



All TDOT Staff Meeting

November 21, 2022



SAFETY



DELIVERY



**ASSET
MANAGEMENT**



**CUSTOMER
SERVICE**



**GROWTH &
OPPORTUNITY**



**RESPECT &
APPRECIATION**

Employee Survey – Part 1 Summary



Job Satisfaction

76.5%

strongly or somewhat agree that they find their work to be meaningful.



Professional Growth

71.2%

strongly or somewhat agreed that their skills and abilities are used effectively in their job.



Work-Life Balance

82.5%

strongly or somewhat agreed that they have a good work-life balance.



Benefits

75.5%

Strongly or somewhat agree that State of TN benefits are appropriate for them.



Why TDOT?

1. Job Security
2. Benefits (health, vision, dental)
3. Retirement Benefits
4. Work-Life Balance



Compensation

45.6%

strongly or somewhat agree that they are compensated fairly.

Part 2 extended to Wednesday, November 23rd

Compensation

Step 1: State of
TN Compensation
Announcement in
December

Step 2: EPIC
Compensation Plan
(Q1 2023)

- New market-based compensation plan
- Over 90% of TDOT staff will see an increase in pay

500

Vacant positions
eliminated

\$34M

pumped into
salaries

IPD and EPIC

2

Full migration of EPIC & IPD in two years instead of four



**Performance
Measures**



**Data-Driven
Decision-Making**



**Prepping for
the Future**

Three-Year Plan Projects

1900 + Active Projects

(Including IMPROVE Act and Program Areas)

(50+ Years of needs)

