



ASSOCIATION OF
METROPOLITAN
PLANNING
ORGANIZATIONS

Association of Metropolitan Planning Organizations

2013 MPO Salary Survey Results

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2013 MPO Salary Survey Overview

Background

The Association of Metropolitan Planning Organizations (AMPO) conducted a salary survey of the nation's MPOs in 2013. AMPO developed the electronic survey using an online software tool and invited all MPOs, via email, to respond to the survey. A total of 145 MPOs responded to the survey over several weeks, which is a response rate of approximately 38%.

The survey asked for MPO annual budget, staff levels, allocation of budget for staffing purposes, pay increases, benefits offered, and salaries for the following common positions:

- Executive/MPO Director
- Deputy/Assistant MPO Director
- Principal/Senior Planner, AICP
- Principal/Senior Planner, not certified
- Principal/Senior Engineer, PE
- Principal/Senior Engineer, not PE
- Planner II, AICP
- Planner II, not certified
- Engineer II, PE
- Engineer II, not PE
- Planner I, AICP
- Planner I, not certified
- Engineer I, PE
- Engineer I, not PE
- GIS Specialist
- Office Manager
- Economist

The survey also asked respondents about staffing challenges they face and unmet staffing needs.

Key Survey Findings

The MPOs that participated in the survey represent MPOs of various size, budget, and geographical location. Some of the key survey findings are:

- Annual MPO budgets in 2013 ranged from \$93,000 to \$50,000,000.
- A total of 50 MPOs had an annual budget of \$1,000,000 or more, while the remainder had a budget of less than \$1,000,000.
- The average MPO budget was \$2,094,821 and the median budget was \$567,882.

- MPO staff size ranged from 0.5 to 72 FTE. The average staff size was 8.7 FTE and the median was 5 FTE.
- Among MPOs with similar budgets, the number of employees varied considerably.
- The vast majority of MPOs received more than 70% of their funding from federal sources.
- Most MPOs spent at least half of their budgets on staff salaries and benefits. However, about a quarter of MPOs spent less than half of their budget on staff salaries and benefits.
- The top three employee benefits provided by MPOs for full-time employees are health insurance, retirement benefits, and life insurance. Many MPOs provide a wide range of other benefits including flextime, tuition reimbursement, telecommuting, and flexible spending accounts for childcare.
- The salary range for the Executive Director position varied the most among the positions queried.
- 35% of MPOs indicated they face challenges in paying current staff salaries and benefits, including several MPOs with budgets in the millions of dollars.
- 43% of MPOs responded that they have staff positions they are in need of but cannot afford to pay for, including several MPOs with budgets in the millions of dollars.

The detailed survey responses are provided in the next section.

Appendix A contains open-ended responses to the Staff Salaries survey questions.

Survey Results

Section - General Information

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

Annual MPO budgets in 2013 ranged from \$93,000 to \$50,000,000. The average MPO budget was \$2,094,821 and the median budget was \$567,882.

2. How many people are on your MPO staff?

MPO staff size ranged from 0.5 to 72 FTE. The average staff size was 8.7 FTE and the median was 5 FTE.

<u>>\$30 million</u>	<u># of FTE</u>
\$50,000,000 (Sacramento Area Council of Governments)	54
<u>\$20 - \$30 million</u>	
\$21,000,000 (New York Metropolitan Transp. Council)	51
<u>\$10 - \$19.9 million</u>	
\$19,500,000 (Santa Barbara County Association of Governments)	20
\$16,300,000 (Puget Sound Regional Council)	72
<u>\$5 - \$9.9 million</u>	
\$9,744,497 (Capitol Region Council of Governments)	22.4
\$9,147,015 (Butte County Association of Governments/BCAG)	11
\$8,000,000	14
\$7,979,030 (Miami-Dade MPO)	13
\$7,350,000 (Atlanta Regional Commission)	32
\$7,346,502 (San Joaquin Council of Governments)	33
\$6,606,080 (Baltimore Metropolitan Council)	31
\$6,400,000	10
\$5,800,000 (Boston Region MPO)	62
\$5,160,342 (San Luis Obispo Council of Governments)	20.4
<u>\$4 - \$4.9 million</u>	
\$4,000,000 (Miami Valley Regional Planning Commission)	22
<u>\$3 - \$3.9 million</u>	
\$3,868,969 (Mid-Region Council of Governments)	19.5
\$3,500,000 (Thurston Regional Planning Council)	20
\$3,366,000 (Mid-America Regional Council)	25
\$3,225,000 (Metroplan)	17
\$3,206,000 (Capital District Transportation Committee)	13
\$3,100,000 (Tulare County Association of Governments)	1.5

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<u>\$2 - \$2.9 million</u>	<u># of FTE</u>
\$2,900,000 (Hillsborough County MPO)	
\$2,670,977 (NC Capital Area MPO)	12
\$2,631,994 (CCRPA)	8
\$2,343,910 (DCHC MPO)	9
\$2,300,000 (CORE MPO)	5
\$2,185,611	4.5
\$2,150,000 (South Jersey Transportation Planning Organization)	10.3
\$2,067,347 (Bi-State Regional Commission)	25
\$2,000,000 (Palm Beach MPO)	10
\$2,000,000 (WILMAPCO)	9
\$2,000,000 (OahuMPO)	7
<u>\$1 – \$1.9 million</u>	
\$1,898,600 (San Antonio-Bexar County Metropolitan Planning Organization)	16
\$1,800,000 (Grand Valley Metro Council)	9
\$1,700,000 (Akron Metropolitan Area Transportation Study)	17
\$1,676,701 (Richmond Area Metropolitan Planning Organization)	9.1
\$1,500,000 (Central Mass Regional Planning Commission)	14
\$1,500,000 (North Front Range MPO)	12
\$1,500,000 (Lafayette (Louisiana) MPO)	11
\$1,463,607 (Space Coast Transportation Planning Organization)	8
\$1,400,000 (Northern Middlesex Council of Governments)	12
\$1,400,000 (Sarasota/Manatee MPO)	7
\$1,400,000 (Knoxville Regional Transportation Planning Organization)	9
\$1,300,000 (PACTS)	4
\$1,200,000 (SMTC)	13
\$1,100,000 (Metro COG)	6
\$1,007,069 (Rockford Metropolitan Agency for Planning)	7
\$1,000,000	7.5
\$1,000,000 (Billings/Yellowstone County MPO)	8
\$1,000,000 (Lake-Sumter MPO)	7
<u>\$800,000 - \$999,999</u>	
\$980,000 (LACRPC)	8
\$915,000	4
\$900,000 (Wilmington MPO)	7
\$900,000 (Poughkeepsie-Dutchess County Transportation Council (PDCTC))	3
\$870,000 (Augusta Planning and Development Department)	12
\$840,138 (AMATS)	3
\$821,811	7
\$800,000 (Ozarks Transportation Organization)	5

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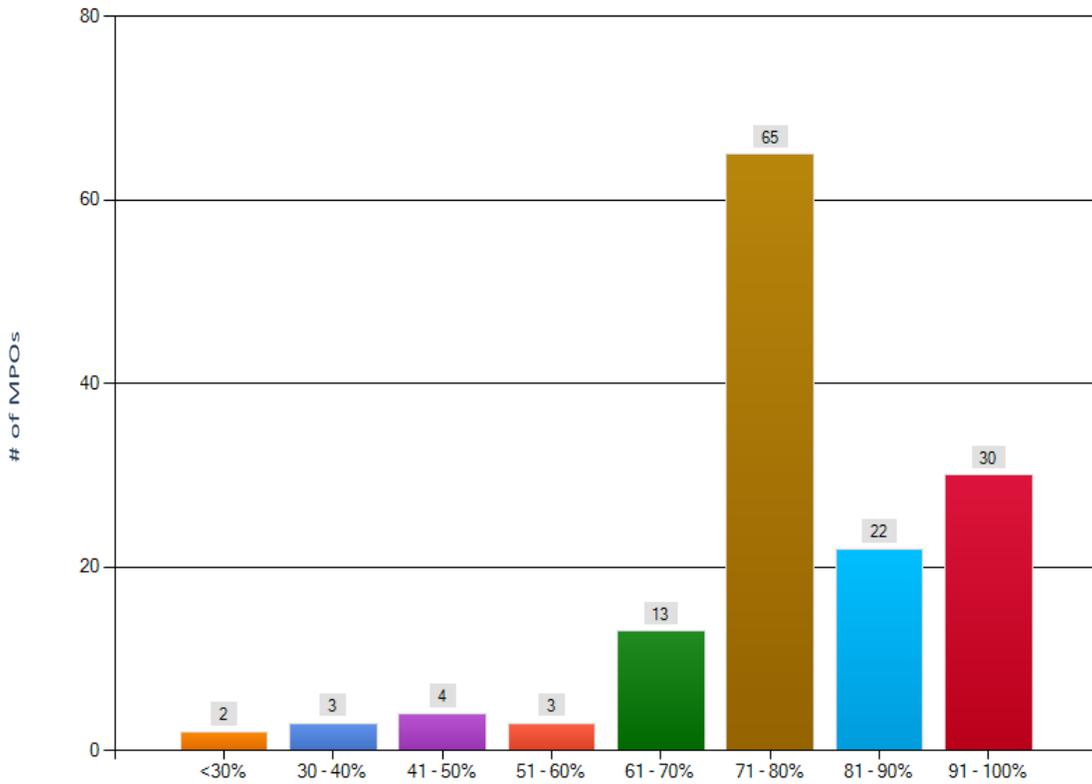
<u>\$600,000 - \$799,999</u>	<u># of FTE</u>
\$780,000 (Duluth (MN) - Superior (WI) MPO hosted by Arrowhead Regional Development Commission)	7
\$776,000 (Cheyenne MPO)	5.5
\$775,000 (Madison Area Transportation Planning Board - An MPO)	6.5
\$750,000 (ROCOG)	5
\$712,620 (Casper Area MPO)	2
\$668,654 (Adirondack / Glens Falls Transportation Council)	2.5
\$650,000 (KYOVA IPC)	4
\$626,000 (Binghamton Metropolitan Transportation Study)	5
\$600,000 (Winston-Salem Urban Area MPO)	8

<u>\$400,000 - \$599,999</u>	<u># of FTE</u>
\$598,000 (Corpus Christi MPO)	6
\$585,764 (Area Plan Commission of Tippecanoe County)	6
\$550,000 (South Central Planning & Development Commission)	5
\$550,000 (Dover/Kent County MPO)	5
\$520,324 (St. Cloud Area Planning Organization)	4.5
\$510,500 (Androscoggin Transportation Resource Center)	4
\$510,000 (Brownsville MPO)	4
\$505,793 (Clark County-Springfield Transportation Coordinating Committee)	6
\$503,000 (Charlotte County-Punta Gorda MPO)	5
\$503,000	5
\$500,000	5
\$500,000 (YVCOG)	4
\$500,000 (Carson Area MPO)	1.5
\$500,000 (Myrtle Beach-Socastee SC/NC MPO)	3
\$500,000 (Indian River MPO)	4
\$495,910 (Springfield-Sangamon County Regional Planning Commission)	5.4
\$495,910	5.4
\$495,651 (Pueblo Area Council of Governments)	2
\$485,453 (Lubbock Metropolitan Planning Organization)	3
\$485,000 (Strafford MPO)	4.5
\$450,000 (Elmira-Chemung Transportation Council)	3
\$440,000 (Wenatchee Valley Transportation Council)	4
\$435,000 (Dixie MPO)	2.5
\$400,000 (Cabarrus-Rowan)	2
\$400,000 (Montgomery MPO at City of Montgomery)	6
\$400,000 (Waco MPO)	2.3
\$400,000 (High Point MPO)	3

