



# TRI-COUNTY REGIONAL PLANNING COMMISSION

EST. 1958

## **EXECUTIVE BOARD MEETING**

**456 Fulton St. Suite 401**

**Peoria, IL 61602**

**Don White, CHAIRMAN**

**(Greg Menold, Russ Crawford, Rita Ali, Andrew Rand, Autum Jones, Chuck Nagel, John Kahl)**

***Monday, October 17, 2022***

***9:00 a.m.***

**<https://global.gotomeeting.com/join/291023189>**

**You can also dial in using your phone.**

United States: +1 (408) 650-3123

**Access Code: 291-023-189**

## **AGENDA**

1. Call to Order
2. Roll Call
3. Public Input
4. Motion to approve August 15, 2022 minutes
5. Executive Director report
6. Discussion of Draft Compensation Study (attachment)
7. Discussion of Planning Acronym list (attachment)
8. Discussion of TCRPC HSIP Guardrail Funding
9. Other
10. Adjournment



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***Monday, August 15, 2022***

***9:00 a.m.***

## MINUTES

1. Call to Order

Chairman Don White called the meeting to order at 9:00 a.m.

2. Roll Call

Present: Don White, John Kahl, Chuck Nagel, and Russ Crawford. Virtual: Greg Menold, and Autum Jones. Staff: Eric Miller, Ray Lees and Debbie Ulrich

3. Public Input-none

4. Motion to approve July 15, 2022, minutes

Chuck Nagel moved to approve July 15, 2022, minutes and John Kahl seconded. Don White asked to amend the minutes on item 7 under Process take out means. Motion carried.

5. Executive Director report

Eric Miller reported on the following:

- Funding issues related to IAGA
- State Research funding
  - Don White suggested to have TCRPC give county and communities a letter of budget funds available.
- Hanna City Trail usage of property is no longer
- Port Authority- no action
  - Russ Crawford said we need political persons in organization from our area as representatives.
  - John Kahl asked who we need to contact in Port District?
  - Eric Miller said we need to get two persons on Port District.
  - Suggestions were Denny Kief and Tom Meischner

6. Discussion and if necessary, a recommendation to the Commission for staff support and financial participation in the City of Peoria's application to the Federal Rail Administration Corridor Identification and Development Program.

Eric Miller explained there is \$2.5 million for the Rail Study.

- We did get attention from FRA, Amtrak, and state representatives. We are expecting to hear on the next step(s) and to announce the program.
- The engineer's firm to take over this analysis project is wanting \$250,000. The City of Peoria may come to TCRPC for some funding to support. He is asking for a blind resolution to Commission for funding support.
- Russ Crawford asked what we need to do?
- Eric Miller said we need to go on record we will help.
- Russ Crawford recommended to make a resolution to the Commission for staff support and financial participation in the City of Peoria's application to the Federal Rail Administration Corridor Identification and Development program with a not to exceed amount and to include we are in support of passenger rail in Peoria, and Chuck Nagel seconded. Motion carried.
- Don White asked what the money will be used for, and Eric Miller said budget and expenses.
- Ray Lees added that City of Peoria is leader of project.

7. Other-nothing

8. Adjournment

John Kahl moved to adjourn at 9:38 a.m. and Chuck Nagel seconded. Motion carried.

Submitted by:

Eric Miller, Executive Director

Recorded and transcribed by:

Debbie Ulrich, Office Manager

To: Members of the Commission  
 From Eric W. Miller, Executive Director  
 Date: October 17, 2022  
 Subject: Executive Director Report for October 2022

Project	Activity	Status
<b>Administrative</b>		
Headlines	met with sub committee on major project prioritization processes	Ongoing
	Working with stakeholders and lead agency on guardrail HSIP project	Ongoing
	Monitored Federal Grants NOFO's	Ongoing
	Working with members on support for federal grant programs	Complete
	Attended Illinois Waterways meeting in East Peoria	Ongoing
	Assisted HOI Port District in State GATA Registration	Ongoing
	Developing transportation dashboard	Ongoing
	Developed letters of support for ITEP grants	Ongoing
	Received IGA from City of Peoria regarding Rail Consultant	Ongoing
Personnel	Annual staff reviews ongoing	Ongoing
	Reviewing Draft Compensation report	Ongoing
Website	Content review of website.	Ongoing
<b>Planning issues</b>		
Illinois River Issues	Continued coordination of Beneficial Use of Dredged Material Pilot project	Ongoing
	Continued coordination and outreach regarding Asian Carp	Ongoing
	Continued discussion with stakeholders re: Island Design Workshop -USACE Engineering with Nature (nationa	Ongoing
Village of Tremont Comp Plan	Presentation of Draft Plan	Ongoing
Village of Germantown Hills Comp Plan	Continued discussion with Village board regarding scope of work	Ongoing
Village of Creve Coeur	Continued discussion with Village board regarding scope of work	Ongoing
Village of Bartonville	Continued discussion with Village board regarding scope of work	Ongoing
City of Chillicothe	Continued discussion with Village board regarding scope of work	Ongoing
Village of Brimfield	Continued discussion with Village board regarding scope of work	Ongoing
Watershed Planning	Submitted Scope of Work and IEPA 319 Grant Submittal for a Watershed plan in Kickapoo Creek WS	Ongoing
Hazard Mitigation Plan	Contracts Signed with IEMA and selected consultant, Work has Commenced	Ongoing
<b>GIS Projects/ Asset Management</b>		
Village of Elmwood	Dunlap	Ongoing
Washburn	Peoria Heights	Ongoing
Minonk	Village of North Pekin	Ongoing
Delavan	Village of Washburn	Ongoing
North Pekin	Peoria Park District	Ongoing
El Paso	Tremont	Ongoing
Hollis Park District	Hanna City	Ongoing
Chillicothe	Creve Coeur	Ongoing
Bartonville		
Logan County GIS technical assistance	Signed Contract, work has commenced	Ongoing
Maintained COVID-19 dashboard for Woodford County Health Dept.		Ongoing
<b>MPO/Transportation</b>		
Technical Committee	Prepare agenda for and coordination for Technical Meetings	Ongoing
Transportation Improvement Program	Development of FY 23 Transportation Improvement Program	Complete
	Creation of web based TIP document application	
	Processed FY 23 TIP Amendments	Ongoing
Intelligent Transportation Systems	Continued work on update to regional ITS architecture	on hold
Highway Safety Improvement Program Guardrails	working with Stakeholders to identify project lead for implementation	Ongoing
Special Transportation Studies		
FY23		
Chillicothe Active Transportation Plan	Consultant Selection underway	Ongoing
City of Peoria Intersection Study	Consultant Selection underway	Ongoing
City of Pekin Bike/Ped plan	Consultant Selection underway	Ongoing
MPO TDM work	Work has Commenced	Ongoing
FY22		
East Peoria Storm Sewer planning	Project is in progress	Ongoing
Passenger Rail multimodal Center location study	Draft report received	Ongoing
FY 21 State Planning and Research Funding		
Asset Management software	Project is underway, coordinating with consultant	Ongoing
Activity Based Travel Demand Model	Project is underway, coordinating with consultant	Ongoing
Congestion Management Plan	Work is complete	Ongoing
FY 23 State Planning and Research Funding		
Heart of Illinois Regional Port District Master Planning	Contract development with IDOT	Ongoing
Regional Community Planning	Contract development with IDOT	Ongoing
<b>HSTP/Transportation</b>		
5310 program Grant	work with 5310 Grant recipients to ensure commitment to project	Ongoing
HSTP Plan	Development of HSTP Plan	Ongoing
HSTP meetings		Ongoing

