Steps Toward A More Efficient Workforce

September 7, 2017
Current Situation – Employee Turnover
Inability to recruit and retain a well-trained and experienced workforce

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Situation Presented in 2016

Vacant 0 to 5 5 to 10 10 to 15 15 to 20 20 to 25 25 to 30 >30

Vacant: 354 today
Vacant: 1064
5 to 10: 619
10 to 15: 456
15 to 20: 346
20 to 25: 247
25 to 30: 224
>30: 132

MDOT Years of Service
Steps Toward A More Efficient Workforce

Stop the Revolving Door!
What Do We Need? Stop the Revolving Door!

- Legislative authority to strategically restructure agency’s workforce to meet today’s needs

- Attract qualified people to train, retain and establish an experienced workforce

- Pay a competitive wage for job performance and responsibilities
  - Align salaries with job duties
  - A well-defined career ladder to ensure continuity in workforce
  - Performance-based compensation utilizing defined skills
  - Reduce the risk of MDOT being utilized as the training ground for state agencies, local governments, and other entities
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Dispelling the Myths

- Not an effort to fire employees
- Not an effort to build up and increase government

MDOT’s goal is to provide the best value for the taxpayer. This is achieved through an experienced workforce.

An experienced workforce yields higher productivity thereby saving the taxpayers time and money.