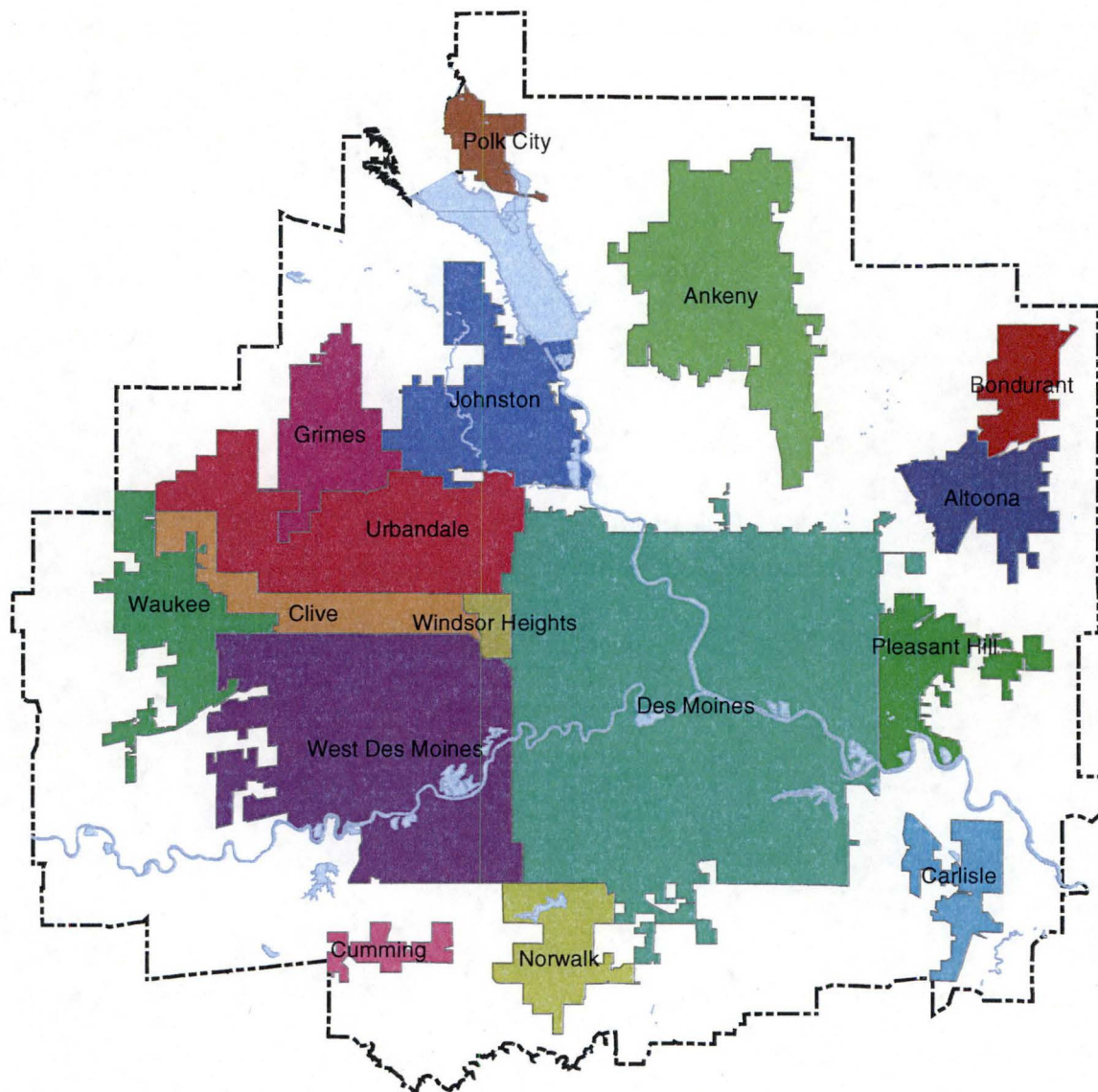


Area-Wide Job Access and Reverse Commute Transportation Plan



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AREA-WIDE JOB ACCESS AND REVERSE COMMUTE TRANSPORTATION PLAN

CHAPTER 1: INTRODUCTION

OVERVIEW

Nationally, while two-thirds of all new jobs are in the suburbs, three-quarters of welfare recipients live in rural areas or in central cities. Even in metropolitan areas with extensive transit systems, studies have shown that less than half of the jobs are accessible by transit. In particular, many entry-level workers have difficulty reaching jobs during evening or weekend shifts when transit services are frequently diminished or non-existent. Work trips can also be complex, involving several destinations including child care providers. The problems are equally challenging in rural areas; approximately 40 percent of rural counties lack public transit systems.

Auto ownership among welfare recipients and low-income persons is also low. As many as 94 percent of welfare recipients do not own cars and nearly 40 percent of workers with annual incomes below \$10,000 do not commute by car. In 1991, the median price of a new car was equivalent to 25 weeks of salary for the average worker and considerably more for the low-income worker.

Transportation is clearly a key barrier to those moving from welfare to work. Providing a variety of new or expanded transportation options for low-income workers, especially those who are receiving or who have recently received welfare benefits, will increase the likelihood that those workers will get and retain jobs.

A Job Access project focuses on implementing new or expanded transportation services, targeted at filling transportation gaps and designed to transport welfare recipients and low-income individuals to and from jobs and other employment-related activities such as child care or training.

A Reverse Commute project facilitates the provision of new or expanded public mass transportation services from urban areas, suburban and rural areas to suburban work places.

GOALS

- To provide transportation services in urban, suburban and rural areas to assist welfare recipients and low income individuals access to employment opportunities, and
- To increase collaboration among the transportation providers, human service agencies, employers, metropolitan planning organizations, regional planning organizations, states and affected communities and individuals.

CHAPTER 2: COORDINATED TRANSPORTATION / HUMAN SERVICES

The Des Moines Area Metropolitan Planning Organization (Des Moines Area MPO) serves as the regional forum in the urbanized area to coordinate public transit, human services, and interested stakeholder groups in the transportation planning process. This transportation planning process will assist in the development of a comprehensive area-wide approach to provide transportation services to welfare recipients and low-income persons regardless of jurisdictional boundaries. Below is background information on the Des Moines Area MPO's responsibility, the Community Workforce Partnership, the Des Moines Metropolitan Transit Authority's (Des Moines MTA) discussions with local agencies on new initiatives and support services needed to move welfare recipients into the business community, and the Des Moines MTA's Work and Gain Economic Self-Sufficiency Board.

BRIEF HISTORY OF METROPOLITAN PLANNING ORGANIZATIONS

In the early 1960's, the federal government required regional agencies to conduct "continuing, comprehensive, and coordinated" transportation planning. They were effective at providing technical assistance to local agencies and promoting coordination among them. Yet, ten years later, most were only serving as an advisory role.

Congress took important steps to address this situation in developing the 1973 Highway Act. At the urging of federal officials and the urban-environment coalition, Congress dedicated a small portion of each state's funding from the Highway Trust Fund for new "Metropolitan Planning Organizations" (MPOs) for establishment in or designation to each urbanized area over 50,000 in population. In doing so, Congress gave federal officials the legal mandate and funding to transform the hodgepodge of regional bodies across the country into effective, multimodal planning agencies. Currently, there are approximately 360 MPOs or similar organizations operating in the United States. The Des Moines Area MPO is one of the nine metropolitan planning organizations in Iowa. Other MPOs in Iowa include Ames, Cedar Rapids, Council Bluffs, Davenport, Dubuque, Iowa City, Sioux City, and Waterloo.

The *Intermodal Surface Transportation Efficiency Act of 1991* (ISTEA) empowered MPOs, and provided for flexibility in the use of funding, improved state-regional cooperation and enhanced public participation. President Bill Clinton signed the TEA-21 legislation into law during June 1998. The legislation designated metropolitan areas exceeding 200,000 in population as Transportation Management Areas (TMA). Being a TMA places more responsibilities upon a metropolitan planning organization. The Des Moines metropolitan area's population exceeds that threshold and is, therefore, designated a TMA.

TEA-21 continues the provisions of the previous transportation legislation that placed a strong emphasis on the role and responsibilities of MPOs in America's metropolitan areas. The mandate for more balanced and multimodal transportation systems focused new attention on regional organizations such as councils of governments and regional planning commissions composed of local officials and representatives of major interests in each metropolitan area.

TEA-21 authorizes continuation of these provisions and the improvements of the current transportation programs. TEA-21 invests in highways, highway safety, transit systems, intermodal projects, advanced technologies, Intelligent Transportation Systems, and other surface transportation programs. TEA-21 expired on September 30, 2004, but a five month extension was granted while Congress reviews the new transportation bill. Temporary legislation is in place until a new transportation bill is adopted.

DES MOINES AREA METROPOLITAN PLANNING ORGANIZATION

The Des Moines Area MPO is the Des Moines metropolitan area's formal transportation planning body for carrying out the intent of §450, Title 23 United States Code. In 1973, Iowa's Governor designated the MPO as the official metropolitan planning organization for the Des Moines metropolitan area. The MPO is committed to carrying out the continuing, comprehensive, and cooperative (3-C) transportation planning process intended in the most recent surface transportation legislation, TEA-21. The MPO is also responsible for selecting applicants for consideration for the Federal Job Access and Reverse Commute grants.

The Des Moines Area MPO is responsible for transportation planning within a geographic area or Planning Area. **[See Des Moines Area MPO Map]** The Des Moines Area MPO approved the Planning Area in December 2002. The Planning Area includes portions of Dallas, Madison, Polk, and Warren Counties. The intention of the Planning Area is to include areas expected for development or urbanization by the year 2025.

The Des Moines Area MPO membership is open to any county or city government located in the Planning Area, with a population of at least 1,500 persons, and who adopts the Des Moines Area MPO's 28E Agreement (agreement entered into under Chapter 28E, Code of Iowa, establishing the Des Moines Area MPO and its responsibilities). Currently, Des Moines Area MPO membership includes the following cities and counties: Altoona, Ankeny, Bondurant, Carlisle, Clive, Dallas County, Des Moines, Grimes, Johnston, Norwalk, Pleasant Hill, Polk City, Polk County, Urbandale, Warren County, Waukee, West Des Moines, and Windsor Heights. The City of Cumming is an associate Des Moines Area MPO member. Associate membership allows a non-voting representative to actively participate in the transportation planning process. Associate membership is available to governments within the Des Moines Area MPO that do not meet the population threshold for full membership.

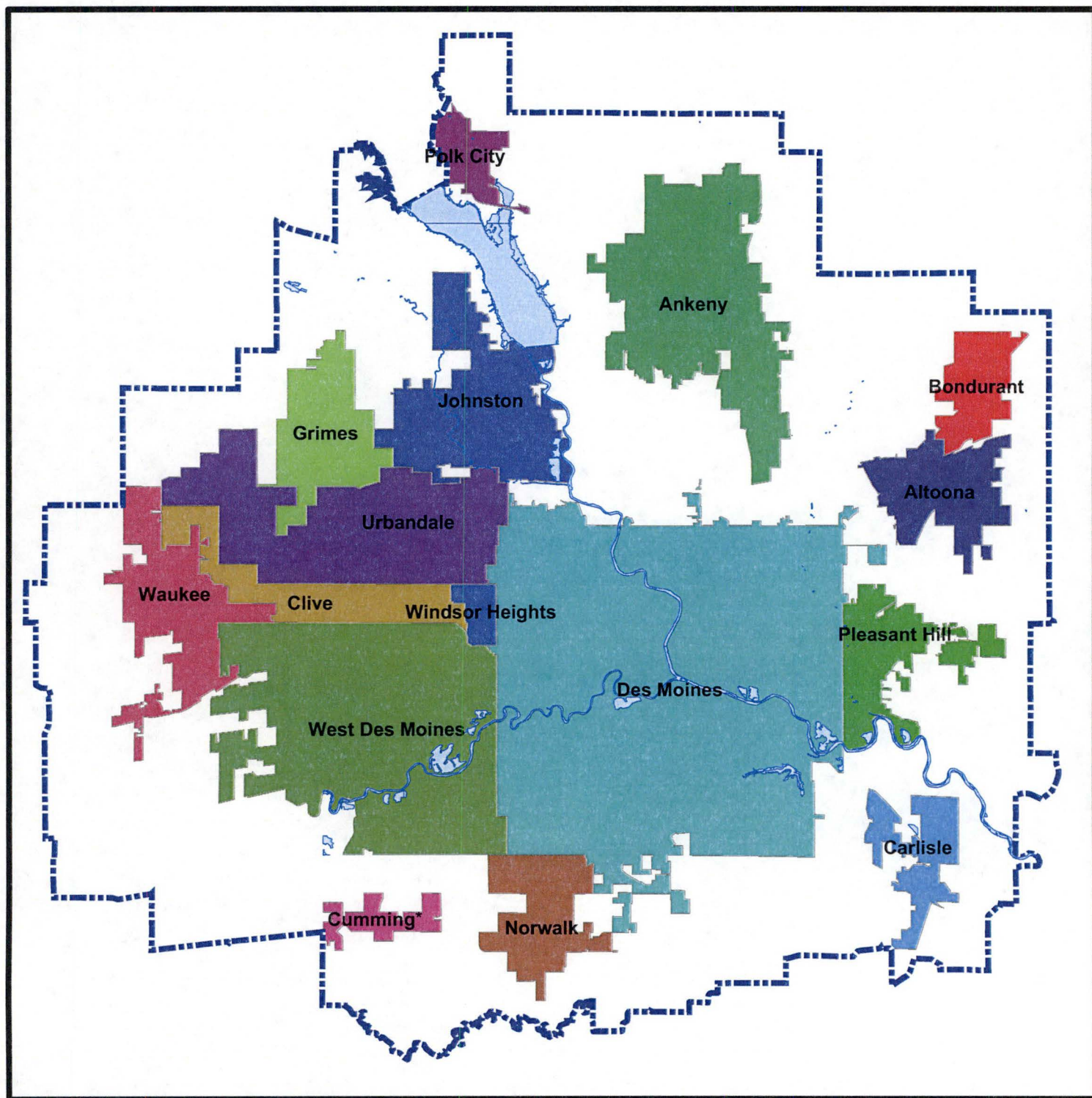
Representation on the Des Moines Area MPO (the Transportation Policy Committee) is dependent upon population, with each member government given at least one vote. The Des Moines Area MPO gives additional representatives to larger member governments based on reaching determined population thresholds. The Iowa Department of Transportation (DOT), the Des Moines Metropolitan Transit Authority (MTA), the Des Moines International Airport (Airport), the Federal Highway Administration (FHWA), and the Federal Transit Administration (FTA) serve as non-voting, advisory representatives to the Des Moines Area MPO.

The Des Moines Area MPO receives technical guidance and recommendations from the Des Moines Area MPO's Transportation Technical Committee (Technical Committee). The Technical Committee representation differs from the Des Moines Area MPO in that the Des Moines MTA and Airport are voting members of this committee. The Des Moines Area MPO Technical Committee's representatives, primarily senior staff from the Des Moines Area MPO's member governments and agencies, are appointed by their respective councils or boards.

Additionally, the Des Moines Area MPO has both established and supports other committees on various transportation related issues relevant to the Des Moines Area MPO's responsibilities. The Des Moines Area MPO also requests citizens to serve on these committees, as appropriate. As part of an adopted public participation process, the Des Moines Area MPO strongly encourages input by and communication from citizens.

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Des Moines Area Metropolitan Planning Organization Planning Area and Member Governments



* Associate Member

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Miles



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DES MOINES METROPOLITAN TRANSIT AUTHORITY

The Des Moines Metropolitan Transit Authority (Des Moines MTA) has participated in meeting within the greater Des Moines area to discuss new initiatives to provide jobs and support services needed to move welfare recipients into the business community.

Community Focus Project (1988 - 1989)

Purpose: To assess strengths and needs of the Polk County community in six areas: health, education, cultural arts, recreation, human services, and building and facilities.

Participants: A broad cross-section of the community including: city and county governments, agencies and organizations that provide services, the business community, and interested citizens. A Board of Directors was created with representation from private, non-profit, and public sectors of the community.

Outcome: Numerous needs were identified, but six needs continually came to the surface. Those needs are:

1. Children at risk;
2. The working poor and unemployed;
3. Transportation for the disadvantaged;
4. Affordable housing;
5. Substance abuse; and
6. Audience development for the arts and recreation.

Barriers were identified for each need area. Adequate transportation was cited as a barrier to resolving issues in five of the six need areas.

Coordinating Service Providers Group (January 1998)

Purpose: To identify areas in which welfare-to-work transportation needs are not being met and develop transportation alternatives.

Participants: Iowa Workforce Development; Comprehensive Employment and Training Consortium; Region XII Council of Governments; Progress Industries; United Way Dislocated Workers Center; Goodwill; Red Rock Area Community Action Project; Proteus, Inc.; Des Moines MTA; Green Thumb; Des Moines Area Community College; City of Des Moines; and Polk County.

Outcome: Identified unmet transportation needs of extended evening service in the urban area, need for fare subsidies for the low-income, and need for a van service in rural areas. The Coordinating Service Providers Group developed an application for the Welfare-to-Work Competitive Grants, Round 1 and 2, with the U.S. Department of Labor. Both applications were turned down.

Meetings with West Des Moines Businesses (April - May 1998)

Purpose: The Des Moines area was selected by the Department of Housing and Urban Development (HUD) to receive funding to develop a Transit Plan for the City of Des Moines' Enterprise Community, where a significant portion of the low income and welfare population currently resides. This grant was given to Aspen Systems

Corporation, a consulting firm contracted to complete the plan by February 1999. The purpose of this meeting was to coordinate the City of Des Moines' Enterprise Community, the Des Moines MTA, and the City of Des Moines to develop public transportation services that would improve options for that specific community. A major portion of this plan was to meet with the Enterprise Community in a series of meetings in January 1999, to determine needs and then develop services recommendations to meet these needs.

Participants: City of Des Moines Community Services Department, HUD, HUD Consultant, and Des Moines MTA.

Outcome: An understanding of current Des Moines MTA services, a plan on how to gain public input on transit needs.

Employment Coordination Meeting (December 1998)

- Purpose:** To explore the serious employment problem facing businesses in the Des Moines metropolitan area, and within the State of Iowa, in finding an adequate employee base to operate these companies. Specifically, trying to tap into the Welfare-to-Work population to fill the employment void at a time when the Des Moines metropolitan area is experiencing less than a 2% unemployment rate. Discussions centered on Welfare-to-Work recipients' needs in finding and traveling to employment, training, and in locating affordable childcare services.
- Participants:** Iowa Business Council, Iowa Workforce Development (Promise Jobs), Iowa Department of Transportation, Des Moines Area MPO, Iowa State University's Center for Transportation Research and Education, Des Moines MTA and Iowa Department of Human Services' Temporary Assistance for Needy Families (TANF).
- Outcome:** The participants were extremely interested in developing a process to link low income and welfare recipients with jobs and/or employment training, transportation, and childcare services. The group agreed to work with TANF, the Des Moines Area MPO and transit systems in the State of Iowa to develop plans to implement Welfare-to-Work initiatives. A meeting to develop a plan in the Des Moines metropolitan area was scheduled.

Des Moines Area Employment Coordination Meeting (December 1998)

- Purpose:** This meeting was a follow-up to the Employment Coordination Meeting. Interested parties in the Des Moines area met to develop a project that links low income and welfare recipients to jobs, training, and the other services, such as how to access transit, childcare, etc.
- Participants:** Iowa Business Council, Iowa Workforce Development (Promise Jobs), Central Iowa Employment and Training Consortium (CIETC), Des Moines Area MPO, Iowa State University's Center for Transportation Research and Education, Des Moines MTA.
- Outcome:** Development of a coordinated process that will provide Welfare-to-Work and low-income residents jobs and essential services as described in this grant application.

