



# **STATE TRANSPORTATION BOARD**

## **COMMITTEE MEETINGS**

**January 19, 2022**



# STATE TRANSPORTATION BOARD

## Legislative Committee

January 19, 2022



# Legislative Update

**Joshua L. Waller**

**Director of Policy & Government Affairs**

**January 19, 2022**

# 2022 Legislative Session Week 1

## 2022 Session of the Georgia General Assembly

January						
2	3	4	5	6	7	8
9	<sup>1</sup> <del>10</del>	<del>11</del>	<sup>2</sup> <del>12</del>	<sup>3</sup> <del>13</del>	<sup>4</sup> <del>14</del>	15
16	17	<del>18</del>	19	20	21	22
23	<sup>5</sup> 24	<sup>6</sup> 25	<sup>7</sup> 26	27	28	29
30	31					

Session Days **IN RED**

February						
		1	2	3	4	5
6	7	8	9	10	11	12
13	14	15	16	17	18	19
20	21	22	23	24	25	26
27	28					

Crossover Day: ???

March/April						
		1	2	3	4	5
6	7	8	9	10	11	12
13	14	15	16	17	18	19
20	21	22	23	24	25	26
27	28	29	30	31	1	2

Sine Die: ???



# 2022 Legislative Session

## Key Topics

- Amended FY22 Budget and FY23 Budget
- Continued Discussion Freight and Aviation Investment
- State and Local Right of Way Use and Utility Coordination

# 2022 Legislative Session

## Joint Commission on E-Commerce & Freight Infrastructure Funding Report Recommendation Themes

- Continued coordination with ongoing freight plan update and freight funding study with an emphasis on strategic investments.
- Celebrate freight and Georgia's competitive business climate & infrastructure.
- Freight industry labor challenges and opportunities.
- Embrace innovation in infrastructure and funding.

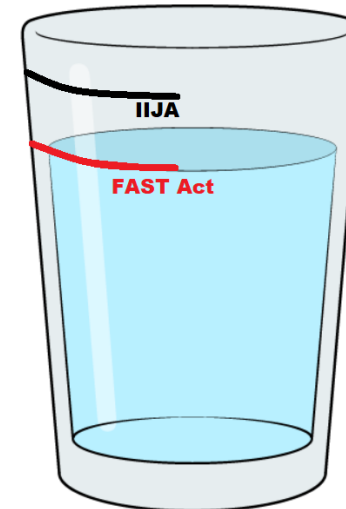


# Federal Update



# Federal Update

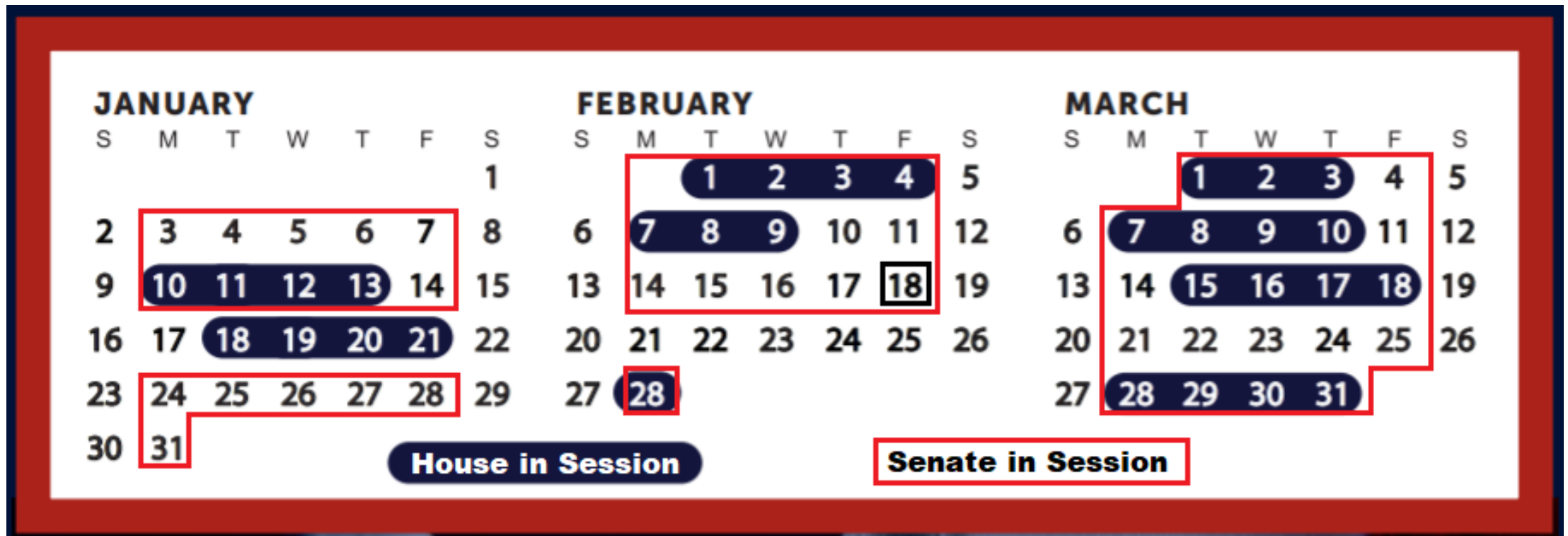
Continuing Resolution (C.R.) expires Feb. 18<sup>th</sup>





# Federal Update

## 2022 Congressional Schedule: January through March



# Questions

???????





