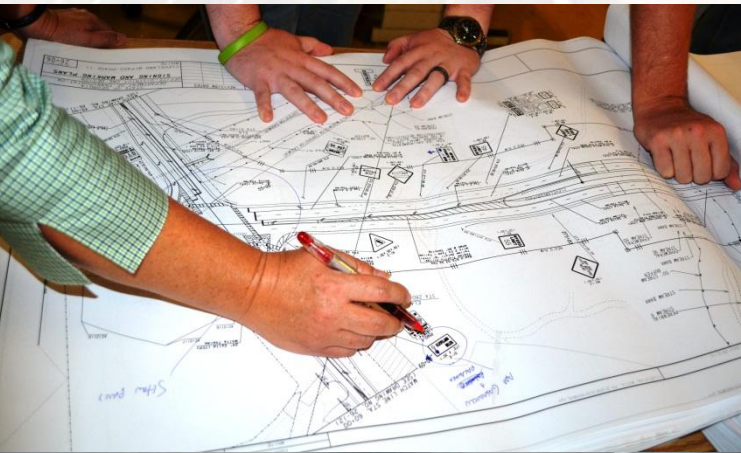


District Office Realignment

GAMPO

June 27, 2014



Can GDOT be run as a business?

The short answer is no.....

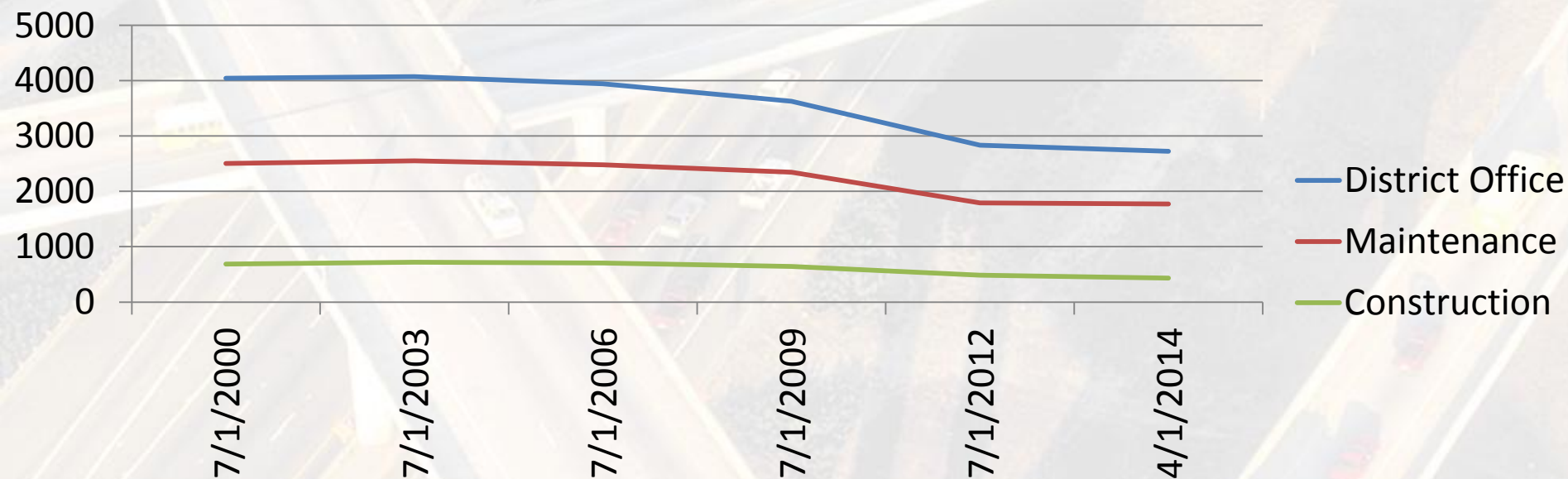
- Businesses operate in a competitive market and desire to make money; Governments deliver service in a monopolistic environment.
- Management structures and customers are different between business and government.

