

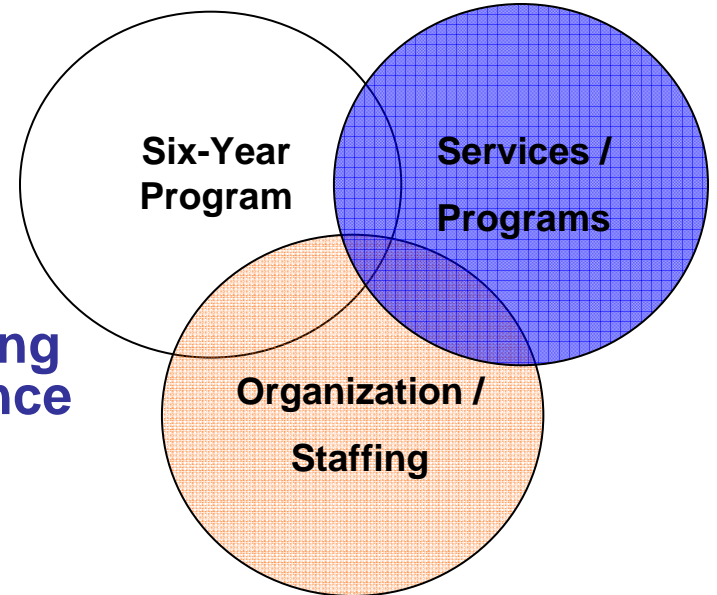
THE BLUEPRINT COMPREHENSIVE PLAN QUARTERLY REPORT

**Item 462.05b.-Chapter 781
2009 Acts of the Assembly**

**Commonwealth Transportation Board Meeting
September 17, 2009
DAVID S. EKERN, P.E.
COMMISSIONER**

WHY ARE WE HERE?

- **Sharply declining state revenues and unpredictable federal revenues –including gas, auto sales, recordation and insurance premium taxes**
- **\$2.6 billion reduction in total state and federal revenues over 6 years**
- **\$2 billion in net highway construction project reductions to date (on top of \$1.1 billion in June 2008)**
- **\$600 million over 6 years in administrative and service level cuts**
- **State and federal revenue estimates continue to change**

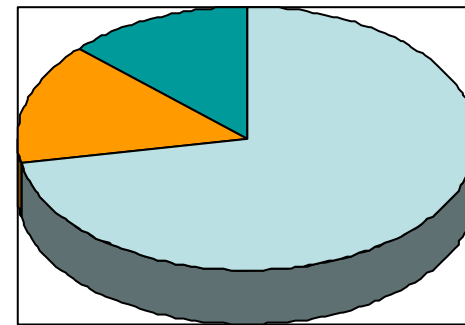


APPROPRIATIONS ACT DIRECTION FOR BLUEPRINT

- Ensure maintenance and operations (core elements) are focused on emergency response, pavements and bridges repair, and replacement, congestion mitigation
- Reduce/consolidate the number of facilities and organizational units by at least 30%
 - Central Office Divisions
 - Residency Offices
 - Equipment and Repair Facilities
- Reduce management and supervisory layers to no more than FIVE between Commissioner and lowest line staff
- Use objective methodology for decisions
- No more than 7,500 filled classified positions by June 30, 2010
- Comprehensive Plan to Governor, Chairman of House Appropriations and Transportation, and Senate Transportation and Finance committees, and provide quarterly progress reports

THE BLUEPRINT

- **3 Parts to Blueprint**
 - *Six-Year Program*
 - *Organization/Staffing*
 - *Services/Programs*



- Construction Program
- Admin & Support Program
- Maintenance Program

A Business:

- that will be smaller, providing its services differently and proportioned differently
- that values partnerships and does not replicate every function and service throughout the organization

QUARTERLY ACTIVITY OVERVIEW

- Submitted Comprehensive Plan to Achieve June 2010 Targets
- Implemented FY 10-15 Program/Project Reductions
- Implemented Maintenance/Operations Service Reductions
- Initiated First Organizational Re-Alignments
 - Learning Center
 - Local Assistance
 - Multi-Modal Office
 - Equipment Repair Shop Closures
- Completed Stage 1 Wage Employee Reductions
 - Continuing Reviews through FY 2010
- Initiated Stage 2 Classified Employee Involuntary Layoffs
 - First Notices provided to 640 employees

HIGHWAY PROGRAM

	FY 2008-2013	FY 2009-2014	Revised FY 2009-2014	FY 2010- 2015
Interstate	\$2.1 billion	\$2.1 billion	\$1.4 billion	\$1.3 billion
Primary	\$2.0 billion	\$1.6 billion	\$1.3 billion	\$1.0 billion
Secondary	\$1.3 billion	\$1.0 billion	\$0.6 billion	\$0.5 billion
Urban	\$1.1 billion	\$0.8 billion	\$0.5 billion	\$0.4 billion
Federal Maintenance	\$0.9 billion	\$1.0 billion	\$1.2 billion	\$1.2 billion
MPO	\$0.6 billion	\$0.6 billion	\$0.5 billion	\$0.6 billion
Safety, Enh, Rail, Other	\$0.6 billion	\$0.8 billion	\$0.5 billion	\$0.5 billion
Total	\$8.6 billion	\$7.9 billion	\$6.0 billion	\$5.5 billion

