



PENNSYLVANIA TURNPIKE COMMISSION

Engineering Reorganization & Staff Organization Charts

Basis for Reorganization

Staff Turnover

- 50 Staff departed over last 2 years

Business Improvement Plan

- Increased Capital Plan
- Sustainability & Technology Initiatives

Staffing Outlook

- Analyzed Existing Workload & Staff Accountability
- Anticipated Retirements (20 in the next 3 years)

Benefits of Reorganization

Addresses Staffing Gap Analysis

- Aligns with BIP and matches growth in the capital plan.
- Considers Consultant Support as-needed

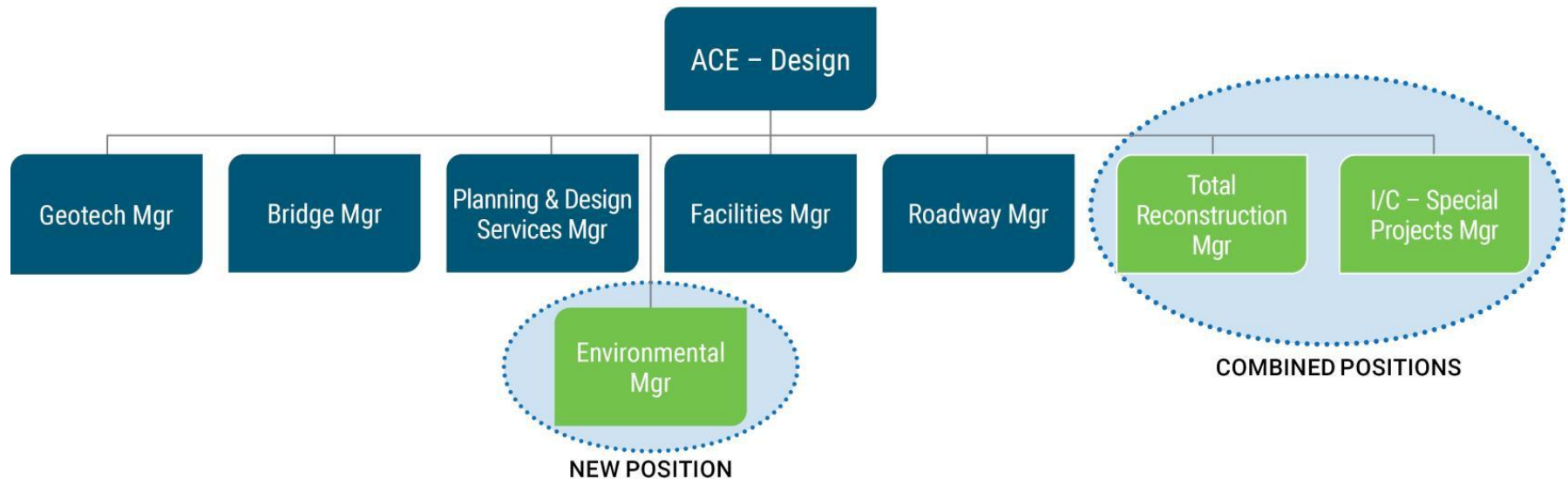
Job Satisfaction

- Retain Employees
- Increased Opportunity for Less Experienced Staff
- Provides Career Progression for Non-Engineers
- Reclassify or promote certain staff
- Most Senior PMs now have staff to Supervise

Competitive Recruiting



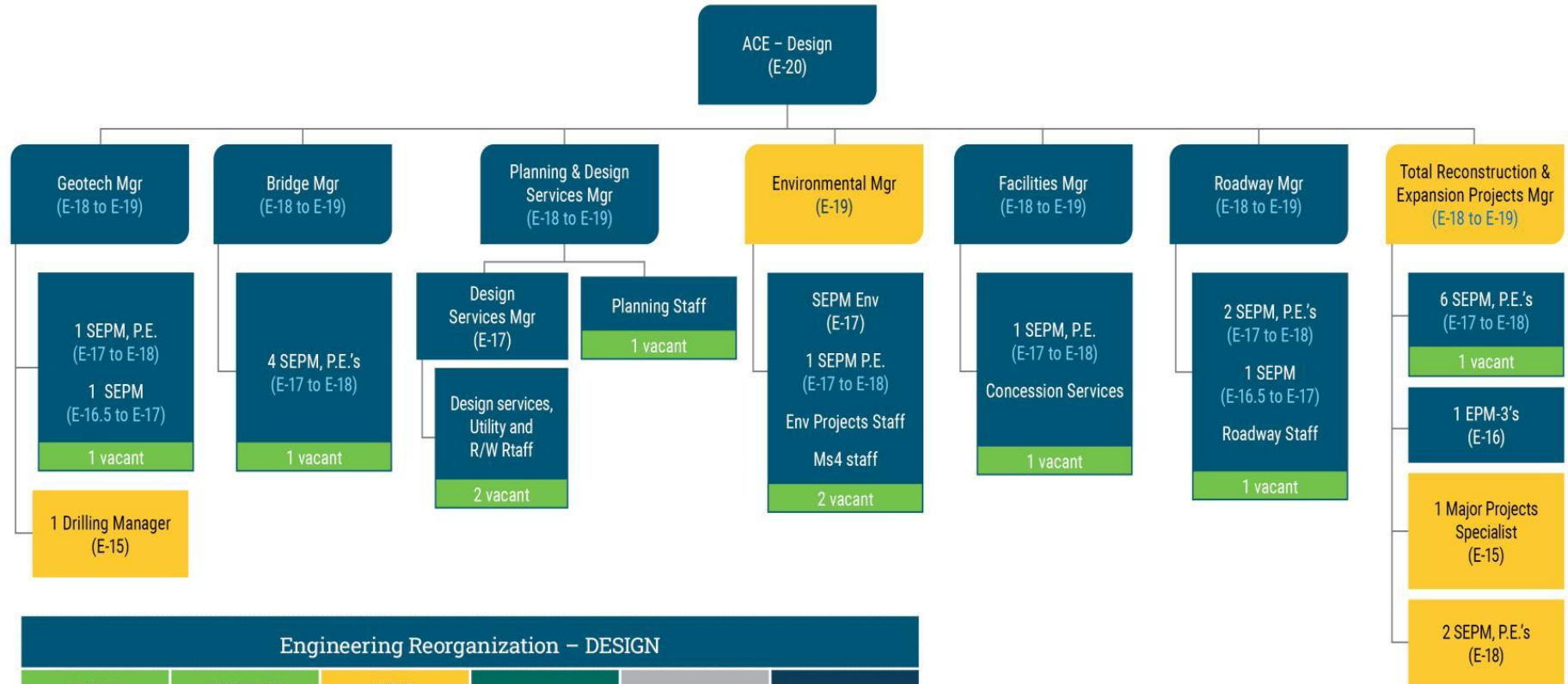
Design Department



Migrate Utilities & Design Services to Planning Unit

- Remove Services so that Units can focus on their core delivery.

