



MID-OHIO REGIONAL
MORPC
PLANNING COMMISSION

111 Liberty St., Suite 100
Columbus, Ohio 43215
www.morpc.org

NOTICE OF A MEETING

**EXECUTIVE COMMITTEE MEETING
MID-OHIO REGIONAL PLANNING COMMISSION
111 LIBERTY STREET, SUITE 100
COLUMBUS, OH 43215
*BOARD ROOM***

Thursday, February 6, 2025
1:30 p.m.

Remote Option

To join by video and see any screen sharing, click on “Join Microsoft Teams Meeting” below. You do not need to have Microsoft Teams for the link to work.

[Join Microsoft Teams Meeting](#)

Meeting ID: 221 619 410 525

Passcode: Wv74HS9z

To participate by phone, use the conference call information below.

[614-362-3056](tel:614-362-3056), Columbus

[\(888\) 596-2819](tel:888-596-2819), United States (Toll-free)

Phone conference ID: 599 213 000#

AGENDA

1. **Welcome** – Michelle Crandall, Chair
2. **Consent Agenda**
 - Approval of **December 5, 2024 minutes**
3. **Executive Director’s Report** – William Murdock, Executive Director
4. **Quarterly Financial Statements** – Shawn Hufstedler, Chief Operating Officer
5. **Committee Updates**
 - **Bylaws Committee** – Haley Lupton, Chair
 - **Regional Policy Roundtable** – Joseph Garrity, Senior Director of Government Affairs & Community Relations

William Murdock, AICP
Executive Director

Chris Amorose Groomes
Chair

Michelle Crandall
Vice Chair

Ben Kessler
Secretary

- **Transportation Policy Committee** – Parag Agrawal, Chief Mobility and Development Officer
- 6. **Proposed Resolution EC-01-25: “Authorizing the updated Pay Range and Authorized Staff Positions by Job Title Table”** – Shawn Hufstedler, Chief Operating Officer
- 7. **Draft Commission Agenda**
- 8. **Other Business**

PLEASE NOTIFY SHARI SAUNDERS AT 614-233-4169 OR ssaunders@morpc.org IF YOU REQUIRE SPECIAL ASSISTANCE.

**The next Executive Committee Meeting is
Thursday, March 6, 2025 at 1:30 p.m.
111 Liberty Street, Suite 100
Columbus, Ohio 43215**

PARKING AND TRANSIT: When parking in MORPC's parking lot, please be sure to park in a MORPC visitor space or in a space marked with a yellow “M”. Handicapped parking is available at the side of MORPC's building. Electric vehicle charging stations are available for MORPC guests.

Indoor bike parking is available for MORPC guests.

MORPC is accessible by COTA BUS. The closest bus stop to MORPC is S. Front Street & W. Blenkner St. Buses that accommodate this stop are the Number 61 - Grove City, the Number 5 - West 5th Ave. /Refugee, and the Number 8 - Karl/S. High/Parsons. MORPC is accessible by COTA BUS. The closest bus stop to MORPC southbound is High Street & W. Blenkner Street. Buses that accommodate this stop are the 5 - West 5th Ave./Refugee, and the 8 - Karl/S. High/Parsons. The closest stop to MORPC northbound is High Street & E. Hoster Street. Buses that accommodate this stop are the 5 - West 5th Avenue/Refugee and the 8 - Karl/S. High/Parsons. Accessible from the Courthouse stop by a quick walk are COTA lines 1, 2, 4, and CMAX.



Mid-Ohio Regional Planning Commission Executive Committee Meeting Minutes

Date: December 5, 2024
Time: 1:30 p.m.
Location: MORPC Board Room

Members Attending in Person

LaGrieta Acheampong	Laurie Jadwin	Haley Lupton
Chris Amorose Grooms	James Jewell	Joe Stefanov
Lourdes Barroso de Padilla	Ben Kessler	

Members Attending Remotely

Kristen Atha

MORPC Staff Attending in Person

Parag Agrawal	Ralonda Hampton	Kelsey Matson
Steve Armstrong	Shawn Hufstedler	William Murdock
Matika Garrison	Jessica Kuenzli	Shari Saunders
Joe Garrity	Eileen Leuby	Robert Williams

Welcome – Ben Kessler

Acting Chair Ben Kessler called the meeting to order at 1:34 p.m. and announced the Executive Session at the end of today's meeting is for the traditional annual review of accomplishments and goals of the Executive Director.