# STATE TRANSPORTATION BOARD

## Finance Committee

January 19, 2022



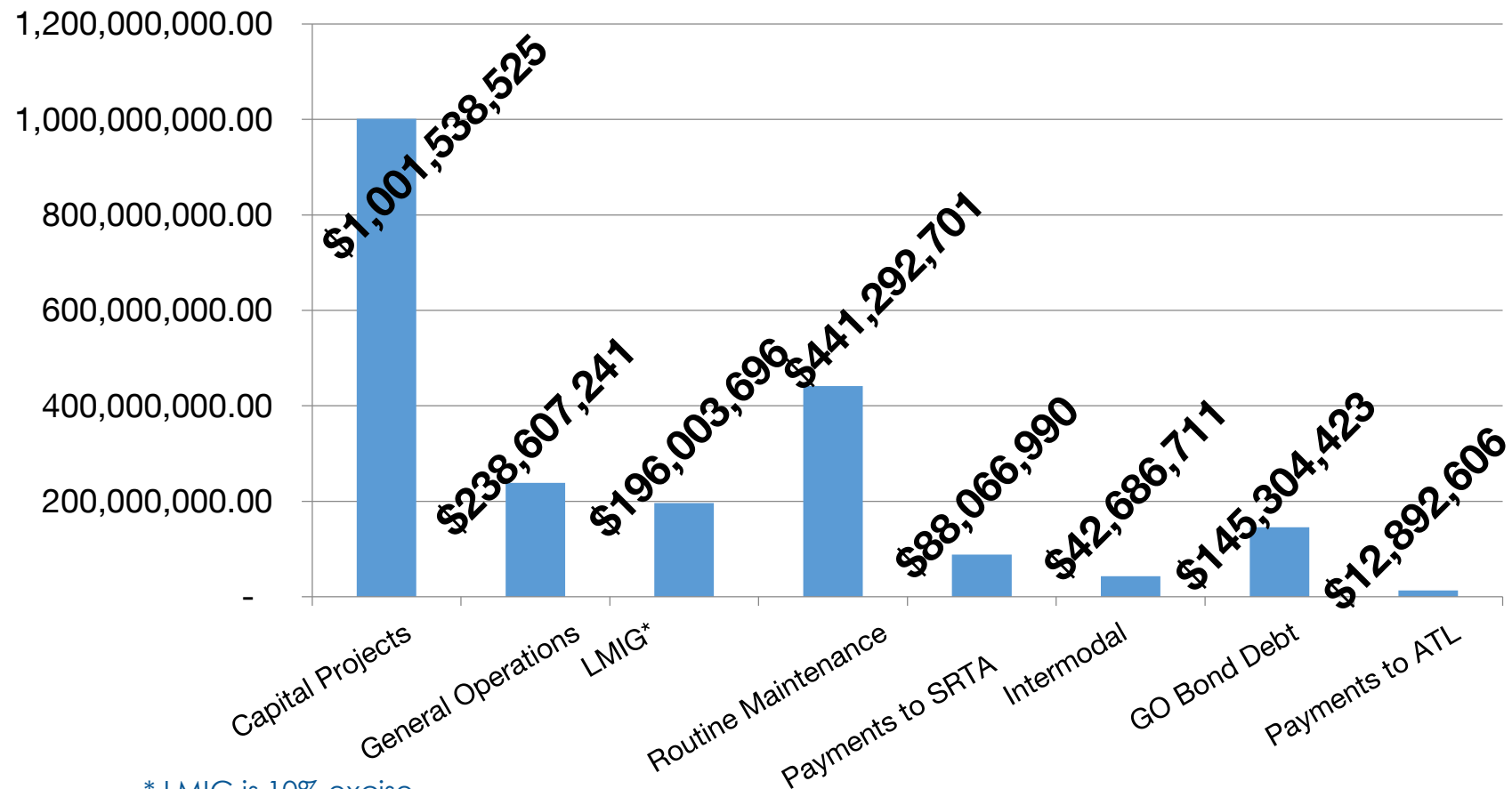
# **AFY 2022 & FY 2023 Budget Request**

**January 19<sup>th</sup>, 2022**

# FY 2022 Amended Revenue Comparison

	FY 22 Base	Change	AFY 22
Excise:	\$1,960,036,957	\$0	\$1,960,036,957
Fees:	\$130,000,000	\$56,040,355	\$186,040,355
Ride-Share			
Fees:	\$7,638,448	\$9,889,152	\$17,527,600
State General			
Funds:	\$2,125,000	\$1,000,000	\$3,125,000
GRTA:	(\$330,465)	(\$6,554)	(\$337,019)
<hr/>			
Total:	\$2,099,469,940	\$66,922,953	\$2,166,392,893

# AFY 2022 Budget Request



\* LMIG is 10% excise



# FY 2022 Amended Budget Request-Motor Fuel

Program (Motor Fuel)	FY 22 BASE	Change	AFY 22 Request
GO Bond Debt	\$125,814,917	\$-	\$125,814,917
Capital Construction	\$897,079,413	(\$16,000,000)	\$881,079,413
Capital Maintenance	\$60,200,000	\$-	\$60,200,000
Program Delivery	\$105,002,720	\$4,430,000	\$109,432,720
Data Collections	\$2,831,687	\$50,000	\$2,881,687
Departmental Admin	\$72,293,125	\$500,000	\$72,793,125
LMIG	\$196,003,696	\$-	\$196,003,696
Local Roads	\$4,346,461	\$-	\$4,346,461
Planning	\$2,857,098	\$58,000	\$2,915,098
Routine Maintenance	\$430,892,701	\$10,400,000	\$441,292,701
Traffic Management	\$50,022,611	\$562,000	\$50,584,611
Payments to SRTA	\$12,692,528	\$-	\$12,692,528
<b>TOTAL</b>	<b>\$1,960,036,957</b>	<b>\$-</b>	<b>\$1,960,036,957</b>

# FY 2022 Amended Budget Request-Non-Excise

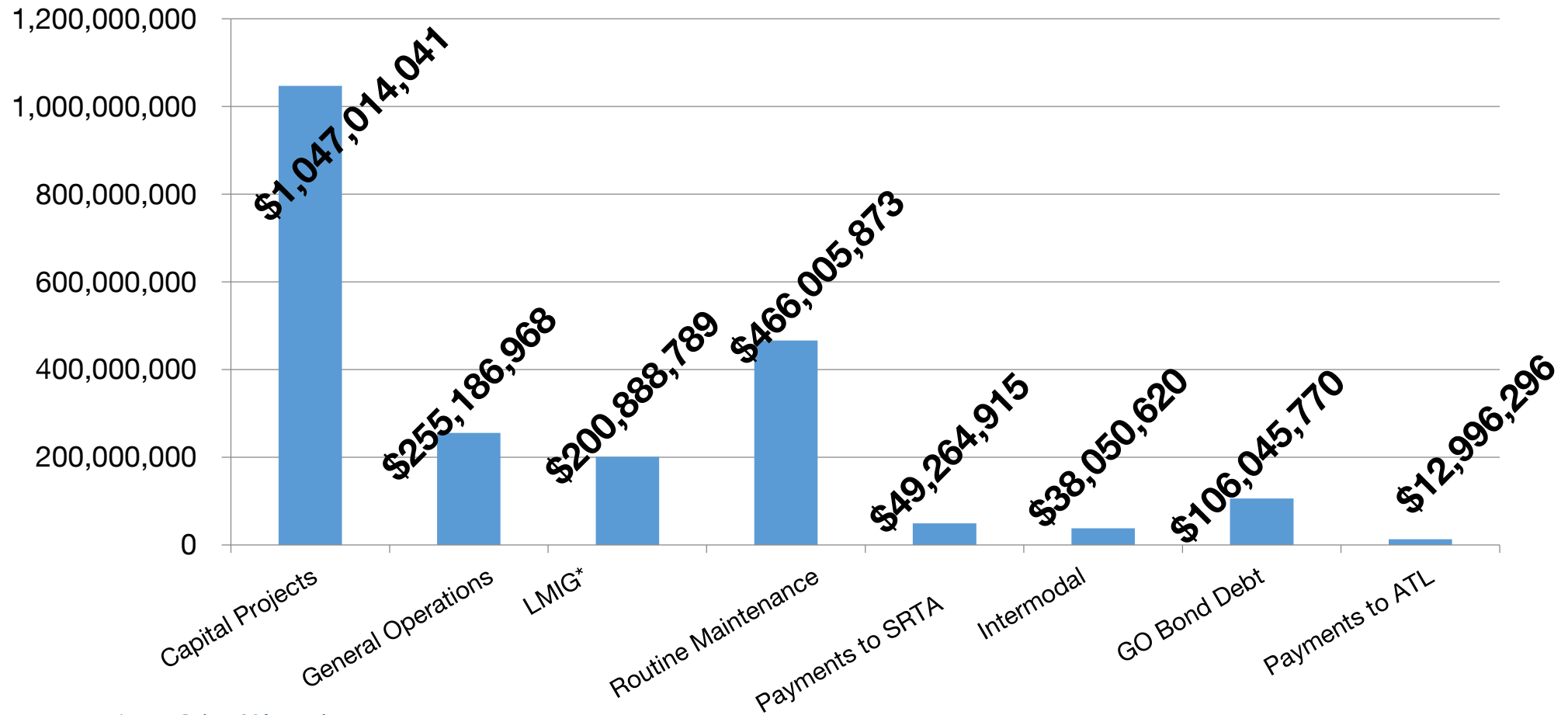
(Fees and General Funds)

