



FTA Title VI Program



Planning Agency:

Upper Explorerland Regional Planning Commission

RPA-1

325 Washington Street, Decorah

134 West Greene Street, Postville

Prepared For:

Iowa Department of Transportation
800 Lincoln Way
Ames, IA 50010

Revised 11.7.18

Date: November 7, 2018

Recipient Profile

Recipient: Upper Explorerland Regional Planning Commission

Administrative Head: Rachelle Howe Executive Director
Name Title

Recipient Title VI Coordinator: Rachelle Howe Executive Director
Name Title

Address: 325 Washington Street / 134 Greene Street

City/State: Decorah, Iowa / Postville, Iowa

Zip Code/County: 52101 Winneshiek / 52162 Allamakee

Phone: 563-382-6171 / 563-864-7551 Fax: 563-382-6311 / 563-864-7535

Email: rhowe@uerpc.org

Website: www.uerpc.org

Has the recipient signed and submitted its Title VI Assurances? Yes X No _____

Has the recipient submitted its Title VI Program Plan? Yes X No _____

What strategies has your planning process developed for ensuring, demonstrating, and sustaining compliance with Title VI?

RPA-1 has responsibility for providing long-range planning (through a service agreement with the Iowa DOT), program development, and capital programming necessary to provide safe, efficient transportation services to the region’s citizens. The region’s transportation planner annually updates and coordinates the region’s four-year Transportation Improvement Program (TIP). Projects included in the TIP are the result of evaluation and prioritization of needs in transportation areas including roads, bridges, walking, bicycling, and transit. The evaluation process includes input from the RPA-1 Policy Board and advisory committees, local jurisdictions and organizations, EARL Public Transit, citizen groups, and individuals. In order to engage the public in planning activities, RPA-1 promotes the participation of a cross-section of the populace from social, economic and ethnic groups into the planning process by disseminating written program information as widely as possible, and providing press releases for all local media, when forming citizen advisory committees or planning boards and requesting involvement. To ensure access to public meetings, evening meetings can be conducted in community buildings throughout the region and translation services can be available if requested. RPA-1 regularly conducts an analysis of how the benefits and burdens of the long-range plan are distributed among low-income, minority, and disabled populations compared to the broader population. The analysis utilizes the demographic profile (included). RPA-1 is responsible for informing all staff members of all federal Title VI policies, including any changes and updates. In addition, RPA-1

is responsible for informing all staff members and consultants of the agency's Title VI plan, including the LEP plan, public participation plan, environmental justice policy and ADA policy, as well as any updates and changes.

General Requirements

1.

- Attach a copy of recipient's Title VI notice to the Public. (SEE ATTACHMENT A)

Required elements:

- A statement that the agency operates programs without regard to race, color, or national origin
- A description of the procedures that members of the public should follow in order to request additional information on the recipient's Title VI obligations
- A description of the procedures that members of the public shall follow in order to file a Title VI discrimination complaint against the recipient

List locations where the notice is posted:

1. Upper Explorerland RPC Website
2. Postville office: 134 Greene Street, Postville, Iowa 52162
3. Decorah office: 325 Washington Street, Decorah, Iowa 52101

2.

- Please attach a copy of the recipient's instructions to the public regarding how to file a Title VI discrimination complaint, including a copy of the complaint form. SEE ATTACHMENT B)
- Are complaint procedures and the complaint form posted on the recipient's website? Please provide the URL: www.uerpc.org

3.

Please list and describe any transit-related Title VI investigations, complaints, or lawsuits filed with, concerning, or naming the recipient in the last three years.

- NO TITLE VI INVESTIGATIONS, COMPLAINTS OR LAWSUITS FILED

4.

- Please attach a public participation plan that includes an outreach plan to engage minority and limited English proficient populations, as well as a summary of outreach efforts made in the last three years.

Please describe the methods used to inform low-income and minority populations of planning efforts for transportation-related services and/or improvements:

Planning efforts are promoted through numerous outlets including local newspapers, local organizational newsletters, local radio stations and through community postings in city halls and other meeting venues.