Consent Agenda

LaGrieta Acheampong made a motion to approve the Consent Agenda, second by Lourdes Barroso de Padilla; motion passed.

Executive Director's Report – William Murdock

William Murdock presented the [Executive Director's Report](#). Mr. Murdock announced MORPC received a \$1.4 million award from U.S. DOT for the Prioritization Process Pilot Program (PPPP) for Sustainable Transportation Development. Our application, Building Equitable and Safe Transportation (BEST) will help us reinvent the Metropolitan Transportation Plan process to enhance the plan and incorporate safety and economic development in the evaluation process. We are the only entity in the Midwest to receive one of these grants.

Mr. Murdock announced we will likely have one to three additional resolutions for consideration at next week's Commission. Consultants are advising us to get things under contract to avoid possible delays during the upcoming presidential transition.

MORPC's HR Director Andrea Doolittle is retiring at the end of the year. We will post the position soon. Before leaving, Ms. Doolittle is launching the HRIS system. She helped manage the completion of the 360 professional development process for thirteen people that sets us up for 2025 professional development.

The Regional Housing Collaborative hired a consultant to set up more services and initiatives around getting housing built around the region. MORPC will assist as we can.

Mr. Murdock shared a new commercial on home energy efficiency services. MORPC continues to work hard on engaging and finding clients. The commercial will be shared on social media platforms and two TV stations.

The Comprehensive Economic Development Strategy (CEDS) Committee held their second meeting in November. There is a possibility the Economic Development Administration will be reauthorized before this Congress closes meaning more funding for MORPC economic development activities and for technical assistance for communities.

The Passenger Rail Committee held its second meeting and received updates from Amtrak and the Ohio Rail Development Commission. We were reassured by multiple folks that the grants supporting the rail studies will be funded for the next couple of years. We are developing an approach in talking to communities with likely station locations to develop a match in preparation for phases two and three. We continue to work with partners on the Midwest Connect line meeting with communities and legislators in multiple states.

The 208 Process Review Committee anticipates bringing a recommendation to the Executive Committee and Commission in the spring. The committee agrees this is something MORPC should make a recommendation on and that the region should have a process.

Licking County will receive an update on the Regional Water Study in two weeks. The rest of the 15-county region will receive an update in February 2025.

Registration is open for Data Day 2025, February 5 at the Columbus State Community College Workforce Development Center.

MORPC is hosting a Holiday Reception before the December Commission meeting to celebrate reaching 90 members.

Mr. Murdock encouraged members to nominate regional leaders for the upcoming State of the Region awards. The State of the Region is March 21, 2025, at the new Hilton downtown.

Proposed Resolution 17-24: “Acceptance of the fiscal budget and fund account appropriations for the operation of the Mid-Ohio Regional Planning Commission for 2025” – William Murdock and Shawn Hufstedler

William Murdock and Shawn Hufstedler presented the [2025 Budget](#). The 2025 budget is assertive toward meeting our goals and complicated due to the diverse funding sources. While taking into account major opportunities, the focus of MORPC’s budget is to:

- Advance the Strategic Framework
- Be assertive in uncertain times
- Enhance the MORPC Team
- Strengthen operations, reporting and finances

Mr. Murdock shared priority initiatives for each pillar of the Strategic Framework.

Mr. Hufstedler gave an overview of the 2025 Budget Book included in the meeting packet. The actual budget is on page 6. Mr. Hufstedler recognized Betsy Hunkar, Steve Armstrong, and Alisa Obukhova for their work on putting together the budget. He thanked Mr. Murdock for his guidance and support. The Department Heads were also a great help.

The 2025 budget is \$30.4 million; a \$6.8 million increase from 2024. Federal funding is the largest revenue source. The first three columns on the 5-year revenue comparison chart are actual figures while the last two columns are budget figures. The actual figures are noticeably less than the budget

columns. This is expected and consistent with our budget approach of budgeting on the high side. The budget may not have all programs that we will ultimately receive. We will bring those through resolutions.

The increase in staff salaries and benefits is due to an increase in FTE's, wage increases across the board, a few promotions and wage adjustments, and salary enhancements. The fringe rate changed slightly to 59 percent. The combined net fringe and indirect rates are flat.

The \$90,000 increase in member dues is due to acceptance of new members, population changes, and dues rate increases.

