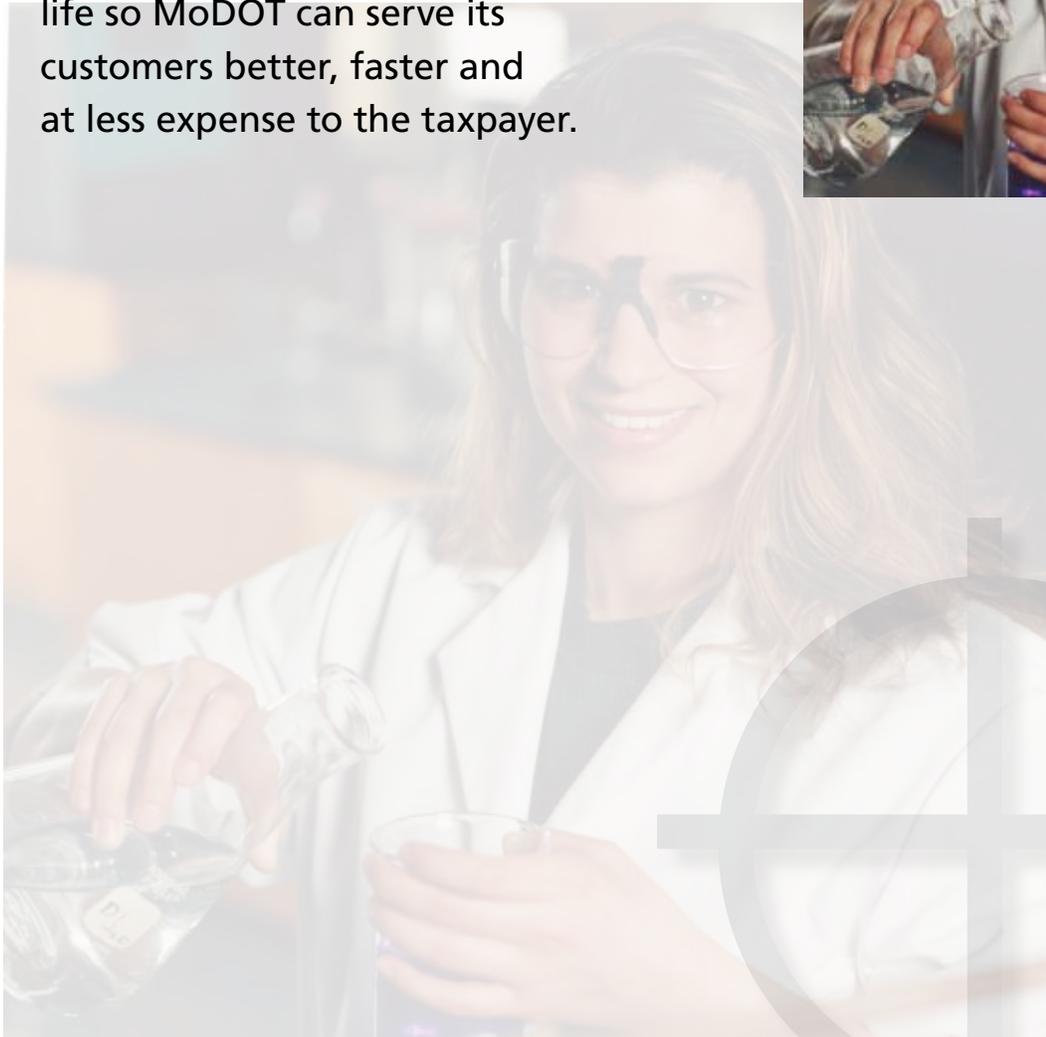

Innovative Transportation Solutions

*Tangible Result Driver – Mara Campbell,
Organizational Results Director*

MoDOT values innovation. The department empowers employees and seeks input from stakeholders to generate innovative ideas. Collaboration with staff, academia and industry make unique concepts come to life so MoDOT can serve its customers better, faster and at less expense to the taxpayer.