Design Department

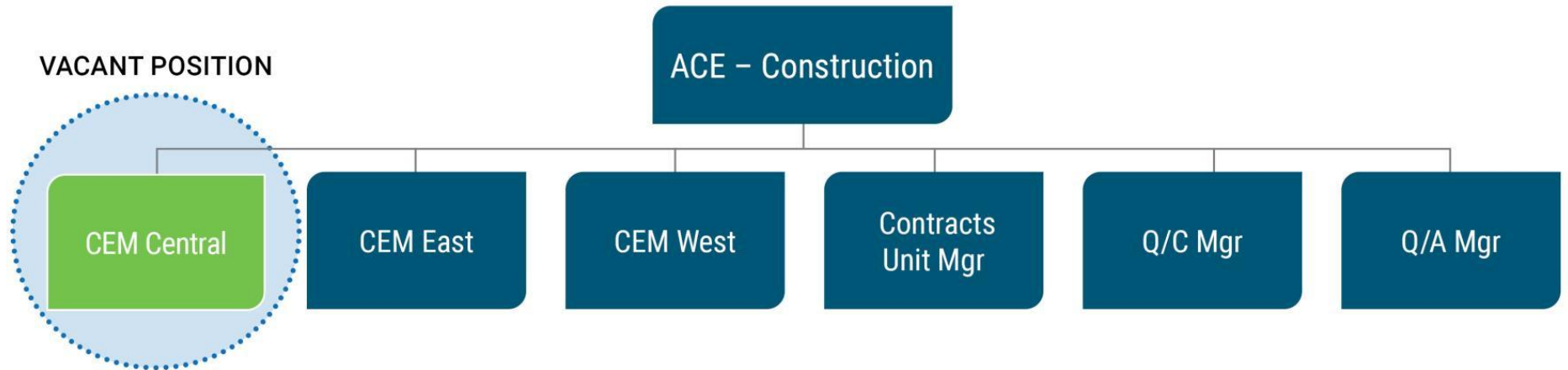


Engineering Reorganization – DESIGN					
ADDED Positions (past two years)	VACANT Positions (current)	NEW Positions (requested)	ELIMINATED Positions	CONSULTANTS	TOTAL
9	15	6	8	as needed	22

Existing Position
 Vacant Position
 New Position



Construction Department

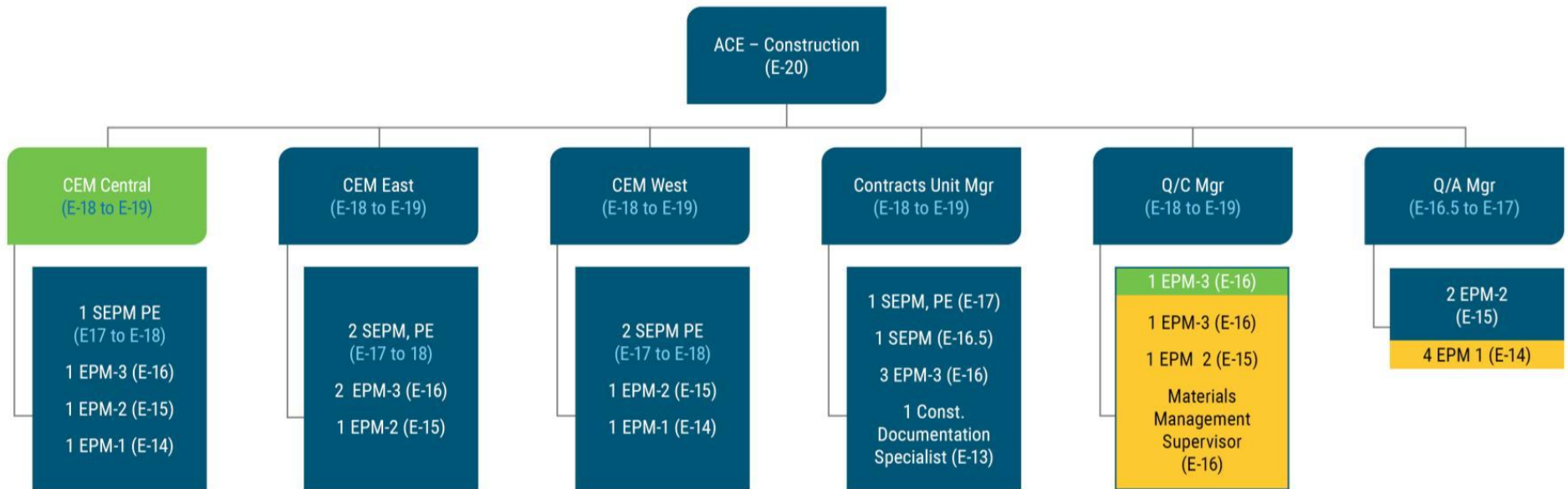


Fill CEM Central Position:

- Supported by Capital Plan
- Move supporting staff from other CEM units to CEM Central

Add a Constructability Reviewer under Q/C Mgr

Construction Department



Engineering Reorganization – CONSTRUCTION					
ADDED Positions (past two years)	VACANT Positions (current)	NEW Positions (requested)	ELIMINATED Positions	CONSULTANTS	TOTAL
4	6	13	4	as needed	19

Existing Position
 Vacant Position
 New Position



By the Numbers

Engineering Staff (since last 2 years):

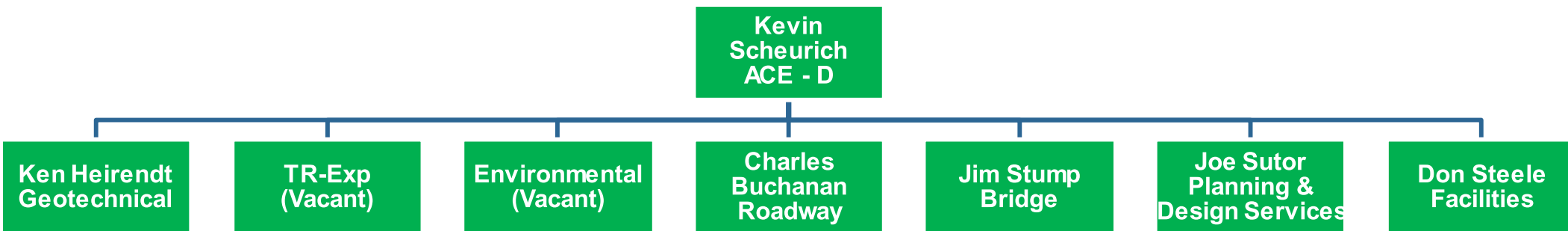
- 50 Departed
- 41 Added/Vacant/New

Capital Plan:

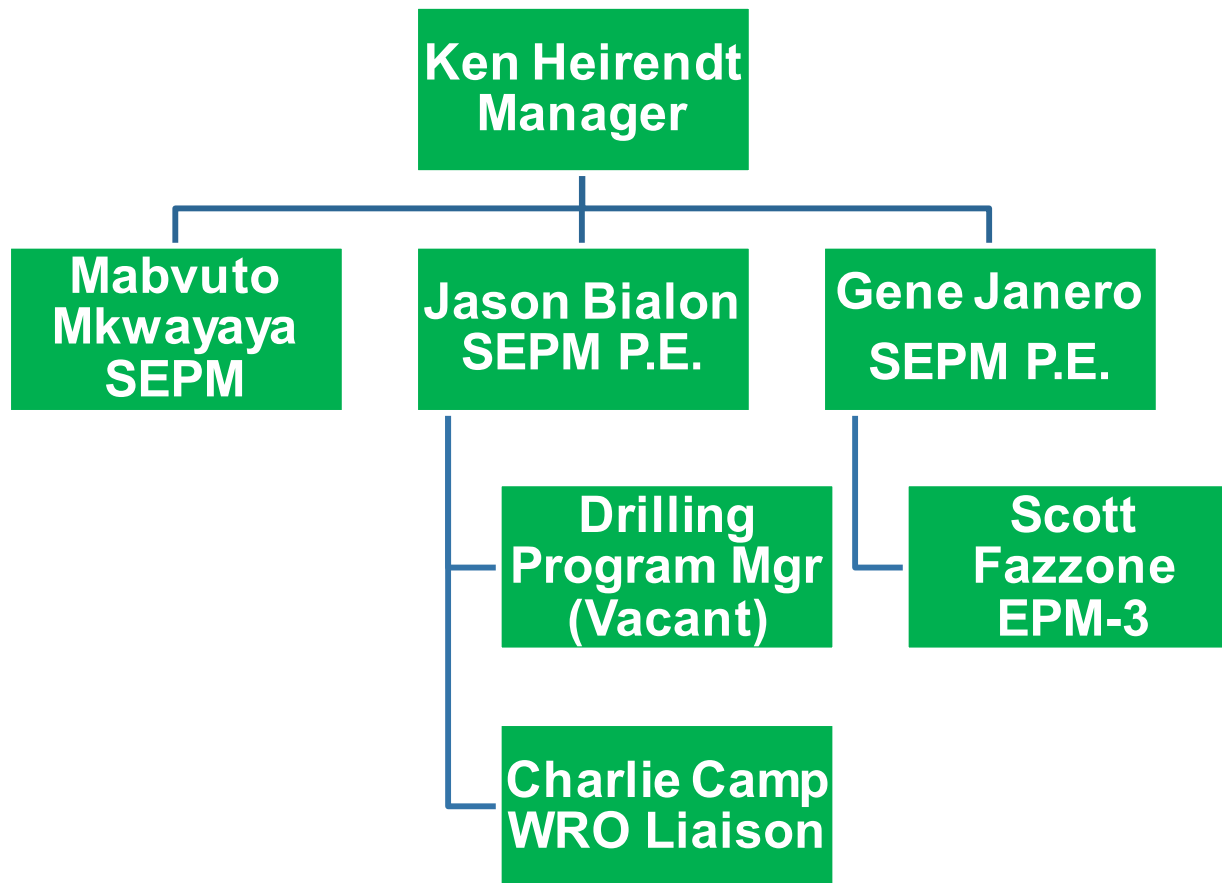
- FY20 = \$552 Million
- FY23 = \$661 Million (*20% increase since FY20*)
- FY 24 10-year > FY 23 10-year