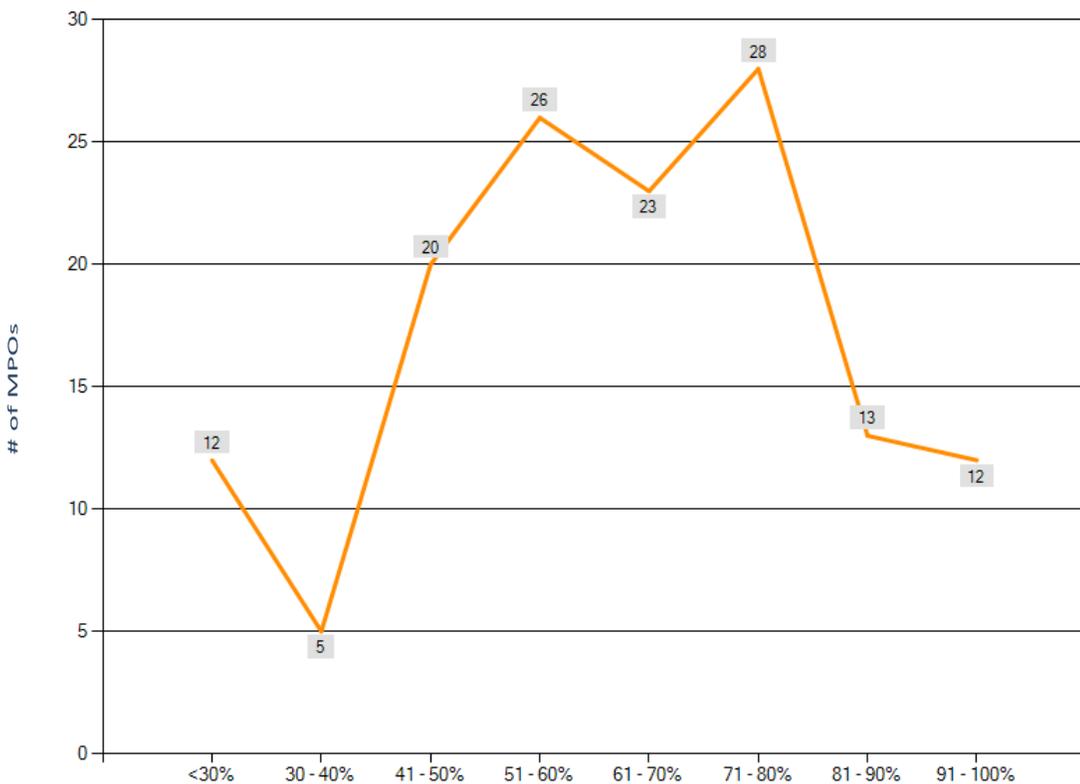
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<u>\$200,000 - \$399,999</u>	<u># of FTE</u>
\$376,250 (Frontier MPO)	2
\$360,000 (Columbia Area Transportation Study Organization)	3.5
\$353,890 (West Central Indiana Economic Development District)	4
\$343,300 (FMATS)	2.5
\$335,000 (Jacksonville Urban Area MPO)	2
\$329,000 (Decatur Urbanized Area Transportation Study)	3
\$327,987 (Roanoke Valley Area MPO)	3.3
\$326,000 (Ithaca-Tompkins County Transportation Council)	3
\$320,000	2.5
\$289,625 (Erie MPO)	2
\$280,000 (San Angelo Metropolitan Planning Organization)	3
\$278,760 (New River Valley MPO)	1.5
\$276,000 (Harlingen-San Benito MPO)	3
\$275,000 (Charlottesville-Albemarle MPO)	11
\$273,000 (Bend MPO)	2
\$270,000 (Battle Creek Area Transportation Study)	1.75
\$267,000 (Calhoun Area MPO)	1
\$260,000 (FMPO)	2.7
\$260,000 (Rocky Mount Urban Area MPO)	2
\$260,000 (DeKalb-Sycamore Area Transportation Study)	1.4
\$253,113 (Brown County Planning Commission/Green Bay MPO)	3
\$250,000	2
\$250,000 (Kokomo/Howard County Governmental Coordinating Council (KHCGCC))	3
\$220,000 (Corvallis Area MPO)	1
\$210,000 (Longview MPO)	3
\$210,000 (La Crosse Area Planning Committee)	2
\$206,000 (Lebanon County Metropolitan Planning Organization)	1
\$201,677 (Abilene MPO)	3
\$200,000 (Tyler Area MPO)	2.5
<u>\$199,999 and below</u>	
\$190,000	3
\$184,000 (Capital Area Metropolitan Planning Organization)	2
\$180,000 (Stateline Area Transportation Study)	2
\$178,000 (Danville Metropolitan Planning Organization)	1
\$175,000 (Lewis-Clark Valley MPO)	0
\$150,000 (Lakeway Area Metropolitan Transportation Planning Organization (LAMTPO))	1
\$150,000 (Blair County Planning Commission)	2.25
\$140,000 (Salisbury - Wicomico Metropolitan Planning Organization)	0.5
\$134,375 (Chippewa-Eau Claire MPO)	1
\$102,422 (Cumberland Area Metropolitan Planning Organization)	1
\$96,330 (Wausau MPO)	1.1
\$93,000	1

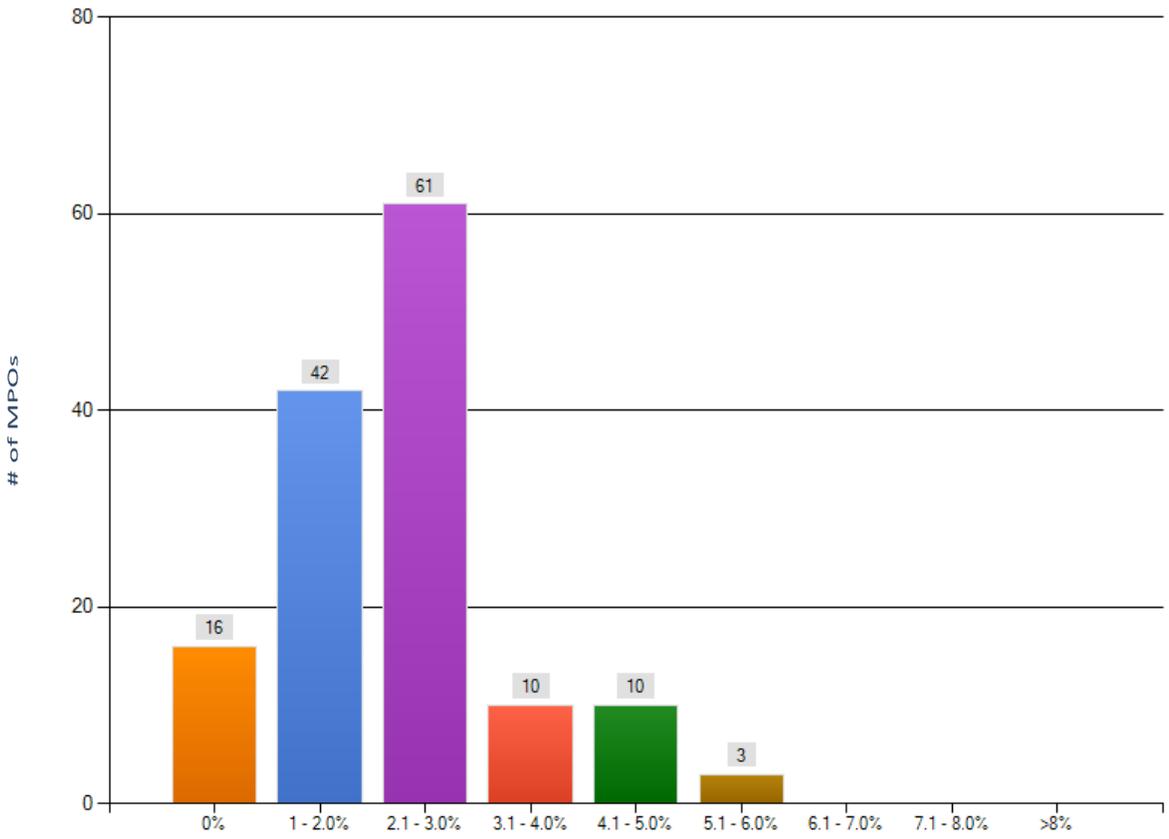
3. What percentage of your annual MPO budget comes from federal sources?



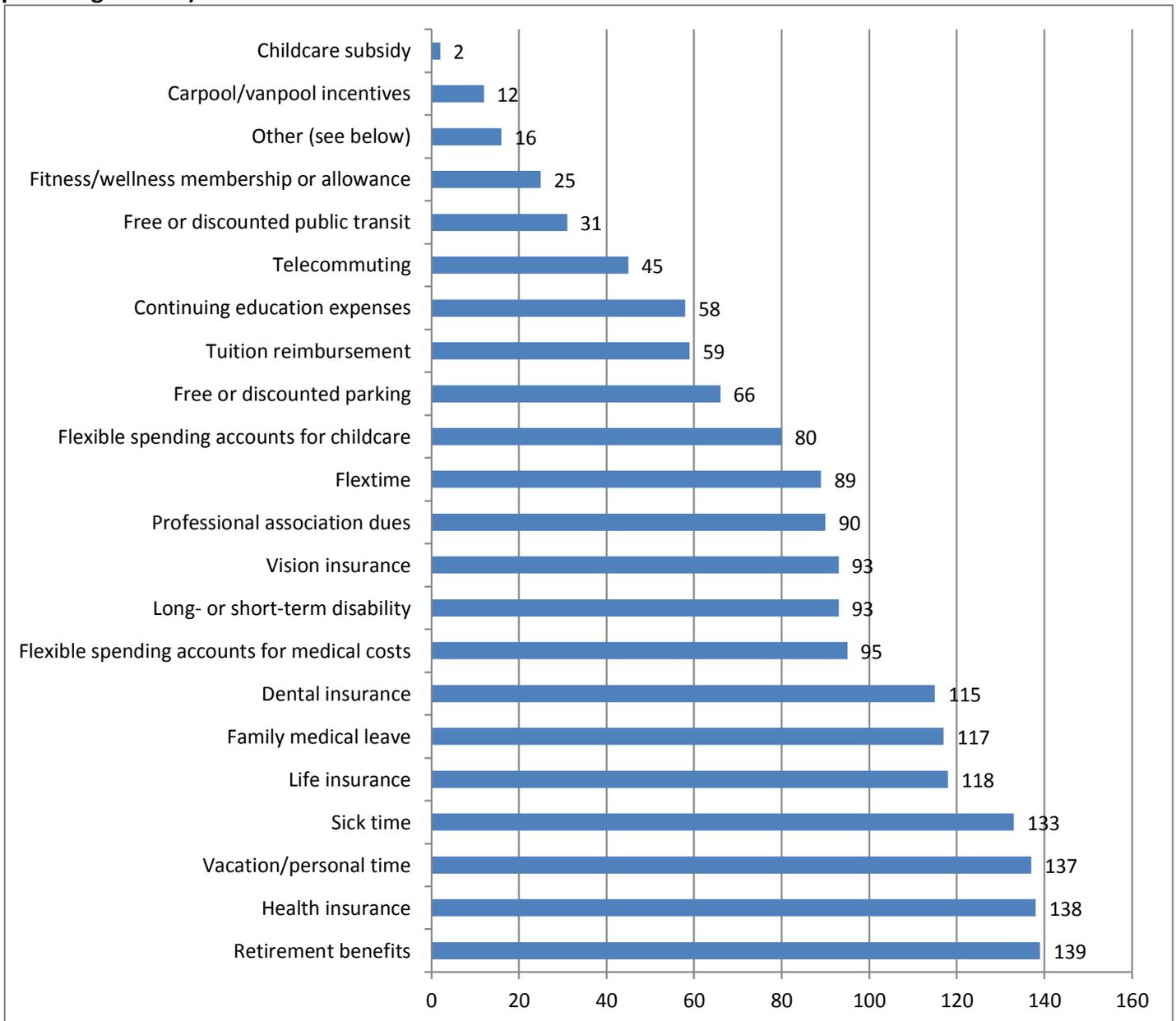
4. What percentage of your MPO's budget is allocated for all staff salaries (including benefits)?



