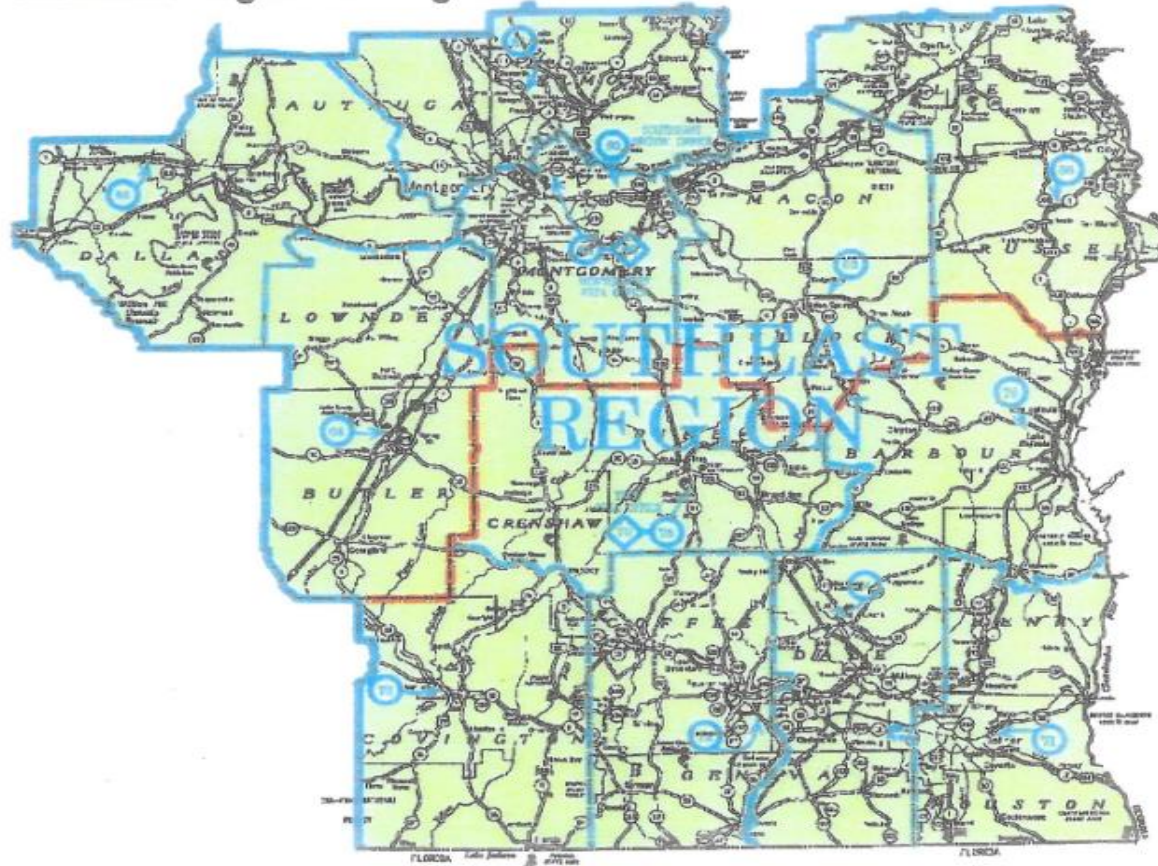


ALDOT – SOUTHEAST REGION

Southeast Region Staffing Levels

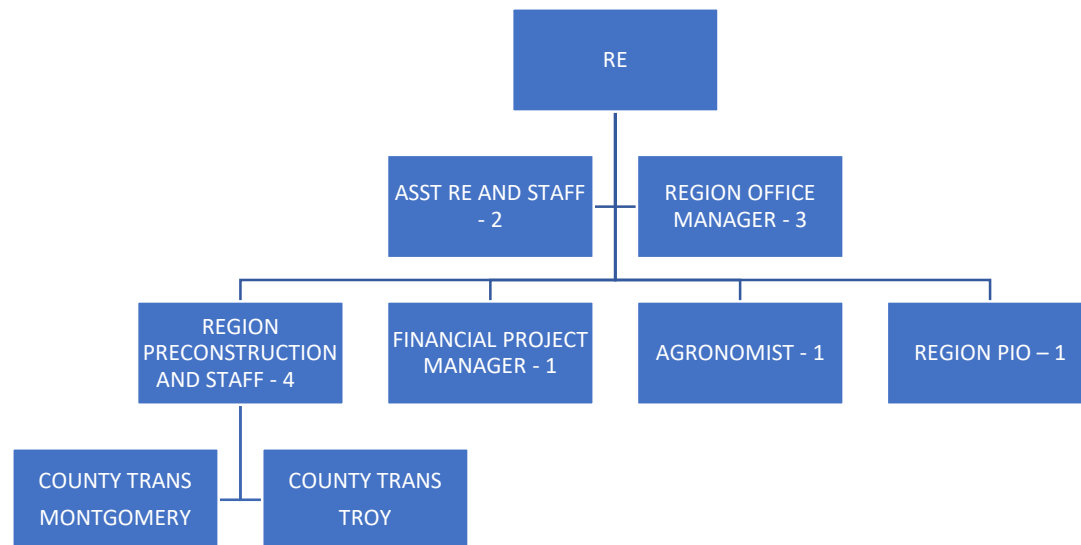
Region	Active	% Full
Admin	12	80%
PreConstruction	66	93%
Troy Area		
Admin	12	100%
Construction	12	100%
Maintenance	43	98%
Equipment	25	96%
Materials	20	100%
District 61	39	87%
District 62	37	95%
District 63	50	100%