COMMUNITY WORKFORCE PARTNERSHIP

The Polk County Community Workforce Partnership (CWP) is composed of the following partnering members: Polk County, Iowa Department of Human Services, City of Des Moines, Des Moines Public Schools, United Way of Central Iowa, Central Iowa Employment and Training Consortium, Child and Family Policy Center, Community and Family Services, Cross Ministries, Des Moines Area Community College, Greater Des Moines Partnership (formerly known as the Greater Des Moines Chamber of Commerce), Hispanic Education Resources, Human Services Coordinating Board, Des Moines Area Metropolitan Planning Organization, Mid-City Vision Coalition, Move the Mountain Leadership Center, Pioneer Hi-Bred, Principal Financial Group, Iowa Workforce Development, Iowa State University Extension, and the Des Moines Metropolitan Transit Authority. The CWP mission is to facilitate a coordinated approach to integrating employment, training, education, and support services for job seekers, workers, and employers by developing a One Stop Career Center. The CWP combines both employee and employer

services with work-first, wrap-around support services, and one-stop, single point-of-entry philosophies. The CWP is designed to meet the needs of both job-seekers and potential employers as simply, quickly and seamlessly as possible. Customer input and feedback is an integral part of the design process and ongoing operation and refinement of the service system.

WORK AND GAIN ECONOMIC SELF-SUFFICIENCY BOARD

The conduit to match low income and welfare recipient transportation options with jobs, job training, and childcare services is the Work and Gain Economic Self-Sufficiency (WAGES) Board. The WAGES Board will be comprised of individuals from the Iowa Workforce Development's Promise Jobs Program, Iowa Department of Human Services Temporary Assistance for Needy Families, interested businesses, the Des Moines MTA and Child Care Resources. (Child Care Resources is an existing organization that matches child care needs with providers.) The WAGES Board meets to discuss individuals looking for work and job openings. Once a match is made, the potential employee's transportation and child care needs will be examined to provide a total package to ensure successful employment.

CHAPTER 3: IDENTIFY THE GEOGRAPHIC DISTRIBUTION OF WELFARE RECIPIENTS AND LOW INCOME HOUSING

The Des Moines Area MPO staff and the Des Moines MTA staff identified the geographic distributions of the welfare recipients and low-income housing using data from Bureau of the Census, the Iowa Department of Human Services Family Investment Program, and the City of Des Moines Enterprise Community.

BUREAU OF THE CENSUS

The "In Poverty" attribute within the 2000 Census block group data is used to identify low income within the Des Moines metropolitan area. **[See Low-Income Map]**

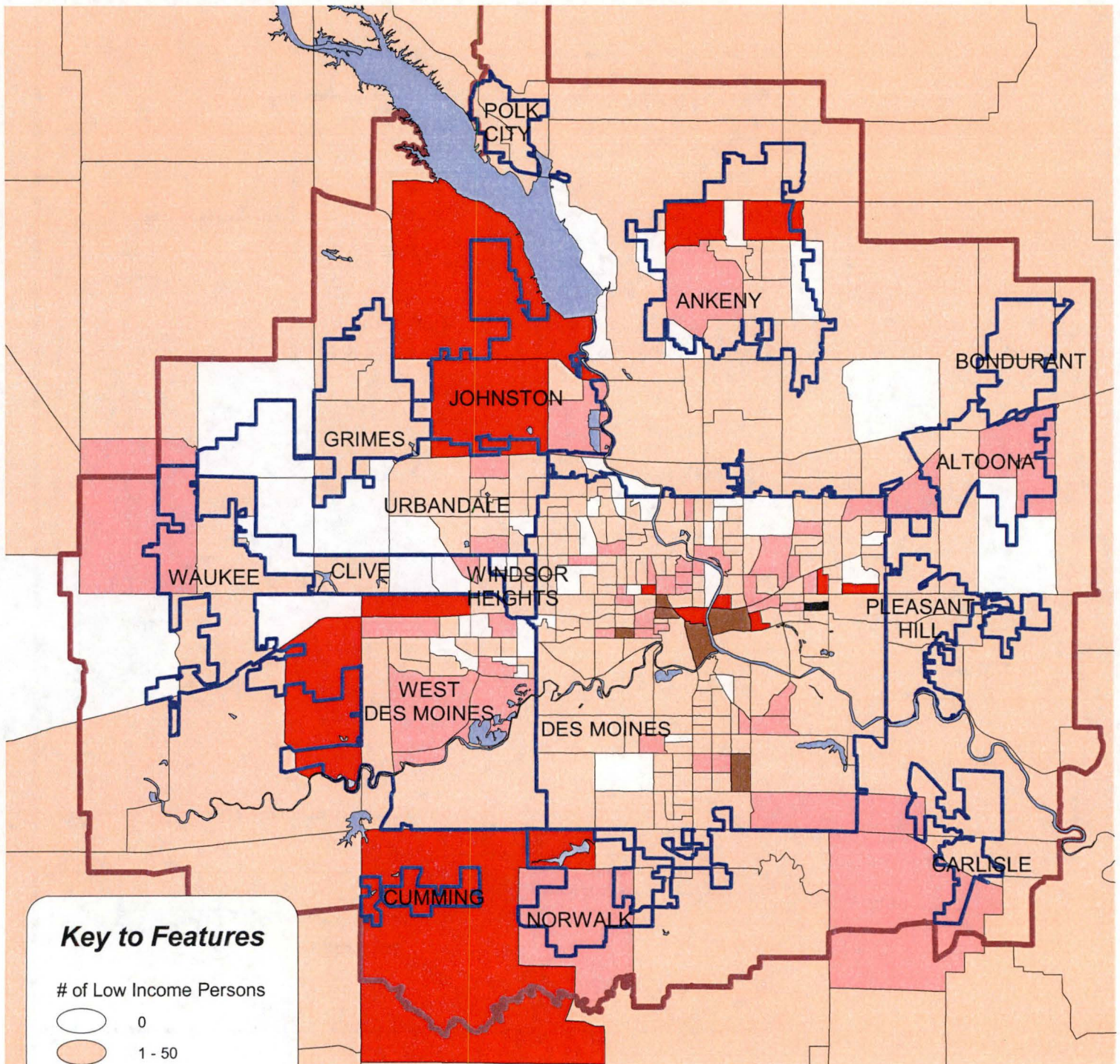
FAMILY INVESTMENT PROGRAM

The Iowa Department of Human Services maintains information on the number of families and persons receiving assistance each month in the Family Investment Program (FIP), formerly called the Aid to Families with Dependent Children (AFDC) program. To be eligible for the program, a family must have very low assets and income, and have at least one dependent child. The FIP data is grouped by zip codes for confidentiality purposes. **[See Family Investment Program Map]**

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LOW INCOME

2000 U.S. CENSUS



Key to Features

of Low Income Persons



Corporate Limits
 MPO Boundary



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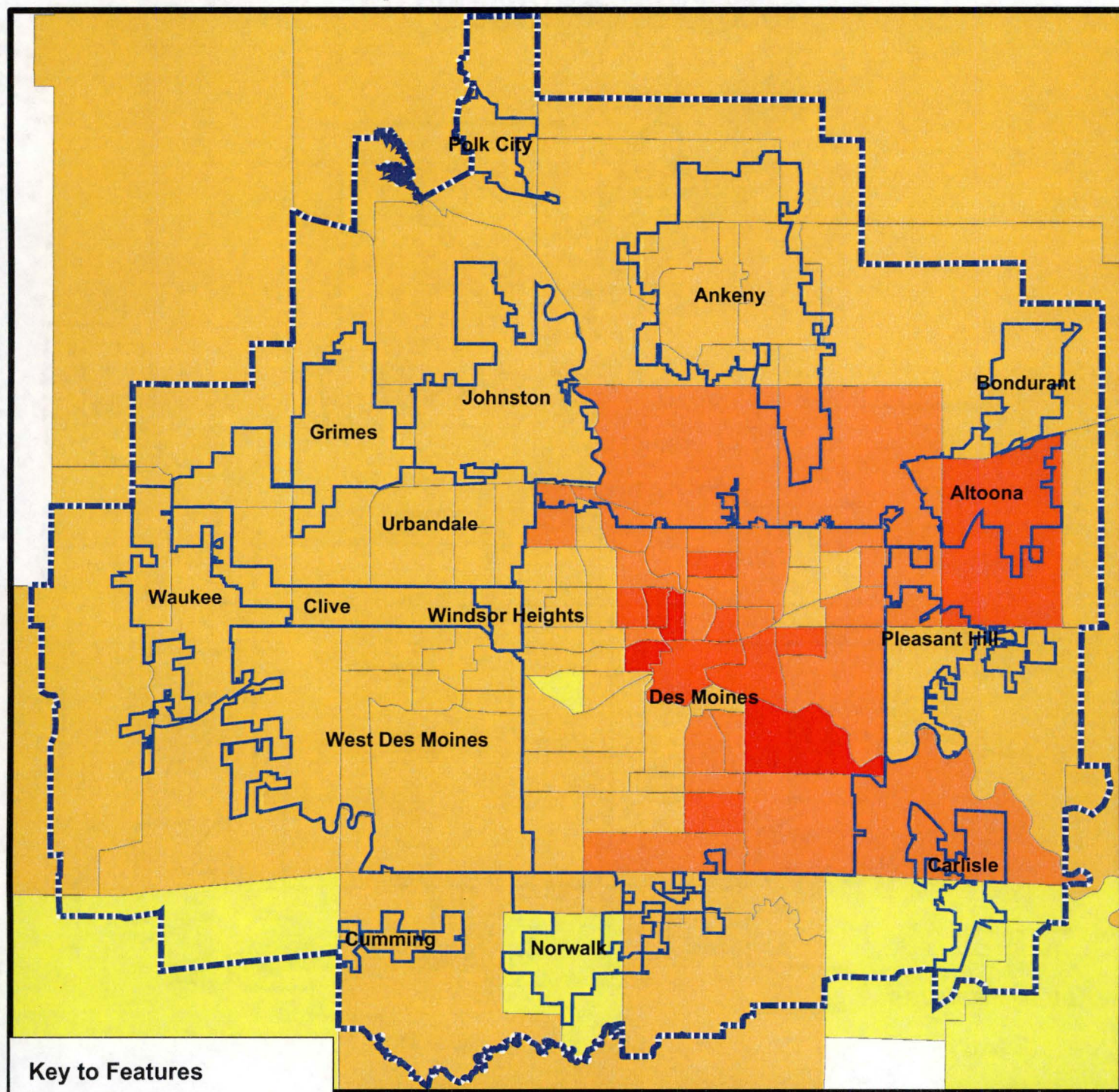
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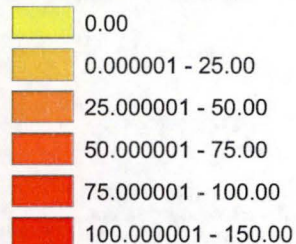
Welfare Recipients - Family Investment Program

Iowa Department of Human Services



Key to Features

of Welfare Recipients



- MPO Corporate Limits
- MPO Planning Area Boundary



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CHAPTER 4: IDENTIFY THE GEOGRAPHIC DISTRIBUTION OF EMPLOYMENT CENTERS

The Des Moines Area MPO staff and the Des Moines MTA staff identified the geographic distributions of employment centers by using data from the Iowa Workforce Development.

IOWA WORKFORCE DEVELOPMENT

MPO staff grouped Iowa Workforce Development data by the Standard Index Classification (SIC) codes. The SIC employment groups were placed in the five transportation service hours that correspond to the employment center's hours of operation.

Peak Hour Service (6:00-9:00 a.m., 3:00-6:00 p.m.)

Agriculture, forestry, and fishing
Mining
Construction
Manufacturing
Transportation, communications, electric, gas, and sanitary services
Wholesale trade
Retail trade
Finance, insurance, and real estate
Service
Public administration

Mid-Day Service (6:00 a.m. - 6:00 p.m.)

Agriculture, forestry, and fishing
Mining
Construction
Manufacturing
Transportation, communications, electric, gas, and sanitary services
Wholesale trade
Retail trade
Finance, insurance, and real estate
Service
Public administration

Night Service (6:00 p.m. - 8:30 p.m.)

Agriculture, forestry, and fishing
Mining
Construction
Manufacturing
Transportation, communications, electric, gas, and sanitary services
Wholesale trade
Retail trade
Services: Hotels, rooming houses, camps, and other lodging places;
motion pictures; health services; educational services; museums,
art galleries, botanical and zoological gardens.

Extended Night Service (8:30 p.m. - 10:00 p.m.)

Manufacturing
Transportation, communication, electric gas, and sanitary services
Wholesale trade: Durable goods
Retail trade: Eating and drinking establishments
Services: Hotels, rooming houses, camps, and other lodging places;
motion pictures; health services; museums; art galleries,
botanical, and zoological gardens.

10:00 p.m. Service (10:00 p.m. - 6:00 a.m.)

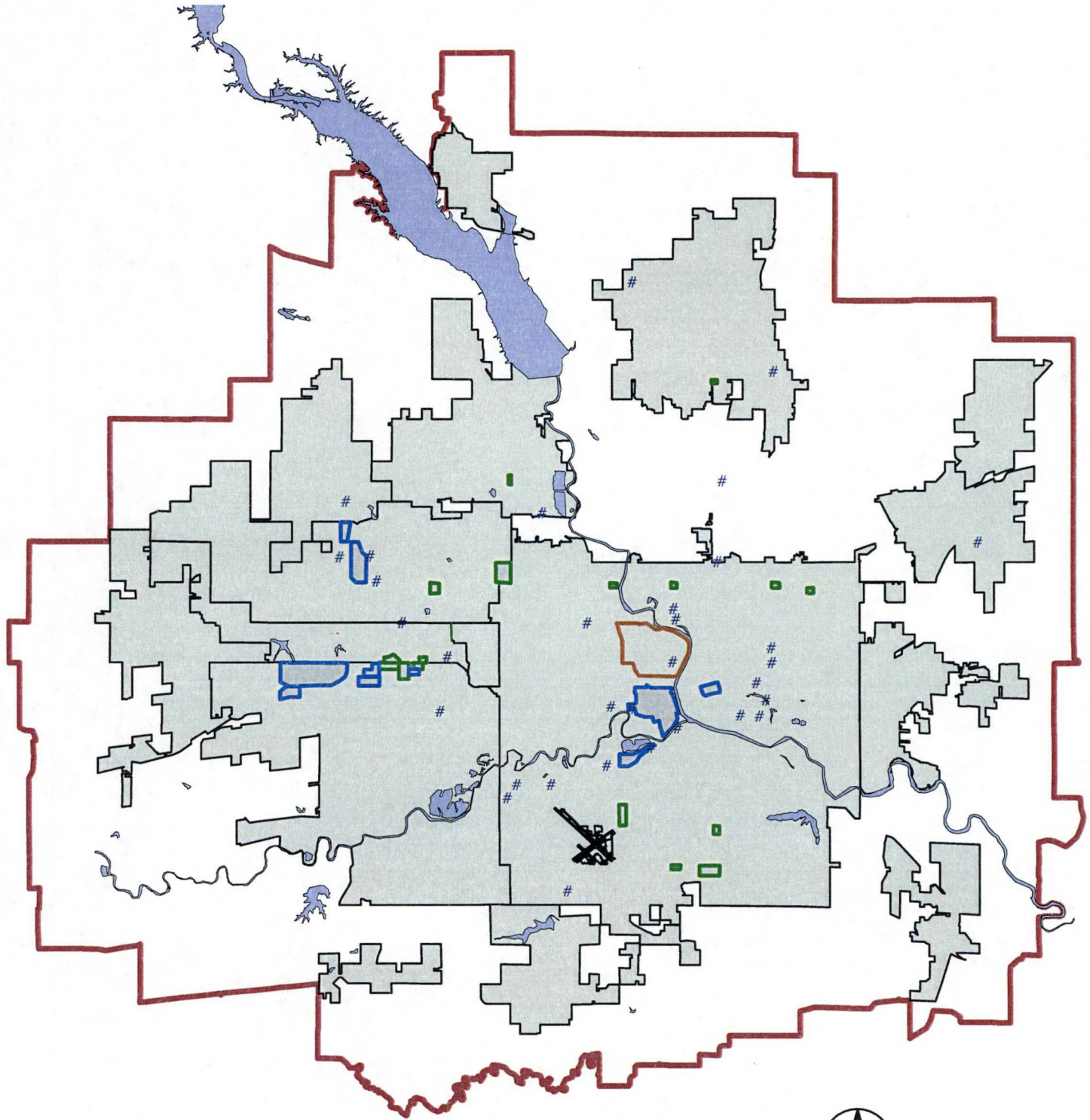
Manufacturing
Transportation, communication, electric gas, and sanitary services
Wholesale trade: Durable goods
Retail trade: Eating and drinking establishments
Services: Hotels, rooming houses, camps, and other lodging places;
motion pictures; health services; museums; art galleries,
botanical, and zoological gardens.

DES MOINES BUSINESS RECORD

The *Des Moines Business Record* and the Greater Des Moines Partnership identify the largest office buildings and complexes in Polk County, largest manufactures in Polk County, largest shopping centers in Polk County, largest private-sector employers in Central Iowa, and Des Moines Area Construction Projects.

[See Largest Employment Centers]

Large Employment Centers



Key to Features

- | | | | |
|---|-------------------------------|---|----------------------|
|  | Large Office Complexes |  | Enterprise Community |
|  | Large Retail Shopping Centers |  | MPO Boundary |
| # | Large Manufacturers |  | Corporate Limits |



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Largest Office Buildings and Complexes in Polk County
(Ranked by total leasable square feet as of April 1999)

(Compiled by the Greater Des Moines Partnership and Published by the *Des Moines Business Record*)

Name: West Lakes Office Park
Location: University Ave & 74th St, West Des Moines
Square Feet: 1,500,000
Tenants/Owner: Sears Credit, Iowa Farm Bureau, Iowa Foundation for Medical Care, Kirke-Van Orsdel, Inc., Des Moines Orthopedic Surgeons, Hy-Vee, Inc., Care Initiatives (West Lakes Development Co.), 5500 Westown Parkway; K.C. Holdings, Inc (The Plaza at West Lakes), National Travelers Life

Name: Country Club Office Plaza
Location: 74th St & Vista Dr, West Des Moines
Square Feet: 914,014
Tenants/Owner: Norwest Card Services, Principal, Allied Insurance, Consultec, Aetna

Name: Aurora Business Park
Location: NW 109th St & Aurora Ave, Urbandale
Square Feet: 765,000
Tenants/Owner: Yellow Freight, Agricredit Acceptance Co., USDA, SecureCare of Iowa, Compressor Controls

Name: Three Fountains Office Park
Location: 4200 University Ave, West Des Moines
Square Feet: 715,000
Tenants/Owner: IMT Insurance, William Penn College, Johnson & Higgins/Kirke-Van Orsdel, Inc., Allied Group Mortgage, Krause Gentle

Name: 801 Grand
Location: 801 Grand Ave, Des Moines (Downtown)
Square Feet: 707,039
Tenant/Owner: Principal Life Insurance Co.; The Embassy Club; Bradshaw, Fowler, Proctor & Fairgrave; Dorsey & Whitney, Solomon Smith Barney, Ernst & Young

Name: Bell Avenue Business Center
Location: 1901 Bell Ave, Des Moines
Square Feet: 650,000
Tenant/Owner: Communications Data Services, Iowa Department of Human Services, Stover Publishing, Rees Associates, Borgen Systems

Name: Regency West Office Park
Location: 50th St & Westown Pkwy, West Des Moines
Square Feet: 615,184
Tenant/Owner: Rain and Hail Insurance Service, Inc.; COVA; ITA Group Inc.