List minority and/or community media utilized to ensure notification of public meetings or public review of recipient documents for residents in minority and low-income areas:

The region does not have large areas with concentrations of minority and low-income residents. The percent of families in poverty across the region is about 6.8%. Where there are slightly higher percentages of non-white residents, or lower income populations, the following media outlets are available:

- The Fayette Leader covers the community of Fayette, where there is a comparatively higher number of non-white persons (approximately 20%) according to the U.S. Census Bureau ACS 2016 five-year estimates. This is likely due to the Upper Iowa University (UIU) campus and student body. The UIU campus has additional opportunities for distributing information to students. Fayette also has an especially high percentage of the population living under the poverty line (approximately 30%) according to the U.S. Census Bureau ACS 2016 five-year estimates.
- The Cresco Plain Dealer covers the community of Cresco, where a higher percentage of the population lives under the poverty line (approximately 14%) according to the U.S. Census Bureau ACS 2016 five-year estimates.
- The Postville Herald covers the community of Postville, where a higher percentage of the population lives under the poverty line (approximately 30%) according to the U.S. Census Bureau ACS 2016 five-year estimates.
- The Clayton County Register covers the community of Guttenberg, where a higher percentage of the population lives under the poverty line (approximately 14%) according to the U.S. Census Bureau ACS 2016 five-year estimates.
- The Fayette County Union covers the community of West Union, where a higher percentage of the population lives under the poverty line (approximately 16%) according to the U.S. Census Bureau ACS 2016 five-year estimates.
- Decorah radio stations KDEC and KVIK also reach these areas

When was the public participation plan last reviewed? Please describe how.

The RPA-1 Public Participation Plan was last updated in 2016 when it was reviewed and adopted by the RPA-1 Policy Board.

5.

- Please attach a copy of the recipient’s plan for providing language assistance to persons with limited English proficiency, based on the DOT LEP Guidance, *Federal Register*, Volume 70, Number 239, <http://www.gpo.gov/fdsys/pkg/FR-2005-12-14/html/05-23972.htm>.

What steps has the recipient taken to ensure meaningful access to the benefits, services, information, and other important components of its programs and services to persons with limited English proficiency?

RPA-1 utilizes Language Services Associates, a telephone interpreting service, when necessary.

6.

List all non-elected committees and councils, the membership of which is selected by the recipient:

Not applicable, members are selected by others outside of the RPA.

Describe the process the recipient uses to encourage the participation of minorities on such committees.

The participation of minorities is encouraged by reminding jurisdictions to consider diversity in making its selections for committees, including race, color, national origin, gender, etc.

Racial/Ethnic Breakdown of the Non-Elected Committees and Councils:

Group	Number
Male	22
Female	33
White	55
Black or African American	0
Latino or Hispanic Origin	1
American Indian or Alaskan Native	0
Asian	0
Native Hawaiian or other Pacific Islander	0
Other	0

7.

If applicable, describe the efforts the recipient uses to ensure subrecipients are complying with Title VI: NA – NO SUBRECIPIENTS

8.

Has the recipient constructed a facility, such as a vehicle storage facility, maintenance facility, operation center, etc., with Federal Transit Administration funds? ____ Yes X No

- If yes, please attach the Title VI equity analysis conducted during the planning stage with regard to the location of the facility.

9.

- Please attach a copy(ies) of board meeting minutes, resolution(s), or other appropriate documentation showing the board(s) of directors or appropriate governing entity(ies) or official(s) responsible for policy decisions reviewed and approved the Title VI Program. (SEE ATTACHMENT C)

Requirements of Planning Agencies

1.

- Has the planning agency developed a demographic profile of the planning area that includes identification of the locations of socioeconomic groups, including low-income and minority populations? Provide a summary of the planning area demographics.
(SEE ATTACHMENT D)

2.

Please describe the procedures by which the mobility needs of minority populations are identified and considered within the planning process.

Mobility needs of minority populations are identified and considered by passenger transportation advisory group (TAG) committee members, many of whom offer services to marginalized populations.

3.

- Please attach demographic maps that show the impacts of the distribution of State and Federal funds in the aggregate for public transportation projects. NA – FUNDS PAY FOR PLANNING SERVICES THAT COVER THE ENTIRE FIVE-COUNTY AREA

4.

- Please attach analysis of the planning agency's transportation system investments that identifies and addresses any disparate impacts.

List adverse social, environmental, economic or demographic impact identified in the planning process: NO ADVERSE EFFECTS OR IMPACTS.

Declaration of the Respondent

I declare that I have provided information as a part of the Title VI Program to the best of my knowledge and believe it to be true, correct, and complete.