District 64	52	100%
District 65	24	89%
District 66	33	79%
Montgomery Area		
Admin	9	100%
Construction	11	110%
Maintenance	40	98%
Equipment	15	100%
Materials	12	100%
District 71	32	97%
District 72	46	100%
District 73	31	97%
District 74	28	100%
District 75	31	103%
District 76	29	88%
		0%
	709	95%



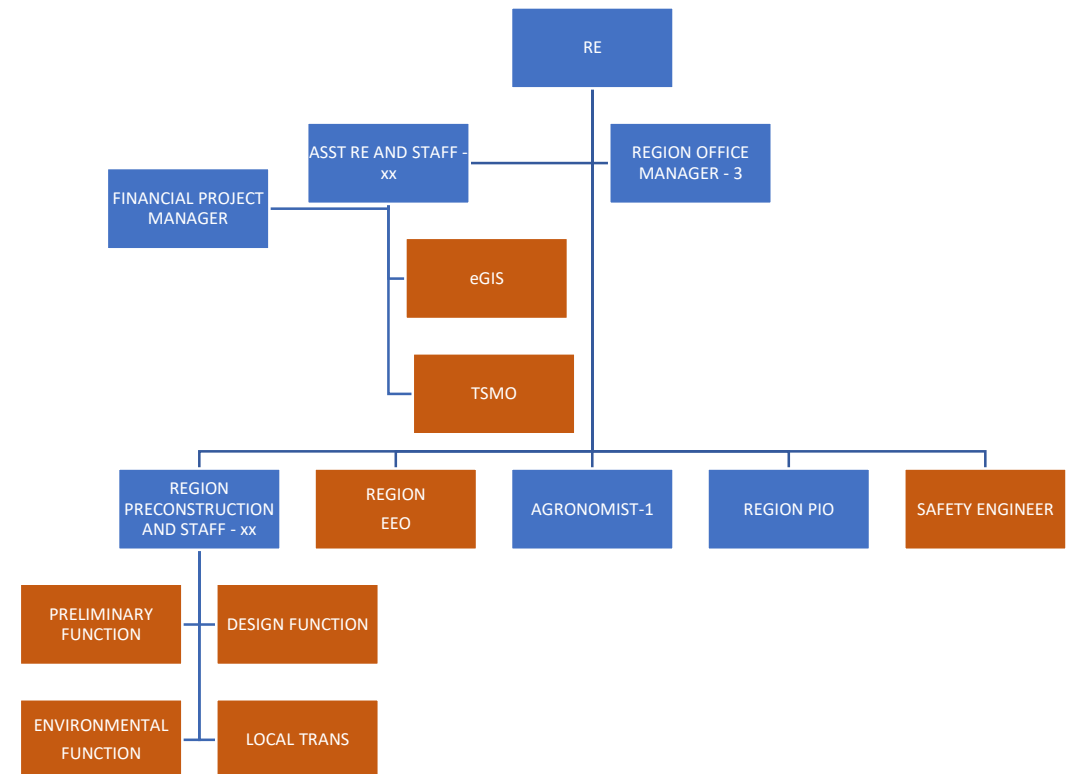
REGION (709)=RO(78)+TA(347)+MA(284)