**Compensation Study Report**

for



September 16, 2022



The Tri County Regional Planning Commission (TCRPC) engaged HR Fit to complete a compensation study of current and future positions at TCRPC. Specifically, working within the current compensation structure, HR Fit would conduct a market analysis and make a recommendation to adjust levels as appropriate. The findings of this study are summarized in this report. Detailed information is found within the accompanying excel file document.

### Compensation Study Structure and Methodology

HR Fit conducted salary surveys of those organizations with which TCRPC has usually compared itself. As in the past, these organizations were forthcoming with valuable information.

HR Fit also utilized information from the Bureau of Labor Statistics (BLS) division of the United States Department of Labor. This BLS provides objective, standardized compensation information. This data was most recently updated as of July 2022 (<https://www.bls.gov/eag/eag.il.htm>).

Some of the BLS information is available at a local or regional level, not only for the Peoria-Pekin metropolitan statistical area ([https://www.bls.gov/oes/current/oes\\_37900.htm](https://www.bls.gov/oes/current/oes_37900.htm)), but also for TCRPC'S regional competitors for talent, such as Bloomington-Normal, Springfield, and the Quad Cities. However, information isn't available for all *positions* in these areas. Where available, position specific information has been included. Where there isn't a direct comparison to the positions at TCRPC, HR Fit included the information of the closest comparable position.

### Salary and Wage Levels

The information yielded that TCRPC salary and wage levels are generally average or below average for the industry. This does vary by position, years of experience, and comparable employer. For instance, when comparing the Executive Director pay for TCRPC against other planning commissions, salary levels are generally comparable to the salary range for that position for the industry. However, when looking at the salary levels for similar positions at various employers, TCRPC current salaries are near the lower pay on the salary range scale. An example is urban and regional planner pay in Champaign, Illinois. The Champaign Regional Planning Commission salaries are overall higher than TCRPC, and the BLS data for urban and regional planner pay in Champaign far outpaces TCRPC. This is notable because, while not planning commissions, these other employers are competitors for talent with TCRPC.

TCRPC requested information from surrounding Universities regarding the pay rates they share with their students to expect for entry-level positions. The Universities provided little information on salaries for the entry-level positions requested and most referenced that they encouraged students to research the market on their own. Iowa State University did provide the

pay rate they share with students for entry-level planner positions, as well as the GIS field. Both shared salaries for these entry-level fields that are higher than TCRPC's current salaries. This is notable because the ancillary sources or market sources that university students generally would research reference starting pay wages that are overall higher than TCRPC's entry-level pay.

### Benefit Comparison

TCRPC's benefit levels are generally comparable to its competitors, with health insurance a notable exception. Many of its competitors are state and local governments, which still offer health insurance plans but with higher deductibles than TCRPC offers. TCRPC appears to offer more generous paid time off allowance than surrounding competitors in the area, including paid vacation, sick, personal, and holidays combined. One area that TCRPC lags compared to competitors are the retirement benefits, as McLean County, Peoria County, and Champaign RPC also offer pension plans in addition to 457 plans.

### Summary

Generally, TCRPC's current compensation levels are competitive at the entry level positions, but lag as position skill levels and responsibilities increase. This compensation strategy will likely serve to attract talent to the organization but could result in a retention challenge.

As wage growth and inflation continue to rise, the economic impacts on the costs of living will continue to be detrimental to employee retention. Rather, HR Fit recommends that any salary adjustments reflect TCRPC's compensation strategy. For instance, should TCRPC wish to recruit talent with advanced skills and/or experience, increases at those positions would be warranted. If TCRPC wished to maintain the current strategy, moderate increases to all positions would be appropriate.

