



# MPO Staffing and Organizational Structures

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# Project Scope

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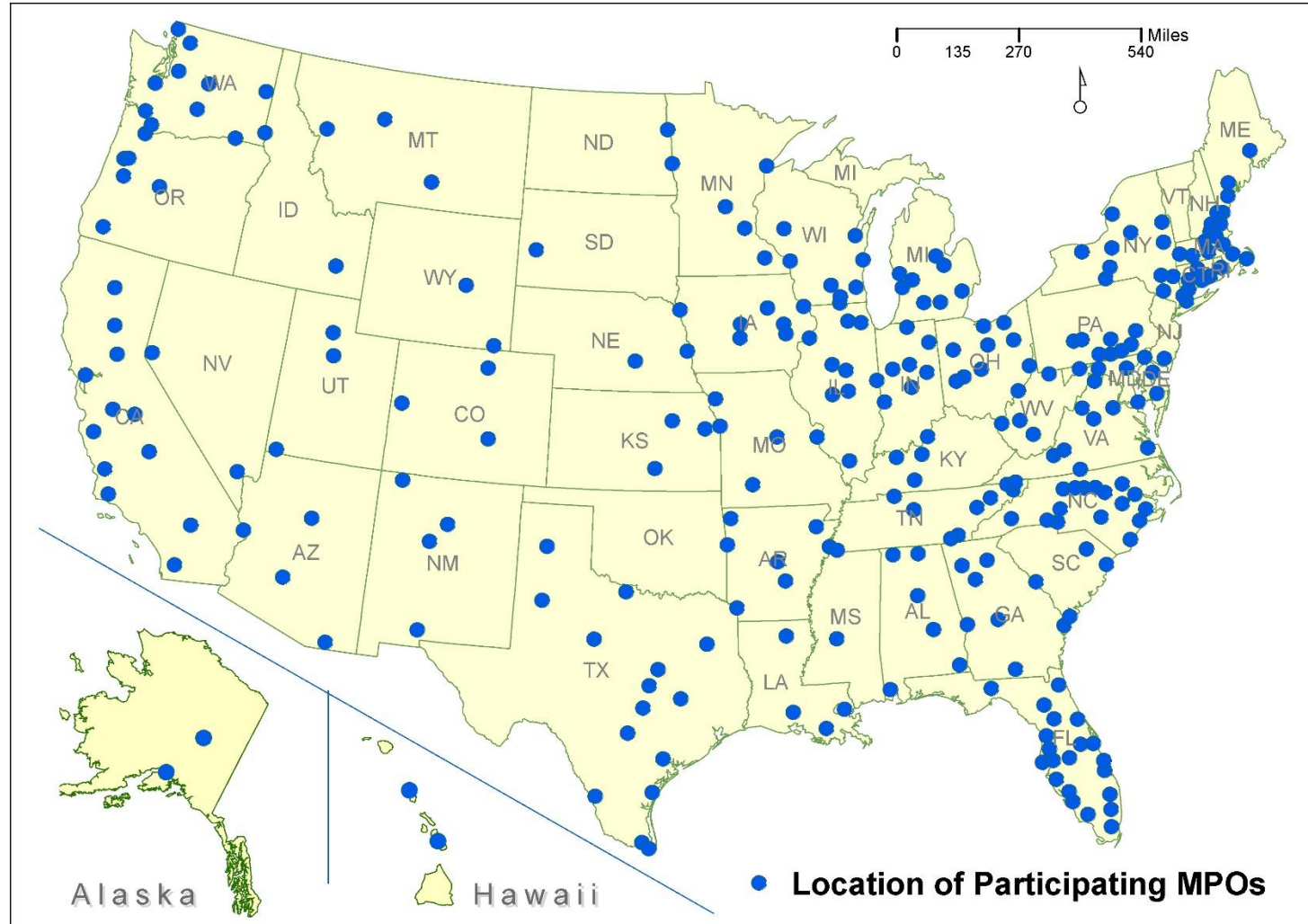
- Refresh of 2010 report
- Document
  - MPO organizational structures
  - Staffing profiles and practices
- Case studies for illustrative purposes

