

### Percent of minorities and females employed-17a

**Result Driver:** Pete Rahn, Director of MoDOT

**Measurement Driver:** David Williams, Acting Equal Opportunity and Diversity Director

#### Purpose of the Measure:

This quarterly measure tracks minority and female employment in MoDOT's workforce and compares it with availability data from the Missouri 2000 Census report. Efficient use of people resources provides opportunities for the department to leverage transportation resources with available human capital. By placing the right people in the right place, the department can better serve its customers and help fulfill its responsibilities to taxpayers.

#### Measurement and Data Collection:

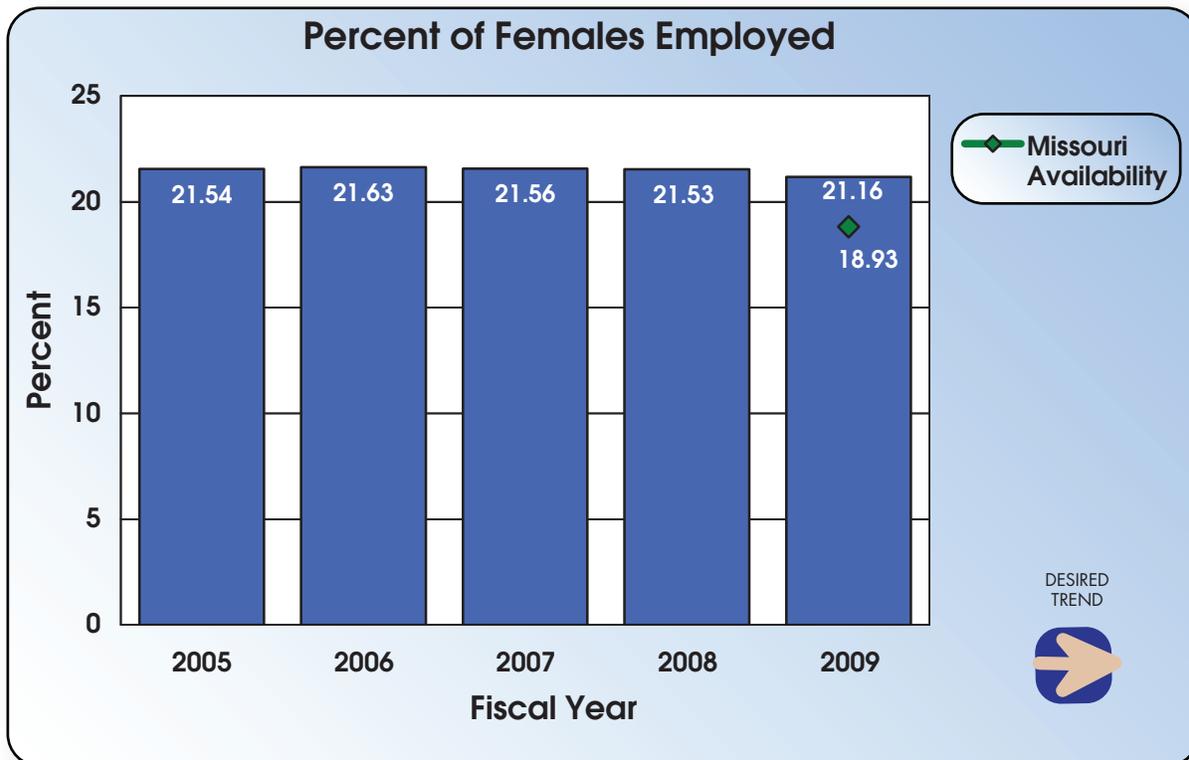
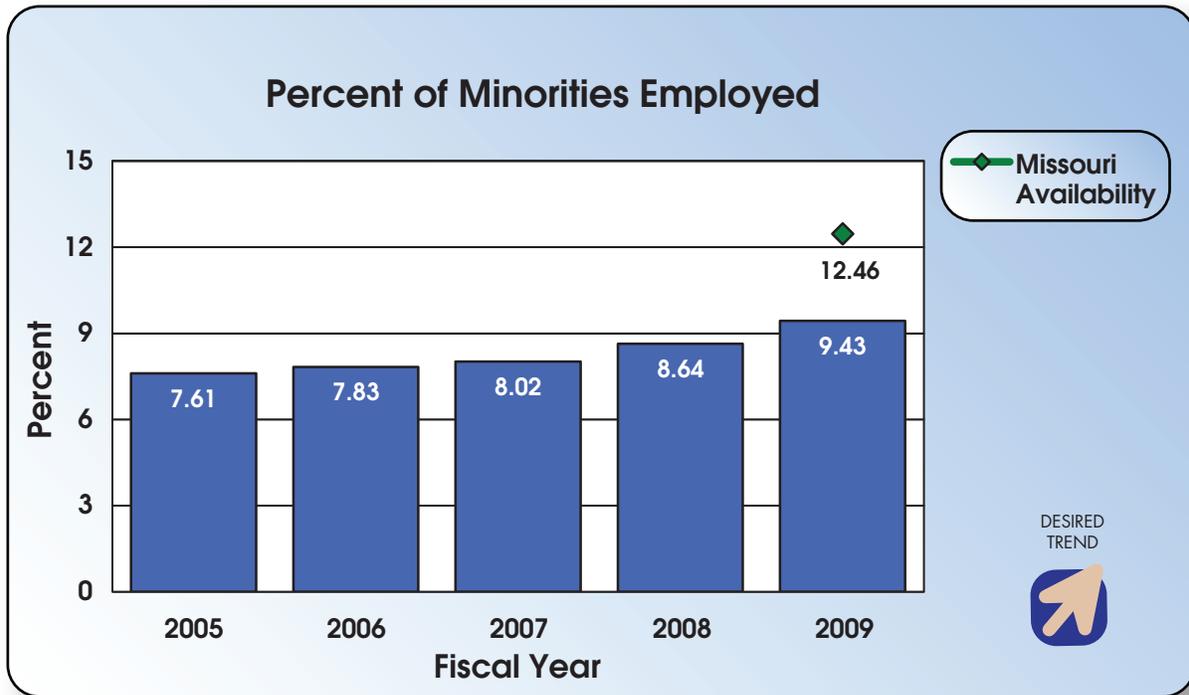
MoDOT's Affirmative Action software database and Missouri 2000 Census Report are used to collect data. Private sector, departments of transportation, Missouri state agencies, and Missouri 2000 Census Data were researched to determine a benchmark for this measurement. Due to the significant variations for some of these entities (such as pay incentives, number of employees, geographic locations), it was

