

Resolution #TC-2023-10-04

Resolution to adjust the current approach for the approved number of Full-Time Equivalents (FTEs) to be defined as “actively filled” positions as well as increase CDOT’s FTE count by 3.0 FTE positions based on identified legislative needs.

Approved by the Transportation Commission on October 19, 2023.

WHEREAS, pursuant to Transportation Commission Policy Directive 703.0, Appendix D, increasing the number of CDOT Full Time Equivalent (FTE) staff requires Transportation Commission review and approval;

WHEREAS, in September 2023, the Transportation Commission was presented information regarding a request from the CDOT management team for an additional 3.0 new permanent FTEs, which would increase CDOT’s total FTEs by 0.1% percent; and

WHEREAS, historically, CDOT has approached the approved number of FTE to mean the number of positions created in the personnel management system, and not the number of actual employees employed by the Department, and

WHEREAS, the historical approach to how the approved number of FTE is defined has created an inflexible system that prevents the ability to adjust to real-time project and program needs.

NOW THEREFORE BE IT RESOLVED, that the Colorado Department of Transportation’s new FTE count cap is 3,467 positions.

BE IT FURTHER RESOLVED, that in order to provide CDOT Executive Leadership increased agility and dynamic response to staffing needs based on workload and funding requests, the FTE count cap shall be defined as “actively filled” positions, approved by the Transportation Commission with the amendments as set forth in this Resolution.

Herman Stockinger

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Stockinger

Date: 2023.10.19 13:12:08 -06'00'

Herman Stockinger, Secretary
Transportation Commission of Colorado

Date