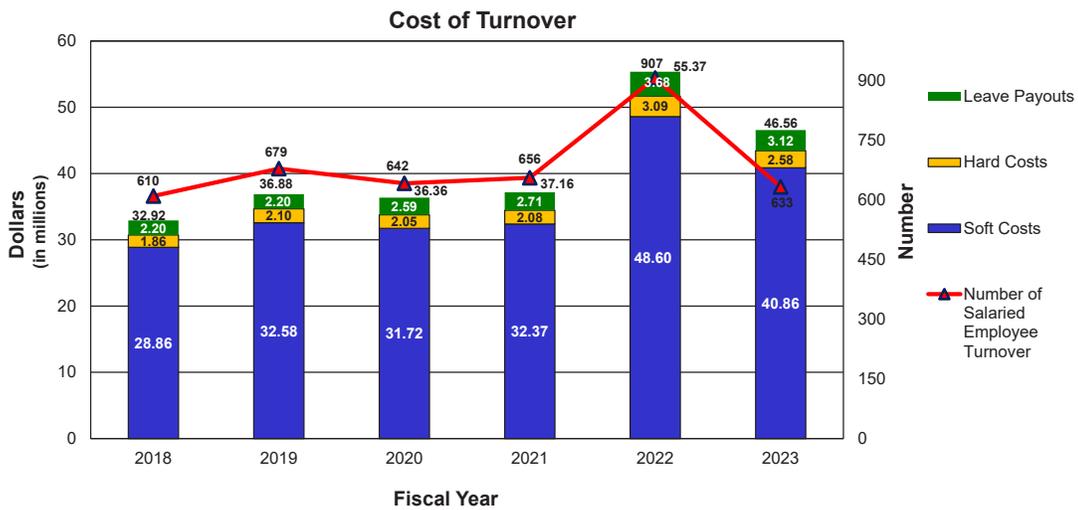


MoDOT Workforce Challenges

Excessive employee turnover significantly impacts MoDOT's productivity. It is costly and creates a continual staffing cycle to fill positions needed to maintain a safe and reliable transportation system. Approximately 630 employees left in fiscal year 2023, costing the department more than \$46 million.



This is a reduction from fiscal year 2022 in which more than 900 employees left the department at a cost of more than \$50 million. This reduction is attributed to recent actions taken regarding pay. Salary adjustments included the implementation of a market adjustment approved by the commission and multiple cost-

of-living increases signed into law by the governor in fiscal years 2022 and 2023.

While progress has been made, there are still areas that continue to struggle. The department continues to see high turnover in maintenance positions and struggles with filling critical positions like equipment technicians (mechanics). It is necessary to continue improving employee pay to ensure MoDOT can staff critical positions and retain a trained and qualified workforce to carry out its mission.

20 Year Labor Hour Comparison