# Methodology and Participation

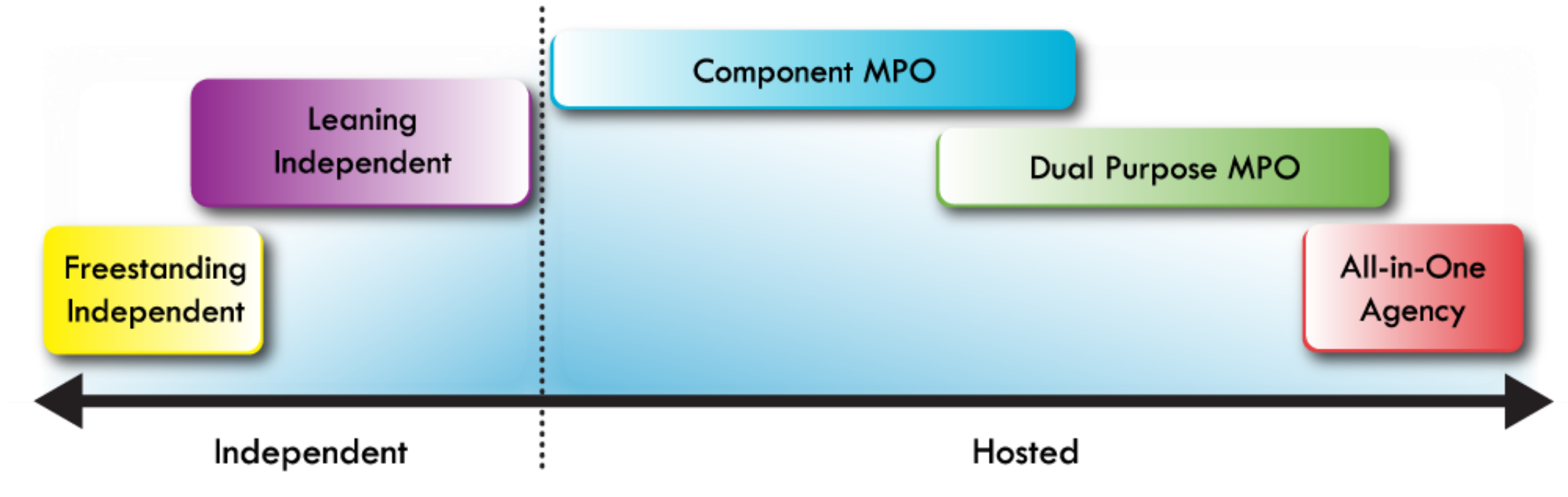
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- Beta-tested survey instrument (design, content, terminology)
- On-line survey using Qualtrics
  - Dynamic survey logic (55-111 questions, depending on MPO characteristics)
  - multiple users could collaborate on the same survey, but only one per MPO
- Survey in field for 3 months (Feb-April 2016)
- Participant recruitment
  - Timely AMPO, NARC and TRB reminders
  - State association and notable MPO leader solicitation
  - Targeted direct contact
- 70% participation rate
  - 279 completed all or at least enough to be included in dataset