Residential Services made great strides this year. We had projected a \$50,000 subsidy this year. Current projections are showing much less than that even with the decline of weatherization clients. The decline in weatherization clients is not unique to MORPC. Every provider is seeing a dramatic downtick in clients.

Joe Stefanov made a motion to approve Resolution 17-24, second by Chris Amorose Groomes; motion passed.

Benefits & Compensation Committee – Joe Stefanov

Joe Stefanov reported after the Benefits & Compensation Committee met in October and the MORPC Team reviewed budget data, the Benefits & Compensation Committee recommends passage of Resolution EC-03-24.

- **Proposed Resolution EC-03-24: “Setting compensation guidelines and limits for the 2025 compensation year” – Shawn Hufstедler**

Joe Stefanov made a motion to approve Resolution EC-03-24, second by James Jewell; motion passed.

Bylaws Committee – Haley Lupton

Haley Lupton reported the Bylaws Committee anticipates meeting in early 2025.

Sustainability Advisory Committee – Jessica Kuenzli

Jessica Kuenzli revisited the conversation from last month regarding the [Clean Ohio Administrative Services Request](#) regarding District 17 of the Natural Resources. Districts 3 and 17 are the only districts fully contained in MORPC's area. Licking County served as the previous liaison but stepped down due to staffing issues. District 17 funded five projects over the last two funding cycles. District 3 funded six projects during the same period. We do not need to hire additional staff.

- **Proposed Resolution 21-24: “Authorizing the executive director to enter into an agreement with District 17 National Resources Assistance Council (NRAC) to serve as the liaison for the Clean Ohio Green Space Conservation Program”**

Laurie Jadwin made a motion to approve Resolution 21-24, second by Lourdes Barroso de Padilla; motion passed.

Central Ohio Rural Planning Organization – Parag Agrawal

Parag Agrawal announced the Central Ohio Rural Planning Organization (CORPO) has new leadership. The Chair is Jeff Stauch, Union County Engineer. The Vice Chair is Brian Ball, City of Mount Vernon Engineer. The CORPO Safety Action Plan is finalized and available [online](#). The CORPO

Transportation Improvement Program (TIP) is updated every two years. The update starts early next year.

Transportation Policy Committee – Parag Agrawal

Parag Agrawal announced MORPC awarded four communities Technical Assistance Program services for 2025.

For the 5310 program, MORPC received 18 applications for 37 different projects requesting \$5.12 million (\$1.7 million is available). The Review Committee and Staff recommend funding projects from 15 different applications.

MORPC is working with the Ohio Department of Transportation on a December 16 workshop to look at economic development and transportation investments in the Rickenbacker area.

In January, the Programming Department is changing its name to the Department of Mobility and Development (MODE).

Regional Policy Roundtable – Joe Garrity

Joe Garrity gave the legislative update highlighting:

- State of play in Washington
 - Secretary of Transportation nominee
- Federal budget and appropriations
- EDA reauthorization
- Housing technical assistance fund
- Passenger Rail Advocacy

- **Proposed Resolution 18-24: “Adoption of MORPC’s 2025-2026 Public Policy Agenda”**
Lourdes Barroso de Padilla and Mr. Garrity presented the [2025-2026 Public Policy Agenda](#). Council Member Barroso de Padilla recognized the Public Policy Agenda Working Group Members and noted Mayor Sloan Spalding led the Working Group. The Regional Policy Roundtable unanimously adopted the 2025-2026 Public Policy Agenda at their December meeting. The full policy will be available online in early 2025.

The agenda is representative of all 90 local governments and allows us to advocate with one voice. It reflects our strategic framework and is tailored to our audience, members of the Congressional delegation and Statehouse. The policy has lead goals and collaborative goals. The key changes from the last Public Policy Agenda include integrating the data and digital infrastructure lead goal into regionalism; aligning the goals with the Strategic Framework and department names; and emphasizing protection of federal investments.

Lourdes Barroso de Padilla made a motion to approve Resolution 18-24, second by LaGrieta Acheampong; motion passed.

Proposed Resolution 19-24: “Accepting the Village of Alexandria as a member of the Mid-Ohio Regional Planning Commission (MORPC)” – William Murdock

Joe Stefanov made a motion to approve Resolution 19-24, second by Laurie Jadwin; motion passed.

Proposed Resolution 20-24: “Accepting the City of Marion as a member of the Mid-Ohio Regional Planning Commission (MORPC)” – William Murdock

James Jewell made a motion to approve Resolution 20-24, second by Haley Lupton; motion passed.