Name: Riverpoint Office Park
Location: 333 SW 9th St, Des Moines (Downtown)
Square Feet: 525,836
Tenant/Owner: Pacesetter Corp., Norwest Mortgage, Inc., Digital Data Resources, Diversified Management Service, Inc., Structural Consultants, P.C., Lutheran Social Services of Iowa, Decision One

Name:	Corporate 4
Location:	600 7 th St, Des Moines (Downtown)
Square Feet:	475,000
Tenant/Owner:	The Principal Financial Group
Name:	Ruan Center
Location:	666 Grand Ave, Des Moines (Downtown)
Square Feet:	450,569
Tenant/Owner:	Bankers Trust Co., Ruan Transportation, KPMG, Wellmark Blue Cross/Blue Shield, MidAmerican Energy
Name:	700 Walnut Tower
Location:	700 Walnut Street, Des Moines (Downtown)
Square Feet:	447,373
Tenant/Owner:	EMC Insurance, Nyemaster Law Firm, AmerUS Band
Name:	Capital Square
Location:	400 Locust St, Des Moines (Downtown)
Square Feet:	427,447
Tenant/Owner:	Pioneer Hi-Bred; Kinko's; Merrill Lynch; McGladrey & Pullen; Hawkeye Securities; Bloodgood, Sharp, Buster; Federal Reserve
Name:	Farm Bureau Building
Location:	5400 University Ave, West Des Moines
Square Feet:	425,000
Tenant/Owner:	Iowa Farm Bureau Federation, FBL Financial Group
Name:	Financial Center
Location:	666 Walnut St, Des Moines (Downtown)
Square Feet:	334,011
Tenant/Owner:	Davis Law Firm, Belin Law Firm, Norwest Bank
Name:	Meredith Business Park
Location:	121 st St & Meredith Dr, Urbandale
Square Feet:	310,000
Tenant/Owner:	Principal Mutual Life Insurance, Iowa Industrial Products
Name:	Westridge Office Park
Location:	28 th St & Westown Pkwy, West Des Moines
Square Feet:	163,000
Tenant/Owner:	Agri Grain marketing, Agri Grain & Related Industries, Principal Residential Mortgage, Holmes Murphy & Associates, Inc.
Name:	Merle Hay Center
Location:	6200 Aurora Ave, Urbandale
Square Feet:	141,500
Tenant/Owner:	A.G. Edwards & Sons, Mercy, Bank of America
Name:	Liberty Building
Location:	418 6 th Ave, Des Moines (Downtown)
Square Feet:	134,915
Tenant/Owner:	Iowa Bankers; Lewis, Webster, Johnson

Name: Terrace Center/Terrace Place
Location: 2600 Grand Ave, Des Moines
Square Feet: 80,000
Tenant/Owner: Iowa Digestive Disease Center, Hopkins & Huebner, Counseling for Growth & Change, Child Psychiatry Associates

Name: Midland Building
Location: 206 6th St, Des Moines (Downtown)
Square Feet: 30,510
Tenant/Owner: Polk County Attorney, Polk County Sheriff, Carlson, McClure & Associates, Launspach & Kiel

Name: 100 Court
Location: 100 Court Ave, Des Moines (Downtown)
Square Feet: 10,000
Tenant/Owner: Ahlers Law Firm; Elverson & Vasey; Babich, McConnell & Renzo

Manufacturers of Polk County
(Ranked by number of local employees as of April 1999)
(Compiled by the Greater Des Moines Partnership and Published by the *Des Moines Business Record*)

Name:	MidAmerican Energy
Location:	666 Grand Ave, Des Moines (Downtown)
# of Employees:	3,650
Products:	Energy & complementary services
Name:	Firestone Agricultural Tire Co
Location:	Second Ave & NW Hoffman Lane
# of Employees:	1,800
Products:	Agricultural tires
Name:	<i>Des Moines Register</i>
Location:	715 Locust St
# of Employees:	1,100
Products:	Newspaper
Name:	John Deere Des Moines Works
Location:	SW Irvinedale, Ankeny
# of Employees:	1,100
Products:	Cotton pickers & strippers; grain, air & no-till drills; disks; cultivators; other tillage equipment
Name:	R.R. Donnelley Printing Co.
Location:	5701 SW Park Ave, Des Moines
# of Employees:	870
Products:	Magazines, catalogs, & printing
Name:	Titan Tire Corp.
Location:	2345 E Market St, Des Moines
# of Employees:	700
Products:	Tires & tire/wheel assemblies
Name:	Tone Brothers, Inc.
Location:	2301 SE Tone's Drive, Ankeny
# of Employees:	700
Products:	Spices, herbs, seasonings, dry mixes
Name:	Fawn Engineering Corp.
Location:	8040 University Blvd, Clive
# of Employees:	625
Products:	Vending machines for cold drinks, sandwiches, cigarettes, milk & other products; financial services, system design
Name:	EMCO Enterprises ,Inc.
Location:	2121 E Walnut St, Des Moines
# of Employees:	500+
Products:	Storm doors

Name: Delavan, Inc.
Location: 811 Fourth St, West Des Moines
of Employees: 500
Products: Aerospace parts & accessories

Name: Dee Zee Manufacturing, Inc.
Location: 1572 NE 58th Ave, Des Moines
of Employees: 460
Products: Running boards, toolboxes & bed protection accessories for pickups & sport utility vehicles

Name: Iowa Packing Co.
Location: 1800 Maury St, Des Moines
of Employees: 420
Products: Pork processor

Name: Ryko Manufacturing Co.
Location: 11600 NW 54th Ave, Grimes
of Employees: 400
Products: Vehicle wash systems

Name: Anderson Erickson Dairy Co
Location: 2420 E University Ave, Des Moines
of Employees: 315
Products: Milk; cultured dairy products, such as yogurt, cottage cheese, sour cream & dips; orange juice; lemonade; ice cream

Name: Windsor Windows and Doors
Location: 900 S 19th St, West Des Moines
of Employees: 309
Products: Premium wood, clad, and vinyl windows and patio doors

Name: Smurfit-Stone Container Corp.
Location: 2201 Bell Ave, Des Moines
of Employees: 288
Products: Multiwall bags; polyethylene bags & sheeting

Name: American National Can Co.
Location: 1500 E. Aurora Ave, Des Moines
of Employees: 250
Products: Plastic packaging for the food processing industry

Name: Eagle Iron Works
Location: 129 E Holcomb Ave, Des Moines
of Employees: 200
Products: Sand, gravel, and ore processing machinery

Name: Pitt-Des Moines Inc.
Location: 9550 Hickman Rd, Clive
of Employees: 165
Products: Water & industrial storage tanks; fabricated steel

Name: EFCO Corp.

Location:	1800 NE Broadway Ave, Des Moines
# of Employees:	N/A
Products:	Systems for concrete construction

Largest Shopping Centers in Polk County
(Ranked by total leasable square feet)

(Compiled by the Greater Des Moines Partnership and Published by the *Des Moines Business Record*)

Name:	Merle Hay Mall
Location:	101 Merle Hay Tower, Des Moines
Square Feet:	1,200,000
# of stores:	137
Major Tenants:	Sears, Younkers, Kohl's, Famous Barr
Name:	SouthRidge Mall
Location:	1111 E Army Post Rd, Des Moines
Square Feet:	1,100,000
# of stores:	120
Major Tenants:	Hy-Vee; J.C. Penney; Sears; Target; Younkers; Toys "R" Us; Petco; Pier 1 Imports
Name:	Valley West Mall
Location:	1551 Valley West Dr
Square Feet:	813,037
# of stores:	130
Major Tenants:	J.C. Penney; Younkers; Von Maur
Name:	Southdale Shopping Center
Location:	SE 14 th St and McKinley Ave, Des Moines
Square Feet:	275,000
# of stores:	16
Major Tenants:	Best Buy; Office Max; House of Fabrics; Famous Footwear
Name:	Haymarket Square
Location:	4090 Merle Hay Rd, Des Moines
Square Feet:	21,079
# of stores:	23
Major Tenants:	Office Depot; Carmike Cinemas; Northen Hydraulics
Name:	Park Fair Mall
Location:	100 E Euclid Ave, Des Moines
Square Feet:	243,000
# of stores:	24
Major Tenants:	Fareway Grocery; Blockbuster; Payless ShoeSource; Iowa Department of Transportation
Name:	Water Tower Place
Location:	42 nd & University Ave, West Des Moines
Square Feet:	237,000
# of stores:	12
Major Tenants:	Best Buy; Home Place; SportMart; Borders Books; Seasonal Concepts
Name:	Haymarket Mall
Location:	4090 Merle Hay Rd, Des Moines
Square Feet:	81,235
# of stores:	14
Major Tenants:	Burlington Coat Factory; Ultimate Electronics

Name: Westridge Shopping Center
Location: 10201 University Ave, Clive
Square Feet: 209,000
of stores: 18
Major Tenants: Kohl's; J.C. Penney Home Store; CompUSA

Name: Fleur Plaza
Location: McKinley Ave & Fleur Dr, Des Moines
Square Feet: 191,721
of stores: 15
Major Tenants: Hy-Vee Food & Drug; Fleur IV Theaters; Radio Shack; Walgreens

Name: Oliver Plaza
Location: E Euclid Ave, Des Moines
Square Feet: 167,875
of stores: 10
Major Tenants: Target; Ace Rent to Own; H&R Block; Advance America Fabricare

Name: University Park
Location: 8801 University Ave, Clive
Square Feet: 164,178
of stores: 20
Major Tenants: Toys "R" Us; Kids "R" Us; Pier 1 Imports

Name: Wakonda on Fleur
Location: 4313 Fleur Dr
Square Feet: 147,351
of stores: 25
Major Tenants: Dahl's Food Mart; McDonald's

Name: Clocktower Square
Location: 28th St & University Ave, West Des Moines
Square Feet: 142,502
of stores: 30
Major Tenants: T.J. Maxx; Office Max

Name: Parkwood Plaza
Location: 3701 86th Street, Urbandale
Square Feet: 123,970
of stores: 20
Major Tenants: Albertsons; Royal Fork Buffet; Dreams Furniture; Okoboji Bar & Grill

Name: Stefon Plaza
Location: 200 Army Post Rd, Des Moines
Square Feet: 107,300
of stores: 15
Major Tenants: Albertsons; Iowa Realty; Okoboji Bar & Grill; Family Dollar; Personal Trainer

Name: Eastwood Village
Location: E 33rd St & Euclid Ave, Des Moines
Square Feet: 104,125
of stores: 14
Major Tenants: Albertsons, Hollywood Video, McDonald's

Name: Village Square Mall
Location: 5800 Merle Hay Rd, Johnston
Square Feet: 107,000
of stores: 15
Major Tenants: Hy-Vee; Ace Hardware; Greenbriar Restaurant; U.S. Post Office

Name: Leetown Center
Location: E 25th St & E Euclid, Des Moines
Square Feet: 32,250
of stores: 12
Major Tenants: Hancock Fabrics; Iowa Methodist; Dragon House East; H&R Block

Name: Springwood Center
Location: 225 SE Oralabor Rd, Ankeny
Square Feet: 14,400
of stores: 6
Major Tenants: China Moon; Putco; Air Waves; Fareway Grocery; Springwood 9 Theaters

Largest Private-Sector Employers in Central Iowa
(Ranked by number of local employees as of March 1999)
(Compiled by the Greater Des Moines Partnership and Published by the *Des Moines Business Record*)

Name:	Principal Financial Group
Location:	711 High St, Des Moines (Downtown)
# of Employees:	8,120
Product:	Insurance; Financial services
Name:	Iowa Health System
Location:	1200 Pleasant St, Des Moines
# of Employees:	3,624
Product:	Health care
Name:	Mercy Hospital Medical Center
Location:	1111 6 th Ave, Des Moines
# of Employees:	3,248
Product:	Hospital
Name:	Pioneer Hi-Bred International, Inc.
Location:	400 Locust St, Des Moines (Downtown) and Johnston
# of Employees:	2,000
Product:	Plant genetics & agricultural sciences
Name:	Wellmark Blue Cross & Blue Shield of Iowa
Location:	636 Grand Ave, Des Moines (Downtown)
# of Employees:	1,558
Product:	Health Insurance
Name:	Communication Data Services, Inc.
Location:	1901 Bell Ave, Des Moines
# of Employees:	1,500
Product:	Magazine fulfillment
Name:	Kirke-Van Orsdel, Inc.
Location:	1776 West Lakes Pkwy, West Des Moines
# of Employees:	1,450
Product:	Insurance
Name:	US West Communications
Location:	909 High St, Des Moines (Downtown)
# of Employees:	1,450
Product:	Communications
Name:	United Parcel Service
Location:	2609 Dixon St, Des Moines
# of Employees:	1,441
Product:	Shipping solutions
Name:	Hy-Vee Inc.
Location:	5820 Westown Pkwy, West Des Moines
# of Employees:	1,408
Product:	Grocery retailer

Name:	Allied Group (member of Nationwide Insurance)
Location:	701 5 th Ave, Des Moines (Downtown)
# of Employees:	1,400
Product:	Insurance
Name:	Centrobe (an EDS company)
Location:	111 10 th St, Des Moines (Downtown)
# of Employees:	1,400
Product:	Third-party computer service
Name:	MidAmerican Energy Holdings Co.
Location:	666 Grand Ave, Des Moines (Downtown)
# of Employees:	1,100
Product:	Energy service
Name:	John Deere Des Moines Works
Location:	825 S.W. Irvinedale Dr., Ankeny
# of Employees:	1,050
Product:	Agricultural equipment
Name:	<i>Des Moines Register</i>
Location:	715 Locust St, Des Moines (Downtown)
# of Employees:	1,000
Product:	Newspaper
Name:	Meredith Corporation
Location:	1716 Locust St, Des Moines (Downtown)
# of Employees:	900
Product:	Television broadcasting; integrated marketing; book and magazine publishing
Name:	R.R. Donnelley & Sons, Co
Location:	5701 SW Park Ave, Des Moines
# of Employees:	850
Product:	Printing
Name:	Tone Brothers, Inc.
Location:	2301 SE Tone's Dr, Ankeny
# of Employees:	820
Product:	Spices and Seasonings
Name:	Norwest Bank Iowa, N.A. (a Wells Fargo Company)
Location:	666 Walnut St., Des Moines (Downtown)
# of Employees:	750
Product:	Banking services
Name:	Foods Inc. (dba Dahl's Foods)
Location:	4343 Merle Hay Rd
# of Employees:	700
Product:	Grocery

Name: Younkers
Location: 701 Walnut St, Des Moines (Downtown)
of Employees: 650
Product: Department Stores

Name: Drake University
Location: 2507 University Ave, Des Moines
of Employees: 267 (faculty)
Product: Higher education

Des Moines Area Construction Project
(Ranked by estimated cost of projects in 1999)
(Compiled by the Greater Des Moines Partnership and Published by the *Des Moines Business Record*)

Name: Norwest Mortgage Headquarters
Location: West Des Moines
Square Footage: 445,000

Name: *Des Moines Register* Production Facility
Location: 7400 Register Dr, Des Moines
Square Footage: 125,000

HORIZON YEAR 2025 EMPLOYMENT PROJECTION DATA

Horizon Year (HY) 2025 employment projected data is used as a guide to identify future employment centers within the Des Moines metropolitan area. HY 2025 Retail, Non-retail, and total employment projected data is grouped by Traffic Analysis Zones (TAZ). TAZs are geographic areas containing socioeconomic data for the particular area. TAZs generally are developed using the following guidelines:

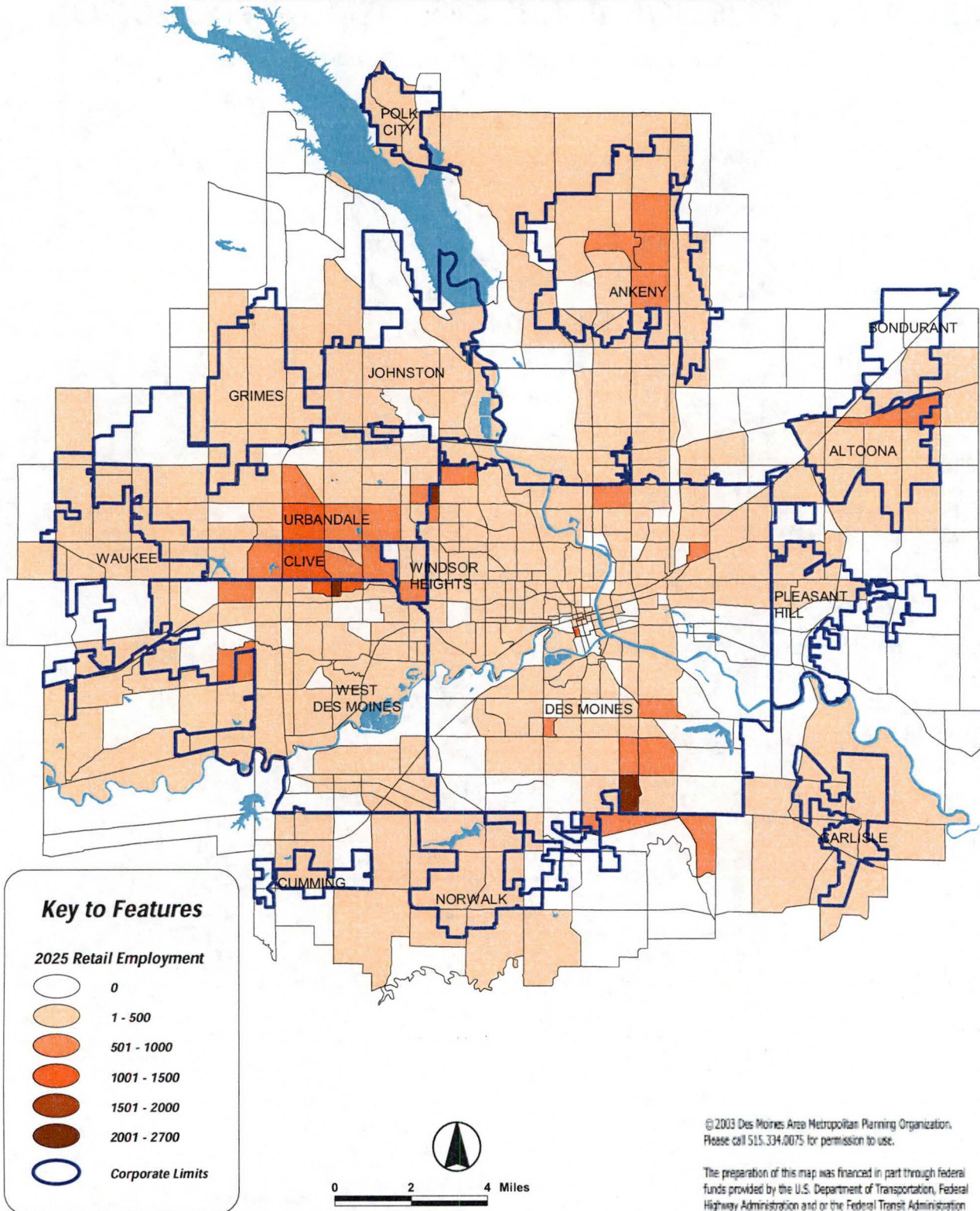
1. TAZ's encompass an area of similar or homogeneous land use;
2. TAZ boundaries are aligned with the arterial streets included in the travel demand network, which is developed by the Des Moines Area MPO;
3. TAZ boundaries are also defined by major streams and municipal boundaries; and
4. Individually or combined, a zone, or a set of zones, equals the area of a census tract.

