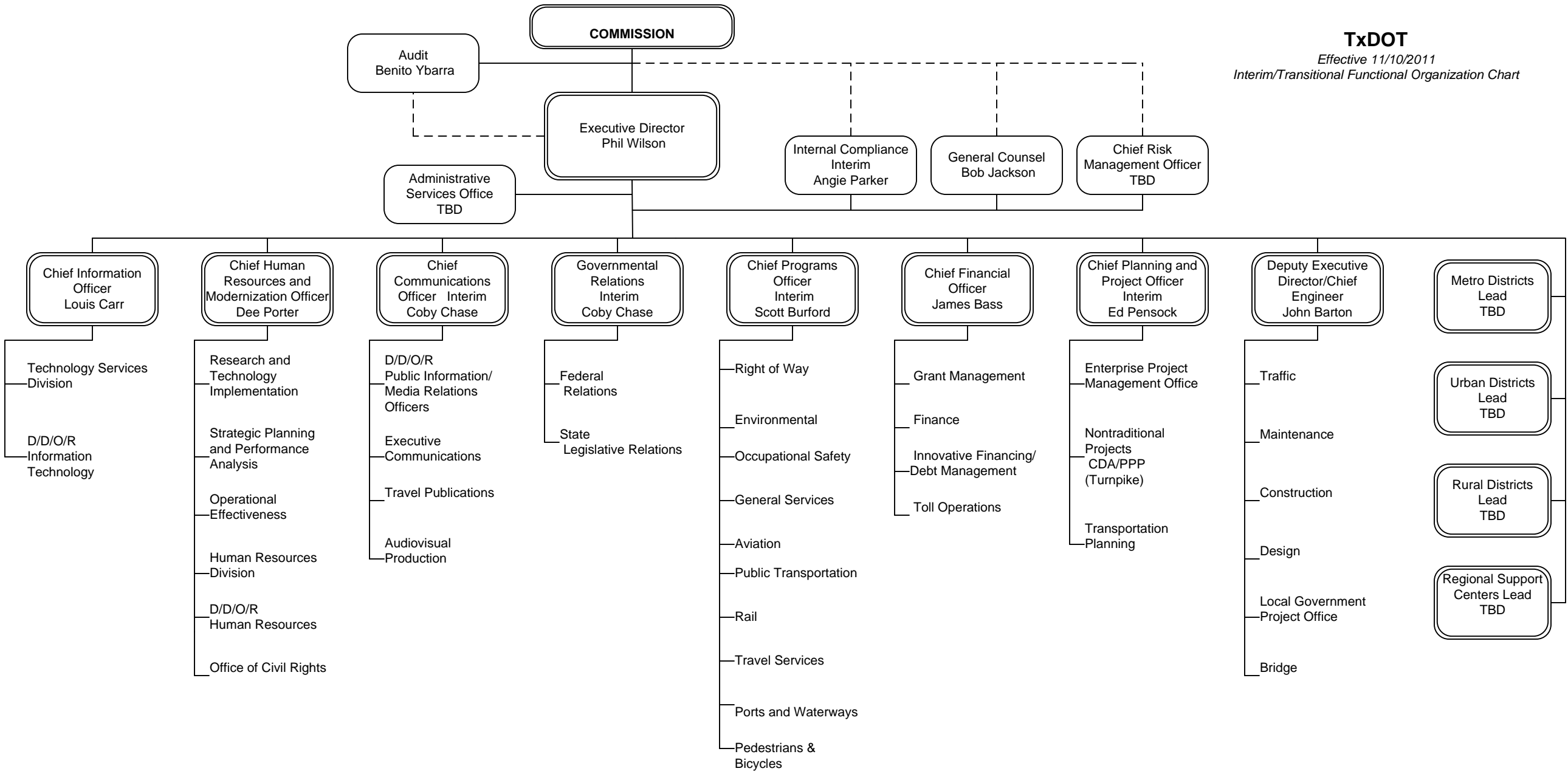


TxDOT

Effective 11/10/2011
Interim/Transitional Functional Organization Chart



This chart displays the broad functions that reside under each Chief/Officer not necessarily sections/division.

