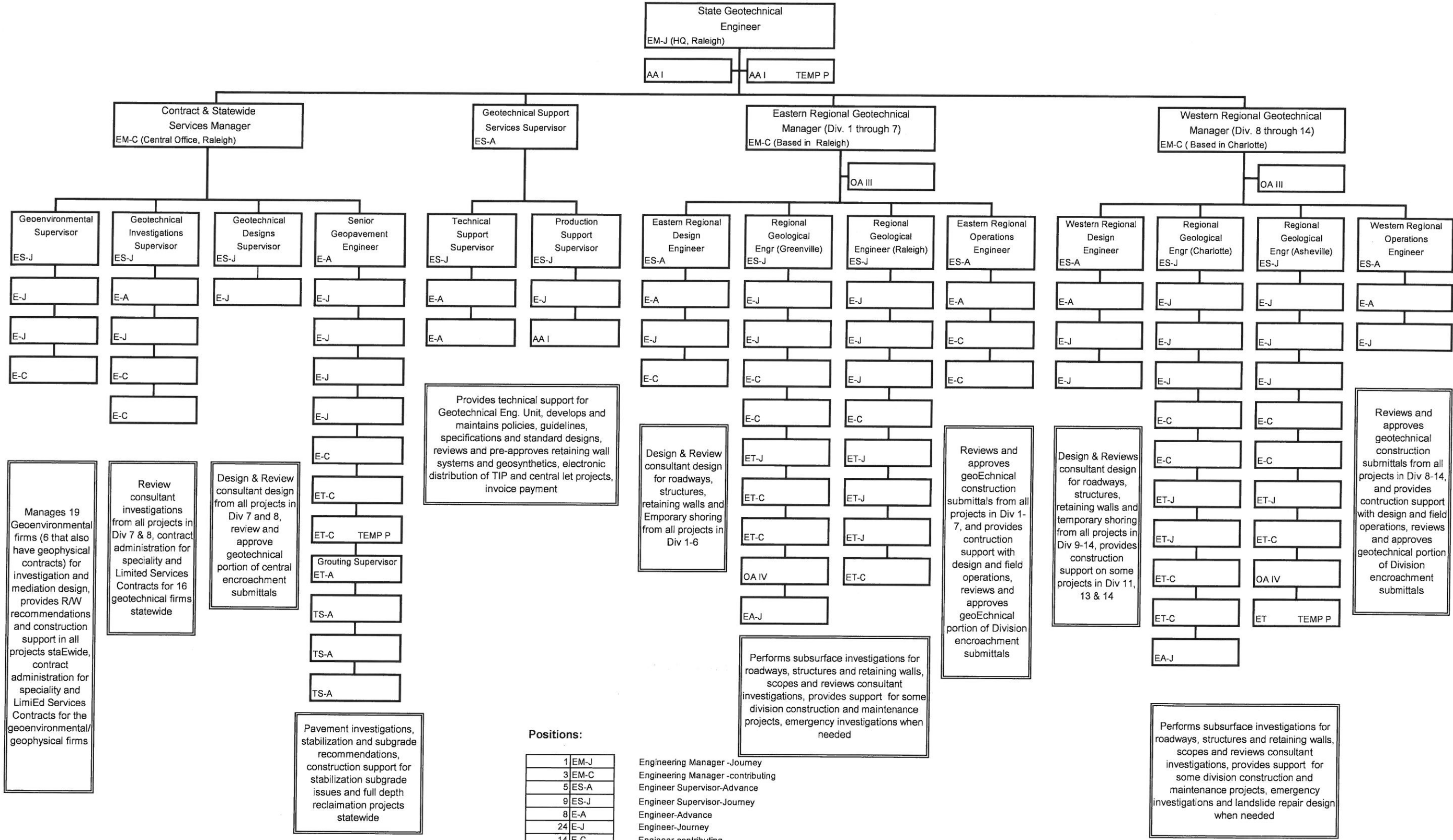


Geotechnical Engineering Unit Organization Chart



Manages 19 Geoenvironmental firms (6 that also have geophysical contracts) for investigation and mediation design, provides R/W recommendations and construction support in all projects statewide, contract administration for speciality and Limited Services Contracts for the geoenvironmental/geophysical firms

Review consultant investigations from all projects in Div 7 & 8, contract administration for speciality and Limited Services Contracts for 16 geotechnical firms statewide

Design & Review consultant design from all projects in Div 7 and 8, review and approve geotechnical portion of central encroachment submittals

Pavement investigations, stabilization and subgrade recommendations, construction support for stabilization subgrade issues and full depth reclamation projects statewide

TS positions supervise 6-10 division personnel and prisoners on grouting projects

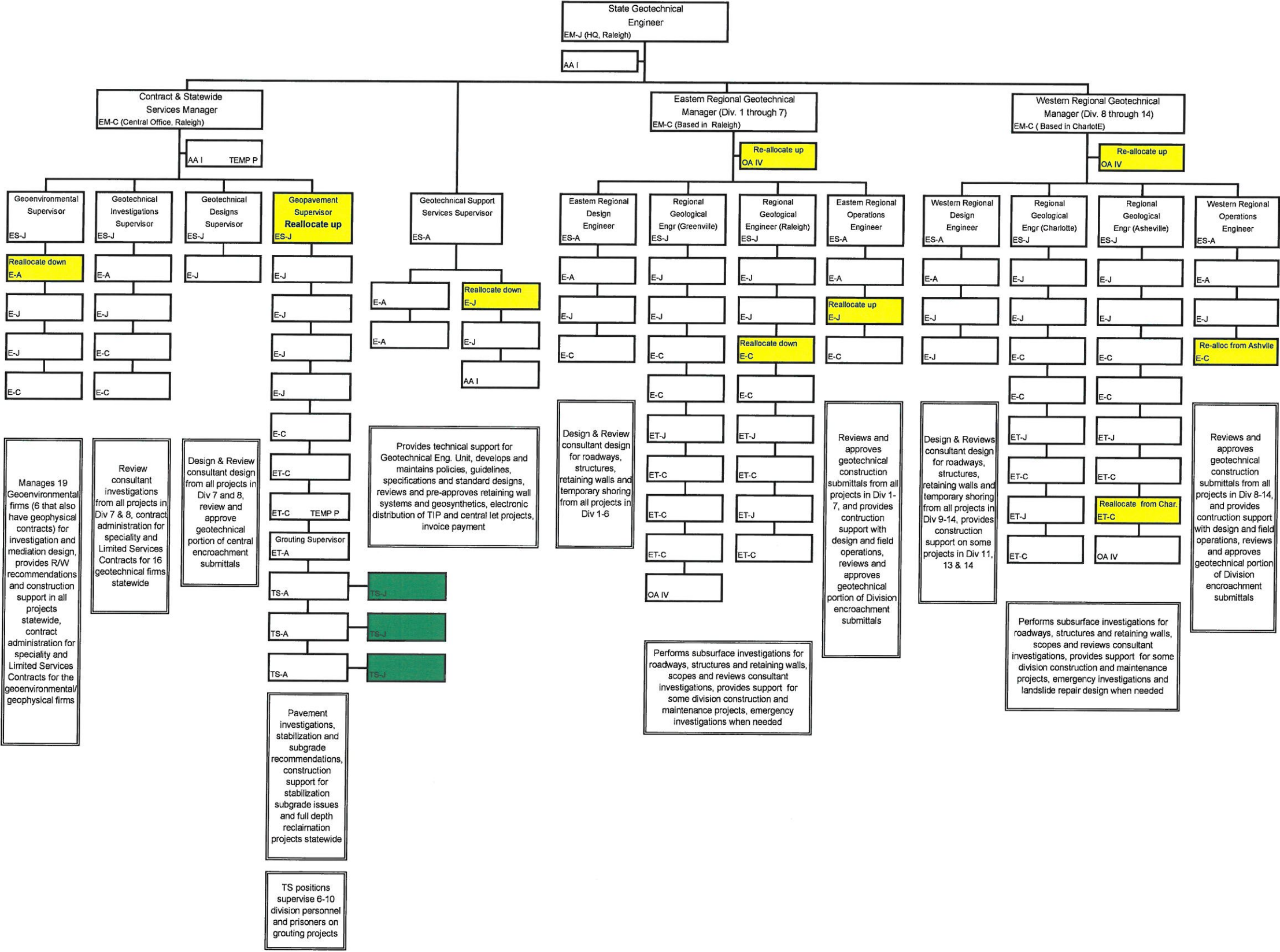
Positions:

