

From: From the Desk of Secretary Tennyson

Sent: Friday, May 27, 2016 4:13 PM

To: DOT ALL

Subject: Reorganizing NCDOT Update - building a better business

Team,

NCDOT recently completed a review of its operational and organizational structure, with a focus on project delivery. In response to Session Law 2015-241 Section 29.14(d), we developed a strategy that will expedite project delivery and better align department staff to meeting delivery goals, with a strong focus on accountability across the organization. The full report can be found [here](#).

Our strategy includes a shift of existing vacant positions and an elimination of roughly 250 filled positions. Next week, we will initiate the first series of Reorganization Through Reduction plans. This voluntary separation program will empower employees in the decision-making process and help the department achieve the staffing levels identified in the report. While a reduction in force may ultimately be necessary, the voluntary separation program will minimize the number of employees affected by a reduction in force.

The Reorganization Through Reduction program will be made available in phases to hundreds of employees across the central business units identified in the report. The first phase that begins next week includes:

Project Development and Environmental Analysis; Roadway Design; Materials & Tests Unit; Pavement Management Unit; Facilities Management Unit; Utilities Unit; Right of Way Unit; Maintenance **Operations and Fleet Management Unit; Mobility & Safety Branch; Roadside Environmental Unit; Construction Unit; Operations Program Management Unit; the Chief Engineer's Office; and the Structures Management Unit.**

The first series of informational meetings will occur next week, where employees included in the first phase will receive customized information and have the opportunity to ask questions. Business units participating in latter phases will be notified in the upcoming weeks and months. Employees outside the units listed above are not currently eligible to participate.

As always, I appreciate your continued hard work and dedication to our state and NCDOT. I hope you have a safe, enjoyable Memorial Day weekend.

Sincerely,

Secretary Tennyson