# Map of Participants



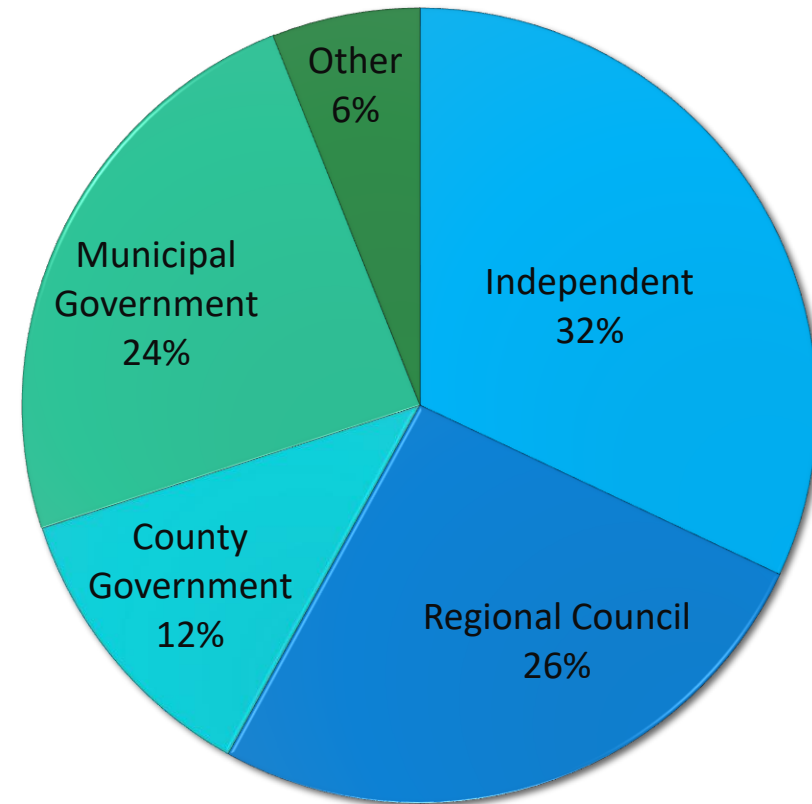
# MPO Hosting Continuum



# Types of Hosting

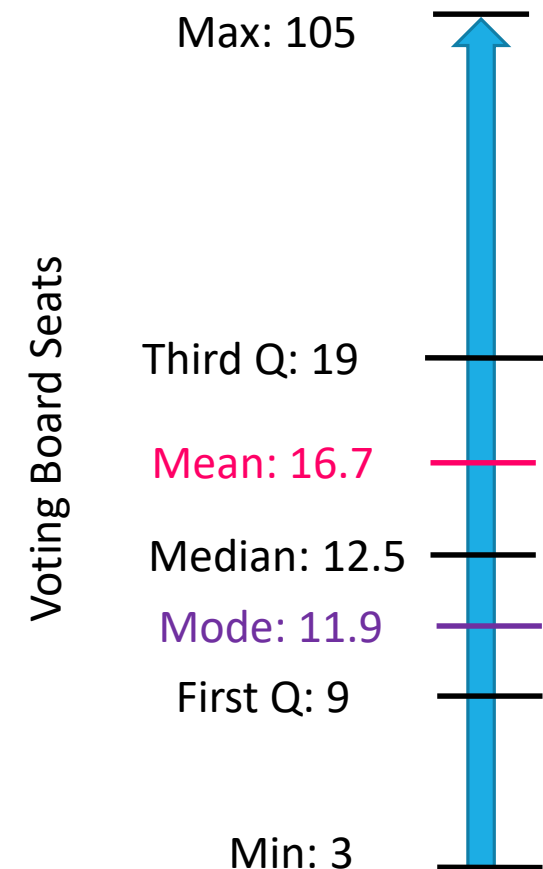
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- More likely to be hosted if the MPO is a non-TMA
- Regional Council is most common host
- Combined, local governments host 36% of all MPOs