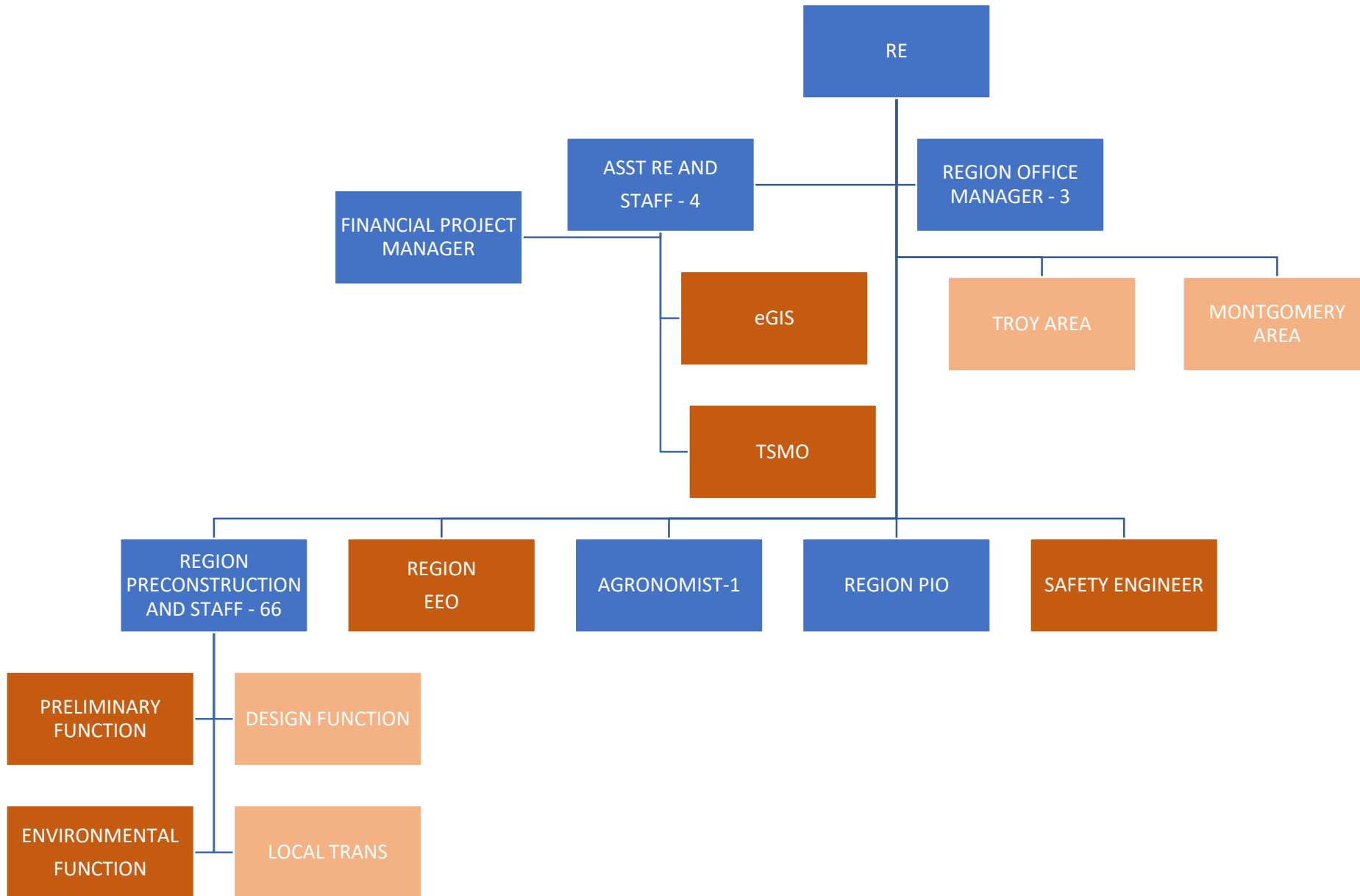
REGION OFFICE PERSONNEL CHANGES

IN THE BEGINNING (14)