DESIGN ORGANIZATION CHARTS

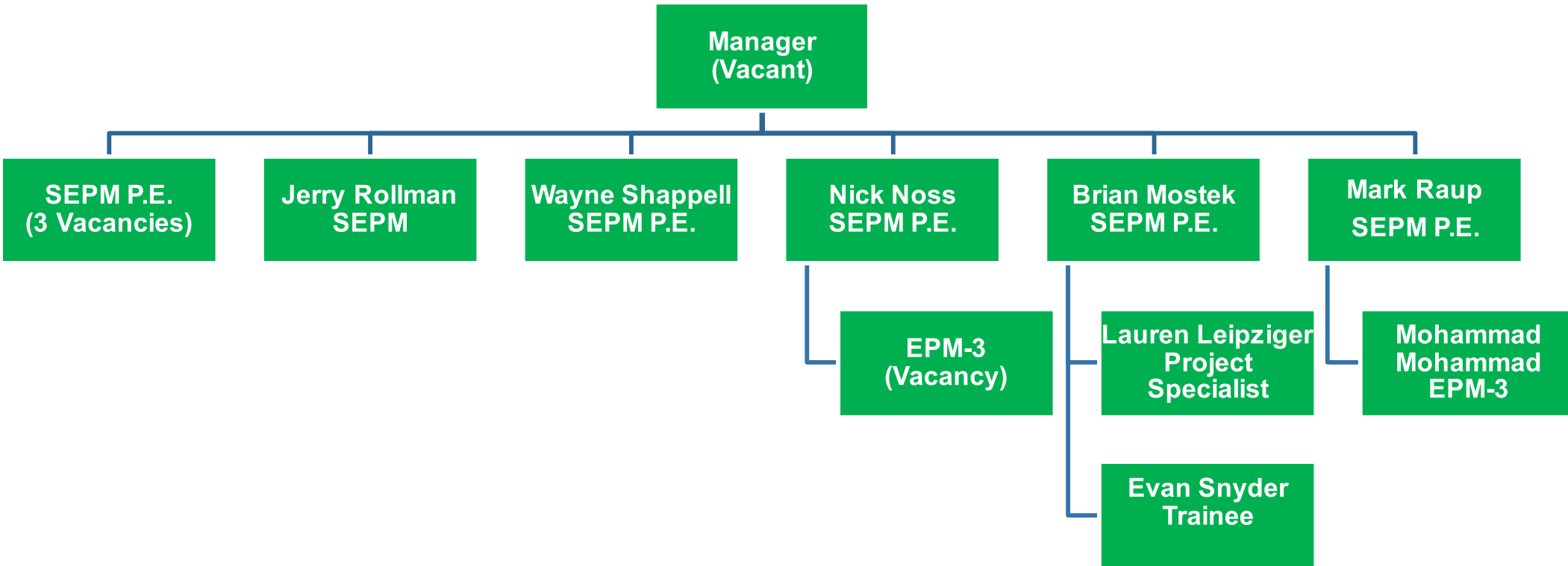
SENIOR MANAGERS



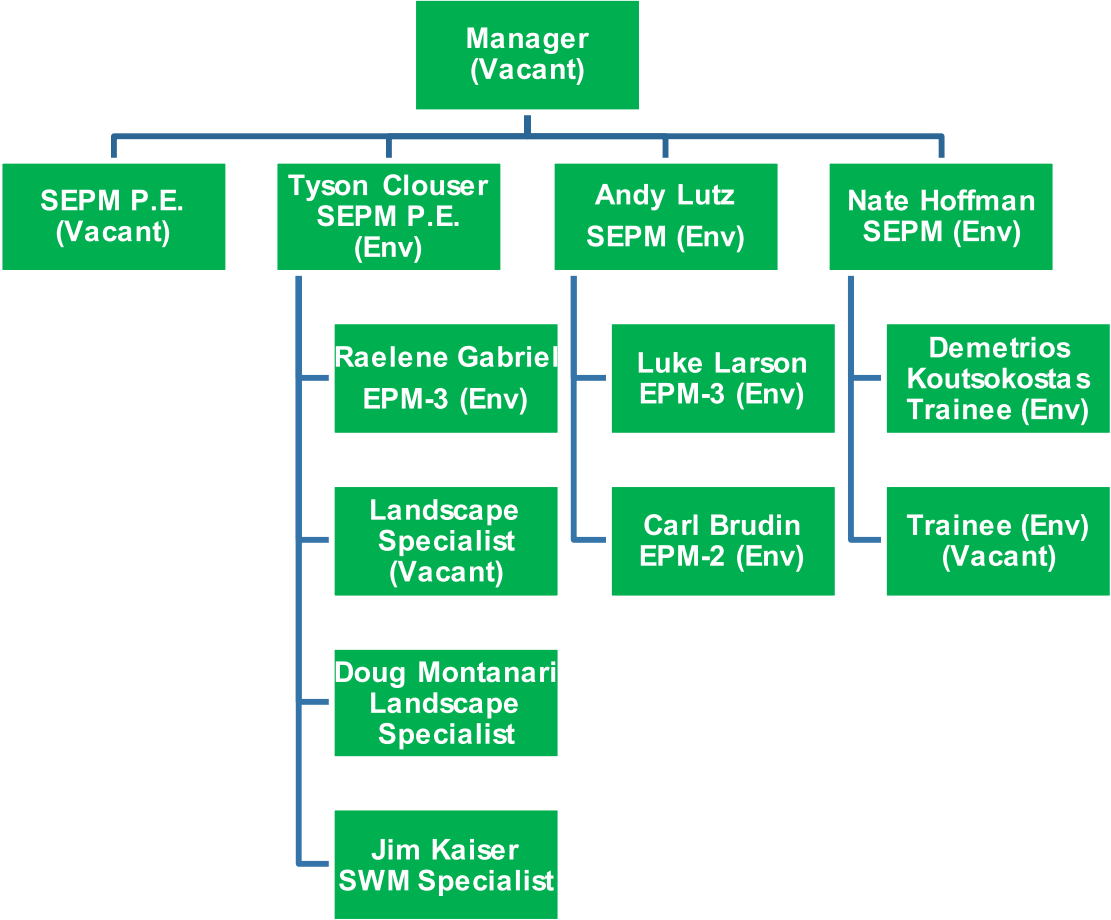
GEOTECHNICAL DEPARTMENT



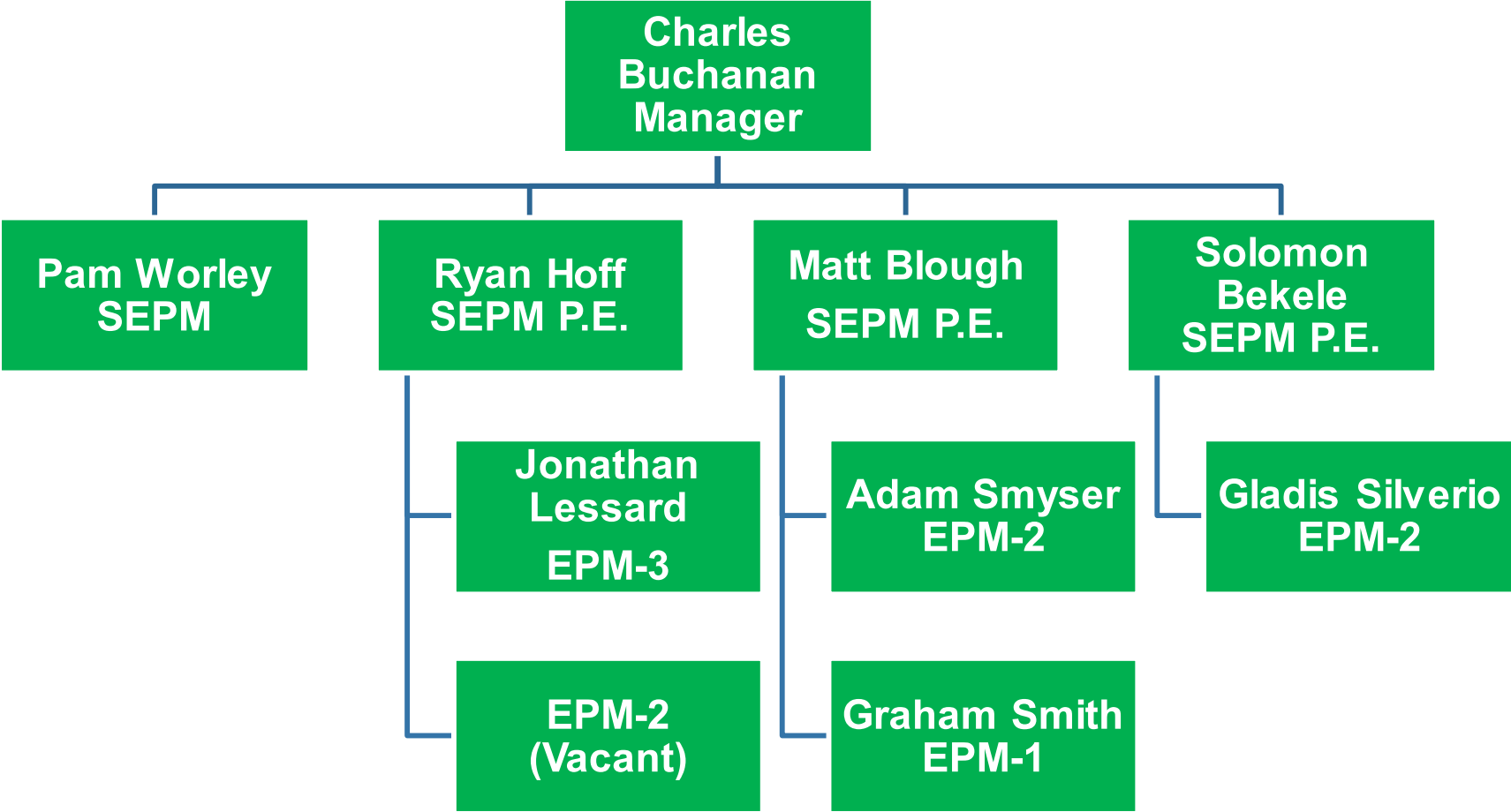
TOTAL RECONSTRUCTION & EXPANSION DEPARTMENT