Program (Fees/SGF)	FY 22 BASE	Change	AFY 22 Request
<b>GO Bond Debt</b>	\$19,489,506	\$-	\$19,489,506
<b>Capital Construction</b>	\$-	\$55,912,651	\$55,912,651
<b>Intermodal</b>	\$31,744,570	\$10,942,141	\$42,686,711
<b>Payments to SRTA</b>	\$75,374,462	\$-	\$75,374,462
<b>Payments to ATL</b>	\$12,824,445	\$68,161	\$12,892,606
<b>Total</b>	<b>\$139,432,983</b>	<b>\$66,922,953</b>	<b>\$206,355,936</b>

# FY 2023 Revenue Comparison

	FY 22 Base	Change	FY 23	AFY 22
Excise:	\$1,960,036,957	\$48,850,924	\$2,008,887,881	\$1,960,036,957
Fees:	\$130,000,000	\$20,977,349	\$150,977,349	\$186,040,355
Ride-Share				
Fees:	\$7,638,448	\$8,289,152	\$15,927,600	\$17,527,600
State General				
Funds:	\$2,125,000	(\$2,125,000)	\$-	\$3,125,000
GRTA:	(\$300,465)	(\$9,093)	(\$339,558)	(\$337,019)
Total:	\$2,099,469,940	\$75,983,332	2,175,453,272	\$2,166,392,893

# FY 2023 Budget Request



\* LMIG is 10% excise

# FY 2023 Budget Request-Motor Fuel

Program (Motor Fuel)	FY 22 BASE	Change	FY 23 Request
GO Bond Debt	\$125,814,917	(\$19,769,147)	\$106,045,770
Capital Construction	\$897,079,413	\$-	\$897,079,413
Capital Maintenance	\$60,200,000	\$19,134,607	\$79,334,607
Program Delivery	\$105,002,720	\$14,448,484	\$119,451,204
Data Collections	\$2,831,687	\$167,503	\$2,999,190
Departmental Admin	\$72,293,125	\$4,603,291	\$76,896,416
LMIG	\$196,003,696	\$4,885,093	\$200,888,789
Local Roads	\$4,346,461	\$-	\$4,346,461
Planning	\$2,857,098	(\$313,352)	\$2,543,746
Routine Maintenance	\$430,892,701	\$35,113,172	\$466,005,873
Traffic Management	\$50,022,611	\$3,273,801	\$53,296,412
Payments to SRTA	\$12,692,528	(\$12,692,528)	\$0
<b>TOTAL</b>	<b>\$1,960,036,957</b>	<b>\$48,850,924</b>	<b>\$2,008,887,881</b>

# FY 2023 Budget Request-Transportation Fees & Rideshare

Intermodal	FY 22 BASE	Change	FY 23 Request
Payments to ATL	\$12,824,445	\$171,851	\$12,996,296
Intermodal	\$24,106,122	(\$24,106,122)	\$-
Airport Aid	\$-	\$16,359,425	\$16,359,425
Ports & Waterways	\$-	\$1,358,395	\$1,358,395
Rail	\$-	\$444,281	\$444,281
Transit: Trans. Fees	\$-	\$3,960,919	\$3,960,919
Transit: Rideshare	\$-	\$15,927,600	\$15,927,600
<b>TOTAL</b>	<b>\$36,930,567</b>	<b>\$14,116,349</b>	<b>\$51,046,916</b>

Non-Intermodal	FY 22 BASE	Change	FY 23 Request
Payments to SRTA	\$75,374,462	(\$26,109,547)	\$49,264,915
GO Bond Debt	\$19,489,506	(\$19,489,506)	\$-
Capital Maintenance	\$-	\$66,253,560	\$66,253,560
<b>TOTAL</b>	<b>\$94,863,968</b>	<b>\$20,654,507</b>	<b>\$115,518,475</b>





# STATE TRANSPORTATION BOARD

## Administrative Committee

January 19, 2022



# Human Resources Updates

**Monica Ivey, HR Director**

**Brian Robinson, Deputy HR Director**

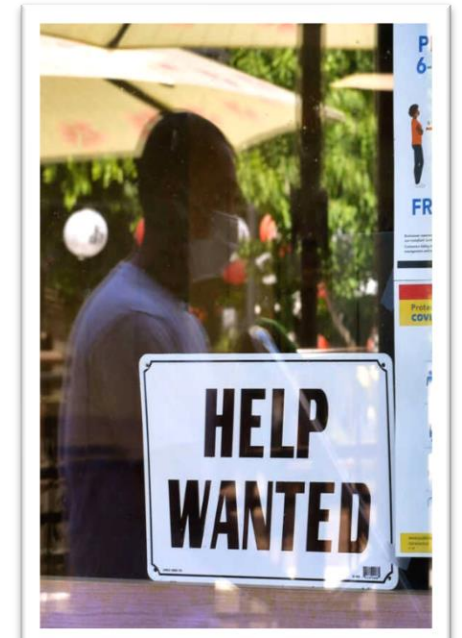
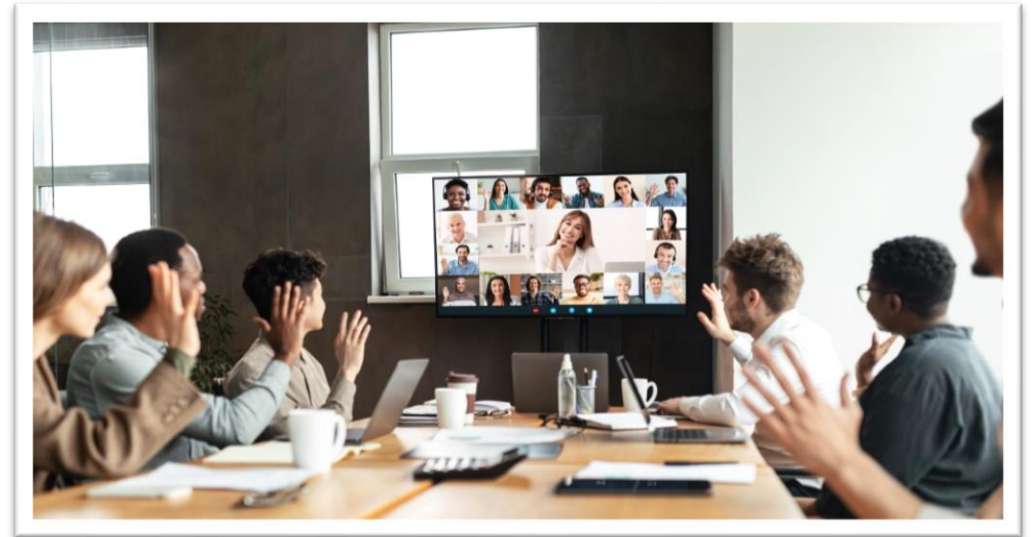
**January 19, 2022**

