

---

**From:** TDOT EPIC  
**Sent:** Monday, May 9, 2022 9:04 AM  
**To:** TDOT EPIC  
**Subject:** EPIC & IPD: What We Know & What We Don't



There has been a lot happening around IPD and EPIC; together EPIC and IPD will create a team-based approach to work and facilitate growth, communication and collaboration both internally and externally.



You may have read about it on our website or possibly seen it in the Commissioner's Bustin' Myths event. With all the talk around IPD and EPIC, we wanted to expand on some things we currently know, some things we think you want to know and let you in on some things we still don't know.

[Here's some answers to questions you've been asking:](#)

1. We have completed a draft of the Bureau of Engineering organizational chart. Our next step is to present it to the Tennessee Department of Human Resources (DOHR) by the end of Quarter 2.
2. The PPRM process, or Program, Project & Resource Management System, will be replaced with the Project Delivery Network (PDN). The PDN is tentatively scheduled to launch in April 2023; between now and then several transitional projects will utilize the PDN.
3. IPD will be fully implemented by 2026.

4. No one is losing their employment and no one is losing their compensation. In fact, a compensation study is underway to improve salaries and make them more competitive with market rates.
5. The 5-Year plan will drive the selection and ultimate delivery of TDOT projects and help to focus our efforts.

#### Here's what we think you need to know today:

1. EPIC is the foundation on which IPD is built; the structural makeup of the organization that allows IPD to be successful.
2. We know IPD works. In FY 2022, construction is on pace to deliver 13 of 14 projects by the end of the fiscal year utilizing IPD principles. Without these principles, we'd be at a much lower success rate based on the last several years.
3. There will be a supervisory requirement of 4-8 direct reports across the department for a more efficient and effective span of control.
4. EPIC creates new career path options for Leadership, Project Management and Technical classifications that are less restrictive, and performance and competency based. We expect to have new project management positions filled by the end of Quarter 3.

#### Here's what we don't know:

- We don't have an exact timeline to share on the full EPIC implementation, but we do know it won't happen overnight. We are taking a phased approach, starting with the Bureau of Engineering and progressing with the rest of the department, with the Bureau of Environment and Planning and Administration next.

We are all part of the same team working for Tennessee. Like they say in sports, "It's about the name on the front of the jersey, not the one on the back." That's why we're trying to share as much as we can, when we can. These adjustments will be a game-changer for you, TDOT and the state of Tennessee. At the end of the day, EPIC and IPD will ensure you're empowered, innovative, properly compensated and ready to win the game for Tennessee.

**\*\*[Was this information helpful? Click here to let us know!](#)\*\***

*This message is for all TDOT employees.*

TDOT EPIC | [TDOT.EPIC@tn.gov](mailto:TDOT.EPIC@tn.gov)