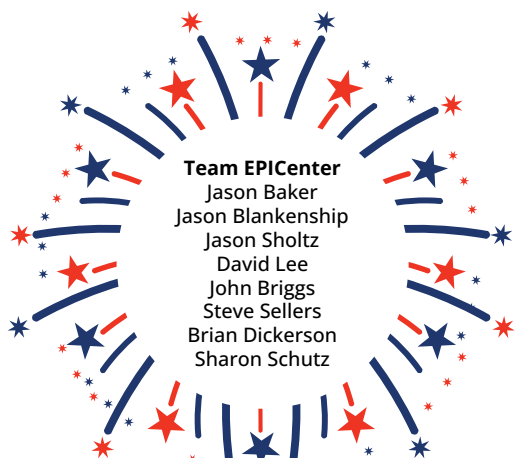


JULY 2024**MONTHLY NEWS**

EPIC Academy: Team EPICenter's Survey Request Application



In this edition of our newsletter, we are proud to highlight the incredible work of EPIC Academy's team, EPICenter. As part of our inaugural EPIC Academy class in Spring 2022, they successfully implemented the Survey Request Application, effectively addressing a crucial need within our organization.

Existing Challenges

TDOT divisions previously faced inconsistent processes and high demand for survey services. Seventeen unique internal and external entities including design, ROW, construction, highway beautification, environmental and the Attorney General's office regularly requested survey services. The variety of requests across disciplines meant many project timelines depended on the swift and accurate completion of survey requests.

Proposal and Implementation

Team EPICenter proposed and implemented a streamlined, formal process with a single-point request portal. This unified request process enhances efficiency and allows surveyors to have all the necessary information from the start, reducing back-and-forth communication and multiple field visits. Implementing the process used the Department's existing technical capabilities and personnel expertise, aligning it with the goals of PDN, IPD and EPIC.

Impact

The Survey Request Application is now active and streamlining survey requests across the Department. By saving approximately 1,100 man-days, we estimate this process will result in cost savings of over a quarter of a million dollars in salaries alone.

Team EPICenter's dedication and innovative approach exemplify the spirit of the EPIC Academy. Their successful implementation of the Survey Request Application showcases how we can leverage our expertise to solve pressing challenges and enhance operational efficiency. Join us in celebrating their remarkable achievement and the positive impact this project will have on TDOT.

You can access the Survey Request Application on the
GEODETICS DIVISION'S SHAREPOINT SITE.

IPD Mid-Year Update: Celebrating Our Project Teams' Achievements

We are thrilled to share that our project teams have been making remarkable progress this year. Thanks to their dedication, collaboration and innovative spirit, we are on track to achieve some of our most ambitious performance goals yet. Our teams are set to deliver 100% of this fiscal year's construction projects, including the on-system Bridge projects, and 80% of the off-system bridge construction projects. This accomplishment is a testament to their hard work and commitment to excellence.

These impressive results highlight the effectiveness of our project teams, who have consistently demonstrated perseverance and teamwork in the face of challenges. Their ability to deliver high-quality projects on time reflects their expertise and the strong collaborative environment we have fostered.

This success is also a reflection of the strategic improvements we have made over the years. In 2020, we took a closer look at our performance measures and discovered that we were only achieving about 50% of our target for on-time project letting. Recognizing the need for a more integrated approach, we introduced Integrated Program Delivery (IPD) and the Project Delivery Network (PDN) to enhance collaboration and efficiency.

By providing a customizable "roadmap" for project delivery, IPD and PDN have empowered our teams to better leverage resources, insights and innovation. This integrated approach has transformed our project delivery process, allowing us to maximize outcomes and consistently meet our performance goals.

As we continue through the year, we remain committed to supporting our project teams and building on this success. Their achievements are a source of pride and inspiration and we are confident that their continued efforts will lead to even greater accomplishments in the future.

Mid-Year Update: Celebrating EPIC Achievements

Since the inception of EPIC, we have made remarkable strides:

EPIC Positions and Fulfillment: To date, we have created 2,292 EPIC positions, with 1,806 already filled. This includes writing 300 new position descriptions, with 273 for the Bureau of Engineering, 18 for the Bureau of Planning and 9 for the Bureau of Administration.

This month alone, we have posted 55 EPIC opportunities. Check out **TDOT EPIC CAREERS** to learn more about the different EPIC position descriptions.

Salary Improvements: From 2022 to the present, the average salary at TDOT increased by 44%. This significant increase reflects our commitment to valuing our employees and their contributions.

Turnover Reduction: We have achieved a substantial decrease in turnover, from 16.9% on June 30, 2022, to 3.9% currently. This is more than a 50% reduction which highlights our success in creating a more engaging and satisfying work environment.

GTE Rotation Program: We are pleased to report a 0% resignation rate after the first two years of the GTE Rotation Program, highlighting its success in retaining talent.

New Hire Retention: As of June 30, 2024, we have achieved a 95.9% retention rate for new hires, marking a 24.9% increase over the past year. This success underscores the positive impact of our onboarding and integration efforts.

By focusing on empowering people and influencing culture, we are creating an environment where everyone feels valued and connected to our shared goals. As we continue through the year, we remain committed to building on this success and further enhancing the workplace experience for all TDOT employees.



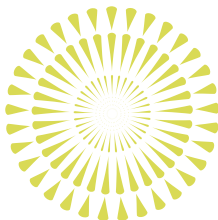
EPIC Positions and Fulfillment



Turnover Reduction



Salary Improvements



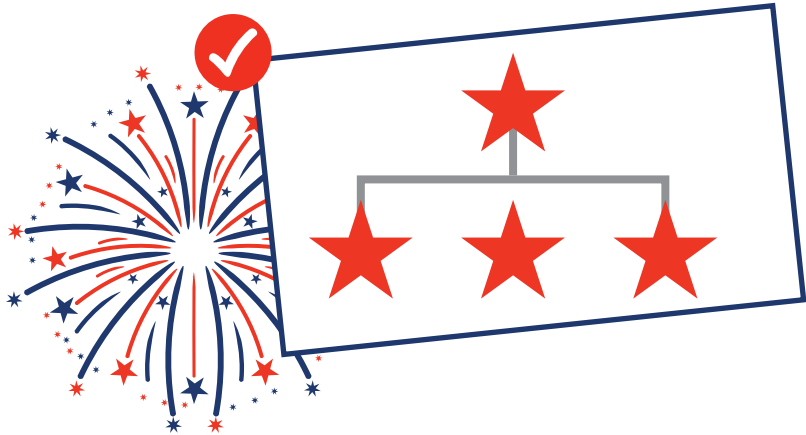
New Hire Retention



GTE Rotation Program



Ongoing Development of EPIC



In addition to our EPIC accomplishments, we want to provide you with further details on the ongoing development of the EPIC initiative and answer some questions from employees. Since its announcement in 2020, EPIC has aimed at fostering a workplace where every employee feels a sense of accomplishment by understanding their contributions to TDOT's success while also offering competitive, market-rate wages and benefits.

We have created a document with more details to questions surrounding the following topics:

- **Organizational Chart Progress:** We have released new charts, with more under development to provide clear definitions of all roles in the organization.
- **Compensation Plan Implementation:** Adjustments have brought wages in line with national averages, fulfilling a key EPIC goal.
- **ProPath Opportunities:** New technical pathways allow pay increases as employees advance their skills.
- **Position Posting Process:** Detailed steps explain the necessary delays in posting new positions.
- **Ongoing Assessments:** We continue to evaluate roles to establish clear career pathways.

For further details on the summary and to access the complete document, please [CLICK HERE](#).

Want to get involved or have feedback? Click here!