | 3 MPOs |
| \$40,000-\$49,999 | 0 MPOs |
| \$30,000-\$39,999 | 0 MPOs |
| \$20,000-\$29,999 | 0 MPOs |
| N/A | 47 MPOs |

12. Planner II (AICP)

Out of 57 MPOs:

| | |
|---------------------|----------------|
| \$110,000-\$119,000 | 0 MPOs |
| \$100,000-\$109,999 | 0 MPOs |
| \$90,000-\$99,999 | 0 MPOs |
| \$80,000-\$89,999 | 1 MPO |
| \$70,000-\$79,999 | 3 MPOs |
| \$60,000-\$69,999 | 5 MPOs |
| \$50,000-\$59,999 | 5 MPOs |
| \$40,000-\$49,999 | 7 MPOs |
| \$30,000-\$39,999 | 1 MPO |
| \$20,000-\$29,999 | 0 MPOs |
| N/A | 35 MPOs |

13. Planner II (not certified)

Out of 57 MPOs:

| | |
|---------------------|----------------|
| \$110,000-\$119,000 | 0 MPOs |
| \$100,000-\$109,999 | 0 MPOs |
| \$90,000-\$99,999 | 0 MPOs |
| \$80,000-\$89,999 | 1 MPO |
| \$70,000-\$79,999 | 2 MPOs |
| \$60,000-\$69,999 | 4 MPOs |
| \$50,000-\$59,999 | 10 MPOs |
| \$40,000-\$49,999 | 14 MPOs |
| \$30,000-\$39,999 | 4 MPOs |
| \$20,000-\$29,999 | 0 MPOs |
| N/A | 22 MPOs |

14. Engineer II (PE)

Out of 57 MPOs:

| | |
|---------------------|----------------|
| \$110,000-\$119,000 | 0 MPOs |
| \$100,000-\$109,999 | 0 MPOs |
| \$90,000-\$99,999 | 0 MPOs |
| \$80,000-\$89,999 | 0 MPOs |
| \$70,000-\$79,999 | 1 MPO |
| \$60,000-\$69,999 | 1 MPO |
| \$50,000-\$59,999 | 1 MPO |
| \$40,000-\$49,999 | 0 MPOs |
| \$30,000-\$39,999 | 0 MPOs |
| \$20,000-\$29,999 | 0 MPOs |
| N/A | 54 MPOs |

15. Engineer II (not PE)

Out of 57 MPOs:

| | |
|---------------------|----------------|
| \$110,000-\$119,000 | 0 MPOs |
| \$100,000-\$109,999 | 0 MPOs |
| \$90,000-\$99,999 | 0 MPOs |
| \$80,000-\$89,999 | 0 MPOs |
| \$70,000-\$79,999 | 2 MPOs |
| \$60,000-\$69,999 | 1 MPO |
| \$50,000-\$59,999 | 0 MPOs |
| \$40,000-\$49,999 | 1 MPO |
| \$30,000-\$39,999 | 1 MPO |
| \$20,000-\$29,999 | 0 MPOs |
| N/A | 52 MPOs |

16. Planner I (AICP)

Out of 57 MPOs:

| | |
|---------------------|----------------|
| \$110,000-\$119,000 | 0 MPOs |
| \$100,000-\$109,999 | 0 MPOs |
| \$90,000-\$99,999 | 0 MPOs |
| \$80,000-\$89,999 | 0 MPOs |
| \$70,000-\$79,999 | 1 MPO |
| \$60,000-\$69,999 | 2 MPOs |
| \$50,000-\$59,999 | 3 MPOs |
| \$40,000-\$49,999 | 7 MPOs |
| \$30,000-\$39,999 | 3 MPOs |
| \$20,000-\$29,999 | 0 MPOs |
| N/A | 41 MPOs |

17. Planner I (not certified)

Out of 57 MPOs:

| | |
|---------------------|----------------|
| \$110,000-\$119,000 | 0 MPOs |
| \$100,000-\$109,999 | 0 MPOs |
| \$90,000-\$99,999 | 0 MPOs |
| \$80,000-\$89,999 | 0 MPOs |
| \$70,000-\$79,999 | 1 MPO |
| \$60,000-\$69,999 | 2 MPOs |
| \$50,000-\$59,999 | 4 MPOs |
| \$40,000-\$49,999 | 9 MPOs |
| \$30,000-\$39,999 | 9 MPOs |
| \$20,000-\$29,999 | 2 MPOs |
| N/A | 30 MPOs |