determined Missouri 2000 Census Data, based on jobs used by the department, would be the benchmark for this measurement.

#### Improvement Status:

The total number of minority employees increased by 11.60 percent (543 to 606) from fiscal year 2008 to fiscal year 2009. Overall minority employment increased to 9.43 percent compared to 8.64 percent. The total number of female employees decreased by 0.44 percent (1,359 to 1,353) from fiscal year 2008 to fiscal year 2009. In fiscal year 2009 female employment decreased to 21.16 percent compared to 21.53 percent in fiscal year 2008. Steps taken to improve this measurement include: conducting application workshops and interview training with potential applicants, ongoing interaction with new employees, and implementation of a CDL training program to potential applicants.





## Separation rates for females and minorities-17b

**Result Driver:** Pete Rahn, Director of MoDOT

**Measurement Driver:** David Williams, Acting Equal Opportunity and Diversity Director

### Purpose of the Measure:

The purpose of this measure is to track female and minority separation rates compared to the overall MoDOT separation rate.

### Measurement and Data Collection:

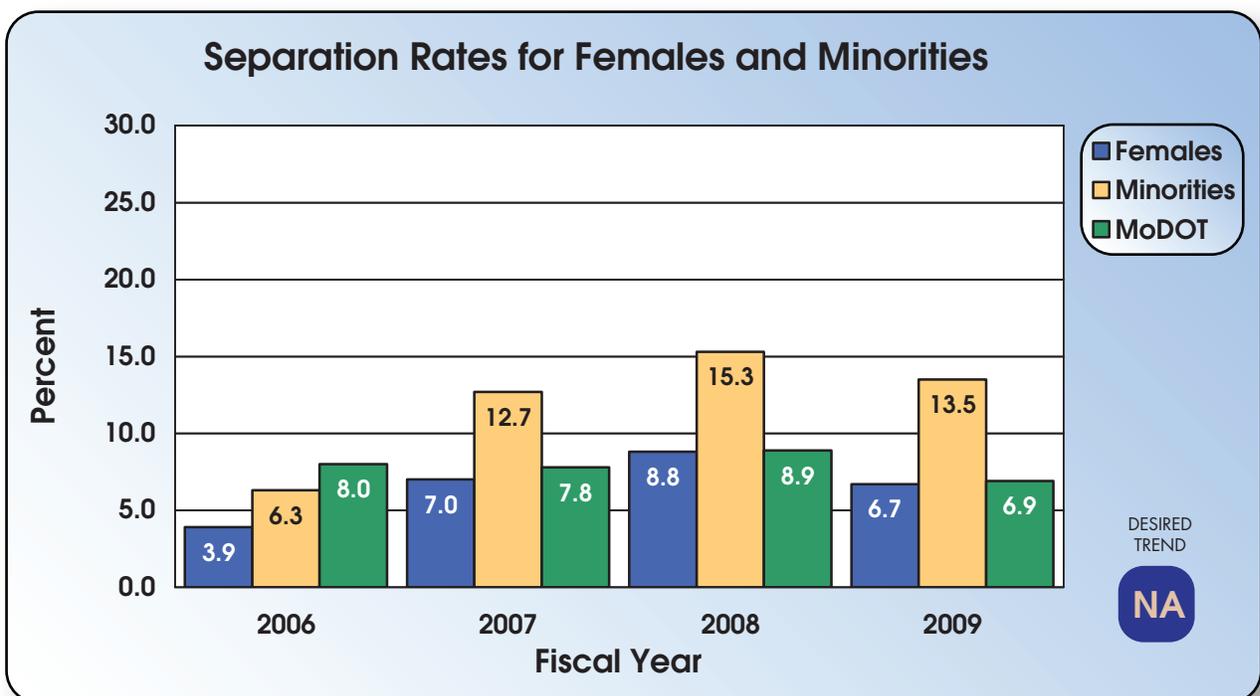
Data is collected quarterly through SAM II Advantage HR, ReportNet and Peopleclick AAPanner reports. These separations include both voluntary and involuntary separations from the department.

### Improvement Status:

The overall number of separations for MoDOT decreased by 22 percent (567 to 442) from FY 2008

compared to YTD 2009. Of this number, female separations decreased by 24.7 percent (121 to 91) and minority separations decreased by 4.6 percent (86 to 82). As a result of these decreases, the MoDOT separation rate decreased by 2.0 percent, while the female separation rate decreased by 2.1 percent and the minority separation rate by 1.8 percent.

Steps taken to improve this measurement include: utilizing alternate work schedules to balance work and personal life, counseling females and minorities through the “Work Life Center” and conducting district training to address EEO and retention issues.



## Transportation-related legislation filed and passed by the General Assembly-17c

**Result Driver:** Pete Rahn, Director of MoDOT

**Measurement Driver:** Lisa LeMaster, Senior Governmental Relations Specialist

### Purpose of Measure:

This measure tracks significant transportation-related legislation filed and passed by the General Assembly. Significant transportation-related legislation is legislation that is either favorable or unfavorable with regard to providing transportation resources, supporting transportation projects, creating efficiency within the department, or promoting roadway safety. This measure also tracks the department's progress on its own legislative agenda.

### Measurement and Data Collection:

During session, data is obtained by reviewing both the Senate and House Web sites for legislation in the transportation subject categories. Each bill is then reviewed to determine whether it contains an initiative that is favorable or unfavorable to transportation. The total favorable initiatives filed are compared to the total favorable initiatives that pass and the total unfavorable initiatives filed are compared to the total unfavorable initiatives that pass. The number of favorable and unfavorable transportation-related initiatives filed and number passed are noted on the first chart as an annual measure.