Rachelle Howe November 2, 2018
Respondent Date

Declaration of the Administrative Head

I declare that I have reviewed and approved the information provided in the Title VI Program and to the best of my knowledge believe it to be true, correct, and complete.

Rachelle Howe November 2, 2018
Respondent Date

Attachment A

Notifying the Public of Rights Under Title VI

UPPER EXPLORERLAND REGIONAL PLANNING COMMISSION – RPA-1

RPA-1 operates its programs and services without regard to race, color, and national origin in accordance with Title VI of the Civil Rights Act. Any person who believes she or he has been aggrieved by any unlawful discriminatory practice under Title VI may file a complaint with RPA-1.

For more information on RPA-1's civil rights program, and the procedures to file a complaint, contact 563-382-6171 or 563-382-6311. For deaf/hard of hearing use Relay Iowa 711; email rhowe@uerpc.org; or visit our administrative offices at 325 Washington Street, Decorah, Iowa or 134 Greene Street, Postville, Iowa. For more information, visit www.uerpc.org.

A complainant may file a complaint directly with the RPA by filing a complaint form with Upper Explorerland Regional Planning Commission Attention: Title VI Program Coordinator, 325 Washington Street, Decorah, Iowa 52101; or 134 West Greene Street, Postville, Iowa 56162, 563-382-6171 or 563-864-7551, rhowe@uerpc.org.

A complaint may also be filed with the Federal Transit Administration by filing a complaint with the Office of Civil Rights, Attention: Title VI Program Coordinator, East Building, 5th Floor-TCR, 1200 New Jersey Ave., SE, Washington, DC 20590; or with Iowa Department of Transportation, Office of Employee Services – Civil Rights, 800 Lincoln Way, Ames, Iowa 50010, 515-239-1422, dot.civilrights@dot.iowa.gov.

If information is needed in another language, RPA-1 utilizes Language Services Associates.

Attachment B

Discrimination complaint procedures –

Allegations of discrimination in federally assisted programs or activities

The Upper Explorerland Regional Planning Commission adopts the following discrimination complaint procedures for complaints relating to federally assisted transportation-related programs or activities.

1. **Filing a discrimination complaint:** Any person who believes that he or she, or any class of individuals, or in connection with any disadvantaged business enterprise, has been or is being subjected to discrimination prohibited by Title VI of the Civil Rights Act of 1964, the American with Disabilities Act of 1990, Section 504 of the Vocational Rehabilitation Act of 1973, and/or the Civil Rights Restoration Act of 1987, as amended, has the right to file a complaint.

Any individual wishing to file a discrimination complaint must be given the option to file the complaint with RPA-1, or directly with the Iowa DOT, FHWA, USDOT and U.S. Department of Justice. Complaints may be filed with all agencies simultaneously.

No individual or agency shall refuse service, discharge or retaliate in any manner against any persons because that individual has filed a discrimination complaint, instituted any proceeding related to a discrimination complaint, testified, or is about to testify, in any proceeding or investigation related to a discrimination complaint, or has provided information or assisted in an investigation.

2. **Complaint filing timeframe:** A discrimination complaint must be filed within 180 calendar days of either:
 - (a) The alleged act of discrimination.
 - (b) Date when the person(s) became aware of the alleged discrimination.
 - (c) Date on which the conduct was discontinued, if there has been a continuing course of conduct.

RPA-1 or their designee may extend the time for filing or waive the time limit in the interest of justice, specifying in writing the reason for so doing.

3. **Contents of a complaint:** A discrimination complaint must be written. The document must contain the following information.
 - a) The complainant's name and address, or other means by which the complainant may be contacted.
 - b) Identification of individual(s) or organization(s) responsible for the alleged discrimination.
 - c) A description of the complainant's allegations, which must include enough detail to determine if the AGENCY has jurisdiction over the complaint and if the complaint was filed timely.
 - d) Specific prohibited bases of alleged discrimination (i.e., race, color, gender, etc.).
 - e) Apparent merit of the complaint.
 - f) The complainant's signature or signature of his/her authorized representative.

In the event that a person makes a verbal complaint of discrimination to an officer or employee of RPA-1, the complainant shall be interviewed by the RPA-1 Coordinator. If necessary, the Coordinator will assist the complainant in reducing the complaint to writing and then submit the written version of the complaint to the person for signature.