[See HY 2025 Retail Employment Projection]
[See HY 2025 Other Employment Projection]
[See HY 2025 Total Employment Projection]

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HORIZON YEAR 2025 RETAIL EMPLOYMENT PROJECTION

DES MOINES AREA METROPOLITAN PLANNING ORGANIZATION

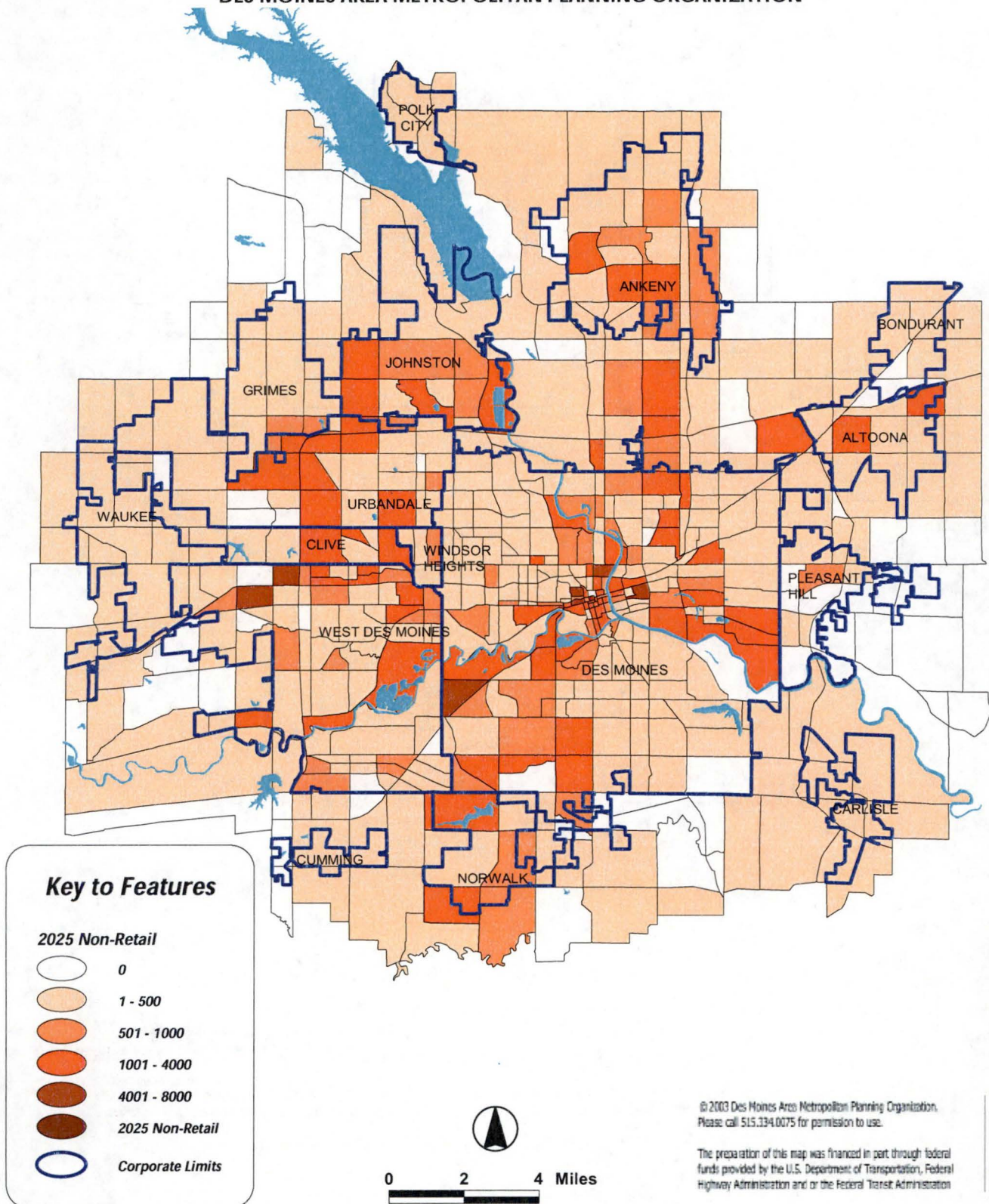


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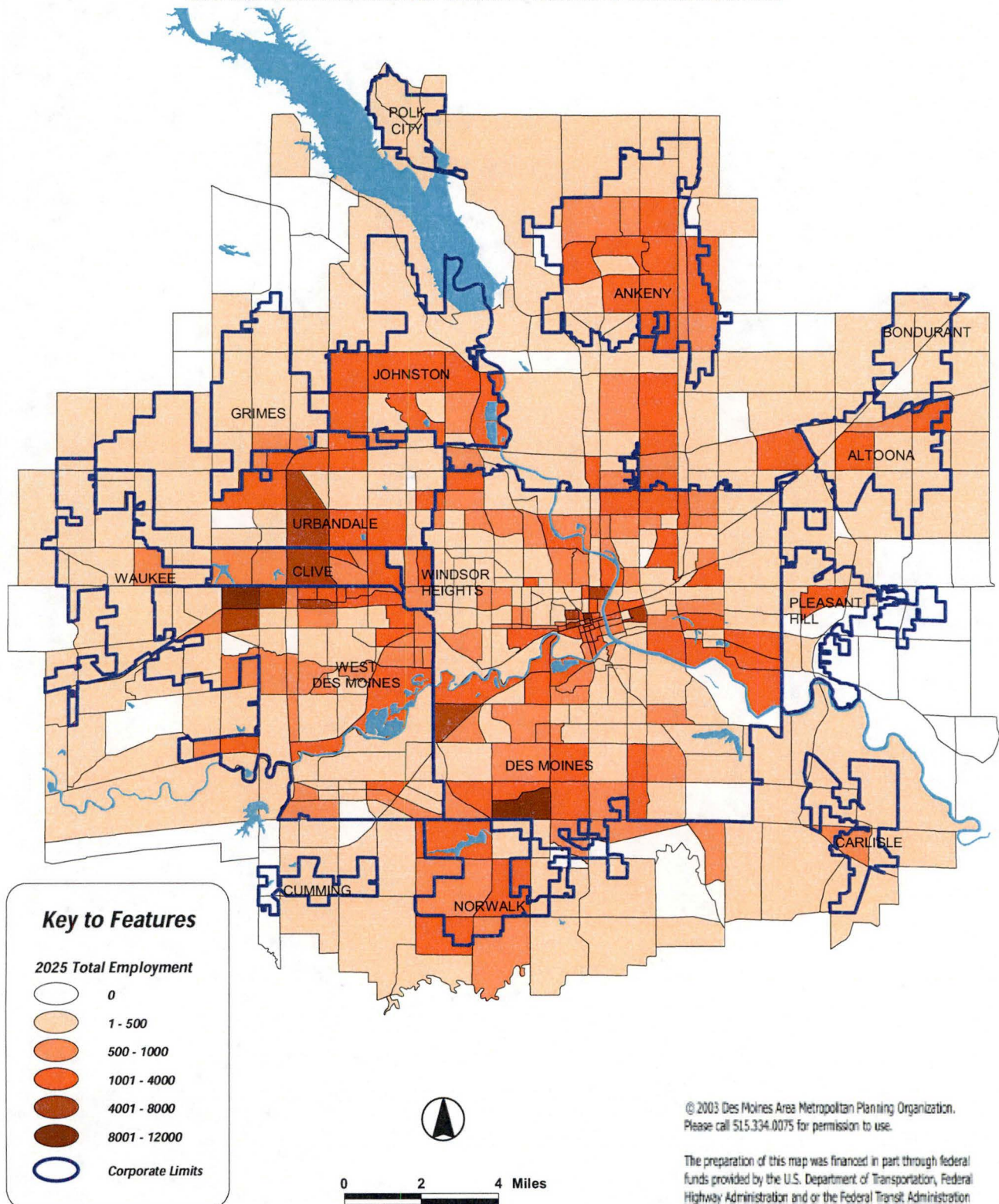
HORIZON YEAR 2025 NON-RETAIL EMPLOYMENT PROJECTION

DES MOINES AREA METROPOLITAN PLANNING ORGANIZATION



HORIZON YEAR 2025 TOTAL EMPLOYMENT PROJECTION

DES MOINES AREA METROPOLITAN PLANNING ORGANIZATION



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CHAPTER 5: IDENTIFY THE GEOGRAPHIC DISTRIBUTION OF CHILD CARE PROVIDERS

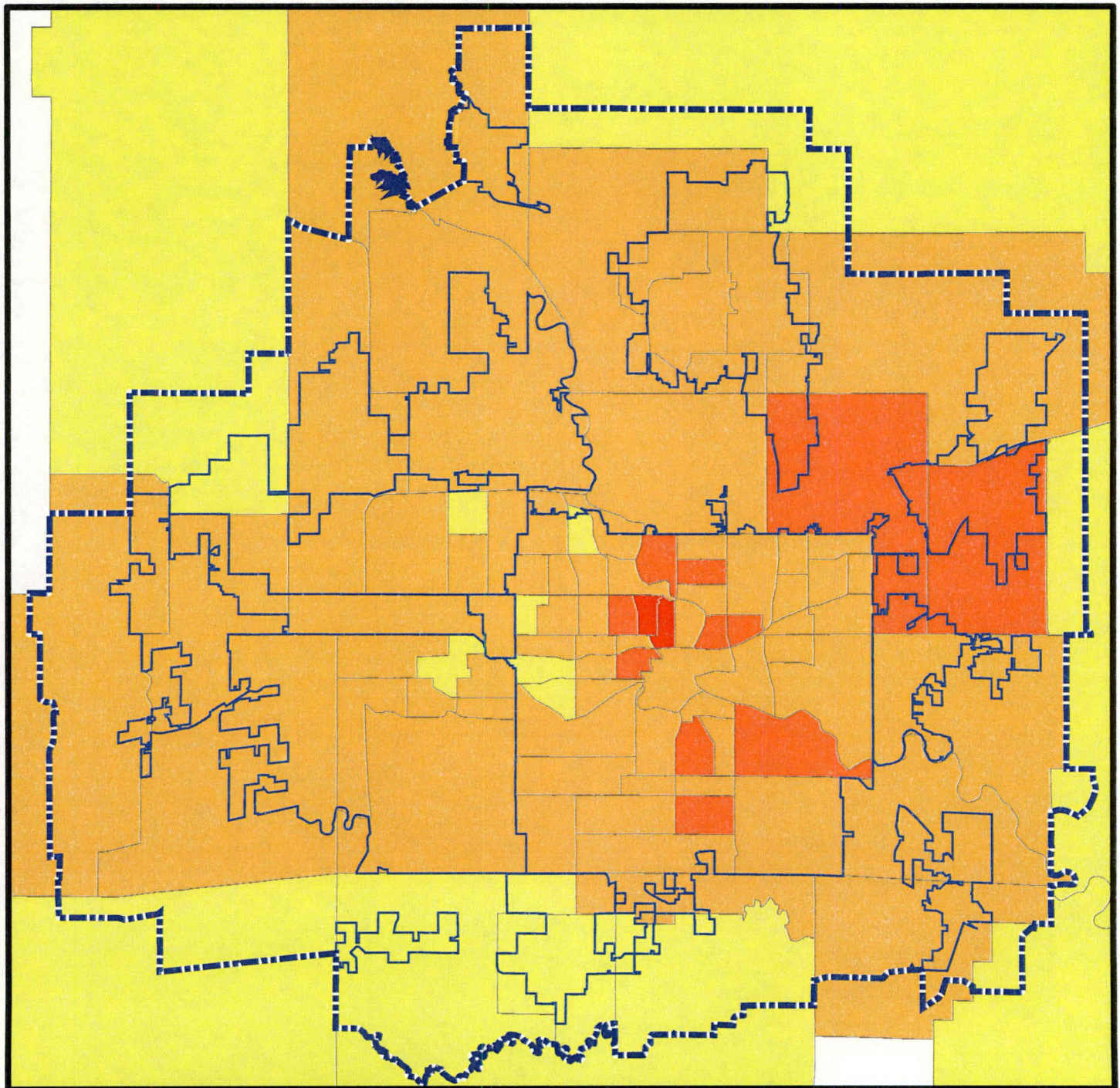
The Des Moines Area MPO staff and the Des Moines MTA staff identified the geographic distributions of the childcare providers, using the Iowa Department of Human Services Family Investment Program.

[See Child Care Providers Map]

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Child Care Providers

Iowa Department of Human Services



Key to Features

of Child Care Providers



0 1 2 4 Miles

The mapped child care providers include only licensed and registered providers receiving State payment for child care services.

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CHAPTER 6: IDENTIFY THE GEOGRAPHIC DISTRIBUTION OF EXISTING PUBLIC, PRIVATE, NON-PROFIT, AND HUMAN SERVICES TRANSPORTATION SERVICES IN THE REGION

PUBLIC TRANSIT OPERATOR

Des Moines Metropolitan Transit Authority (MTA)

The Des Moines MTA is the public transit provider in the metropolitan area, serving the cities of Altoona, Ankeny, Des Moines, Clive, Urbandale, Windsor Heights, and West Des Moines in the Des Moines Area MPO's Planning Area. **[See Member Cities Map]** The Des Moines MTA's three facets that currently deliver essential, but distinctive, services to its customers include Des Moines Area Fixed-Route Bus service, Paratransit service, and Central Iowa RideShare. The Fixed-Route Bus service offers fifteen regular-routes, seven express routes, two commuter routes, shuttle services, on-call services, dial-a-ride services and special services. These services generally radiate from the Walnut Transit Mall, which is the core or central transfer point for the Des Moines MTA's bus service. Paratransit service is the Des Moines MTA's demand response service, which travels outside of the area's five communities into Polk County, serving those customers who have special transportation needs. Central Iowa RideShare offers its service to customers commuting from outside of Polk County by offering to match riders into a carpool or vanpool.

Des Moines MTA Fixed-Route Bus Service

Des Moines MTA Regular Routes

The Metropolitan Transit Authority offers fixed-route service Monday through Saturday, with no service on Sundays or holidays. **[See Regular Routes Map]** In Fiscal Year 2003, the fixed route service provided 3,838,387 passenger trips and covered 2,555,944 miles. According to the Des Moines MTA's *Fiscal Year 2004 Capital Plan*, the fixed route buses are a mix of vehicles ranging from 40-foot buses to 60-foot articulated buses. Currently, this fleet has an average age of 8 years, compared to a national average of 6.9 years. The Des Moines MTA has identified several funding sources that will continue to aid in replacing vehicles meeting the Des Moines MTA's goal to not exceed the national average.

In January 1999, the Des Moines MTA extended a few of its high ridership routes until 9:00 p.m. (No Saturday, Sunday or holiday service). NiteService extends Route 1 (West Des Moines and Fairgrounds), Route 3 (University / Highland-Oak park), Route 4 (Urbandale / East 14th), Route 6 (West 9th - Douglas / Merle Hay Mall - Indianola - Lacona / Southridge Mall), and Route 7 (Fort Des Moines / Southridge Mall) Monday through Friday. In addition, NiteService provides two Dial-A-Ride zones for south and east Des Moines, offering more transportation options to the public during the evening hours. **[See Night Service Map]** On January 3, 2000, the Des Moines MTA extended routes #3, #4, and #6, as well as the Dial-A-Ride service, to 11:15 p.m. to benefit those needing transportation later in the evening. **[See Extended Night Service Map]** In August 2003, these extended routes are now only available until 10:15pm due to financial constraints.

Des Moines MTA Commuter Routes

The Des Moines MTA currently offers two commuter route services: the Ankeny and the Altoona Commuter Routes. **[See Commuter Routes Map]** The commuter routes operate Monday through Friday, during morning and afternoon peak (rush) hour. The commuter routes' service structure is a park-and-ride system with limited stops within the cities of Ankeny and Altoona before transporting passengers to the Des Moines Central Business District (CBD), Walnut Street Transit Mall, and the State Capitol Complex. Passengers riding these commuter route services, and holding a commuter pass, may ride any of MTA's fixed-routes free to complete their trip.

Des Moines MTA Express Routes

The Des Moines MTA currently offers seven express route services: Clive Express, E.P. True Express, Northwest Express, SW Park Avenue Express, Urbandale Express, Vista Express, and the Westown Express. **[See Express Routes Map]** In general, the express routes operate Monday through Friday, during morning and afternoon peak (rush) hour, and provide the western and northwestern suburbs nonstop service to and from downtown Des Moines. The Westown Express provides direct, nonstop service from downtown to employment areas in West Des Moines. This express service connects with all local routes in downtown Des Moines to provide convenient access and serves as a reverse commute service. In addition, the SW Park and Urbandale expresses also offer reverse commute service in getting commuters to high employment destinations. Beginning in November 2003, MTA began subcontracting to a local cab company to make daily connections from Fleur/Bell along MTA's #8 route to transport passengers to 63rd/Park to The Principal. This service replaces a reverse commute express that operated for a period of one year in this location.

Des Moines MTA Shuttle Services

The Des Moines MTA provides many shuttle services to area businesses within the Des Moines Area MPO's Planning Area and often contracts with businesses in the downtown Des Moines area to get their employees from distant downtown Des Moines parking lots to downtown Des Moines employment locations. One shuttle system that stands apart is the Des Moines MTA's LINK shuttle service. This distinctive shuttle service began in April 1999 operating out of a new park-and-ride garage called the Center Street Park and Ride. The City of Des Moines owns and operates the facility that houses a daycare center, a 1,824 space parking garage, and Des Moines MTA shuttle station, located just north of the Des Moines CBD. The concept behind this endeavor, funded in part by the Federal Transit Administration, is to reduce the number of commuters in the downtown Des Moines core business area by linking parking, childcare, and shuttle service into one building located at the fringe of the CBD. Two LINK routes service six major businesses leasing spaces with the Center Street Park and Ride facilities, providing approximately 18,000 rides per month.

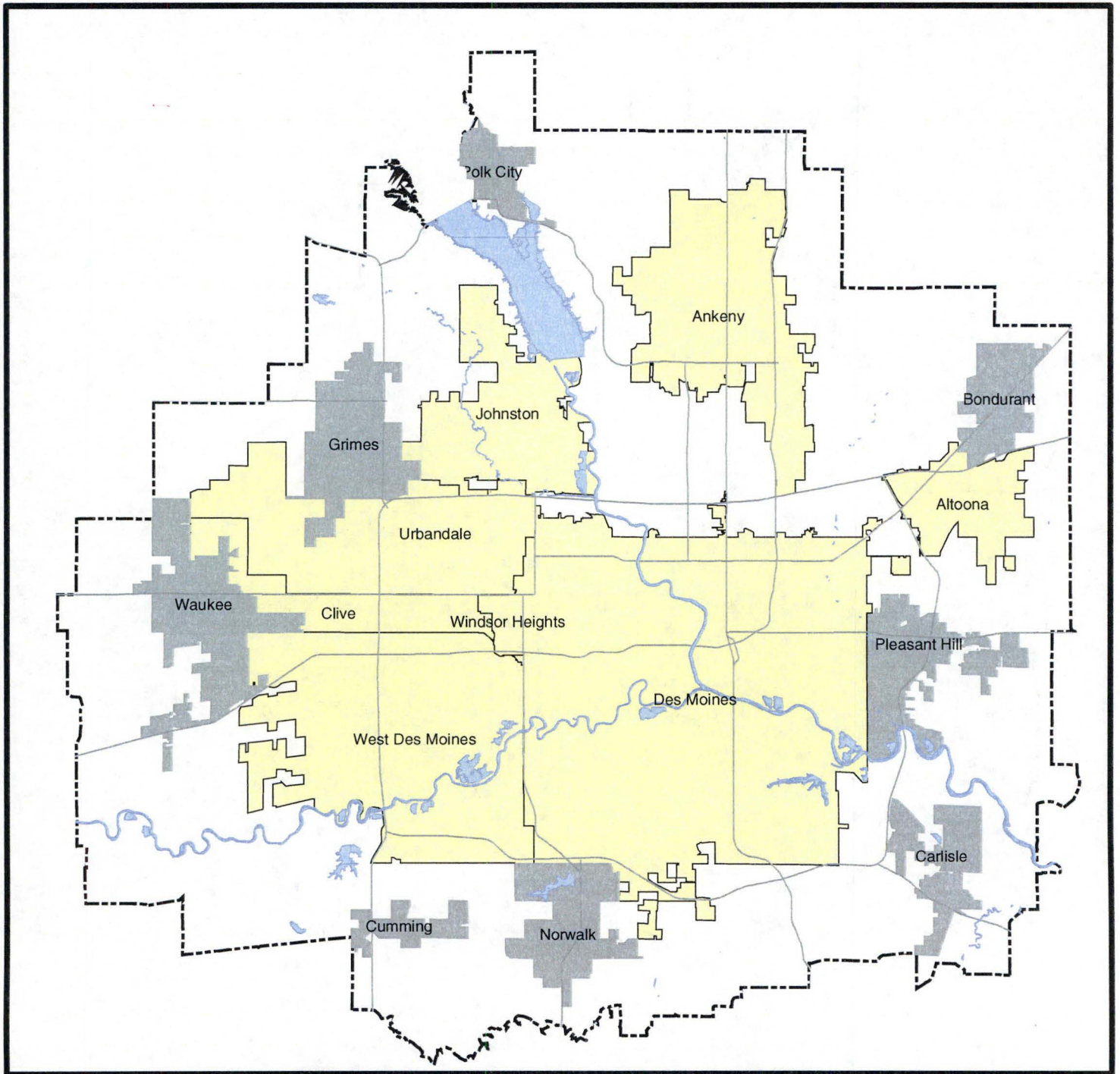
Des Moines MTA Walnut Street Transit Mall

The Walnut Street Transit Mall is an integral part of the Metropolitan Transit Authority's service in the Des Moines Area MPO's Planning Area serving as a transfer location, through which the majority of the Des Moines MTA's routes travel. The transit mall is an eight-block section of Walnut Street located in Des Moines' central business district. The

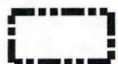
transit mall is closed during weekday business hours to all traffic, except buses. The transit mall offers ten pedestrian shelters, as well as multiple access points to the skywalk system. The Walnut Street Transit Mall will remain an important element of the Des Moines MTA's transportation system and will help coordinate with any future proposed Intermodal Transportation Facilities.