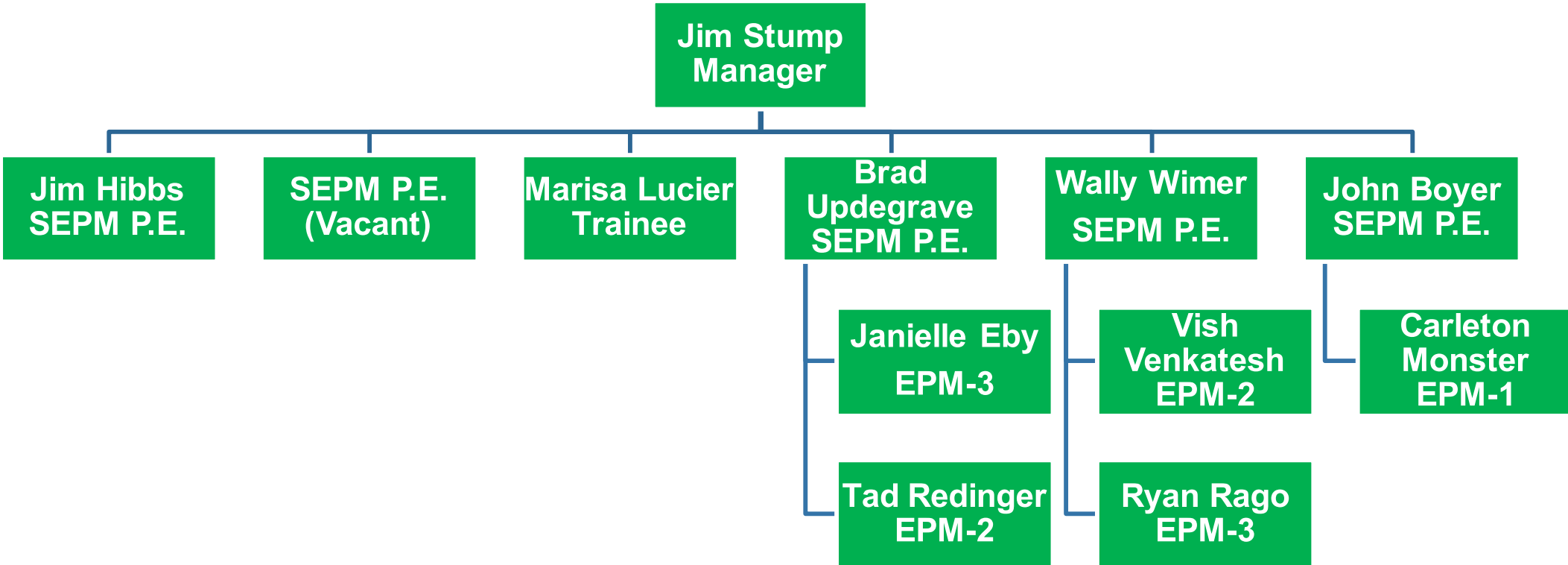
ENVIRONMENTAL DEPARTMENT



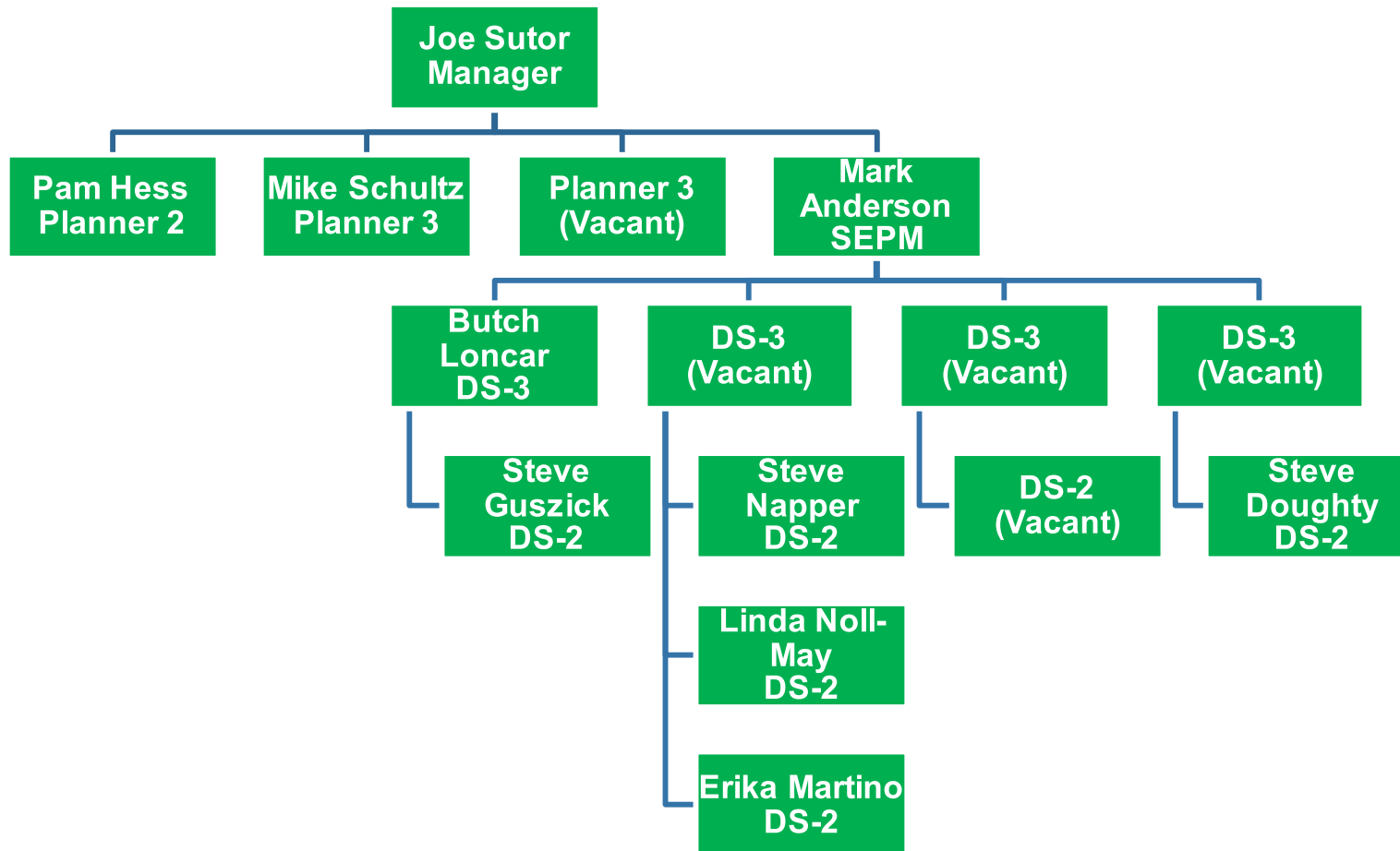
ROADWAY DEPARTMENT



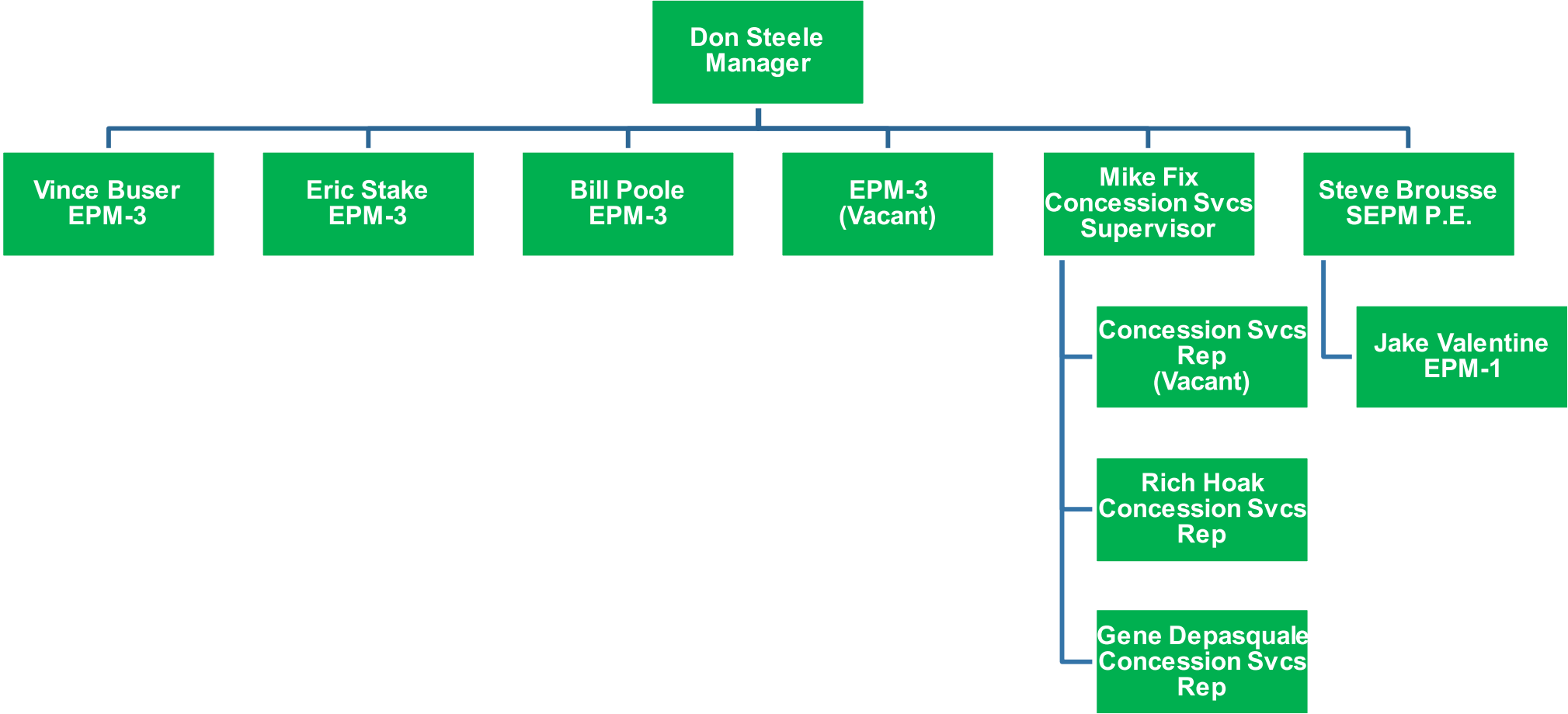
BRIDGE DEPARTMENT



PLANNING & DESIGN SERVICES DEPARTMENT