18. Engineer I (PE)

Out of 57 MPOs:

| | |
|---------------------|----------------|
| \$110,000-\$119,000 | 0 MPOs |
| \$100,000-\$109,999 | 0 MPOs |
| \$90,000-\$99,999 | 0 MPOs |
| \$80,000-\$89,999 | 0 MPOs |
| \$70,000-\$79,999 | 1 MPO |
| \$60,000-\$69,999 | 0 MPOs |
| \$50,000-\$59,999 | 1 MPO |
| \$40,000-\$49,999 | 1 MPO |
| \$30,000-\$39,999 | 0 MPOs |
| \$20,000-\$29,999 | 0 MPOs |
| N/A | 54 MPOs |

19. Engineer I (not PE)

Out of 57 MPOs:

| | |
|---------------------|----------------|
| \$110,000-\$119,000 | 0 MPOs |
| \$100,000-\$109,999 | 0 MPOs |
| \$90,000-\$99,999 | 0 MPOs |
| \$80,000-\$89,999 | 0 MPOs |
| \$70,000-\$79,999 | 1 MPO |
| \$60,000-\$69,999 | 1 MPO |
| \$50,000-\$59,999 | 1 MPO |
| \$40,000-\$49,999 | 0 MPO |
| \$30,000-\$39,999 | 2 MPOs |
| \$20,000-\$29,999 | 0 MPOs |
| N/A | 52 MPOs |

20. GIS specialists

Out of 57 MPOs:

| | |
|---------------------|----------------|
| \$110,000-\$119,000 | 0 MPOs |
| \$100,000-\$109,999 | 0 MPOs |
| \$90,000-\$99,999 | 0 MPOs |
| \$80,000-\$89,999 | 2 MPOs |
| \$70,000-\$79,999 | 2 MPOs |
| \$60,000-\$69,999 | 2 MPOs |
| \$50,000-\$59,999 | 5 MPOs |
| \$40,000-\$49,999 | 12 MPOs |
| \$30,000-\$39,999 | 5 MPOs |
| \$20,000-\$29,999 | 0 MPOs |
| N/A | 29 MPOs |

21. Office Manager

Out of 57 MPOs:

| | |
|---------------------|----------------|
| \$110,000-\$119,000 | 0 MPOs |
| \$100,000-\$109,999 | 1 MPO |
| \$90,000-\$99,999 | 1 MPO |
| \$80,000-\$89,999 | 0 MPOs |
| \$70,000-\$79,999 | 0 MPOs |
| \$60,000-\$69,999 | 1 MPO |
| \$50,000-\$59,999 | 10 MPOs |
| \$40,000-\$49,999 | 8 MPOs |
| \$30,000-\$39,999 | 9 MPOs |
| \$20,000-\$29,999 | 2 MPOs |
| N/A | 25 MPOs |

22. Economist

Out of 57 MPOs:

| | |
|---------------------|----------------|
| \$110,000-\$119,000 | 0 MPOs |
| \$100,000-\$109,999 | 1 MPO |
| \$90,000-\$99,999 | 1 MPO |
| \$80,000-\$89,999 | 1 MPO |
| \$70,000-\$79,999 | 1 MPO |
| \$60,000-\$69,999 | 0 MPOs |
| \$50,000-\$59,999 | 0 MPOs |
| \$40,000-\$49,999 | 1 MPO |
| \$30,000-\$39,999 | 1 MPO |
| \$20,000-\$29,999 | 0 MPOs |
| N/A | 51 MPOs |

| |
|-------------------------------------|
| Section – Current Challenges |
|-------------------------------------|