Innovative Transportation Solutions

Number and percent of research recommendations implemented

Result Driver: Mara Campbell, Organizational Results Director

Measurement Driver: Bill Stone, Organizational Performance Administrator

Purpose of the Measure:

This measure tracks the number of completed research projects, and the percentage of implemented research recommendations, whether ideas, methods, or tools that MoDOT implements as a result of research efforts. MoDOT realizes the importance of supporting innovation and research and is driven to provide the department with the latest ideas, technologies, and solutions needed to deliver the most efficient, safe, and economical transportation system.

Measurement and Data Collection:

Research projects implemented include any new ideas, methods, policies, processes, standards, equipment or tools introduced for the purpose of improving the department's operation, services, or products. For this measure, research projects are categorized into two areas: 1) Information and policy guidance research, and 2) Technical, product-focused research. Both categories are reported as the number of completed activities and percent of recommendations implemented. Examples of information and policy guidance research products include determining the economic impact of highway construction or smoother pavements, or development of freight planning agendas. Technical, product-focused research projects examples include developing passing lane alternatives, or concrete curing specifications.

For these research products, the definition of implemented includes all solutions that have been or are being applied. "Percent of research recommendations implemented" is determined by dividing the number of research projects producing implementable results by the total number of research projects completed during the reporting period.

For both categories of research projects, the information and policy oriented, as well as the technical, MoDOT's elevated emphasis on strategically focused research and its implementation should result in better and more economical transportation products and services delivered. Data for this measure is collected and analyzed every six months with updates in the January and July Tracker editions.

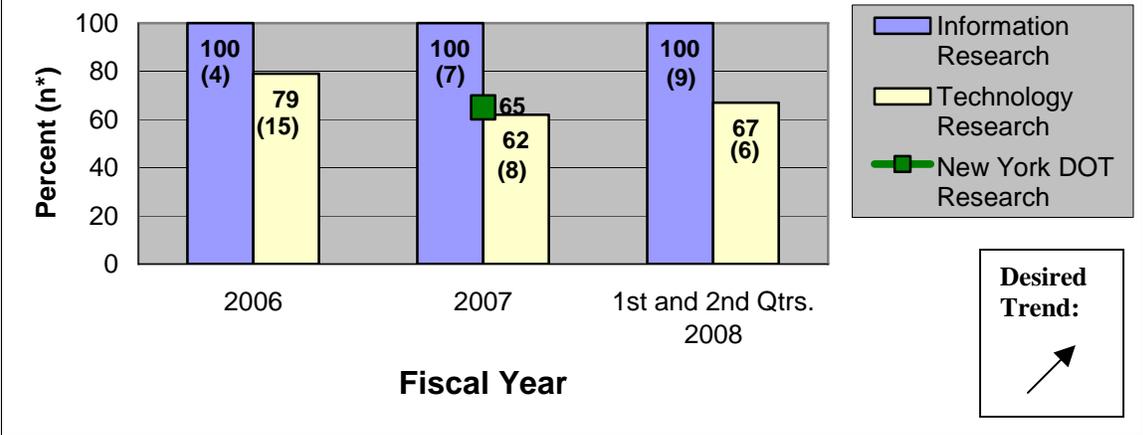
Improvement Status:

During the first half of fiscal year 2008, MoDOT's research program completed 15 total research projects. Nine projects are categorized as information and policy guidance reports and are considered implemented. Six projects are categorized as technical, product-focused reports. Of the 6 technical reports, four reports have produced implemented results within the department. This represents a 67 percent implementation rate for the technical report recommendations.

MoDOT's implementation rate for technical projects is slightly ahead of the most current available implementation rate for the New York DOT. The New York DOT calculates this rate on an annual basis and was working on that number at the time of this document. MoDOT's Organizational Results continues to aggressively pursue research and innovations focused on addressing pertinent department needs that are closely tied to the 18 Tangible Results. This focus will lead to more usable solutions and better value. While not all research results or solutions can be implemented, MoDOT recognizes the importance and value of conducting a research program driven to make a difference.