Proposed Resolution EC-05-24: “Authorizing the executive director to enter into agreements with the Franklin County Board of Commissioners to administer the Joint Columbus and Franklin County Housing Advisory Board for the period of January 1, 2025 through December 31, 2025” – Jessica Kuenzli

Joe Stefanov made a motion to accept Resolution EC-05-24, second by Lourdes Barroso de Padilla; motion passed.

Proposed Resolution 22-24: “Authorizing the executive director to enter into agreements for July 1, 2023 through December 31, 2025, with the Franklin County Board of Commissioners for a home repair program” – Robert Williams

Lourdes Barroso de Padilla made a motion to approve Resolution 22-24, second by Chris Amorose Groomes; motion passed.

Draft Commission Agenda

The Executive Committee reviewed the draft December 12, 2024 Commission Meeting Agenda.

Executive Session

LaGrieta Acheamong made a motion for the Executive Committee to enter into Executive Session for the purpose of Section 121.22 (G) (1): To consider the appointment, employment, dismissal, discipline, promotion, demotion, or compensation of a public employee or official, or the investigation of charges or complaints against a public employee, official, licensee, or regulated individual, unless the public employee, official, licensee, or regulated individual requests a public hearing; second by Laurie Jadwin. A roll call vote was conducted with all attending committee members in favor. Executive Session began at 2:47 p.m. and concluded at 3:05 p.m.

The meeting adjourned at 3:05 p.m.

Ben Kessler, Secretary
Executive Committee



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Memorandum

TO: William Murdock, Executive Director
Executive Committee

FROM: Shawn Hufstедler
Chief Operating Officer

DATE: January 31, 2025

SUBJECT: Financial Report – December 2024

Summary

At year end, the operating reserve (investment and cash accounts) was \$3,381,986. A net loss from all operations was recorded year-to-date as of December 31, 2024. The actual fringe was unfavorable and indirect (overhead) rate was favorable, the two netting to a favorable carryforward.

Note that these financial statements are not final. Final year-end adjustments have not yet been posted.

Budget vs. Expenses

Expenses through the quarter ending December 31, 2024, totaled \$17,533,523 or 74% of the year's total budgeted expenses of \$23,629,418.

From a programmatic perspective, expenses differed from the budget for the following reasons:

- Under-spending with Transportation programs of \$1,063,040 can be attributed to:
 - o Less spending than budgeted by \$636,924 for the FTA Section 5310 Program for Enhanced Mobility of Seniors and Individuals with Disabilities. MORPC funds subgrants related to this program for vehicle purchases and other expenses. These subgrant payments are highly variable, and vehicle purchases have in many cases been delayed due to market supply issues.

William Murdock, AICP
Executive Director

Chris Amorose Groomes
Chair

Michelle Crandall
Vice Chair

Ben Kessler
Secretary

- The Growth and Major Economic Development Planning (related to the Intel Project) started later than originally anticipated and is under-budget by \$426,116.
- Under-spending with Infrastructure and Economic Development of \$256,239 can be attributed primarily due to a delay in receiving funding related to the 2024 Infrastructure Project (\$127,903) and the COTA in lieu of NTD (National Transit Database) Competitive Advantage funds (\$110,756). Additionally, several smaller new programs started later than expected.
- Under-spending of \$617,582 in Planning and Sustainability is due to delays in awarding the Regional Water Study contract and the Greenway Project. Additionally, the 2024 Ohio EPA Water Grant, which was budgeted for 2024, has not yet been awarded. ODOT CORE was also underspent due to key position vacancies during the first half of 2024.
- Under-spending associated with Weatherization programs of \$3,367,316 can be attributed to the multi-year Bipartisan Infrastructure Bill (BIL) grant being signed and budget approved later in the year, causing a delay in starting work as well as lack of client availability for both State and Columbia Gas Warm Choice Weatherization Programs.
- Over-spending in Housing Programs of (\$713,818) can be attributed to spending on the 2024 Lead Safe Ohio Grant, which was a new grant not included in the initial budget. (This program is a reimbursable grant, with revenues to match the \$713,818 in expenditures.)
- Member Dues is over-budgeted by (\$23,123) due to greater than anticipated spending from the Services to Members Program, primarily due to Proactive Legislative Activity and Member Service Coordination.

MORPC also budgeted \$971,416 for potential programs/projects in the twelve-month budget period that have not been funded at this time (and for which there have not been any expenses).