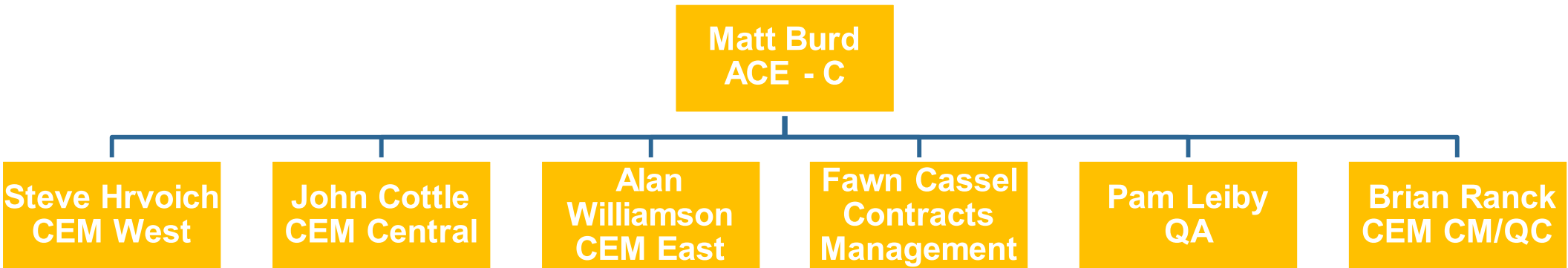


FACILITIES DEPARTMENT

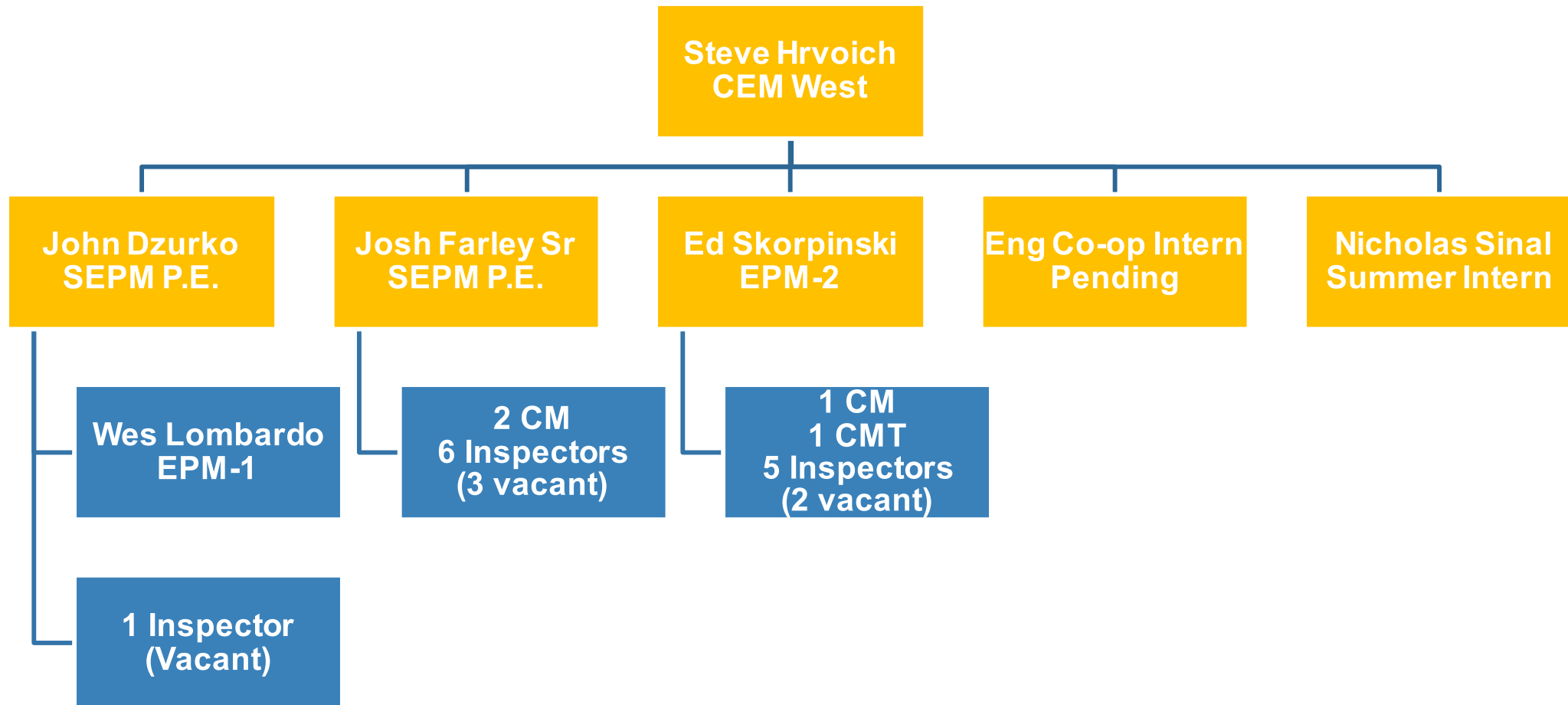


CONSTRUCTION ORGANIZATION CHARTS

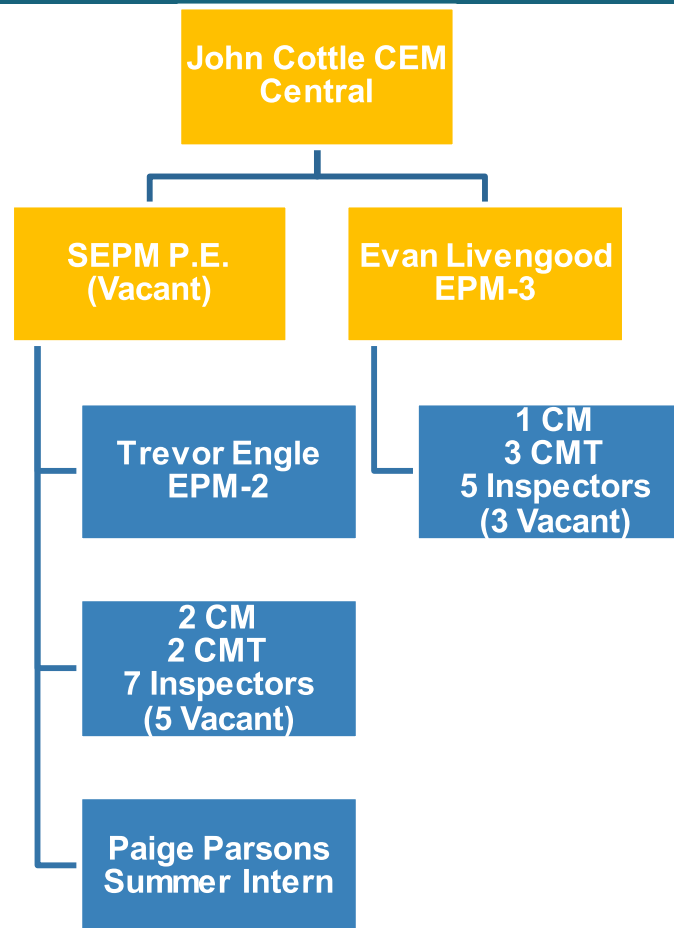
SENIOR MANAGERS



