

Meramec Regional Planning Commission

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Title VI Program

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This TEMPLATE is provided by the Missouri Department of Transportation (MoDOT) Transit Section, as a resource for producing the triennial Title VI Program document for Federal Transit Administration recipients and subrecipients. FTA Circular 4702.1B, dated October 1, 2012, *"Title VI Requirement and Guidelines for Federal Transit Administration Recipients"* was the primary source of material for this template. Use of this template does not override each agency's responsibility to interpret the requirements as expressed in FTA Circular 4702.1B, or as amended in the future.

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A. Title VI Assurances

Meramec Regional Planning Commission (MRPC) agrees to comply with all provisions prohibiting discrimination on the basis of race, color, or national origin of Title VI of the Civil Rights Act of 1964, as amended, 42 U.S.C. 200d *et seq.*, and with U.S. DOT regulations, "Nondiscrimination in Federally-Assisted Programs of the Department of Transportation – Effectuation of Title VI of the Civil Rights Act," 49 CFR part 21.

MRPC assures that no person shall, as provided by Federal and State civil rights laws, be excluded from participation in, be denied the benefits of, or be subjected to discrimination under any program or activity. MRPC further ensures every effort will be made to ensure non-discrimination in all programs and activities, whether those programs and activities are federally funded or not.

MRPC meets the objectives of the FTA Master Agreement which governs all entities applying for FTA funding, including MRPC and its third-party contractors by promoting actions that:

- A. Ensure that the level and quality of transportation service is provided without regard to race, color, or national origin.
- B. Identify and address, as appropriate, disproportionately high and adverse effects of programs and activities on minority populations and low-income populations.
- C. Promote the full and fair participation of all affected Title VI populations in transportation decision making.
- D. Prevent the denial, reduction, or delay in benefits related to programs and activities that benefit minority populations or low-income populations.
- E. Ensure meaningful access to programs and activities by persons with Limited English Proficiency (LEP).

B. Agency Information

1. Mission of Meramec Regional Planning Commission

The Mission of MRPC is to enhance the quality of life for residents of the Meramec Region. In pursuit of this mission, MRPC will bring about results in these areas:

1. Cleaner, healthier and safer communities.
2. Greater socio-economic and cultural wealth through community and economic development, and
3. A stronger, unified voice in the legislative process.

2. History of Meramec Regional Planning Commission

In 1965 the Missouri legislature adopted the State and Regional Planning and Community Development Act. The act created the Missouri Department of Community Affairs (now called the Missouri Department of Economic Development) and authorized the governor to create regional planning commissions upon the petition of local governments. State statutes say that if the governor finds a need for a regional planning commission in an area, and if the petitioning cities and counties in that area comprise more than half of the proposed region's total population, then the governor may create a regional planning commission in that area. (Revised Statutes of Missouri, 1969, ed., Sec. 251.010, Sec. 251.030)

First Meeting

Local government leaders from each county in the region-Crawford, Dent, Gasconade, Maries, Phelps and Washington-first met on Sept. 24, 1968, at a park pavilion in Cuba, to organize the Meramec Regional Planning Commission. They chose Cuba Mayor John Brummet as temporary chairman to preside over the meeting. Two representatives from each county were chosen to form a bylaws committee, and an executive committee, also made up of two representatives from each county, was also formed.

Birth of an RPC

On Jan. 23, 1969, the Meramec Regional Planning Commission officially came into being. That day, Gov. Warren E. Hearnes signed the documents creating the MRPC and the commission elected its first officers: Salem Mayor Jack Masters as chairman; Leon Camillo, representative for Potosi, as vice chairman; Cuba Mayor John Brummet as secretary and Vienna Mayor Travis John as treasurer.

What Planning Is

Gov. Hearnes' proclamation explained regional planning as "a means whereby municipalities and counties may work cooperatively to solve problems and to plan the future development of human, natural, and economic resources of a region" and called it "an indispensable guide to local units in accomplishing a coordinated and efficient development of the region which will best promote the

public health, safety, general welfare and economic prosperity in accordance with existing and future needs." According to state statutes, regional planning commissions "may conduct all types of research studies, collect and analyze data, prepare maps, charts and tables and conduct all necessary studies for the accomplishment of its other duties. In matters relating to comprehensive planning, a regional planning commission...may enter into a contract and cooperate with any federal, state or local unit including other planning commissions or organizations within this or other states under laws of Missouri." (RSMo. 1969, Sec. 251.300,250.380.)

The Early Days

In the early days, the commission was run without a staff and without an office. The board members handled the business of organizing, and Chairman Jack Masters handled most of the administrative work out of his office in Salem. Monthly meetings were held at the Cuba City Hall. Funding came from the dues of member governments, which was set at 10 cents per capita. Eventually, the commission received federal planning grants and then needed to hire a staff to do the work. In March of 1971, the commission hired its first director, Harold Bray, and a few months later rented its first office, a temporary office located in the Holloway House in Rolla, 1008 Holloway St. By the Feb. 10, 1972, meeting, the MRPC staff had moved into an office at 1203 E. 10th St. in Rolla. In May of 1976, the MRPC board voted to purchase a new building to better accommodate the growing organization, and soon thereafter the MRPC's headquarters was moved to 101 W. 10 St. in Rolla. In July 1979, the MRPC hired its second director, Richard Cavender. The board voted to purchase a newer and more accommodating building in 1999, and the office moved to its current location at 4 Industrial Drive, St. James. On June 30, 2011, Richard Cavender retired after 32 years of service. The board named Bonnie Prigge executive director, starting July 1, 2011. Prigge had 20 years' experience with MRPC and had served 15 years as assistant director under Cavender's leadership.

Economic Development

A federal law, the Public Works and Economic Development Act, enacted in 1965, makes the Meramec Region eligible for federal aid because of the area's relatively high unemployment and low family income levels. The law is designed to help stimulate the area's economy by providing funding for community services. But the region wasn't certified as a bona fide federal Economic Development District until 1975. Once the certification was made, the MRPC member governments became eligible for more public assistance to improve the local economy.

Addition of Osage County

On Nov. 13, 1997, Gov. Mel Carnahan signed Executive Order 9714 that officially realigned MRPC's boundaries to include Osage County. This was the first boundary change in the organization's 28 year history. In 1998, the U.S. Department of Commerce Economic Development Administration admitted Osage County to the Meramec Economic Development District, making it eligible for economic development assistance like other Meramec communities and counties.

Addition of Pulaski County

On August 22, 2005, Governor Matt Blunt signed an executive order making Pulaski County a part of the Meramec Region - the second boundary change for MRPC.

3. Regional Profile (regional population; growth projection)

The Meramec Region is an eight-county area located in the southeast-central portion of Missouri. The area covers over 5,133 square miles and includes eight counties and 36 municipalities. The region is marked with gently rolling hills, deep valleys and plateaus. Numerous rivers and streams transverse the region, creating a natural draw for outdoor enthusiasts. Many of the small towns are industrial havens, yet the small farmer is still prevalent. Many wineries dot the countryside, making it a popular draw for tourists.