Operating Cash/Reserve

MORPC's operating reserve consists of operating cash and investment accounts. As of December 31, 2024, the cash account held \$1,632,665 while the investment account had a balance of \$1,749,321. The investment account is held in STAROhio. Combining both accounts equated to \$3,381,986, or 52 days of budgeted expenses, which is slightly less than the 60-day target threshold identified in the Operating Reserve Policy.

Operating Income (Change in Net Position)

There was a decrease in net position (loss from operations) for the year-to-date through December 31, 2024. The decrease was (\$839,309). The decrease was the result of:

- An (\$882,095) net loss year-to-date for programs funded by COTA in lieu of COVID and

NTD (National Transit Database) funding, and TID (Transportation Improvement District) funding. As expected, this operating loss is due to the fact that revenue was recognized in prior years and expenses occurred in the current year.

- A (\$164,017) net loss year-to-date for the Weatherization Programs. This loss is primarily due to the less than projected to serve in the year 2024.
- A (\$155,014) net loss year-to-date for depreciation related to leasehold improvements as expected.

The losses were partially offset by gains totaling \$361,817 in the following programs:

- COTA in lieu of NTD (National Transit Database) 2024 funding 2024 due to special revenue recognition, \$205,013
- Investment Income, \$95,489
- Miscellaneous Programs, \$61,315

Member Dues

Member dues revenue was \$1,599,439 for the year-to-date ending December 31, 2024. Use of member dues was over budget by (\$23,123). The use of all current year member dues was as follows:

<u>Use of Member Dues</u>	<u>Budget</u>	<u>Actual</u>	<u>Variance (Over)/Under</u>
Services to Members	\$851,805	\$880,662	(\$28,857)
Local Matching Funds/Reserve	\$422,888	\$421,370	\$1,518
Development Fund	\$63,911	\$67,676	(\$3,765)
Building Lease	\$183,036	\$183,036	\$0
Diversity, Equity, & Inclusion	\$49,830	\$43,695	\$6,135
Other	\$4,846	\$3,000	\$1,846
Total	\$1,576,316	\$1,599,439	(\$23,123)

Fringe Benefit and Indirect (Overhead) Variances

Fringe Benefits

The actual fringe benefit cost rate for the year-to-date is 58.34%, which is slightly more than the budgeted rate of 57.50%, creating an unfavorable variance for the year-to-date of (\$38,107).

Indirect (Overhead)

The actual indirect cost variance for the year-to-date is 58.51%, which is less than the budgeted rate of 62.50% resulting in a favorable variance for the year-to-date of \$263,983. The variance relates to an on-target direct labor base yielding indirect revenue as projected, with significant underspending in indirect areas throughout the year.

Statement of Net Position

- On December 31, 2024, operating cash on hand was \$1,632,665 which was equal to 25 days of budgeted cash flow. The operating reserve investment account was \$1,749,321 and management reserve was \$20,835.
- The Central Ohio Greenways Fund is administered and held by the Columbus Foundation and had a balance of \$39,048.
- Accounts Receivable as of December 31, 2024, totaled \$2,611,147, reflecting a decrease from \$3,156,618 on December 31, 2023. This reduction is primarily due to the receipt of several significant outstanding grant-related invoices. We continue to actively engage with our funders to expedite the collection of the remaining balances.
- Accounts Payable plus other current accrued liabilities totaled \$1,568,667 compared to \$1,626,605 as of December 31, 2023.
- The GASB Statement 68 Pension and the GASB Statement 75 OPEB (other postemployment benefits, i.e. retiree healthcare) have a net liability of \$5,660,141 and represent estimates of the Commission's proportional share of the unfunded liabilities/assets of the Ohio Public Employees Retirement System (OPERS). The Government Accounting Standards Board mandates that these amounts be shown in the financial statements, but such amounts do not represent an actual legal liability of MORPC to OPERS per State of Ohio law. Excluding the impact of GASB Statements 68 and 75, net position would be approximately \$5.6 million greater, or a positive balance of \$4,402,145 as of December 31, 2024.