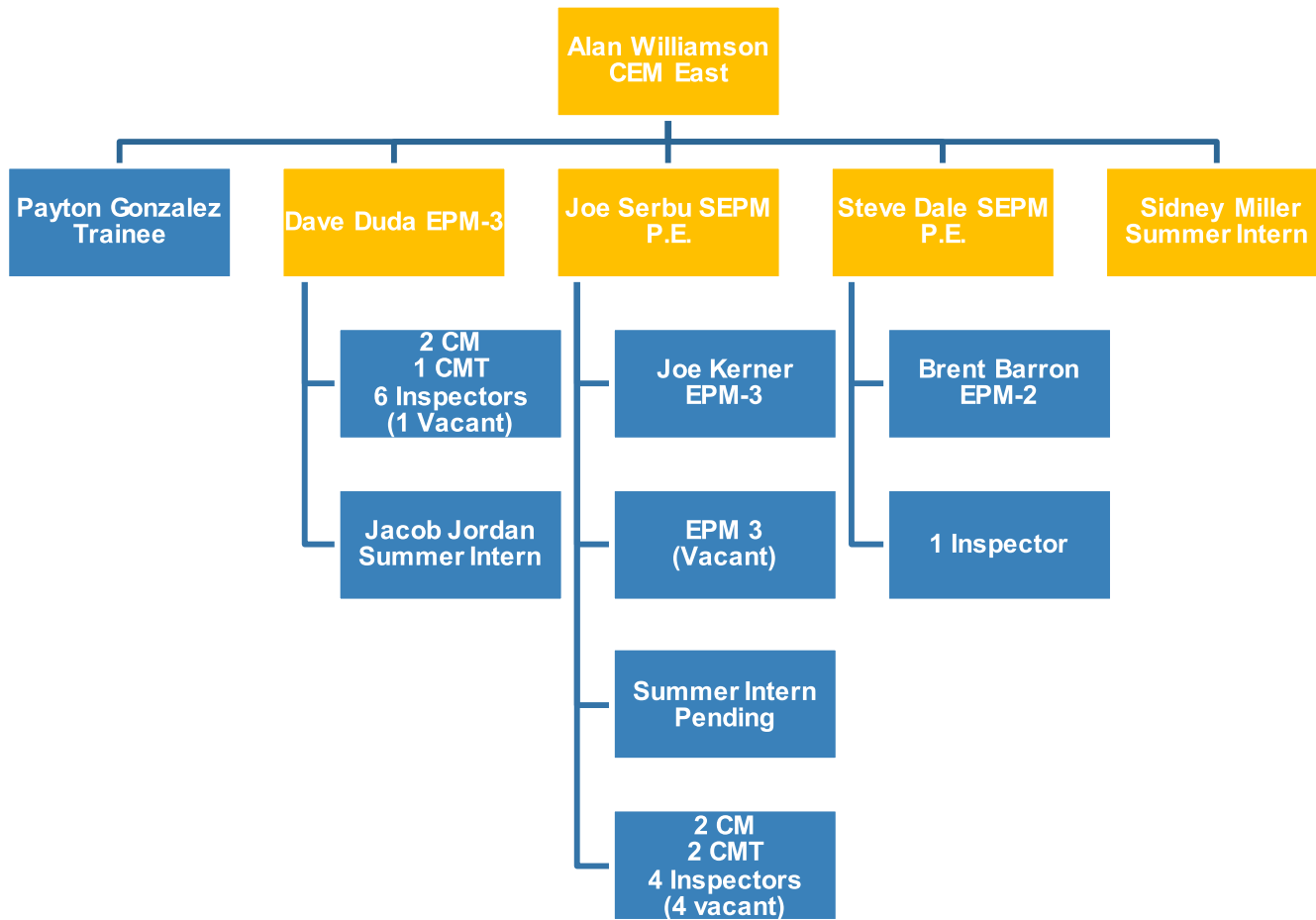
CONSTRUCTION ENGINEERING WEST



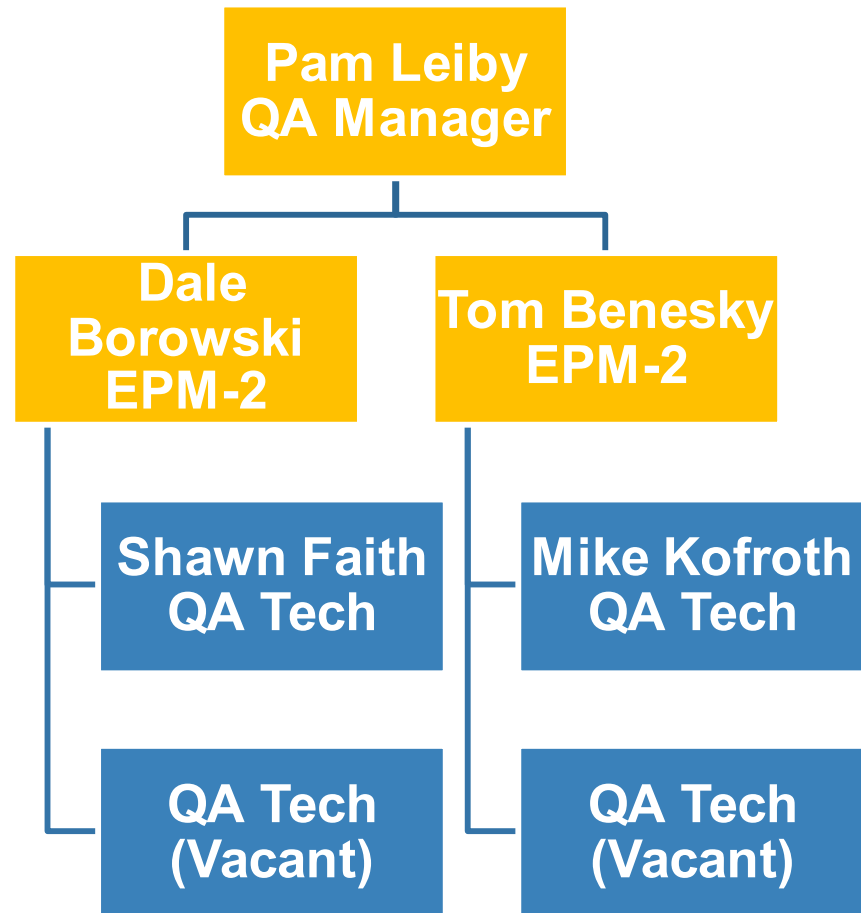
CONSTRUCTION ENGINEERING CENTRAL



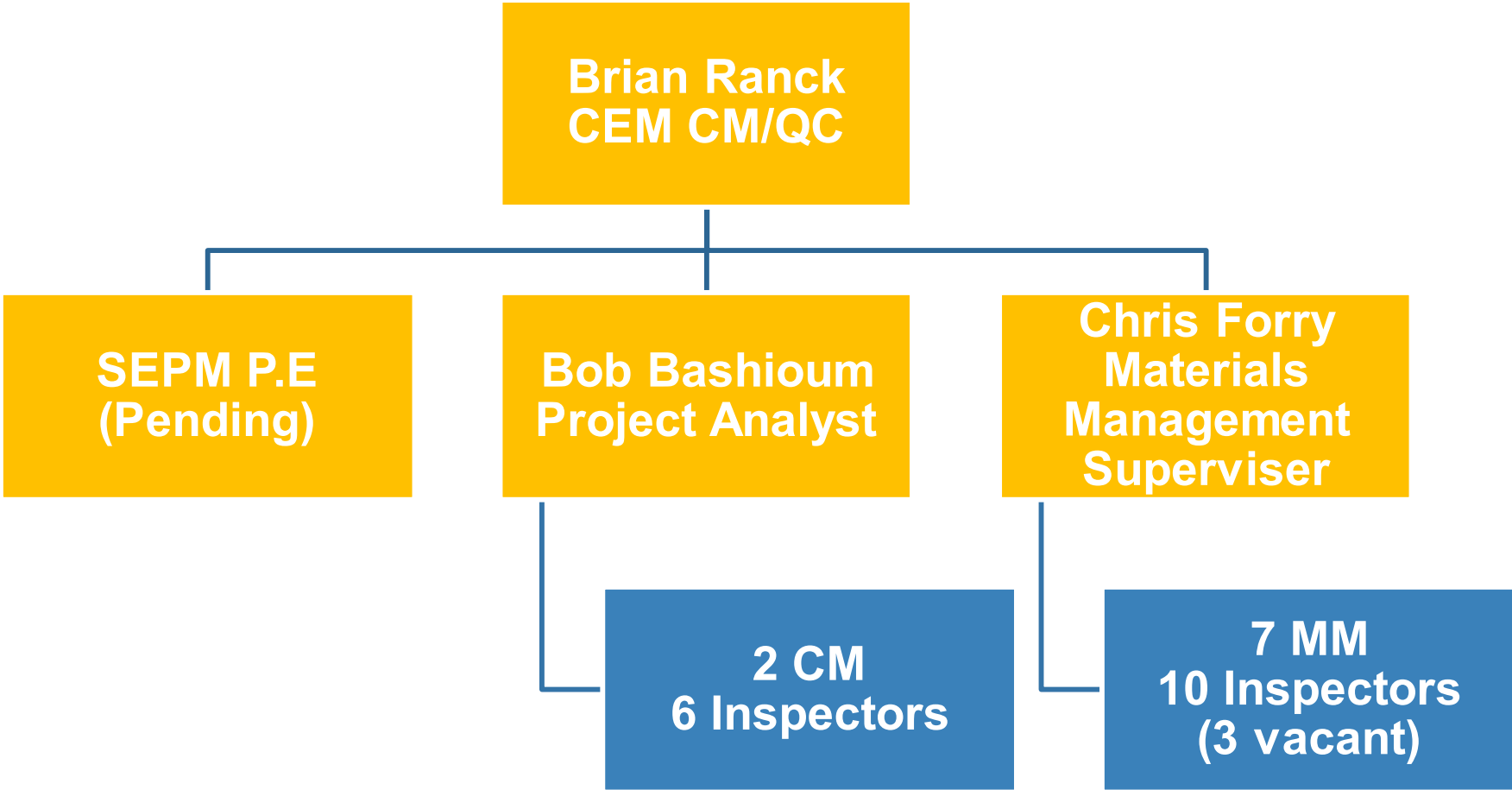
CONSTRUCTION ENGINEERING EAST