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



6. Please mark all benefits that your MPO provides for full-time salaried positions (number of MPOs providing benefit).



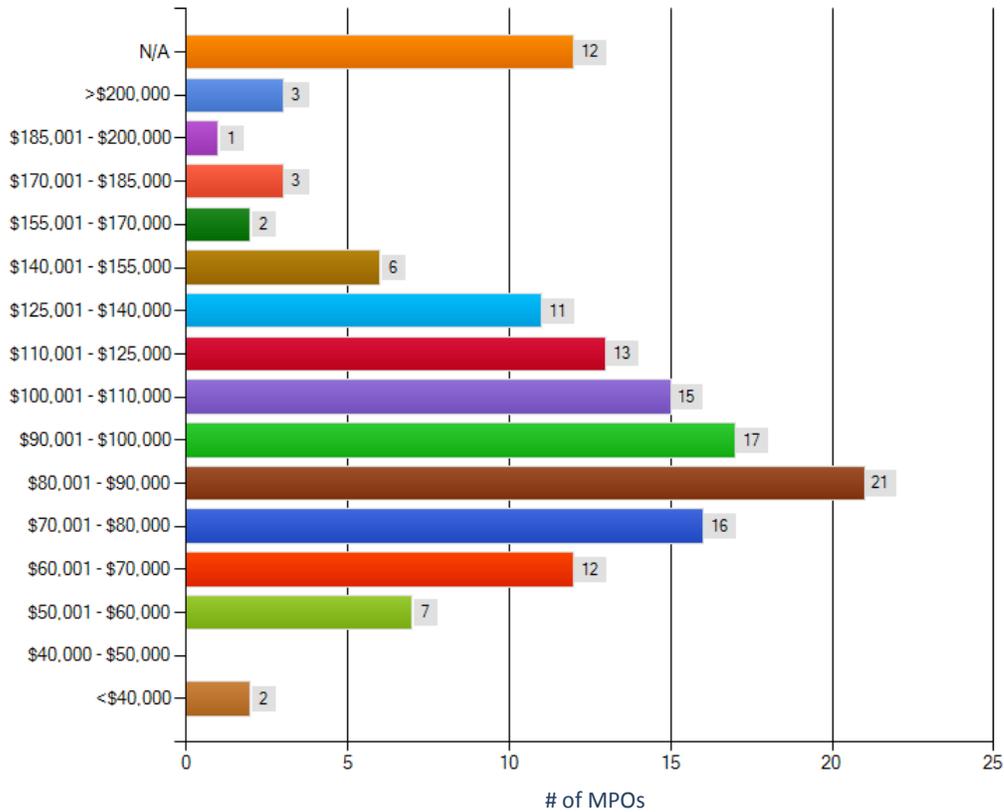
Other:

- 457 plan (no employer match), Pension plan requires 6.63% employee contribution.
- Dental and vision available but at full cost
- All benefits come from host organization/host agency and union
- Buy backs for unused vacation/sick time
- Car share membership
- Cell phone subsidy/Mobile Data Plan Allowance/Phone per diem
- Computer Loan Program
- FML not paid except if sick time accrued
- Health Savings Account (HSA)/Employer Contribution
- In office fitness room
- Payment in Lieu of Health Insurance
- The Salisbury-Wicomico Metropolitan Planning Organization is staffed by the Planning and Zoning Department of Wicomico County, MD. As the MPO Administrator approximately 50 percent of time is dedicated to MPO related activities.
- These are provided through the City, which is our fiscal agent. IF left to our own devices, providing benefits would be tough.
- PTO rather than sick/vacation
- Enhanced mileage reimbursement

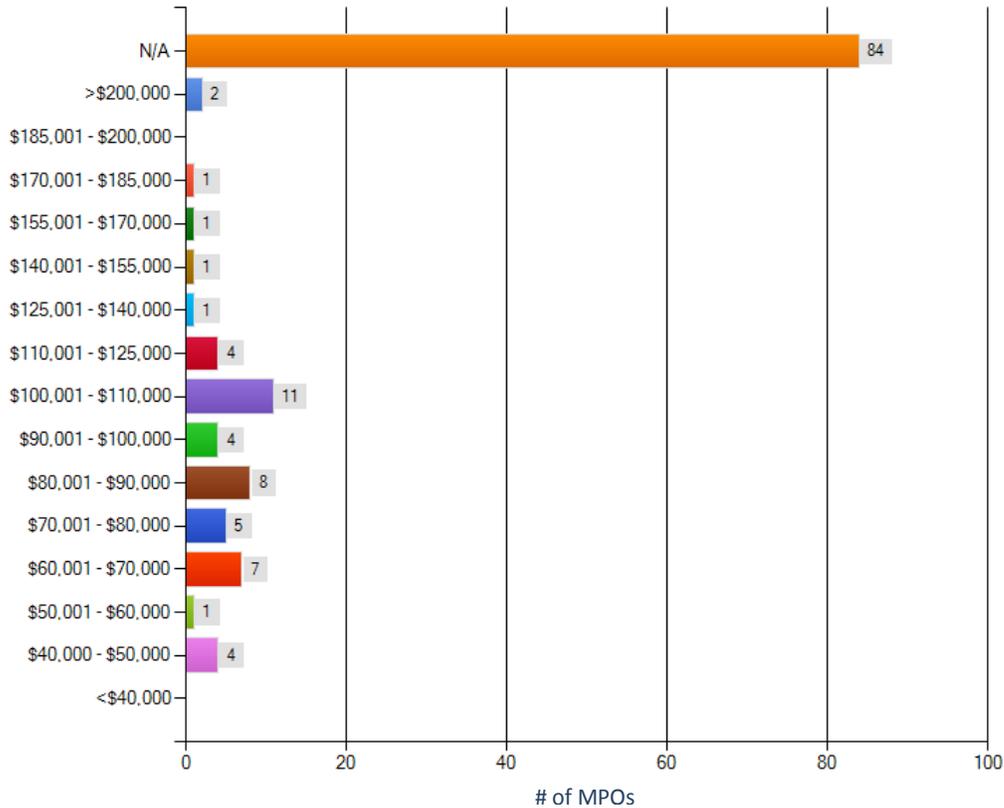
Section – Staff Salaries (Please indicate salary range for the following positions)

MPOs selected salary ranges only 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.