## Overview

- Review of today's workforce trends
  - *National, State and Department-level*
- Impact to GDOT
- Our strategic approach
  - *Focus on our employees – our greatest asset*

# National Workforce Trends

- 2021 dubbed the year of “The Great Resignation”
- Decrease in average tenure on job
- Rapid changes in work due to increase in new technologies
- Increase in competition for qualified employees – reduced applicant pools with higher salary requirements
- Move towards remote and/or hybrid work environments
- Ongoing impacts of COVID in workplace



# GA Executive Branch State Agencies

## Workforce Trends for FY21

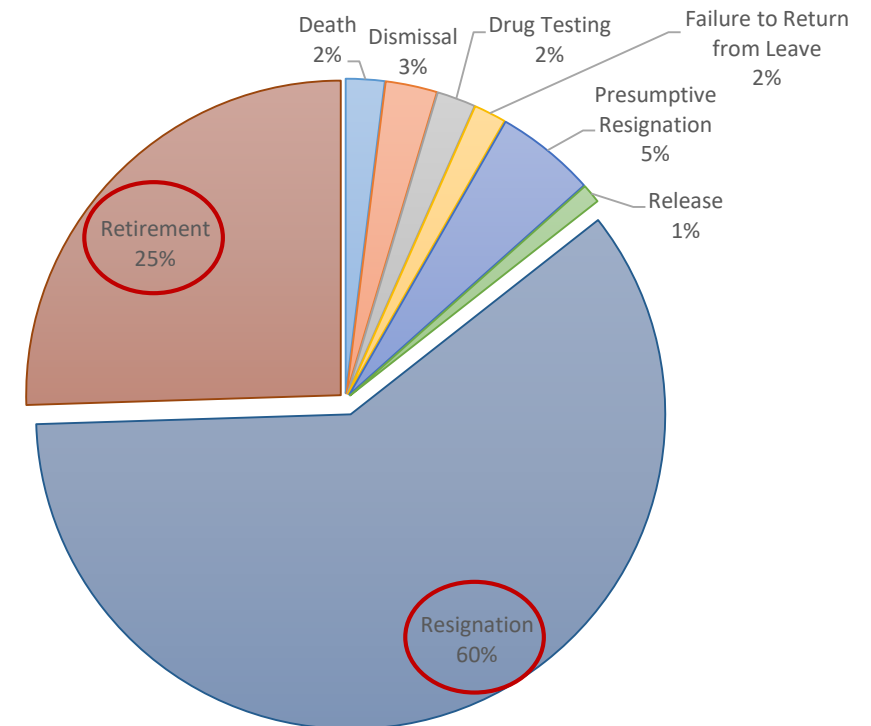
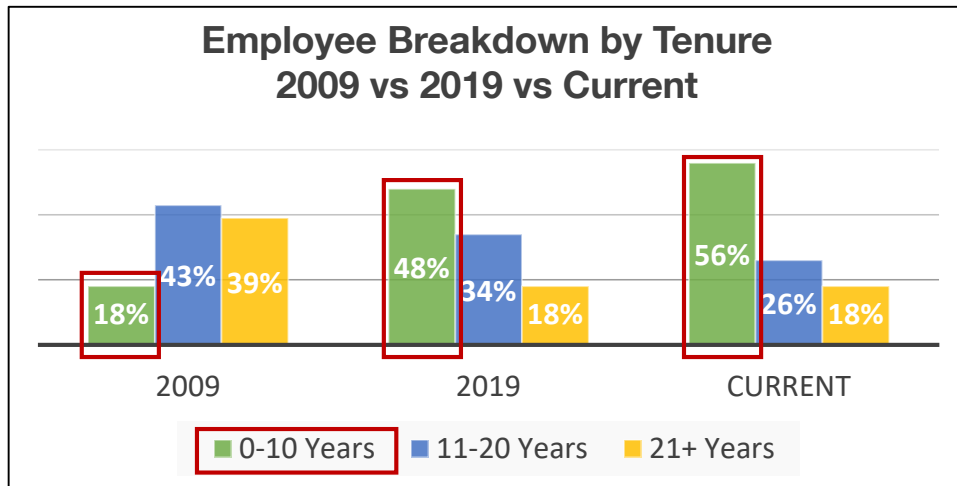
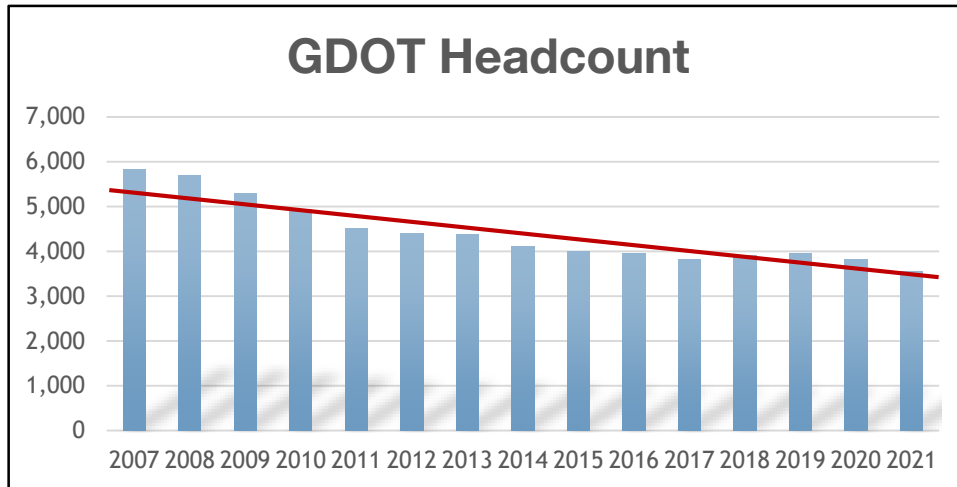
- Over the last 10 years, Georgia's population has increased by 14.4%, while size of State government has decreased by 15.2%
- Overall FY21 turnover across all agencies was 23%
- 6<sup>th</sup> consecutive year where separations outpaced new hires
- Almost ¼ of all new hires left within their first year
- Newest generations have high turnover rates
  - Millennials (1981-1996) – 25.7%
  - Gen Z (1997-2012) – 76.4%
- Average employee retired with 21.6 years of service – a 6.6% year over year decrease
  - Retirement eligibility achieved through combination of age and service
- 74% of State agencies have moved or plan to move to a hybrid/telework arrangement

