

## New year, new direction



In December, I told you we were planning to make several changes in the way we are structured. This decision came from your feedback about the need to focus more on safety and people and from observations received from an independent organizational assessment, as well as by a high rate of employee turnover and budget limitations that have affected our ability to effectively staff for the future. To address these issues, and to ensure our focus and management structure would more adequately reflect our core values of safety, service and stability, we created two new leadership positions: Chief Safety and Operations Officer and Chief Administrative Officer. We also went to work to fill the vacant positions of Assistant Chief Engineer and Chief Financial Officer.

The first step was elevating Ed Hassinger to the new position of Deputy Director/Chief Engineer in the Director's Office. Additionally, we have filled the Assistant Chief Engineer and Chief Financial Officer vacancies and created two additional leadership positions: Chief

Safety and Operations Officer, and Chief Administrative Officer. Eric Schroeter has been selected as Assistant Chief Engineer and Brenda Morris has assumed the duties of Chief Financial Officer. Becky Allmeroth will bring her extensive experience to the position of Chief Safety and Operations Officer and Micki Knudsen has been named Chief Administrative Officer.

Fitting perfectly with our culture of measuring performance, we plan to further review our business and operating practices to standardize best practices throughout the state to continue our efforts to deliver great transportation system value to all Missourians.

As 2018 ended, I was very encouraged to discover that Missourians are getting the message when it comes to safety belt usage. The latest Missouri Seat Belt Usage Survey, which has been taken annually since 1998, shows 87.1 percent of Missourians use their seat belts. This is the highest rate ever and puts us closer to the national average of 89.7 percent.

I'm also very proud of our MoDOT family for last year's Missouri State Employee Charitable Campaign. Thanks to all of you, MoDOT has reclaimed the top spot in giving among all state departments, pledging \$131,412 in 2018—a solid increase over our 2017 total of \$125,186.

As I said before—but it bears repeating—I am humbled to be a part of an organization made up of such caring and competent individuals.

With warm regards,

Patrick K. McKenna

### Mission

*Our mission is to provide a world-class transportation system that is safe, innovative, reliable and dedicated to a prosperous Missouri.*