MAINTENANCE AND OPERATIONS SERVICES

1. Emergency and Safety Response Services

1. Incident Response/Clearance
 - Crashes and Accidents
 - Hurricane and Severe Weather Events
 - Hazardous Materials Spills
 - Terrorist Events
2. Snow and Ice Control*

3. Traffic Operations/SSP

2. Roadway Services

1. Road Surface Repair
2. Bridges
3. Tunnels

3. Traffic Control Services

1. Signals, Signs, and Pavement Marking Management
2. Lights and Guardrail Management

4. Roadside Services

1. Drainage
2. Vegetation Control
3. Mowing Services
4. Obstruction/Debris
5. Sound Barriers
6. Fence Management

5. Facility Services

1. Safety Rest Area and Waysides
2. Park & Ride Lot
3. Sidewalks/Trails

6. FERRY SERVICES

***No changes to snow and ice guidelines**

SERVICE REDUCTIONS IMPLEMENTED

- **ROADSIDE SERVICES**
 - Reduced base-level mowing schedules
 - Savings being achieved (FY10-15) **\$120 Million**
- **SAFETY SERVICE PATROLS**
 - Reduced service – limited to NOVA and Hampton Roads
 - Savings being achieved (FY10-15) **\$21.0 Million**
- **FERRY SERVICES**
 - Operational changes and service adjustments
 - Savings being achieved (FY10-15) **\$ 7.8 Million**
- **REST AREAS AND WELCOME CENTERS**
 - Reduced facilities to 23
 - Savings being achieved (FY10-15) **\$54.0 Million**
- **MAINTENANCE RESERVES REDUCTION**
 - Reduced reserves for major event response
 - Savings being achieved (FY10-15) **\$75.0 Million**

VDOT EMPLOYMENT LEVELS

BEING REVISED

Employment Level)	BENCHMARK 09/01/08	09/30/09	TARGET 07/01/10
Classified	8,464	7,830	7,500
Classified – Central Functions	1,332	1,189	1,020
Classified – Field	7,132	6,641	6,480
Wage	503	113	N/A

Staff ceiling of 6 percent
vacancy rate from
authorized complement

Critical hire process and
freeze to manage vacancies -
09/2008

Attrition/retirement

Involuntary layoff starting
June 2009

ANTICIPATED SCHEDULE

-Involuntary Separations-

Stage 1—Wage/Staff Augmentation

- June 6, 2009 — 232 wage employees released
 - Total reduction of 404 (target 450)
- Anticipated FY 2010 savings \$15 million

- **Stage 2—Classified Employees***

- Notification July 2009
- Anticipated release October 2009
- 450-500 positions depending upon attrition
- Functions being affected:
 - Right of Way
 - Location and Design and Project Management
 - Innovative Project Delivery
 - Structure and Bridge
 - Environmental
 - Construction Inspection and Management
 - Materials
 - Policy
 - Local Assistance
 - Information Technology
 - Knowledge Management
 - Learning Center
 - Multi-modal Office
 - Public Affairs
 - The Virginia Transportation Research Council
 - Equipment Shops

- Partial consolidation of Central Office functions

* Does not include estimated \$16 million total FY 10 WTA costs

Reductions

\$15 million (FY 10)

\$60 million (FY 11-14)

\$30 million (FY 10)

\$132 million (FY 11-14)

STAGE 2

NOTIFICATION ANALYSIS

GEOGRAPHIC

- Central Office 128
- Richmond 68
- Bristol 76
- Salem 60
- Lynchburg 71
- Hampton Roads 50
- Fredericksburg 46
- Culpeper 45
- Staunton 47
- NOVA 49

FUNCTIONAL

- Location/Design 143
- Right of Way 117
- Equipment Shops 133
- C.E. and I. 103
- Materials 58
- Environmental 33

STAGE 2

INTERIM IMPACTS ANALYSIS

- ***Employees Leaving as of 09/30/2009:***
 - *272 with an average 22 years of service*
 - *6000 total years of service*

- **Functional Analysis:**
 - Dulles Toll Road 32 with 553 years of service
 - Construction 54 with 772 years of service
 - Project Development 133 with 3,215 years of service
 - Equipment Shops 49 with 1,325 years of service
- **Major Career Group:**
 - Engineering/Professional 1,635 years of service
 - Craft/Technical 3,950 years of service
- **By Location:**
 - Central Functions 78 with 2,010 years of service
 - Field 194 with 3,990 years of service

- ***Substitution Pool*** ***685 with 20,890 years of experience***

BLUEPRINT FINAL THOUGHTS

- **The plan is changing as we move forward**
- **Implementation completed in 12 months**
- **No function or service remains off the table**
- **Customers will begin to feel the effects of experience loss in transportation programs and services**

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