TxDOT Organizational Chart

Frequently Asked Questions **November 10, 2011**

Q: When will this organizational chart become effective?

A: The new TxDOT organizational chart becomes effective November 10, 2011. However, it will take a few months to complete the necessary budget, human resources activities and other functions to support the new organizational structure. The goal is to complete these functions by January 1, 2012.

Q: Why is this is a transitional organizational chart?

A: It is possible that the organizational chart will be fine-tuned in order to improve efficiencies in agency operations, particularly as new chief officers come on board and examine the work processes and program they are responsible for. The goal is to implement an organizational chart that strives for TxDOT's modernization goals - a performance-driven organization, a great place to work and quality customer service. A final organizational chart is expected within 12 - 18 months.

Q: Was a disciplined approach followed in developing the organizational chart?

A: Yes. This chart was based on recommendations from previous reports on TxDOT operations, private sector business models and input from senior department staff. In addition, input was also considered from several modernization project teams. The new organizational chart also reflects the vision and direction of the new executive director.

Q: Will any of the existing/newly-named chief officers be required to re-apply for their jobs?

A: No. They may have some changes from previously listed duties however no one will need to reapply.

Q: When will the newly-created chief officer positions be hired?

A: The job vacancies for these positions are expected to be posted by the end of November. The goal is to have these positions filled by January 2012. These positions include Chief Communications Officer, Chief Governmental Relations Officer, Chief Programs Officer and Chief Planning & Project Office.

Q: Will employees lose their job or need to relocate as a result of the new organizational chart?

A: No. The purpose of the new organizational chart is to better align agency functions, improve workload balance and improve overall agency operations and efficiencies.

Q. What is the need for the Local Government Project Office?

A: Based on the Grant Thornton recommendation, we are establishing a government project office. This office will ensure the quality of the local pass-through projects meet TxDOT standards.

Q: Why was the right-of-way, environmental, planning functions separated from the traditional engineering functions?

A: Several recommendations have been made to bring environmental and right of way functions together into a project office to better coordinate all project activity.

Q: In addition to information technology, human resources and public information officers, will other district functions move to divisions?

A: It is possible that other support functions may be transferred from the districts to the divisions in order to improve agency operations. However, employees currently performing these duties in the district will continue to be based in the district. Employees will not need to re-locate and will continue their day-to-day work. The only change will be the reporting structure to the division.

Q: Will there be any changes to the region offices?

A: The regions will continue to operate as they currently do. The only change will be that region directors will now directly report to the executive director.

Q: Have the TxDOT franchise models been finalized?

A: No. With input from senior leadership, the franchise models will be developed collaboratively using a disciplined approach and with teams made up of employees from districts, regions and divisions/offices.

Q: What is a district franchise model and how will that look at TxDOT?

A: The franchise model will put in place a ***common business model to ensure consistency and maximized value to our customers.*** Unique models will be developed for metro, urban and rural districts. These franchises will be evaluated based on performance measures developed by divisions, regions, and offices.

The franchise approach will:

- Provide standards and methods for how a district operates and how it works with customers to deliver its product and services.
- Ensure franchises have common performance measures (based on metro, urban or rural model) for determining success.

Q: How will the geographic differences and needs between districts be handled?

A: Geographical differences are handled through regional support as they currently are. We also recognize that there are unique needs that both regionalization and franchises will not be able to address however, these will be the exceptions not the rules.

Q: Will districts be able to make more decisions without going to Administration?

A: Yes. Once performance measures and standards are developed, districts will be able to freely to manage within the appropriate metro, urban or rural franchise model. Furthermore with the change in reporting structure for some shared services, it is expected that district and division leadership will work collaboratively to solve staffing and service issues.

Q: Which districts follow the metro, urban and rural models?

A: Metro: Austin, Dallas, Fort Worth, Houston, San Antonio
Urban: Beaumont, Bryan, Corpus Christi, El Paso, Laredo, Lubbock, Pharr, Tyler, Waco
Rural: Amarillo, Abilene, Atlanta, Brownwood, Childress, Lufkin, Odessa, Paris, San Angelo, Wichita Falls, Yoakum