*Accounted for 67% of all hires*

*Source: State of Georgia TeamWorks HCM System Fiscal Year End 2021 Workforce Report*

# Impact of Trends on GDOT Workforce

In FY2021, GDOT had over 600 full-time employees separate from service





## Our Strategic Approach

Address workforce challenges by:

- Engaging in strategic workforce planning
- Focusing on talent development
- Implementing innovative enhancements to policies and hiring/onboarding processes
- Addressing recruitment and retention challenges

# Strategic Workforce Planning

Process is broken down into 2 phases

- Phase 1 – Now through spring 2022
  - Evaluate staffing levels
  - Address recruitment and retention needs
- Phase 2 – Begins spring 2022
  - Ensure continuity of operations
  - Enhance knowledge management and employee engagement activities



# Strategic Workforce Planning – Phase 1

Ensure workforce and business operations are ever evolving to meet strategic objectives in order to deliver a significantly larger program within authorized headcount by:

- Aligning organizational structure with strategic goals
- Evaluating future staffing levels
- Performing job classification reviews and recommending changes where needed

## Strategic Workforce Planning – Phase 2

Ensure continuity of operations through staff turnover in key position by enhancing programs that focus on the following:

- Employee training and development
- Employee engagement
- Knowledge management and transfer
- Process mapping

*Will hold future meetings to discuss – may involve cross-functional meetings/open discussion across various offices*

# Talent Development

Critical to train and develop employees to quickly become successful in their current roles while also preparing them for future opportunities

- Provide technical training needed to deliver critical functions
- Enhanced focus on front-line supervisor training and resources
- Focus on innovative delivery methods to ensure broader reach and better knowledge retention
  - IE: Online Supervisor 101, virtual/hybrid Management Development Program (MDP), Telehub resources

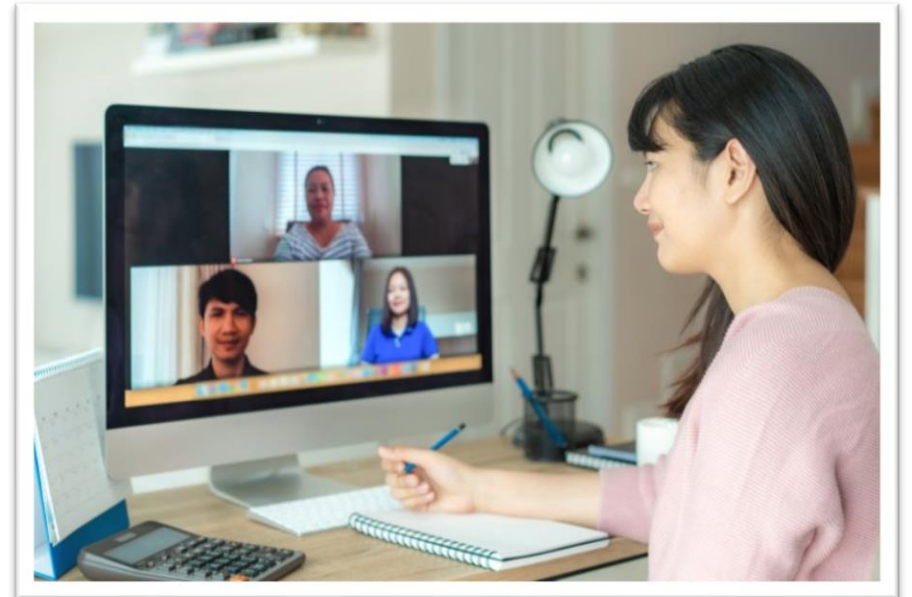


## Policies and Procedures

- Updated Telework policy - major overhaul in 2019
  - Coincided with new online training and electronic application system
  - Roll-out of “Telehub” to support effort – innovative set of resources for managers and employees
  - Collaborative effort across multiple levels/offices
  - Provides management with the flexibility to manage their offices while maintaining focus on productivity and efficiency
  - Repurposed HR position to serve as Telework Coordinator
    - GDOT went from ~150 teleworkers pre-COVID to ~1,500 currently

# Policies and Procedures

- Recently streamlined Interview and Selection Process (ISP) to reduce time to fill
  - Streamlined selection review and approval process
  - Moved to virtual interviews
- Combined recruitment and analyst teams under common supervision





# Recruitment and Retention

Employees are our greatest asset, so we want to ensure we have (and keep) employees with the right skill sets in the right positions to successfully deliver on our mission

- Assess workforce needs and ensure vacancies are filled promptly to reduce operational impact
  - Goal of 45 days from job posting to job offer
  - Identify new potential recruitment avenues for hard to fill positions
  - Recently purchased additional options on Indeed.com to be able to expand reach of job ads/better target applicants
  - Support AASHTO/GDOT Diversity, Equity and Inclusion (DE&I) efforts



# Recruitment and Retention

- Foster employee engagement to increase retention/reduce turnover
  - Recently repurposed an HR position into an Onboarding and Engagement Coordinator
- Focus on efforts to increase headcount while decreasing voluntary turnover
  - Developing partnerships with other state agencies to expand applicant pools and increase awareness of State employment opportunities