But, can't we apply business principles to government?

The short answer is YES

- Attract and retain the best available talent
- Constantly strive to improve your operational efficiency
- Manage the relationship with your customers
- Be transparent and accountable

GDOT's Workforce is Shrinking



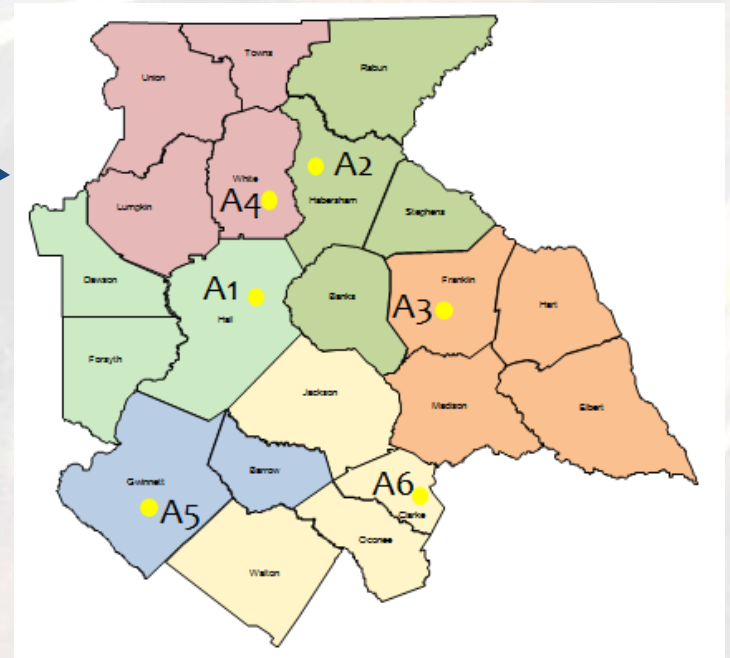
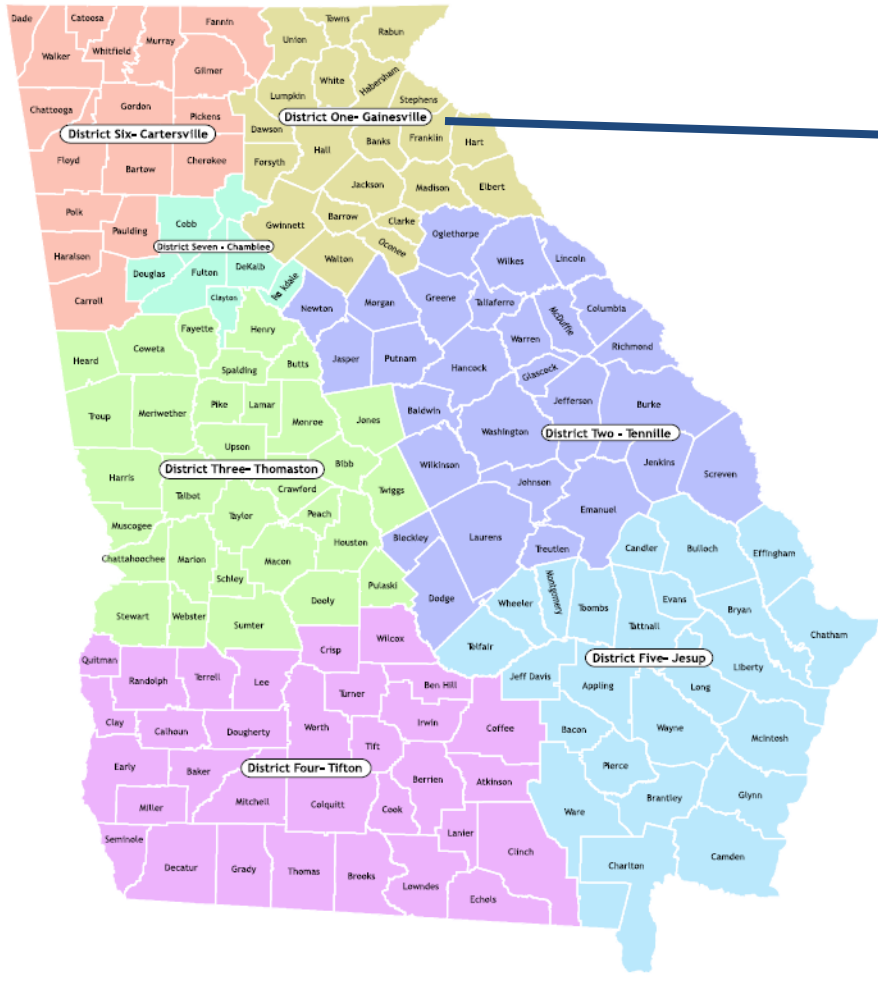
Since 2000:

- 30% Reduction in Field Maintenance Staffing
- 37% Reduction in Field Construction Staffing
- 75% Reduction in Annual New Hires

Other Observations

- Downsizing and lack of infusion of staff present difficulties in filling positions with qualified candidates
- Utilization of service contracts have changed our approach to maintenance
- Inefficiencies in allocation of staff in Construction
- Significant investment needed in facilities and equipment

Area Offices

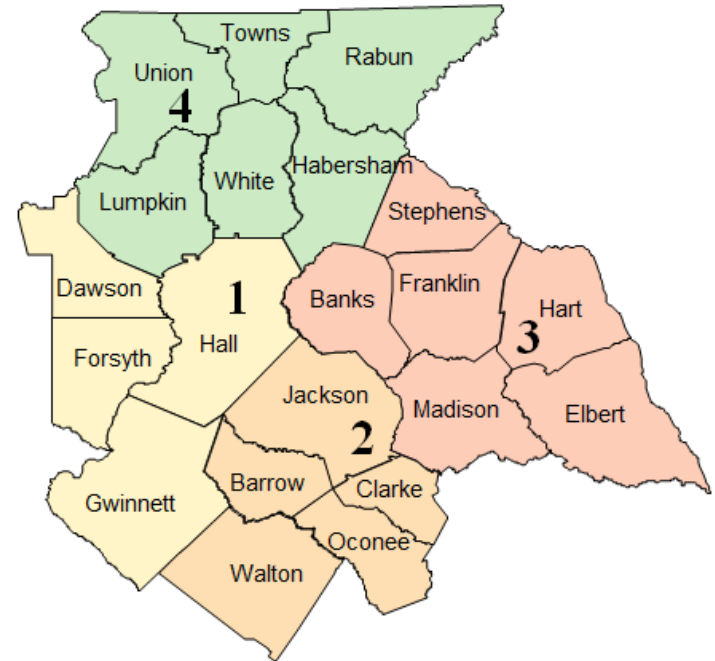
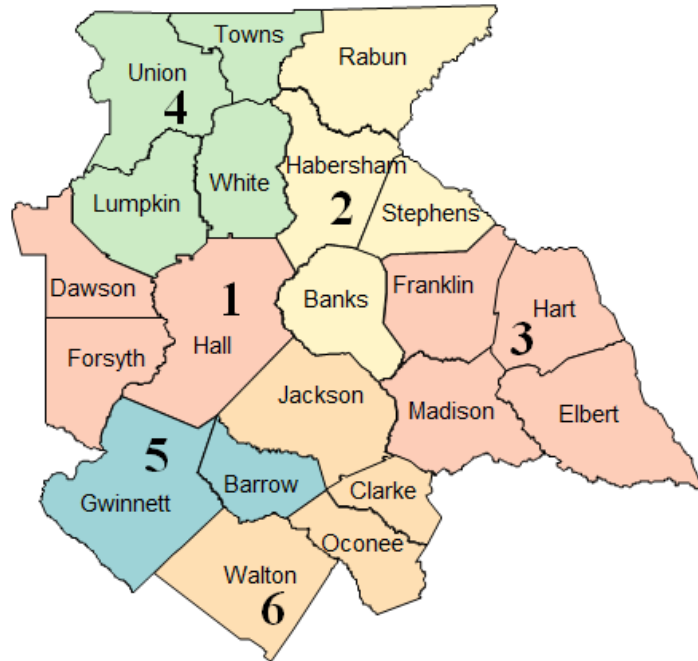