1	EM-J
3	EM-C
5	ES-A
9	ES-J
8	E-A
24	E-J
14	E-C
1	ET-A
7	ET-J
7	ET-C
3	TS-A
0	TS-J
2	EA-J
2	AA I
2	OA IV
2	OA III
90	Total

Engineering Manager -Journey
Engineering Manager -contributing
Engineer Supervisor-Advance
Engine Supervisor-Journey
Engineer-Advance
Engineer-Journey
Engineer-contributing
Engineering Technician Advance
Engineering Technician Journey
Engineering Technician Contributing
Transportation supervisor-Advanced
Transportation supervisor-Journey
Engineering Assistant-Journey
Administrative Assistant I
Office Assistant IV
Office Assistant III

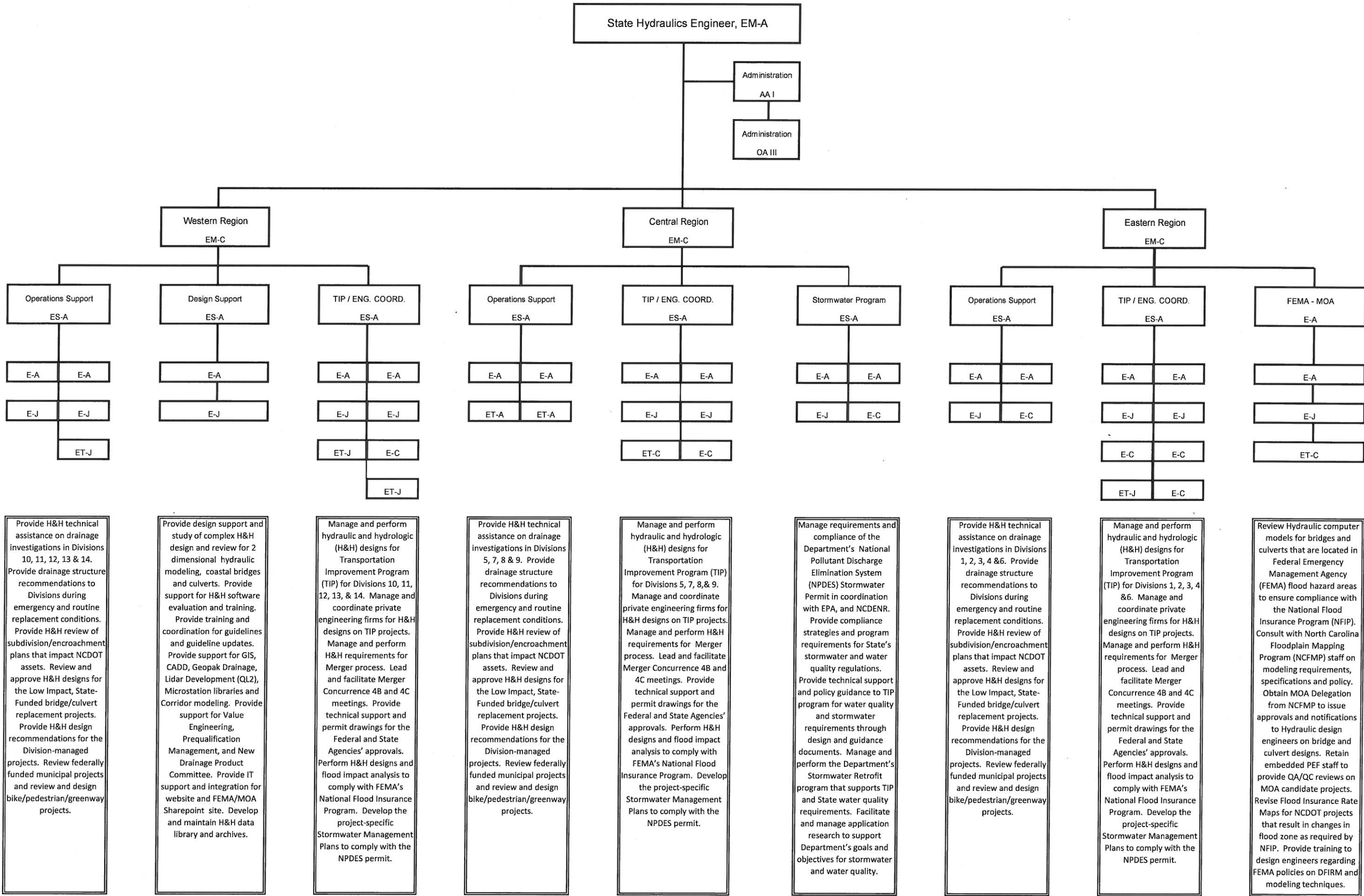
3 TEMP P Temp positions ("P" part time)