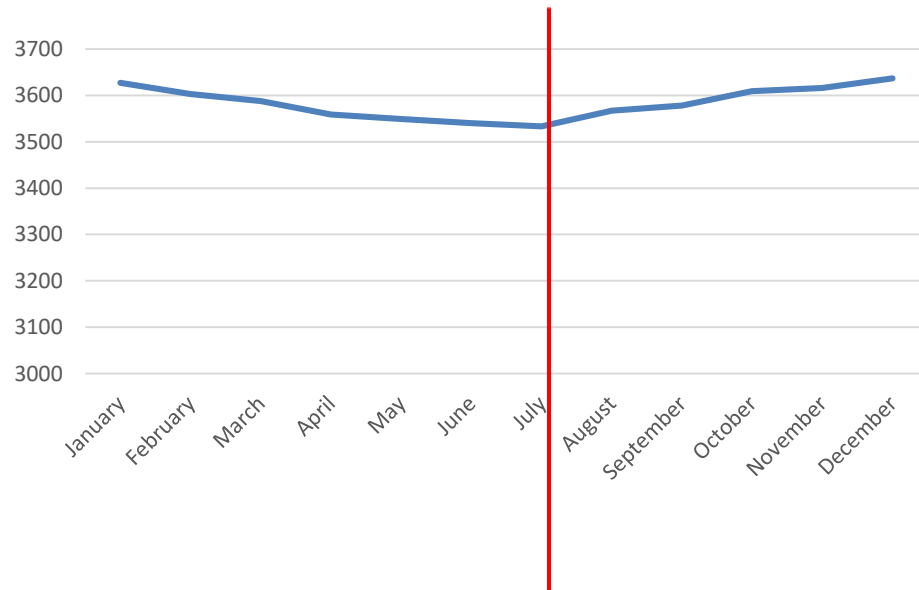
# Recruitment and Retention

- Implemented strategic update to maintenance plan in April 2021 in effort to address recruitment and retention challenges
- Starting salary for Maintenance Labor Worker (MLW) is \$12.55/hour
- Partnered with Communications on branding efforts – “Come Grow with Us”
  - Enhanced utilization and marketing of positions through social media platforms
- Hired recruiters to focus on entry-level maintenance positions
  - Make up about 60% of our workforce



# Positive Impacts of Current Efforts

**2021 Headcount**



Recent efforts have been able to stabilize headcount with increases each of the last 5 months

**2021 New Hires and Separations**



# Summary

## Workforce Initiatives

- Workforce trends indicate challenges in recruiting and retaining talent will likely continue for foreseeable future
- GDOT is taking proactive measures to ensure our organizational structure and workforce can successfully deliver on our mission and goals through a combination of the following:
  - Engaging in strategic workforce planning
  - Focusing on talent development
  - Implementing innovative enhancements to policies and hiring/onboarding processes
  - Addressing recruitment and retention challenges



# STATE TRANSPORTATION BOARD

## Intermodal Committee

January 19, 2022



# **Final Report of the Joint Study Committee on Airport Infrastructure and Improvements**

**Clement Solomon, Director**  
**Division of Intermodal**  
**January 19, 2022**

# Committee Focus, Creation, and Duties

**The Joint Study Committee on Airport Infrastructure and Improvements was created by Senate Resolution 84 recognizing:**

- The need for a comprehensive, strategic business plan to develop airport infrastructure statewide
- Remain economically competitive
- Leader in the movement of goods and people

**Committee's charge was to:**

- Determine the best course of action regarding funding and policy
- Ensure action taken over the next several years will result in the growth and support of this critical industry

## Committee Membership

- **Committee Co-Chairs:** Senator Frank Ginn and Representative Rick Jasperse
- **Legislative members:** Senator Sonya Halpern, Senator Tyler Harper, Senator Clint Dixon, Representative Mike Glanton, Representative John LaHood, and Representative Philip Singleton.
- **Commissioners:** Russell McMurry, GDOT and Pat Wilson, GDEcD

### **The following citizen members were appointed to the Committee:**

- Mr. Robert Burr, President, Georgia Airports Association
- Mr. Chris Clark, President/CEO, Georgia Chamber of Commerce
- Ms. Hope Macaluso, Airport Manager, Atlanta Regional Airport - Falcon Field
- Mr. Gregory D. Teague, President, Croy Engineering
- Mr. Larry Wade, Partner/CEO, Golden Isles Aviation
- Mr. Ken Warnock, CEO, Swainsboro/Emanuel County Chamber of Commerce



# Summary of Testimony Topics (Four Hearings)

- Georgia has an opportunity to be a leader in aviation's future
- Importance of airports on Georgia's communities
- Current airport funding framework and impact on local economies
- Return on investments for funding airports
- Necessity of state funds for successful airports
- Investing in other Georgia airports helps Hartsfield Jackson
- Investing in Georgia's airports is investing in Georgia's industry
- Georgia's airports are struggling to meet hangar demand
- Economic impact of the business aviation industry
- Aviation funding in North Carolina and Florida
- Georgia airports associations recommendations for committee

**FINAL  
REPORT  
ISSUED  
December  
2021**

## Committee Recommendations

1. Raise total state annual funding for airport infrastructure and improvements to levels comparable to neighboring states like Florida and North Carolina
2. Allow state funding to be continuous and adjusted with consumer-price index considerations or as a percentage of total state revenue
3. Expand projects eligible for state funding: revenue producing projects, land acquisition, hangar development and obstruction mitigation
4. Revise funding formula to increase the amount the state contributes for airfield infrastructure and safety projects (provided there is an overall increase in aviation grant appropriations)
5. Allow airport revenue-generating projects to be eligible for state funding

## Committee Recommendations

6. Allow funding to carry over annually to allow for larger projects with appropriate restrictions on the length of time and the amount that can be carried over
7. Consider a loan program with stipulations for building hangars
8. Streamline process for approving projects and allow for greater local discretion
9. Consider a constitutional amendment allowing the state to take on general obligation debt in order to make grants or loans to local governments for airport infrastructure
10. Consider work force development for aviation careers
11. Conduct further studies on commercial air carrier and air cargo investment opportunities

# Questions?



# STATE TRANSPORTATION BOARD

## Statewide Transportation Planning/ Strategic Planning Committee

January 19, 2022



Georgia Department of Transportation

**Update on Transportation Alternatives Program**  
*and*  
**Update on Planning Lump Sum Funding Programs**  
*(Freight Operations & Rural Development)*