In 2010, the eight-county Meramec Region was home to 201,254 people, an increase of 12.2 percent since 2000. The region grew at a faster pace from 2000-2010 than the state, which posted a 7.0 percent increase in population. Individual 2010 county populations range from a low of 9,176 in Maries County to 52,274 in Pulaski County. All counties, except Gasconade, demonstrated individual growth from 2000 to 2010, ranging from a high of 27 percent in Pulaski County to 3.1 percent in Maries County. Gasconade County's population decreased by .8 percent from 2000 to 2010. The largest city in the region continues to be Rolla, the county seat of Phelps County. It has 19,559 people. The smallest city is West Sullivan in Crawford County with 119 residents.

Information from the 2020 decennial Census is not yet available.

According to population projections by the Missouri State Division of Budget and Planning, the Meramec Region can expect continued growth for the next 30 years. However, the growth projections have not been revised since 2008 and do not reflect the growth documented with the 2010 Census. The 2010 Census documented populations of Dent, Gasconade, Osage, Phelps and Pulaski were higher than the 2008 projections for 2010.

Based on ACS data, we are seeing a decline in populations in some counties and a slight overall decrease of about 2,000 residents based on updated ACS 5-year estimates.

4. Population served (in relation to regional population)

The Meramec Region is made up of eight counties (Crawford, Dent, Gasconade, Maries, Osage, Phelps, Pulaski and Washington) and 35 cities with a total population of 201,254 people according to the 2010 Census, and 198,743 by the 2015-2019 ACS 5-Year Estimates.

Demographic data by county is attached in the appendixes.

5. Governing body make-up (include terms of office)

MRPC is governed by a 64 member board. Of these, 42 are local elected officials (city mayors and county presiding commissioners) or their representatives, 22 are non-government representatives (17 from private sector and five from stakeholder organizations). Elected officials serve for as long as they hold the public office of mayor or presiding commissioners. Non-governmental members are recommended by MRPC board members and confirmed by the full MRPC board for staggered, three years terms.

The portion of the MRPC bylaws that covers the governing board is attached in the appendixes.

6. C. Notice to the Public

Notifying the Public of Rights under Title VI/ADA

MRPC posts Title VI/ADA notices on our agency's website, in public areas of our agency, in our board room, and on our buses and/or paratransit vehicles.

MRPC operates its programs and services without regard to race, color, or national origin, in accordance with Title VI of the Civil Rights Act of 1964.

MRPC operates its programs and services without discrimination against individuals with disabilities, in accordance with the Americans with Disabilities Act of 1990.

For more information on the [Agency, City, etc.]'s Title VI program, and the procedures to file a complaint, contact [Name or Title] at [phone number]; [email address]; or visit our administrative office at [street address, City, State, Zip]. For more information visit [website address].

If you believe you have been discriminated against on the basis of race, color, or national origin by MRPC, you may file a Title VI complaint by completing, signing, and submitting the agency's Title VI Complaint Form.

To obtain additional information about your rights under Title VI, contact: Bonnie Prigge, MRPC Exec Director, at 573-265-2993, or by email at bprigge@meramecregion.org.

How to file a Title VI/ADA complaint with MRPC:

Complaint forms can be found on MRPC's website at www.meramecregion.org, or one can be emailed/mailed upon request by contact Bonnie Prigge at 573-201-1820 or by email at bprigge@meramecregion.org.

1. In addition to the complaint process at MRPC, complaints may be filed directly with the Federal Transit Administration, Office of Civil Rights, Region 7, 901 Locust St. Suite 404, Kansas City, Missouri 64106.
2. Complaints must be filed within 180 days following the date of the alleged discriminatory occurrence and should contain as much detailed information about the alleged discrimination as possible.
3. The form must be signed and dated, and include your contact information.

If information is needed in another language, contact Bonnie Prigge at 573-65-2993 or by email at bprigge@meramecregion.org.

D. Procedure for Filing a Title VI Complaint

Filing a Title VI Complaint

The complaint procedures apply to the beneficiaries of MRPC's programs, activities, and services.

RIGHT TO FILE A COMPLAINT: Any person who believes they have been discriminated against on the basis of race, color, or national origin by MRPC may file a Title VI complaint by completing and submitting the agency's **Title VI Complaint Form**. Title VI complaints must be received in writing within 180 days of the alleged discriminatory complaint.

HOW TO FILE A COMPLAINT: Information on how to file a Title VI complaint is posted on our agency's website, and in public areas of our agency.

You may download the MRPC Title VI Complaint Form at www.meramecregion.org, or request a copy by writing to MRPC, 4 Industrial Drive, St. James, MO. 65559. Information on how to file a Title VI complaint may also be obtained by calling Bonnie Prigge at 573-265-2993 or by emailing bprigge@meramecregion.org.

You may file a signed, dated complaint no more than 180 days from the date of the alleged incident. The complaint should include:

- Your name, address and telephone number.
- Specific, detailed information (how, why and when) about the alleged act of discrimination.
- Any other relevant information, including the names of any persons, if known, the agency should contact for clarity of the allegations.

Please submit your complaint form to [agency contact and full address].

COMPLAINT ACCEPTANCE: MRPC will process complaints that are complete.

Once a completed Title VI Complaint Form is received, MRPC will review it to determine if MRPC has jurisdiction. The complainant will receive an acknowledgement letter informing them whether or not the complaint will be investigated by MRPC.

INVESTIGATIONS: MRPC will generally complete an investigation within 90 days from receipt of a completed complaint form. If more information is needed to resolve the case, MRPC may contact the complainant. Unless a longer period is specified by MRPC, the complainant will have ten (10) days from the date of the letter to send requested information to the MRPC investigator assigned to the case.

If the requested information is not received within that timeframe the case will be closed. Also, a case can be administratively closed if the complainant no longer wishes to pursue the case.

LETTERS OF CLOSURE OR FINDING: After the Title VI investigator reviews the complaint, the Title VI investigator will issue one of two letters to the complainant: a closure letter or letter of finding (LOF).

- A closure letter summarizes the allegations and states that there was not a Title VI violation and that the case will be closed.

- A Letter of Finding (LOF) summarizes the allegations and provides an explanation of the corrective action taken.

If the complainant disagrees with MRPC's determination, the complainant may request reconsideration by submitting the request in writing to the Title VI investigator within seven (7) days after the date of the letter of closure or letter of finding, stating with specificity the basis for the reconsideration. MRPC will notify the complainant of the decision either to accept or reject the request for reconsideration within ten (10) days. In cases where reconsideration is granted, MRPC will issue a determination letter to the complainant upon completion of the reconsideration review.

A person may also file a complaint directly with the Federal Transit Administration, at the FTA Office of Civil Rights, 1200 New Jersey Avenue SE, Washington, DC 20590.

If information is needed in another language, contact MRPC at 4 Industrial Drive, St. James, MO 65559, by email bprigge@meramecregion.org or by phone at 573-265-2993.

F. Monitoring Title VI Complaints, Investigations, Lawsuits and Documenting Evidence of Agency Staff Title VI Training

Documenting Title VI Complaints/Investigations

All Title VI complaints will be entered and tracked in MRPC's complaint log. Active investigations will be monitored for timely response on the part of all parties. The agency's Title VI Coordinator shall maintain the log.