Future Budget-Driven Geotechnical Engineering Unit Organization Chart

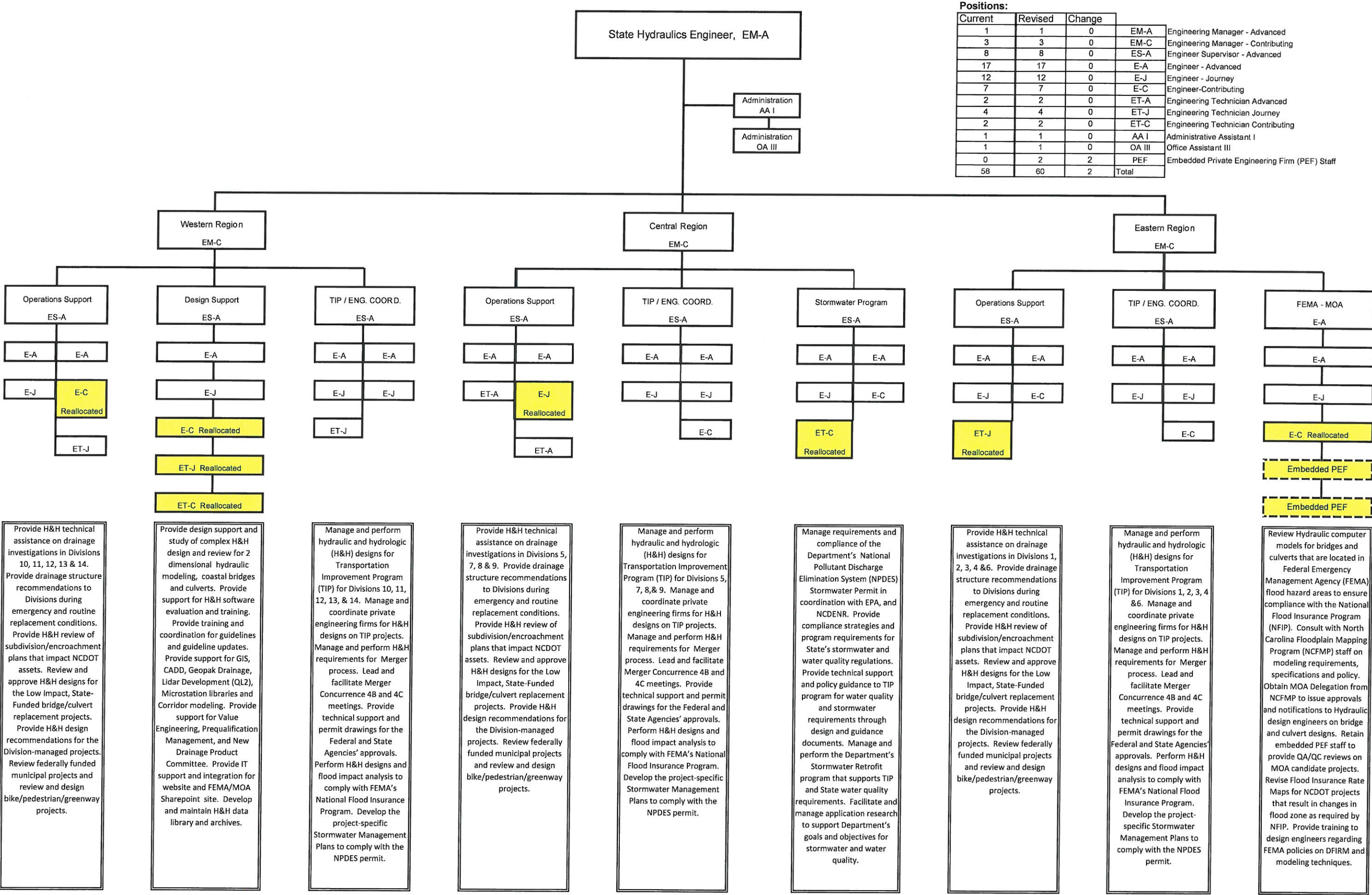


Positions:			
Current	Revised	Change	
1	1	0	EM-J Engineering Manager -Journey
3	3	0	EM-C Engineering Manager -contributing
5	5	0	ES-A Engineer Supervisor-Advance
9	8	-1	ES-J Engineer Supervisor-Journey
8	8	0	E-A Engineer-Advance
24	23	-1	E-J Engineer-Journey
14	15	1	E-C Engineer-contributing
1	1	0	ET-A Engineering Technician Advance
7	6	-1	ET-J Engineering Technician Journey
7	11	4	ET-C Engineering Technician Contributing
3	3	0	TS-A Transportation supervisor-Advanced
0	3	3	TS-J Transportation supervisor-Journey
2	0	-2	EA-J Engineering Assistant-Journey
2	2	0	AA I Administrative Assistant I
2	4	2	OA IV Office Assistant IV
2	0	-2	OA III Office Assistant III
90	93	3	Total

Hydraulics Engineering Unit Organization Chart



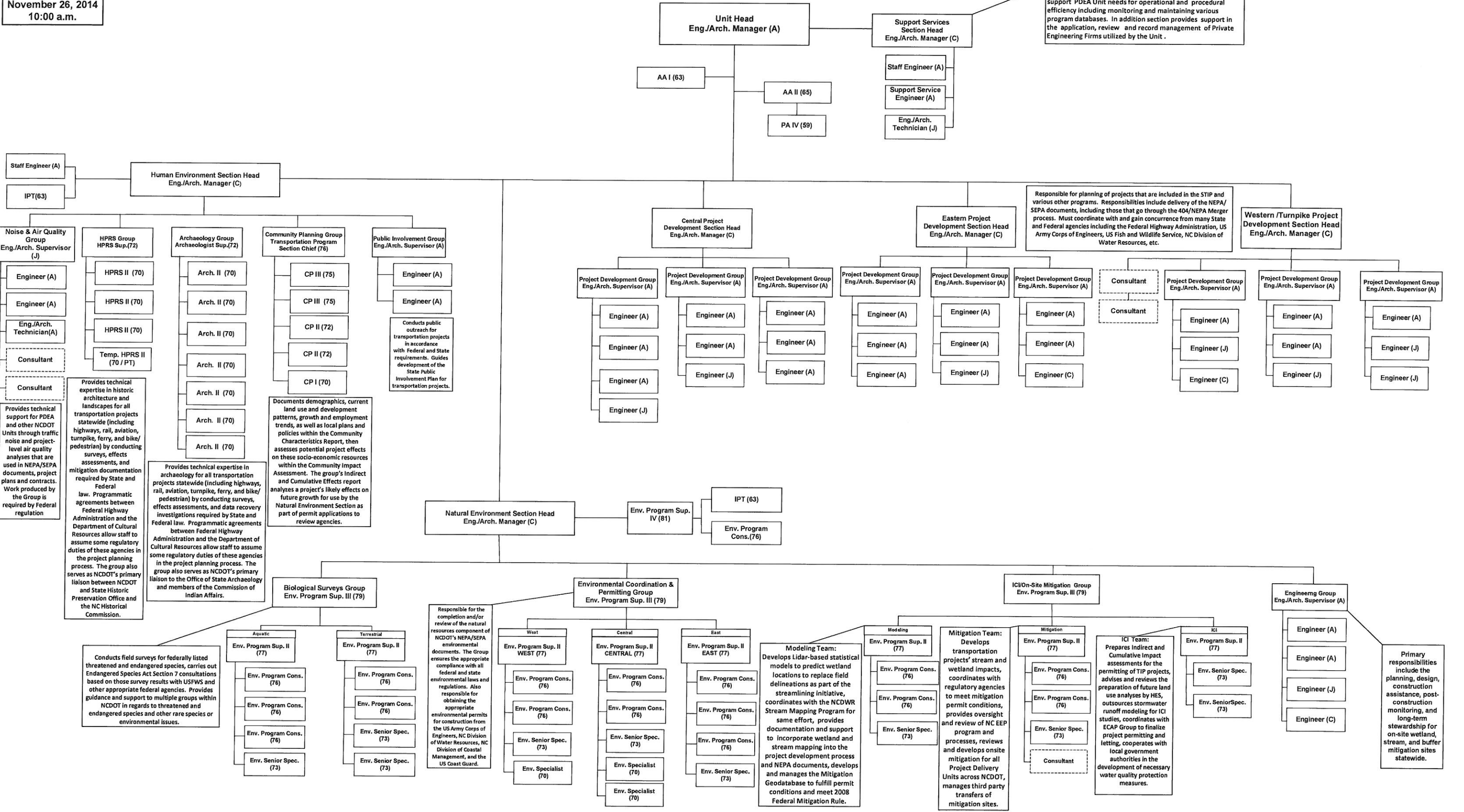
Future Hydraulics Engineering Unit Organization Chart