**Kelly Gwin**

**Rural Planning Branch Chief**

**January 19, 2022**

# Transportation Alternatives Program (TAP)



# Transportation Alternatives Program (TAP)

## What is TAP?

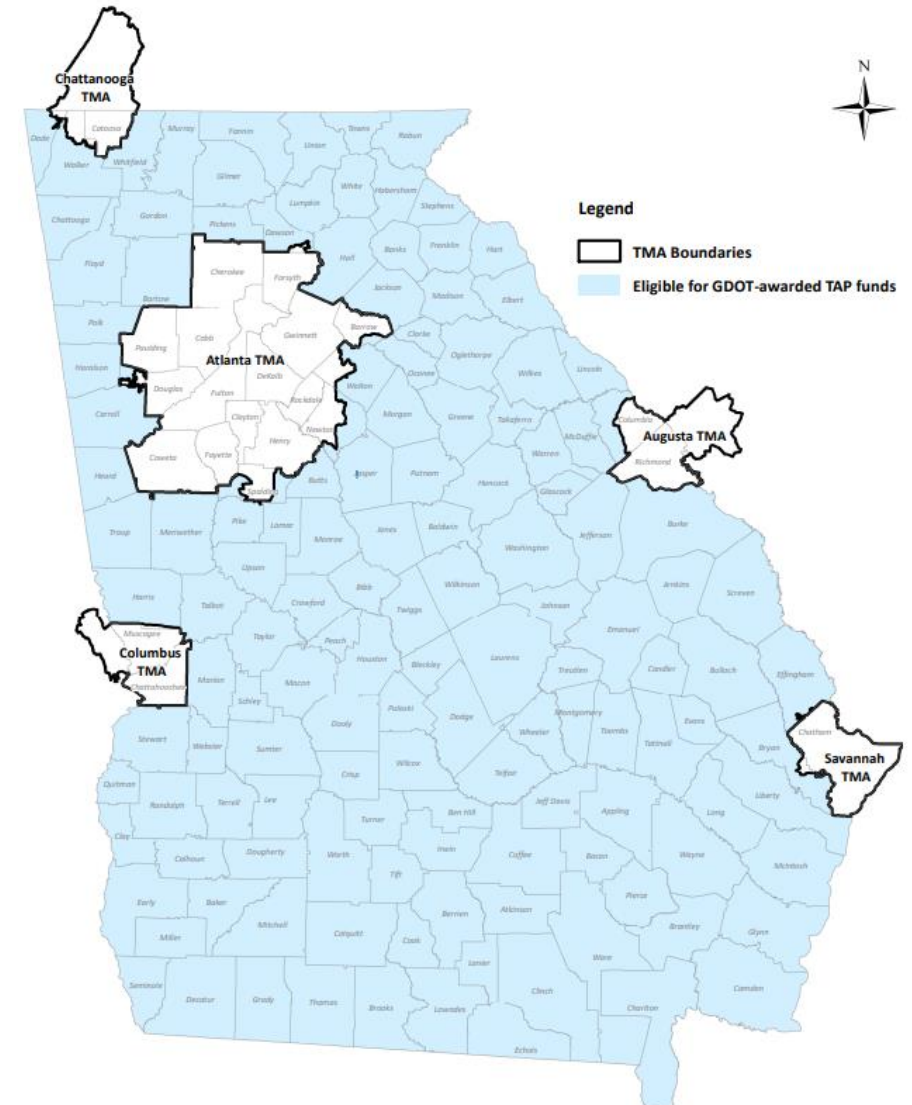
- Federal grant opportunity for local governments to pursue non-traditional transportation related activities

## Eligible TAP Projects

- Sidewalk improvements, multi-use trails, bicycle, and pedestrian facilities and streetscape improvements

## Some requirements to qualify for a GDOT-awarded TAP grant

- Local public agency must be Local Administered Project (LAP) certified
- Local government must provide 20% match
- Limited to areas of the state with population less than 200,000





***“Strengthening and creating opportunities in rural Georgia is one of my top priorities. The TAP grants awarded are an excellent opportunity for smaller communities and local governments to move alternative transportation projects forward that will have positive and long-lasting benefits for the residents and visitors to rural Georgia...”***

- Governor Brian Kemp

# **Fiscal Year 2022 GDOT Awarded TAP Projects**

## **20 applications received**

8 applications disqualified for no LAP certification

1 application disqualified for being inside TMA boundary

## **9 projects awarded, totaling over \$4.5 million**

7 awards in >5,000 but <200,000 population category

2 awards in <5,000 population category

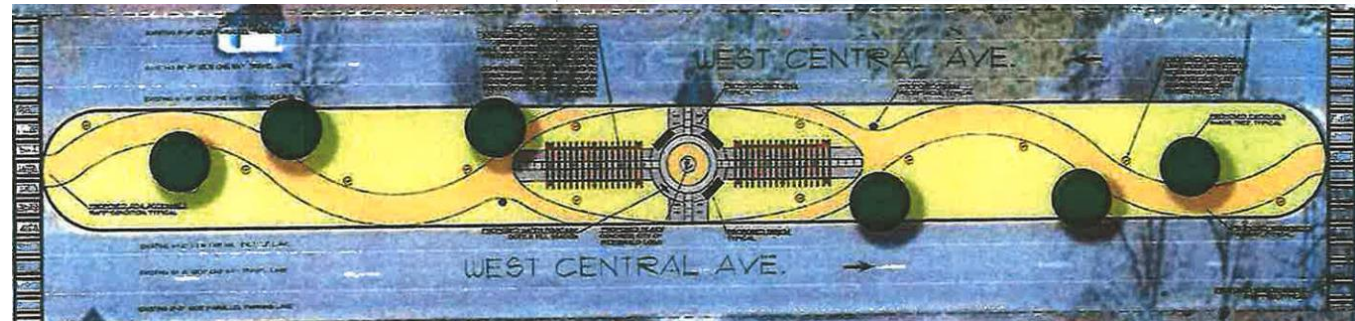
### **Phases Awarded**

**1 Construction (CST)**

4 Right of Way (ROW)

4 Preliminary Engineering (PE)

# City of Fitzgerald Main & Central Ave. Urban Trail – CST phase



## City of Greensboro Streetscape Project – ROW phase

# Fiscal Year 2023 TAP Call for Projects

- Open submission period for project applications is usually mid-April through end of July
- Call for projects advertised:
  - State agencies:
    - DNR
    - DCA – Office of Downtown Development & GA Main Streets Program
    - GDOT District Engineers
  - Stakeholders:
    - GMA
    - ACCG
    - GARC
    - GAMPO
  - Banner on the GDOT homepage and on the TAP website

# Questions?

**GDOT's TAP website**

[www.dot.ga.gov/InvestSmart/Funding/Pages/TAP](http://www.dot.ga.gov/InvestSmart/Funding/Pages/TAP)