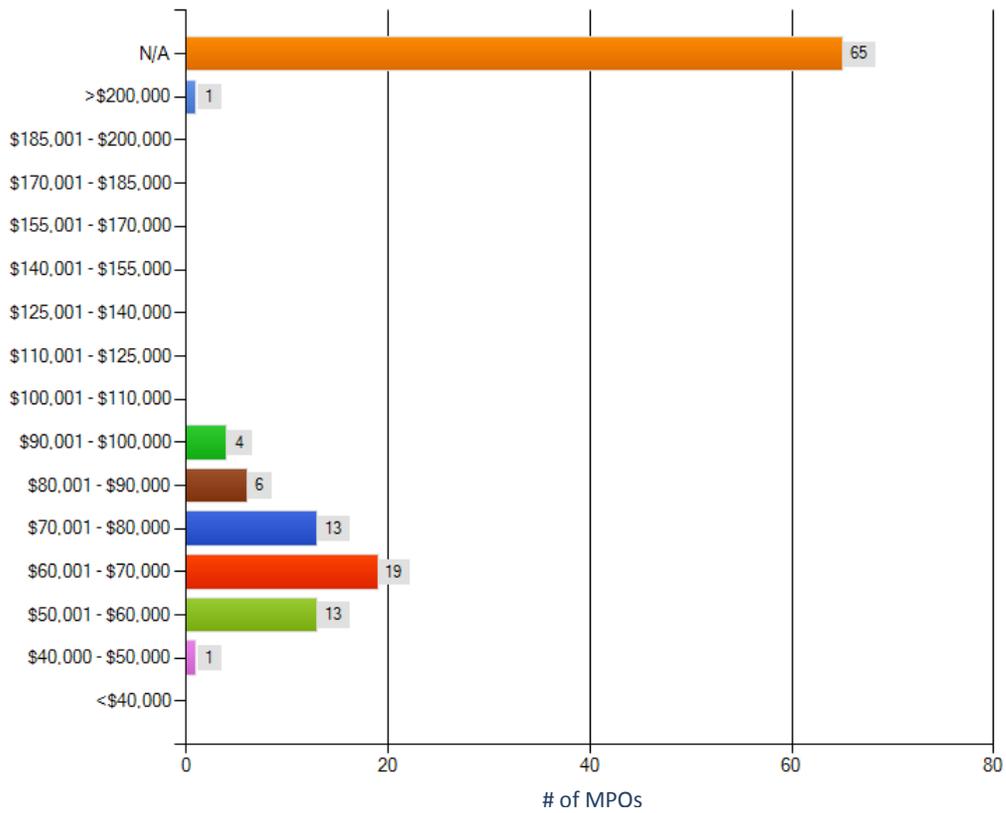
1. Executive/MPO Director



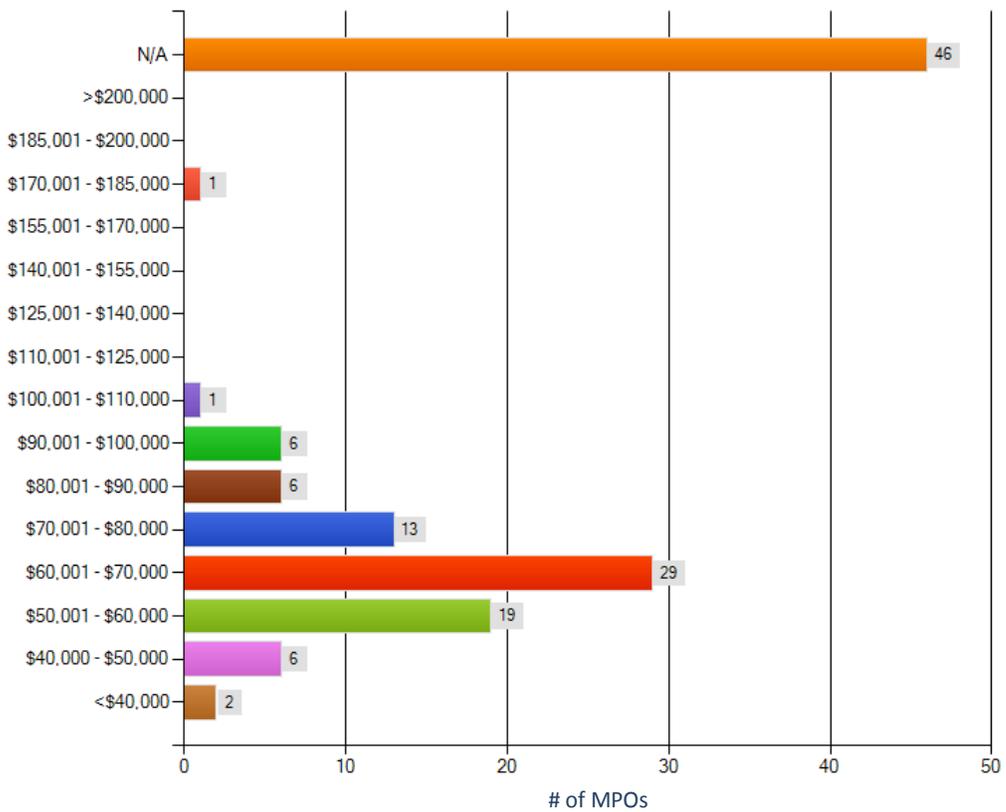
2. Deputy/Assistant MPO Director



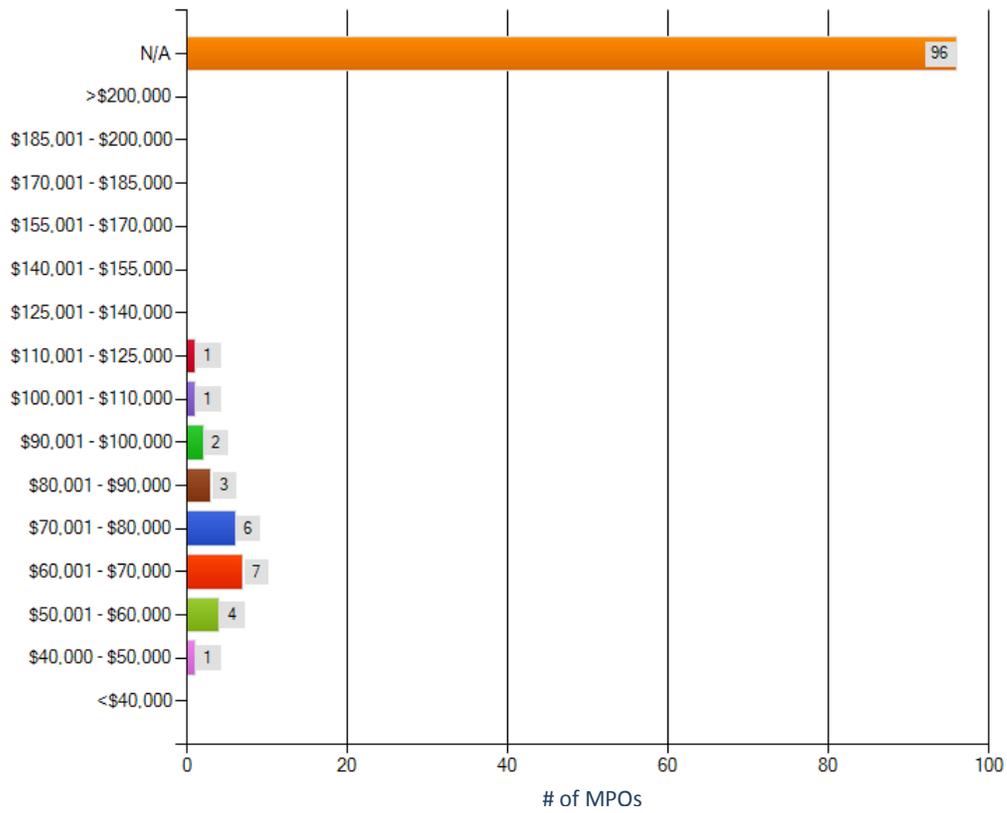
3. Principal/Senior Planner, AICP



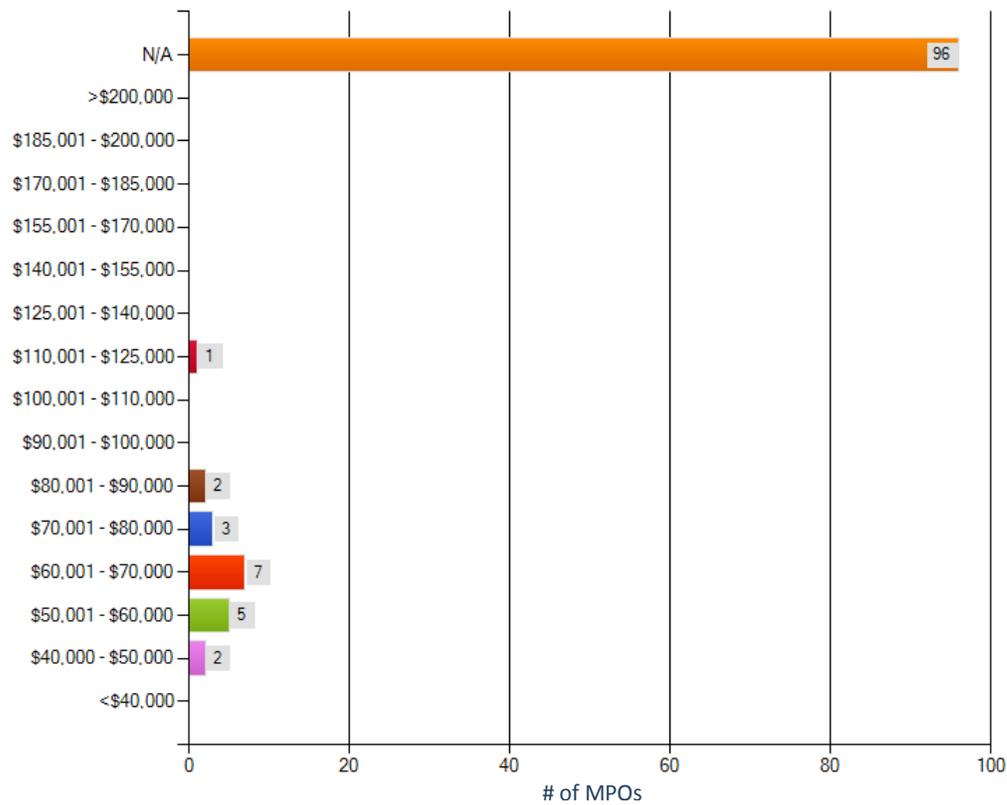
4. Principal/Senior Planner (not certified)



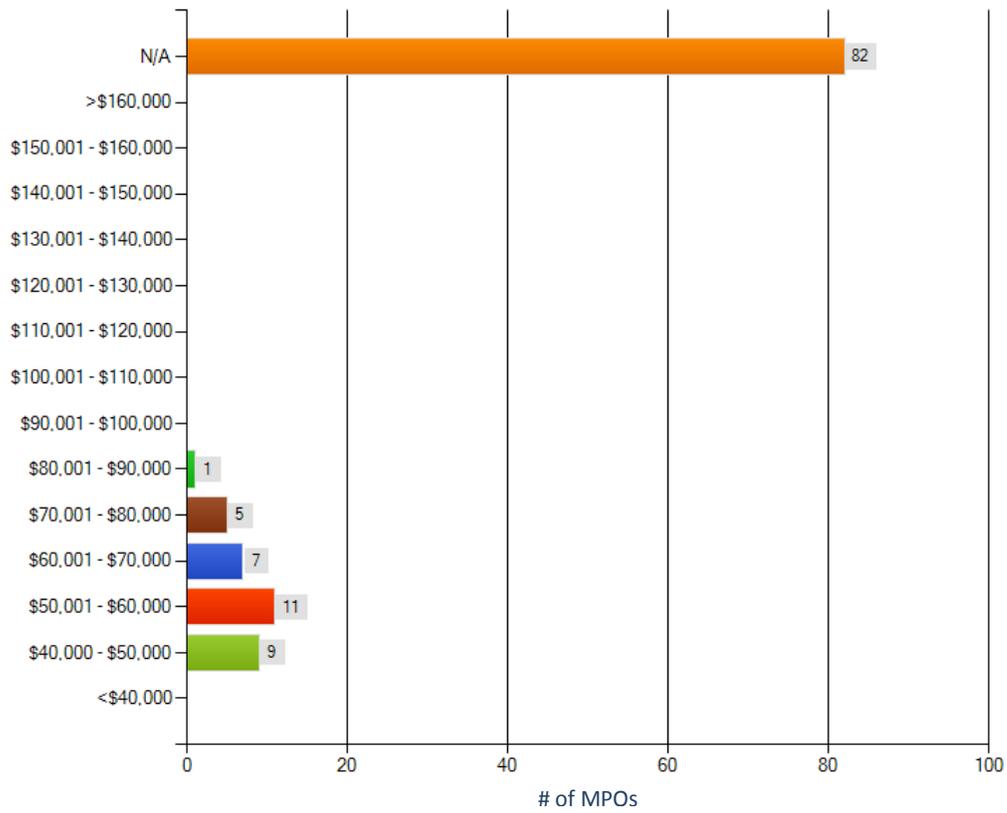
5. Principal/Senior Engineer (PE)



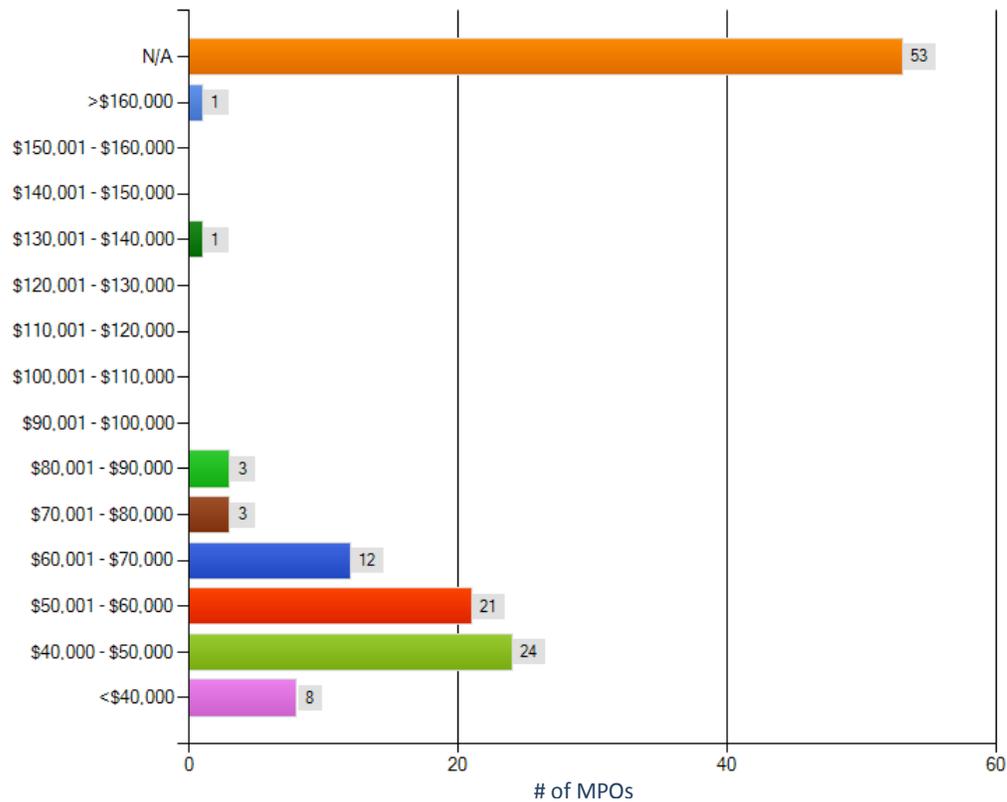
6. Principal/Senior Engineer (not PE)



