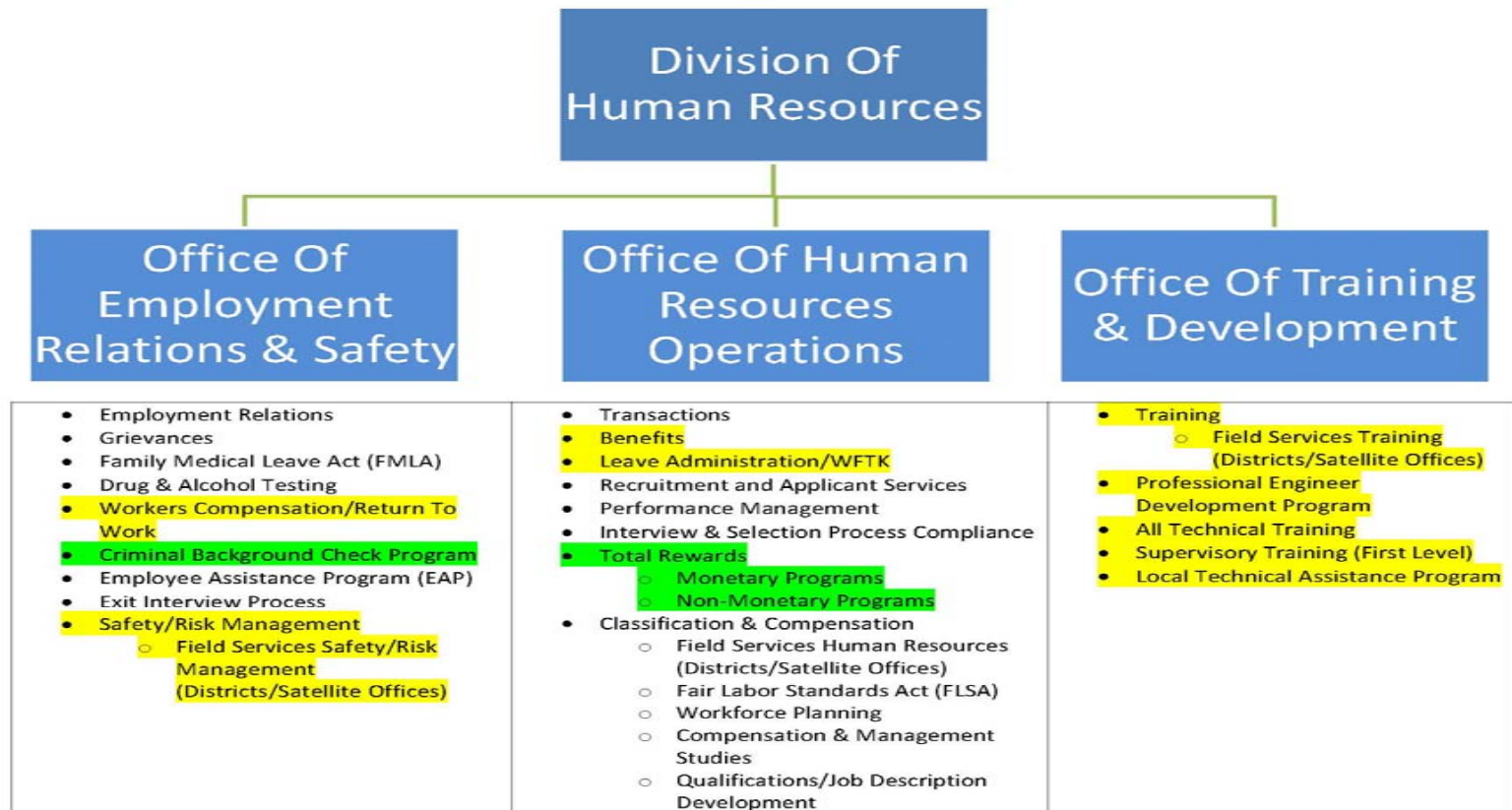


Human Resources Accomplishments

January 14, 2009



HR Accomplishments Matrix Organization



HR Accomplishments Highlights

- Criminal Background Check Program Rollout
 - Minimize Or Prevent Crime/Violence In Workplace
 - Hiring More Competent & Productive Workers
 - Reduce Hiring Costs
- Training
 - Development Of More In House Training Programs
 - Employee Learning Management System Rollout
 - On-Line Interactive Training Management Tool
 - First State Agency To Use

HR Accomplishments Highlights

- Enhanced Customer Service
 - Interview & Selection Process
 - Full Service HR Support
 - Prescreening Services
 - Developing Behavioral Based Interview Questions
 - Prepare Documentation
 - Conduct Reference & Criminal Background Check
 - Non Selection Notices To Applicants
 - Robust Recruitment Program
 - Focused On Engineers
 - Support Other Core Functions

HR Accomplishments

Financial Information – Cost Avoidance

- Cost Avoidance
 - Unemployment Insurance Claims
 - \$611,055.00
 - Training
 - MS Office Courses - \$6,990.00/Year
 - Soft Skills Classes - \$159.00/Person
 - Customer Service Training - \$8,540.00/Class

HR Accomplishments

Other Accomplishments

- Successful Public Employee Recognition Week
- 2008 State Charitable Contributions
 - Received “Commissioner’s Award”
 - Department Contributed \$176,340.22
- Monthly HR Meetings
 - Drive Consistency Statewide Of HR Policies & Procedures
 - Foster Teamwork & Open Communication
 - Conduct Training
- Employment Services Assistance
 - TMC & Communications Employees

HR Accomplishments

Other Accomplishments

- Conducting Market Study Of GDOT Jobs
- Implemented Statewide Job Redesign
- Eliminated 6 Month Wait For Compensation Programs
 - License/Certification
 - Competency Programs
- Contingent Job Offers To Expedite Hiring For High Volume Positions
 - Professional Engineers
 - HEROs
 - Equipment Operators
 - Engineering Technicians
 - Drill Technicians

HR Accomplishments

Other Accomplishments

- Combined CET & CE Job Titles
 - \$45,000 (Comparable to CE Majors)
- Partnered With GA Tech On Lodging Summer Interns
- GDOT Sponsored Scholarship Awards
 - \$2,000 To Five Recipients (Funds Available Thru AASHTO & SASHTO)
- Transportation Engineers Of The Future Program
 - Advanced Degreed Engineers
 - Sponsorship Thru GA Tech & Contractors

HR Accomplishments

Other Accomplishments

- Training
 - 4,314 Employees – Career Opportunities, Resume Writing, Interviewing Skill
 - 1,548 Managers/Supervisors – Interview & Selection Process
 - 4,400 Employees – GDOT Ethics Policies

HR Accomplishments

What's Next

- Focus On Morale
 - Invest In Employee Training
 - Improve Employee Satisfaction
 - Non Monetary Compensation Programs
 - Work/Life Balance
 - Teleworking
 - Flexible Work Schedules
 - Employee Appreciation/Recognition
 - Employee Of The Month
- Succession Planning
 - Preparing Department Managers To Fill Anticipated Leadership Vacancies

HR Accomplishments

What's Next

- Enhanced Customer Service
 - e-Performance
 - On-Line Performance Management System (Implement Fall 2009)
 - Focus On Employee Development
 - Align With Strategic Goals (Fall 2010)
 - On Line HR Customer Service System (REMEDY)
 - Employees & Managers Submit Inquiries, Requests, Transactions
 - Faster Response Time
 - Improved Customer Service
 - Timeline Being Developed With IT Department
 - Web Based Training In Conjunction With Construction Office
 - Work Zone Safety & Mobility
 - Rollout February 2009