Shelbi Dawson  
HR Solutionist  
HR Fit, LLC

LOCAL SOURCES	TCRPC - Current Salary	BiState - Current Salary	BiState - Comparable Job Title (if applicable)	BiState		Champaign RPC		Peoria County		McLean County RPC	
				set by comission							
<b>Executive Director</b>	\$119,270.42	email reminder sent	Executive Director		\$135,308.00	\$108,800.45	\$163,190.63	\$71,427.00	\$107,141.00	\$89,772.80	\$137,404.80
<b>Planning Program Manager</b>	\$105,275.34		Program Director	\$63,996.00	\$94,574.00	\$58,617.00	\$87,945.00	N/A	N/A	N/A	N/A
<b>Planner III</b>	\$54,060.00		Principal Planner	\$53,396.00	\$76,558.00	\$61,540.44	\$92,310.66	N/A	N/A	N/A	N/A
<b>Planner II</b>	\$54,060.00	N/A	N/A	N/A	N/A	\$53,897.97	\$80,781.87	N/A	N/A	\$55,099.20	\$82,284.80
<b>Planner I</b>	\$44,520 - \$45,855.60		Planner	\$44,064.00	\$60,795.00	\$46,235.67	\$69,333.42	\$45,340.00	\$68,010.00	\$45,052.80	\$67,246.40
<b>Office Administrator</b>	\$50,933.00	N/A	N/A	N/A	N/A	\$37,719.63	\$56,599.53	\$36,961.60	\$55,452.80	\$41,953.60	\$62,608.00
<b>GIS Program Manager</b>	Vacant		Program Manager	\$58,464.00	\$84,965.00	N/A	N/A	N/A	N/A	N/A	N/A
<b>Senior Planner</b>	Vacant		Senior Planner	\$48,864.00	\$70,779.00	N/A	N/A	\$56,359.00	\$84,539.00	\$64,417.60	\$96,304.00
<b>GIS Manager</b>	Vacant	N/A	N/A	N/A	N/A	N/A	N/A	\$61,163.00	\$91,745.00	N/A	N/A
<b>GIS Specialist III</b>	Vacant	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
<b>GIS Specialist II</b>	\$48,948.58		GIS Specialist II	\$48,864.00	\$70,779.00	\$58,617.00	\$87,945.00	N/A	N/A	N/A	N/A
<b>GIS Specialist I</b>	\$42,400		GIS Specialist I	\$44,064.00	\$60,795.00	\$46,235.67	\$69,333.42	N/A	N/A	N/A	N/A
<b>Accountant</b>	\$72,075		Accountant	\$53,396.00	\$76,558.00	\$41,390.00	\$64,320.00	\$43,327.00	\$64,990.00	N/A	N/A

Notes:

GIS is a separate division of Champaign County.

Staff Accountant is Full Time and is part of RPC Fiscal department which provides support to multiple departments within R City of Peoria has a shift differential of \$0.45/hr for those working 2pm-5:59am.



Benefit		TCRPC			BiState			Champaign RPC	
<b>Paid Leave</b>		<b>Days/Hours:</b>	<b>Years of Service:</b>	<b>Notes:</b>	<b>Days/Hours:</b>	<b>Years of Service:</b>	<b>Notes:</b>	<b>Days/Hours:</b>	<b>Years of Service:</b>
Vacation	12	16	Years 1 - 5 = 12 Days; 6 - 8 = 13 Days; 9 - 10 = 14 Days; 11 - 12 = 15 Days; 13 - 14+ = 16 Days Per Year				Unknown	10 days min, 15 days, 20 days, 21 days, 22 days, 25 days max	Years 0-4 = 10 days Years 5-9 = 15 days Years 10-14 = 20 days Years 15-19 = 21 days Years 20-24 = 22 days Years 25+ = 25 days
Sick	8.75	8.75	7 Hours Per Month; Max 70 Hours				Unknown	10 day min, 12 days max	Years 0-14 = 10 days Years 15-25+ = 12 days
Personal	25	25	Does not explain how personal time is calculated.				Unknown	3 days min, 4 days max	Years 0-14 = 3 days Years 15-25+ = 4 days
PTO	N/A	N/A					Unknown	n/a	n/a
Holidays	11	11					Unknown	13 days	13 days
		Total Minimum: <b>56.75</b>	Total Maximum: <b>60.75</b>					Total Minimum: <b>36.00</b>	Total Maximum: <b>54.00</b>
<b>Health Insurance</b>		<b>Monthly Premium:</b>	<b>Annual Deductible:</b>	<b>Notes:</b>	<b>Monthly Premium:</b>	<b>Annual Deductible:</b>	<b>Notes:</b>	<b>Monthly Premium:</b>	<b>Annual Deductible:</b>
Employee Only Premium (Monthly)	0	\$500.00	Hired Before 08.01.16 \$50.00; Hired After 08.01.16 \$100.00				Budget shows that it is offered to staff but unclear at what percentage and deductible.	\$135.00	Plan deductible = \$2,000
Employee Only Coverage (% Co-ins. or \$ Co-Pay)	100%							100%	
EE + Spouse Premium (Monthly)	N/A	N/A						\$376.00	Plan deductible = \$4,000
E + Spouse Coverage (% Co-ins. or \$ Co-Pay)	N/A								
EE + Children Premium (Monthly)	N/A	N/A						\$305.00	Plan deductible = \$4,000
+ Children Coverage (% Co-ins. or \$ Co-Pay)	N/A	N/A							
Family Premium (Monthly)	Hired Before 08.01.16 25% of Add'l Premium; Hired After 08.01.16 50% of Add'l Premium	\$1,000.00						\$1,180.00	Plan deductible = \$4,000
Family Coverage (% Co-ins. or \$ Co-Pay)	100%								
Dental Premium (Monthly)	Included in Health							\$17.96	
	<b>Premium:</b>	<b>Coverage Amount:</b>	<b>Notes:</b>	<b>Premium:</b>	<b>Coverage Amount:</b>	<b>Notes:</b>	<b>Premium:</b>	<b>Coverage Amount:</b>	
Life Premium	\$0	\$50,000.00		N/A	N/A	N/A		\$0.00	\$20,000.00
Short-Term Disability	\$0	N/A		N/A	N/A	N/A		\$0.00	n/a
Long-Term Disability	N/A	N/A					Budget shows that LTD is offered but unclear at what amount	\$0.00	
Supplemental Insurance (AFLAC, etc.) - Yes/No	N/A	N/A		N/A	N/A	N/A		Yes	
<b>Retirement</b>		<b>Retirement</b>		<b>Retirement</b>			<b>Retirement</b>	<b>Retirement</b>	
Defined Benefit (Pension)	N/A						Budget shows that retirement is offered but unclear at what amount	Yes	Illinois Municipal Retirement F Employee is
Defined Contribution (457, 403, etc.) Plan	457 Deferred Savings/Salary Reduction							457 Deferred Savings Plan	100%
Defined Contribution Employer Match?	First 10 Years: 5%; After 10 Years: 7%							No	
<b>Other</b>		<b>Other</b>		<b>Other</b>			<b>Other</b>	<b>Other</b>	
Section 125	N/A							Yes	
Tuition Reimbursement	\$1,500.00 Per Calendar Year						Budget shows "Education Support" as a line item but unclear what criteria or amounts offered	No	
Longevity	N/A							No	
Paid Parking	N/A							No	
Childcare	N/A							No	
Fitness Membership	N/A							No	
Cell Phone								No	
Vehicle Usage								Mileage reimbursement only	