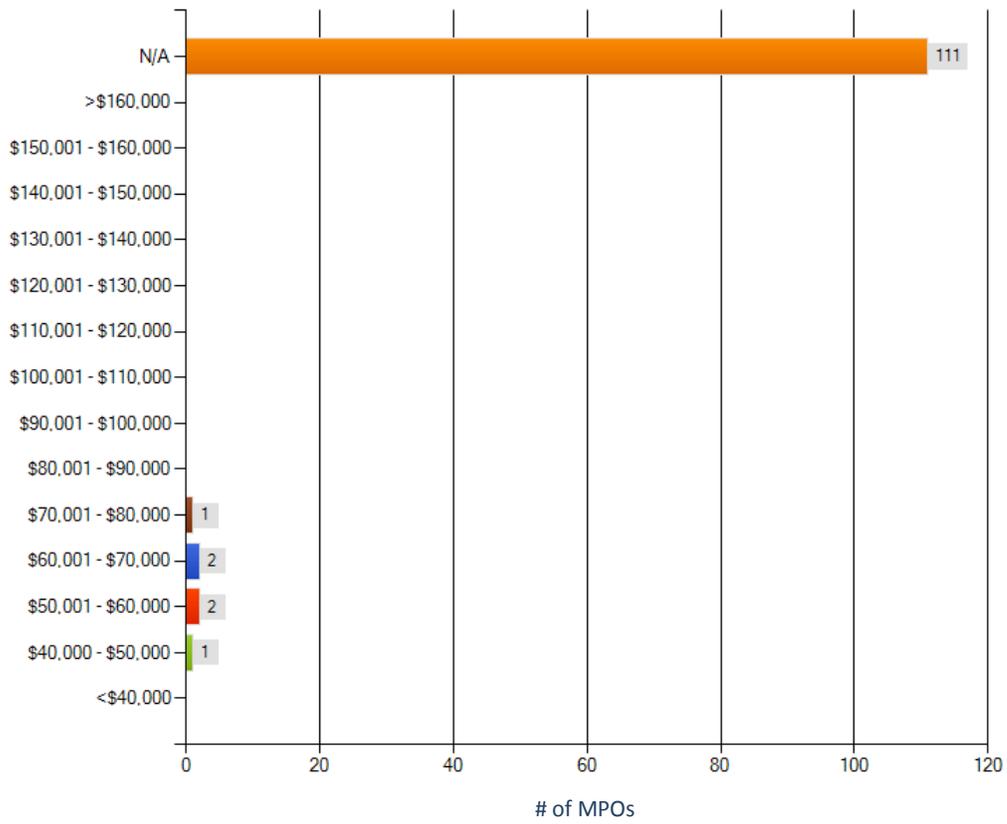
7. Planner II (AICP)



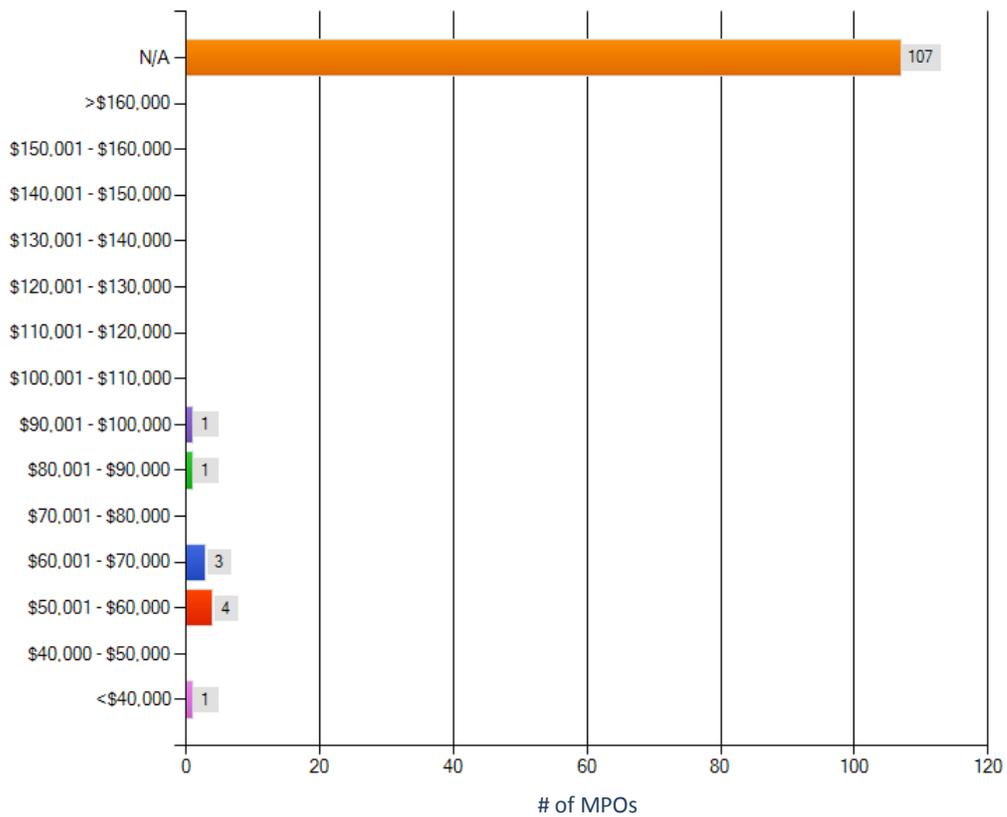
8. Planner II (not certified)



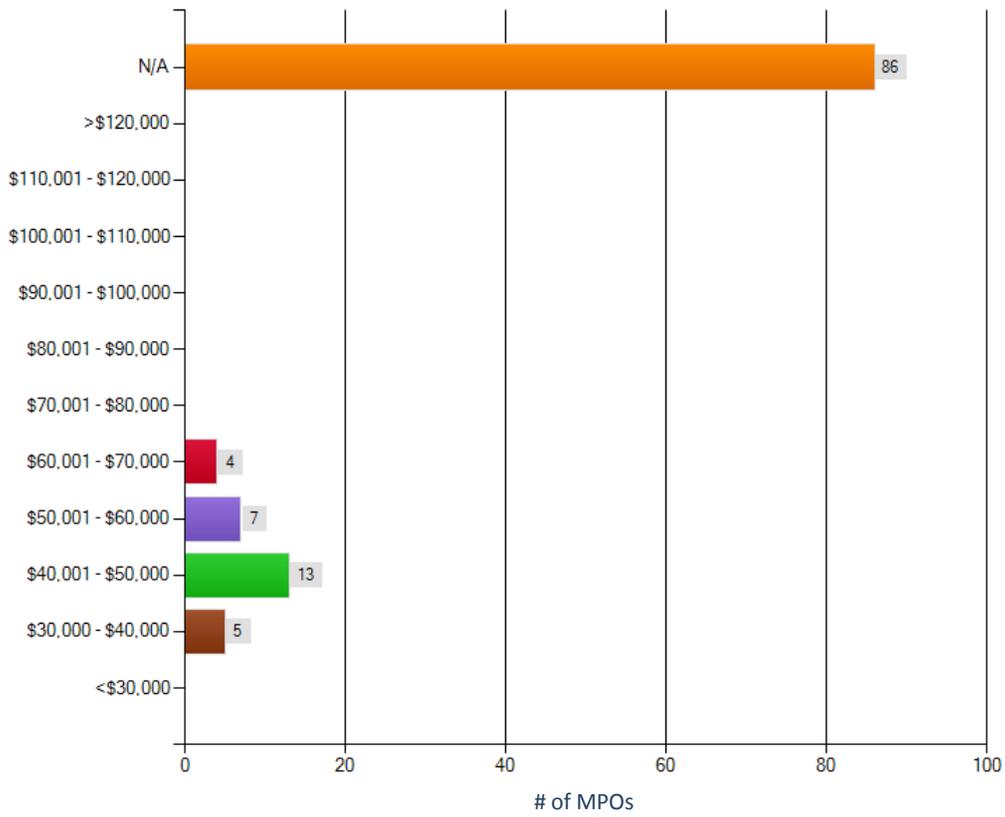
9. Engineer II (PE)



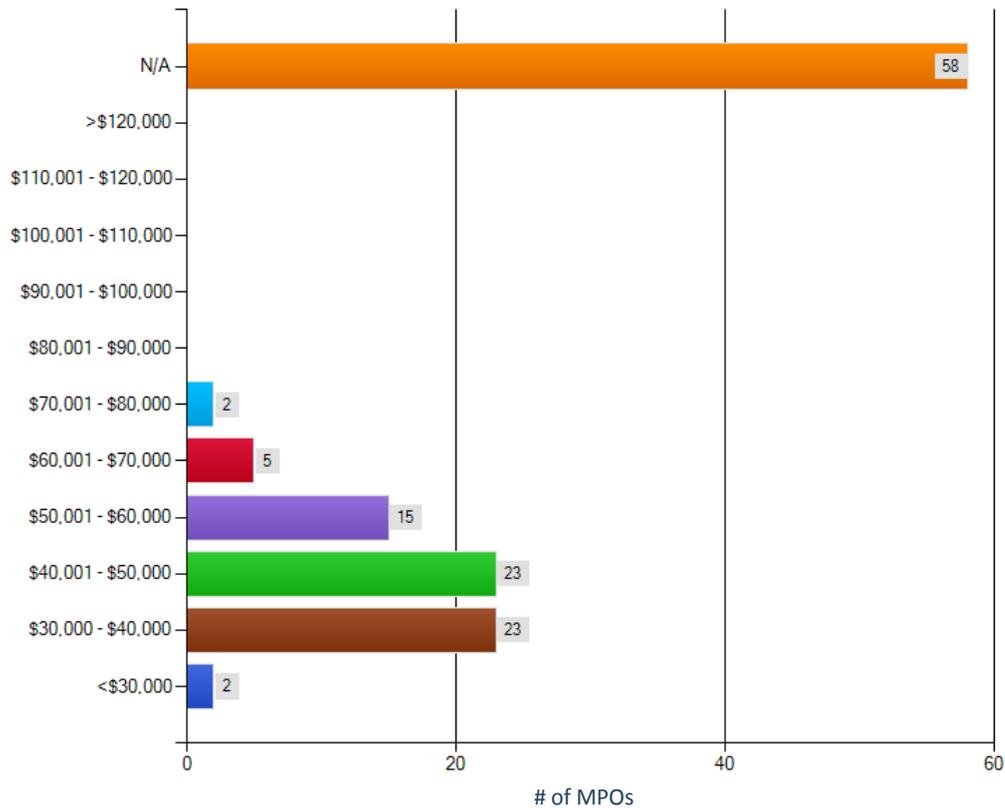
10. Engineer II (not PE)