Updated
November 26, 2014
10:00 a.m.

Existing Project Development & Environmental Analysis

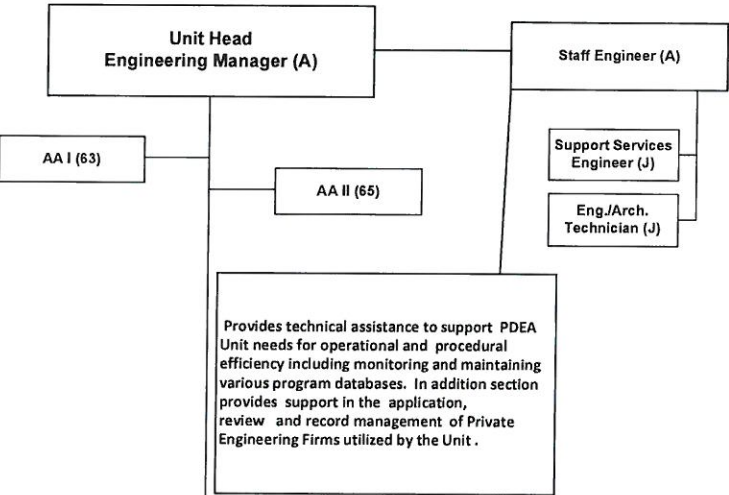
Support Service Section(SSS) provides technical assistance to support PDEA Unit needs for operational and procedural efficiency including monitoring and maintaining various program databases. In addition section provides support in the application, review and record management of Private Engineering Firms utilized by the Unit .



Updated
November 26, 2014
4:00 p.m.

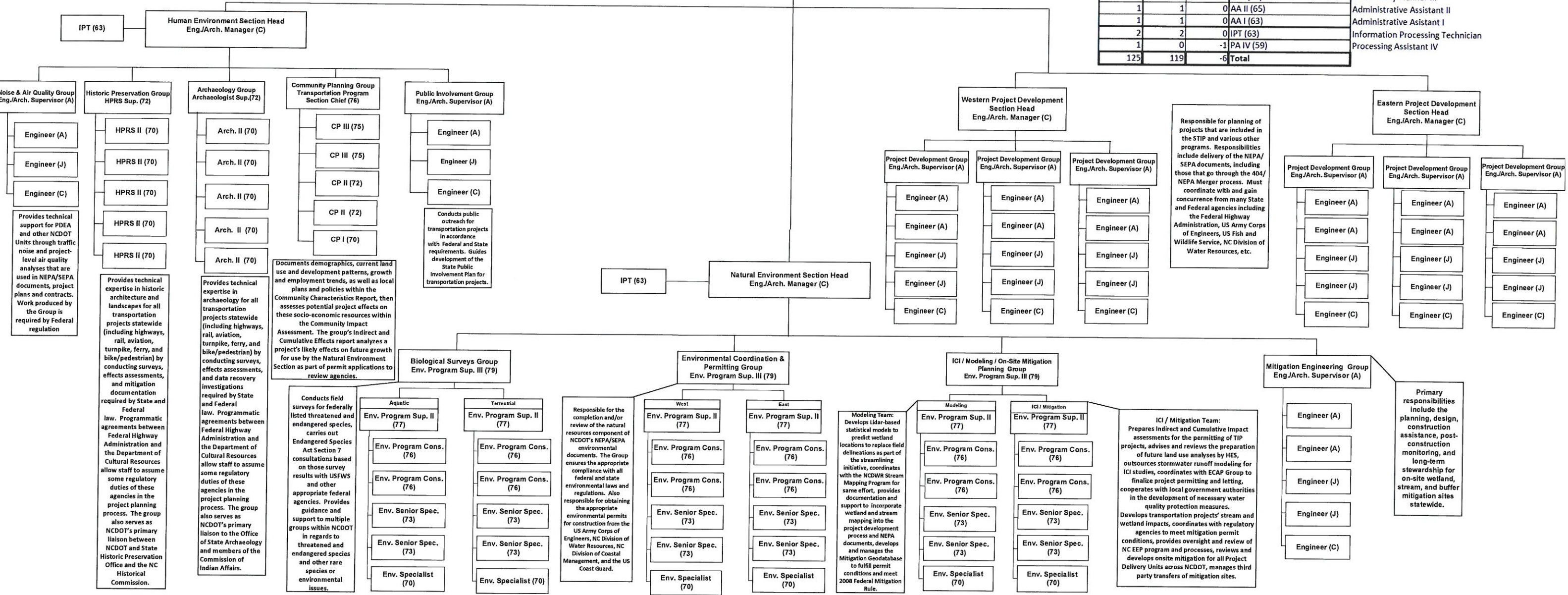
Conceptual Project Development & Environmental Analysis

Major Changes in the Project Development and Environmental Analysis unit reflect Project Development being divided to two geographical sections vs. the three that currently exist. This facilitates a reduction in the number of supervisory positions and an increased span of control for the supervisory positions that remain. This change was mirrored in the Natural Environment Section, Environmental Coordination and Permitting group, also resulting in a reduction in supervisory personnel and an increased span of control. Additional changes made in the Natural Environment Section focused on a more appropriate span of control in the other groups. Changes made in the Human Environment Section focused on a more appropriate span of control within the groups to the extent possible. See the Position Summary chart for changes in the numbers of specific position classifications and overall.