4. **Complaints against RPA-1:** Any complaints received against RPA-1 should immediately be forwarded to the Iowa DOT for investigation. RPA-1 shall not investigate any complaint in which it has been named in the complaint. The contact information for the Iowa DOT's Title VI program is:

Iowa Department of Transportation
Office of Employee Services – Civil Rights
800 Lincoln Way
Ames, Iowa 50010
515-239-1422
515-817-6502 (fax)
dot.civilrights@dot.iowa.gov

5. **Notice of Receipt:** All complaints shall be referred to the RPA-1 Coordinator for review and action. Within 10 days of receipt of the discrimination complaint, the Coordinator shall issue an initial written Notice of Receipt that:
 - a) Acknowledges receipt of the discrimination complaint.
 - b) Advises the complainant of his/her right to seek representation by an attorney or other individual of his or her choice in the discrimination complaint process.
 - c) Contains a list of each issue raised in the discrimination complaint.
 - d) Advises the complainant of the timeframes for processing the discrimination complaint and providing a determination.
 - e) Advises the complainant of other avenues of redress of their complaint, including the Iowa DOT, FHWA, USDOT and USDOJ.
 - f) Includes an invitation to mediation as described in paragraph 1 under item eight below.
6. **Notification of the Iowa DOT of a complaint:** RPA-1 shall advise the Iowa DOT within 10 business days of receipt of the complaint. Generally, the following information will be included in every notification to the Iowa DOT.
 - a) Name, address and phone number of the complainant.
 - b) Name(s) and address(es) of alleged discriminating official(s).
 - c) Basis of complaint (i.e., race, color, national origin or gender).
 - d) Date of alleged discriminatory act(s).
 - e) Date complaint received by RPA-1.
 - f) A statement of the complaint.
 - g) Other agencies (state, local or federal) where the complaint has been filed.
 - h) An explanation of the actions RPA-1 has taken or proposed to resolve the issue identified in the complaint.
7. **Processing a complaint and timeframe:** The total time allowed for processing the discrimination complaint is 90 calendar days from the date the complaint was filed. There is no extension available at this level. This timeframe includes 60 calendar days at the RPA level and 30 days for review at the state level, if needed.

If the complainant elects to file a complaint with both RPA-1 and Iowa DOT, the complainant shall be informed that RPA-1 has 90 calendar days to process the discrimination complaint and the Iowa DOT shall not investigate the complaint until the 90 calendar-day period has expired.

Immediately after issuance of the notice of receipt to the complainant (step four), the RPA Coordinator shall either begin the fact-finding or investigation of the discrimination complaint, or arrange to have an investigation conducted.

Based on the information obtained during that investigation, the Coordinator shall render a recommendation for action in a Report of Findings to the head of RPA-1.

8. **Alternative dispute resolution/mediation process:** The complainant must be given an invitation to participate in mediation to resolve the complaint by informal means. The RPA Coordinator shall include an invitation to mediation with the Notice of Receipt, offering the opportunity to use the alternative dispute resolution/mediation process.

If the complaint selects mediation, it allows disputes to be resolved in a less adversarial manner. With mediation, a neutral party assists two opposing parties in a dispute come to an agreement to resolve their issue. The mediator does not function as a judge or arbiter, but simply helps the parties resolve the dispute themselves.

Upon receiving a request to mediate, the RPA Coordinator shall identify or designate a mediator who must be a neutral and impartial third party. The mediator must be a person acceptable to all parties and who will assist the parties in resolving their disputes.

If the complainant chooses to participate in mediation, she or he or the designee must respond in writing within 10 calendar days of the date of the invitation. This written acceptance must be dated and signed by the complainant and must also include the relief sought.

After mediation is arranged, a written confirmation identifying the date, time and location of the mediation conference shall be sent to both parties. If possible, the mediation process should be completed within 30 calendar days of receipt of the discrimination complaint. This will assist in keeping within the 90 calendar-day timeframe of the written Notice of Final Action if the mediation is not successful.

If resolution is reached under mediation, the agreement shall be in writing. A copy of the signed agreement shall be sent to the Iowa DOT's Title IV program coordinator. If an agreement is reached, but a party to it believes his/her agreement has been breached, the non-breaching party may file another complaint. If the parties do not reach resolution under mediation, the RPA Coordinator shall continue with the investigation.