TxDOT Organizational Chart by Functional Areas

Effective Date: November 10, 2011

Audit Office, Benito Ybarra

This office will continue as a direct report to the Texas Transportation Commission. This office has already made changes to its internal organizational structure, which includes moving district audit functions to the Audit office.

Office of General Counsel, Bob Jackson

This office will continue as a direct report to the executive director and will continue to advise the Commission on department legal issues.

Internal Compliance Office; (New Position – Selection Expected by December 1)

Angie Parker, Interim Internal Compliance Officer

This office will continue as a direct report the executive director and will continue to oversee the department's internal compliance functions, such as TxDOT Watch. In addition, this office will also oversee the development and oversight of the ethics program. A TxDOT team has been assembled to look at further responsibilities and practices of this office.

Chief Risk Management Officer (New Position – Job Notice to be Posted)

This is a newly-created position that will report to the executive director. This position will be responsible for inventorying and assessing risk (financial, operational, and reporting) throughout department programs and developing plans to mitigate those risks.

Administrative Services Office (New Position/Chief of Staff – Selection Expected by December 1)

This is a newly-created office that will report to the executive director and be led by the newly posted chief of staff. The responsibilities include providing guidance in strategic operations, planning and communications to the executive director as well as assisting the executive director in implementing department policies and programs. This office will not have supervisory authority over any agency operations, except for those within the Administrative Services Office.

Chief Information Officer; Louis Carr

This position will continue as a direct report to the executive director. In addition to current duties over the Technology Services Division, additional duties of the CIO include management and oversight of the informational technology staff which is currently located within districts, divisions, office and regions. Moving these additional resources under the CIO will improve the overall effectiveness of IT in support of agency operations. All IT field employees will continue with their current job duties, with the exception of a reporting change into a department-wide technology services group. A TxDOT team will be formed to address the internal processes impacted by this new reporting structure. The following are the divisions and functions that will directly report to the Chief Information Office.

- Technology Services
- DDOR Information Technology (Division, District, Office & Region IT staff)

Chief Human Resources & Modernization Officer; Dee Porter

This position will continue as a direct report to the executive director. The additional duties to this position include responsibilities for a new office of operational effectiveness, which will oversee the day-to-day responsibilities of the modernization effort. Aligning the strategic planning and performance measures with modernization efforts will enhance its success. All HR field employees will continue with their current duties, with the exception of a reporting change into the HR Division. A TxDOT team will be formed to address the internal processes impacted by this new reporting structure. The following are the divisions and functions that will directly report to the Chief Human Resources & Modernization Officer:

- Research & Technology
- Strategic Planning & Performance
- Operational Effectiveness (New Position – Job Notice to be Posted)
- Human Resources
- Office of Civil Rights (HUB/DBE program functions)
- DDOR Human Resources (Division, District, Office and Region HR Staff)
- Motor Carrier (Until functions transfer to Dept. of Motor Vehicles)

Chief Communications Officer (New Position – Job Notice to be Posted) **Coby Chase, Interim Chief Communications Officer**

This newly-created position will report to the executive director and will be responsible for all communications for the department, including direct oversight of district and division public information officers. All district and division public information officers/media liaison officers will continue with their current duties, with the exception of a reporting change into the new communications office. A TxDOT team will be formed to address the internal processes impacted by this new reporting structure. The creation of a communications office will allow it to be solely and independently responsible for coordinating communication policies and activities throughout the department. Furthermore, the separation of communications from governmental relations was recommended by both the Grant Thornton report and the Restructure Council. The following are the functions that will directly report to the Chief Communications Officer:

- DDOR Communications (Division, District, Office & Region PIOs/MLOs)
- Executive Communications (Media Relations, Internal Communications, Marketing & Graphic Design)
- Litter Prevention Program
- Travel Publications
- Audiovisual Production