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Des Moines Metropolitan Transit Authority Member Cities



Key to Features



MPO Planning Area

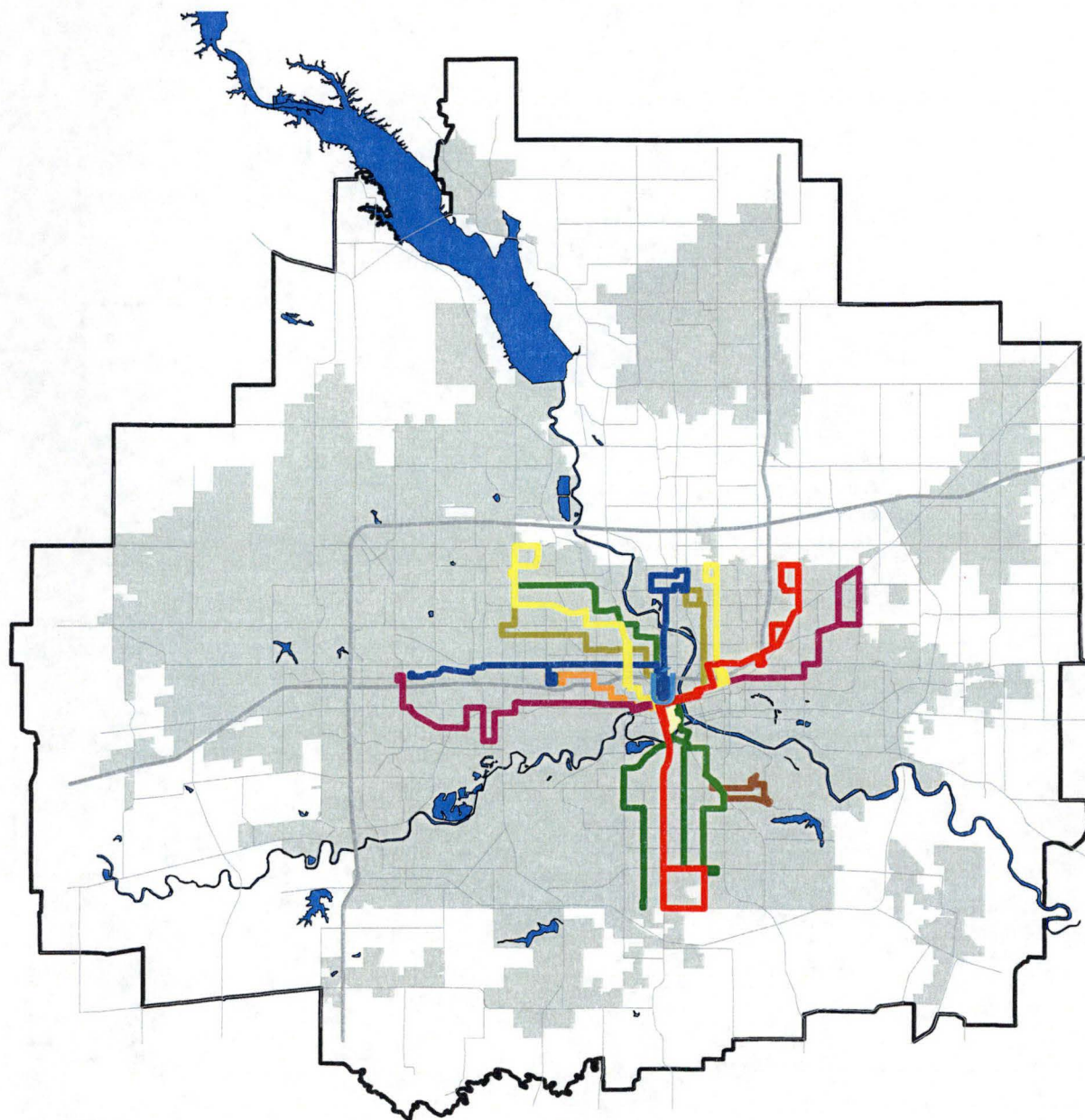


0 1.25 2.5 5 Miles

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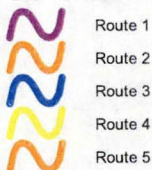
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Des Moines Metropolitan Transit Authority Regular Routes



Key to Features

Bus Routes



Route 1
Route 2
Route 3
Route 4
Route 5



Route 6
Route 7
Route 8
Route 13
Link Shuttle A
Link Shuttle B



Riverpoint Shuttle
Downtown Park & Ride
Federally Classified Roads
MPO Planning Area



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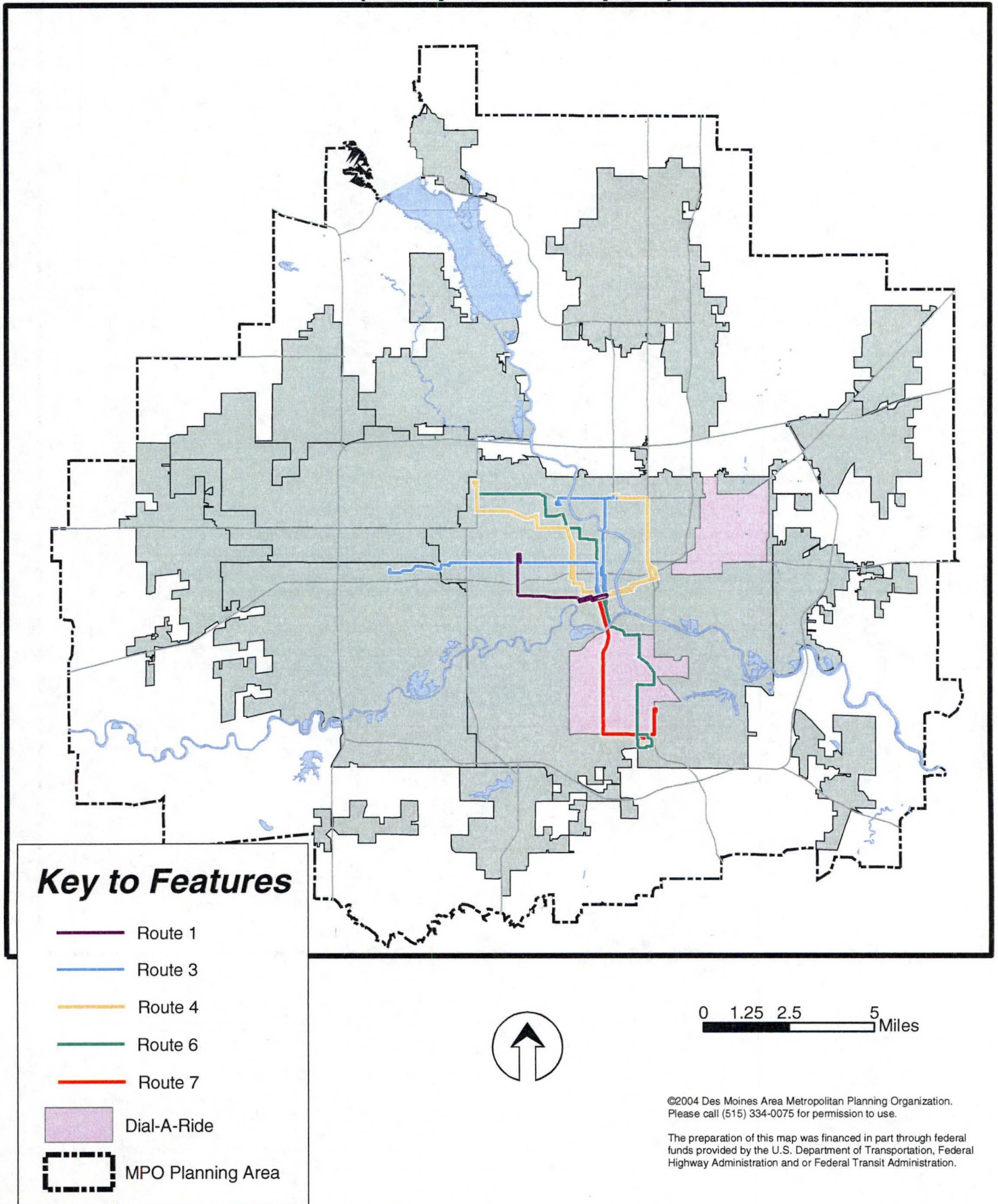
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0 3 6 Miles

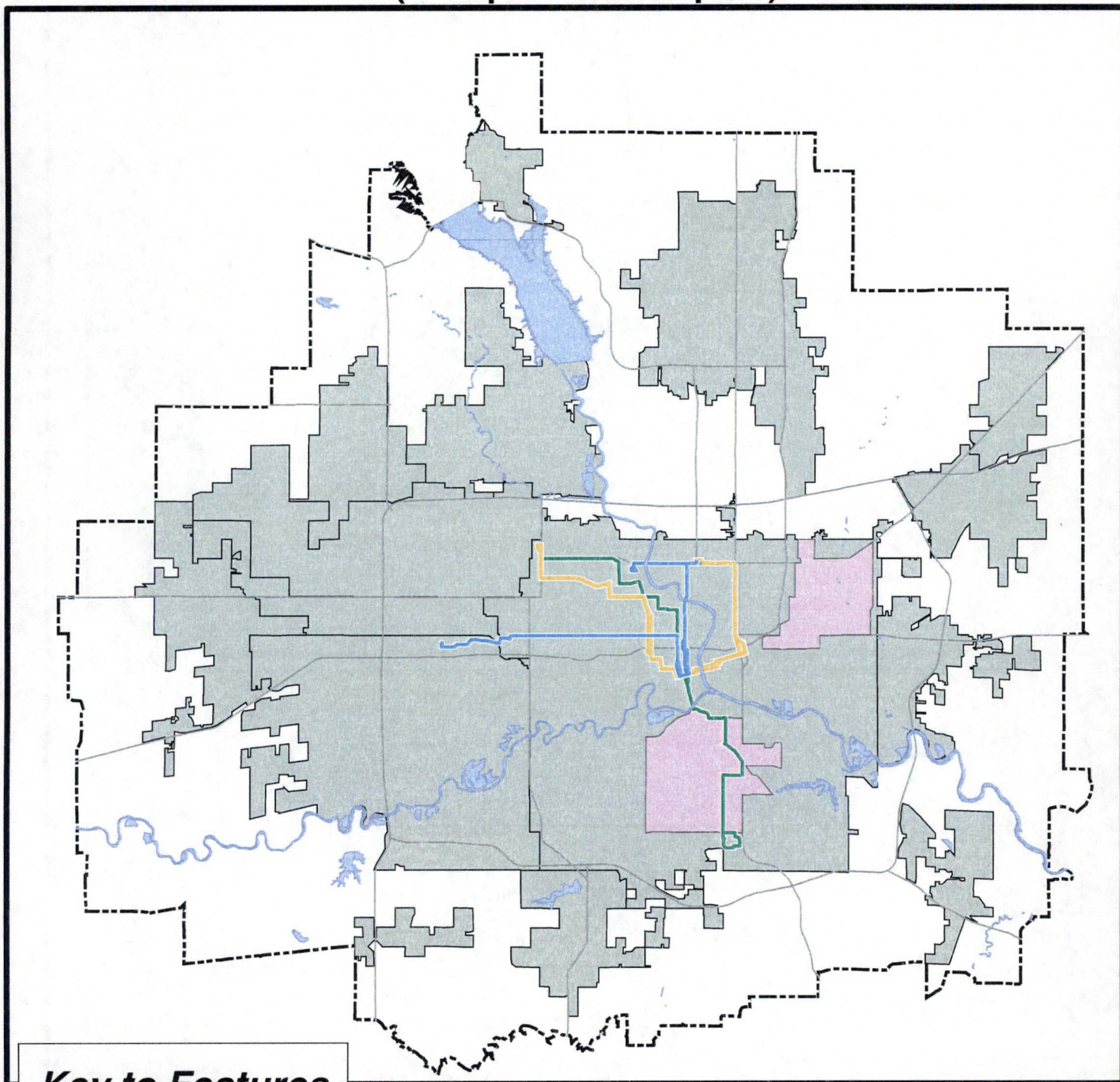
Des Moines Metropolitan Transit Authority

Night Service Routes






(6:00 p.m. - 8:30 p.m.)



Des Moines Metropolitan Transit Authority Extended Night Service Routes (8:30 p.m. - 10:00 p.m.)



Key to Features

-  Route 3
-  Route 4
-  Route 6
-  Dial-A-Ride
-  MPO Planning Area

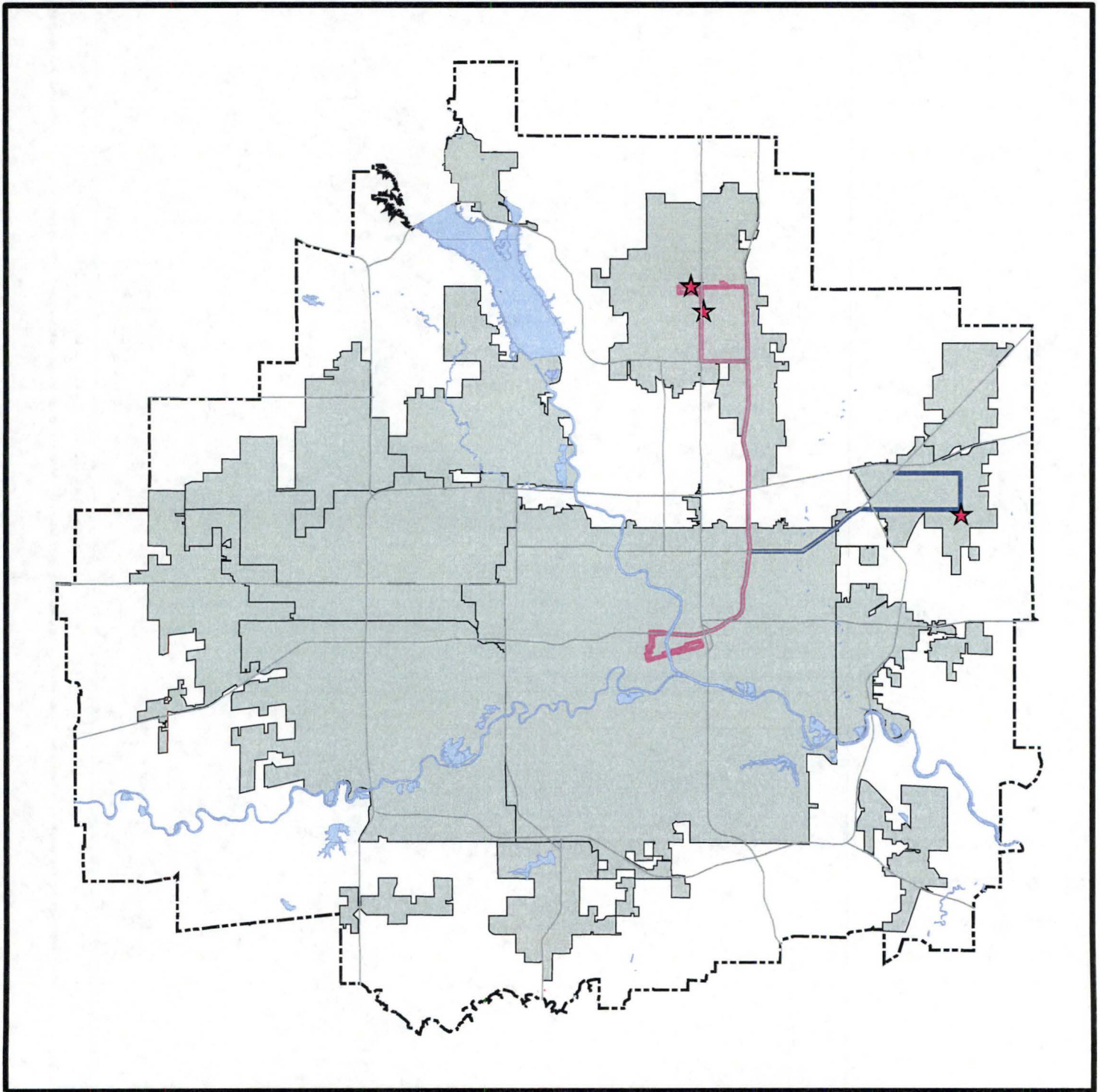


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Des Moines Metropolitan Transit Authority Commuter Routes



Key to Features

-  Altoona Commuter
-  Ankeny Commuter
-  Commuter Park & Ride
-  MPO Planning Area.lyr