MID-OHIO REGIONAL PLANNING COMMISSION

SCHEDULE OF REVENUES AND EXPENSES - BUDGET AND ACTUAL

FOR THE YEAR-TO-DATE ENDING December 31,2024

	Year-to-Date Budget	Year-to-Date Actual	Variance under / (over)
Revenues			
Transportation	\$ 6,131,686	\$ 4,750,750	\$ 1,380,936
Infrastructure & Econ. Dev.	\$ 962,601	\$ 381,342	\$ 581,259
Planning & Sustainability	\$ 4,822,264	\$ 4,243,634	\$ 578,630
Weatherization	\$ 6,477,653	\$ 2,950,927	\$ 3,526,726
Housing	\$ 2,102,901	\$ 2,823,332	\$ (720,431)
Services to Members & Development	\$ 1,153,431	\$ 1,178,098	\$ (24,667)
Other	\$ 1,007,466	\$ 366,131	\$ 641,335
Potential Funding	\$ 971,416	\$ -	\$ 971,416
Total Operating Revenues	\$ 23,629,418	\$ 16,694,214	\$ 6,935,204
Expenses by Program Area			
Transportation	\$ 6,131,686	\$ 5,068,646	\$ 1,063,040
Infrastructure & Econ. Dev.	\$ 962,601	\$ 706,362	\$ 256,239
Planning & Sustainability	\$ 4,822,264	\$ 4,204,682	\$ 617,582
Weatherization	\$ 6,477,653	\$ 3,110,337	\$ 3,367,316
Housing	\$ 2,102,901	\$ 2,816,719	\$ (713,818)
Services to Members & Development	\$ 1,153,431	\$ 1,178,098	\$ (24,667)
Other	\$ 1,007,466	\$ 448,680	\$ 558,786
Potential Funding	\$ 971,416	\$ -	\$ 971,416
Total Expenses by Program Area	\$ 23,629,418	\$ 17,533,523	\$ 6,095,895
Expenses by Account Category			
Salaries and Benefits	\$ 10,983,466	\$ 9,906,434	\$ 1,077,032
Materials and Supplies	\$ 307,517	\$ 156,336	\$ 151,181
Services, Charges, & Other	\$ 4,464,823	\$ 2,968,485	\$ 1,496,338
Subcontracted Services	\$ 6,996,347	\$ 3,516,611	\$ 3,479,736
Depreciation and Amortization	\$ 877,265	\$ 985,657	\$ (108,392)
Total Expenses by Account Category	\$ 23,629,418	\$ 17,533,523	\$ 6,095,895
Operations income (loss)	\$ -	\$ (839,309)	\$ 839,309
Increase (decrease) in net position	\$ -	\$ (839,309)	\$ 839,309

MID-OHIO REGIONAL PLANNING COMMISSION

STATEMENT OF NET POSITION AS OF December 31, 2024

	Balance at 12/31/2024 excludes impact of GASB 68 & 75	GASB 68 & 75 (Pension & OPEB) 12/31/2024	Balance at 12/31/2024 includes impact of GASB 68 & 75	Balance at 12/31/2023 includes impact of GASB 68 & 75	Yearly Difference
Assets					
Current Assets					
Cash	1,632,665		1,632,665	1,014,324	618,341
Cash-Designated for Building Improvement	-		-	73	(73)
Cash-Operating Reserve	1,749,321		1,749,321	1,658,454	90,867
Cash-Management Reserve	20,835		20,835	16,213	4,622
Cash-Greenways Fund	39,049		39,049	37,182	1,867
Accounts Receivable	2,611,147		2,611,147	3,156,618	(545,471)
Prepaid Expenses	162,656		162,656	139,452	23,204
Total Current Assets	6,215,674		6,215,674	6,022,315	193,358
Non-Current Assets					
Assets Net of Accumulated Depreciation	1,290,212		1,290,212	1,485,952	(195,741)
Intangible Asset Building/Equipment Lease/IT	4,495,417		4,495,417	5,183,468	(688,051)
Subscriptions Net of Accumulated Amortization					
Total Non-Current Assets	5,785,629		5,785,629	6,669,420	(883,791)
Deferred Outflows of Resources - GASB 68 & 75	-	4,635,594	4,635,594	4,635,594	-
Total Deferred Outflows of Resources	-	4,635,594	4,635,594	4,635,594	-
Total Assets	12,001,303	4,635,594	16,636,897	17,327,330	(690,433)
Liabilities					
Current Liabilities					
Accounts Payable	1,028,908		1,028,908	1,172,469	(143,561)
Accrued Payroll and Fringe Benefits	539,758		539,758	454,136	85,622
Unearned Revenue	898,778		898,778	(4,818)	903,595
Accrued Building/Equipment Lease	548,566		548,566	529,639	18,927
Accrued IT Subscriptions	-		-	107,289	(107,289)
Total Current Liabilities	3,016,011		3,016,011	2,258,716	757,295
Non-Current					
Accrued PTO & Sick Leave	479,633		479,633	539,487	(59,854)
Other Mortgages-Deferred Income	-		-	-	-
Accrued Building/Equipment Lease	4,103,514		4,103,514	4,652,080	(548,566)
Accrued SBITA	-		-	-	-
GASB 68 & 75	-	9,943,599	9,943,599	9,943,599	-
Total Non-Current	4,583,147	9,943,599	14,526,746	15,135,166	(608,420)
Deferred Inflows of Resources - GASB 68 & 75	-	352,136	352,136	4,921,120	4,538,857
Total Deferred Inflows of Resources	-	352,136	352,136	352,136	-
Total Liabilities	7,599,158	10,295,735	17,894,893	17,746,018	148,875
Net Position					
Beginning Net Position	5,241,454	(5,660,141)	(418,687)	511,977	(930,664)
Current YTD Net Income	(839,309)		(839,309)	(930,665)	91,356
Total Net Position	4,402,145	(5,660,141)	(1,257,996)	(418,688)	(839,308)
Total Liabilities and Net Position	12,001,303	4,635,594	16,636,897	17,327,330	(690,433)