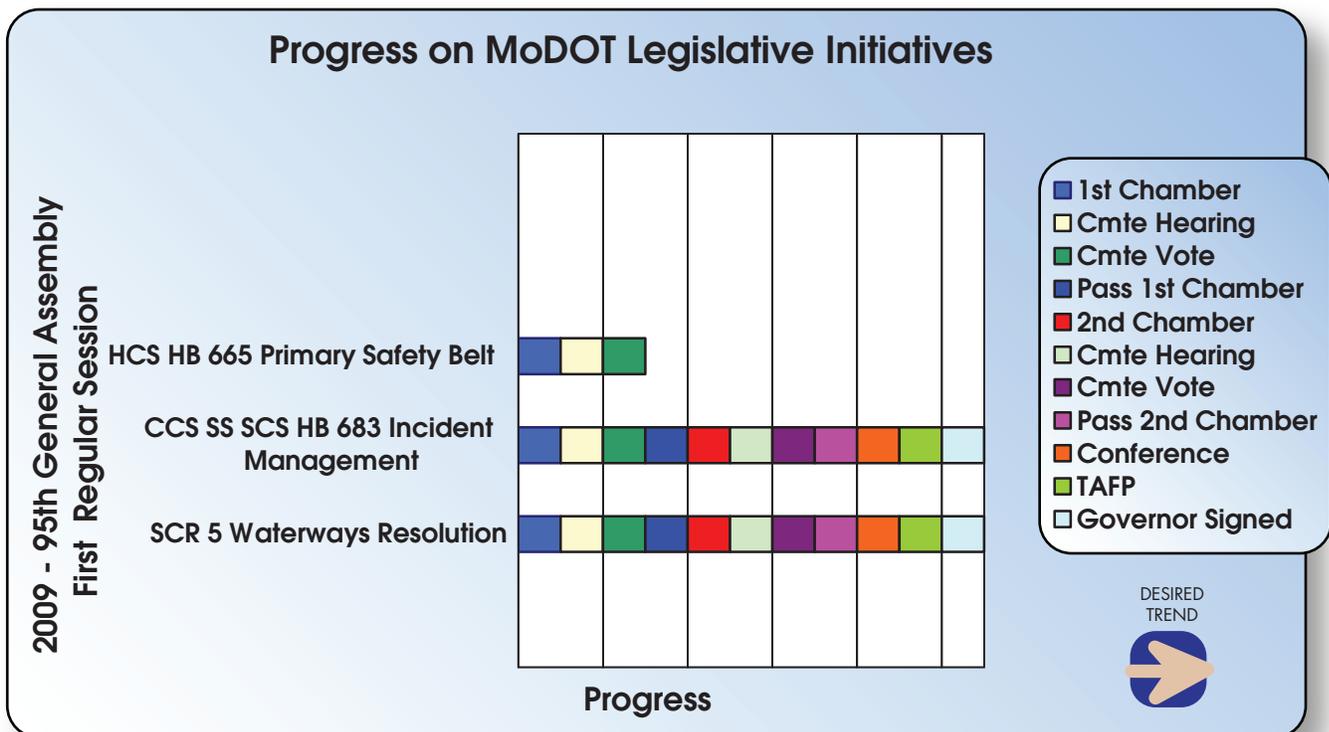
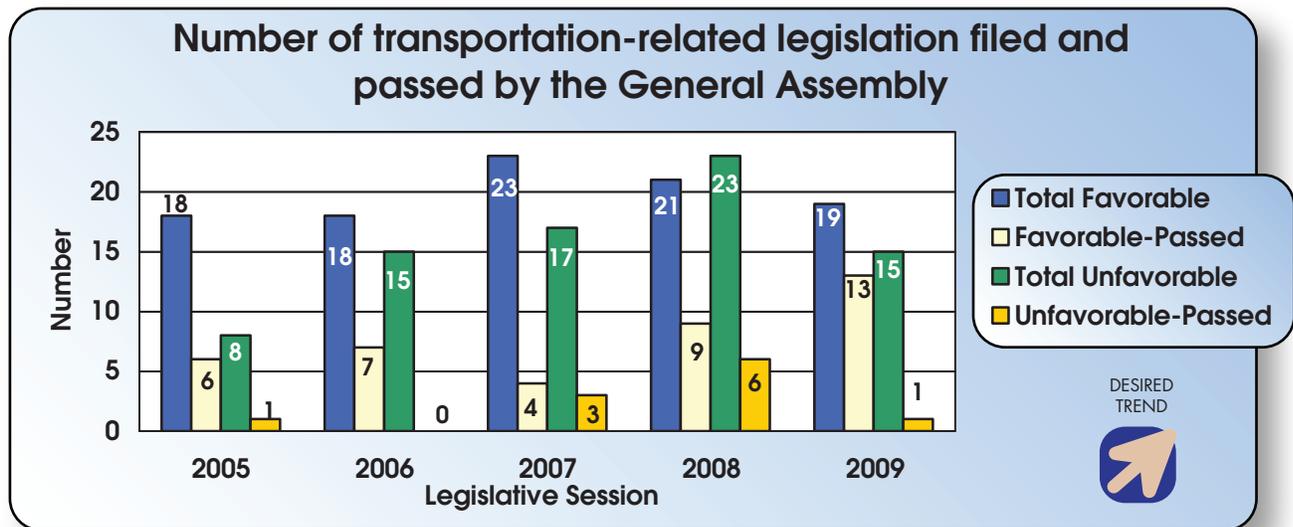
Also, each fall potential legislative proposals are submitted to the Missouri Highways and Transportation Commission for review and approval. The second chart tracks each approved legislative proposal through the legislative process.