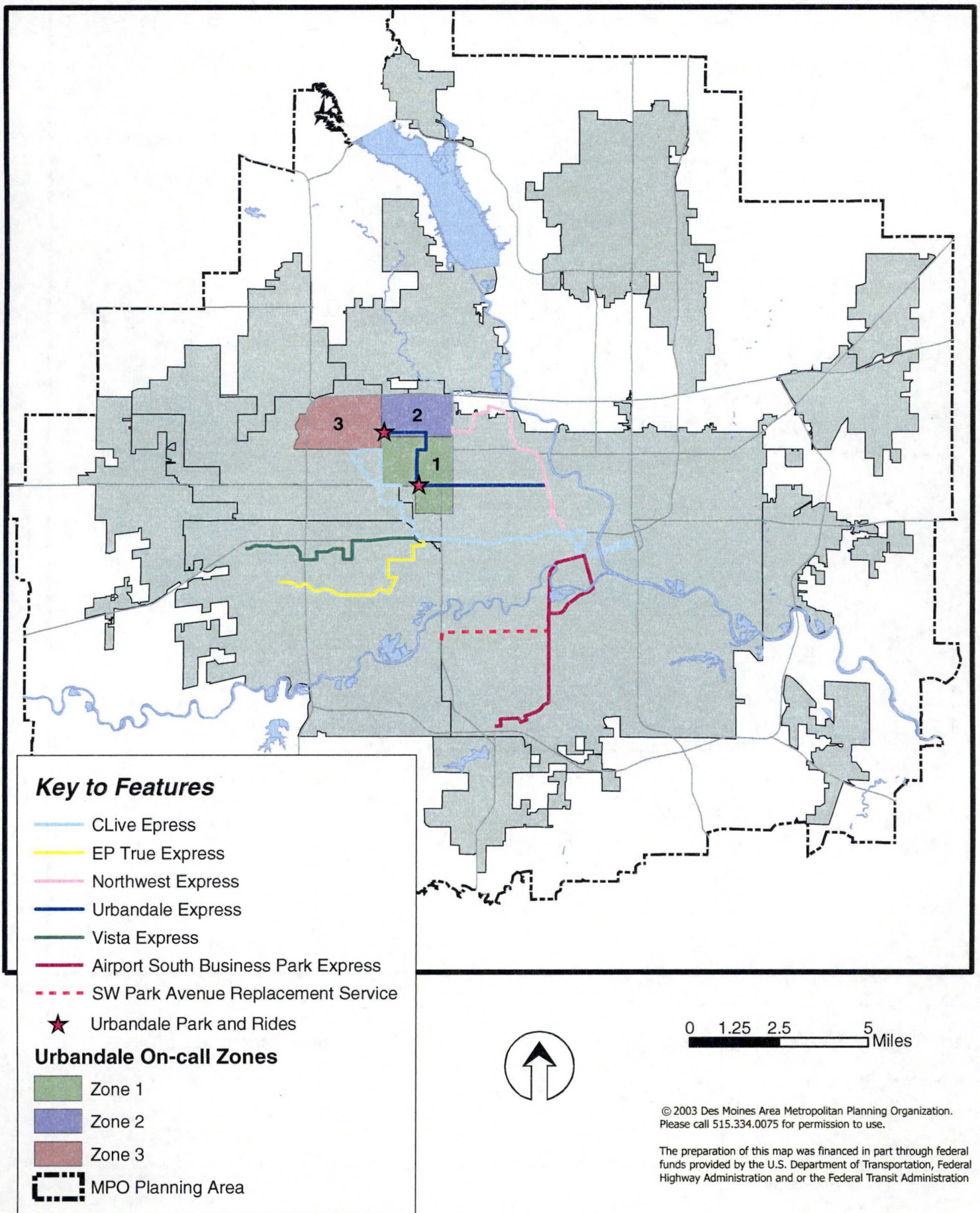


0 1.25 2.5 5 Miles

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Des Moines Metropolitan Transit Authority Express Routes



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Des Moines MTA Paratransit

The Des Moines MTA's Paratransit Service provides door-to-door transit service for elderly, for disabled, and for other individuals with special transportation needs. In Fiscal Year 2003, Paratransit service provided 196,406 passenger trips and traveled 887,525 miles. According to the Des Moines MTA's *Fiscal Years 2004 Capital Plan*, the Paratransit vehicles area a mix of vehicles ranging from cars, vans, and 30' foot buses, a majority of which are lift-equipped. The current Paratransit bus fleet averages an age of 4.8 years, with a national average of 4.0 years. As with the fixed route buses, the Des Moines MTA has identified funding sources that will aid in the replacement of the Paratransit vehicles.

Des Moines MTA Central Iowa Ride-Share

The traditional mode of travel is to drive alone. With growing concerns about traffic congestion, air quality, costs, and increasing demand for parking in the Des Moines CBD, carpooling and vanpooling become attractive alternatives to driving alone. Central Iowa RideShare's goal is to help the Des Moines MTA's change residents' perceptions of sharing a ride, thereby reducing single occupant vehicle trips.

Des Moines MTA Carpool

Central Iowa RideShare (RideShare) took over the Iowa Department of Transportation's carpooling program when RideShare began in 1994. Carpooling generally involves two or more people sharing driving duties that have common origins, destinations, and travel times. RideShare assists commuters in finding individuals with similar travel patterns. RideShare maintains and manages a database of individuals wanting to share rides within the Des Moines Area MPO's Planning Area. The Des Moines MTA provides individuals with similar patterns, a list of individuals that they are responsible for contacting and arranging their shared ride. The Des Moines MTA urges carpoolers to keep in contact with RideShare to update them on their carpool status in the event that additional riders wish to join their carpool. If the carpool grows large enough, RideShare will then work with the group to form a vanpool.

Des Moines MTA Vanpool

Since RideShare's inception in 1994, RideShare has grown from operating 10 vans to now approximately 61 vans in operation. Currently, RideShare provides more than 100,000 one-way trips annually. Vanpooling offers a convenient, reliable, economical, and less stressful alternative to driving alone to work. Vanpoolers help to reduce traffic delays and congestion, as well as help keep the air clean and reduce pollution in the environment.

Approximately 90 area businesses have employees commuting via Central Iowa RideShare's vanpool program. Below is a listing of the number of vans within a community traveling to the Des Moines Area MPO's Planning Area as of October 2003.

Ames-10 vans	Knoxville-4 vans	Pella-2 vans
Baxter-1 van	Lacona/Indianola-1 van	Perry --van
Boone-3 vans	Marshalltown-1 van	Pleasantville-1 van
Chariton-1 van	Melcher-Dallas-2 vans	Prairie City-2 vans
Colfax-1 van	Menlo-2 vans	St Charles-1 van
Earlham-1 van	Milo-1 van	State Center-1 van

Greenfield-2 vans
Guthrie Center/Panora-1 van
Huxley-1 van

Monroe-1 van
Nevada-1 van
Newton-4 vans

Stuart-1 van
Winterset-3 vans

RideShare also provides matches to communities outside Des Moines. These atypical matches are Des Moines to Ames – 10 vans and Nevada to Urbandale – 1van. In past situations, RideShare has also developed inter-city matches especially when the city bus is not an option for certain work shifts.

Heart of Iowa Regional Transit Authority (HIRT)

HIRT is a public transit agency. HIRT supports elderly, handicapped, and other transportation disadvantaged groups and individuals. HIRT service is a demand-response service operating seven days a week, as well as holidays. HIRT provides service in the seven counties surrounding Polk County.

PRIVATE TRANSIT OPERATORS

Five Oaks Charter

Five Oaks Charter is a private firm operating charter service into and around the Des Moines metropolitan area. Five Oaks currently operates two commuter routes that run from Newton and Indianola into Des Moines.

Yellow and Capitol Cab Companies

Yellow Cab Company and Capitol Cab Company serve the Planning Area. Trans Iowa, L.C. owns and manages both companies. Yellow Cab Company has approximately 40 cabs in service and Capitol Cab Company has 52 cabs in service. Trans Iowa owns approximately 30% of the cab fleet, with the remaining 70% being owned by independent contractors under contract to Trans Iowa, L.C. Taxicab service is provided 24 hours a day, seven days a week, 365 days a year.

Taxicab service is a demand/response service. The taxicab companies and the Des Moines MTA coordinate to provide transportation to people when situations develop at the Des Moines MTA where timely pickup of a passenger is not possible, where there are long distances involved in serving the client, or when passenger destinations are to isolated areas in Polk County. The taxicab companies also work with the Des Moines International Airport to provide transportation for individuals and, on occasion, packages, to and from the airport.

CHAPTER 7: IDENTIFY THE TRANSPORTATION GAPS BETWEEN THE GEOGRAPHIC DISTRIBUTION OF WELFARE RECIPIENTS, LOW INCOME HOUSING, AND EMPLOYMENT CENTER, WHICH ARE NOT CURRENTLY SERVED BY THE TRANSPORTATION SERVICES

The transportation gaps occur at various times of day as the Des Moines MTA's service is the greatest during peak commute times and less frequent during the midday and in the evening leaving gaps for transportation to employment, child care, and training. The attached maps indicate the Iowa Department of Human Services' Family Investment Program recipients and employment sites for the region. The specific address of the Family Investment Program recipients were mapped; however, the maps aggregate these locations to respect individual privacy. However, the Des Moines Area MPO developed the transportation gaps, based on the address-level data. The gaps are identified by numbers and letters. The numbers represent transportation gaps within the MTA service area, while the letters represent transportation gaps outside the Des Moines MTA service area.

Transportation gaps during the peak hour (6:00-9:00 a.m. and 3:00-6:00 p.m.).

[See Peak Hour Service Map]

Transportation gaps during the reverse commute peak hour (6:00-9:00 a.m. and 3:00-6:00 p.m.). **[See Peak Hour Service – Reverse Commute Map]**

Transportation gaps during the mid-day (9:00 a.m. – 3:00 p.m.).

[See Mid-Day Service Map]

Inside the Des Moines MTA's Service Area:

- | | |
|--------|---|
| Gap 1: | Delaware Avenue - This area encompasses primarily manufacturing businesses utilizing shift work. |
| Gap 2: | Southeast Des Moines - This area includes several large manufacturing companies utilizing shift work. |
| Gap 3: | Park Avenue - This area includes several large manufacturing companies and high density residential complexes. |
| Gap 4: | Airport Business Park - This is a new business park that currently has several large manufacturing companies, but is expected to house over 14,000 commercial, manufacturing, and office employees in the future. |
| Gap 5: | Fuller Road - This is an Industrial Park that primarily employs shift workers. |
| Gap 6: | Hickman Road/114th Street - This is a commercial area that houses large hotels, car dealerships and restaurants. |
| Gap 7: | Aurora Business Park - This is a business and industrial park employing approximately 10,000 shift workers during traditional work hours. |
| Gap 8: | University Avenue – This corridor is a large commercial and office area, employing over 10,000 individuals. |
| Gap 9: | Ankeny Business Park – This is a large commercial and industrial area in the community of Ankeny. |

- Gap 10: S.E. Park Avenue – This corridor is primarily a residential area, with a significant number of apartment complexes.
- Gap 11: Ankeny – This is a large community north of Des Moines, with a population near 25,000.
- Gap 12: Altoona – This is a large community northeast of Des Moines, with a population of approximately 10,000.
- Gap 13: Pleasant Hill - This is a community just east of Des Moines, which is primarily residential, but also houses commercial and industrial businesses.
- Gap 14: Westtown Parkway – This is a large office-commercial area in West Des Moines employing approximately 15,000 individuals and is adjacent to University Avenue.

Outside Des Moines MTA's Service Area

- Gap A: 86th Street - This corridor is a fast-growing commercial and entertainment area.
- Gap B: Beaver Avenue - This corridor is in the heart of the City of Johnston, housing commercial, industrial, and major residential areas.
- Gap C: Second Avenue - This corridor is a large industrial area between the Cities of Des Moines and Ankeny.
- Gap D: Carlisle - This is a community southeast of Des Moines, which is primarily residential, but also houses some commercial and industrial businesses.
- Gap E: Norwalk - This is a community south of Des Moines, which is primarily residential, but also houses commercial and industrial businesses.
- Gap F: 54th Avenue/ IA Highway 141 – This is a growing employment center in the City of Grimes.
- Gap G: Indianola – This is a community southeast of Des Moines, which is primarily residential but also houses Simpson College and major businesses along Highway 69. Although this community is also outside the MPO planning area, discussions regarding a regional transit system have begun which could include the City of Indianola. Therefore, regional service is a priority for MTA at the request of communities outside of the MPO planning area.

Transportation during the night service (6:00-9:00 p.m.)

Gaps 1-14 and A-F, plus the following inside the Des Moines MTA's service area:

[See Night Service Map]

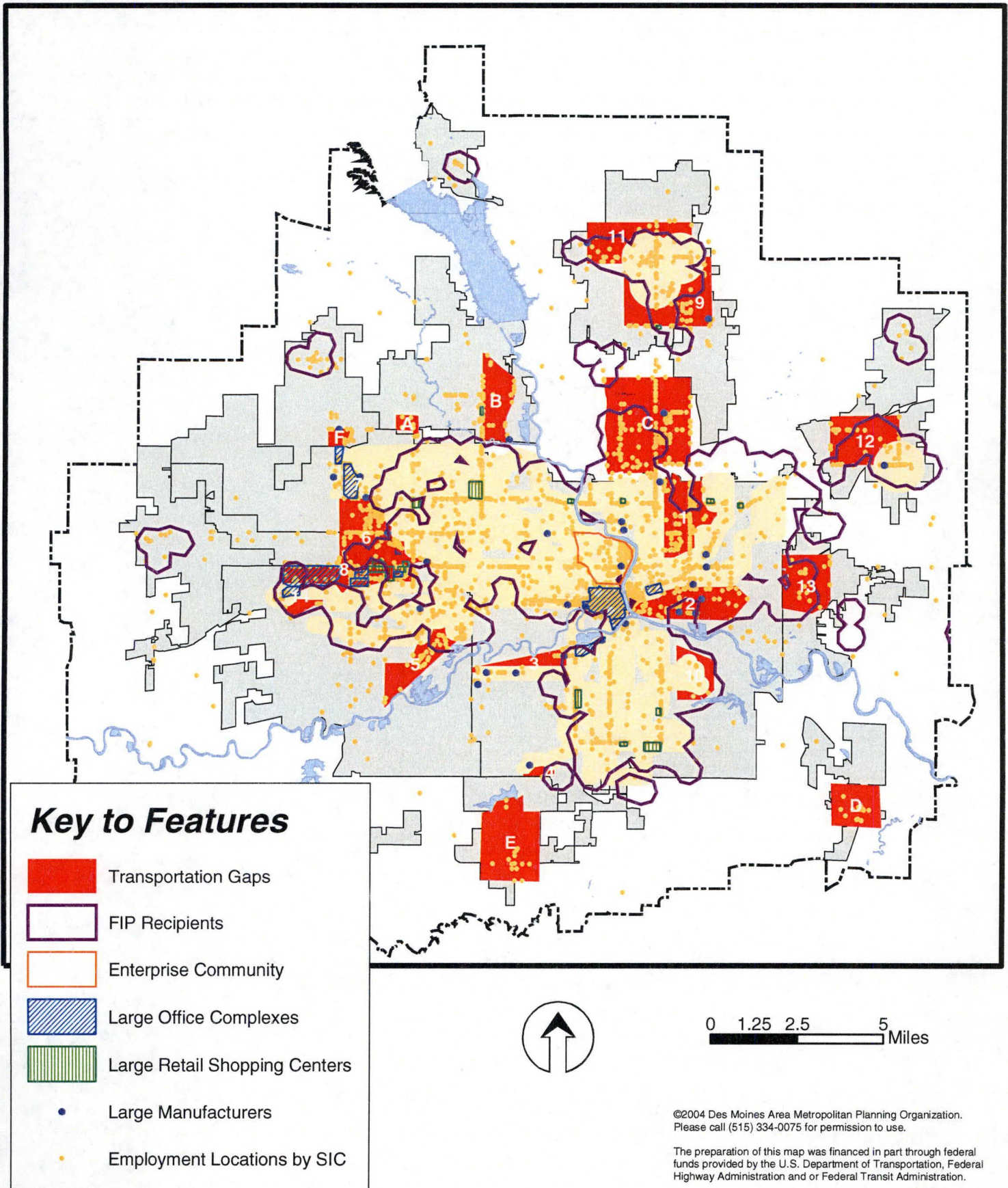
- Gap 15: Des Moines MTA Routes – This encompasses all Des Moines MTA routes not operating during the evening hours (Routes 2, 5, 8, 9, 13, Ankeny Commuter, and Altoona/Pleasant Hill Commuter).

Transportation Gaps during the extended night service (9:00-10:00 p.m.)
Gaps 1-15 and A-F, plus the following inside the Des Moines MTA's service area:
[See Extended Night Service Map]

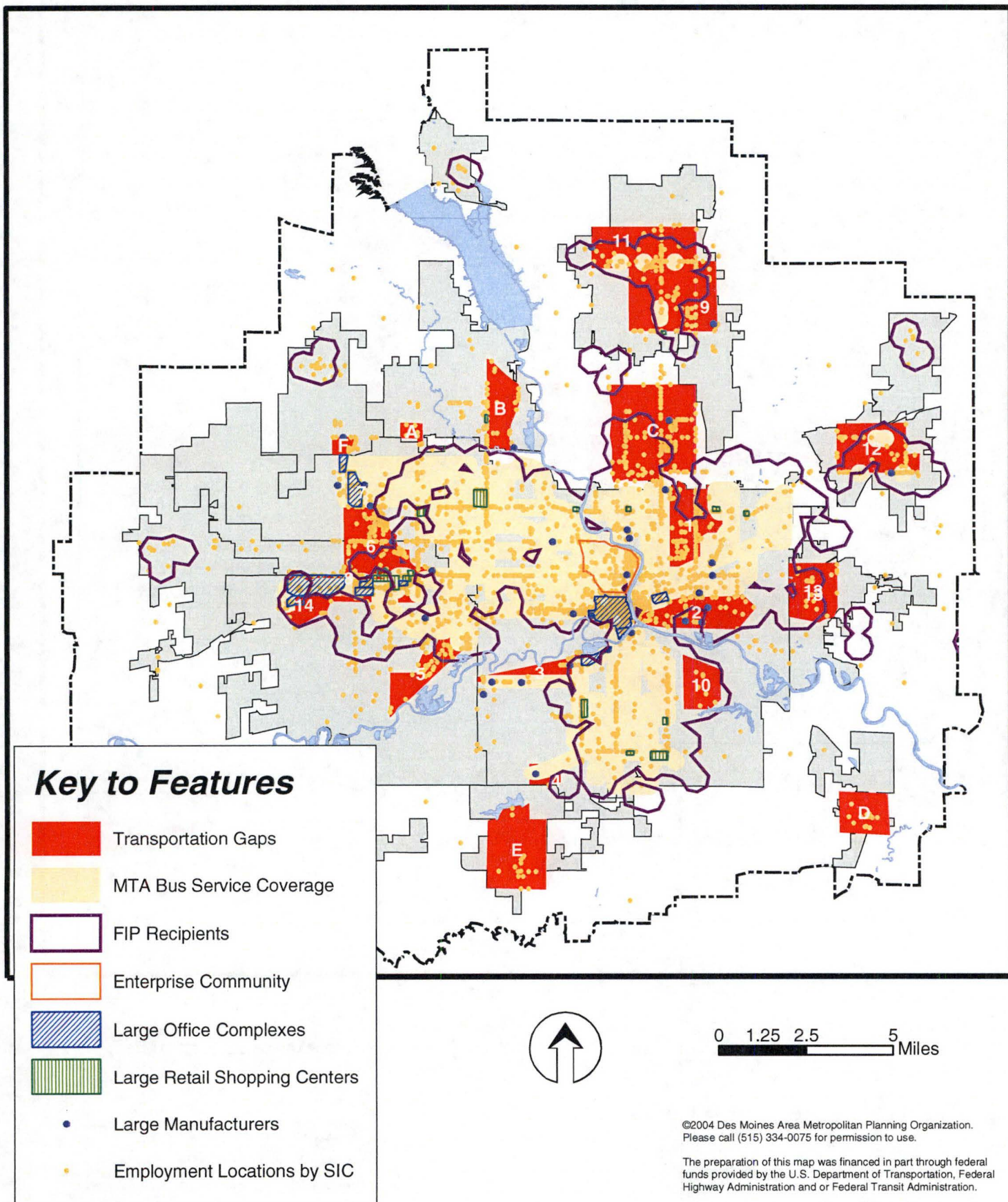
Gap 16: Des Moines MTA Routes – This section encompasses all additional Des Moines MTA routes not operating during the late evening hours (Routes 1 and 7).