9. **Notice of Final Action:** A written Notice of Final Action shall be provided to the complainant within 60 days of the date the discrimination complaint was filed. It shall contain:
 - a) A statement regarding the disposition of each issue identified in the discrimination complaint and reason for the determination.
 - b) A copy of the mediation agreement, if the discrimination complaint was resolved by mediation.
 - c) A notice that the complainant has the right to file a complaint with the Iowa DOT, FHWA, USDOT or USDOJ within 30 calendar days after the Notice of Final Action, if she or he is dissatisfied with the final action on the discrimination complaint.

The RPA Coordinator shall provide the Iowa DOT's Title VI program coordinator with a copy of this decision, as well as a summary of findings upon completion of the investigation. Should deficiencies be noted in the implementation of these discrimination complaint procedures by RPA-1, the Iowa DOT's Title VI program coordinator will work in conjunction with the RPA Coordinator to review the information and/or provide technical assistance in the discrimination complaint process, mediation process, and/or investigation.

10. **Corrective action:** If discrimination is found through the process of a complaint investigation, the respondent shall be requested to voluntarily comply with corrective action(s) or a conciliation agreement to correct the discrimination.

11. **Confidentiality:** RPA-1 and Iowa DOT Title VI program coordinators are required to keep the following information confidential to the maximum extent possible, consistent with applicable law and fair determination of the discrimination complaint.
 - a) The fact that the discrimination complaint has been filed.
 - b) The identity of the complainant(s).
 - c) The identity of individual respondents to the allegations.
 - d) The identity of any person(s) who furnished information relative to, or assisting in, a complaint investigation.

12. **Recordkeeping:** The RPA Coordinator shall maintain a log of complaints filed that alleged discrimination. The log must include:
 - a) The name and address of the complainant.
 - b) Basis of discrimination complaint.
 - c) Description of complaint.
 - d) Date filed.
 - e) Disposition and date.
 - f) Any other pertinent information.

All records regarding discrimination complaints and actions taken on discrimination complaints must be maintained for a period of not less than three years from the final date of resolution of the complaint.

Title VI Complaint Form

Upper Explorerland Regional Planning Commission – RPA-1

RPA-1 is committed to ensuring that no person is excluded from participation in or denied the benefits of its services on the basis of race, color or national origin, as provided by Title VI of the Civil Rights Act of 1964, as amended. Title VI complaints must be filed within 180 days from the date of the alleged discrimination.

The following information is necessary to assist us in processing your complaint. If you require any assistance in completing this form, please contact the Executive Director at Upper Explorerland Regional Planning Commission by calling (563) 382-6171 or (563) 864-7551. The completed form must be returned to Title VI Coordinator, Upper Explorerland Regional Planning Commission, RPA-1, 325 Washington Street, Decorah, IA 52101.

NAME: _____

DAYTIME PHONE: _____

STREET ADDRESS: _____

CITY, STATE, ZIP CODE: _____

PERSON DISCRIMINATED AGAINST (IF SOMEONE OTHER THAN COMPLAINANT):

NAME: _____

DAYTIME PHONE: _____

STREET ADDRESS: _____

CITY, STATE, ZIP CODE: _____

WHICH OF THE FOLLOWING BEST DESCRIBES THE REASON FOR THE ALLEGED DISCRIMINATION? (CHECK ALL THAT APPLY)

- Race
- Limited English Proficiency
- Color
- National Origin
- Gender
- Other: _____

DATE OF INCIDENT: _____ TIME OF INCIDENT: _____

Describe the alleged discrimination incident. Provide the names and titles of all individuals responsible. Explain what happened, whom you believe was responsible and other specific relevant information. Please use an additional sheet of paper if more space is required.

HAVE YOU FILED A COMPLAINT WITH ANY OTHER FEDERAL, STATE OR LOCAL AGENCIES? (CHECK ONE)

- Yes
 No

IF YES, LIST AGENCY/AGENCIES AND CONTACT INFO:

AGENCY:

CONTACT NAME:

ADDRESS:

PHONE NUMBER:

AGENCY:

CONTACT NAME:

ADDRESS:

PHONE NUMBER:

I AFFIRM THAT I HAVE READ THE ABOVE CHARGE AND IT IS TRUE TO THE BEST OF MY KNOWLEDGE.

