



CDOT Maintenance Readiness

Overview

The Colorado Department of Transportation is taking an all-hands-on-deck approach to the upcoming winter. This includes using all tools available to retain, recruit, and train professional highway maintainers and keep motorists safe on the state's roads this upcoming winter season while looking ahead into the future. Tactics include rotating crews to address roadways that are being highly impacted by adverse conditions, providing updated housing stipends and workforce housing in some of Colorado's most sought after locations and growing CDOT's CDL program to those just starting out in their careers as professional highway maintainers.

So far, CDOT has successfully:

- Implemented shift surges where teams will rotate out of their typical designated areas to join blended teams that will meet demands along the I-70 Mountain Corridor in places that are the most heavily traversed during the winter season. This allows CDOT to maintain steady operations on the highway and keep motorists safe. Forty maintainers have signed up for the I-70 surge team. This same tactic is also being used to shift resources as needed on secondary roadways like US-40, CO 9, and CO 82 to achieve a similar objective.
- Ramped up recruiting efforts by conducting a rapid hire program at CDOT career fairs and extensive outreach to 80 partners weekly. In the past two months, 68 maintainers have joined CDOT. CDOT will continue to seek out innovative efforts to recruit more people to join Team CDOT.
- Obtaining a Commercial Driver's License (CDL) opens a plethora of doors for career opportunities, but many people feel discouraged to pursue careers requiring a CDL as many employers require the license prior to an individual being hired, which means both time and income potential are lost to the individual. CDOT has implemented a CDL program to train those interested in operating commercial motor vehicles and building a meaningful career with CDOT all while receiving a paycheck and taking advantage of CDOT's many other training opportunities. Since September 2021, 72 participants in CDOT training programs across the state have received Commercial Driver's Licenses. Thirty-three students are currently in the program and expect to have their CDLs in the next few weeks.





- Colorado has seen significant changes in the housing market over the past five years as more people move to our great state. This has made it increasingly difficult for folks across Colorado who are required to live and work in high-cost areas. To help retain and recruit highway maintainers in these high-cost areas, CDOT has been providing housing stipends for selected areas in the state since 2018. In light of changes in the past few years, CDOT has just completed a comprehensive new analysis of market conditions, which has supported a recent decision to extend stipends to a broader range of geographic areas. Stipends are up to \$2000 monthly, based on the essential employees' work location.
- CDOT has implemented a Winter Performance Bonus Program with the ultimate goal to expand recruitment, improve retention of our snowplow operators and recognize the importance they contribute to CDOT's winter maintenance program. This bonus is an investment in snowplow operators and increases CDOT's ability to recruit and retain top talent. The bonus has three primary purposes; (1.) reward snowplow operators for a job well done, (2.) motivate them to do even better, and (3.) boost their morale while cementing their loyalty to CDOT. Bonuses can be up to \$2,000 for a winter season.
- CDOT continues to increase salaries of its highway maintainers, in addition to providing many benefits that come with working for the state. Over the past 3 years, employees have received a 3% raise each year and CDOT has increased its first year wages by an additional 7.5% for its core maintenance positions. For entry level maintenance positions, starting pay has also increased by 2.5% with a 5% training pay increase in the first year.
- Although housing stipends further the ability for employees to continue to rent or buy houses where they live and work, Colorado still continues to lack an inventory of homes that the stipend cannot address. As a result, CDOT is building new workforce housing that will allow essential employees to live within 30 minutes of their assigned duty area. Following a pilot project to add workforce housing in Glenwood Springs, upcoming capital projects are underway in Frisco and Fairplay, both breaking ground in the spring of 2023 and then Basalt, Gypsum and as part of a broader state effort at Dowd Junction.
- CDOT continues to provide state-of-the-art equipment to improve efficiencies, by adding more tow plows to the fleet and replacing older plows with new tandem winged plows. These plows can carry up to twice as much snow per load to increase the efficiency of every ride.