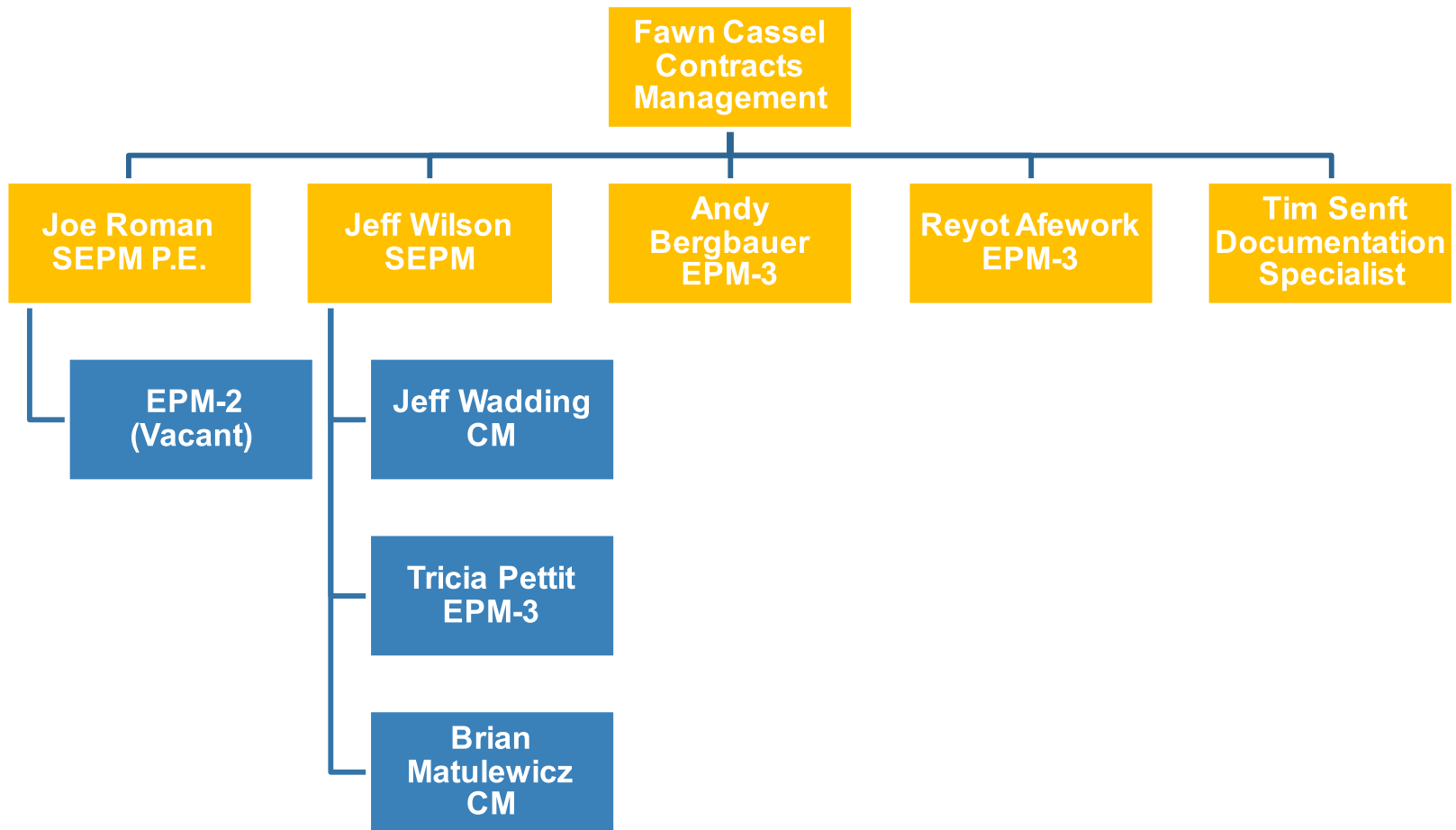
QUALITY ASSURANCE



QUALITY CONTROL



CONTRACT MANAGEMENT SERVICES



“If You Believe That Business
Is Built on Relationships
Then Make Building Them
Your Business.”

Scott Stratton