Agency Title VI Complaint Log

Date complaint filed	Complainant	Basis of complaint R-C-NO	Summary of allegation	Pending status of complaint	Actions taken	Closure Letter (CL)	Letter of Finding (LOF)	Date of CL or LOF

Documenting Evidence of Agency Staff Title VI Training

MRPC's staff are given Title VI training, and agency can answer affirmatively to all the following questions:

1. Are new employees made aware of Title VI responsibilities pertaining to their specific duties? YES
2. Do new employees receive this information via employee orientation? YES
3. Is Title VI information provided to all employees and program applicants? YES
4. Is Title VI information prominently displayed in the agency and on any program materials distributed, as necessary? YES

F. Public Engagement Plan

Goal

The goal of the Public Engagement Plan is to have significant and ongoing public involvement, by all identified audiences, in the public participation process for major agency outreach efforts.

Objectives

- To understand the service area demographics and determine what non-English languages and other cultural barriers exist to public participation.
- To provide general notification of meetings and forums for public input, in a manner that is understandable to all populations in the area.
- To hold public meetings in locations that are accessible to all area stakeholders, including but not limited to minority and low income members of the community.
- To provide methods for two-way communication and information and input from populations which are less likely to attend meetings.
- To convey the information in various formats to reach all key stakeholder groups.

Identification of Stakeholders

Stakeholders are those who are either directly or indirectly affected by an outreach effort, system or service plan or recommendations of that plan. Stakeholders include but are not limited to the following:

- Board of Directors – the governing board of the agency. The role of the Board is to establish policy and legislative direction for the agency. The Board defines the agency's mission, establishes goals, and approves the budget to accomplish the goals.
- Advisory Bodies – non-elected advisory bodies review current and proposed activities of the agency, and are encouraged to be active in the agency's public engagement process. Advisory bodies provide insight and feedback to the agency.
- Agency Transit riders and clients
- Minority and low income populations, including limited English proficient persons
- Local jurisdictions and other government stakeholders
- Private businesses and organizations
- Employers
- Partner agencies

Elements of the Public Engagement Plan

It is necessary to establish a public participation plan that includes an outreach plan to engage minority and limited English proficient (LEP) populations.

Elements of the Public Engagement Plan include:

1. Public Notice

- a. Official notification of intent to provide opportunity for members of the general public to participate in public engagement plan development, including participation in open Board/council meetings, and advisory committees.

2. Public Engagement Process/Outreach Efforts:

- a. Public meetings
- b. Open houses
- c. Rider forums
- d. Rider outreach
- e. Public hearings
- f. Focus groups
- g. Surveys
- h. Services for the Disabled (Notices of opportunities for public involvement include contact information for people needing these or other special accommodations.)

Events such as public meetings and/or open houses are held at schools, churches, libraries and other non-profit locations easily accessible to public transit and compliant with the Americans with Disabilities Act.

3. Public Comment

- a. Formal public comment periods are used to solicit comments on major public involvement efforts around an agency service or system change.
- b. Comments are accepted through various means:
 - i. Dedicated email address.
 - ii. Website.
 - iii. Regular mail.
 - iv. Forms using survey tool for compilation.
 - v. Videotaping.
 - vi. Phone calls to Customer Service Center [phone]

4. Response to Public Input

All public comments are provided to the Board of Directors prior to decision making. A publicly available summary report is compiled, including all individual comments.

Title VI Outreach Best Practices

MRPC ensures all outreach strategies, communications and public involvement efforts comply with Title VI. MRPC's Public Engagement Plan proactively initiates the public involvement process and makes concerted efforts to involve members of all social, economic, and ethnic groups in the public involvement process. Aligned with the above referenced communication tactics, MRPC provides the following:

- a. Public notices published in non-English publications (if available).

- b. Title VI non-discrimination notice on agency's website.
- c. Agency communication materials in languages other than English (subject to Safe Harbor parameters).
- d. Services for Limited English Proficient persons. Upon advance notice, translators may be provided.

2021 – 2023 Title VI Program Public Engagement Process

MRPC will conduct a Public Engagement Process for the 2020-2023 Title VI Program. This process will include a Community Meeting and social media post to seek input, provide education, and highlight key components of the Title VI Plan. Materials will be created to explain Title VI policies as well as provide education on how they relate to minority populations.

MRPC will provide briefings to the Board of Directors and Advisory Bodies.

MRPC will conduct a 30-day public comment period to provide opportunities for feedback on the 2020-2023 Title VI Program.

Comments are accepted during the public outreach period via:

- a. Email
- b. Mail
- c. Phone
- d. In person
- e. Survey tool (agency option)

Summary of 2018-2021 Public Outreach Efforts

Ongoing: Title VI forms, including complaint forms, are located on MRPC's Website (meramecregion.org)

Ongoing: New staff are briefed on Title VI plan as part of new staff orientation.

Annually: Plan is shared with all staff for review.

April 2021: Title VI update shared with MRPC board and transportation committee.

April 30, 2021: Updated plan posted on MRPC website for public comment.

April 30, 2021, and May 14, 2021: Social media posts to encourage public comment.

May 3, 2021: Draft plan is to be shared with Missouri Department of Transportation.

May 13, 2021: Plan update presented for adoption to MRPC board during regular meeting. Board approved plan, pending no comments from the public that would substantially change the plan.

May 17, 2021: Draft plan presented to MRPC staff during full staff meeting.

May 31, 2021: Public comment period closes. Two comments received offering typographical suggestions.

June 9, 2021: Posting of approved plan on MRPC website, with any changes due to public comments incorporated. Approved plan shared with MRPC board and staff via email and submitted to MoDOT.

G. Language Assistance Plan

MRPC's Limited English Proficiency Plan

This limited English Proficiency (LEP) Plan has been prepared to address MRPC 's responsibilities as a recipient of federal financial assistance as they relate to the needs of individuals with limited language skills. The plan has been prepared in accordance with Title VI of the Civil Rights Act of 1964; Federal Transit Administration Circular 4702.1B, dated October 1, 2012, which states that the level and quality of transportation service is provided without regard to race, color, or national origin.

Executive order 13166, titled "Improving Access to Services for Persons with Limited English Proficiency," indicates that differing treatment based upon a person's inability to speak, read, write or understand English is a type of national origin discrimination. It directs each federal agency to publish guidance for its respective recipients clarifying their obligation to ensure that such discriminations do not take place. This order applies to all state and local agencies which receive federal funds.

Service Area Description:

Crawford, Dent, Gasconade, Maries, Osage, Pulaski and Washington counties in Missouri

MRPC has developed this LEP Plan to help identify reasonable steps for providing language assistance to persons with limited English proficiency who wish to access services provided by MRPC. As defined in Executive Order 13166, LEP persons are those who do not speak English as their primary language and have limited ability to read, speak, write or understand English. This plan outlines how to identify a person who may need language assistance, and the ways in which assistance may be provided.

