

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

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

**Measurement Driver:** Brenda Treadwell-Martin, 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:

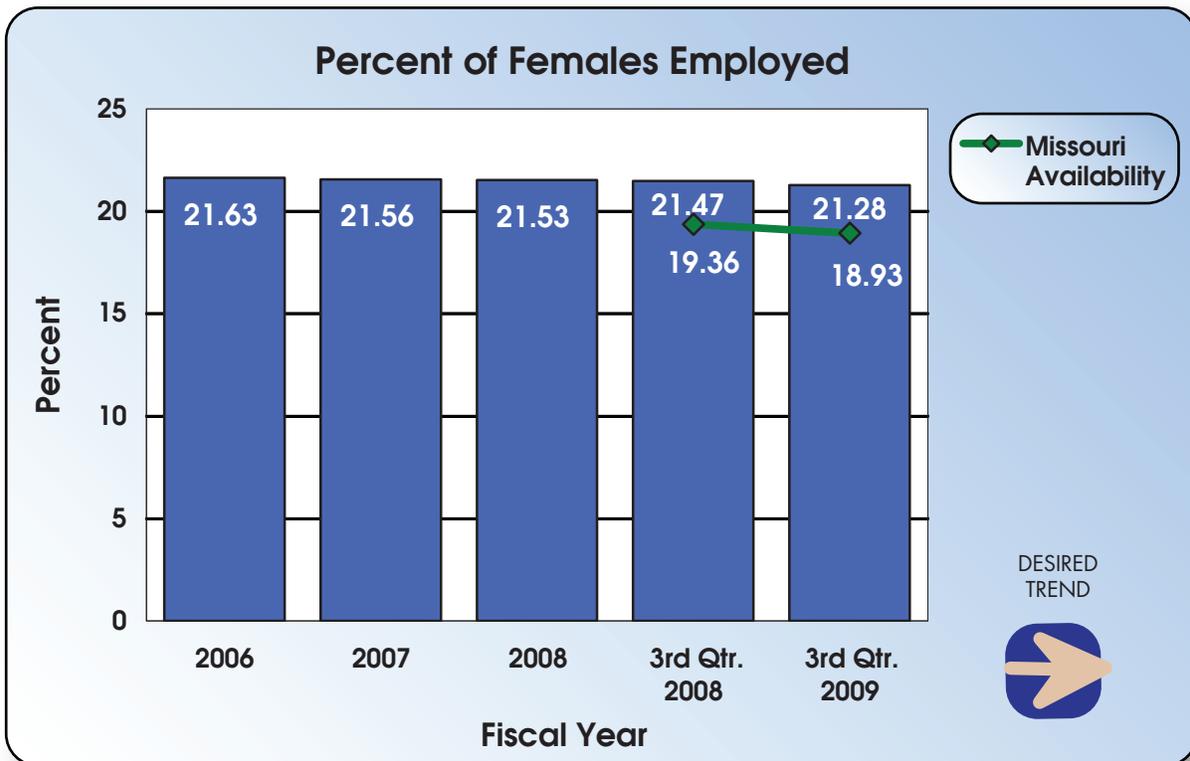
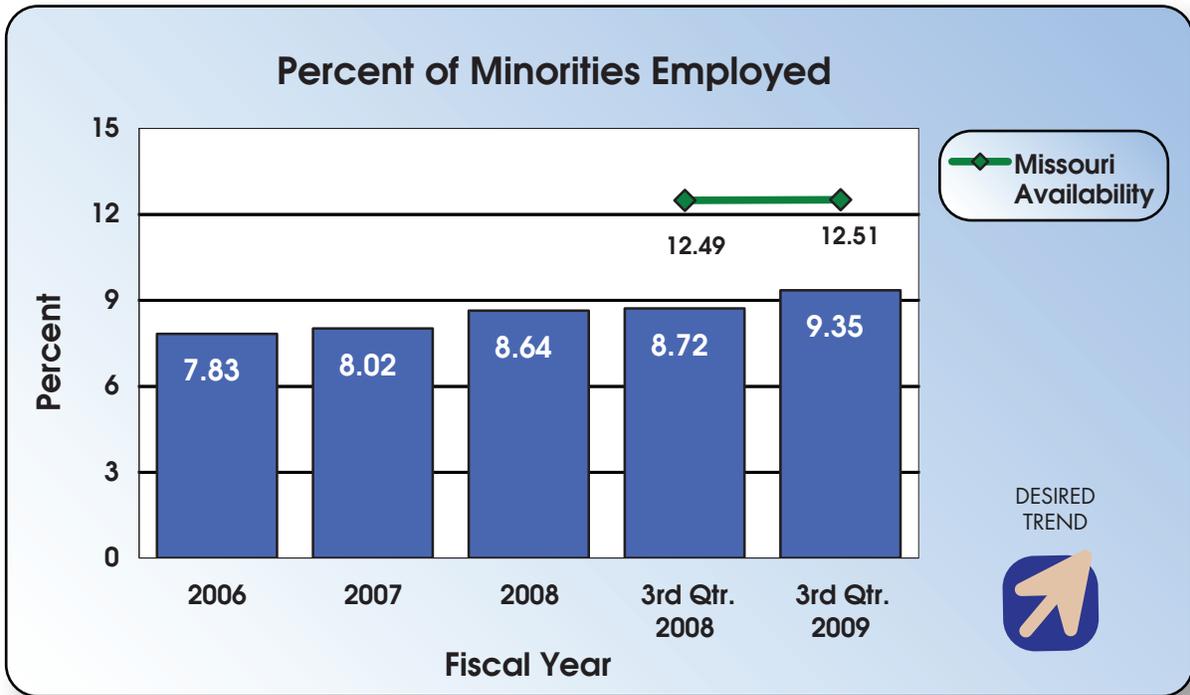
MoDOT's Affirmative Action software database and Missouri 2000 Census Report are used to collect data. Private sector, departments of transportation, Missouri state agencies, and Missouri 2000 Census Data were researched to determine a benchmark for this measurement. Due to the significant variations 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 7.21 percent (555 to 595) from third quarter 2008 compared to third quarter 2009, while female employment decreased by 0.88 percent (1,367 to 1,355). Female employment (21.28 percent) has declined each quarter over the reporting period, however it continues to exceed female availability (18.93 percent) by 2.35 percent. Steps taken to improve this measurement included: establishing a relationship with Job Corp to identify qualified job candidates, conducting job fairs at minority churches, and hiring a minority co-op program graduate full-time.