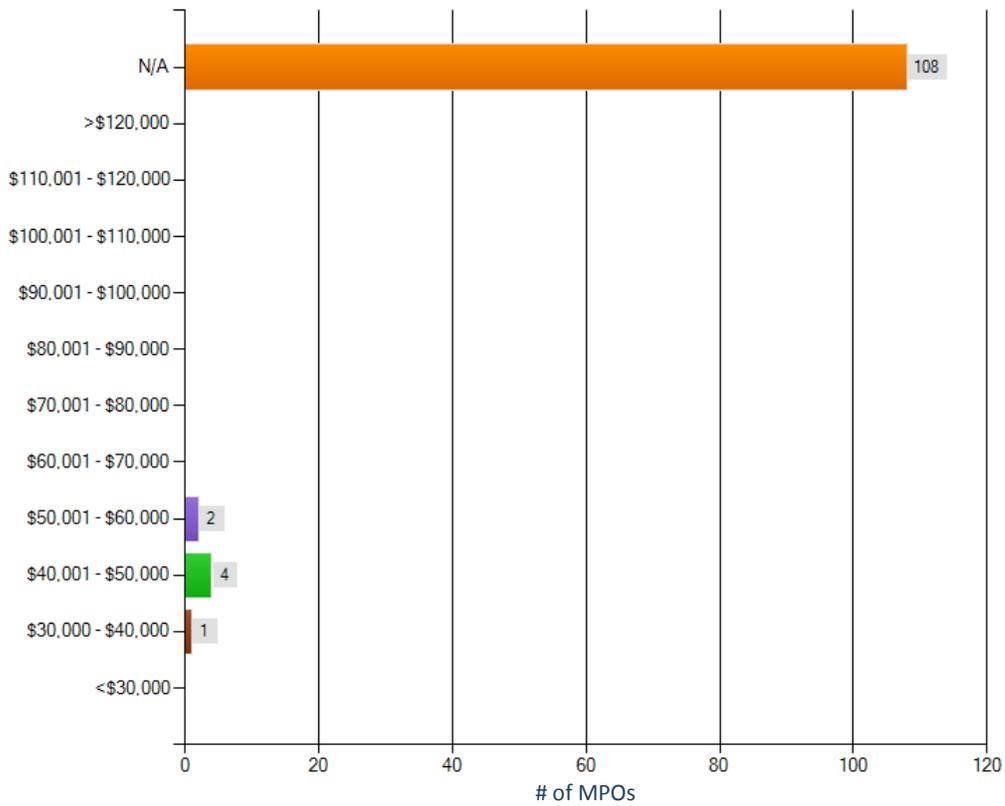
11. Planner I (AICP)



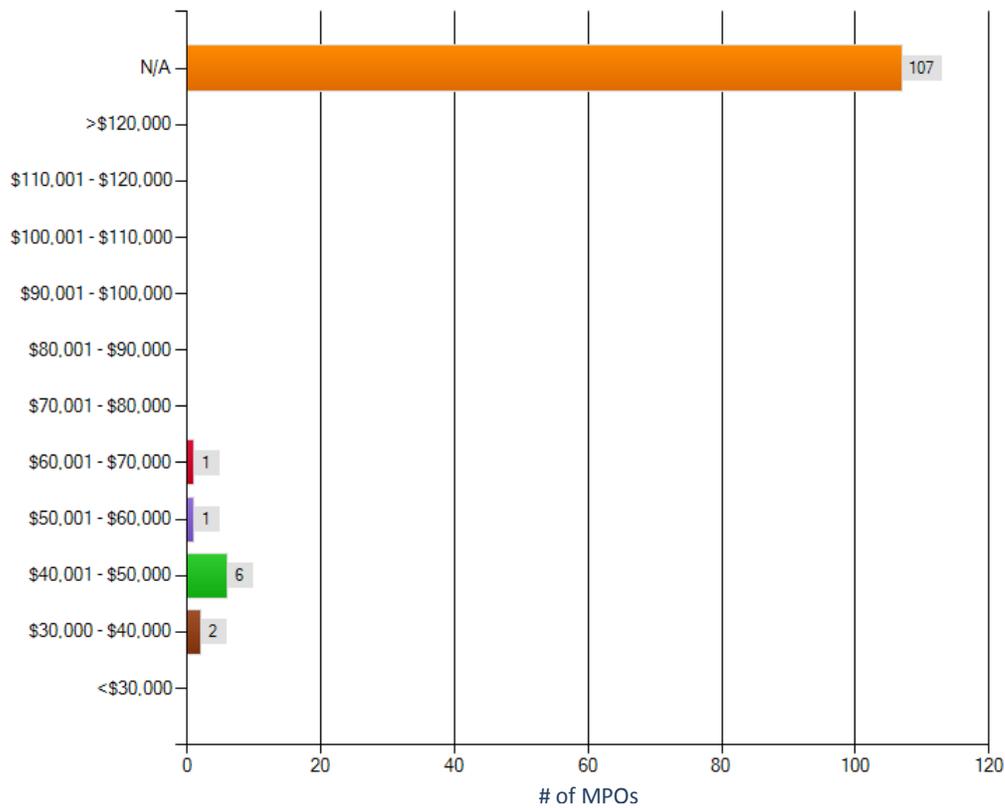
12. Planner I (not certified)



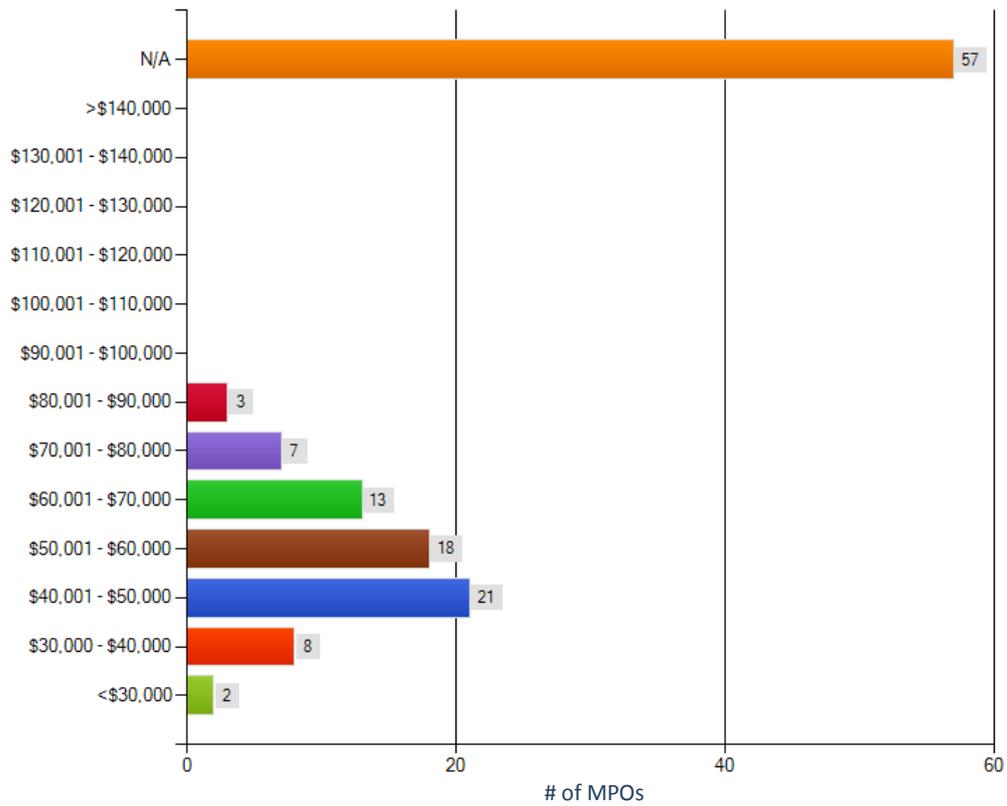
13. Engineer I (PE)



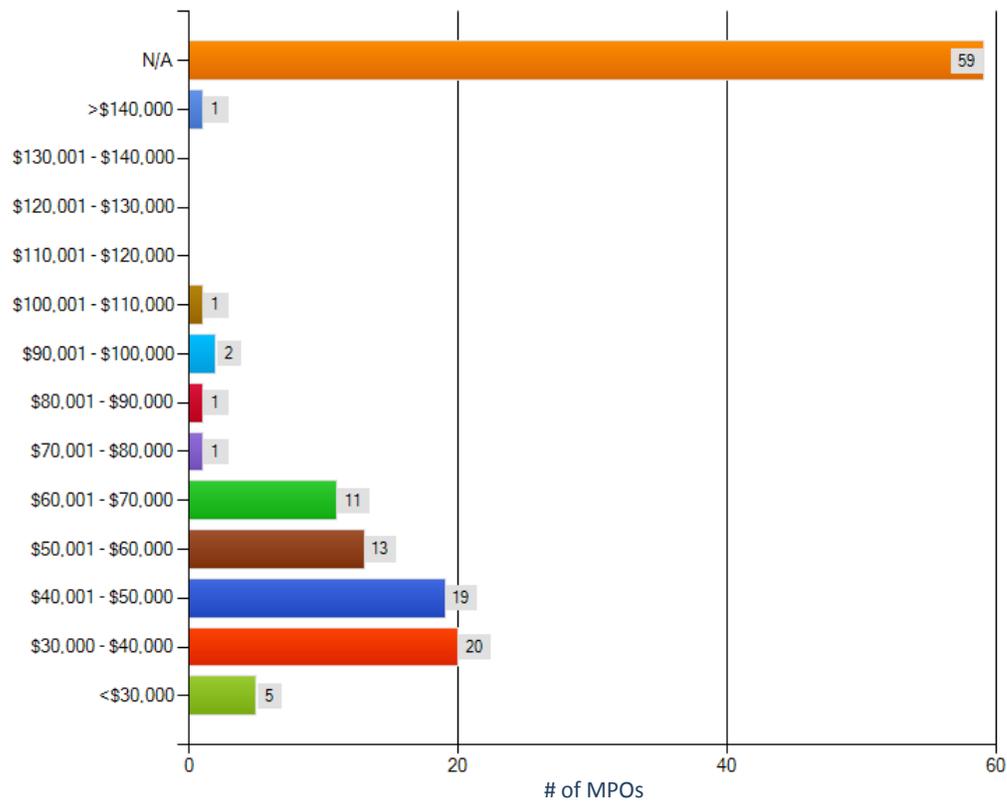
14. Engineer I (not PE)