Organizational Results has formed two Performance Advisory Teams (PAT) to identify research and performance needs from the various divisions in the department. The teams are comprised of a MoDOT representative from each division and include external partners such as representatives from the Missouri Department of Economic Development and the Federal Highways Administration. The teams, in addition to our management driven research prioritization process, are used to generate and assess potential research projects, reinforce implementation, share best practices and provide a venue for innovation for each respective area.

Number and Percent of Research Recommendations Implemented



*(n) Indicates the number of research recommendations implemented

Innovative Transportation Solutions

Number of external awards received

Result Driver: Mara Campbell, Organizational Results Director

Measurement Driver: Bill Stone, Organizational Performance Administrator

Purpose of the Measure:

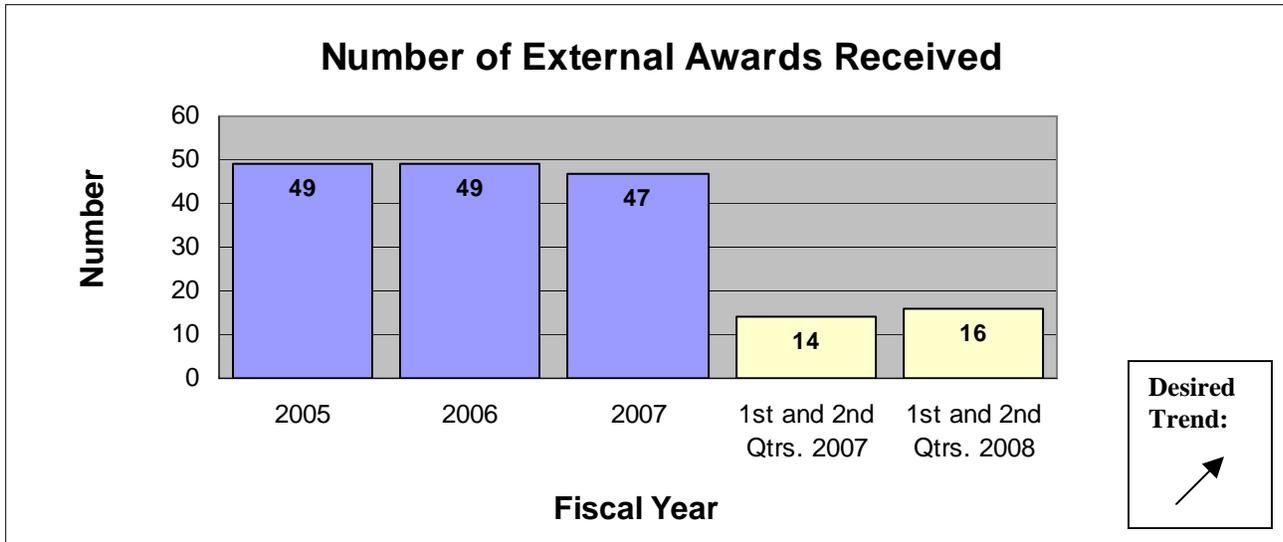
This measure tracks the number of external awards received by the department. These awards display the department's dedication and efforts towards efficiency, innovation and quality throughout the organization. This information enables the department to measure progress and encourage further participation in award programs. It also provides opportunities for the department to increase public awareness of department activities.

Measurement and Data Collection:

Each district and division office tracks the awards presented to the department by external organizations. This includes all awards presented to individuals, teams, districts, divisions and MoDOT as a whole. Data for this measure is updated quarterly.

Improvement Status:

Through the second quarter of fiscal year 2008, MoDOT received 16 awards. This is two more than the number received in the same period last year. A highlight from the second quarter of FY 2008 awards received is the Missouri Quality Award. This award is recognized as one of the strongest state-level quality award programs in the country and is the official state recognition for excellence in quality leadership. MoDOT continues to enter various competitions to have its work judged against the efforts of other organizations.