Transportation Gaps after 10:00 p.m. Service and Sunday service
Des Moines MTA's entire service area
[See After 10:00 p.m. Service & Sunday Service Map]

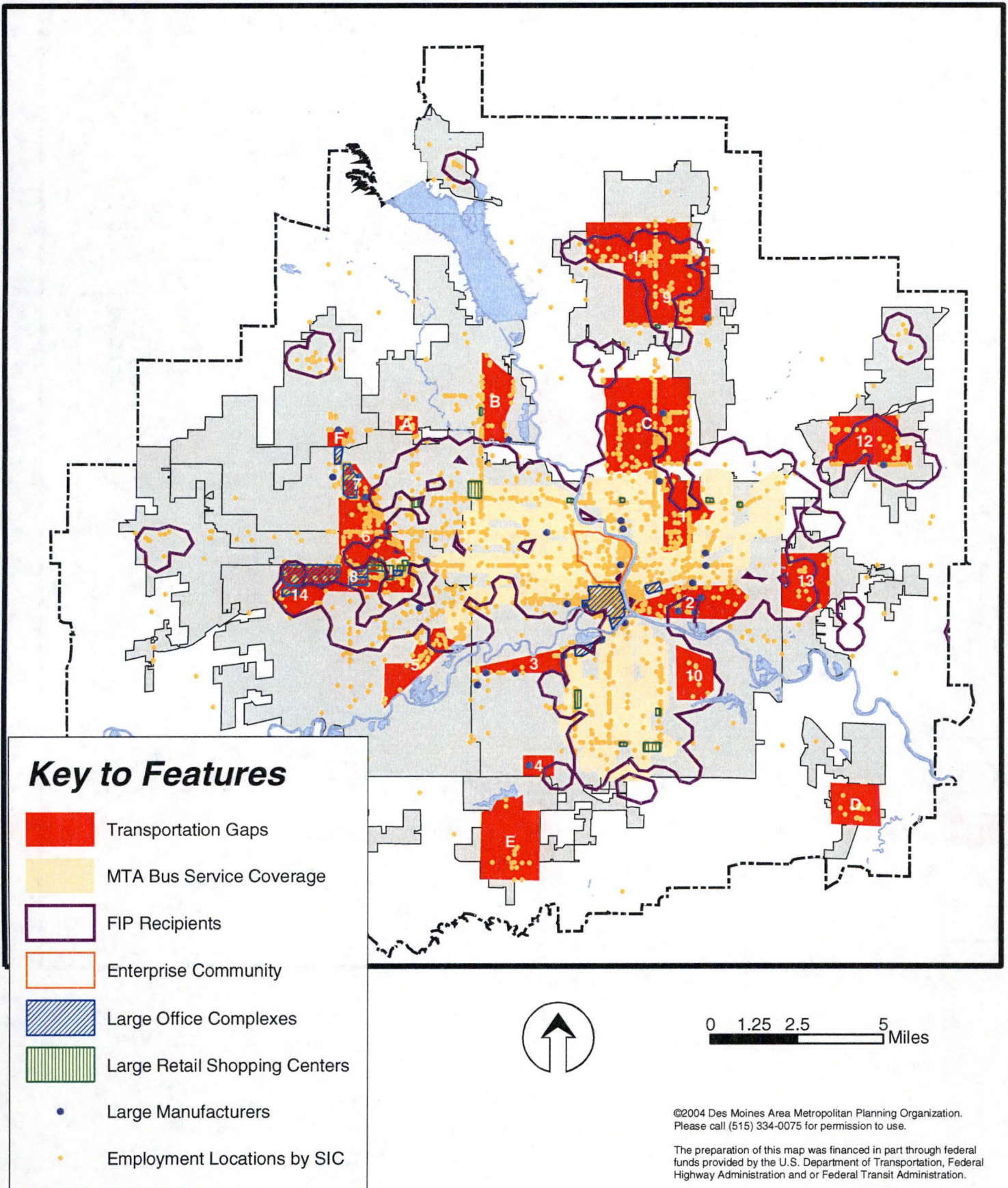
Peak Hour Service (6:00 - 9:00 a.m., 3:00 - 6:00 p.m.)



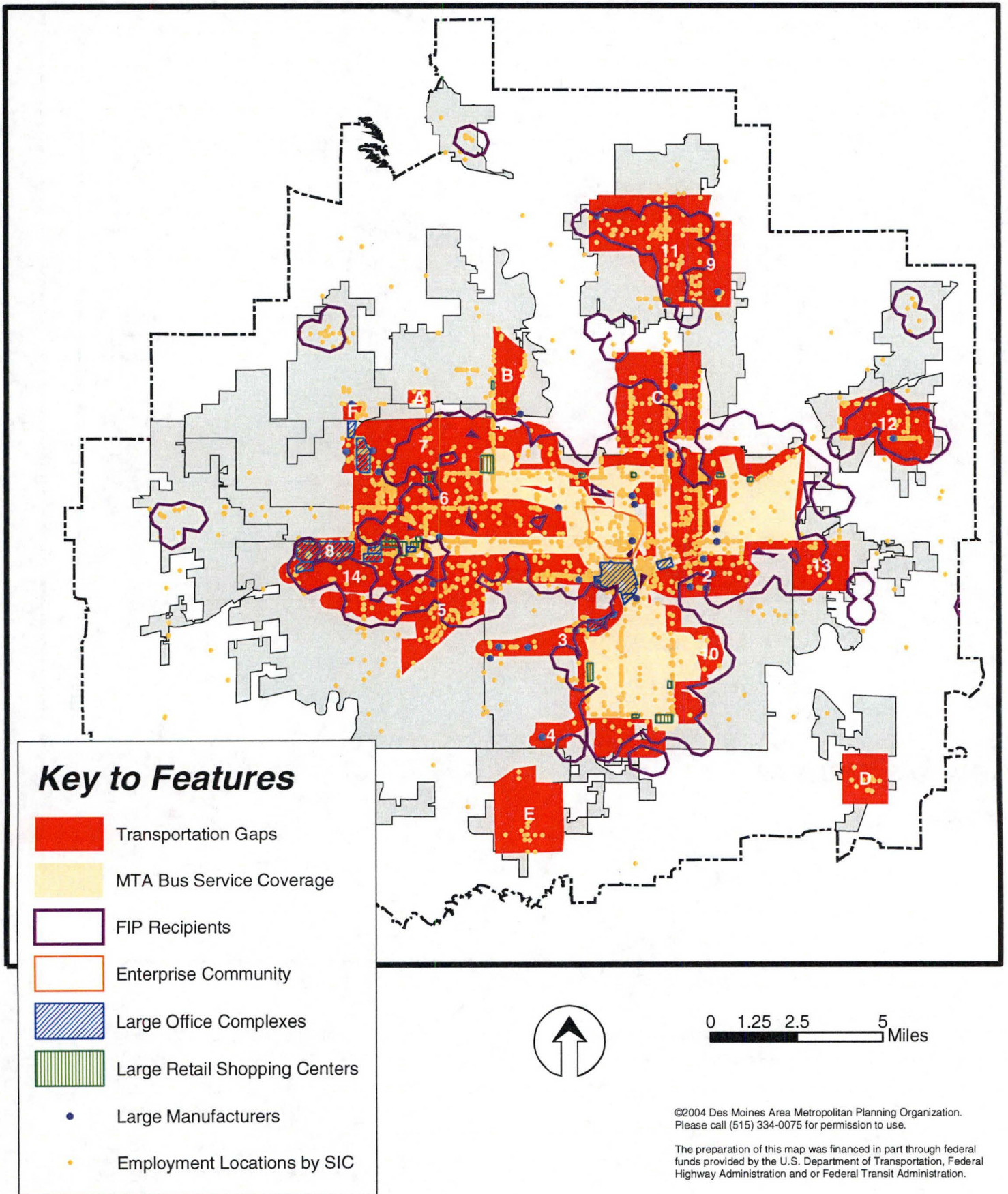
Peak Hour Service - Reverse Commute (6:00 - 9:00 a.m., 3:00 - 6:00 p.m.)



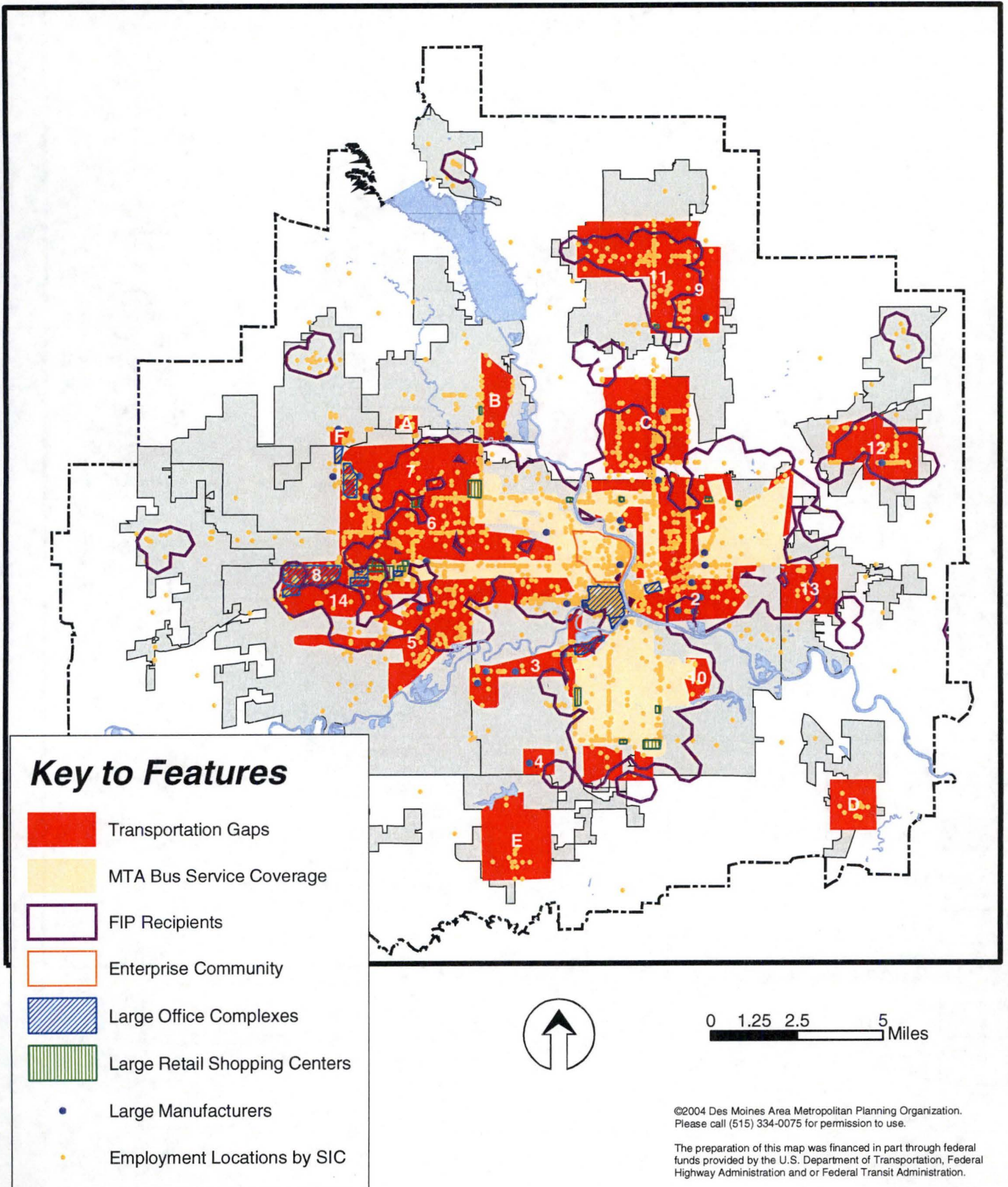
Mid-Day Service (9:00 a.m. - 3:00 p.m.)



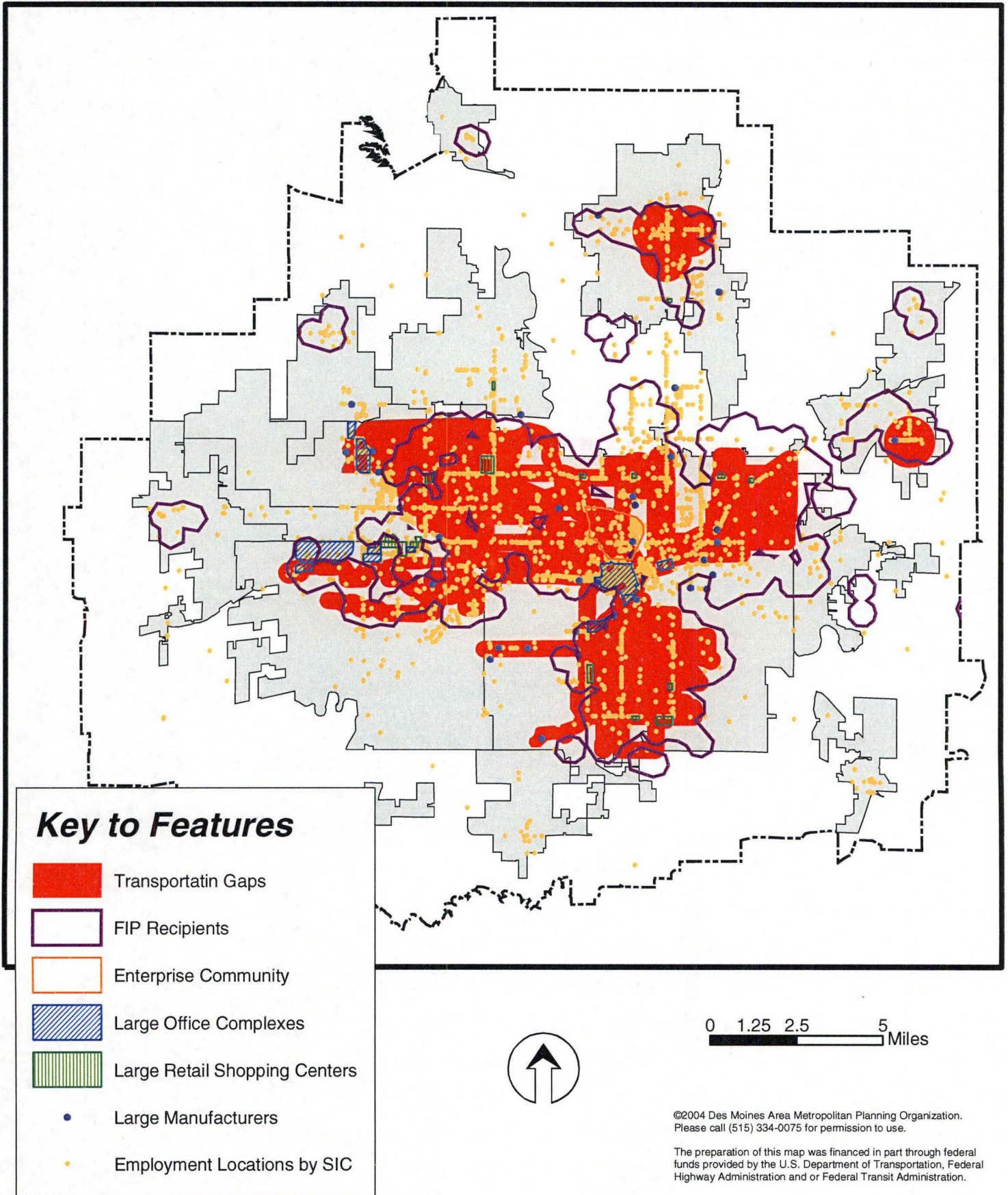
Night Service (6:00 p.m. - 8:30 p.m.)



Extended Night Service (8:30 - 10:00 p.m.)



**After 10:00 p.m. Service and Sunday Service
(10:00 p.m. - 6:00 a.m.)**



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CHAPTER 8: JOB ACCESS AND REVERSE COMMUTE TRANSPORTATION PROJECTS

FEDERAL FISCAL YEAR 2004 FUNDING

1. Job Access and Reverse Commute Program (utilizing previous grant funds)

MTA's Job Access and Reverse Commute Program consists of five components aimed at providing transportation services to low-income and welfare recipients allowing them to become self-sufficient. The five components of the program are summarized below. Federal Fiscal Year 2004 JARC funding would allow this program to continue into the sixth year.

- A) **Extend Night Service** - In January 2000, MTA extended its evening hours from 8:30 until 11:00 p.m. Numerous employers and potential workers indicated a lack of ability to travel home from employment in the retail and service industries. It was recommended through public meetings and surveys that the transit system services extend until at least 11:00 p.m. Monday through Friday. The jobs provided at these times are typical entry-level work that would be available for low-income and welfare recipients who are returning to the work force. While there are plentiful jobs during non-traditional times, lack of public transit service make it impossible for people trying to re-enter the job market to access these jobs. Later evening service allows these additional job opportunities to be within their reach.

Potential Ridership: 100,000 rides per year

- B) **Community-Based Services** - Collaborative efforts have identified jobs for non-traditional workers, and locations that are not currently served by the public transit system. An example of this is Tones in Ankeny, Iowa. The town is located approximately five miles north of Des Moines, and does not have regular-route bus service that would meet the demands of persons traveling to and from work at Tones. While the demand for regular-route service may not exist, it has been suggested that the MTA establish a community-based transportation system in collaboration with a local non-profit agency. This non-profit agency would operate vans, or other small vehicles, to take persons to and from work at times of the day or to locations that are not currently served by public transit. Not only would this mode of transportation be more efficient, but it would also be an opportunity for this non-profit agency to generate additional jobs within the community. As more individuals are employed in jobs during non-traditional work hours or locations outside MTA's service area, demand may increase to the point that regular route service could be introduced.

Potential Ridership: 11,000 rides per year

- C) **Subscriber Service** - The MTA has identified a need for transportation to second and third-shift jobs through consultation with local businesses and welfare recipients. On the second shift, individuals are able to use current MTA services to get to work, but there is no service available at 11:00 p.m. to take them home. Third shift workers are not able to get to work at 11:00 p.m., but are able to use MTA services to get home at 7:00 a.m. This transportation gap means businesses are unable to find enough workers, and the currently under-employed tend not to be able to accept these higher paying manufacturing/warehousing jobs. MTA proposes to work with employers who offer these second and third-shift opportunities and to develop a route that will pick up third-shift workers close to their homes and take them to their jobs. After dropping these individuals at the workplace, the bus would wait for the second-shift workers to leave work and would take them home on a route designed especially for those subscribing to the service.

Potential Ridership: 22,950 rides per year

- D) **WAGES Board** - The conduit to match low-income and welfare recipients transportation options with jobs, job training, and childcare services is the Work and Gain Economic Self-Sufficiency Board (WAGES), which is comprised of individuals from the Iowa Workforce Development's Promise Jobs Program, TANF, interested businesses, the MTA and Child Care Resources. (Child Care Resources is an existing organization that matches childcare needs with providers.) An executive committee meets bi-monthly to discuss individuals looking for work and job openings. Once a match is made, the potential employee's transportation and childcare needs would be examined to provide a total package to ensure successful employment. In some situations, employers have agreed to provide mock interviews to give feedback for the WAGES job seekers. They also discuss/evaluate training programs on job skills training, including application process, interview skills and job retention. In addition, the WAGES Board of Directors meets quarterly to oversee the successful operation of the program and two sub-committees meet as needed.

Potential Ridership: 205,000 rides per year

- E) **Transit Fare Subsidies** - It has been found that many persons entering the job market have been unemployed or under-employed for some time. As a result, many have financial problems, and even though a transportation solution has been identified, they may not have the disposable income to pay the \$1.00 per ride transit fare. Funding allows MTA's transit fare subsidy program to be expanded to allow persons moving from welfare to work be able to ride the bus for a specific period of time for \$.25 per ride. The local units of government, the city, county and MTA, provides a subsidy for the remaining \$.75 of the fare.

Potential Ridership - 30,000 rides per year

- F) **Education** - Many potential workers cite transportation as a barrier to getting to work, and on further examination it is found that transportation exists, but the potential worker does not know how to access the transit system, or how to get information about where and when the transit system operates. To meet this need, the MTA would establish an education program that would go into the community through social service agencies to teach potential employees how to ride the bus, how to read bus schedules and maps.