In order to prepare this plan, MRPC undertook the **four-factor LEP analysis** which considers the following factors:

Four Factor Analysis

1. The number and proportion of LEP persons eligible to be served or likely to be encountered in the service area:

A significant majority of people in the MRPC service area are proficient in the English language. Based on 2018 5-Year American Community Survey data, 0.11 % of the population, which equals about 197 people, 5 years of age and older speak English "less than very well" – a definition of limited English proficiency.

LEP Population in the Meramec Regional Planning Commission Service Area										
Population 5 years and over by language spoken at home and ability to speak English	Crawford	Dent	Gasconade	Maries	Ozage	Phelps	Pulaski	Washington	Service Area Total	Percentage of Population 5 Years and Older
Population 5 Years and Over	22,783	14,679	13,966	8,393	12,825	42,112	48,983	23,412	187,153	100.00%
Speak English "less than very well"	124	41	32						197	0.11%
Spanish	305	119	64	66	42	329	3,221	95	4,241	2.27%
Speak English "less than very well"	101	8	17	44	22	65	746	21	1,024	0.55%
French, Haitian, or Cajun	0	26	50	0	14	81	117	14	302	0.16%
Speak English "less than very well"	0	0	0	0	8	16	57	0	81	0.04%
German	68	97	88	268	116	308	1,024	75	2,044	1.09%
Speak English "less than very well"	12	29	0	71	37	71	106	17	343	0.18%
Russian	7	0	0	0	0	141	121	0	269	0.14%
Speak English "less than very well"	0	0	0	0	0	29	0	0	29	0.02%
Indo-European	14	70	6	0	0	359	231	33	713	0.38%
Speak English "less than very well"	0	0	0	0	0	114	2	0	116	0.06%
Korean	4	0	0	1	0	111	408	0	524	0.28%
Speak English "less than very well"	4	0	0	0	0	6	294	0	304	0.16%
Chinese	0	0	0	0	0	640	30	0	670	0.36%
Speak English "less than very well"	0	0	0	0	0	422	24	0	446	0.24%
Vietnamese	0	0	0	56	0	159	33	0	248	0.13%
Speak English "less than very well"	0	0	0	56	0	49	0	0	105	0.06%
Tagalog	8	0	15	28	4	0	126	27	208	0.11%
Speak English "less than very well"	0	0	15	0	0	0	62	0	77	0.04%
Asian & Pacific Island	7	0	0	0	1	216	303	0	527	0.28%
Speak English "less than very well"	7	0	0	0	0	31	79	0	117	0.06%
Arabic	0	0	8	0	18	465	0	0	491	0.26%
Speak English "less than very well"	0	0	0	0	0	247	0	0	247	0.13%
All Other	0	4	0	0	0	33	222	0	259	0.14%
Speak English "less than very well"	0	4	0	0	0	33	53	0	90	0.05%

2. Frequency of Contact by LEP Persons with MRPC's Services:

The MRPC staff reviewed the frequency with which office staff, dispatchers and drivers have, or could have, contact with LEP persons. To date, MRPC has, on average, has had no requests for an interpreter. MRPC averages 0 phone calls per month.

LEP Staff Survey Form
MRPC is studying the language assistance needs of its riders so that we can better communicate with them if needed.
1. How often do you come into contact with passengers who do not speak English or have trouble understanding you when you speak English to them? DAILY WEEKLY MONTHLY LESS THAN MONTHLY
2. What languages do these passengers speak?
3. What languages (other than English) do you understand or speak?
4. Would you be willing to serve as a translator when needed?

Frequency of Contact with LEP Persons	
Frequency	Language Spoken by LEP Persons
Daily—0	
Weekly—0	
Monthly—0	
Less frequently than monthly—0	

3. The importance of programs, activities or services provided by MRPC to LEP persons:

Outreach activities, summarized in MRPC's Title VI Public Engagement Plan, include events such as public meetings and/or open houses held at schools, churches, libraries and other non-profit locations, and include specific outreach to LEP persons to gain under-standing of the needs of the LEP population, and the manner (if at all) needs are addressed

Outside Organization LEP Survey
Organization: _____
1. What language assistance needs are encountered?
2. What languages are spoken by persons with language assistance needs?
3. What language assistance efforts are you undertaking to assist persons with language assistance needs?
4. When necessary, can we use these services?

4. The resources available to _____ and overall cost to provide LEP assistance:

Strategies for Engaging Individuals with Limited English Proficiency include:

1. Language line. Upon advance notice, translators can be provided.
2. Language identification flashcards.
3. Written translations of vital documents (identified via safe harbor provision)
4. One-on-one assistance through outreach efforts.
5. Website information.
6. To the extent feasible, assign bilingual staff for community events, public hearings and Board of Directors meetings and on the customer service phone lines.

As applicable: Based on our demographic analysis (Factor 1) _____ has determined that no language group(s) within its service area meets Safe Harbor criteria requiring written translated "vital documents" by language group(s).

_____ will provide assistance and direction to LEP persons who request assistance.

Staff LEP Training

The following training will be provided to MRPC staff:

1. Information on MRPC Title VI Procedures and LEP responsibilities.
2. Description of language assistance services offered to the public.
3. Use of Language Identification Flashcards.
4. Documentation of language assistance requests.

Monitoring and Updating the LEP Plan

The LEP Plan is a component of MRPC's Title VI Plan requirement.

MRPC will update the LEP plan as required. At minimum, the plan will be reviewed and updated when it is clear that higher concentrations of LEP individuals are present in the MRPC service area. Updates include the following:

1. How the needs of LEP persons have been addressed.
2. Determine the current LEP population in the service area.
3. Determine as to whether the need for, and/or extent of, translation services has changed.
4. Determine whether local language assistance programs have been effective and sufficient to meet the needs.
5. Determine whether MRPC's financial resources are sufficient to fund language assistance resources as needed.
6. Determine whether MRPC has fully complied with the goals of this LEP Plan.
7. Determine whether complaints have been received concerning MRPC's failure to meet the needs of LEP individual.

H. Advisory Bodies

Table Depicting Membership of Committees, Councils, By Race

Committee [examples]	Caucasian	Latino	African American	Asian American	Native Indian	Total
MRPC Board	95.2%	0	1.6%	0	3.2%	100%
Transportation Advisory Committee	90.8%	0	4.6%	0	4.6%	100%
						100%

Description of efforts made to encourage minority participation on committees:

- **19 of the board positions are appointed. When a vacancy occurs, MRPC board members, including the minority board member, are encouraged to consider all persons within their jurisdiction/region, including minorities, and nominate them for positions.**

I. Subrecipient Assistance

Subrecipient Assistance

MRPC does not have any subrecipients.

J. Subrecipient Monitoring

Subrecipient Monitoring

MRPC does not have any subrecipients.

K. Equity Analysis of Facilities

MRPC has not constructed any storage facilities, maintenance facilities, or operations centers in the last three years.

L. System-Wide Service Standards and Policies*

****applies to all fixed route providers (including those that do not meet volume threshold)***

This is not applicable to MRPC as it is not a transit provider and does not operate any fixed routes.

M. Requirement to Collect and Report Demographic Data*

****applies to providers that operate 50 or more fixed route transit vehicles in peak service; and 200,000+ population.***

This is not applicable to MRPC as it is not a transit provider and does not operate any fixed routes.