## Separation rates for females and minorities-17b

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

**Measurement Driver:** Brenda Treadwell-Martin, 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:

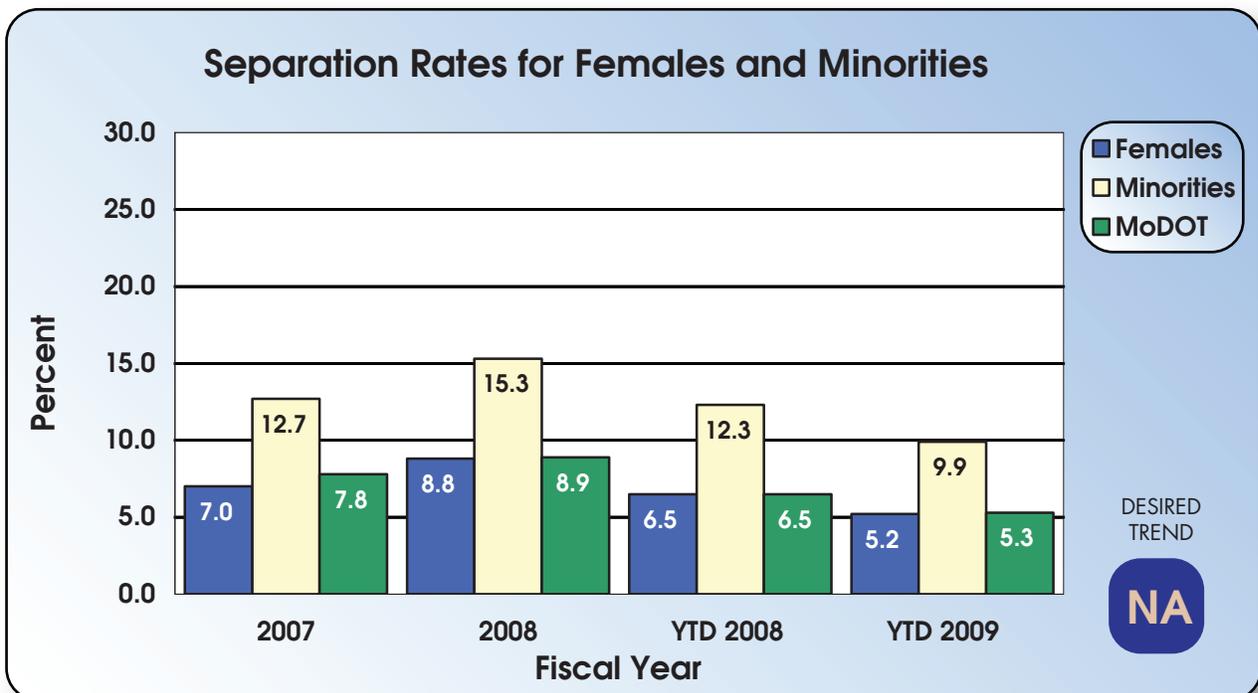
Data is collected quarterly through SAM II Advantage HR, ReportNet and Peopleclick AAPlanner reports. These separations include both voluntary and involuntary separations from the department. The numbers for the reports were pulled from 6/16/07 to 3/15/08 and 6/16/08 to 3/15/09 to be consistent with Human Resource Turnover Report.

### Improvement Status:

The overall number of separations for MoDOT decreased by 18 percent (413 to 340) from YTD 2008

compared to YTD 2009. Of this number, female separations decreased by 20 percent (89 to 71) and minority separations decreased by 13 percent (68 to 59). As a result of these decreases, the MoDOT separation rate decreased by 1.2 percent, while the female separation rate decreased by 1.3 percent and the minority separation rate by 2.4 percent.

Steps taken to improve this measurement include: promoting minority general laborers to maintenance workers utilizing the GED pilot program, assessing minority and female job satisfaction periodically within the first year of employment, 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.

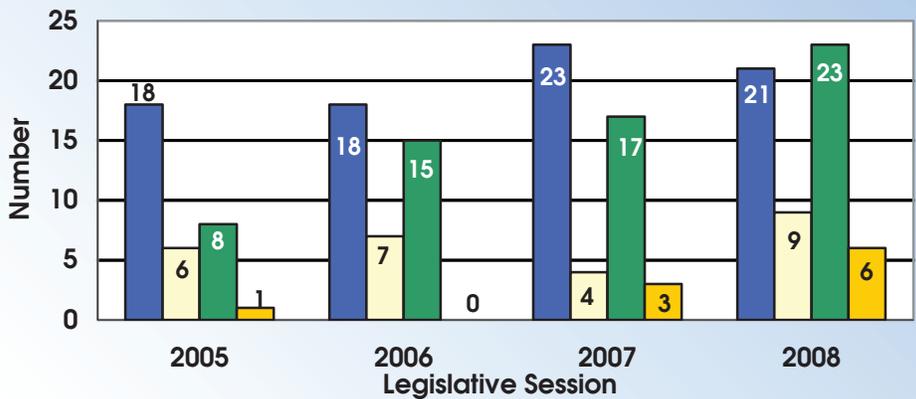
### Improvement Status:

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." All three MHTC proposals have been filed: Two of the three proposals, "Incident Management" and "Missouri Waterways Resolution" are progressing well. The "Primary Safety Belt" proposal has been stalled in the legislative process by opposing legislators.