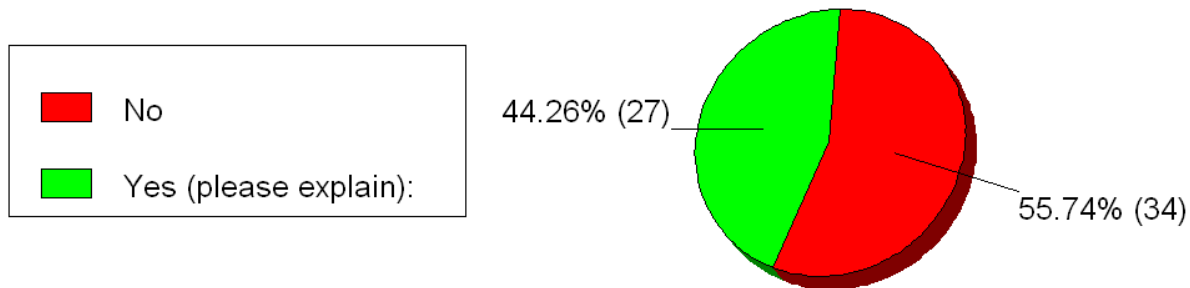
23. Please list the date in which the latest raise was given to a staff member and please indicate how many years they have served in that position.

| <u>MPO</u> | (newest to oldest) <u>Date of Raise</u> | <u>Years Served and/or Type of Raise</u> |
|--|--|--|
| Rockingham Planning Commission/MPO | September 2009 | Raises for all staff ranging from 2.5%-5.5% |
| El Paso MPO | August 16, 2009 | 3 years |
| Central Yavapai MPO | August 12, 2009 | 3 years |
| Lake-Sumter MPO | August 2009 | 6 months probationary incentive raise |
| Atlanta Regional Commission | August 2009 | 9 years |
| Cache MPO | July 1, 2009 | 4 years |
| Chittenden County MPO | July 1, 2009 | 2-25 years |
| Missoula Office of Planning and Grants | July 1, 2009 | |
| Duluth - Superior Metropolitan Interstate Council | July 1, 2009 | 11 years |
| Roanoke Valley Area MPO | July 1, 2009 | 3 years |
| Metro Portland | July 1, 2009 | |
| Tri-County Regional Planning Commission | July 1, 2009 | 6 months |
| Pikes Peak Area Council of Governments | July 2009 | 6 months |
| Wichita Area MPO | July 2009 | 1 year |
| KYOVA Interstate Planning Commission | July 2009 | |
| North Front Range MPO | June 18, 2009 | 2 years |
| Las Cruces MPO | June 1, 2009 | 5 years |
| Baltimore Regional Transportation Board | June 2009 | 5 years |
| Bangor Area Comprehensive Transportation System | June 2009 | 14 years |
| North Florida Transportation Planning Organization | June 2009 | 20 years |
| North Jersey Transportation Planning Authority, Inc. | June 2009 | The bargaining agreement was recently negotiated and the affected staff received retroactive COLAs to FY 2007 |
| Decatur Urbanized Area Transportation Study | May 1, 2009 | Staff tenure varies between 10 years to 1 year |
| Wenatchee Valley Transportation Council | May 2009 | 6 years |
| Elmira-Chemung Transportation Council | May 2009 | 3 years |
| Syracuse Metropolitan Transportation Council | April 15, 2009 | |
| Puget Sound Regional Council | April 1, 2009 | 2 years |
| Longview MPO | April 2009 | 7 years |
| Dover/Kent County MPO | March 2009 | 3% to all employees (COLA) |
| Bend OR MPO | February 2009 | less than one year |
| Fairbanks Metropolitan Area Transportation System | January 1, 2009 | 8 months |
| Corpus Christi MPO | January 1, 2009 | 4% all employees |
| Jonesboro Area Transportation Study | January 1, 2009 | 6 years |
| Tri-County Regional Planning Commission | January 1, 2009 | 2.25% given to all staff, plus a graduated longevity bonus program was given to all staff with greater than 5 years of service |
| Grand Forks/East Grand Fork MPO | January 2009 | Tenure varies from 15+ years to 1 year |
| Licking County Area Transportation Study | January 2009 | 9 years, 4 years, COLA only (3%) |
| Genesee Transportation Council | January 2009 | Between 2 years and 4 years served |
| Cowlitz-Wahkiakum Council of Governments | January 2009 | 14 and 4 years, respectively |
| Ithaca-Tompkins County Transportation Council | 2009 | 11 years |