POSITIONS SUMMARY			
Current	Proposed	Change	
1	1	0	Eng./Arch. Manager (A)
6	4	-2	Eng./Arch. Manager (C)
12	9	-3	Eng./Arch. Supervisor (A)
28	17	-11	Engineer (A)
8	17	9	Engineer (J)
3	9	6	Engineer (C)
1	0	-1	Eng./Arch. Tech (A)
1	1	0	Eng./Arch. Tech (J)
1	0	-1	Env. Prog. Sup. IV (81)
3	3	0	Env. Prog. Sup. III (79)
8	6	-2	Env. Prog. Sup. III (77)
17	12	-5	Env. Program Cons. (76)
10	12	2	Env. Senior Spec. (73)
3	6	3	Env. Specialist (70)
1	1	0	HPRS Sup. (72)
1	1	0	HPRS II (70)
1	1	0	Archaeologist Sup. (72)
3	5	2	Arch. II (70)
7	5	-2	Transp. Prog. Sec. Chief (76)
2	2	0	CP III (75)
2	2	0	CP II (72)
1	1	0	CP I (70)
1	1	0	AA II (65)
1	1	0	AA I (63)
2	2	0	IPT (63)
1	0	-1	PA IV (59)
125	119	-6	Total

Engineer/Architect Manager (Advanced)
Engineer/Architect Manager (Contributing)
Engineer/Architect Supervisor (Advanced)
Engineer (Advanced)
Engineer (Journey)
Engineer (Contributing)
Engineer/Architect Technician (Advanced)
Engineer/Architect Technician (Journey)
Environmental Program Supervisor IV
Environmental Program Supervisor III
Environmental Program Supervisor III
Environmental Program Consultant
Environmental Senior Specialist
Environmental Specialist
Historic Preservation & Restoration Specialist Supervisor
Historic Preservation & Restoration Specialist
Archaeologist Supervisor
Archaeologist II
Transportation Program Section Chief
Community Planner III
Community Planner III
Community Planner III
Administrative Assistant II
Administrative Assistant I
Information Processing Technician
Processing Assistant IV

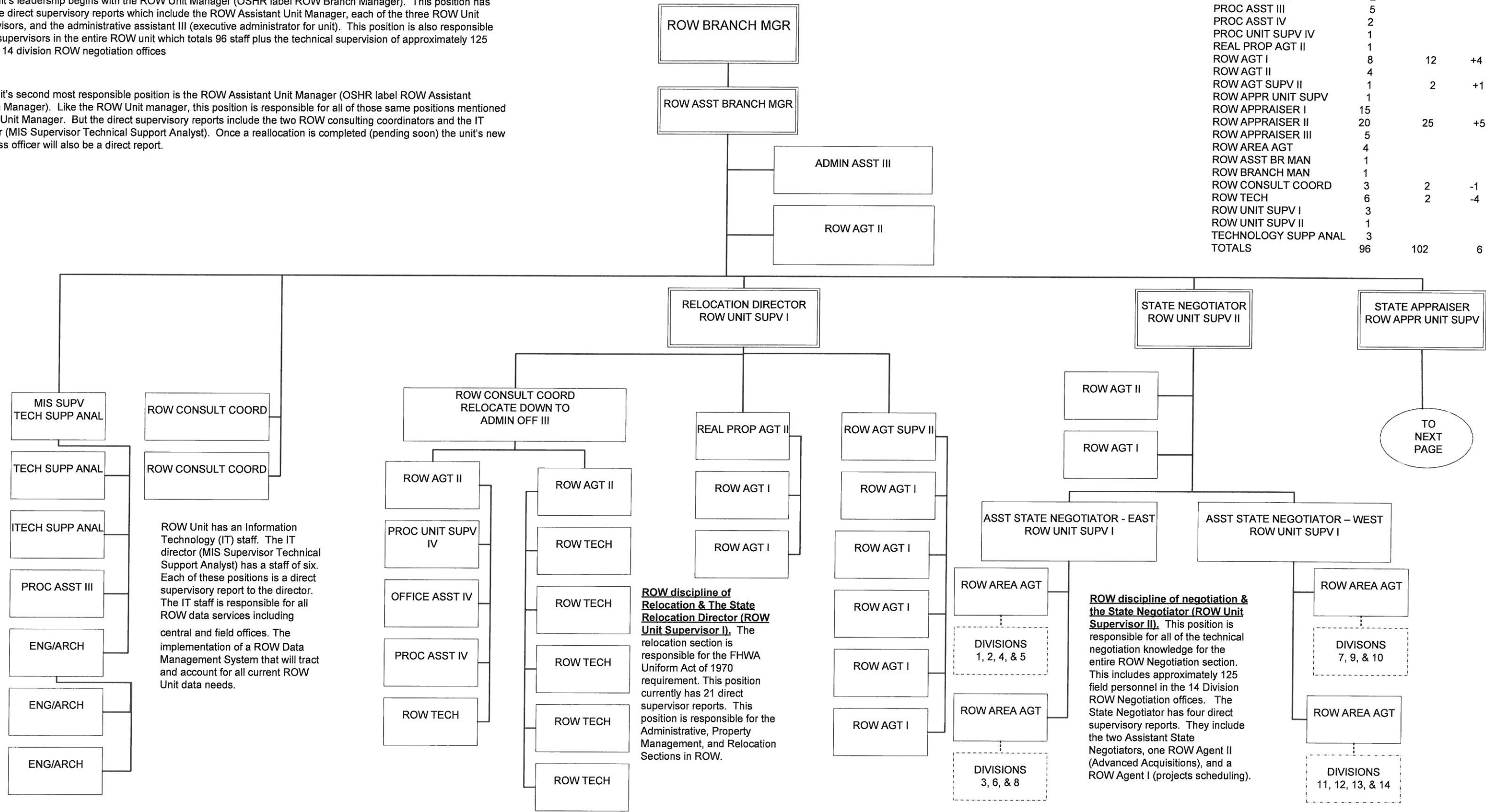


CURRENT 2014 NC DOT'S RIGHT OF WAY UNIT ORGANIZATIONAL CHART

The unit's leadership begins with the ROW Unit Manager (OSHR label ROW Branch Manager). This position has multiple direct supervisory reports which include the ROW Assistant Unit Manager, each of the three ROW Unit Supervisors, and the administrative assistant III (executive administrator for unit). This position is also responsible for all supervisors in the entire ROW unit which totals 96 staff plus the technical supervision of approximately 125 staff in 14 division ROW negotiation offices

The unit's second most responsible position is the ROW Assistant Unit Manager (OSHR label ROW Assistant Branch Manager). Like the ROW Unit manager, this position is responsible for all of those same positions mentioned for the Unit Manager. But the direct supervisory reports include the two ROW consulting coordinators and the IT director (MIS Supervisor Technical Support Analyst). Once a reallocation is completed (pending soon) the unit's new business officer will also be a direct report.