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 2008 session, of the total 2,032 bills filed, 11 percent were transportation-related which equates to 231 transportation bills. Of the 231 transportation bills, there were 44 significant transportation initiatives contained in those bills. Of the 44 significant initiatives, 21 were favorable and 23 were unfavorable. Of the 21 favorable initiatives, nine passed and 12 failed. Of the 23 unfavorable initiatives, six passed and 17 failed. All other initiatives filed in transportation bills were neutral with regard to their impacts on transportation.



### Number of transportation-related legislation filed and passed by the General Assembly



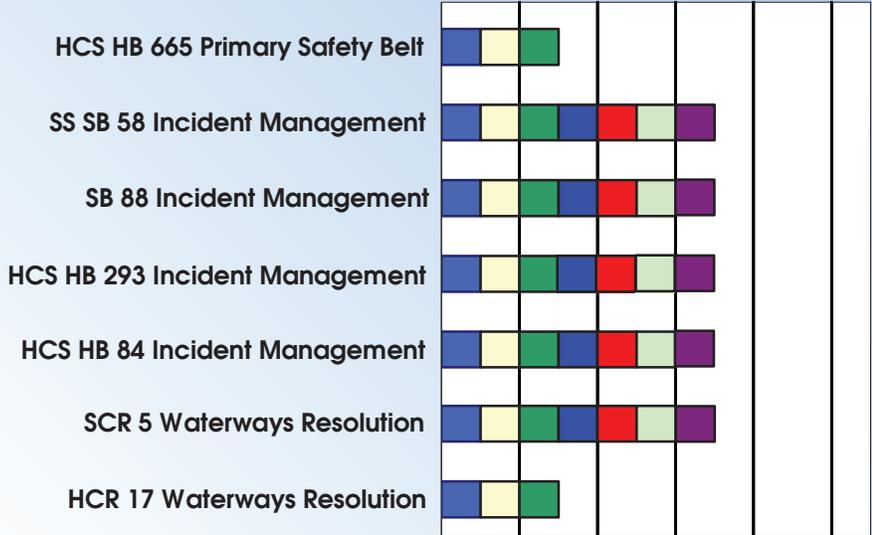
- Total Favorable
- Favorable-Passed
- Total Unfavorable
- Unfavorable-Passed

DESIRED TREND



### Progress on MoDOT Legislative Initiatives

2009 - 95th General Assembly  
First Regular Session



- 1st Chamber
- Cmte Hearing
- Cmte Vote
- Pass 1st Chamber
- 2nd Chamber
- Cmte Hearing
- Cmte Vote
- Pass 2nd Chamber
- Conference
- TAFP
- Governor Signed

DESIRED TREND



Progress

## Percent of federal earmarked highway projects on the state highway system identified as needs-17d

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

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

### Purpose of the Measure:

Missouri's support for transportation on the national level is demonstrated by the impact of federal legislation on Missouri's ability to address transportation needs. The percent of federal earmarks on the state highway system, that are also identified as Missouri needs, is representative of the department's success as an advocate of the state's transportation needs.

### Measurement and Data Collection:

This is an annual measure. The data represents the percent of federal earmarked highway projects on the state highway system that are identified as needs. The percent of federal earmarked individual projects on the state highway system represents the department's success in working with Missouri's Congressional delegation and have been identified as needs, demonstrates MoDOT has provided adequate information to the Missouri Congressional members that these needs are the same needs recognized by their constituents. The identified needs for this measure are projects on the state highway system that are included in the STIP or projects ready to be added to the STIP as soon as funding becomes available.

### Improvement Status:

The chart shows Missouri was very successful in fiscal year 2004, FY2005 and in SAFETEA-LU. In FY 2006, Congress chose to not designate any transportation earmarks in the FY 2007 Transportation Appropriations Act.