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111 Liberty St., Suite 100
Columbus, Ohio 43215
www.morpc.org

Memorandum

TO: Mid-Ohio Regional Planning Commission
Executive Committee

FROM: Shawn Hufstедler
Chief Operating Officer

DATE: January 31, 2025

SUBJECT: Proposed Resolution EC-01-25: **“Authorizing the updated Pay Range and Authorized Staff Positions by Job Title Table”**

MORPC’s salary pay grades (also known as the Pay Range and Authorized Staff Positions by Job Title Table) were changed in 2021. As part of a review process to periodically evaluate grade ranges, MORPC hired Clemans, Nelson & Associates, Inc. (“Clemans Nelson”) again to evaluate the grade ranges and assess some position grades. The process evaluated market conditions and data including the Consumer Price Index (CPI), Social Security COLA (SSI), Employment Cost Index (ECI), and Ohio Public Employees Retirement Systems (OPERS) as well as considering the MORPC salary survey, MORPC increases since the last grade adjustment, and discussion with the Benefits & Compensation Committee.

The review process resulted in a recommendation to shift each grade in the pay scale up by eight and one-half percent (8.5%). Shifting the pay scale will ensure MORPC is staying ahead of the turbulent labor market and is able to recruit and retain employees. Pay band A has been rolled into pay band B due to the limited number of positions in A and the significant overlap of the ranges that previously existed. Additionally, some edits to position titles and placement within the grade ranges were identified. The revised grades reflect some new positions or positions that changed responsibilities in accordance with changing organizational needs and remove some old positions no longer in place. The process to evaluate position placement within the grade continues to follow the same process that was implemented in 2015, with Clemans Nelson evaluating the position descriptions in nine categories and evaluating related market position grades.

The proposed resolution authorizes MORPC’s updated pay grade ranges in accordance with the above.

Attachment: Resolution EC-01-25

William Murdock, AICP
Executive Director

Chris Amorose Groomes
Chair

Michelle Crandall
Vice Chair

Ben Kessler
Secretary

RESOLUTION EC-01-25

“Authorizing the updated Pay Range and Authorized Staff Positions by Job Title Table”

WHEREAS, Clemans, Nelson & Associates, Inc. (“Clemans Nelson”) was hired to evaluate the pay grade (also known as the Pay Range and Authorized Staff Positions by Job Title Table) ranges and assess some position grades; and

WHEREAS, the process evaluated market conditions and data including the Consumer Price Index (CPI), Social Security COLA (SSI), Employment Cost Index (ECI), and Ohio Public Employees Retirement Systems (OPERS) as well as considering the MORPC salary survey, MORPC increases since the last grade adjustment, and discussion with the Benefits & Compensation Committee; and

WHEREAS, the review processes resulted in a recommendation to increase MORPC’s salary grade ranges by eight and one-half percent (8.5%), combined grade A into grade B, and made modest changes in some positions to other grades as a result of changing duties; now therefore

BE IT RESOLVED BY THE EXECUTIVE COMMITTEE OF THE MID-OHIO REGIONAL PLANNING COMMISSION:

- Section 1. That the executive director is authorized to implement MORPC’s updated Pay Range and Authorized Staff Positions by Job Title Table as attached.
- Section 2. That the executive director is authorized to take such other action and execute and deliver such other documents as, acting with the advice of legal counsel, he shall deem necessary and appropriate to carry out the intent of this resolution.
- Section 3. That this committee finds and determines that all formal deliberations and actions of this committee concerning and relating to the adoption of this resolution were taken in open meetings of this committee.