	City of Peoria			Peoria County			McLean County RPC		
Notes:	Days/Hours:	Years of Service:	Notes:	Days/Hours:	Years of Service:	Notes:	Days/Hours:	Years of Service:	Notes:
	6.67 hrs/mo up to 13.34 hrs/mo	0-4yrs: 6.67hrs; 5: 7.34hrs; 6: 8hrs; 7: 8.67hrs; 8: 9.34hrs; 9: 10hrs; 10: 10.67hrs; 11: 11.34hrs; 12: 12.00hrs; 13: 12.67hrs; 14+: 13.34hrs		10*	25**	*Years 1 - 3	10 days min; 20 days max	starting at 1, max at 21+	1-5yrs = 10 days; 6-15yrs = 15 days; 16-21yrs = 20 days
	6.67/hrs mo	No change for length of service		12	12	**25 days maximum accrual for up to 25 YOS	12 days	All	
	2.67 hrs/mo for less than 5 years	3.33 hrs/mo for more than 5 years		0	0		2 days	All	
	n/a	n/a		N/A	N/A		N/A	N/A	
	10 days per year Total Minimum: <b>26.01</b>	10 days per year Total Maximum: <b>26.67</b>	If scheduled to work a holiday can take any other day off paid in lieu of extra pay	11 Total Minimum: <b>33</b>	11 Total Maximum: <b>48</b>		11 days Total Minimum: <b>35</b>	11 days Total Maximum: <b>46</b>	
Notes:	Monthly Premium:	Annual Deductible:	Notes:	Monthly Premium:	Annual Deductible:	Notes:	Monthly Premium:	Annual Deductible:	Notes:
				\$234.77 standard PPO plan. \$125.74 HDHP			Plan 1 (PPO)- \$143.14 or Plan 2 (High Ded) - \$67.86	Plan 1 (PPO) - \$2000 Single and \$6000 Family	
				80/20 both plans	\$2000 both plans		80/20 Coinsurance %	Plan 2 (High Ded) - \$3800 Single and \$7000 Family	
Employee pays additional premium for dependents above the employee only portion				\$568.48 standard PPO plan. \$283.57 HDHP		One Dependent Regardless Whether Child or Spouse	Plan 1 (PPO)- \$649.39 or Plan 2 (High Ded)- \$496.34	Plan 1 (PPO) - \$2000 Single and \$6000 Family	
				80/20 both plans	\$6000 standard PPO plan. \$4000 HDHP		80/20 Coinsurance %	Plan 2 (High Ded) - \$3800 Single and \$7000 Family	
Employee pays additional premium for dependents above the employee only portion				\$682.18 standard PPO plan. \$315.59 HDHP		Two Dependents Regardless Whether Child or Spouse	Plan 1 (PPO)- \$596.23 or Plan 2 (High Ded)- \$450.70	Plan 1 (PPO) - \$2000 Single and \$6000 Family	
				80/20 both plans	\$6000 standard PPO plan. \$4000 HDHP		80/20 Coinsurance %	Plan 2 (High Ded) - \$3800 Single and \$7000 Family	
Employee pays additional premium for dependents above the employee only portion				N/A	N/A		Plan 1 (PPO)- \$849.86 or Plan 2 (High Ded)- \$652.19	Plan 1 (PPO)- \$2000 Single and \$6000 Family	
				N/A	N/A		80/20 Coinsurance %	Plan 2 (High Ded) - \$3800 Single and \$7000 Family	
100% Employee paid				Included With Medical Health Insurance Premium	\$100.00 Deductible for Single	\$200 for Family	PPO- Employee Only \$17.89. EE + Spouse \$35.80. EE + Children \$45.37. Family \$63.27 OR High Ded- Employee Only \$27.95. EE + Spouse \$55.89. EE + Children \$70.29. Family \$98.25.		
Notes:	Premium:	Coverage Amount:	Notes:	Premium:	Coverage Amount:	Notes:	Premium:	Coverage Amount:	Notes:
100% paid by RPC	Paid in full by employer, EE pays	\$20,000 for all full time employees		Included With IMRF Participation	Varies By Employee/Length of Service, Etc.		0	\$10,000.00	
n/a - Sick Time is our Short Term Disability				Included With IMRF Participation	N/A		N/A	N/A	
100% paid by employer, paprt of our IMRF benefits				Included With IMRF Participation	50%		N/A	N/A	
Allstate Supplemental Insurance and EyeMed Vision Insurance is offered				Yes, 100% Paid By Employee			Yes- Lincoln Financial Group		
Retirement	Retirement	Retirement	Retirement	Retirement	Retirement	Retirement	Retirement	Retirement	Retirement
und (IMRF); Employee pays 5% of salary; fully vested at 10 years				IMRF			IMRF		
% Employee paid				457			457(b) Deferred Comp Nationwide		
				No			N/A		
Other	Other	Other	Other	Other	Other	Other	Other	Other	Other
				Yes			N/A		
up to 100% depending on request	Annual budget of \$15,000 for all city employees to utilize. Once funding is gone, wait until next year.			Yes			N/A		
a % based on years of service	5-9yrs: 2%. 10-14yrs: 4%. 15-19yrs: 6%. 20+: 8%			Yes			N/A		
50% of parking fees paid by employer				No			\$50 monthly stipend		
n/a				No			N/A		
n/a				Yes			N/A		
n/a				No			N/A		
mileage reimbursement at IRS rates				Yes, depends on position		Mileage reimbursement otherwise	N/A		