### Improvement Status:

MoDOT's desired goal is to see all MHTC proposed legislation pass. For the 2009 legislative session, the MHTC proposed three separate legislative initiatives, "Primary Safety Belt," "Incident Management," and a "Missouri Waterways Resolution." Two of the three proposals, "Incident Management" and "Missouri Waterways Resolution" passed. The "Primary Safety Belt" proposal passed out of the House Transportation Committee but was laid over in the House Rules Committee.

MoDOT's desired trend as an advocate for transportation is also to see a larger number of favorable transportation initiatives pass when compared to unfavorable initiatives that pass. During the 2009 session, of the total 1,975 bills filed, 11 percent were transportation-related which equates to 220 transportation bills. Of the 220 transportation bills, there were 34 significant transportation initiatives contained in those bills. Of the 34 significant initiatives, 19 were favorable and 15 were unfavorable. Of the 19 favorable initiatives, 13 passed and six failed. Of the 15 unfavorable initiatives, one passed and 14 failed. The unfavorable initiative that passed was the repeal of the all-rider motorcycle helmet law. However, this unfavorable initiative was vetoed. All other initiatives included in transportation bills were neutral with regard to their impacts on transportation.





## Number of federal earmarked projects on the state's transportation system-17d

**Result Driver:** Pete Rahn, Director of MoDOT

**Measurement Driver:** Jay Wunderlich, Governmental Relations Director

### Purpose of the Measure:

Missouri's support for increased transportation funding on the national level can be measured by MoDOT's ability to demonstrate transportation needs to members of Congress. The number of federal earmarked projects on the state's transportation system is representative of the department's success, as an advocate to address the state's transportation needs.

### Measurement and Data Collection:

This is an annual measure. The data represents the total number of federal earmarked projects on the state highway system that are identified as needs by MoDOT and by Missouri's Congressional Delegation. The number of federal earmarked projects on the state's transportation system represents the department's success in working with Missouri's Congressional delegation. The identified needs for this measure are projects that are included in the State Transportation Improvement Plan (STIP) or projects ready to be added to the STIP as soon as funding becomes available.

### Improvement Status:

The chart shows Missouri was successful in receiving federal earmarks on projects that are classified as needs. These earmarks were received in the Safe, Accountable, Flexible, Efficient Transportation Equity Act: A Legacy for Users (SAFETEA-LU) in 2005, and the FY '06, FY '08 and FY '09 annual transportation appropriations acts. Congress did not pass an FY '07 bill.

MoDOT staff provides a listing of transportation needs to all of Missouri's Congressional offices in anticipation of possible funding opportunities. In SAFETEA-LU, 84 earmarked projects were identified. In FY '06, through the appropriations process, 34 earmarked projects received dedicated funding. In FY '08, 34 earmarked projects received dedicated revenues. In FY '09, 40 projects received an appropriation.