Governmental Relations Officer (Open – Job Notice to be Posted)
Coby Chase, Interim Governmental Relations Officer

This position will report to the executive director and will be responsible for all legislative and community outreach. The organization will be divided into two groups – Federal and State Legislative Relations. With increased priority in Federal Relations, Coby Chase will lead the federal, international and public engagement efforts while a separate office is organized to lead State Legislative Relations. The following functions will directly report to the Governmental Relations Officer:

- Federal Relations (Outreach/Community Relations)
- State Legislative Relations (Outreach/Community Relations)

Chief Program Officer (New Position – Job Notice to be Posted)
Scott Burford, Interim Chief Program Officer

This newly-created position will report to the executive director. This organization is vital to the support of regions and districts. With the alignment of these programs, TxDOT will continue to improve its ability to support field operations, as well as maintain the importance of all multi-modal operations. The following functions will directly report to the Chief Program Officer:

- Occupational Safety
- Right of Way
- Environmental
- Multi Modal (Aviation, Public Transportation, Rail, Gulf Intracoastal Waterway, Pedestrian and Bicycle)
- General Services
- Travel Services & Gift Shop

Chief Financial Officer; James Bass

This position will report directly to the executive director. The duties of the existing position have been expanded to include other financing operations such as a new position for grant management and enhancing an existing debt management function with the addition of innovative financing functions. The result of the expanded duties will ensure standardization of grant management, increased accountability, transparency and greater emphasis on debt management as TxDOT maintains one of the largest and most complex budgets in Texas government. The following functions will directly report to the Chief Financial Officer:

- Grant Management (New Position – Job Notice to be Posted)
- Finance (Program and Letting management included)
- Toll Operations
- Innovative Financing/Debt Management (New job posting – Job to be posted)

Chief Planning & Project Officer (New Position – Job Notice to be Posted)
Ed Pensock, Interim Chief Planning & Project Officer

This newly-created position will report to the executive director. As TxDOT moves forward with more innovative ways for executing projects, this office will ensure the entire lifecycle of projects are managed and schedules are integrated from a risk and critical path perspective. The responsibilities of this office are critical to the improvement of project delivery and project risk management. This office will look across all project development activities optimize schedules and reduce cycle times. The following functions will directly report to the Chief Planning & Project Officer:

- Enterprise Project Management
- Non-traditional projects, CDA, PPP (Turnpike, to exclude toll operations)
- Risk Management (New Position – Job Notice to be Posted)
- Transportation Planning and Programming

Deputy Executive Director/Chief Engineer; John Barton

This newly-created position will report to the executive director. This position serves as TxDOT's primary engineer. This position will work directly with the executive director, Administration and the district engineers to more effectively integrate the core functions of engineering, maintenance and operations with TxDOT's other business functions. This position will also be responsible for the newly-created Local Government Projects. The following functions will directly report to the Deputy Director/Chief Engineer:

- Traffic Operations
- Maintenance
- Construction
- Design
- Bridge
- Local Government Project Office (New Position – Job Notice to be Posted)

District and Region Offices (No Changes in personnel)

All 25 districts and four region offices will report directly to the executive director. The districts will continue to be primarily responsible for project development, construction, and maintenance for highway projects. The district and region leadership will work directly with administration to ensure TxDOT goals are being met. They will also work with the executive director to implement new performance measures and a new business model. The performance measures will be developed with the district engineers and Administration in the next few months.

District and Region Team Leaders

(New Positions – will be filled with District Engineers and Region Director)

These four newly-created positions will report to the executive director. The responsibilities of the district team leaders will be to work with the executive director and the appropriate district engineer to resolve district issues that are elevated to TxDOT's executive level. The creation of district teams (metro, urban and rural) will enhance the sharing of best practices among similar districts. Likewise, a region leader will have similar responsibilities with the regions. District and region team leaders will not serve in a supervisory or reporting structure among their peers. District and region team leaders will rotate on an annual basis. The team leaders include:

- Metro District Team Leader
- Urban District Team Leader
- Rural District Team Leader
- Region Team Leader