Innovative Transportation Solutions

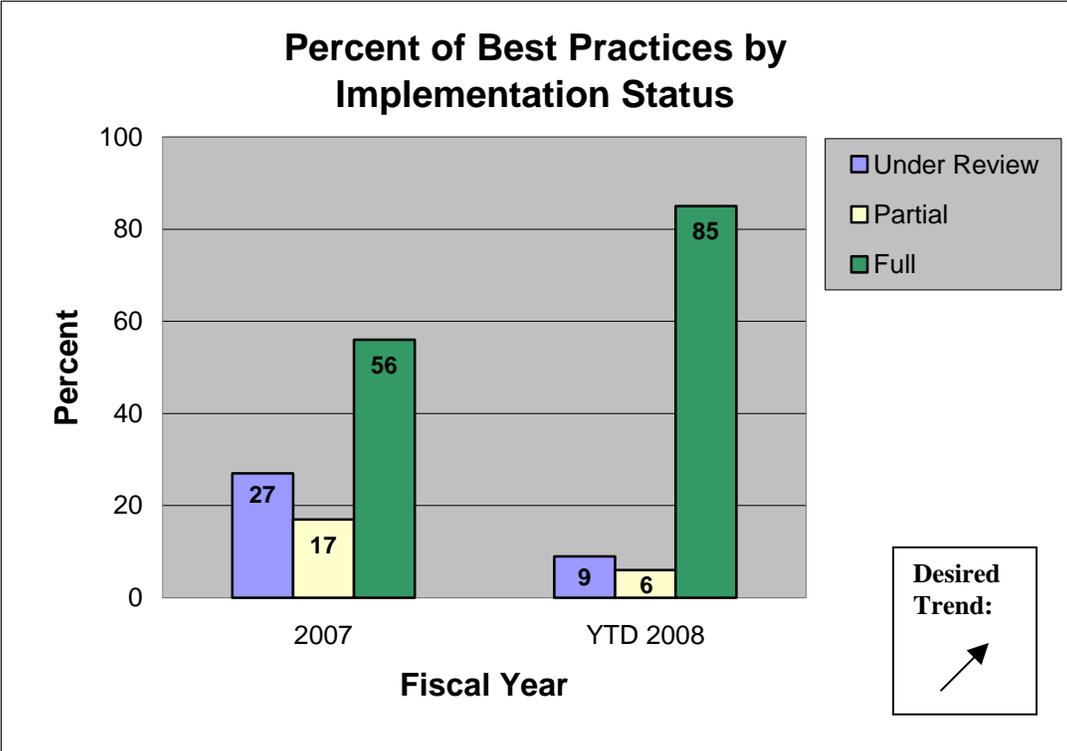
Percent of best practices by implementation status

Result Driver: Mara Campbell, Organizational Results Director
Measurement Driver: Bill Stone, Organizational Performance Administrator

Purpose of the Measure:
 This measure tracks the percent of best practices implemented within MoDOT. Best practices show how MoDOT employees are applying innovation to improve daily operations.

Measurement and Data Collection:
 MoDOT uses a simple five-question submission form for employees to share how they have improved the ways of accomplishing daily work. Submissions are evaluated and verified by managerial and technical staff. Those submissions approved as best practices are shared with MoDOT employees through online and printed publications. Every six months, division and district managers report best practice implementation status. This measure will have updates in the July and January Tracker editions.

Improvement Status:
 Since the beginning of fiscal year 2008, MoDOT's Solutions at Work has verified and shared 10 best practices with department employees. One of those best practices has been shared within the past thirty days and will be included in the next Tracker edition. Overall 85 percent of the best practices have been fully implemented with 6 percent partially implemented and 9 percent still under review. With 91 percent of best practices partially or fully implemented, MoDOT is aggressively taking advantage of best practices. The 9 percent still under review is partially due to the need to customize some best practices to better fit operational or regional needs. The improved implementation rate during the first half of the fiscal year is attributable to stricter evaluation criteria and improved statewide communication of best practices through monthly videoconferences.