POSITION CHART				
POSITION DESCRIPTION	CURRENT	REVISED	CHANG	
ADMIN ASST III	1			
ADMIN OFFICER III	0	1	+1	
ENGINEERING/ARCHITEC	3			
LEAD WRKR III	4			
OFFICE ASST III	1			
OFFICE ASST IV	2			
PROC ASST III	5			
PROC ASST IV	2			
PROC UNIT SUPV IV	1			
REAL PROP AGT II	1			
ROW AGT I	8	12	+4	
ROW AGT II	4			
ROW AGT SUPV II	1	2	+1	
ROW APPR UNIT SUPV	1			
ROW APPRAISER I	15			
ROW APPRAISER II	20	25	+5	
ROW APPRAISER III	5			
ROW AREA AGT	4			
ROW ASST BR MAN	1			
ROW BRANCH MAN	1			
ROW CONSULT COORD	3	2	-1	
ROW TECH	6	2	-4	
ROW UNIT SUPV I	3			
ROW UNIT SUPV II	1			
TECHNOLOGY SUPP ANAL	3			
TOTALS	96	102	6	



Current total number of employees/staff in ROW Unit = 96

CURRENT 2014 NC DOT'S RIGHT OF WAY UNIT ORGANIZATIONAL CHART

FROM
PREVIOUS
PAGE

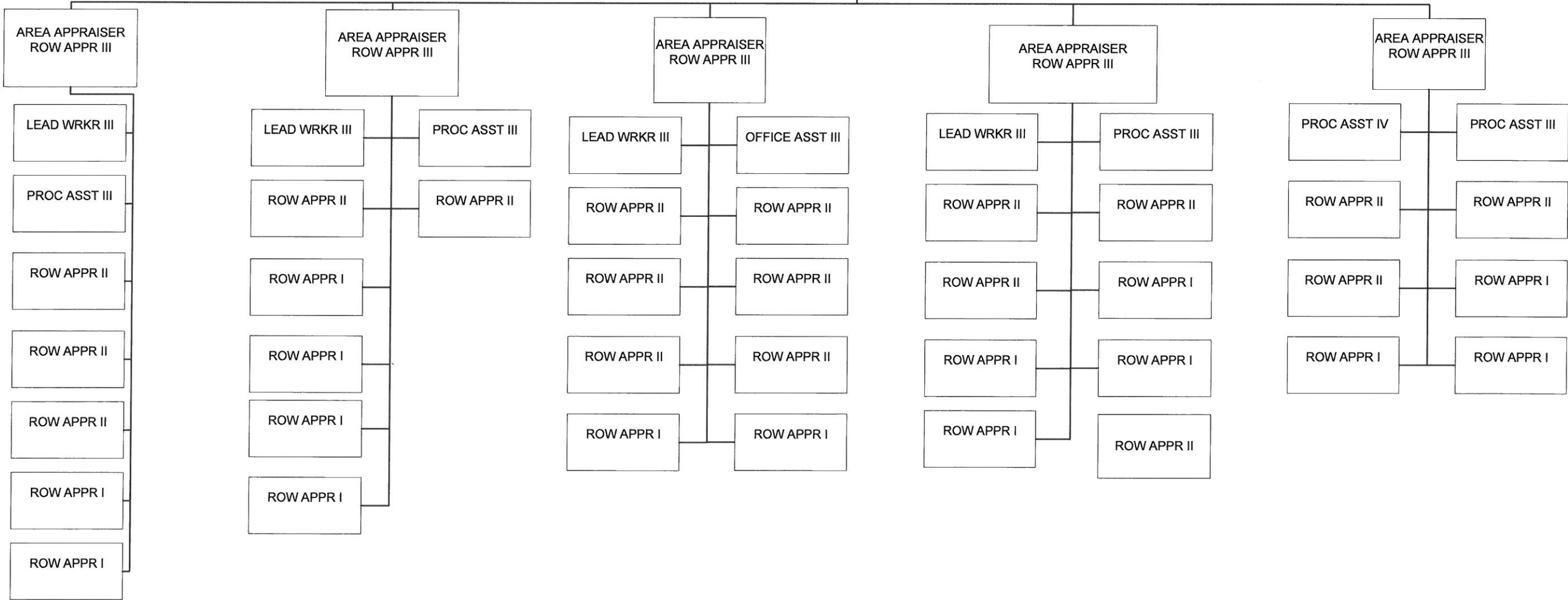
STATE APPRAISER
ROW APPR UNIT SUPV

ROW APPR II

ROW APPR II

OFFICE ASST IV

ROW discipline of real estate appraising & the State Appraiser (ROW Unit Supervisor II). This position is responsible for all of the technical appraisal knowledge for the entire ROW appraisal section. The State Appraiser has eight direct supervisory reports. They include the five supervising Area Appraisers, two central office appraisers (estimates and review), and an office assistant IV. The Appraisal Section provides review for and produces approximately 2,400 condemnation appraisal reports annually. The five Area Appraisers have review staffs, staff appraisers, and clerical staffs which average seven to ten staff per office.