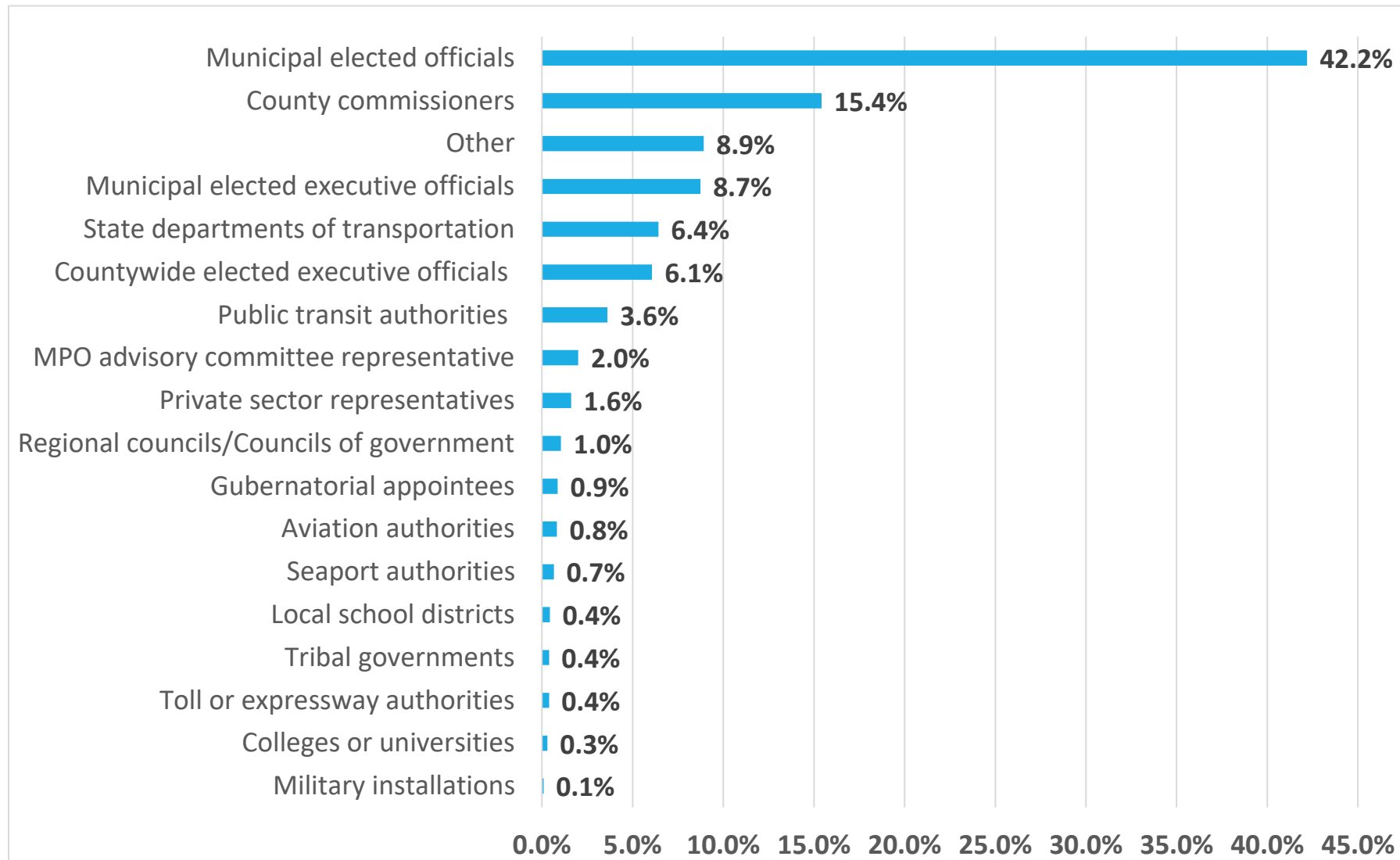


# Board Size – Voting Seats

- Wide range of MPO Board sizes
  - 3 to 105 voting members
- Measures of central tendency
  - Median: 12.5
  - Bottom quarter: 9 or fewer
  - Top quarter: 19 or more
  - Mean: 16.7
  - Mode: 11.9



# Board Composition – Percent of All Seats





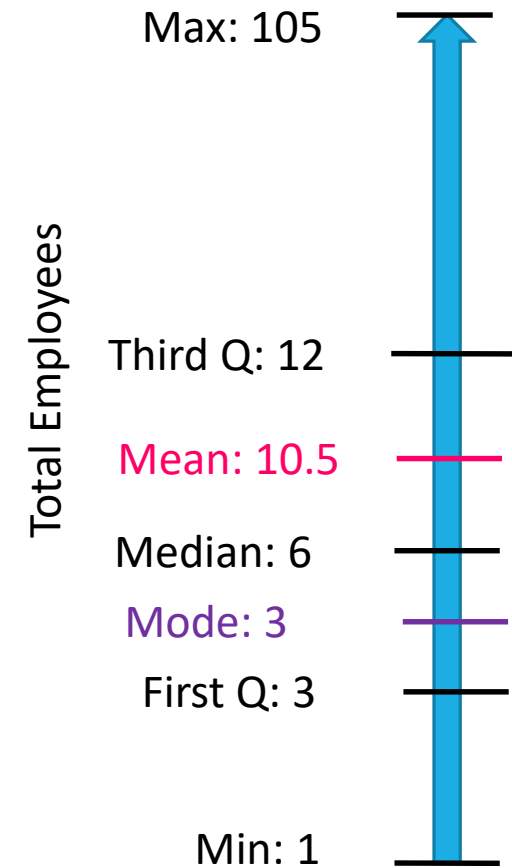
# Board Composition – Voting Rights

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- One member-one vote is the prevailing voting structure
  - Allocation of seats by population can give more seats to larger local governments
- Weighted voting
  - 13% of MPOs in the sample
  - Many MPOs with weighted voting have never used it
- “Rotating” voting seats
  - Mostly larger MPOs
  - 24% of MPOs in the sample have a “rotating” voting seat
- Other voting systems: Consensus Voting, Jurisdiction Majority

# Number of Employees

- Ranged from 105 to less than one employee
- Several high outliers skew the mean higher. Median is more instructive.
- Median MPO: 5 full-time and 1 part-time employees (6 total)
  - Three-quarters of MPOs have less than 12 total staff
  - A quarter of MPOs have 3 or fewer total staff



# Specialties on Staff

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- MPOs were asked if any staff member spent more than half of his/her time in a specialized area

Specialty	Percent of MPOs with this Specialty	Median Staff Size
GIS	43.2%	10
Travel Demand Modeling	25.7%	14
Transit	34.6%	8
Bicycle and Pedestrian	35%	10
Public Involvement	24.5%	11
Safety	16.7%	13

\*Only selected results are shown\*

# Other Topics in the Survey

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- Pay Scales
- Employee Benefits
- Organization Funding
- State Governance
- Performance-based Planning
- Advisory Committees
- Intergovernmental Efforts
- Indirect Rate
- Employee Tenure/ Turnover
- Consultant Work

# Contact Us

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Report due for release in fall 2017

Look for report on the Transportation Planning Capacity  
Building Website ([planning.dot.gov](http://planning.dot.gov))

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