BLS Occupation Title	TCRPC Occupation Title	Peoria			Bloomington			Decatur			Quad Cities			Springfield			Champaign-Urbana		
<b>11-1021 General and Operations Managers</b>	<b>Executive Director</b>	Peoria			Bloomington			Decatur			Quad Cities			Springfield			Champaign-Urbana		
Plan, direct, or coordinate the operations of public or private sector organizations. Duties and responsibilities include formulating policies, managing daily operations, and planning the use of materials and human resources, but are too diverse and general in nature to be classified in any one functional area of management or administration, such as personnel, purchasing, or administrative services. Excludes First-Line Supervisors.		Median Hourly Wage	Mean Hourly Wage	Annual Mean Wage	Median Hourly Wage	Mean Hourly Wage	Annual Mean Wage	Median Hourly Wage	Mean Hourly Wage	Annual Mean Wage	Median Hourly Wage	Mean Hourly Wage	Annual Mean Wage	Median Hourly Wage	Mean Hourly Wage	Annual Mean Wage	Median Hourly Wage	Mean Hourly Wage	Annual Mean Wage
		\$ 39.53	\$ 60.45	\$ 125,740	\$ 39.09	\$ 46.20	\$ 96,100	\$ 40.61	\$ 46.84	\$ 97,430	\$ 38.81	\$ 48.05	\$ 99,950	\$ 40.87	\$ 47.01	\$ 97,770	\$ 38.74	\$ 50.38	\$ 104,780
<b>11-9041 Architectural and Engineering Managers</b>	<b>Executive Director/Planning Program Manager</b>	Peoria			Bloomington			Decatur			Quad Cities			Springfield			Champaign-Urbana		
Plan, direct, or coordinate activities in such fields as architecture and engineering or research and development in these fields. Excludes "Natural Sciences Managers" (11-9121).		Median Hourly Wage	Mean Hourly Wage	Annual Mean Wage	Median Hourly Wage	Mean Hourly Wage	Annual Mean Wage	Median Hourly Wage	Mean Hourly Wage	Annual Mean Wage	Median Hourly Wage	Mean Hourly Wage	Annual Mean Wage	Median Hourly Wage	Mean Hourly Wage	Annual Mean Wage	Median Hourly Wage	Mean Hourly Wage	Annual Mean Wage
		N/A	N/A	N/A	\$ 67.41	\$ 72.87	\$ 151,570	\$ 69.33	\$ 72.01	\$ 149,790	\$ 62.23	\$ 63.59	\$ 132,260	\$ 68.14	\$ 69.39	\$ 144,330	\$ 61.77	\$ 62.99	\$ 131,020
<b>11-3011 Administrative Services Managers</b>	<b>Planning Program Manager</b>	Peoria			Bloomington			Decatur			Quad Cities			Springfield			Champaign-Urbana		
Plan, direct, or coordinate one or more administrative services of an organization, such as records and information management, mail distribution, facilities planning and maintenance, custodial operations, and other office support services. Medical records administrators are included in "Medical and Health Services Managers" (11-9111). Excludes "Purchasing Managers" (11-3061).		Median Hourly Wage	Mean Hourly Wage	Annual Mean Wage	Median Hourly Wage	Mean Hourly Wage	Annual Mean Wage	Median Hourly Wage	Mean Hourly Wage	Annual Mean Wage	Median Hourly Wage	Mean Hourly Wage	Annual Mean Wage	Median Hourly Wage	Mean Hourly Wage	Annual Mean Wage	Median Hourly Wage	Mean Hourly Wage	Annual Mean Wage
		\$ 43.75	\$ 51.98	\$ 108,120	\$ 47.98	\$ 49.49	\$ 102,940	\$ 37.03	\$ 38.49	\$ 80,060	\$ 41.98	\$ 47.40	\$ 98,580	\$ 39.35	\$ 42.19	\$ 87,760	\$ 42.14	\$ 42.47	\$ 88,340.00
<b>19-3051 Urban and Regional Planners</b>	<b>Planner</b>	Peoria			Bloomington			Decatur			Quad Cities			Springfield			Champaign-Urbana		
Develop comprehensive plans and programs for use of land and physical facilities of jurisdictions, such as towns, cities, counties, and metropolitan areas.		Median Hourly Wage	Mean Hourly Wage	Annual Mean Wage	Median Hourly Wage	Mean Hourly Wage	Annual Mean Wage	Median Hourly Wage	Mean Hourly Wage	Annual Mean Wage	Median Hourly Wage	Mean Hourly Wage	Annual Mean Wage	Median Hourly Wage	Mean Hourly Wage	Annual Mean Wage	Median Hourly Wage	Mean Hourly Wage	Annual Mean Wage
		N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	\$ 35.76	\$ 39.12	\$ 81,360	N/A	N/A	N/A	\$ 34.40	\$ 37.14	\$ 77,240
<b>43-6011 Executive Secretaries and Executive Administrative Assistants</b>	<b>Office Administrator</b>	Peoria			Bloomington			Decatur			Quad Cities			Springfield			Champaign-Urbana		
Provide high-level administrative support by conducting research, preparing statistical reports, handling information requests, and performing clerical functions such as preparing correspondence, receiving visitors, arranging conference calls, and scheduling meetings. May also train and supervise lower-level clerical staff. Excludes "Secretaries" (43-6012 through 43-6014).		Median Hourly Wage	Mean Hourly Wage	Annual Mean Wage	Median Hourly Wage	Mean Hourly Wage	Annual Mean Wage	Median Hourly Wage	Mean Hourly Wage	Annual Mean Wage	Median Hourly Wage	Mean Hourly Wage	Annual Mean Wage	Median Hourly Wage	Mean Hourly Wage	Annual Mean Wage	Median Hourly Wage	Mean Hourly Wage	Annual Mean Wage
		\$ 22.36	\$ 22.58	\$ 49,690	\$ 21.20	\$ 23.47	\$ 48,820	\$ 22.50	\$ 23.20	\$ 48,260	\$ 24.11	\$ 25.07	\$ 52,140	\$ 28.08	\$ 29.04	\$ 60,400	\$ 29.96	\$ 31.14	\$ 64,780
<b>17-1021 Cartographers and Photogrammetrists</b>	<b>GIS</b>	Peoria			Bloomington			Decatur			Quad Cities			Springfield			Champaign-Urbana		
Collect, analyze, and interpret geographic information provided by geodetic surveys, aerial photographs, and satellite data. Research, study, and prepare maps and other spatial data in digital or graphic form for legal, social, political, educational, and design purposes. May work with Geographic Information Systems (GIS). May design and evaluate algorithms, data structures, and user interfaces for GIS and mapping systems.		Median Hourly Wage	Mean Hourly Wage	Annual Mean Wage	Median Hourly Wage	Mean Hourly Wage	Annual Mean Wage	Median Hourly Wage	Mean Hourly Wage	Annual Mean Wage	Median Hourly Wage	Mean Hourly Wage	Annual Mean Wage	Median Hourly Wage	Mean Hourly Wage	Annual Mean Wage	Median Hourly Wage	Mean Hourly Wage	Annual Mean Wage
		N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
<b>17-1022 Surveyors</b>	<b>GIS</b>	Peoria			Bloomington			Decatur			Quad Cities			Springfield			Champaign-Urbana		
Make exact measurements and determine property boundaries. Provide data relevant to the shape, contour, gravitation, location, elevation, or dimension of land or land features on or near the earth's surface for engineering, mapmaking, mining, land evaluation, construction, and other purposes.		Median Hourly Wage	Mean Hourly Wage	Annual Mean Wage	Median Hourly Wage	Mean Hourly Wage	Annual Mean Wage	Median Hourly Wage	Mean Hourly Wage	Annual Mean Wage	Median Hourly Wage	Mean Hourly Wage	Annual Mean Wage	Median Hourly Wage	Mean Hourly Wage	Annual Mean Wage	Median Hourly Wage	Mean Hourly Wage	Annual Mean Wage
		N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	\$ 32.98	\$ 33.62	\$ 69,930	\$ 49.76	\$ 47.43	\$ 98,650	N/A	N/A	N/A
<b>13-2011 Accountants and Auditors</b>	<b>Staff Accountant</b>	Peoria			Bloomington			Decatur			Quad Cities			Springfield			Champaign-Urbana		
Examine, analyze, and interpret accounting records to prepare financial statements, give advice, or audit and evaluate statements prepared by others. Install or advise on systems of recording costs or other financial and budgetary data. Excludes "Tax Examiners and Collectors, and Revenue Agents" (13-2081).		Median Hourly Wage	Mean Hourly Wage	Annual Mean Wage	Median Hourly Wage	Mean Hourly Wage	Annual Mean Wage	Median Hourly Wage	Mean Hourly Wage	Annual Mean Wage	Median Hourly Wage	Mean Hourly Wage	Annual Mean Wage	Median Hourly Wage	Mean Hourly Wage	Annual Mean Wage	Median Hourly Wage	Mean Hourly Wage	Annual Mean Wage
		\$ 35.89	\$ 38.38	\$ 79,820	\$ 32.83	\$ 35.31	\$ 73,450	\$ 29.28	\$ 31.01	\$ 64,510	\$ 28.98	\$ 32.27	\$ 67,120	\$ 31.24	\$ 34.50	\$ 71,760	\$ 31.18	\$ 33.11	\$ 68,860

