

KDOT Partnership Project
Three Key Initiatives
December 10, 2003

- 1. Make KDOT a more desirable place to work – Jim Kowach & Marcia Ferrill**
 1. Make KDOT jobs more competitive through mechanisms that KDOT can control – Jim Kowach
 - a. Identify what KDOT can and cannot do for employees
 - b. Assess the use of flexible hours by employees
 - c. Assess changes to exempt/non-exempt status, allowing overtime for some positions
 2. Training on the basics – Lon Ingram
 3. Emphasize the public service aspect of KDOT employment – Krista Roberts
 - a. Promote KDOT employees in local media
 - b. Conduct ribbon cutting ceremonies
 - c. Pursue more awards for excellence
 4. Work to make changes in state compensation and benefit policies that hurt KDOT's ability to attract and retain good employees – Warren Sick & Bob Stacks
 - a. Salary/benefits analysis
 - b. Needs/situation of KDOT employees are communicated to key stakeholder groups
- 2. Nurture better relationships with local governments – Mike Crow & Julie Lorenz**
 1. Work with local governments to enhance the overall quality of the State's transportation system
 - a. Update city connecting links (KLINKS) policies – David Church & Area Engineer
 - b. Make the local project process easier to understand and use – Larry Thompson & Maggie Thompson
 - c. Establish Bureau of Urban Planning – Terry Heidner
 2. Increase KDOT's involvement in local communities so KDOT can be more responsive to local concerns and needs
 - a. Transform the role of District Public Involvement Liaison into a Public Affairs position – Bob Cook
 - b. Redefine area engineer role and expand district role in decision making – Don Drickey
 3. Educate key stakeholder groups and the general public about KDOT services and projects – Julie Lorenz
 - a. Develop a systematic method for communicating targeted information to external stakeholder groups
- 3. Develop KDOT's roadmap for continued success – David Comstock, Rosie Ingram, & Ron McMurry**
 1. Review and potentially revise:
 - a. Multi-modal workgroup
 - b. KDOT mission
 - c. Succession Planning
 - d. State aid programs...Invest in local roads

- e. Turn-back policy
- f. Local consult process
- g. City Connecting Link Policy
- h. Project selection
- i. Share resources with stakeholders
- j. Broader involvement in decision making