Innovative Transportation Solutions

Number of dollars saved by increasing MoDOT's productivity

Result Driver: Mara Campbell, Organizational Results Director

Measurement Driver: Jen Harper, Organizational Performance Engineer

Purpose of the Measure:

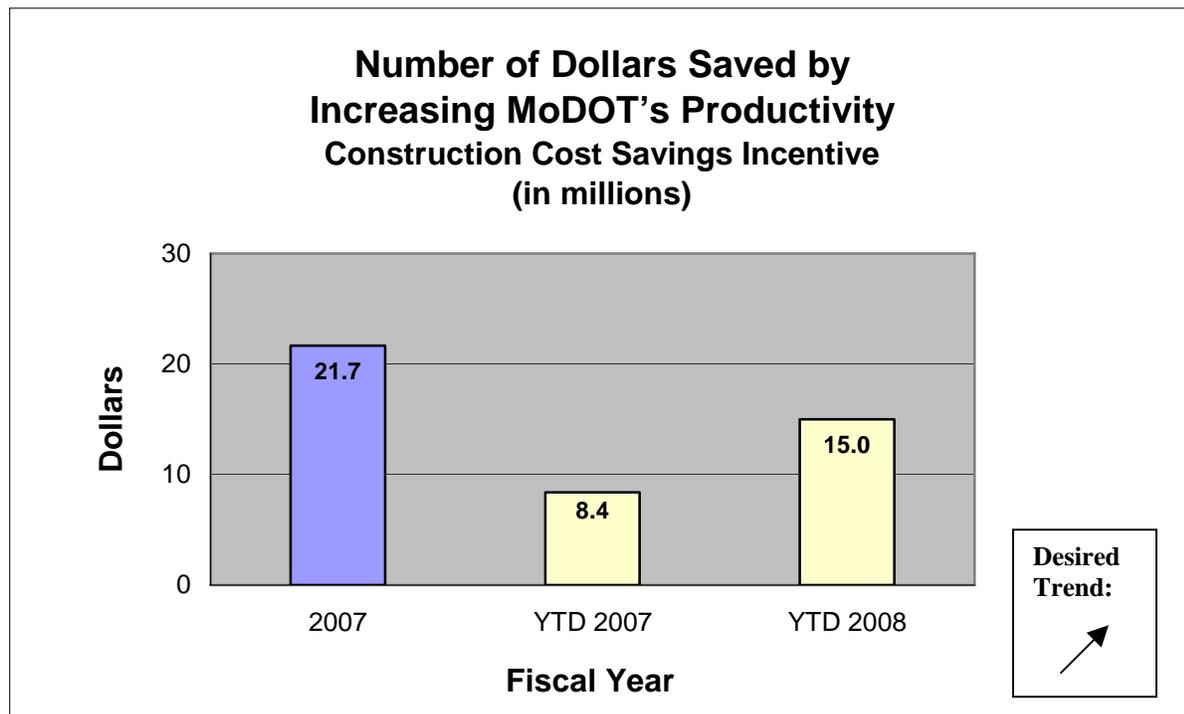
This measure enables MoDOT to assess its productivity by tracking cost savings indicative of practical design, value engineering, Performance Plus and good engineering judgment.

Measurement and Data Collection:

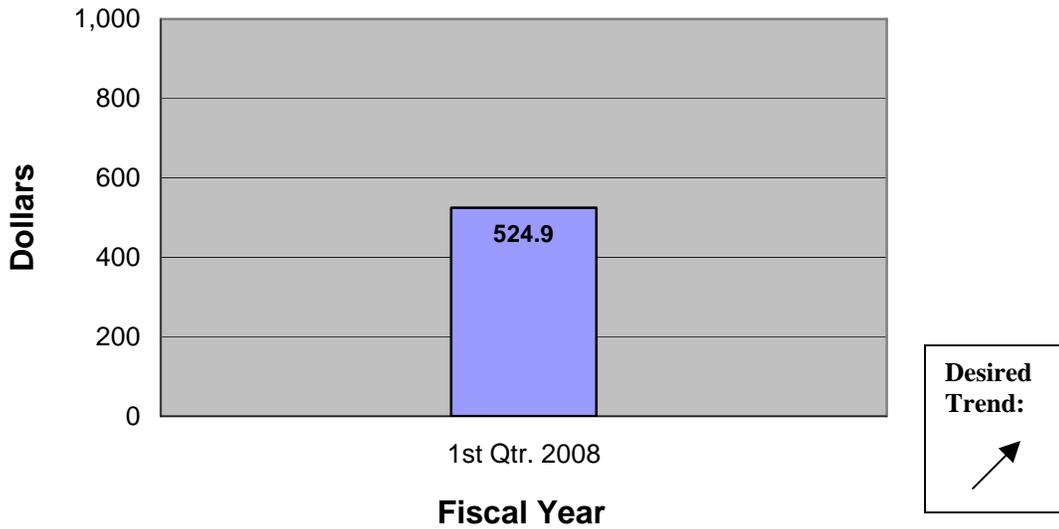
The cost-saving methods used by MoDOT are so broad that this measure focuses on savings measured through the Performance Plus program. In addition to the Construction Cost Savings, the Performance Plus program has added two more incentives (Injury Reduction and Project Scoping and Estimating) in fiscal year 2008. Each of the incentives is audited either quarterly or semiannually. In these audits, the number of dollars saved as well as the amount paid out to eligible employees is calculated for each of the incentives. Note that in the Construction Cost Savings, the savings are calculated based only on those project offices that qualified for the incentive while in the Project Scoping and Estimating and Injury Reduction are based on all of the districts whether or not they qualified. For each of the incentives, the amount paid out is then subtracted from the amount saved to get a final savings. These savings are reported in the quarter that the incentives are paid out to the employees. Data for this measure is updated quarterly.

Improvement Status:

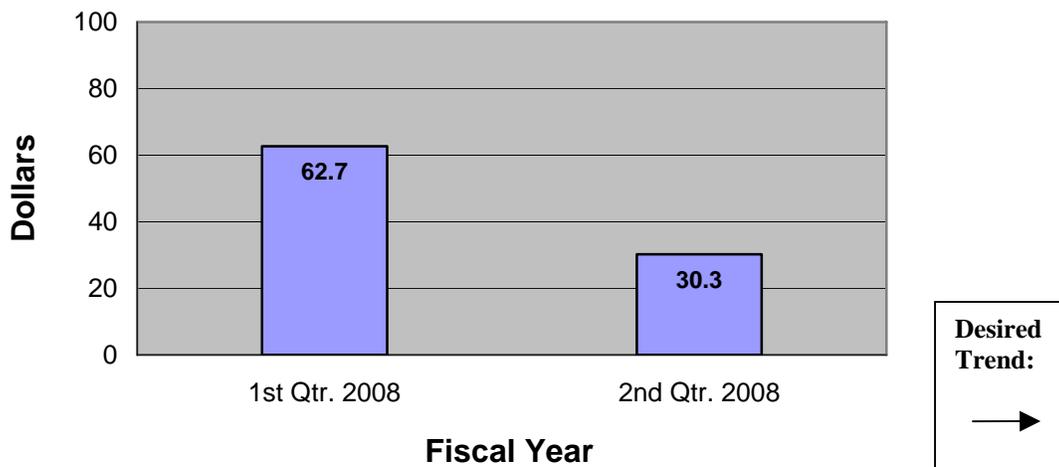
During fiscal year 2007, MoDOT saved \$21,664,344 measured by Construction Cost Savings. So far in fiscal year 2008, MoDOT has saved \$15,045,209 for that incentive as compared to \$8 million in 2007. In fiscal year 2008, MoDOT has calculated a savings of \$524,911 (in one quarter) through Injury Reduction and \$92,931,233 (in two quarters) through Project Scoping and Estimating.



**Number of Dollars Saved by
Increasing MoDOT's Productivity
Injury Reduction Incentive
(in thousands)**



**Number of Dollars Saved by
Increasing MoDOT's Productivity
Project Scoping & Estimating Incentive
(in millions)**



Note: The desired trend in the Project Scoping and Estimating Incentive is to keep the variance between the STIP estimate and low bid amount to 0 percent.

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