National Data

**11-1021 General and Operations Managers** *Executive Director*

Plan, direct, or coordinate the operations of public or private sector organizations. Duties and responsibilities include formulating policies, managing daily operations, and planning the use of materials and human resources, but are too diverse and general in nature to be classified in any one functional area of management or administration, such as personnel, purchasing, or administrative services. Excludes First-Line Supervisors.

Mean hourly wage	Mean annual wage (2)
\$55.41	\$115,250

Percentile	10%	25%	50% (Median)	75%	90%
Hourly Wage	\$20.80	\$29.18	\$47.10	\$72.96	\$100.00
<a href="#">Annual Wage (2)</a>	\$43,260	\$60,690	\$97,970	\$151,750	\$208,000

Industry	Hourly mean wage	Annual mean wage (2)
<a href="#">Management of Companies and Enterprises</a>	\$76.55	\$159,230
<a href="#">Restaurants and Other Eating Places</a>	\$31.10	\$64,680
<a href="#">Management, Scientific, and Technical Consulting Services</a>	\$69.91	\$145,400
<a href="#">Computer Systems Design and Related Services</a>	\$70.65	\$146,950
<a href="#">Local Government, excluding schools and hospitals (OES Designation)</a>	N/A	N/A

**11-9041 Architectural and Engineering Managers** *Executive Director/Planning Program Manager*

Plan, direct, or coordinate activities in such fields as architecture and engineering or research and development in these fields. Excludes "Natural Sciences Managers" (11-9121).

Mean hourly wage	Mean annual wage (2)
\$76.43	\$158,970

Percentile	10%	25%	50% (Median)	75%	90%
Hourly Wage	\$47.76	\$60.32	\$73.25	\$91.55	\$100.00
<a href="#">Annual Wage (2)</a>	\$99,350	\$125,470	\$152,350	\$190,420	\$208,000

Industry	Hourly mean wage	Annual mean wage (2)
<a href="#">Architectural, Engineering, and Related Services</a>	\$74.47	\$154,900
<a href="#">Management of Companies and Enterprises</a>	\$86.38	\$179,660
<a href="#">Scientific Research and Development Services</a>	\$92.65	\$192,700
<a href="#">Navigational, Measuring, Electromedical, and Control Instruments Manufacturing</a>	\$79.91	\$166,210
<a href="#">Federal Executive Branch (OES Designation)</a>	N/A	N/A

**11-3011 Administrative Services Managers** *Planning Program Manager*

Plan, direct, or coordinate one or more administrative services of an organization, such as records and information management, mail distribution, facilities planning and maintenance, custodial operations, and other office support services. Medical records administrators are included in "Medical and Health Services Managers" (11-9111). Excludes "Purchasing Managers" (11-3061).

