





NDOT Employment Outlook



Vacancy Rate

- 12.5% Permanent
- 36.63% Temporary
- 13.76% Permanent & Temporary



Workforce Experience

- 229 Vacant Positions
- 315 (19.65%) Probationary/Trial Employees
- 1288 (80.35%) Permanent Employees



Projected Retirements

- 414 (24%) next 5 years
- 729 (42%) next 10 years



DISTRICT I PERSONNEL

DISTRICT	# OF POSNS	# OF FILLED PERM POSNS	# VACANT	# ON PROB	% VACANT	% ON PROB	% VACANT AND ON PROB	# OF ELIGIBLE RETIREES IN 5 YEARS	% OF ELIGIBLE RETIREES IN 5 YEARS
Maintenance	247	195	52	33	21%	17%	38%	32	16%
Construction	102	79	23	19	23%	24%	47%	19	24%
Administration	57	49	8	16	14%	33%	47%	16	33%
Communications	3	3	0	0	0%	0%	0%	1	33%
Equipment Shop	41	34	7	5	17%	15%	32%	8	24%
ROW/Utilities	4	4	0	0	0%	0%	0%	0	0%
Stockroom	9	5	4	0	44%	0%	44%	4	80%
TOTAL	463	369	94	73	20%	20%	40%	80	22%



DISTRICT II PERSONNEL

DISTRICT	# OF POSNS	# OF FILLED PERM POSNS	# VACANT	# ON PROB	% VACANT	% ON PROB	% VACANT AND ON PROB	# OF ELIGIBLE RETIREES IN 5 YEARS	% OF ELIGIBLE RETIREES IN 5 YEARS
Maintenance	155	116	17	22	11%	19%	30%	30	26%
Construction	68	60	7	1	10%	2%	12%	16	27%
Administration	45	35	4	6	9%	17%	26%	9	26%
Communications	4	4	0	0	0%	0%	0%	2	50%
Equipment Shop	12	6	4	2	33%	33%	66%	3	50%
ROW/Utilities	2	2	0	0	0%	0%	0%	1	50%
Stockroom	4	4	0	0	0%	0%	0%	1	25%
TOTAL	290	227	32	31	11%	14%	25%	62	27%



DISTRICT III PERSONNEL

DISTRICT	# OF POSNS	# OF FILLED PERM POSNS	# VACANT	# ON PROB	% VACANT	% ON PROB	% VACANT AND ON PROB	# OF ELIGIBLE RETIREES IN 5 YEARS	% OF ELIGIBLE RETIREES IN 5 YEARS
Maintenance	168	142	26	38	15%	27%	42%	26	18%
Construction	54	47	7	10	13%	21%	34%	16	34%
Administration	39	33	6	1	15%	3%	18%	18	55%
Communications	6	6	0	0	0%	0%	0%	2	33%
Equipment Shop	33	30	3	5	9%	17%	26%	9	30%
ROW/Utilities	4	3	1	0	25%	0%	25%	1	33%
Stockroom	7	7	0	0	0%	0%	0%	4	57%
TOTAL	311	268	43	54	14%	20%	34%	76	28%



Turnover Rates

- 18.51% in FY 2012
- 19.79% in FY 2013
- 17.75% in FY 2014
- 20.95% in FY 2015



CODE	DESCRIPTION	FY 2012	FY 2013	FY 2014	FY 2015
038	Dem/Ret Rate - Good of the State	1	0	1	0
066	Dem/Voluntary-After Initial Probation	7	13	5	6
067	Dem/Rejection Trial Period/Revert	4	5	5	3
090	Dem/Voluntary-Reappointment	3	5	4	8
040	Term/Moving for Personal Reasons	16	16	11	11
041	Term/Enter Private Business	2	3	4	0
047	Term/Better Paying Job-Private	31	29	26	27
049	Term/Dissatisfied with Duties	2	0	0	2
050	Term/Return to School	3	2	0	5
052	Term/Prefer not to Work	12	4	0	1
054	Term/Conflict with Supervisor	0	0	2	0
057	Term/Unsatisfactory Working Conditions	3	0	0	1
056	Term/Enter the Military	0	2	0	0
063	Term/Better Paying Job-Public	14	19	18	23
069	Term/Family Obligation	7	8	2	4
070	Term/Dismissed After Probation	12	7	4	3
073	Term/Dismissed During Probation	20	24	16	16
074	Term/Xfer to Professional University	1	1	2	1
078	Term/Xfer to Non-Clas Legislature	0	0	1	0
086	Term/No Advancement Opportunity	1	2	0	0
000	Term/Reason Unknown	0	17	17	36
044	Retirement	40	62	68	65
	TOTAL TERMINATIONS	179	219	186	212
	TURNOVER	10.04%	12.38%	10.58%	11.97%



Employee Pay Satisfaction

50% in 2008
43% in 2009
38% in 2010
20% in 2011
18% in 2012
19% in 2013
22% in 2014
26% in 2015



What are we doing well?

Flexibility & Family Oriented



Accelerated Salaries

Average Processing Time	Shortest Processing Time	Longest Processing Time	Longer than 5 Business Days to Process
13 Business Days	1 Business Day	97 Business Days	64%



Proposed Solutions

- Short Term Solution:
Delegated Authority for
Accelerated Salaries
- Long Term Solution:
Separation of NDOT from the
State Personnel System



NEVADA DOT



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