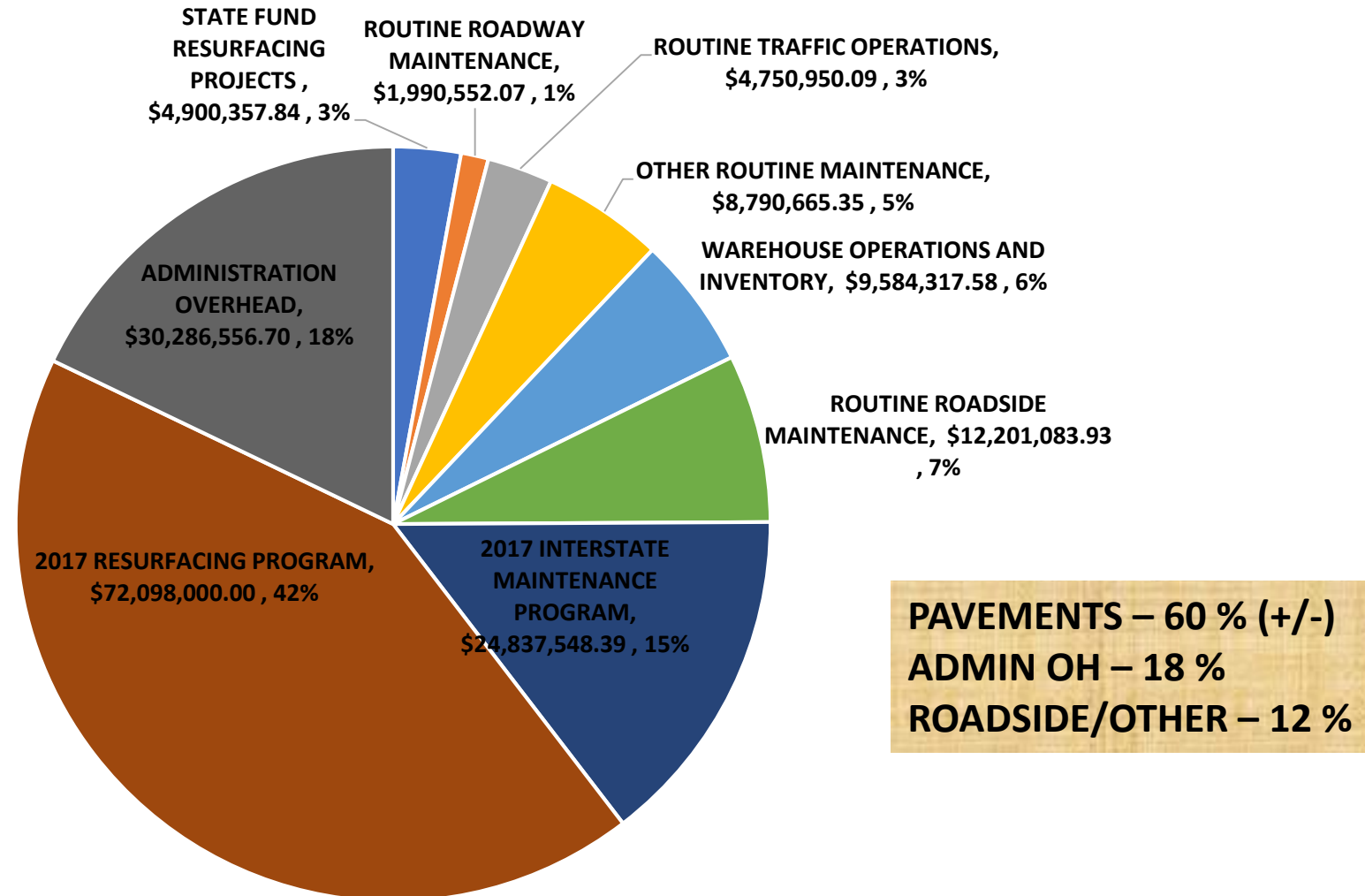


2018 (80)





SER EXPENDITURES



STATE OF THE REGION

- SUSTAINMENT OPERATION/ASSET MANAGEMENT & PRESERVATION
- SAFETY/ACCESS MANAGEMENT/CONGESTION MANAGEMENT
- ATTRITION & KNOWLEDGE RETENTION
- INFORMATION AND SERVICES