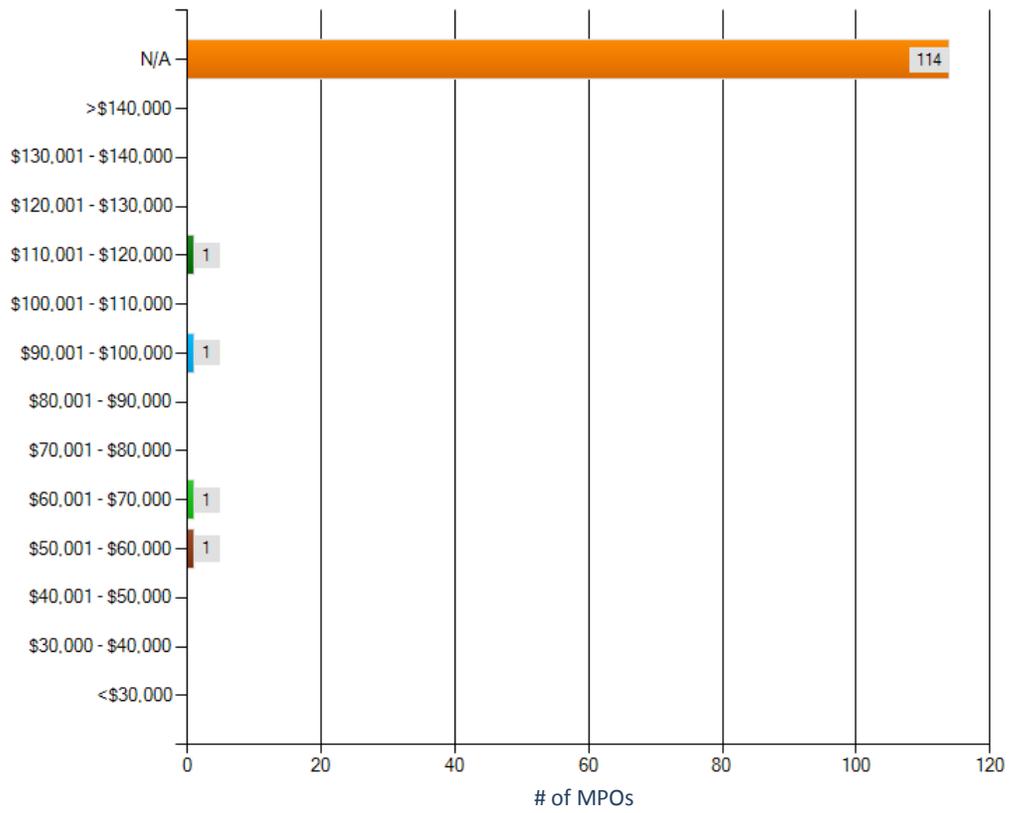
15. GIS Specialists



16. Office Manager

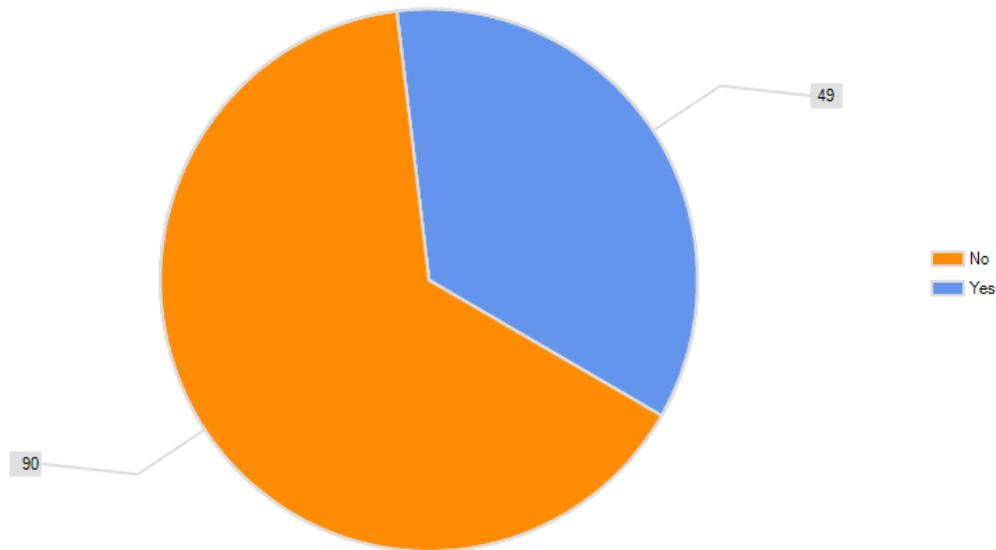


17. Economist



Section - Current Challenges

1. Does your MPO face challenges in paying current staff salaries and benefits?



Explanations:

- Our salaries are not compatible with the market rate.
- Will not be able to keep all three employees at current level without carryover funds supplementing budget - will have to be adjusted when funds run out in a couple of years.
- MPO struggles to come up with the local match needed to use federal PL funds. Local agencies are willing, but they've lost a significant amount of revenue because of property tax caps.
- Since the MPO staff are mostly county employees, salaries and raises are dictated by the County regardless of overall funding of the MPO's work program. That means salaries and raises are determined by the overall County Budget process and the apportionment given for the County Planning Department.
- At time of budget, the MPO was adhering to County policies. As such, have sustained the same pay cuts.
- Budgets have prevented adequate raises to keep up with the cost of living. No raises anticipated next year or two.
- In order to perform other functions of the MPO, we keep a minimal number of full-time staff. This limits our ability to complete day-to-day tasks.
- Compensation is lower than expected so morale is often low. There have not been regular raises in several years.
- There is work to be done and that requires more staff. But the amount of work is reduced because there is fewer staff and because there are fewer dollars.

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Explanations: (cntd.)

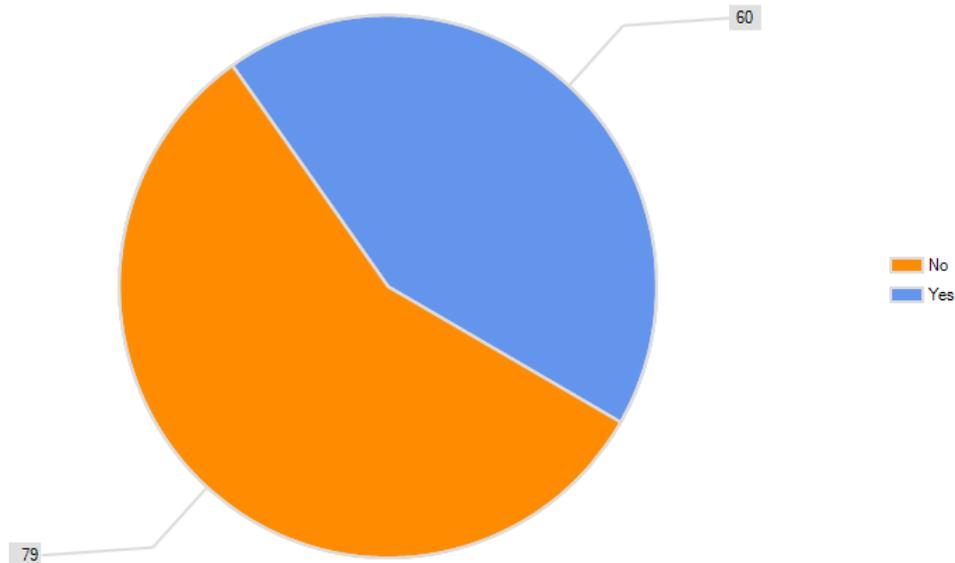
- Not all positions are equal to 1 FTE. We have 1 person at .75, 1 at .25 and 1 at .1 for a total of 1.1 FTE positions.
- We are a small MPO so we are challenged to make our budget work.
- Salaries have been frozen for the past several years. Meanwhile, the market for planning professionals, especially in other states, has lured qualified staff away from us.
- Hard to find local match annually for salaries and operations.
- The issue is not funding wise, but an HR issue when comparing the salaries of other city employees (City Planners) to MPO Planners/GIS Analysts.
- Significant increases in fringe rates (from 37% to 59% of salary) have cut deeply into available funds for staff. We've had to cut hours. Two positions are part-time.
- No merit raise provisions have yet to be adopted. COLA raises derive from the MPO's fiscal agent/ not the Policy Bd.
- Our federal funding decreased about 2% this fiscal year while our expenses are continuing to increase (retirement, insurance, etc). We are now using part of our annual STP funding to supplement our annual operating budget.
- Difficulty showing value to Council.
- Local Match is reducing.
- Travel Demand Modelers are frequently hired away by Consulting Engineering Firms.
- Increased responsibilities but flat revenues.
- We have several long-term employees (10 or more years) that are at the top of their salary range. That coupled with the fact that we pay 100% benefits, salary increases for the majority of staff have been on hold for the past 3-4 years as we continue to cover benefit increases.
- The county serves as our fiduciary agent. Our county is in fiscal straights. We have not seen a significant increase in wages in several years. In 2012 a \$0.33 raise was given to each employee, while insurance rates were increased roughly \$500 per year for each staff person.
- Agency pays less for health insurance for spouse/child/children/family coverage than is competitive in the market.
- Local member governments are struggling to shore-up Pension Funds under state mandates and have no funding to spare.
- Can't fully staff with professional positions.
- Increasing costs and flat line income will cross in 2015. This assumes the status quo with no raises or changes in benefits. The ACA going into effect will accelerate insolvency.
- Flat budget.
- Merit increases and higher costs for benefits coupled with no increase in federal funding has resulted in a decrease in the affordability of consulting services.
- Spiraling health insurance costs vastly affects all not-for-profits.
- Insufficient funding to meet new MAP-21 requirements and not enough FTA planning funds to adequately fund one position.

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Explanations: (cntd.)

- All about local match dollars from the hosting agency (Regional Development Com); it is a finite amount and will not increase in relation to the federal dollars of pre MAP 21 levels, therefore "artificially" holding down staff salaries even with longer term employees who are doing the best job for the MPO. So, in order for the longer term employees to increase their wages, they really have to look elsewhere even if they enjoy the MPO work and are good at it. I realize the match gets to the point of local "buy-in" to the process, but when match is limited this is a problem. Can the federal match be lowered - maybe to 10%? The involvement is here, the "buy-in" exists for this MPO - the finite local match is a detriment.
- Annual formula grants (PL and FTA 5303) are not adequate to cover existing positions with MPO. After benefits and indirect charges, only about half can go to direct salaries. MPO must secure 20% local match through annual budget requests. MPO has no dedicated source of revenue, and no agency resources we can count as soft match. Local governments are highly averse to providing additional local match.
- See earlier note--Our fiscal agent (city) provides benefits for us. If we were standalone, we would barely have money to function. Also, the city doesn't recognize that the UPWP functions separate from the city budget, so we had a hard time getting them to give the raise approved by the MPO Policy Committee.
- Decisions made by a board more concerned with their own employees, not that of MPO.
- Funding is limited. The more spent on salaries, the less available for planning.
- For FY 14, we're having to cut our GIS position in order to hire a consultant for our 5 year MTP update.
- City budget very tight in recent years.
- MAP-21 formula for distributing PL funds led to a reduction for Florida MPOs. At the same time, we are expanding our planning boundaries. We've had a reduction in roughly 5% funding while our population served and lane miles (NHS & STP) increased roughly 17%.
- The MPO is staffed with County personnel and the County has been cutting positions.
- No raises since 2007; hard to maintain staff and be competitive with other MPOs or the private sector.

2. Are there particular staff positions that your MPO is in need of, but cannot afford to pay for?



Explanations:

- An Administrative Assistant would be a big help for our MPO. Since we don't have an Admin. Assistant, MPO planners and the MPO Director are required to perform routine administrative tasks, which takes valuable time away from the "real" planning that's required to efficiently plan for the future.
- Administrative assistant and GIS Specialist.
- GIS Specialist Traffic Count Technicians (2).
- As a small MPO, demands on staff are considerable. Existing staff are County Planning Department employees and must handle all MPO functions in addition to other County Planning Department obligations and responsibilities. This creates challenges in maintaining consistent involvement on a range of projects and responsibilities.
- GIS specialist and modeler.
- Transportation Travel Demand Modeler.
- Travel Demand Modeler.
- Another planner position.
- We cannot bring a person on to work exclusively for the MPO. We must spread the salary over a number of grants/funding sources to bring a person on board.
- We just went through a prolonged effort to hire a senior planner, finding several who were well qualified but we could not attract because their salary expectations were above our maximum. In the end, we hired a younger, less experienced planner who met the minimum requirements.
- Ideally it will be optimal to hire individuals with more experience & education, but the limitation in funding & city not allowing MPO to pay more is an obstacle. More staff to conduct modeling & outreach would be ideal, but funding for our area will then be a concern.
- We could provide more service with full-time staff positions.

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Explanations: (cntd.)