23. Please list the date in which the latest raise was given to a staff member and please indicate how many years they have served in that position.

| <u>MPO</u> | (newest to oldest) <u>Date of Raise</u> | <u>Years Served and/or Type of Raise</u> |
|--|--|---|
| Binghamton Metropolitan Transportation Study | 2009 | |
| Valdosta-Lowndes MPO | December 1, 2008 | 6 months |
| Hillsborough County MPO | December 2008 | Cost of living increase of 2.25% (no merit increases in FY2009) |
| San Antonio-Bexar County MPO | October 1, 2008 | vary |
| Lubbock MPO | October 1, 2008 | 5 years |
| Rockford Metropolitan Agency for Planning | July 1, 2008 | 25 years |
| Boston MPO | July 2008 | Avg. 15 years served (most is 35 years and least is 3 months) |
| New York Metropolitan Transportation Council | April 1, 2008 | 2 years |
| Fredericksburg MPO | 2008 | 3 years |
| Kokomo/Howard County Governmental Coordinating Council | 2008 | 10 years, 3% |
| Bryan-College Station MPO | 2008 | 27 years, 3% |
| Auburn-Opelika MPO | October 2007 | 1 year |
| Salisbury/Wicomico MPO | July 1, 2007 | 4 years (County decides raise rates and not necessarily based on years served) |
| Brownsville MPO | | 2yrs/ (cost of living increase given to all MPO staff) |
| Waco MPO | | 11.5 years served, 8.5% |
| Chicago Metropolitan Agency for Planning | | Annual merit increases provided after being in position for one year |
| Poughkeepsie Dutchess County Transportation Council | | Union based contract gives yearly raises |
| Strafford Regional Planning Commission | | 2% for all staff across the board (most communities in region have no increases this year): trying to give small increases quietly; no COLA |

24. Based on the current economic crisis and fiscal restraints, does your MPO face challenges in paying current staff salary, benefits, etc.?



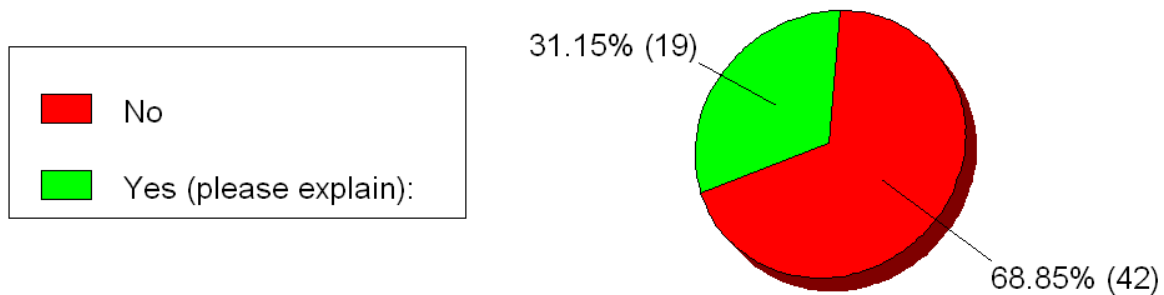
Explanations (needed)

- Healthcare costs are a continuing challenge
- We do not have fiscal capacity for either merit increases or cost of living increases
- Rescission
- In that our state is putting a freeze on all increases and has a hiring freeze
- State funding was cut this fiscal year
- We went through a RIF in early June 2009
- No raises
- Local contributions called into question
- No raises in 2009 or 2010 due to cut back on expenses
- If federal allocations decrease, we may have to lay off a staff member
- We received a one-time increase in funding so no impact this year, but challenges in this area always exist and require significant overmatch obligations
- Depends on rescission and county tax rolls
- Unfilled position(s)
- If PL or SPR funding allocations are reduced
- We have already reduced staff by 30% and will have to cut more salaries and/or benefits since funding has not increased but the cost of services (rent, utilities and supplies, etc.), benefits, and salaries have continued to increased

Explanations (cont.)