Mean hourly wage	Mean annual wage (2)
\$54.34	\$113,030

Percentile	10%	25%	50% (Median)	75%	90%
Hourly Wage	\$28.59	\$37.05	\$48.16	\$63.05	\$81.21
Annual Wage (2)	\$59,470	\$77,070	\$100,170	\$131,130	\$168,910

Industry	Hourly mean wage	Annual mean wage (2)
<a href="#">Local Government, excluding schools and hospitals (OES Designation).</a>	\$50.35	\$104,730
<a href="#">Management of Companies and Enterprises.</a>	\$64.31	\$133,770
<a href="#">Colleges, Universities, and Professional Schools.</a>	\$46.68	\$97,100
<a href="#">General Medical and Surgical Hospitals.</a>	\$54.55	\$113,460
<a href="#">State Government, excluding schools and hospitals (OES Designation).</a>	\$49.50	\$102,970

### 19-3051 Urban and Regional Planners *Planner*

Develop comprehensive plans and programs for use of land and physical facilities of jurisdictions, such as towns, cities, counties, and metropolitan areas.

Mean hourly wage	Mean annual wage (2)
\$39.09	\$81,310

Percentile	10%	25%	50% (Median)	75%	90%
Hourly Wage	\$23.42	\$29.75	\$37.74	\$47.64	\$57.38
Annual Wage (2)	\$48,720	\$61,800	\$78,500	\$99,090	\$119,340

Industry	Hourly mean wage	Annual mean wage (2)
<a href="#">Local Government, excluding schools and hospitals (OES Designation).</a>	\$38.04	\$79,120
<a href="#">Architectural, Engineering, and Related Services.</a>	\$43.41	\$90,290
<a href="#">State Government, excluding schools and hospitals (OES Designation).</a>	\$38.41	\$79,880
<a href="#">Federal Executive Branch (OES Designation).</a>	\$49.86	\$103,720
<a href="#">Management, Scientific, and Technical Consulting Services.</a>	\$39.11	\$81,340

### 43-6011 Executive Secretaries and Executive Administrative Assistants *Office Administrator*

Provide high-level administrative support by conducting research, preparing statistical reports, handling information requests, and performing clerical functions such as preparing correspondence, receiving visitors, arranging conference calls, and scheduling meetings. May also train and supervise lower-level clerical staff. Excludes "Secretaries" (43-6012 through 43-6014).

Mean hourly wage	Mean annual wage
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<b>wage</b>	<a href="#">wage (2)</a>
\$32.15	\$66,870

Percentile	10%	25%	50% (Median)	75%	90%
Hourly Wage	\$18.57	\$23.43	\$29.84	\$37.55	\$47.25
<a href="#">Annual Wage (2)</a>	\$38,620	\$48,720	\$62,060	\$78,110	\$98,280

Industry	Hourly mean wage	<a href="#">Annual mean wage (2)</a>
<a href="#">Colleges, Universities, and Professional Schools</a>	\$29.59	\$61,540
<a href="#">Local Government, excluding schools and hospitals (OES Designation)</a>	\$31.99	\$66,540
<a href="#">State Government, excluding schools and hospitals (OES Designation)</a>	\$28.30	\$58,870
<a href="#">Management of Companies and Enterprises</a>	\$35.77	\$74,400
<a href="#">Securities, Commodity Contracts, and Other Financial Investments and Related Activities</a>	\$39.82	\$82,830

## 17-1021 Cartographers and Photogrammetrists GIS

Collect, analyze, and interpret geographic information provided by geodetic surveys, aerial photographs, and satellite data. Research, study, and prepare maps and other spatial data in digital or graphic form for legal, social, political, educational, and design purposes. May work with Geographic Information Systems (GIS). May design and evaluate algorithms, data structures, and user interfaces for GIS and mapping systems.

Mean hourly wage	Mean annual wage (2)
\$35.34	\$73,510

Percentile	10%	25%	50% (Median)	75%	90%
Hourly Wage	\$22.71	\$27.88	\$33.12	\$41.35	\$49.73
<a href="#">Annual Wage (2)</a>	\$47,230	\$58,000	\$68,900	\$86,000	\$103,450

Industry	Hourly mean wage	<a href="#">Annual mean wage (2)</a>
<a href="#">Local Government, excluding schools and hospitals (OES Designation)</a>	\$34.35	\$71,450
<a href="#">Architectural, Engineering, and Related Services</a>	\$33.50	\$69,690
<a href="#">Management, Scientific, and Technical Consulting Services</a>	\$34.86	\$72,500
<a href="#">State Government, excluding schools and hospitals (OES Designation)</a>	\$32.70	\$68,020
<a href="#">Federal Executive Branch (OES Designation)</a>	\$46.22	\$96,140

## 17-1022 Surveyors GIS

Make exact measurements and determine property boundaries. Provide data relevant to the shape, contour, gravitation, location, elevation, or dimension of land or land features on or near the earth's surface for engineering, mapmaking, mining, land evaluation, construction, and other purposes.

Mean hourly wage	Mean annual wage (2)
\$33.12	\$68,880

Percentile	10%	25%	50% (Median)	75%	90%
Hourly Wage	\$17.96	\$22.93	\$29.62	\$38.27	\$48.68
<a href="#">Annual Wage (2)</a>	\$37,360	\$47,690	\$61,600	\$79,600	\$101,240

<b>Industry</b>	<b>Hourly mean wage</b>	<b><a href="#">Annual mean wage (2)</a></b>
<a href="#">Architectural, Engineering, and Related Services</a>	\$32.65	\$67,900
<a href="#">Local Government, excluding schools and hospitals (OES Designation)</a>	\$35.42	\$73,680
<a href="#">State Government, excluding schools and hospitals (OES Designation)</a>	\$42.06	\$87,480
<a href="#">Highway, Street, and Bridge Construction</a>	\$35.21	\$73,240
<a href="#">Nonresidential Building Construction</a>	N/A	N/A

## 13-2011 Accountants and Auditors

### *Staff Accountant*

Examine, analyze, and interpret accounting records to prepare financial statements, give advice, or audit and evaluate statements prepared by others. Install or advise on systems of recording costs or other financial and budgetary data. Excludes "Tax Examiners and Collectors, and Revenue Agents" (13-2081).