2. University Corridor Service (utilizing previous grant funds) - Many employers in Des Moines have moved to the suburb of West Des Moines taking with them entry-level job opportunities in growth companies. MTA's current service to the West Des Moines business corridor along Westtown Parkway and University Avenue is extremely limited and the service requires long travel times (in excess of one hour). The solution to providing better access and reduced travel times is a high frequency corridor service along University Avenue from the east side of Des Moines to 74th Street in West Des Moines. This high-frequency service would cross 4 to 8 other MTA routes eliminating the need to travel downtown and transfer before traveling to the West Des Moines area. This service would also cross through the heart of Des Moines' Enterprise Community serving the highest population of low-income and welfare recipients.
Potential Ridership: 428,400 rides per year

3. Airport Business Parks Service (utilizing previous grant funds) - The area south of the Des Moines International Airport between Fleur and Hwy 28 is being developed as a business park - south. It will include businesses such as the Des Moines Register and Katecho employing up to 14,000 employees within an approximately one square mile area. This development is scheduled to be completed within the next several years. The businesses that are relocating to this business park employ a large number of entry-level service jobs that require a lower skill level, but pay above the minimum wage rate. Jobs of this nature provide low-income and welfare recipients the means to attain self-sufficiency. This service would match the available workers in the central city with jobs that will provide a livable wage.

A reverse-commute, express service could be implemented that would operate for 2 – 3 hours in the morning and evening taking people to and from work at the business park from the downtown area. In addition, this express service could function as a traditional express service on its return leg. Individuals residing in the Lakeview/Norwalk area just south of this business park could drive to a park and ride location at the southern portion of the business park and MTA could express passengers from the Norwalk area into downtown Des Moines thereby providing service in both directions of travel.

In addition, the area west of the Des Moines International Airport in the vicinity of 63rd/Park in Des Moines is being developed as a business park – west. It will include businesses such as Principal, Mid-America Business Park and Walnut Woods Business Center. This area has developed in a much faster manner than the airport south business park. An identical service supporting traditional express service to get 42nd/Park residents downtown would be in operation as well as a reverse-commute express that would transport commuters wishing to travel to the 63rd/Park area.

Potential Ridership: 71,400 rides per year

4. Sunday Service (utilizing previous grant funds) - Sunday service is MTA's most highly requested services, as MTA does not provide service to the metropolitan area at all on Sundays. MTA tested Sunday service in November –December 2000 to area residents to determine the need. Utilization was high with 1,000 riders per day and was therefore an integral part of MTA's System Redesign Plan as well as one of the gaps within MTA's initial JARC Plan as well as the latest 2003 JARC Plan. In addition, MTA found that the majority of ridership was for work related purposes as opposed to church or shopping. Many of the requests were to start earlier and end a little later to accommodate non-traditional workers that don't have the Monday – Friday, 8am-5pm work schedule.

Service could be implemented similar to MTA's current NiteService with a few modifications that would operate for 8 hours during the day taking people to and from work on the main core routes. The majority of these routes pass through the Enterprise Community and would serve these low-income individuals needing to get to the job place on Sunday.

Potential Ridership: 52,000 rides per year

5. Paratransit Routes to West Des Moines/Ankeny (Year 2) – During budget discussions in 2003, Polk County and MTA discussed opportunities to expand service for individuals with disabilities to obtain and retain employment in West Des Moines and Ankeny. The result of these discussions ended in the development of new routes in each community, which will serve persons with disabilities, but will also be open to the general public to access employment within Ankeny and West Des Moines. The new routes would serve areas not currently served by MTA routes thereby expanding MTA services further within the community. MTA just began this service in January 2004.

These services are the first step in implementing a new concept of flexible service delivery where Paratransit, door-to-door services, pick up fixed-route customers at a transfer point and deliver all customers to their final destination. In this specific application, after all Paratransit clients have been picked up at their home, the Paratransit bus would connect with a fixed-route bus and pick up additional passengers before entering the employment area. All passengers would then be delivered to their final destination. This service concept was recommended by a consultant in 2000 to better utilize both systems. The following explains the two probable routes.

- 1) West Des Moines Paratransit Route: The first route would operate from home residences in Des Moines and West Des Moines to work sites within West Des Moines. The area of businesses to be served in West Des Moines is bounded by: South – Ashworth Road; North – University Avenue; East – 31st Street.; West – 80th Street. The service would operate from 6am – 6pm each weekday. MTA would provide numerous trips throughout the day to take individuals to and from work, job interviews or to training classes. Some of the business sites to be served by this route are: Consultec, Wells Fargo, Sears Credit and Hy-Vee Grocery Store.
- 2) Ankeny/Clive/Johnston Paratransit Route: The second service would operate from residences within Des Moines and Ankeny to businesses and residences within the City of Ankeny. The specific area within Ankeny to be served is bounded by: South – Orlabor Rd.; North – 18th Street NW; East – Creekview Drive; West – State Street. The route would operate from approximately 5:30 am to 6 pm each weekday again providing service throughout the day to transport individuals with disabilities to work or training sites. This service could also serve businesses in Johnston and Clive as it travels through these communities in route to Ankeny. Some of the businesses to be served by this service are Hy-Vee Grocery Stores, Target, Wal-Mart, Mill Pond Retirement Community, Technoplas, Des Moines Area Community College, Bishop Drum Center, Martin Luther Homes, LINK Associates, Goodwill.

Potential Ridership: 25,000 rides per year

JARC: \$	\$105,447
MTA:	\$105,447
Total Cost:	\$210,893

6. West Des Moines Demand Response Service (Year 2)– This project envisions MTA acquiring two wheelchair accessible vehicles that would be utilized by WDMHS to expand their operation to serve work trips. Currently, WDMHS operates limited hours. If they can expand their operating hours, additional work trips in the WDM area can be served. Since WDMHS already provides demand-response service in the area in cooperation with the MTA, this expansion of service can be done cost-efficiently.

This service would operate from approximately 7am – 5:30pm each weekday within the West Des Moines city limits. WDMHS would provide numerous trips throughout the day to take individuals to and from work, job interviews or to training classes. MTA would collect data from WDMHS including number of passengers, revenue miles, revenue hours and operational cost. Initial goals would be to carry approximately 4 passengers per hour. MTA and WDMHS would need to continually monitor the project performance as well as periodic survey work to possibly adjust the service as needed. In addition, trips funded under this grant would either start or end in West Des Moines. Customers with trips continuing to other Des Moines metropolitan locations could be coordinated with MTA's Fixed Route or Paratransit service for the full trip. This route would specifically target workers needing to get to sites within the Project Service Area defined below.

- a. Project Service area: The area of businesses to be served in West Des Moines would be the city limits.
- b. Major employment opportunities: Some of the business sites to be served by this route are: Sears Credit, Iowa Farm Bureau, Iowa Foundation for Medical Care, Des Moines Orthopedic Surgeons, Hy-Vee, KC Holdings, Ind, National Travelers Life, IMT Insurance, William Penn College, Johnson & Higgins, Allied Group Mortgage, Krause Gentle, Rain and Hail Insurance Service, ITA Group Inc., Farm Bureau, Agri Grain Marketing, Agri Grain & Related Industries, Principal Residential Mortgage, Holmes Murphy & Associates, EMCO Enterprises, Delavan, Windsor Windows and Doors, Best Buy, Home Place, Sport Mart, Borders Books, Seasonal Concepts, Hy-Vee Inc., Drake University. (see JARC Plan for additional locations) These businesses are difficult to access during the peak hours but especially during the mid-day as MTA routes only operate one reverse commute route to WDM employment locations west of 35th Street during peak hours. This limited access greatly effects the low-income's access to job interviews, employment and training.

This service would meeting the mobility needs of persons with disabilities as it would be a 100% accessible service served by West Des Moines Human Services.

JARC:	\$145,350
MTA:	<u>\$145,350</u>
Total Cost:	\$290,700

7. Des Moines Flex Service (Year 2) - Currently, MTA operates service Monday through Saturday. Weekday service operates from 6 AM to approximately 11:30 PM and Saturday service operates from 6 AM until approximately 6 PM. Low-income residents seeking employment during other hours, have little or no access to these jobs unless they have and operate an automobile. Through the use of 50% Job Access Reverse Commute funds, vehicles could be obtained and trips subsidized during the hours that regular transit service does not operate.

Under this subcontract, the MTA would purchase trips from the provider by subsidizing trips to a specified dollar level. The passenger, in the form of a co-payment, would pay the remaining cost of the trip. MTA would be responsible for determining client eligibility. Potential system users would apply to the MTA and once eligibility is determined, the rider would have direct access to the sub-provider to book their own trips, provided they fall within the approved eligibility criteria.

MTA would collect data from the sub provider including number of passengers, revenue miles, revenue hours and operational cost. MTA would monitor and approve each trip purpose to ensure the trip landed outside of MTA's service areas. Work trips would either start or end within an area MTA does not currently service or at times MTA is not operating within a given area. This service would specifically target workers needing to get to sites within the Project Service Area defined below.

- a. Project Service area: The area of businesses to be served would be determined by MTA staff. These areas may be shown more clearly by looking at the transportation gaps or areas highlighted in red in Chapter 7 of the *Area-Wide JARC Plan*. All of these areas are eligible.
- b. Major employment opportunities: Please see the JARC plan pages 11-22 which identify large office buildings/complexes, manufacturers, shopping centers and private-sector employers within the Des Moines metropolitan area. All of these businesses may be included, as an eligible employment location depending on time of day service was needed.
- c. This service would meeting the mobility needs of persons with disabilities as it would be a 100% accessible service served by a sub provider of MTA's choosing.

JARC:	\$32,380
MTA:	\$32,380
Total Cost:	\$64,760

8. **Urbandale/Clive/Windsor Heights On-Call (Year 1)** - MTA proposes to reconfigure the Urbandale On Call service to expand this service past the current boundaries into the three communities of Urbandale, Windsor Heights and Clive. Public comment would be obtained to solicit alternatives for commuter travel within these communities. During this public process, current transit service including the Clive Express, Urbandale Express and Urbandale On-Call, would be examined. Alternative types of service will be considered and discussed with the public to determine the best service for each community. An important aspect of service to these communities would allow travel north to south AND south to north for residents without going downtown to transfer.

One way to meet this travel need is with On-Call service proposed within this JARC application. Within these three communities four zones could be developed to circulate within the approximate boundaries of I-35/80, University, Merle Hay Road and I-35/80. In many cases, passengers could board an On-Call bus to get to their destination if they lived and worked in the same area. On Call vehicles could link commuters to other routes traveling further south into West Des Moines or downtown if needed. Overall, service of this type could provide an efficient mode of travel and provide additional options to residents to travel downtown as well as provide reverse opportunities to worksites within the area. Again, these boundaries would be examined and discussed at public meetings before defining the service. Any new service modification would require the purchase of one additional small bus and marketing expenses for the first year of operation. New services would allow for access to jobs and training within the western suburbs during the morning and afternoon rush hours.

Project Service area: The area of businesses to be served in Urbandale would lie within the approximate boundaries of I-35/80, University, Merle Hay Road and I-35/80. These boundaries would be further defined (possibly expanded or shortened) through public meetings.

Major employment opportunities: Three Fountains Park, Farm Bureau, Meredith Business Park, Merle Hay Center, Aurora Business Park, Merle Hay Mall, Water Tower Place, Haymarket Mall, Westridge Shopping Center (Kohl's JC Penney Home Store; CompUSA), University Park (Toys "R" Us; Kids "R" Us; Pier 1 Imports), Clocktower Square, Parkwood Plaza (Royal Fork Buffet, Okoboji Bar & Grill). Overall, this service would cover employment locations, large office complexes and large retail shopping centers within gaps 6 and 8 on page 30 of the Job Access Plan. These gaps are represented graphically on the Peak Hour Service map also within the plan.

Service modifications selected after community input would meet the mobility needs of persons with disabilities, as it would be a 100% accessible service.

Potential Ridership: 30,000

JARC:	\$210,500
MTA:	<u>\$210,500</u>
Total Cost:	\$421,000

9. Indianola Bus Service (Year 1) – Currently, there is no service between the City of Indianola and the Des Moines downtown area. Although a regional community, the MTA addresses the needs of the region when requested which is the case in this instance. At the request of citizens and the City of Indianola, the MTA conducted a study to determine the feasibility of operating transit service to the community. As a part of that study, MTA conducted a survey of Indianola residents regarding their interest in transit service. With a 3% return rate, the analysis identified 81 respondents indicating a high or very high interest in transit service. The majority of these commuters that responded work in the downtown area and have similar work patterns.

Based upon this data, MTA has developed transit service options to and from Indianola in the morning and afternoon rush hours. A minimum of two trips in the morning and two trips in the afternoon need to be provided to attract the maximum number of riders for the investment required of the city. Service would pick up in Indianola at park and ride location(s) and be expressed into the downtown Des Moines central business district. From there, commuters can be dropped off at their workplace or continue their work trip by catching connections on other MTA routes at the Walnut Transit Mall. In addition, the service would be marketed to students and faculty at Simpson College needing a reverse commute trip to Indianola. Specific travel would be developed and approved by the MTA and City of Indianola as funding for the project is secured for this new service. The gap this project serves is outside of the MPO Planning Area and is not shown visually but is identified as a gap within Chapter 7 under Gap G.

- a. Project Service area: The area of businesses to be served would be downtown Des Moines. These businesses are listed on pages 11-22 of the current JARC Plan. Major business complexes include 801 Grand, Riverpoint Office Park, Corporate 4, Ruan Center, 700 Walnut Tower, Capital Square, Financial Center, Liberty Building, Midland Building, 100 Court, etc.
- b. Major employment opportunities: Opportunities lie for the Indianola residents to have access to downtown Des Moines businesses. Residents may also access MTA's other routes within the downtown area to travel to employment opportunities within other Des Moines metropolitan communities.
- c. This service would meet the mobility need of persons with disabilities, as it would be 100% accessible service.

Potential Ridership: 22,950 annual rides

JARC:	\$27,000
Local:	<u>\$27,000</u>
Total Cost	\$54,000

CHAPTER 9: APPENDIX

Work and Gain Economic Self Sufficiency participants

WAGES Operating Partnerships

1. AARP
2. Acheson Auto Works
3. Action Warehouse
4. Allied Insurance
5. American Friends Society Coalition
6. American Republic Life Insurance
7. AmeriCorps/City of Des Moines
8. AMERUS
9. Anawim Housing
10. AT&T Broadband & Internet Services
11. Bakers Cafeteria
12. Beacon of Life
13. Bernie Lorenz
14. Bestwestern Starlite Village
15. Boddy Media Group
16. Boys and Girls Club of Central Iowa
17. Brenton Bank Services
18. Broadlawns Medical Center
19. Broadlawns Outreach Project
20. Broadlawns Path Program
21. C D S - Communications Data Services
22. Carey's Professional Turf
23. Cash Credit Corporation
24. Central City CDC
25. Central City Economic Development
26. CFI- Family Violence Center
27. Charles Gabus Ford
28. Child & Family Policy Center
29. Child Care Resources & Referral
30. Children & Families of Iowa
31. Churches United
32. CIETC / Promise Jobs
33. CIGNA/ Joan Dorrell
34. CitiCard
35. City of Des Moines
36. City of West Des Moines
37. Clark American/Ankeny
38. Community Support Advocates
39. Cottage Grove Presbyterian Church
40. Creative Employment Options
41. Creative Innovations
42. Creative Visions
43. Crown Services, Inc.
44. Dahl's
45. Department of Human Services
46. Des Moines Marriott
47. Des Moines MTA
48. Des Moines Public Schools

49. Des Moines Register
50. DES Staffing Services
51. DHS Carpenter Office
52. DM Community Services Division
53. DM Enterprise Community
54. DMACC/Academic Achievement Center
55. DMACC/Ankeny
56. DMACC/Iowa New Choices
57. DMACC/Project Passport
58. DMACC/Upward Bound
59. DMACC/Urban Campus
60. DMPS/New Horizons
61. DMPS/School To Work
62. DMPS/SUCCESS
63. Easter Seals
64. EDS
65. Electrical Engineering & Equipment Co.
66. Employee & Family Resources
67. Eyerly Ball Community Mental Health
68. Express Personnel
69. Fair-Play
70. Family Enrichment Center
71. Farm Bureau
72. Firestone Tire & Service Centers
73. Fourmile Community Site Office
74. Gentiva Home Health Care
75. Golden Circle
76. Goodwill Industries
77. Greater Des Moines Partnership
78. Hamilton College
79. Hammer Medical Supply
80. Hawthorn Hill
81. Hispanic Educational Resources
82. Holiday Inn
83. Holistic Health Associates
84. Home Depot
85. Hotel Fort Des Moines
86. House of Mercy
87. Human Services Planning Alliance
88. ICHS
89. Iowa Bankers Association
90. Iowa Bureau of Refugee Services
91. Iowa Comprehensive Human Services
92. Iowa Correctional Work Release
93. Iowa Department for the Blind
94. Iowa Health System
95. Iowa Retail Federation, Inc.
96. Iowa State University Extension
97. Iowa Vocational Rehabilitation
98. Iowa Women's Residential Correctional Facility
99. Iowa Workforce Development
100. ISU Community Outreach
101. IWD / Promise Jobs

102. Jacobson Industrial Services
103. Jockos Auto Parts
104. John R. Grubb YMCA
105. Labor Institute
106. Link Associates
107. Logan Community Site Office
108. Lutheran Social Services Refugee Program
109. Mahle Tennex
110. Marriott Hotel
111. Martin Luther Homes of Iowa, Inc.
112. McLeodUSA
113. Menards South
114. Mercy Medical Center
115. Metropolitan Planning Organization
116. Metro Temp
117. Model Cities Community Site Office
118. Morton Custom Plastics
119. National Conference on Community Justice
120. Nationwide
121. Norwoodville Community Center
122. NPI Security
123. Oakridge Neighborhood Services
124. Office Installation Services, Inc.
125. Office Team / Robert Half
126. Organized Labor / AFL - CIO
127. O'reilly Auto Parts
128. OSACS Women's Center
129. PACE
130. PDI
131. Per Mar Security Services
132. Pioneer-Columbus Site Office
133. Polk County Human Resources
134. Polk County Community & Family Services
135. Polk County General Assistance
136. Polk County Health Services
137. Polk County-HS Program
138. Prairie Meadows
139. Proteus Employment Options, Inc.
140. R.R. Donnelley Printing
141. Rainbow Center, Inc.
142. Rainbow Play Systems
143. Remedy Intelligent Staffing
144. Rhiner Brothers Plumbing
145. RiverFront YMCA
146. Refugee Services
147. RLV Service Experts
148. Roberts Dairy
149. RPS Pharmacy, Inc.
150. Saks/Youngers Corporate Offices
151. Salvation Army
152. Sears Credit Central
153. Sears Department Store
154. Seedorff Masonry, Inc.

155. Service Master
156. Signs Plus
157. Slumberland
158. Smart Industries
159. Southeast Site Office
160. Southridge Mall
161. Spectrum Resources
162. State of Iowa
163. Struthers Trees
164. Sysco Food Services of Iowa
165. Target
166. The Labor Institute
167. The Principal Financial Group
168. Thorson Manufacturing
169. Ticketmaster
170. Tiny Tot Family Outreach Center
171. TL Grantham & Associates
172. TMC
173. Two Men and A Truck
174. U.S. Dept. of Labor
175. United Way of Central Iowa
176. UPS
177. Urban Dreams
178. VA Medical Center
179. Veterans Memorial Auditorium
180. Visiting Nurse Services
181. Wellmark
182. Wells Fargo
183. West Des Moines Community School District
184. West Des Moines Human Services
185. Westaff
186. Willkie House
187. Woodland-Wilkie Site Office
188. YMCA of Greater Des Moines
189. Young Women's Resource Center
190. Younkers Distribution, Ankeny/Amy
191. YWCA Des Moines Register Learning Center
192. YWCA of Greater Des Moines

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