N. Requirement to Monitor Transit Service*

****applies to providers that operate 50 or more fixed route transit vehicles in peak service; and 200,000+ population.***

This is not applicable to MRPC as it is not a transit provider and does not operate any fixed routes.

O. Service and Fare Equity Analysis*

****applies to providers that operate 50 or more fixed route transit vehicles in peak service; and 200,000+ population.***

This is not applicable to MRPC as it is not a transit provider and does not operate any fixed routes.

Attachment 1

MERAMEC REGIONAL PLANNING COMMISSION TITLE VI/ADA COMPLAINT FORM

"No person in the United States shall, on the basis of race, color, or national origin, be excluded from participation in, be denied the benefits of, or be subjected to discrimination under any program or activity receiving Federal financial assistance."

If you feel that you have been discriminated against in the provision of transportation services, please provide the following information to assist us in processing your complaint. Should you require any assistance in completing this form or need information in alternate formats, please let us know.

Please mail or return this form to:

Bonnie Prigge

Meramec Regional Planning Commission, # 4 Industrial Drive, St. James Mo. 65559

Email: bprigge@meramecregion.org

Phone: (573) 265-2993

Fax: (573) 265-3550

PLEASE PRINT

1. Complainant's Name:		
a. Address:		
b. City:	State:	Zip Code:
c. Telephone (include area code): Home () or Cell ()		Work
() -		() -
d. Electronic mail (e-mail) address:		
Do you prefer to be contacted by this e-mail address? () YES () NO		
2. Accessible Format of Form Needed? () YES specify: () NO		
3. Are you filing this complaint on your own behalf? () YES If YES, please go to question 7. () NO If no, please go to question 4		
4. If you answered NO to question 3 above, please provide your name and address.		
a. Name of Person Filing Complaint:		
b. Address:		
c. City:	State:	Zip Code:
d. Telephone (include area code): Home () or Cell ()		Work
() -		() -
e. Electronic mail (e-mail) address:		
Do you prefer to be contacted by this e-mail address? () YES () NO		
5. What is your relationship to the person for whom you are filing the complaint?		
6. Please confirm that you have obtained the permission of the aggrieved party if you are filing on behalf of a third party. () YES, I have permission. () NO, I do not have permission.		
7. I believe that the discrimination I experienced was based on (check all that apply): () Race () Color () National Origin (classes protected by Title VI) () Disability (class protected by ADA) () Other (please specify)		
8. Date of Alleged Discrimination (Month, Day, Year):		
9. Where did the Alleged Discrimination take place?		

<p>10. Explain as clearly as possible what happened and why you believe that you were discriminated against. Describe all of the persons that were involved. Include the name and contact information of the person(s) who discriminated against you (if known). <i>Use the back of this form or separate pages if additional space is required.</i></p>		
<p>11. Please list any and all witnesses' names and phone numbers/contact information. <i>Use the back of this form or separate pages if additional space is required.</i></p>		
<p>12. What type of corrective action would you like to see taken?</p>		
<p>13. Have you filed a complaint with any other Federal, State, or local agency, or with any Federal or State court? () YES If yes, check all that apply. () NO</p> <p>a. () Federal Agency (List agency's name)</p> <p>b. () Federal Court (Please provide location)</p> <p>c. () State Court</p> <p>d. () State Agency (Specify Agency)</p> <p>e. () County Court (Specify Court and County)</p> <p>f. () Local Agency (Specify Agency)</p>		
<p>14. If YES to question 14 above, please provide information about a contact person at the agency/court where the complaint was filed.</p>		
Name:		Title:
Agency:		Telephone: () -
Address:		
City:	State:	Zip Code:

You may attach any written materials or other information that you think is relevant to your complaint.

Signature and date is required:

Signature

Date

If you completed Questions 4, 5 and 6, your signature and date is required:

Signature

Date

Attachment B: Demographics by County



USA Counties in Profile

Demographics for Crawford County, MO

Population over Time	Number	Rank in U.S.	Percent of Missouri	Missouri
2019	23,920	1,637	0.40%	6,137,428
2010	24,696	1,608	0.40%	5,988,927
2000	22,817	1,675	0.40%	5,605,714
1990	19,235	1,743	0.40%	5,126,370
1980	18,300	1,765	0.40%	4,916,766
2000 to 2010 % Change	8.20%	947		6.80%
1990 to 2010 % Change	28.40%	774		16.80%
1980 to 2010 % Change	35.00%	886		21.80%

Source: U.S. Census Bureau

Components of Population Change (1-year change ending in 2019)	Number	Rank in U.S.	Percent of Missouri	Missouri
Net Domestic Migration	3	1,428	-0.40%	-710
Net International Migration	-4	2,772	-0.10%	5,503
Natural Increase (births minus deaths)	-46	2,493	-0.40%	11,156
Births	250	1,683	0.40%	71,297
Deaths	296	1,525	0.50%	60,141

Source: U.S. Census Bureau

Population Estimates by Age in 2019	Number	Rank in U.S.	Pct Dist.	Pct Dist. in U.S.
Preschool (0 to 4)	1,371	1,647	5.70%	6.10%
School Age (5 to 17)	4,188	1,581	17.30%	16.50%
College Age (18 to 24)	1,818	1,723	7.50%	9.40%
Young Adult (25 to 44)	5,463	1,654	22.60%	26.50%
Older Adult (45 to 64)	6,681	1,611	27.70%	25.80%
Older (65 plus)	4,633	1,603	19.20%	15.60%
Median Age	41.9	1,407		Median Age = 38.1

Sources: U.S. Census Bureau; Median age calculated by the IBRC.

Population Estimates by Race and Hispanic Origin in 2019	Number	Rank in U.S.	Pct Dist.	Pct Dist. in U.S.
American Ind. or Alaskan Native Alone	9	2,728	0.00%	0.80%
Asian Alone	51	2,174	0.20%	5.50%
Black Alone	90	2,445	0.40%	12.70%
Native Hawaiian and Other Pac. Isl. Alone	0	1,798	0.00%	0.20%
White Alone	23,350	1,501	96.70%	72.50%
Two or More Race Groups	515	1,548	2.10%	3.30%
Hispanic or Latino (can be of any race)	23,669	1,579	98.00%	82.00%
Non-Hispanic or Latino	485	2,129	2.00%	18.00%

Sources: U.S. Census Bureau

Hispanic or Latino Population in 2019 (can be of any race)	Number	Rank in U.S.	Pct Dist.	Pct Dist. in U.S.
Hispanic	485	2,129	100%	100%
Mexican	424	1,887	87.40%	62.40%
Cuban	0	1,980	0.00%	3.90%
Puerto Rican	12	2,230	2.50%	9.60%
Other	49	2,347	10.10%	24.10%
White, Not Hispanic (reporting white alone)	22,986	1,455 N/A		N/A

