

## EPIC—2023 Highlights

TDOT HR has finalized 30 organization charts to date and have several draft organization charts currently under review for Asset Management, Traffic Operations, Maintenance Operations and Health & Safety. We have ongoing assessments and evaluations of the Bureaus of Planning and Administration continuing into the first quarter of 2024.

We have completed six new classification series that have been approved by DOHR. Those new classification series include Project Management, Leadership, Engineering, Transportation Worker, Technician and Technical Specialist.

We revamped our GTE program (formally known as the GTA program) and have hired 27 new employees into the program with a 100% retention rate. The program focuses more on the GTEs' interests and provides a broader understanding of how each employee in every department contributes to TDOT's success.

We have completed the first level of our maintenance proficiency program, ProPath, for our transportation workers and are working on the development of additional proficiency programs for all other technical classifications.

We have held four EPIC Business Meetings where TDOT HR collaborated with executive leadership, directors and others across the state to complete the EPIC reorganization for the Bureau of Engineering, Operations, Transportation Worker series and the creation of our utilization tool. A new slate of EPIC Business meetings focused on the Engineering Bureau will be released after the first of the year.



## 10-Year Project Plan – TDOT's Work Program

The 10-Year Project Plan provides a roadmap for \$15 billion in state and federal funds over the next decade for surface transportation development. The plan supports a strategic planning process that focuses efforts on what can be effectively delivered by TDOT with available resources. The 10-Year Project Plan includes funding all remaining phases of the current TDOT 3-Year Plan. The projects within the 10-Year Project Plan do not include statewide programs (e.g., pavement preservation, ITS/technology, or safety) and State of Good Repair, which make up 45% of TDOT's funding.

Historically, TDOT has had several project plan names you may have heard including Legislative Projects or the Five-Year Plan. Moving forward, those terms will no longer be used and instead, TDOT will reference the 10-Year Project Plan and the 3-Year Plan, which provides a clear direction of what needs to be worked on.

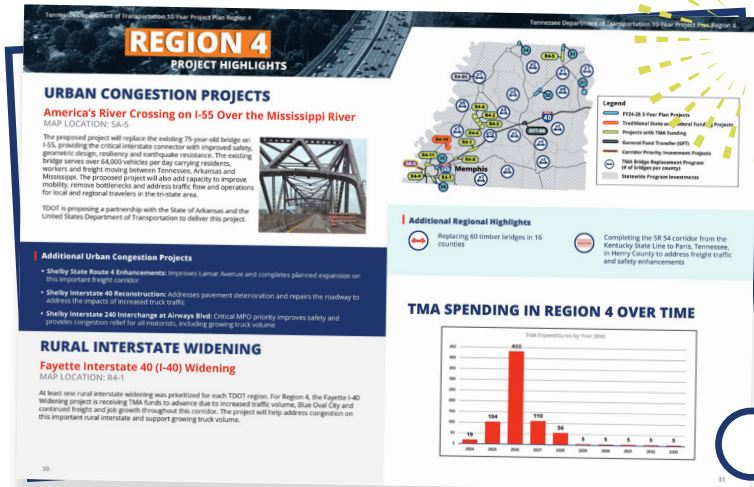
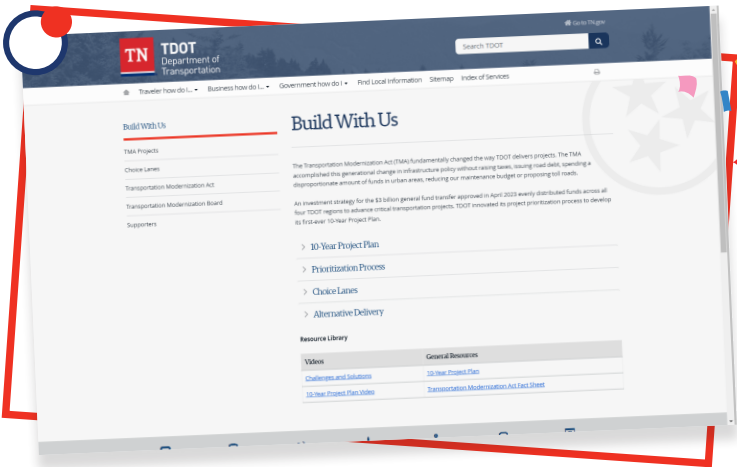
In previous 3-Year Plans, only projects listed in year one was funded. As a result, projects listed in years two or three were often removed from the subsequent plan. This caused many projects to have work started but then not make it to the next project phase. TDOT intends to resolve this pattern with a long-term commitment of "what gets started gets finished."

The 10-Year Project Plan will be reevaluated annually as it is a snapshot in time and the landscape may



change faster or sooner than we expect today. Projects were (and will continue to be) prioritized through a new evaluation process that reflects a new mindset and philosophy for TDOT that is data-driven and considers a project’s performance, delivery and cost, promoting objectivity in project selection and investment decisions.

With the implementation of Integrated Program Delivery (IPD), TDOT has the resources to accelerate project delivery and has set a goal to deliver projects within five years or less. Once a project is identified in the new 3-Year Plan, TDOT has committed to delivering that project to letting—what gets started, gets finished.



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