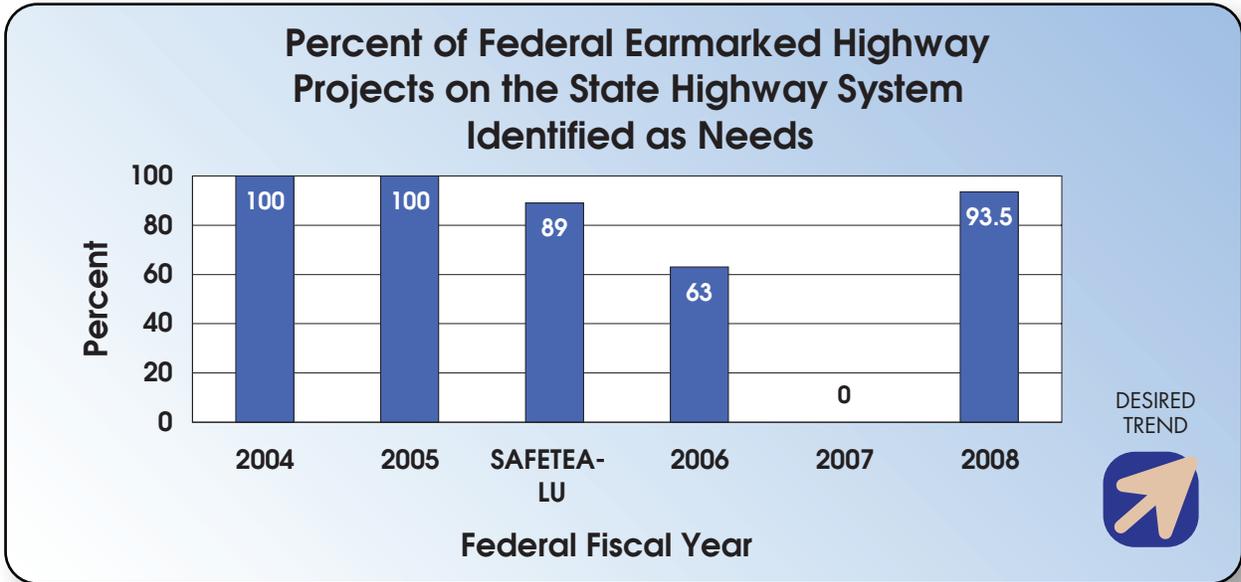
MoDOT staff continued to support transportation needs by providing information to all of Missouri's Congressional offices in anticipation of future opportunities. The FY 2008 appropriations process was, once again, successful for Missouri, as 93.75 percent of the earmarked projects were identified needs.

Missouri continues to be successful in receiving transportation earmarks that are identified needs and funds MoDOT can put to work immediately to improve Missouri's transportation system. As recently as March of this year, an Omaha newspaper recognized MoDOT as one of the state agencies that

is able to move forward with projects that received Congressional earmarks.

Interaction with Congress is very important in receiving earmarks for projects that are identified needs. Therefore, MoDOT continues to meet with the staff of each member of Missouri's U. S. Congressional delegation on a regular basis and continues to provide information on transportation issues, urging them to support programs, and projects that address Missouri's transportation needs. In calendar year 2008, MoDOT staff has continued to meet with all of our Congressional offices and provide them with details on highway, transit and aviation projects for federal FY 2009 appropriations. MoDOT staff has also begun the process to keep the Missouri Congressional Delegation informed of issues related to the any economic stimulus package, the FY 2010 appropriations legislation and the department's position on authorization issues.

MoDOT is striving for more than 85 percent of the state highway system earmarked projects to be identified needs. The department will continue to communicate directly with Congressional staff members 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 85 percent of respondents indicate MoDOT is the transportation expert they rely upon. This represents a slight decrease of 1.7 percent since last surveyed in 2007. Through a questioning approach identical to the 2007 survey, the 2008 numbers remained basically flat in the strongly agree responses thus reflecting a higher percent of individuals that disagreed with this statement than previously (15 percent in 2008 vs. 13.3 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.