Source: U.S. Census Bureau, American Community Survey, 5-Year Estimates



USA Counties in Profile

Demographics for Dent County, MO

Population over Time	Number	Rank in U.S.	Percent of Missouri	Missouri
2019	15,573	2,045	0.30%	6,137,428
2010	15,657	2,057	0.30%	5,988,927
2000	14,928	2,124	0.30%	5,605,714
1990	13,723	2,110	0.30%	5,126,370
1980	14,517	2,021	0.30%	4,916,766
2000 to 2010 % Change	4.90%	1,289		6.80%
1990 to 2010 % Change	14.10%	1,416		16.80%
1980 to 2010 % Change	7.90%	1,770		21.80%

Source: U.S. Census Bureau

Components of Population Change (1-year change ending in 2019)	Number	Rank in U.S.	Percent of Missouri	Missouri
Net Domestic Migration	31	1,210	-4.40%	-710
Net International Migration	6	1,396	0.10%	5,503
Natural Increase (births minus deaths)	-10	1,949	-0.10%	11,156
Births	174	2,017	0.20%	71,297
Deaths	184	1,998	0.30%	60,141

Source: U.S. Census Bureau

Population Estimates by Age in 2019	Number	Rank in U.S.	Pct Dist.	Pct Dist. in U.S.
Preschool (0 to 4)	866	2,063	5.60%	6.10%
School Age (5 to 17)	2,672	2,001	17.20%	16.50%
College Age (18 to 24)	990	2,239	6.40%	9.40%
Young Adult (25 to 44)	3,291	2,128	21.20%	26.50%
Older Adult (45 to 64)	4,387	2,028	28.20%	25.80%
Older (65 plus)	3,399	1,955	21.50%	15.60%
Median Age	44.7	746		Median Age = 38.1

Sources: U.S. Census Bureau; Median age calculated by the IBRC.

Population Estimates by Race and Hispanic Origin in 2019	Number	Rank in U.S.	Pct Dist.	Pct Dist. in U.S.
American Ind. or Alaskan Native Alone	116	1,594	0.70%	0.80%
Asian Alone	39	2,299	0.30%	5.50%
Black Alone	84	2,466	0.50%	12.70%
Native Hawaiian and Other Pac. Isl. Alone	0	1,798	0.00%	0.20%
White Alone	14,805	1,922	95.20%	72.50%
Two or More Race Groups	457	1,632	2.90%	3.30%
Hispanic or Latino (can be of any race)				
Non-Hispanic or Latino	15,271	1,998	98.20%	82.00%
Hispanic or Latino	274	2,500	1.80%	18.00%

Sources: U.S. Census Bureau

Hispanic or Latino Population in 2019 (can be of any race)	Number	Rank in U.S.	Pct Dist.	Pct Dist. in U.S.
Hispanic	274	2,500	100%	100%
Mexican	210	2,349	76.60%	62.40%
Cuban	14	1,500	5.10%	3.90%
Puerto Rican	17	2,106	6.20%	9.60%
Other	33	2,509	12.00%	24.10%
White, Not Hispanic (reporting white alone)	14,661	1,852	N/A	N/A

Source: U.S. Census Bureau, American Community Survey, 5-Year Estimates



USA Counties in Profile

Demographics for Gasconade County, MO

Population over Time	Number	Rank in U.S.	Percent of Missouri	Missouri
2019	14,706	2,093	0.20%	6,137,428
2010	15,222	2,083	0.30%	5,988,927
2000	15,360	2,088	0.30%	5,605,714
1990	14,053	2,077	0.30%	5,126,370
1980	13,181	2,124	0.30%	4,916,766
2000 to 2010 % Change	-0.90%	2,142		6.80%
1990 to 2010 % Change	8.30%	1,764		16.80%
1980 to 2010 % Change	15.50%	1,461		21.80%

Source: U.S. Census Bureau

Components of Population Change (1-year change ending in 2019)	Number	Rank in U.S.	Percent of Missouri	Missouri
Net Domestic Migration	74	1,006	-10.40%	-710
Net International Migration	-1	2,422	0.00%	5,503
Natural Increase (births minus deaths)	-45	2,487	-0.40%	11,156
Births	152	2,135	0.20%	71,297
Deaths	197	1,933	0.30%	60,141

Source: U.S. Census Bureau

Population Estimates by Age in 2019	Number	Rank in U.S.	Pct Dist.	Pct Dist. in U.S.
Preschool (0 to 4)	745	2,199	5.10%	6.10%
School Age (5 to 17)	2,298	2,135	15.60%	16.50%
College Age (18 to 24)	1,003	2,225	6.80%	9.40%
Young Adult (25 to 44)	3,030	2,203	20.60%	26.50%
Older Adult (45 to 64)	4,350	2,041	29.60%	25.80%
Older (65 plus)	3,285	1,971	22.30%	15.60%
Median Age	46.2	522		Median Age = 38.1

Sources: U.S. Census Bureau; Median age calculated by the IBRC.

Population Estimates by Race and Hispanic Origin in 2019	Number	Rank in U.S.	Pct Dist.	Pct Dist. in U.S.
American Ind. or Alaskan Native Alone	71	1,917	0.50%	0.80%
Asian Alone	50	2,187	0.30%	5.50%
Black Alone	79	2,483	0.50%	12.70%
Native Hawaiian and Other Pac. Isl. Alone	0	1,798	0.00%	0.20%
White Alone	14,300	1,953	97.20%	72.50%
Two or More Race Groups	187	2,304	1.30%	3.30%
Hispanic or Latino (can be of any race)				
Non-Hispanic or Latino	14,501	2,044	98.60%	82.00%
Hispanic or Latino	210	2,608	1.40%	18.00%

Sources: U.S. Census Bureau

Hispanic or Latino Population in 2019 (can be of any race)	Number	Rank in U.S.	Pct Dist.	Pct Dist. in U.S.
Hispanic	210	2,608	100%	100%
Mexican	171	2,463	81.40%	62.40%
Cuban	0	1,980	0.00%	3.90%
Puerto Rican	0	2,602	0.00%	9.60%
Other	39	2,443	18.60%	24.10%
White, Not Hispanic (reporting white alone)	14,109	1,895	N/A	N/A

Source: U.S. Census Bureau, American Community Survey, 5-Year Estimates



USA Counties in Profile

Demographics for Maries County, MO

Population over Time	Number	Rank in U.S.	Percent of Missouri	Missouri
2019	8,697	2,501	0.10%	6,137,428
2010	9,176	2,491	0.20%	5,988,927
2000	8,903	2,563	0.20%	5,605,714
1990	7,977	2,591	0.20%	5,126,370
1980	7,551	2,634	0.20%	4,916,766
2000 to 2010 % Change	3.10%	1,550		6.80%
1990 to 2010 % Change	15.00%	1,351		16.80%
1980 to 2010 % Change	21.50%	1,255		21.80%

Source: U.S. Census Bureau

Components of Population Change (1-year change ending in 2019)	Number	Rank in U.S.	Percent of Missouri	Missouri
Net Domestic Migration	-61	1,988	8.60%	-710
Net International Migration	4	1,568	0.10%	5,503
Natural Increase (births minus deaths)	-15	2,051	-0.10%	11,156
Births	76	2,633	0.10%	71,297
Deaths	91	2,553	0.20%	60,141

Source: U.S. Census Bureau

Population Estimates by Age in 2019	Number	Rank in U.S.	Pct Dist.	Pct Dist. in U.S.
Preschool (0 to 4)	410	2,627	4.70%	6.10%
School Age (5 to 17)	1,363	2,548	15.50%	16.50%
College Age (18 to 24)	647	2,531	7.30%	9.40%
Young Adult (25 to 44)	1,858	2,552	21.10%	26.50%
Older Adult (45 to 64)	2,650	2,431	30.10%	25.80%
Older (65 plus)	1,875	2,460	21.30%	15.60%
Median Age	46	549		Median Age = 38.1

Sources: U.S. Census Bureau; Median age calculated by the IBRC.