SUSTAINMENT OPERATIONS

- CONTINUE ASSET PROGRAMS
 - INTERSTATE MAINTENANCE
 - PAVEMENT PRESERVATION
- DEVELOP AND SUSTAIN PROGRAMS
 - BRIDGE PRESERVATION
 - ROADSIDE MANAGEMENT
 - LEVERAGE TECHNOLOGY

SAFETY/ACCESS MANAGEMENT/CONGESTION

- SAFETY PROGRAM
 - PROGRAMMATIC
 - REGION
- INTEGRATION OF SAFETY/ACCESS MANAGEMENT
 - ACCESS MANAGEMENT STUDIES
 - RETROFIT VS DESIGN VS CONSTRUCTION, AND
 - PERMITTING
 - CONSOLIDATE INFORMATION AND EFFORT
 - COMBINE PROJECTS WHEN POSSIBLE
- CONGESTION
 - SPECIAL MAINTENANCE
 - TECHNOLOGY UPGRADES AND COST

ATTRITION AND KNOWLEDGE MANAGEMENT

- PERSONNEL ATTRITION
- KNOWLEDGE RETENTION
- CHANGE MANAGEMENT

INFORMATION AND SERVICES

- PIO (PUBLIC INFORMATION OFFICIAL)
- TMC (TRAFFIC MNGMNT CENTER)
- TSMO (TRAFFIC SYSTEMS MANAGEMENT AND OPERATIONS)
- ASAP (ALABAMA SERVICE AND ASSISTANCE PATROL)
- EGIS (ENTERPRISE GRAPHIC INFORMATION SYSTEMS)

