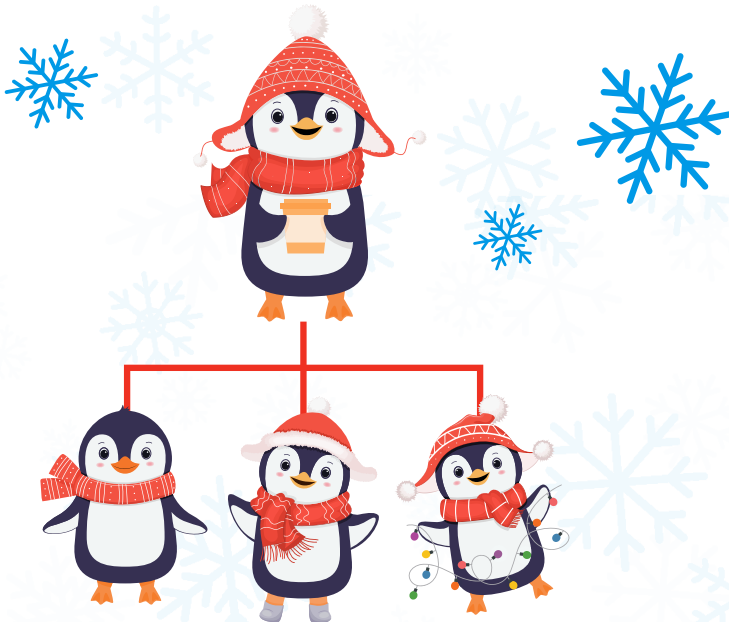


DEC 2022

MONTHLY NEWS

## Compensation Announcement

Earlier this month, the Department of Human Resources (DOHR) released information regarding the new compensation plan for state employees. With DOHR's new compensation plan, 90% of TDOT employees received an increase in pay. Additionally, TDOT has completed an internal review of our employee salaries through EPIC. With the statewide compensation rates being released, TDOT can move forward with implementing the EPIC compensation plan beginning in Q1 of 2023.



## Project Management Classification Series Approved

Many of you have asked for a copy of the Project Management classification series. We are excited to share that this series has been approved and we will begin filling positions in the new year. You can review the project management job classification series by clicking [HERE](#).



## Engineering Classification Series Revised

We received feedback from many of you after the release of the Engineering Technician series. After further review and discussion, the engineering titles for the classification series have been revised. We are working on having the series updated to the new titles and re-submitted to DOHR.

## Project Delivery Network (PDN)

Sharon Schutz, who serves as a civil engineering manager 2 for TDOT, led a presentation on the Project Delivery Network (PDN) during the IPD Roadshow. Many of the attendees found the information timely, relevant and helpful. After receiving this feedback, we produced a video of the presentation, so all employees could have the opportunity to benefit from it. If you missed attending one of the IPD Roadshows or would like to hear the presentation again, click [HERE](#). You can also email [TDOT.IPD@tn.gov](mailto:TDOT.IPD@tn.gov) to speak with a team member.



# Career Paths Shifting to Competency Based

TDOT is working to provide its employees with new roles, new classifications and new opportunities. As a result, the Department is transitioning its career path advancements from longevity based to competency based for its staff. Competency-based pay is a pay structure that compensates employees based on their skill set, knowledge and experience rather than their job title, position or time with the company.

Currently TDOT is developing the Transportation Worker Competency Program (WCP) which will identify an employee's placement upon hiring and promotion based on demonstrated individual capabilities. These are the necessary skills and competencies that should be evaluated and demonstrated for progression through the series with procedures for certifying that an employee has obtained and is effectively performing the required competency. The WCP is designed to develop diversified skills in maintenance operations.

The goal of the EPIC/IPD team is to have levels I and II of the Transportation Worker Series ready for roll-out by June 2023. Development for this same type of program has been started for our Construction and Materials & Tests Division as part of a Technician Worker Competency Plan.

The Apprentice level of the Transportation Worker Series will be developed after levels 1 through 3 have been completed and is not scheduled to begin development until after June 2023.



## Project Team Training Session Videos

Our new project teams working on the transition projects have been receiving specific training as it relates to IPD. In September this year, some of our IPD team members held a training session for the Region 2 Marion County I-24 at SR 15 Interchange project team. A series of videos capturing that training session is now available to employees so everyone has the opportunity to experience what training the new project teams have been receiving. Topics include IPD overview, PPRM vs. PDN, project teams roles and responsibilities, high-performing teams, effective team meetings, decision-making within the team and goals of transition projects. Click [HERE](#) to access the recordings.



Want to get involved or have feedback? [Click here!](#)