Population Estimates by Race and Hispanic Origin in 2019	Number	Rank in U.S.	Pct Dist.	Pct Dist. in U.S.
American Ind. or Alaskan Native Alone	90	1,770	1.00%	0.80%
Asian Alone	91	1,853	1.00%	5.50%
Black Alone	26	2,759	0.30%	12.70%
Native Hawaiian and Other Pac. Isl. Alone	0	1,798	0.00%	0.20%
White Alone	8,513	2,391	96.70%	72.50%
Two or More Race Groups	78	2,766	0.90%	3.30%
Hispanic or Latino (can be of any race)				
Non-Hispanic or Latino	8,690	2,453	98.70%	82.00%
Hispanic or Latino	113	2,834	1.30%	18.00%

Sources: U.S. Census Bureau

Hispanic or Latino Population in 2019 (can be of any race)	Number	Rank in U.S.	Pct Dist.	Pct Dist. in U.S.
Hispanic	113	2,834	100%	100%
Mexican	24	3,004	21.20%	62.40%
Cuban	0	1,980	0.00%	3.90%
Puerto Rican	3	2,504	2.70%	9.60%
Other	86	2,054	76.10%	24.10%
White, Not Hispanic (reporting white alone)	8,403	2,323	N/A	N/A

Source: U.S. Census Bureau, American Community Survey, 5-Year Estimates



USA Counties in Profile

Demographics for Osage County, MO

Population over Time	Number	Rank in U.S.	Percent of Missouri	Missouri
2019	13,615	2,172	0.20%	6,137,428
2010	13,878	2,172	0.20%	5,988,927
2000	13,015	2,253	0.20%	5,605,714
1990	12,012	2,245	0.20%	5,126,370
1980	12,014	2,212	0.20%	4,916,766
2000 to 2010 % Change		1,078		6.80%
1990 to 2010 % Change	15.50%	1,325		16.80%
1980 to 2010 % Change	15.50%	1,461		21.80%

Source: U.S. Census Bureau

Components of Population Change (1-year change ending in 2019)	Number	Rank in U.S.	Percent of Missouri	Missouri
Net Domestic Migration	-48	1,882	6.80%	-710
Net International Migration	0	2,067	0.00%	5,503
Natural Increase (births minus deaths)	11	1,415	0.10%	11,156
Births	142	2,189	0.20%	71,297
Deaths	131	2,284	0.20%	60,141

Source: U.S. Census Bureau

Population Estimates by Age in 2019	Number	Rank in U.S.	Pct Dist.	Pct Dist. in U.S.
Preschool (0 to 4)	790	2,148	5.80%	6.10%
School Age (5 to 17)	2,355	2,113	17.30%	16.50%
College Age (18 to 24)	1,196	2,069	8.80%	9.40%
Young Adult (25 to 44)	3,122	2,179	22.90%	26.50%
Older Adult (45 to 64)	3,813	2,169	28.00%	25.80%
Older (65 plus)	2,339	2,281	17.20%	15.60%
Median Age	40.8	1,709		Median Age = 38.1

Sources: U.S. Census Bureau; Median age calculated by the IBRC.

Population Estimates by Race and Hispanic Origin in 2019	Number	Rank in U.S.	Pct Dist.	Pct Dist. in U.S.
American Ind. or Alaskan Native Alone	16	2,581	0.10%	0.80%
Asian Alone	4	2,829	0.00%	5.50%
Black Alone	24	2,779	0.20%	12.70%
Native Hawaiian and Other Pac. Isl. Alone	0	1,798	0.00%	0.20%
White Alone	13,497	2,005	99.10%	72.50%
Two or More Race Groups	54	2,865	0.40%	3.30%
Hispanic or Latino (can be of any race)				
Non-Hispanic or Latino	13,503	2,107	99.20%	82.00%
Hispanic or Latino	112	2,837	0.80%	18.00%

Sources: U.S. Census Bureau

Hispanic or Latino Population in 2019 (can be of any race)	Number	Rank in U.S.	Pct Dist.	Pct Dist. in U.S.
Hispanic	112	2,837	100%	100%
Mexican	73	2,822	65.20%	62.40%
Cuban	2	1,905	1.80%	3.90%
Puerto Rican	32	1,866	28.60%	9.60%
Other	5	2,895	4.50%	24.10%
White, Not Hispanic (reporting white alone)	13,411	1,935	N/A	N/A

Source: U.S. Census Bureau, American Community Survey, 5-Year Estimates



USA Counties in Profile

Demographics for Phelps County, MO

Population over Time	Number	Rank in U.S.	Percent of Missouri	Missouri
2019	44,573	1,083	0.70%	6,137,428
2010	45,156	1,063	0.80%	5,988,927
2000	39,899	1,137	0.70%	5,605,714
1990	35,299	1,141	0.70%	5,126,370
1980	33,633	1,125	0.70%	4,916,766
2000 to 2010 % Change	13.20%	577		6.80%
1990 to 2010 % Change	27.90%	787		16.80%
1980 to 2010 % Change	34.30%	899		21.80%

Source: U.S. Census Bureau

Components of Population Change (1-year change ending in 2019)	Number	Rank in U.S.	Percent of Missouri	Missouri
Net Domestic Migration	-191	2,558	26.90%	-710
Net International Migration	173	335	3.10%	5,503
Natural Increase (births minus deaths)	40	1,068	0.40%	11,156
Births	461	1,126	0.60%	71,297
Deaths	421	1,172	0.70%	60,141

Source: U.S. Census Bureau

Population Estimates by Age in 2019	Number	Rank in U.S.	Pct Dist.	Pct Dist. in U.S.
Preschool (0 to 4)	2,518	1,100	5.60%	6.10%
School Age (5 to 17)	6,892	1,131	15.40%	16.50%
College Age (18 to 24)	7,459	707	16.70%	9.40%
Young Adult (25 to 44)	9,954	1,120	22.30%	26.50%
Older Adult (45 to 64)	10,768	1,158	24.10%	25.80%
Older (65 plus)	7,039	1,191	15.80%	15.60%
Median Age	35.3	2,789		Median Age = 38.1

Sources: U.S. Census Bureau; Median age calculated by the IBRC.