<b>Mean hourly wage</b>	<b>Mean annual wage (2)</b>
\$40.37	\$83,980

<b>Percentile</b>	<b>10%</b>	<b>25%</b>	<b>50% (Median)</b>	<b>75%</b>	<b>90%</b>
Hourly Wage	\$23.06	\$29.21	\$37.14	\$47.98	\$62.01
<a href="#">Annual Wage (2)</a>	\$47,970	\$60,760	\$77,250	\$99,800	\$128,970

<b>Industry</b>	<b>Hourly mean wage</b>	<b><a href="#">Annual mean wage (2)</a></b>
<a href="#">Accounting, Tax Preparation, Bookkeeping, and Payroll Services</a>	\$41.66	\$86,650
<a href="#">Management of Companies and Enterprises</a>	\$40.78	\$84,820
<a href="#">Local Government, excluding schools and hospitals (OES Designation)</a>	\$35.51	\$73,860
<a href="#">State Government, excluding schools and hospitals (OES Designation)</a>	\$34.05	\$70,830
<a href="#">Management, Scientific, and Technical Consulting Services</a>	N/A	N/A



## Acronym List

Transportation Planning 101		Details
MPO	Metropolitan Planning Organization	50,000+ population
TMA	Transportation Management Area	200,00+ population
UA	Urbanized Area	Planning boundary determined by U.S Census Bureau
MPA	Metropolitan Planning Area	UA + adjacent area expected to urbanize in 20 years
USDOT	United States Department of Transportation	An executive department of the U.S federal government
IDOT	Illinois Department of Transportation	State agency in charge of state-maintained public roadways
IDOT - OPP	Office of Planning and Programming	TCRPC works most closely with this division
FTA	Federal Transit Administration	Part of USDOT
FHWA	Federal Highway Administration	Part of USDOT
HSTP	Human Services Transportation Plan (Committee)	Targets transit services for special populations
MPO Transportation Plans		Required Review or Allocation
TIP	Transportation Improvement Program	Annual
L RTP	Long Range Transportation Plan	Every 5 years
UPWP	Unified Planning Work Program	As needed or every three years
PPP	Public Participation Plan	As needed or every three years
Title VI	Title VI of the Civil Rights Act of 1964: prohibits employment discrimination based on race, color, and national origin	As needed or every three years
EJ	Environmental Justice	As needed or every three years
LAP	Language Assistance Program	As needed or every three years
CMP	Congestion Management Plan	As needed
POP	Previously Obligated Projects	Annual
HSTP Doc	Human Services Transportation Plan Document	Every 5 years
Transportation Planning Tools		
TDM	Travel Demand Model: analysis tool that provides a systematic framework for representing how travel demand changes in response to different input assumptions	As needed
ABM	Activity Based Model: a type of model that works at a disaggregate person-level rather than a more aggregate zone-level like most trip-based models	As needed
TCRPC Federal Funding		
STS	Special Transportation Study	Annual
5310	Enhanced Mobility of Seniors and Individuals with Disabilities Program	Annual apportionment
STBG	Surface Transportation Block Grant	Annual apportionment but regularly every 2 years
TAP	Transportation Alternatives Program	Annual apportionment but regularly every 2 years
IDOT Funding		
ITEP	Illinois Transportation Enhancement Program	Every 2 years
SRTS	Safe Routes To School	Annual
HSIP	Highway Safety Improvement Program	Annual
SPR	State Planning and Research	Annual
PL	Metropolitan Planning Funds	Annual

## Additional Acronyms

### Transportation

3C	Continuing, Comprehensive, and Cooperative
AADT	Annual Average Daily Traffic
ADA	Americans with Disabilities Act
ADT	Average Daily Traffic
ALOP	Annual Listing of Federally Obligated Projects
AV	Autonomous Vehicle
CVP	IDOT's Consolidated Vehicle Procurement Program
FAU	Federal-Aid Urban
IIJA	Infrastructure Investment and Jobs Act
ITS	Intelligent Transportation System
MFT	Motor Fuel Tax
MTP	Metropolitan Transportation Plan
MYP	Multi-Year Improvement Program
NHPP	National Highway Performance Program
NHS	National Highway System
RTP	Recreational Trails Program
STIP	Statewide Transportation Improvement Plan
TAM	Transit Asset Management
VMT	Vehicle Miles Traveled

### Federal Agencies

USFWS	US Fish and Wildlife Service
ACOE	United States Army Corps of Engineers
EDA	US Economic Development Administration
HUD	US Department of Housing and Urban Development
NHTSA	National Highway Traffic Safety Administration
NRCS	Natural Resources Conservation Service

### Grant Administration

CFR	Code of Federal Regulations
FFY	Federal Fiscal Year
FOIA	Freedom of Information Act
GATA	Grant Accountability and Transparency Act
IGA	Intergovernmental Agreement
MOU	Memorandum of Understanding
NEPA	National Environmental Policy Act
NOFO	Notice of Funding Opportunity
NOSA	Notice of State Award
OMB	Office of Management and Budget
RFP	Request for Proposals
RFQ	Request for Qualifications
SAM	System for Award Management
SOW	Scope of Work/Statement of Work
UEI	Unique Entity Identifier
WIK	Work in Kind

### State Agencies

IDNR	Illinois Department of Natural Resources
IEMA	Illinois Emergency Management Agency
IEPA	Illinois Environmental Protection Agency
ISWS	Illinois State Water Survey
BLRS	IDOT Bureau of Local Roads and Streets

### Professional Organizations

AMPO	Association of Metropolitan Planning Organizations
APA	American Planning Association
ILARC	Illinois Association of Regional Councils
ILGISA	Illinois GIS Association