- Current revenue forecasts for 2010 have us lose about 1.5 FTE positions, although local funds will pick up about 1.0 FTE for next year, meaning we will have to lay somebody off in 6 months if additional federal aid is not received
- Difficulty in collecting local match funds from member agencies
- The crisis is at the county level, not necessarily at the MPO level. County is expecting cutbacks (possibly in personnel) in the latter parts of FY 2010 and more likely in FY 2011. Too early to say how the MPO will be affected.
- Constrained by local pay raises
- Marginal cash flow due to low fund balance (about 5% of budget)
- State is not paying cash match this year for first time and we have 3 communities not paying dues for a total equal to one FTE position
- We are faced with increases in costs across the board, however, there is no increase in PL funding
- Healthcare is slated to go up 30% and we face how to pay for that benefit
- Local match to the federal dollars is stretched very thin at this agency that has limited our ability to re-hire a departed staff member

25. Based on potential fiscal restraints that your MPO faces, are there particular staff positions that your MPO is in need for, but cannot afford to pay for the position?



Needed Staff Positions

- Entry level staff position on hold until federal authorization adopted
- We are short one full FTE professional transportation planner, and for sufficient resources to afford the full salary range of all positions
- Assistant Planner
- GIS Planner and travel modeler
- This MPO could use another staff person, but it is not desperately needed. Any additional mandates, like air quality conformity or GHG requirements would require additional staff.
- MPO Engineer or at least consulting engineer
- Senior Transportation Planner or GIS Technician
- Transit Administrator (any transit staffing for that matter)
- We could use an entry level planner but can't afford them
- Additional planning staff
- Demographer/Economist
- Our salary structure will not attract travel demand modelers
- We would like to have a traffic engineer on staff, but that is prohibited by the total amount of our budget, and not necessarily due to the current financial crisis
- Engineer
- Land use planning for access management, scenic byways, corridor studies, integration work, etc.

Needed Staff Positions (cont.)

- At some point we will be forced to reduce the MPO staffing down to 2.5 FTEs or 2.0 FTEs. This is a critical situation.
- We have had 2 team leads and our TIP preparer leave and have not been able to replace them. Our full time mobility manger left and another part time employee is now doing the job.
- Local match to the federal dollars is stretched very thin at this agency that has limited our ability to re-hire a departed staff member

26. Any additional comments?

- We spend less overall on staff positions but do our best to provide salaries and overall compensation packages that are commensurate with other agencies and the private sector
- We are not experiencing any funding, economic or fiscal crisis yet. That does not preclude changes over the coming months or year that would have a direct and possibly immensely negative impact on our surface transportation and transit oriented planning and services
- I do not project a problem paying salaries; however we have not received definitive information regarding the status of the PL funds, or for that matter, the allocation we will received from the highway bill(s)
- Budget includes local contributions on per-capita basis and pass-through dollars for MPO to manage projects for local governments (paid by local gov'ts)
- Salaries and benefits are based upon County Union negotiations
- We are able to move folks around to other duties around our COG, so we are also able to have staff work on other projects, such as land use, housing, census, etc.
- Our agency has the highest per capita local contribution of any comparable agency in the state, and continued reductions in local government budgets make obtaining even current local funding levels increasingly challenging. We need additional PL or other federal funds if we are to tackle the additional challenges being discussed for reauthorization or we will be cutting staff at precisely the time our demands for high quality technical work are being increased for things like climate change, performance measurement, livable communities, energy sustainability and other new challenges.
- We are are in a salary freeze
- The stated size of our budget above is a bit deceiving. About one third or \$0.58M of \$1.54M is for contracted and pass-through services. Actual operating budget is \$958,000, of which 79% is for salary and benefits.
- The Hillsborough County MPO is combined with the Local Planning Agency, therefore, both agencies use many of the same positions, for example there is only one receptionist that works for both agencies, one computer team, one Accountant III position etc. Therefore grants are billed for actual time spent on grant projects by each position through an automated time reporting system.
- We are getting squeezed between increasing federal requirements and needs at regional and local levels, and decreasing state and local match capacity. This is even more challenging with increased attention to fiscal and program requirements through accounting standards and program performance measures. We would love to do more integration of land use, transportation, economics and natural resources, but just doing the federally mandated functions and reporting, takes all of our time and resources.