Michelle Crandall, Chair
EXECUTIVE COMMITTEE

Effective date: February 6, 2025
Submitted by: Shawn Hufstedler, Chief Operating Officer
Prepared by: Shawn Hufstedler, Chief Operating Officer
Authority: Ohio Revised Code Section 713.21
For action date: February 6, 2025

Attachment: Pay Range and Authorized Staff Positions by Job Title Table

Mid-Ohio Regional Planning Commission (MORPC)

Pay Range and Authorized Staff Positions by Job Title

Position	Pay Grade	MIN	MID	MAX
Program Assistant	B	\$39,279	\$47,217	\$55,154
Senior Intake Specialist				
Customer Service Outreach Specialist				
Customer Service Specialist				
Accounting Specialist	C	\$40,913	\$53,189	\$65,465
Administrative Assistant				
Agency-Wide Administrative Assistant				
Assistant Engineer				
Assistant Planner				
Energy Auditor				
Field Technician				
Associate GIS Specialist	D	\$45,990	\$59,737	\$73,484
Associate Planner				
GIS Specialist				
Residential Technician				
Accountant - Grants Mgmt & Budget	E	\$51,717	\$67,183	\$82,649
Accountant - Revenue/Payroll/Federal Reporting				
Air Quality & Sustainability Coordinator				
Associate Engineer				
Associate Modeler				
Commute Coordinator				
Senior Energy Auditor				
Executive Assistant				
Graphics Designer				
IT Specialist				
Housing Rehab Specialist				
Intern Program Coordinator				
Mobility Coordinator				
Public Policy Coordinator				
Senior GIS Specialist				
Transit Planner				
Data Analyst				

Mid-Ohio Regional Planning Commission (MORPC)

Pay Range and Authorized Staff Positions by Job Title

Position	Pay Grade	MIN	MID	MAX
Grants Coordinator	F	\$58,101	\$75,531	\$92,962
Economic Development Planner				
Principal GIS Specialist				
Senior Housing Rehab Specialist				
Content Marketing Specialist	G	\$65,303	\$84,859	\$104,416
Culture & Engagement Officer				
Executive Coordinator				
Inspection Coordinator				
Residential Services Program Manager				
Senior Data Analyst				
Senior Engineer				
Senior Planner				
Business Process Manager	H	\$73,484	\$95,495	\$117,508
Event and Donor Relations Officer				
Membership Services Officer				
Principal Engineer				
CORPO Manager				
IT Systems Engineer				
Principal Planner				
Research & Data Officer				
Senior Energy & Sustainability Program Manager				
Transportation Demand Mgmt Program Manager				
Water & Natural Resources Program Manager				
Weatherization Production Supervisor				
Active Transportation & Safety Program Manager	I	\$82,471	\$107,274	\$132,076
TIP Program Manager				
Accounting Manager				
Alternative Transportation Manager				
Greenways Planning Studio Lead				
Human Resources Manager				
IT Manager				
Regional Investment Officer				
Transit & Mobility Manager				

Mid-Ohio Regional Planning Commission (MORPC) Pay Range and Authorized Staff Positions by Job Title

Position	Pay Grade	MIN	MID	MAX
Associate Director of Accounting and Grant Management	J	\$92,797	\$120,618	\$148,439
Associate Director of Transportation Planning				
Associate Director of Community Development				
Associate Director of Geospatial Analysis				
Director, Finance	K	\$104,253	\$135,512	\$166,770
Director, Human Resources				
Director of Data Analytics & Strategy				
Director of Sustainability				
Economic Development Director & Regional Innovation Officer				
Strategic Director of Technology				
Transportation Study Director	L	\$119,469	\$157,542	\$195,615
Sr Director, Communications & Engagement				
Sr. Director, Residential Services				
Sr. Director, Government Affairs & Community Relations				
Chief Regional Planning Officer				
Chief Mobility & Development Officer	M	\$137,390	\$181,173	\$224,957