

State of Vermont
Office of the Secretary
219 North Main Street, Suite 101
Barre, VT 05641
vtrans.vermont.gov

[phone] 802-476-2690
[fax] 802-479-2210
[ttd] 802-253-0191

Agency of Transportation

MEMORANDUM

TO: Legislative Joint Fiscal Committee
FROM: Joe Flynn, Secretary
DATE: July 28, 2022
SUBJECT: Limited Service Position Request

AOT is requesting twenty-six (**26**) limited-service positions, phasing in over fiscal year '23 (August 2022 – July 2023), with most being needed promptly.

These positions are being requested to address embedded layers of work required across three divisions of the agency – Finance & Administration, Highway, Policy, Planning and Intermodal Development – resulting from the historic increase in funding Vermont is receiving through the Infrastructure Investment and Jobs Act (IIJA).

Typically, the agency receives approximately \$235M in funding annually. Under IIJA this funding will increase up to \$150M more each year, totaling an additional \$572M over 5-years – with a grand total IIJA investment of \$1.7B across the 5-year cycle.

There are also 20 new exclusive transportation grant programs under IIJA which we are awaiting Congressional guidance on. These new grants could further increase opportunities, and workload, and will be evaluated through a cost/benefit lens.

The agency currently has 101 open vacancies. All Divisions have taken steps to reallocate positions across the agency to best fit the future needs of the organization. Current vacancies are primarily within District Maintenance & Fleet Division or the Department of Motor Vehicles (neither of which is seeking LS positions) and simply cannot be repurposed without detrimentally affecting the level of service the agency provides, especially during the winter months, or through direct customer service to Vermonters.

It is important to note that all positions are accounted for in the FY23 budget. Many positions are funded with a state/federal split determined by how they are charged to projects – (Estimated: \$900K state / \$1.5M federal).

This is an exceptional time for Vermont and by this request for 26 Limited Service positions we are attempting to place the organization best able to take advantage of all federal funds directed towards the agency and deliver increased benefits to Vermont.



The positions being requested are listed below. Division Directors for each are prepared to answer any detailed questions you may have. We have also provided a chart depicting the timeline planned for on-boarding efforts.

I sincerely thank the Committee for considering this request from AOT.

Joe Flynn, Secretary

A handwritten signature in blue ink that reads "Joe Flynn".

Agency of Transportation

Positions Requested:

- 1-Rail Project Manager
- 1-AOT Environmental Specialist I
- 1-AOT Environmental Biologist I
- 1-Aviation Project Manager
- 2-Administrative Services Manager I Finance (2 positions)
- 2-AOT Contracts Specialist I (2 positions)
- 1-AOT Historic Preservation Specialist
- 2-AOT Technician V (2 positions)
- 1-Civil Rights Program Coordinator
- 1-Assistant Attorney General
- 1-AOT Audit Specialist I
- 3-Civil Engineer I (3 positions)
- 1-Administrative Services Manager I (Emergency Mgmt.)
- 1-Public Transit Administrative Services Coordinator
- 4-AOT Technician VI/VII (4 positions)
- 1-Continuous Improvement Manager
- 1-AOT Process and Performance Analyst
- 1-Technical Training Manager

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AOT IIJA Position Request	2022				2023							EXPLANATION FOR TIMELINE	
	Sept	Oct	Nov	Dec	Jan	Feb	Mar	Apr	May	Jun	Jul		
AOT Technician VI/VII (4 positions)		X			X			X				X	Two of the 4 positions are to support Utility and Broadband deployment and installations on Federal Aid Projects. We anticipate "leap frogging" the advertisement of the utility positions with the traffic/data positions to address the current workload demands first. The two other positions can be brought on as we receive additional guidance from FHWA on program requirements that are anticipated later this year and early next.
Continuous Improvement Manager		X											This position can be recruited for in October due to the timeline expected from FHWA on new program guidance. FHWA is expected to provide States with additional information at the beginning of the Federal Fiscal Year.
AOT Process and Performance Analyst			X										This position can be delayed until the new reporting requirements are released, which are anticipated in January 2023. Onboarding this position during December 2022 will be critical to supporting new financial reporting requirements associated with IIJA.
Technical Training Manager					X								This position can be delayed until additional program guidance is released on workforce programs associated with the new funding.