Population Estimates by Race and Hispanic Origin in 2019	Number	Rank in U.S.	Pct Dist.	Pct Dist. in U.S.
American Ind. or Alaskan Native Alone	346	930	0.80%	0.80%
Asian Alone	1,620	553	3.60%	5.50%
Black Alone	1,079	1,450	2.40%	12.70%
Native Hawaiian and Other Pac. Isl. Alone	0	1,798	0.00%	0.20%
White Alone	40,391	1,028	90.50%	72.50%
Two or More Race Groups	1,077	1,042	2.40%	3.30%
Hispanic or Latino (can be of any race)	43,493	1,030	97.50%	82.00%
Non-Hispanic or Latino	1,137	1,540	2.50%	18.00%

Sources: U.S. Census Bureau

Hispanic or Latino Population in 2019 (can be of any race)	Number	Rank in U.S.	Pct Dist.	Pct Dist. in U.S.
Hispanic	1,137	1,540	100%	100%
Mexican	714	1,541	62.80%	62.40%
Cuban	61	920	5.40%	3.90%
Puerto Rican	103	1,306	9.10%	9.60%
Other	259	1,381	22.80%	24.10%
White, Not Hispanic (reporting white alone)	39,598	986	N/A	N/A

Source: U.S. Census Bureau, American Community Survey, 5-Year Estimates



USA Counties in Profile

Demographics for Pulaski County, MO

Population over Time	Number	Rank in U.S.	Percent of Missouri	Missouri
2019	52,607	958	0.90%	6,137,428
2010	52,274	948	0.90%	5,988,927
2000	41,803	1,081	0.70%	5,605,714
1990	41,768	982	0.80%	5,126,370
1980	42,011	908	0.90%	4,916,766
2000 to 2010 % Change	25.00%	212		6.80%
1990 to 2010 % Change	25.20%	886		16.80%
1980 to 2010 % Change	24.40%	1,156		21.80%

Source: U.S. Census Bureau

Components of Population Change (1-year change ending in 2019)	Number	Rank in U.S.	Percent of Missouri	Missouri
Net Domestic Migration	183	722	-25.80%	-710
Net International Migration	48	637	0.90%	5,503
Natural Increase (births minus deaths)	379	406	3.40%	11,156
Births	676	855	0.90%	71,297
Deaths	297	1,522	0.50%	60,141

Source: U.S. Census Bureau

Population Estimates by Age in 2019	Number	Rank in U.S.	Pct Dist.	Pct Dist. in U.S.
Preschool (0 to 4)	3,442	872	6.60%	6.10%
School Age (5 to 17)	8,080	1,001	15.40%	16.50%
College Age (18 to 24)	11,971	513	22.80%	9.40%
Young Adult (25 to 44)	15,390	826	29.40%	26.50%
Older Adult (45 to 64)	9,167	1,323	17.50%	25.80%
Older (65 plus)	4,375	1,661	8.30%	15.60%
Median Age	27.6	3,115		Median Age = 38.1

Sources: U.S. Census Bureau; Median age calculated by the IBRC.

Population Estimates by Race and Hispanic Origin in 2019	Number	Rank in U.S.	Pct Dist.	Pct Dist. in U.S.
American Ind. or Alaskan Native Alone	490	757	0.90%	0.80%
Asian Alone	1,316	609	2.50%	5.50%
Black Alone	5,879	761	11.20%	12.70%
Native Hawaiian and Other Pac. Isl. Alone	390	150	0.70%	0.20%
White Alone	39,671	1,050	75.70%	72.50%
Two or More Race Groups	3,129	556	6.00%	3.30%
Hispanic or Latino (can be of any race)	46,546	970	88.80%	82.00%
Non-Hispanic or Latino	5,879	716	11.20%	18.00%

Sources: U.S. Census Bureau

Hispanic or Latino Population in 2019 (can be of any race)	Number	Rank in U.S.	Pct Dist.	Pct Dist. in U.S.
Hispanic	5,879	716	100%	100%
Mexican	3,066	799	52.20%	62.40%
Cuban	111	698	1.90%	3.90%
Puerto Rican	1,035	429	17.60%	9.60%
Other	1,667	572	28.40%	24.10%
White, Not Hispanic (reporting white alone)	36,370	1,054	N/A	N/A

Source: U.S. Census Bureau, American Community Survey, 5-Year Estimates



USA Counties in Profile

Demographics for Washington County, MO

Population over Time	Number	Rank in U.S.	Percent of Missouri	Missouri
2019	24,730	1,608	0.40%	6,137,428
2010	25,195	1,593	0.40%	5,988,927
2000	23,386	1,650	0.40%	5,605,714
1990	20,477	1,679	0.40%	5,126,370
1980	17,983	1,780	0.40%	4,916,766
2000 to 2010 % Change	7.70%	990		6.80%
1990 to 2010 % Change	23.00%	974		16.80%
1980 to 2010 % Change	40.10%	788		21.80%

Source: U.S. Census Bureau

Components of Population Change (1-year change ending in 2019)	Number	Rank in U.S.	Percent of Missouri	Missouri
Net Domestic Migration	-206	2,593	29.00%	-710
Net International Migration	-1	2,422	0.00%	5,503
Natural Increase (births minus deaths)	3	1,602	0.00%	11,156
Births	274	1,598	0.40%	71,297
Deaths	271	1,614	0.50%	60,141

Source: U.S. Census Bureau

Population Estimates by Age in 2019	Number	Rank in U.S.	Pct Dist.	Pct Dist. in U.S.
Preschool (0 to 4)	1,448	1,601	5.80%	6.10%
School Age (5 to 17)	4,223	1,573	17.00%	16.50%
College Age (18 to 24)	1,860	1,704	7.50%	9.40%
Young Adult (25 to 44)	6,053	1,569	24.30%	26.50%
Older Adult (45 to 64)	7,241	1,528	29.10%	25.80%
Older (65 plus)	4,035	1,734	16.20%	15.60%
Median Age	40.8	1,709		Median Age = 38.1

Sources: U.S. Census Bureau; Median age calculated by the IBRC.

Population Estimates by Race and Hispanic Origin in 2019	Number	Rank in U.S.	Pct Dist.	Pct Dist. in U.S.
American Ind. or Alaskan Native Alone	65	1,971	0.30%	0.80%
Asian Alone	53	2,156	0.20%	5.50%
Black Alone	529	1,733	2.10%	12.70%
Native Hawaiian and Other Pac. Isl. Alone	71	566	0.30%	0.20%
White Alone	23,681	1,492	95.30%	72.50%
Two or More Race Groups	461	1,620	1.90%	3.30%
Hispanic or Latino (can be of any race)				
Non-Hispanic or Latino	24,514	1,544	98.60%	82.00%
Hispanic or Latino	346	2,365	1.40%	18.00%

Sources: U.S. Census Bureau

Hispanic or Latino Population in 2019 (can be of any race)	Number	Rank in U.S.	Pct Dist.	Pct Dist. in U.S.
Hispanic	346	2,365	100%	100%
Mexican	250	2,251	72.30%	62.40%
Cuban	0	1,980	0.00%	3.90%
Puerto Rican	5	2,432	1.40%	9.60%
Other	91	2,023	26.30%	24.10%
White, Not Hispanic (reporting white alone)	23,427	1,438 N/A		N/A

Source: U.S. Census Bureau, American Community Survey, 5-Year Estimates