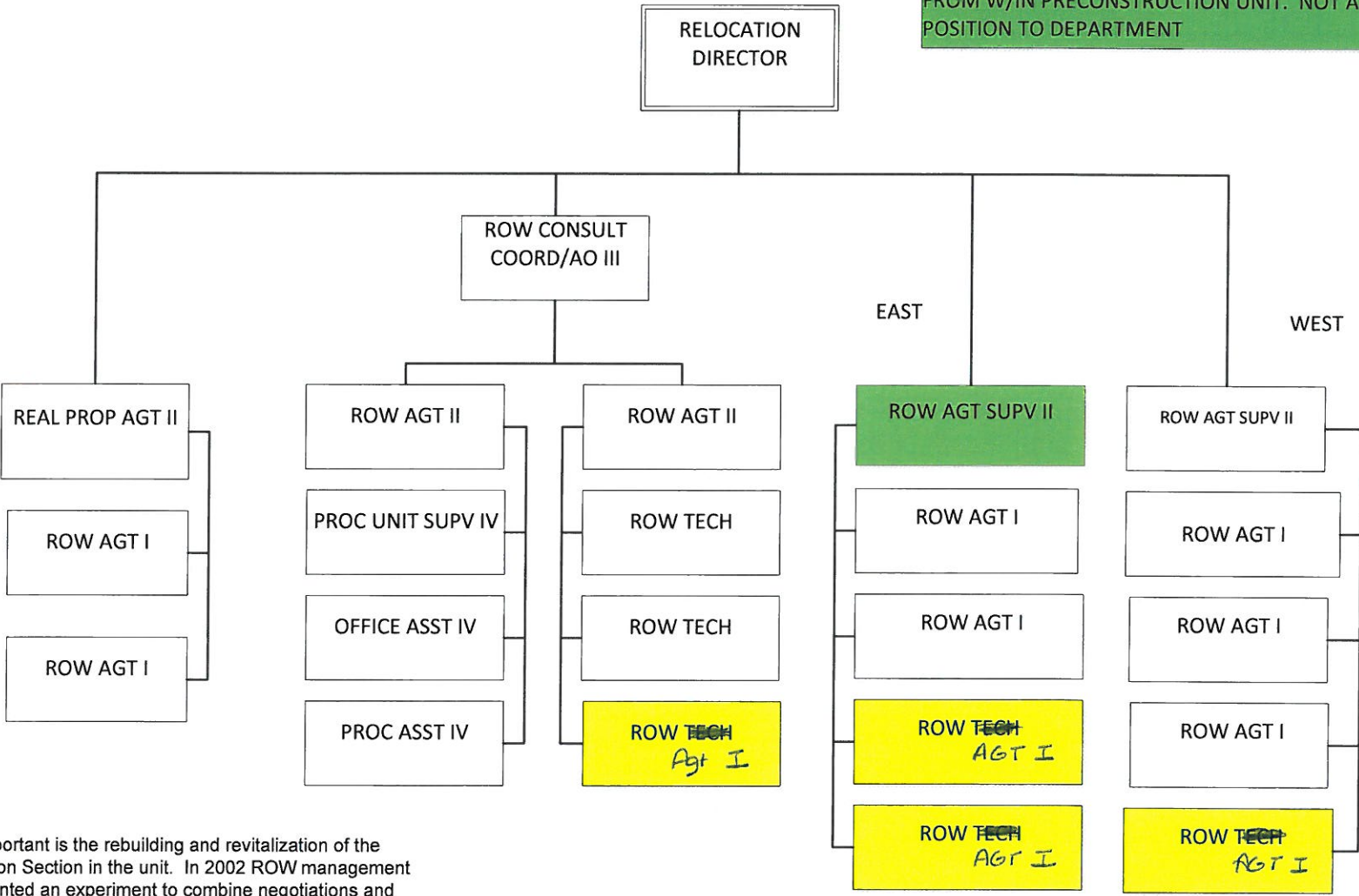
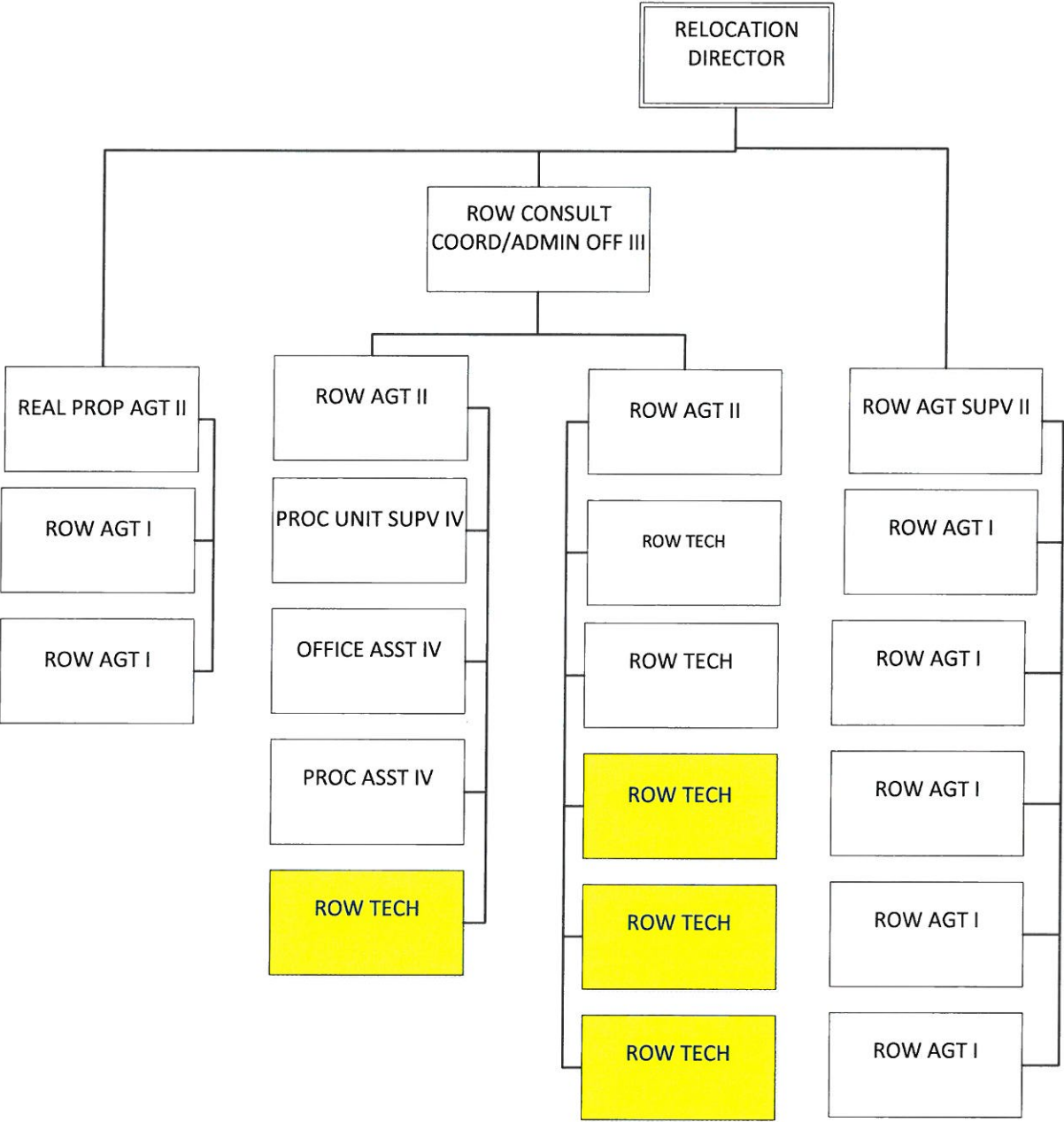
NC DOT'S RIGHT OF WAY UNIT ORGANIZATION CHART

CURRENT 2014 NCDOT'S RIGHT OF WAY UNIT (RELOCATION SECTION)

FUTURE CHANGES IN RIGHT OF WAY UNIT (RELOCATION SECTION)