Realignment Concept

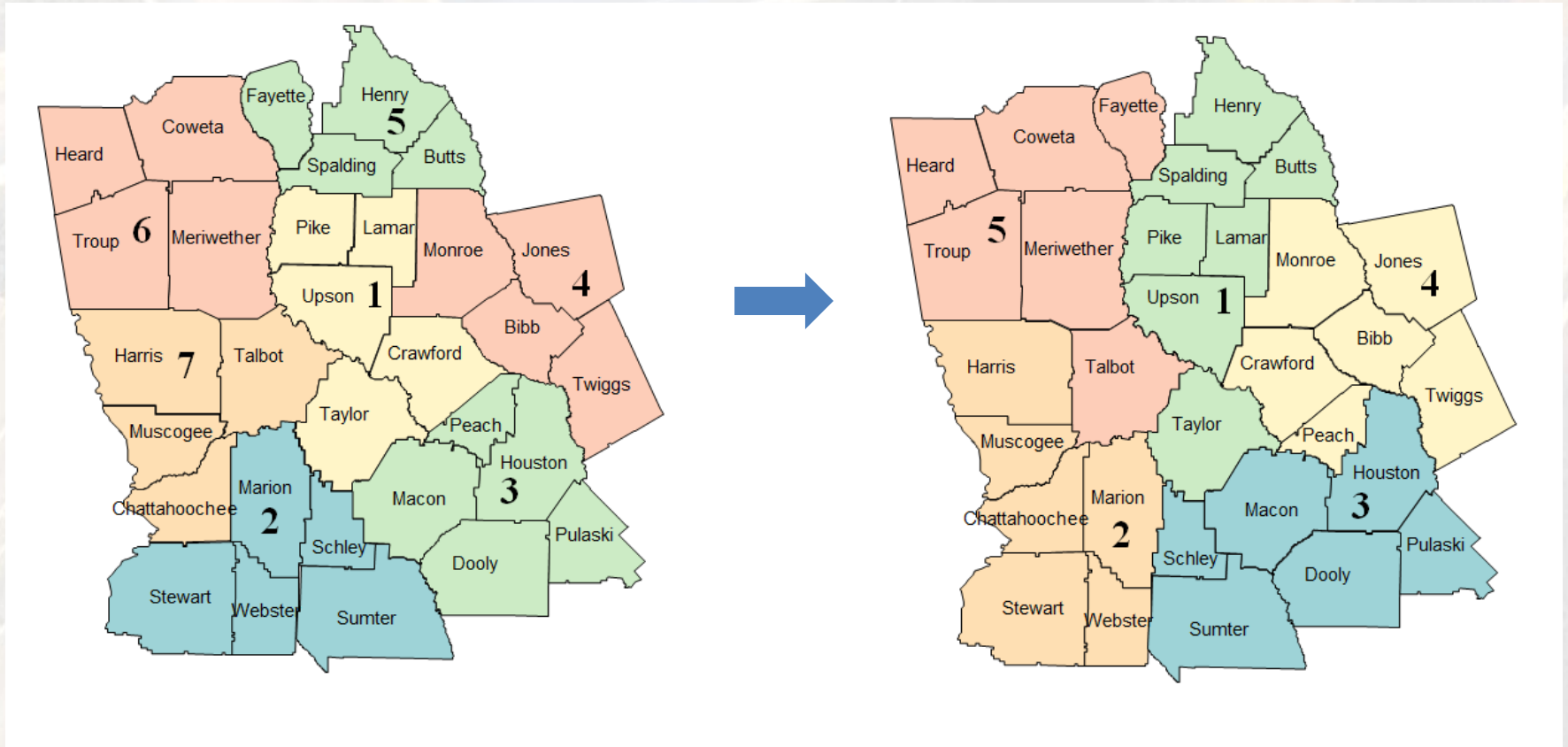
“Rightsizing” to the new norm

- Fewer managers with broader responsibility
- Consolidation of crews for better utilization of equipment
- Less facilities to reduce capital and O&M costs

