

**From:** [TDOT.COMMISSIONER'S Office](#)  
**To:** [TDOT.COMMISSIONER'S Office](#)  
**Subject:** Compensation Announcement  
**Date:** Thursday, December 8, 2022 10:12:45 AM  
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**Importance:** High

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Good morning,

Today, many of you received email communication from the Department of Human Resources (DOHR) on a statewide enterprise effort to increase compensation for many state employees. DOHR spent the last year putting together a comprehensive compensation study that includes an analysis of market data and state employee compensation, and working to move those employees closer to market level.

You heard me talk about this during the All Staff Meeting several weeks ago, and I want to share our plan and timeline once again. DOHR's new market-based compensation plan is now effective and 90% of TDOT employees will see an increase in pay. You can find more information on TeamTN [here](#). All TDOT directors have received information on this compensation plan. If you still have questions after reviewing the website, please reach out to your director.

In addition to these statewide compensation efforts, TDOT has completed our own internal review of TDOT's employee salaries through EPIC. The most important thing we can do to keep people is to pay them as close to market rate as possible. We need to be competitive and retain the talent that we have. To do that, we plan to eliminate a minimum of 500 vacancies and use those dollars to allocate \$34 million into TDOT employee's salaries. We will do that without eliminating a single filled position – so no one loses their job.

Now that DOHR has made enterprise-wide changes, we can now move forward with implementing the EPIC compensation plan. Many TDOT employees will see additional increases in Q1 2023. This will be over and above the salary market adjustments announced by DOHR. With both compensation reviews, DOHR's & EPIC, I am confident we are moving towards a future where TDOT is an employer of choice for Tennesseans.

Thank you,

A handwritten signature in black ink that reads "Butch Eley". The signature is written in a cursive style with a long horizontal stroke at the end of the word "Eley".

This message is for all TDOT employees.

TDOT Commissioner's Office | [TDOT.Commissioner's.Office@tn.gov](mailto:TDOT.Commissioner's.Office@tn.gov)