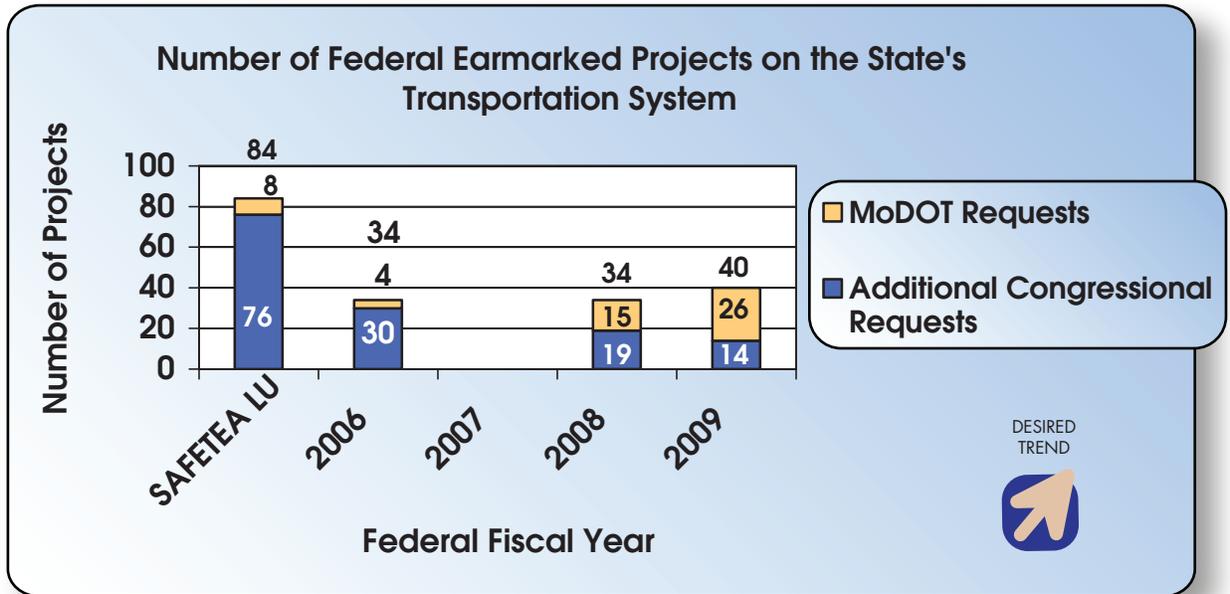
Even though MoDOT supplies the congressional members with a list of transportation needs, there is always the opportunity for the individual

congressman to earmark additional projects on the state system they deem appropriate.

Missouri continues to be successful in receiving transportation earmarks.

Interaction with Congress is very important in receiving dedicated funds for projects that are identified needs. Therefore, MoDOT continues to meet with Missouri's Congressional offices on a regular basis to provide information on transportation issues, urging them to support programs, and projects that address Missouri's transportation needs. In calendar year 2009, MoDOT met with all of Missouri's Congressional offices and provided them with details on highway, transit and aviation projects for federal FY 2010 appropriations. MoDOT staff has also begun the process to keep the Missouri congressional delegation informed of issues related to the economic stimulus package, the next appropriation bill and the department's position on the next multi-year transportation authorization act.

MoDOT continues to strive for Missouri's share of any federal funding opportunity. The department will continue to communicate directly with Missouri's Congressional offices to increase the number of earmarked projects that are identified needs on the state transportation system



## Percent of customers who view MoDOT as Missouri's transportation expert-17e

**Result Driver:** Pete Rahn, Director of MoDOT

**Measurement Driver:** Jay Wunderlich, Governmental Relations Director

### Purpose of the Measure:

This measure tracks whether our customers feel the department is a leader and expert in transportation issues. The measure shows the department how effectively MoDOT conveys its expertise to the traveling public.

### Measurement and Data Collection:

This is an annual measure updated each July. Data is collected from interviews with over 3,500 randomly selected adult Missourians each May. Each year, MoDOT surveys public opinion to collect information that will tell the department whether or not the public views MoDOT as the primary transportation expert in Missouri.

### Improvement Status:

The current information shows that 91 percent of respondents indicate MoDOT is the transportation expert they rely upon. This represents an increase of 6 percent since last surveyed in 2008. Through a questioning approach identical to the 2008 survey, the 2009 numbers increased in the strongly agree responses thus reflecting a higher percent of individuals that disagreed with this statement than previously (8 percent in 2009 vs. 15 percent in the last year). MoDOT must continue to work on improving partnerships with citizens, legislators and special interest groups promoting MoDOT as a transportation expert. Ways to accomplish this include increasing awareness of MoDOT's responsibilities to and services for the traveling public.

