

CAMPO

Framework Study

Phase 2 - Organization and Staffing

Executive Board Summary for Direction / August 2022

FountainWorks / J. S. Lane Company

Presentation Purpose

Present initial findings and get reactions from CAMPO Executive Board to finalize recommendations.

Purpose of Study

Gather information from staff, peer MPOs, and membership to identify and refine key issues related to organizational structure and staffing. The timing of this study also allowed an assessment of the workloads anticipated from Phase I of the organizational study and the adopted 2022 - 2027 CAMPO Strategic Plan.

How It Has Been Done

Information came from staff interviews, peer MPO interviews (see chart at right), and a survey of the CAMPO membership (technical and executive boards). Additional data was obtained from interviews with joint modeling staff and City of Raleigh management, as well as data collected from third-party sources. The peer MPO interviews, findings, and recommendations focused on several key topics identified in the opening discussion and staff interviews: External Relationships, Internal (Staff) Relationships, Transit Planning, Staffing (capacity and retention factors), and Host Agency Considerations.

Principle Findings



CAMPO staff attraction and retention success is affected by the host agency's policies, as are other aspects of decision-making...**ensuring that a host arrangement works is a cross-cutting issue for this and every MPO.**



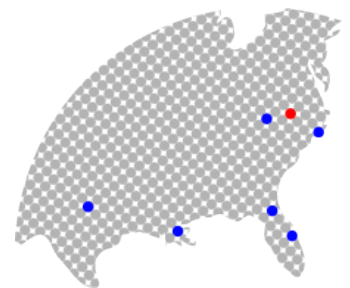
Skill sets for MPOs are diverse, cross-disciplinary, and highly competitive. Data obtained from studies conducted in the last 1 - 5 years suggests that **CAMPO's salaries are falling behind** relevant peers and those of NCDOT for some positions.



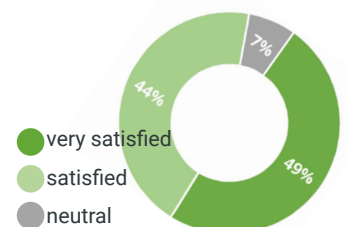
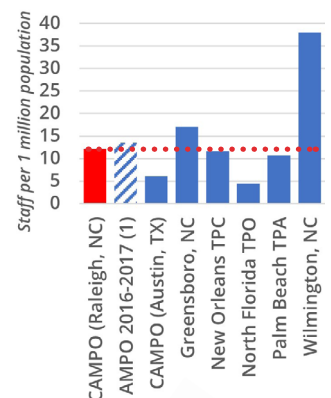
CAMPO's staff is becoming more specialized, and the senior staff needs to be focused on liaising with member agency representatives; increasing transparency of decision making internally and externally; and the **management of people and resources.**



Staffing is stretched thin now in transit planning, public engagement, administration, and technical production. Some work can be done through consultants, but **additional staffing for bicycle-pedestrian planning and technology-enhanced mobility services** are suggested in the first two years of the Strategic Plan. **Four more positions are implied** by the work contained in years 3-5 of the Strategic Plan.



Six MPOs were interviewed to gain insights on the topics discovered during the interviews: Austin, TX, New Orleans, LA; North Florida (Jacksonville); Palm Beach, FL; Greensboro, NC; and Wilmington, NC. MPO staff size relative to planning area population varied.



No Negative Marks. When asked, participating **CAMPO members noted satisfaction or strong satisfaction with CAMPO's overall performance** - they especially valued explaining technical information and liaising with NCDOT. Member communication, training, one-on-one meetings, and funding resources were desired directions for the organization.