# Office of Planning's New Lump Sum Funding Programs

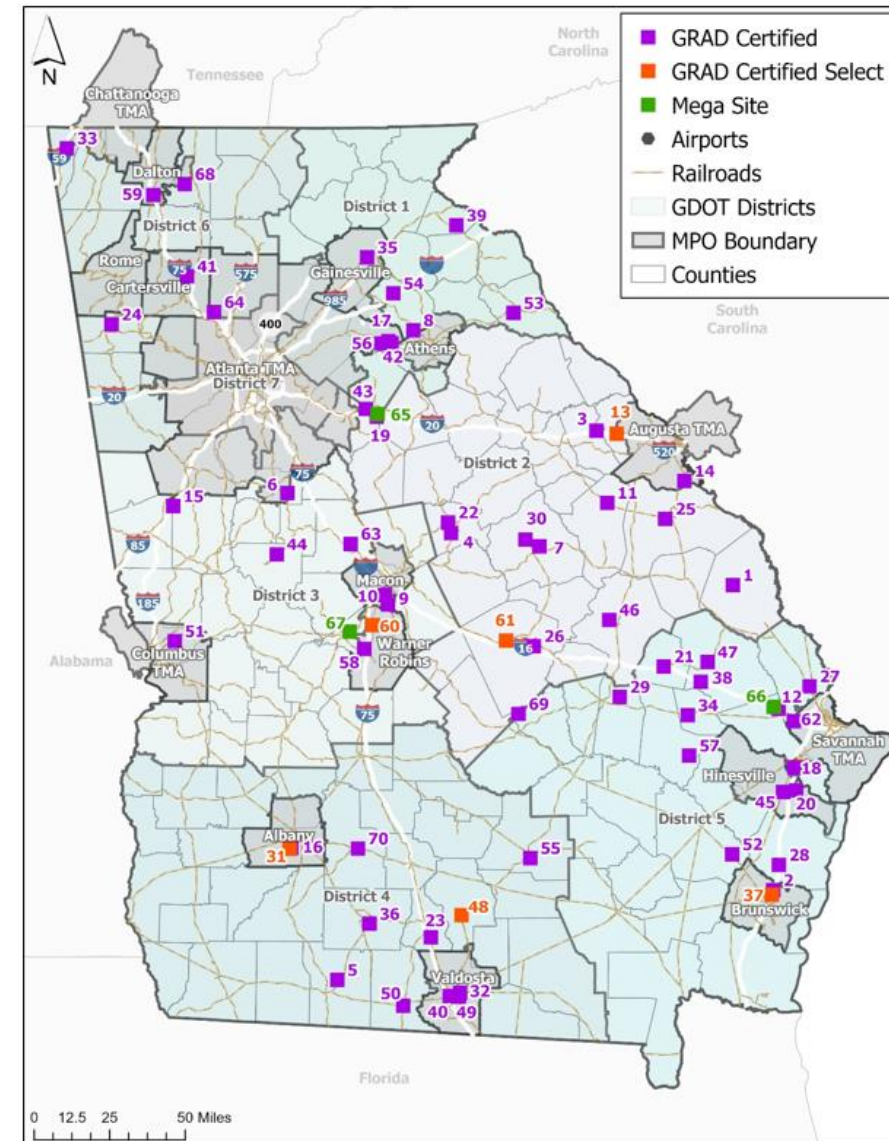
Rural Development  
Freight Operations



# Lump Sum Program Goals

- Supports implementation of Governor Kemp's Strategic Goals & GDOT's Statewide Strategic Transportation Plan (SSTP)
- Supports local/regional goals
- Leverages transportation network to accommodate growth while also enhancing safety & improving roadway operations

Georgia Ready for Accelerated Development  
(GRAD) Site Locations



# Purpose: Rural Development

**Advance existing and future rural development by targeting:**

1. Safety and operations improvements
2. Supporting public safety communications (ITS)
3. Broadband infrastructure
4. Innovative transportation solutions

## **Safety & Operations**

- Roundabouts, turning lanes, safety equipment, signals

## **Public Safety Communications**

- ITS assisting with hurricane evacuation & other public safety messaging



## **Broadband**

- Readying rural roadways for future transportation technology

## **Innovation**

- Smart traffic signals



# Purpose: Freight Operations

1. Improve reliability and/or safety of freight operations
2. Reduce community impacts caused by freight vehicle movements

## Truck Parking

- Increasing truck parking supply at existing public facilities
- Deploying truck parking availability systems

## Intersections and ITS

- Signals and related timing modifications
- RR crossing status notifications



## General Roadway

- Roadway realignment
- Truck-capable roundabouts

## Lanes

- Passing lanes/truck climbing or deceleration lanes
- Turn Lanes

# Fiscal Year 2022 – Planning Lump Sum Awards

**55 Projects Awarded Totaling ~\$19M**

Freight Operations: 22

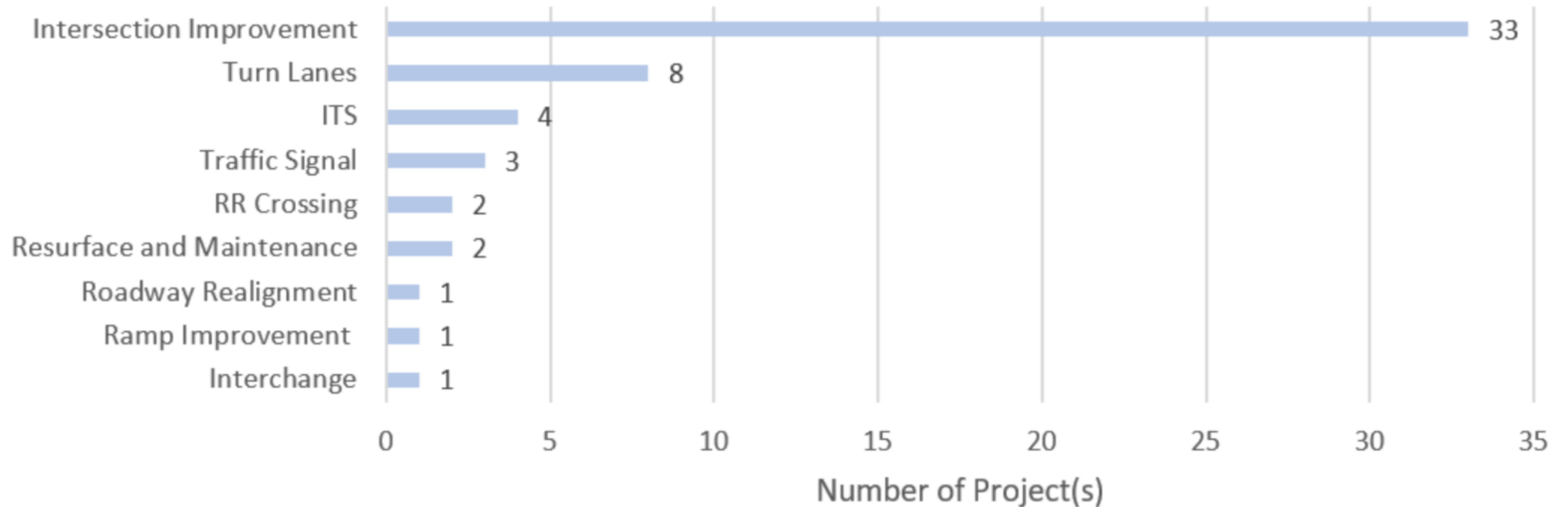
Rural Development: 33

*5 awarded projects - FY 22 CST*

*73 projects were submitted*

**~25% of projects awarded are  
within 5 miles of a GRAD site**

# Lump Sum Awards by Primary Work Type



## Fiscal Year 2022 – CST phase awards

- **Intersection Improvement:** SR 34 @ Shenandoah Blvd E (Coweta)
- **Resurfacing/Maintenance:** SR 293 @ SR 53 (Floyd)
- **Roundabout:** SR 101 @ SR 120/Buchanan Hwy. (Paulding)
- **Automated Incident Detection (AID) & Closed-circuit television (CCTV) expansion:** I-20 East (multiple)
- **Commercial vehicle driver safety notification system:** I-95, I-16 & I-75 (multiple)

# Questions?

## Thank You!



# **STATE TRANSPORTATION BOARD**

## **COMMITTEE MEETINGS**

**January 19, 2022**