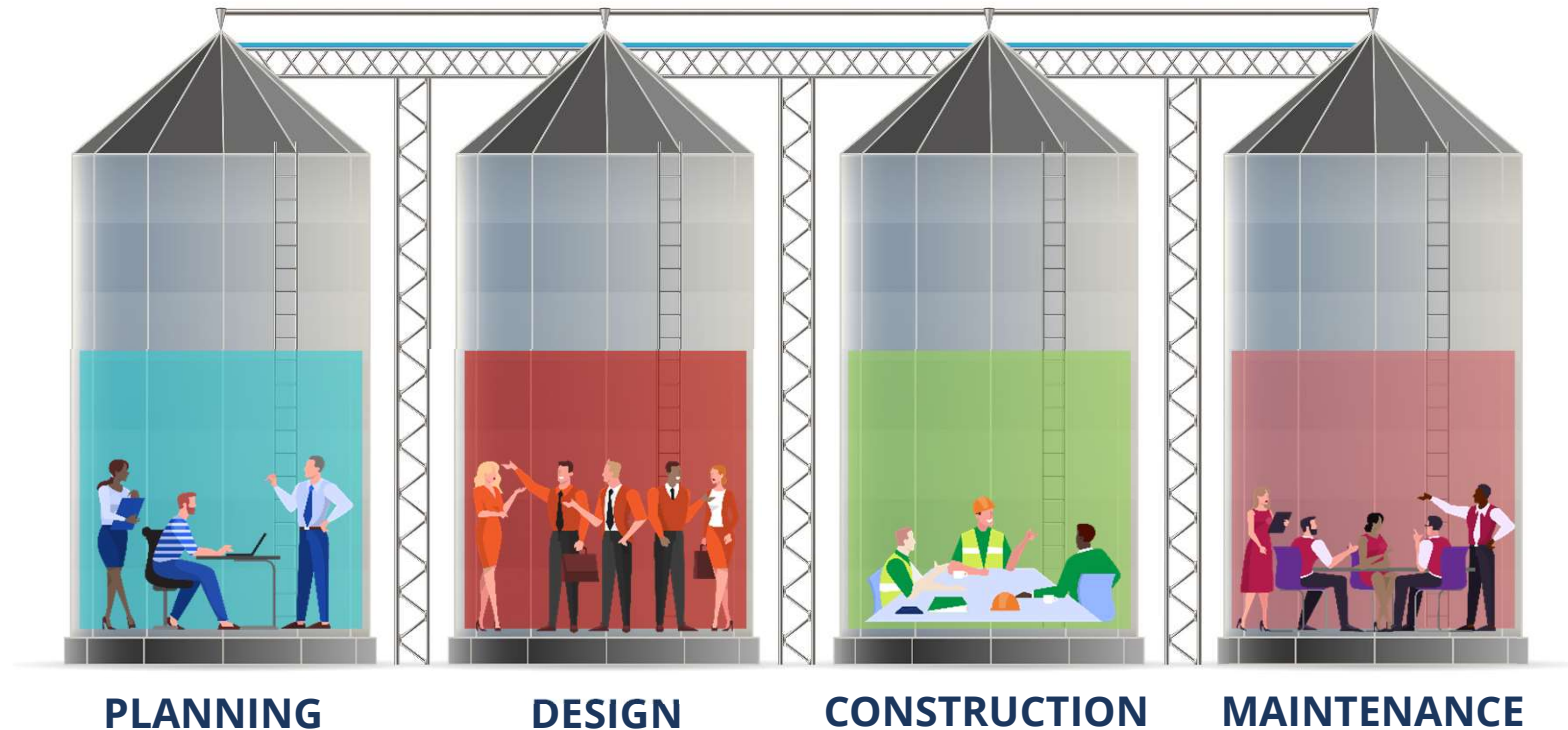
**Fiscally Constrained
3-Year Program**

**(Five years of scheduled projects
based on needs/priorities)
(Approximately \$4B in projects)**

**Actual Lettings
Based on \$ Available**

**(Yearly lettings of approximately \$1.2B
in projects and state of good repair)**

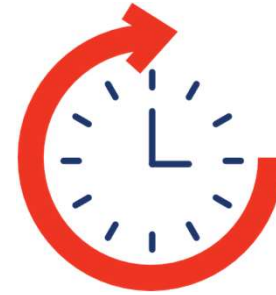
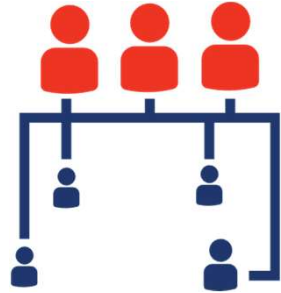
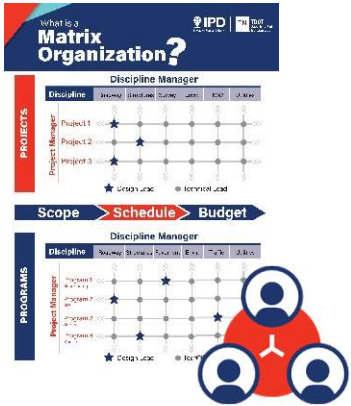
Start with the End in Mind – Working as a Team



50% **&** **40%**
Faster Delivery Cost Savings



We're All in this Together



Read the matrix organization white paper

Embrace an updated span of control

Adopt new checks and balances

Promote heightened project delivery expectations

Work well together



Proactive and Team-Oriented

Enhance Competencies Through Training

"The grass is greener where you water it."



Next Steps

- ★ DOHR approve BOE job classifications

- ★ Start PM recruitment process

- ★ Divisional assessments completed for IT, HR, Environmental, Professional Services and ROW

- ★ Begin Director Recruitment

- ★ Leadership and statewide engineer specialist positions filled

- ★ GTE Program rotation, Project Management and Transportation Worker competency base training programs completed

Q4 2022

Q1 2023

Q2 2023

Q3 2023

Q4 2023

- ★ Start leadership and statewide engineer specialist recruitment

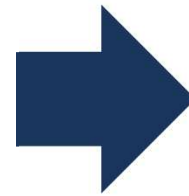
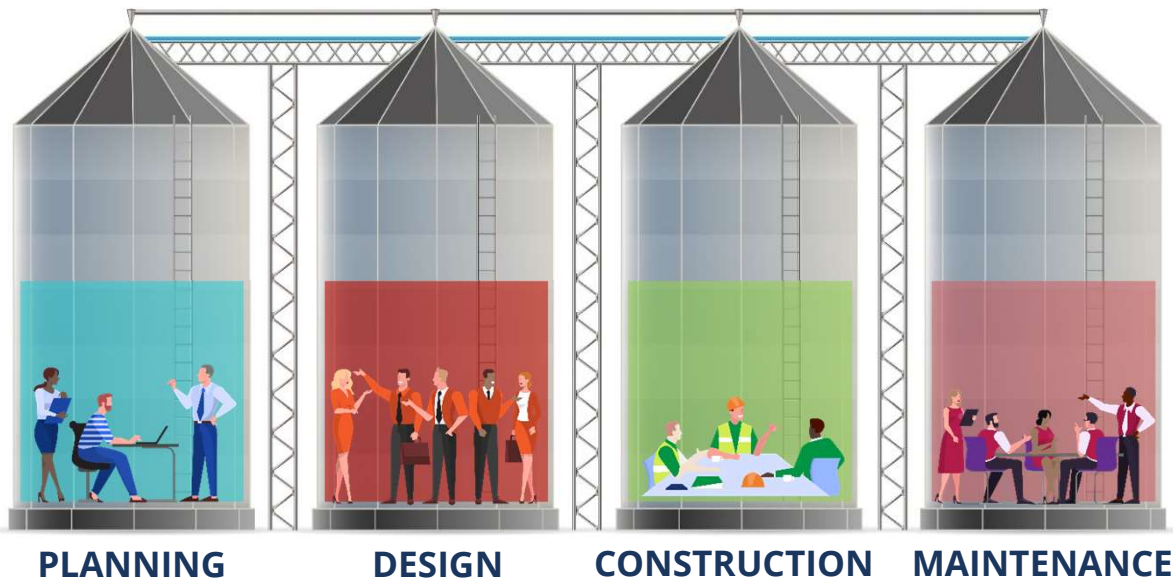
- ★ Ongoing recruitment for BOE Directors

- ★ Begin EPIC compensation plan

- ★ TDOT restructure complete

EPIC and IPD Improve our Workforce

- ✓ Improving TDOT processes for on-time & on-budget delivery
- ✓ Silos disappear = more teamwork
- ✓ Eliminating vacancies = market pay for staff



Questions?





Happy Thanksgiving!