MUSSEL MAP

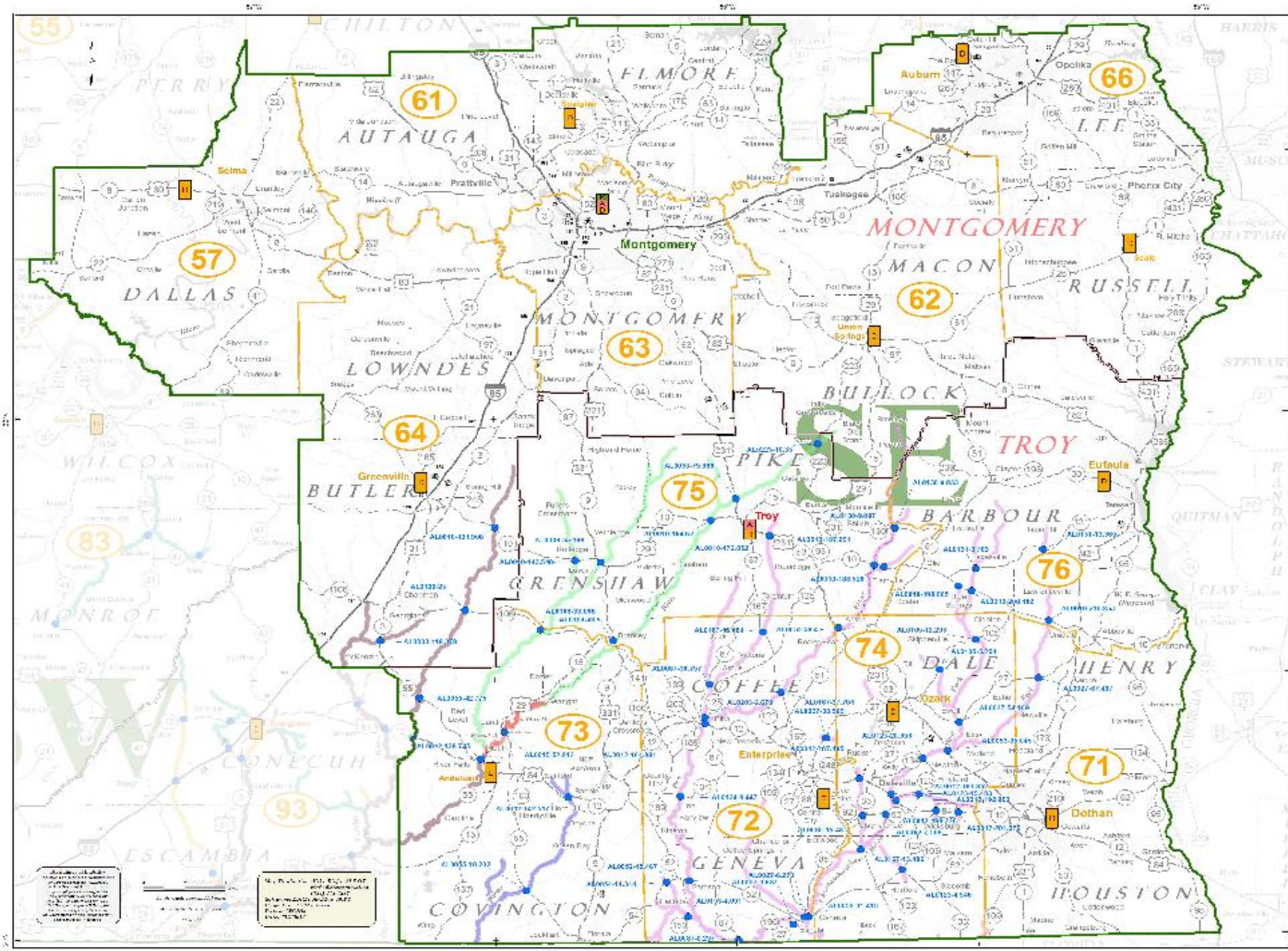


ALDOT Administrative Jurisdictions: Effective April 1, 2015

- Region
- Area Line
- District Line
- ALDOT Offices**
- Area
- Area/District
- District
- Region
- Region/Area/District
- Region/District

Mussels (Common Name): 2012 Endangered Species Proposed Critical Habitat

- Stream Crossing with Route ID & Milepost Label
- Narrow Pigtoe
- Round Ebonyshell, Southern Sandshell, Southern Kidneyshell, Choctaw Bean, Narrow Pigtoe, Fuzzy Pigtoe
- Southern Sandshell, Choctaw Bean, Narrow Pigtoe, Fuzzy Pigtoe
- Southern Sandshell, Southern Kidneyshell, Choctaw Bean, Narrow Pigtoe, Fuzzy Pigtoe
- Southern Sandshell, Southern Kidneyshell, Choctaw Bean, Tapered Pigtoe, Fuzzy Pigtoe



CHANGE MANAGEMENT

- PERSONNEL & LEADERSHIP
 - SENIOR LEADERSHIP, ALDOT LEADERSHIP ACADEMY, LEADERSHIP IN DEPTH
 - RECRUITING/TRAINING/RETENTION
- DAILY/WEEKLY/MONTHLY OPERATIONS
 - CPMS, MANUALS/GFO/et al
- NEW PROGRAMS
 - IMPROVE P/P/P – MINIMIZE DELAY TO PROGRAMS/PROJECTS
- PUBLIC INFORMATION AND SERVICE
 - PIO, TMC, TSMO, ASAP, ITS

WHAT ARE OUR CHALLENGES

- REVENUE
 - BRIDGE
 - PAVEMENTS
- COMMUNICATION/COORDINATION
 - LINES OF AUTHORITY
 - COMMUNICATION AND COORDINATION
- TECHNOLOGY
 - INFORMATION SILO'S
 - eGIS DEVELOPMENT
- ATTRITION
 - KNOWLEDGE
 - EXPERIENCE
 - STRENGTH
- HOW TO DO MORE WITH SAME OR LESS?
 - LEADERSHIP/PERSONNEL/EQUIPMENT/FUNDING

FUTURE

- MANAGE CHANGE AND IMPROVE AGILITY
- MANAGE/PRESERVE ASSETS
- DEVELOP LEADERS
- HIRE/TRAIN – PROMOTE/RETAIN
- LEVERAGE TECHNOLOGY (Mussel Map)
- HOPE FOR REVENUE? DEGRADE AS SLOW AS POSSIBLE???

THE SUN WILL RISE

- STRONG CORE
- GREAT MOTIVATION
- POSITIVE LEADERSHIP DEVELOPMENT
- COMMUNITY HEALTH IS GOOD
- STRONG POTENTIAL WHEN THE REVENUE COMES

THANK YOU