- We have spent monies on outside consultants every few yrs.; if we hire another staff we might forgo having that option to hire for needed prof. services.
- Given our workload (both state and federal), we could use a Planner 1 or Planner 2.
- GIS Specialist.
- We are short on technical staff people. And as soon as we get someone trained (18 -24 months), they leave for better paying positions elsewhere. We do not have a modeling person and must rely on state DOT for same. Traffic Engineering personnel are difficult to acquire/train.
- Workload would be best met by having additional planning staff but the budget is constrained.
- Sustainability Planner focused on transportation right-of-way maintenance (green space). Mowing and spray killing is no longer adequate in South Louisiana.
- Need an Engineer.
- Need a Planner II to assist the principal transportation planner.
- More planning assistance. Full time admin staff.
- Our Office Manager has been a part-time position for a few years - better to have a full-time spot here. Also, an Engineer position does not exist, but could with additional funds.
- In need of planning position that cannot be afforded. Also, in need of public relations position; looking to potentially outsource as a small contract.
- We can't do an adequate job on land use planning, freight, and other required items. We need one more staff person to do a reasonable job on all requirements.
- Grant administrator/bookkeeper. Transit Planner.
- Another GIS planner.
- We cannot do modeling and are not able to do small studies - they have to be contracted.
- Our GIS position is critical to our data development and maintenance.
- GIS Specialist.
- We would benefit from an engineer/modeler and an additional (or more skilled) transit planning position and an upgrade for admin staff to fully manage public info and outreach.
- The two planners that work part-time for the MPO do not have experience in engineering or GIS.
- Database administrator and IT.
- We would add one planner I/II position and one data analyst position if we had the budget.
- Modeling staff.
- Particularly engineering or modeling type positions, plus the simple need for more people to do the ever-increasing load of work.
- Long-range generalist planning position.
- Traffic engineer.
- Administrative Assistant, Additional Transportation Planners.
- Additional planning staff - not enough revenue to pay for needed planners.
- Modeling and GIS.
- TDM specialist- person to coordinate rideshare and paratransit requests. We would like a one-stop shop for matching requests.

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Explanations: (cntd.)

- Additional staff to do work in-house, instead of consultant-led studies with MPO primarily involved in community outreach/public participation efforts.
- Travel Demand modeler.
- Program Assistant.
- We need a person that can do transportation modeling.
- Office Administrative Assistant.
- We need a data specialist to meet our MAP-21 requirement of performance-based planning and programming. I requested the addition of this position in our FY 2014 UPWP. While we have sufficient Federal funds for it, our local jurisdictions felt they could not afford the additional local match.
- In need of additional planning staff. Will be hiring for 2014.
- With all the mandates in MAP 21, we desperately need 2 to 3 more FTEs just to maintain all the requirements for certification.
- As we are building a travel demand model, it would be nice to have a GIS/TDM staff position.
- Additional planner.
- More work with TMA status, but inadequate funding increase.
- Funding is currently not available to pay for additional positions, but additional money is expected to be available in January 2014 to cover the cost of one more employee.
- Economic Development and Legislative.
- Engineer - cannot afford to retain an actual engineer on staff - so we have none.
- The MPO is generally required to follow the same policies as the fiscal agent. This means that if there's a hiring freeze for the fiscal agent, the MPO cannot fill positions even if there are sufficient PL funds. We also have to follow the fiscal agent salary structure which does not distinguish between the different types of planners (e.g. land-use planners are paid the same as transportation planners).
- Given the increasing work program, the Salisbury-Wicomico County MPO is in need of a full-time MPO Administrator.

3. Any additional comments?

- Additional info that would be helpful (rather than last increase and tenure) would be the frequency and rate of increases. We have had several years with no increase in salary and the few increases received have been for only a couple of employees. A useful report will include info grouped by peer organization as well as the ability to compare cost of living differences.
- All of the positions in our MPO are civil service and, as such, salary and raises are controlled by union contract.
- We also have a Senior Planning Tech - \$40,400.
- As a small MPO, Federal planning funds are absolutely critical.
- As part of a municipal government the availability of raises is subject to council action.
- Executive Director salary information reflects the part-time nature of the position, 30 hours per week.

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Any additional comments? (cntd.)

- Any salary structure is tied directly to how the MPO is setup - either hosted or stand-alone or some combination in-between. I would argue that the hosted MPOs - until the recent era of increasing federal funds - are hampered to expand their planning capabilities due to the "hosting" agency administrative constraints. We (the hosted MPO) are without any power to control salary increases or salary structure and various aspects of a benefits package that impacts our MPO budget (fringe and indirect for example). The more independent MPOs have their challenges too, but the hosted ones have very limited ability to alter/increase salary structures when that issue is definitely decided for us in the best interests of the host, not necessarily the MPO.
- Available funding does not meet the demands on the MPO. Match requirements should either be eliminated or coordinated at the state level.
- Due to staffing shortages, I've had a back log of work, so I'm late filling out the survey. Thank you for conducting this salary survey. I look forward to the results.
- Federal funding has not increased, while costs have increased. MPOs, including mine, are doing more with less. The product will eventually be negatively impacted as the attrition continues.
- MPO is run with a dual part-time director position for a total of 690 hours.
- MPO is staffed by central city so MPO staff salaries follow city salary schedules.
- Are you asking if we have sufficient funds to pay current salaries & benefits? In that case the answer is yes. If you're asking if the current salaries & benefits are sufficient to retain staff, the answer to that question is no.
- Only technical trainings made available by the state DOT allow us to train staff competently, for which we are very grateful.
- Our MPO is housed in the Planning District and our Executive Director is also the head of the MPO. His salary reflects that.
- Re: any other positions we can't afford to pay for--there are certainly many other skill sets we need to have represented that we don't have on the payroll, but since we are a small MPO we make do. If the city didn't allow us to use their GIS infrastructure and GIS person as needed, plus city engineer as needed, and if they all weren't cooperative, we would be in serious trouble. I came from a TMA MPO to this small one, and to be perfectly honest, I am not sure why we have MPOs in the smaller areas. We don't have enough resources to do on our own what needs to be done. I hate to advocate for taking away my job, but in this era of decreasing transportation funding, I think having the small MPOs is a luxury we can't afford.
- Shortage of local match creates a situation where the MPO can't become "full" staffed.
- Staff is 2 FTE + 2 part-time for a total of 3 FTE equivalent.
- The advanced technical and modeling functions that we conduct are all contracted out to consultants. In the future we may evaluate hiring internal modelers to conduct our planning studies, but currently there are no immediate plans for this.
- The cliché about thinking outside the box is nebulous. Throw the box away and start with a "O Base Budget" and incredible new funding sources not considered in the past. It works.

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Any additional comments? (cntd.)

- The amount of federal PL funding available for staff salaries/benefits and other MPO expenses will increase in January of 2014, and the MPO expects to hire another planner when this money is available. However, the MPO's existing planners might not receive pay raises because of the salary structure and policy of the MPO's parent organization (a county).
- The Miami-Dade MPO now reports to the MPO Board and not to County executives. As such, it is trying to capture lost salaries and benefits.
- The position categories are not good representatives of the positions within this MPO.
- This survey should be reconciled with size of urbanized area, e.g. large MPO budgets/salaries, small MPO budgets/salaries, etc.
- We are happy to be included in the family of MPO's and appreciate any funding we get to pay staff. However, sometimes it makes it difficult to get specialized skills because funding has to be spread out over a number of categories translating to a multi-dimensional person that is very hard to find.
- We are in very healthy fiscal condition and will continue to be, as long as USDOT continues to support the metropolitan planning program. Our biggest personnel problem is that we are housed within a city and subject to its outdated and onerous civil service procedures and union rules, which greatly limits our flexibility, creativity, and competitiveness in hiring and promoting planners and engineers. Nonetheless, we do a great job given the environment that we are working in, and have found creative ways to make it work. I have a great staff, and we have learned over the years that hard work, creativity, resourcefulness, and great ideas count for a lot more than money.
- We are requesting a full-time associate planner position be added to our 2014 budget to replace the full-time senior planner position that was cut for political purposes in 2013.
- We do not have health insurance because we do not have 51% participation in the plan. The organization has a total of 6 employees, including community development, transportation, and long-range comprehensive planning. Three do not need insurance offered here (they have it elsewhere), forfeiting availability for the other three. As a result, we offer each employee \$3000/yr. in lieu of health insurance to cover an individual policy (none need family at this point).
- We have a GIS Technician that also serves as administrative assistant. Would like to see a full blown GIS specialist that can produce data that currently we are unable to provide or access due to limited experience, limited time allocated to that task, and limited funds to pay what it would take to secure that person. Need help with administrative tasks also, so would like a part-time person to help with that.
- We have the funds; the staff has excellent yearly reviews; however there is no citywide policy on raises. Raises are at discretion of the City Manager and City Commission. We actually have enough funds to give all MPO staff a 25 percent increase with no major impact on our operating budget.
- We received an approximately 8 - 10% pay reduction in 2011 - 2013.
- Would love to see the results!

Appendix A – “Other” Responses to Questions in the Staff Salaries Section

- 1) Executive/MPO Director (5 responses)
 - a) Transportation Program Manager \$80-90K
 - b) The Salisbury-Wicomico Metropolitan Planning Organization is staffed by the Planning and Zoning Department of Wicomico County, MD. As the MPO Administrator, the MPO pays approximately 50 percent of my salary and benefit package.
 - c) The MPO only pays 15% of this position.
 - d) Only 15% of the Director's Salary is paid by the MPO.
 - e) .8 FTE
- 2) Deputy/Assistant MPO Director
 - a) Project Managers \$70-80K
- 3) Principal/Senior Planner, AICP
 - a) \$52,116 to \$84,843
 - b) \$72,900 - \$105,000
 - c) AICP is not accounted for.
 - d) We do not adjust salaries for professional licenses or certifications (PE, AICP, etc.).
- 4) Principal/Senior Planner (not certified)
 - a) \$32,362 to \$73,112
 - b) \$72,900 - \$105,000
 - c) AICP is not considered.
 - d) Associate Transportation Analyst
 - e) We do not adjust salaries for professional licenses or certifications (PE, AICP, etc.).
- 5) Principal/Senior Engineer (PE)
 - a) Engineering is not considered.
 - b) Part Time
- 6) Principal/Senior Engineer (not PE)
 - a) N/A
- 7) Planner II (AICP)
 - a) \$58,200 - \$78,600
- 8) Planner II (not certified)
 - a) \$29,420 to \$45,406
 - b) \$45-60K
 - c) \$58,200 - \$78,600
 - d) Senior Transportation Analyst
- 9) Engineer II (PE)
 - a) N/A
- 10) Engineer II (not PE)
 - a) N/A

- 11) Planner I (AICP)
 - a) \$49,800 - \$64,200

- 12) Planner I (not certified)
 - a) \$24,315 to \$41,288
 - b) \$49,800 - \$64,200
 - c) Transportation Analyst

- 13) Engineer I (PE)
 - a) N/A

- 14) Engineer I (not PE)
 - a) N/A

- 15) GIS Specialists
 - a) \$35,157 to \$73,112
 - b) .2 FTE
 - c) Entry level
 - d) GIS Technician

- 16) Office Manager
 - a) \$43,800 - \$55,200
 - b) \$47,379 to \$73,112
 - c) Approximate annual pay - position is part time.
 - d) Salary stated is for our MPO administrative assistant, not a true office manager.

- 17) Economist
 - a) \$47,379 to \$73,112