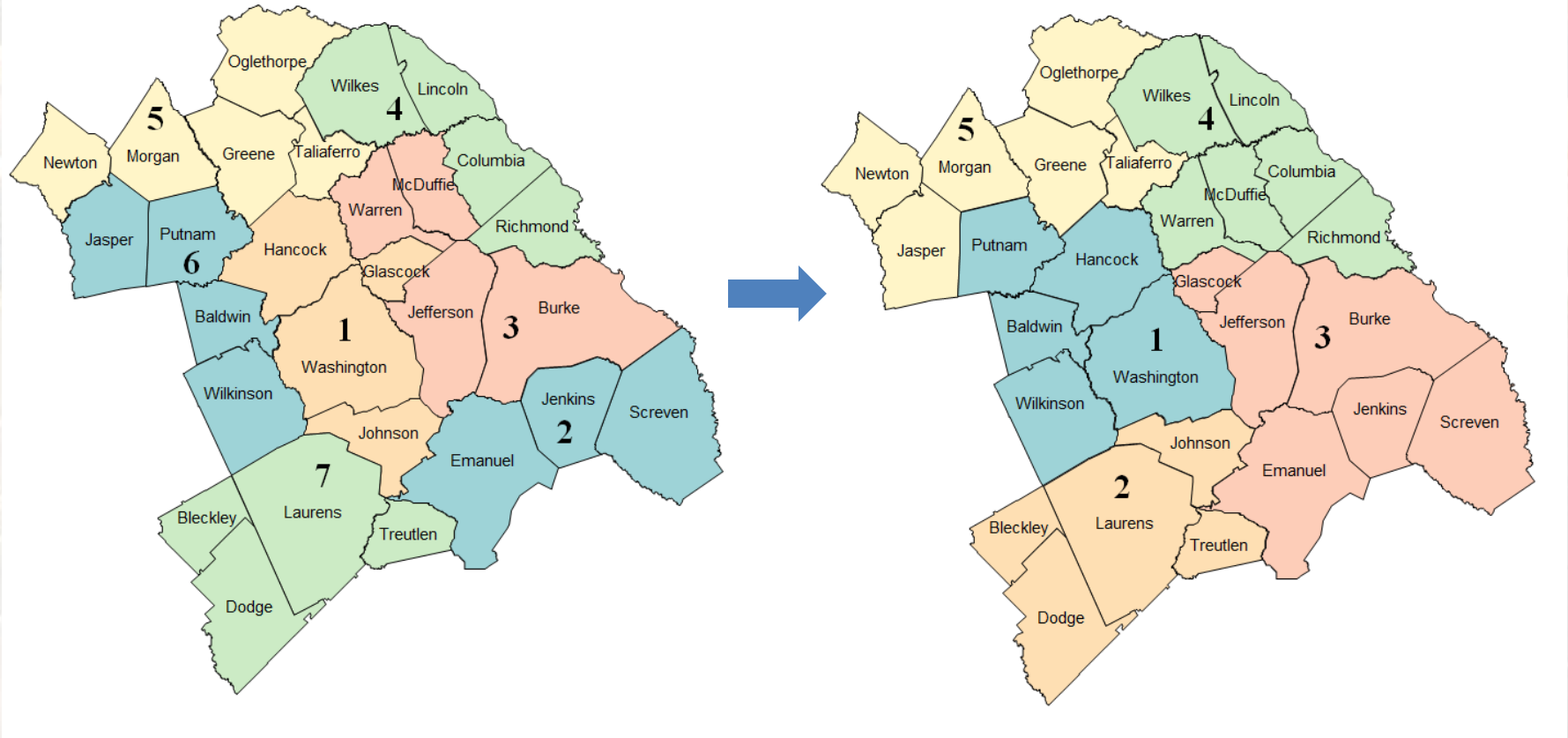
District 1 Realignment



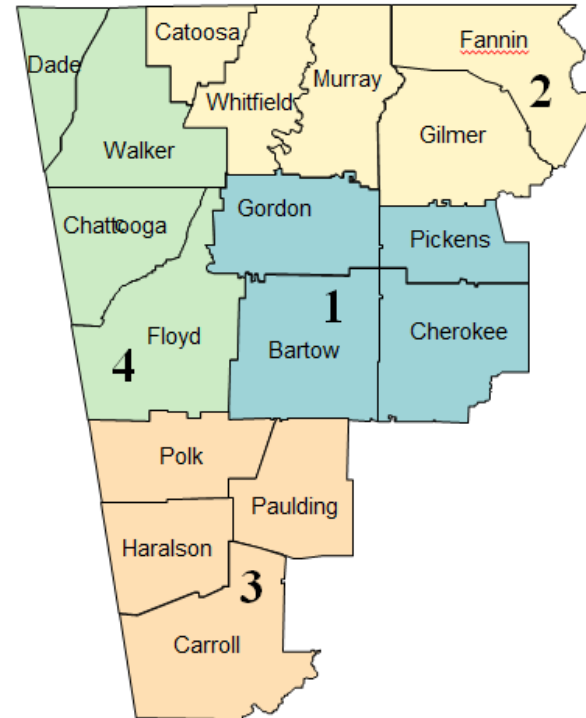
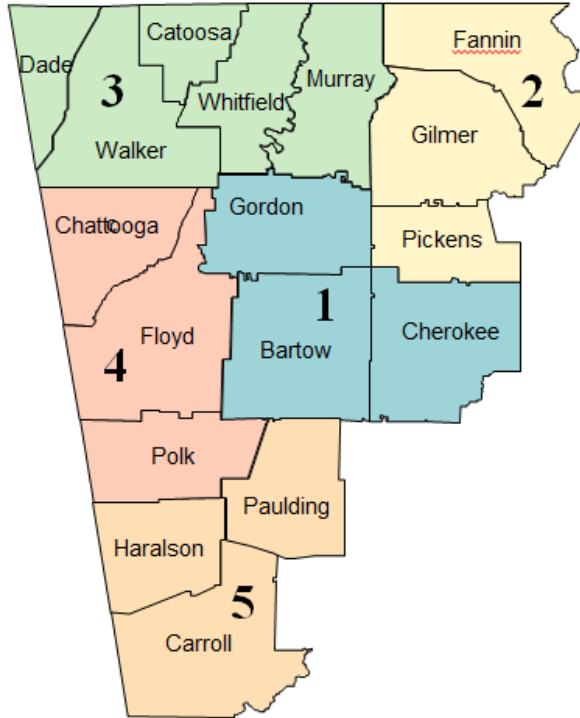
District 3 Realignment



District 2 Realignment



District 6 Realignment



Benefits of Realignment

- Improved efficiency in assigning resources
 - Broader range for Construction staff
 - More flexibility in Maintenance
- Improved position for recruitment
- Reduction in capital and operating expenses
 - Less facilities
 - Less equipment and ride vehicles
 - Fewer management positions

Q&A

Bayne Smith, P.E.

District 1 Engineer &
Director of Field Services