COMPLAINANT'S SIGNATURE

DATE

PRINT OR TYPED NAME OF COMPLAINANT

DATE RECEIVED: _____ RECEIVED BY: _____

Attachment C

UPPER EXPLORERLAND REGIONAL PLANNING COMMISSION
REGION 1 REGIONAL PLANNING AFFILIATION (RPA 1)
RESOLUTION 2018 - 04

RESOLUTION TO APPROVE
THE RPA-1 TITLE VI PROGRAM

WHEREAS Upper Explorerland Regional Planning Commission (UERPC) has been designated as the Regional Planning Affiliation (RPA-1) for the counties of Allamakee, Clayton, Fayette, Howard and Winneshiek for the purposes of transportation planning and programming; and

WHEREAS the UERPC RPA-1 Transportation Policy Board has been established by resolution to serve as the governing body for RPA-1; and

WHEREAS the Iowa Department of Transportation requires RPA-1 to update and approve its Title VI Program every three years in compliance with Federal Transit Administration regulations; and

WHEREAS the RPA-1 Title VI Program was last reviewed and approved on October 28, 2015; and

WHEREAS the UERPC RPA-1 Transportation Policy Board has had an opportunity to review the RPA-1 Title VI Program;


BE IT THEREFORE RESOLVED that the UERPC RPA-1 Transportation Policy Board hereby approves the RPA-1 Title VI Program.

Passed and adopted this 7th day of November, 2018

Signed: _____


Dean Thompson, Chair
UERPC RPA-1 Transportation Policy Board

Attest: _____


Aaron Detter, Regional Planner
UERPC

Attachment D

Demographic Summary

	Allamakee	Clayton	Fayette	Howard	Winneshiek	Iowa
SEX AND AGE						
Total population ¹	13,884	17,637	19,796	9,228	20,201	3,130,869
Male ¹	7,069	8,875	9,996	4,622	10,032	1,564,733
Female ¹	6,815	8,762	9,800	4,606	10,169	1,580,978
65 years and over ¹	3,100	4,037	4,178	1,891	4,043	526,057
Race alone or in combination with one or more other races						
Total population ¹	13,884	17,637	19,796	9,228	20,201	3,130,869
White ²	13,497	17,377	19,497	9,271	20,124	2,823,890
Black or African American ²	118	110	270	31	178	103,052
American Indian & Alaska Native ²	32	40	109	0	41	9,951
Asian ²	61	80	154	24	244	66,570
Native Hawaiian & Other Pacific Islander ²	2	0	0	0	0	2,422
Some other race ²	64	0	66	13	72	39,410
HISPANIC OR LATINO AND RACE						
Total population ¹	13,884	17,637	19,796	9,228	20,201	3,130,869
Hispanic or Latino (any race) ²	792	331	455	144	437	172,707
INCOME						
Median household income ³	48,089	48,482	47,711	49,199	57,009	54,570
PERCENTAGE OF FAMILIES AND PEOPLE WHOSE INCOME IN THE PAST 12 MONTHS IS BELOW THE POVERTY LEVEL						
All families ²	6.8%	6.2%	7.8%	7.8%	5.5%	7.9%
With related children under 18 ²	11.2%	11.6%	14.7%	10.1%	6.8%	13.3%
With related children under 5 ²	9.5%	10.5%	13.5%	16.2%	8.8%	15.3%
LIMITED ENGLISH SPEAKING HOUSEHOLDS - No one age 14 and over speaks English only or speaks English "very well" (The large margins of error for these estimates render the data functionally meaningless.)						
Percent of All Households ²	2.4%	0.9%	0.2%	0.4%	0.2%	1.6%
Households speaking ² :						
Spanish	30.1%	32.8%	4.4%	0.0%	0.0%	20.8%
Other Indo-European languages	0.0%	3.7%	4.1%	10.2%	16.7%	11.0%
Asian & Pacific Island languages	0.0%	62.5%	0.0%	0.0%	0.0%	32.1%
Other languages	77.6%	48.5%	0.0%	0.0%	0.0%	27.5%

¹ U.S. Census Bureau, 2017 Estimates

² U.S. Census Bureau, 2016 ACS 5-Year Estimates

³ U.S. Census Bureau, 2016 ACS 5-Year Estimates (Income for past 12 months; 2016 inflation-adjusted dollars)