FILL COLOR – ANY RELOCATED CHANGE UP OR DOWN

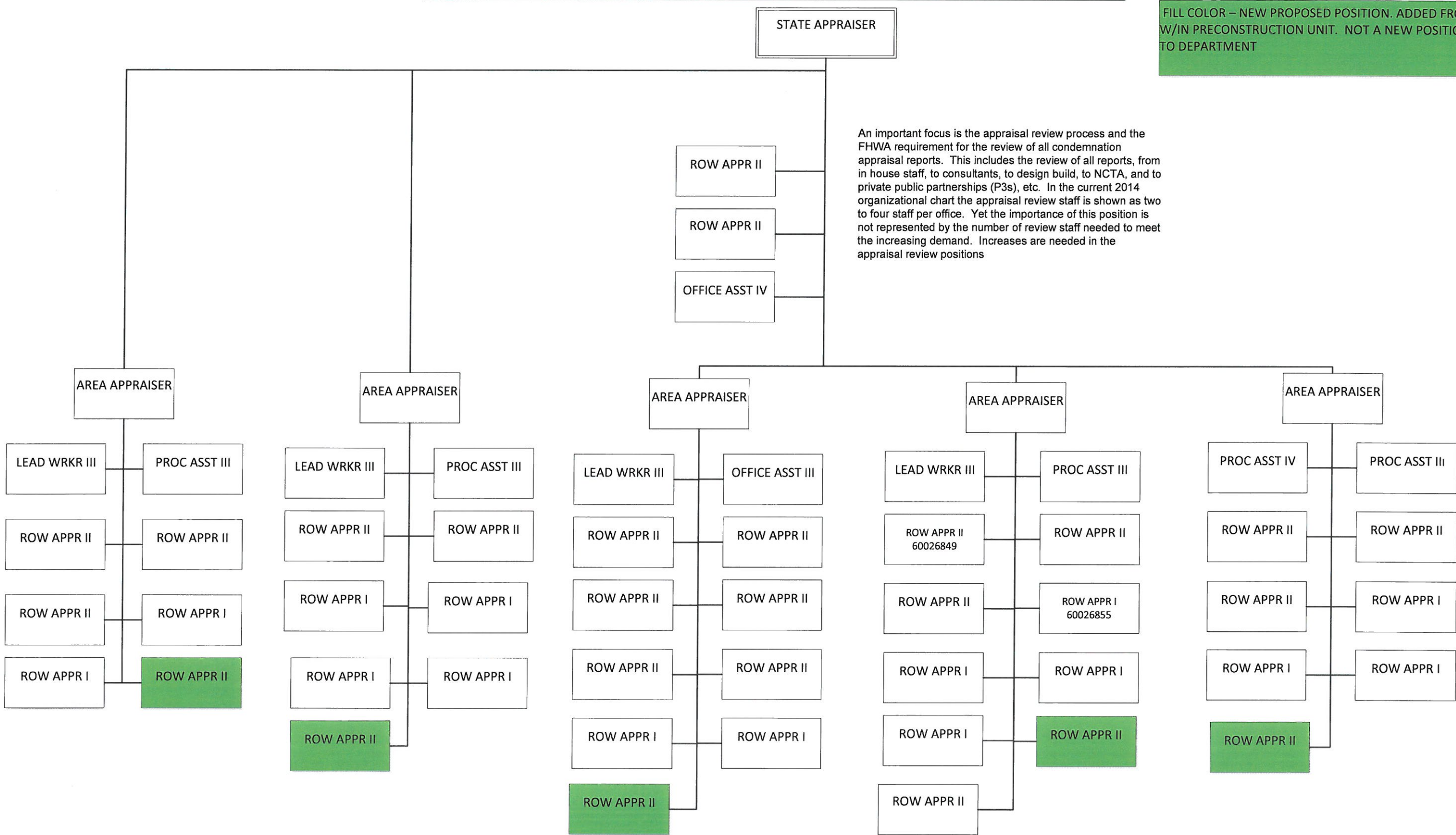
FILL COLOR – NEW PROPOSED POSITION. ADDED FROM W/IN PRECONSTRUCTION UNIT. NOT A NEW POSITION TO DEPARTMENT

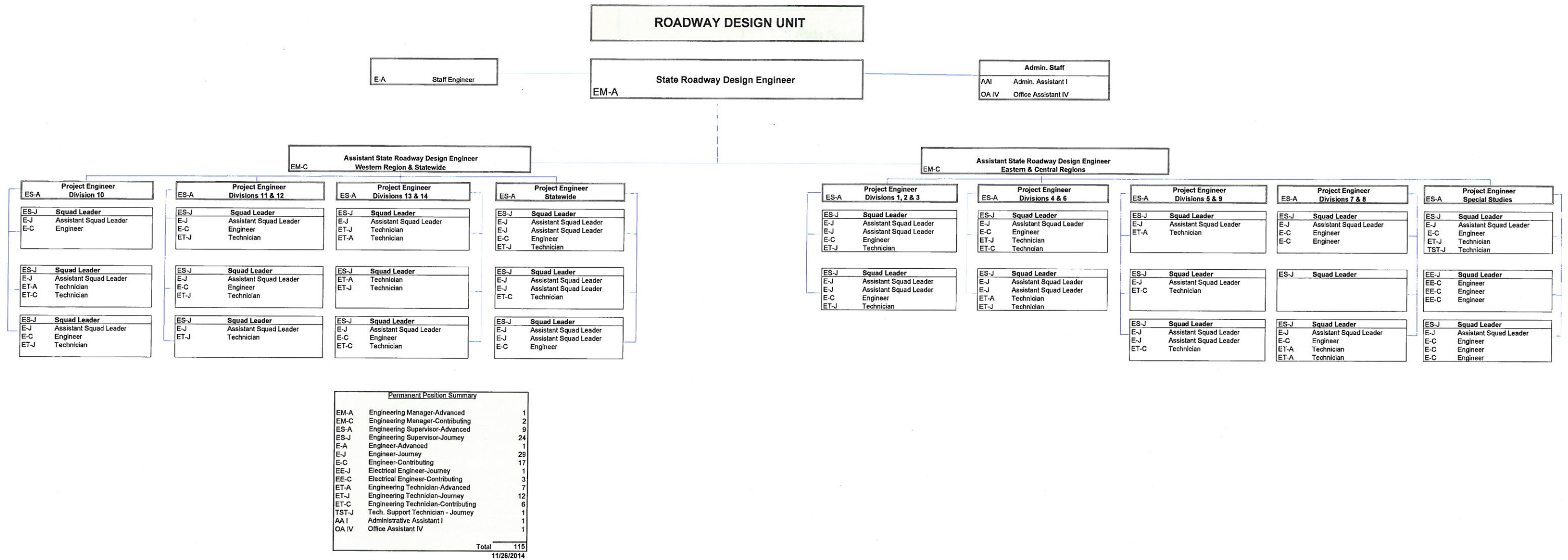


Very important is the rebuilding and revitalization of the Relocation Section in the unit. In 2002 ROW management implemented an experiment to combine negotiations and relocation disciplines into a single agent position. As a result the relocation discipline was negatively affected. The result was a noticeable decline in the knowledge levels and processing quality of relocation claims statewide. For the last 12 years the experience and the staff numbers have declined. With the cited importance of the FHWA requirement, this skilled discipline needs additional staffing increases to meet future experience requirements.

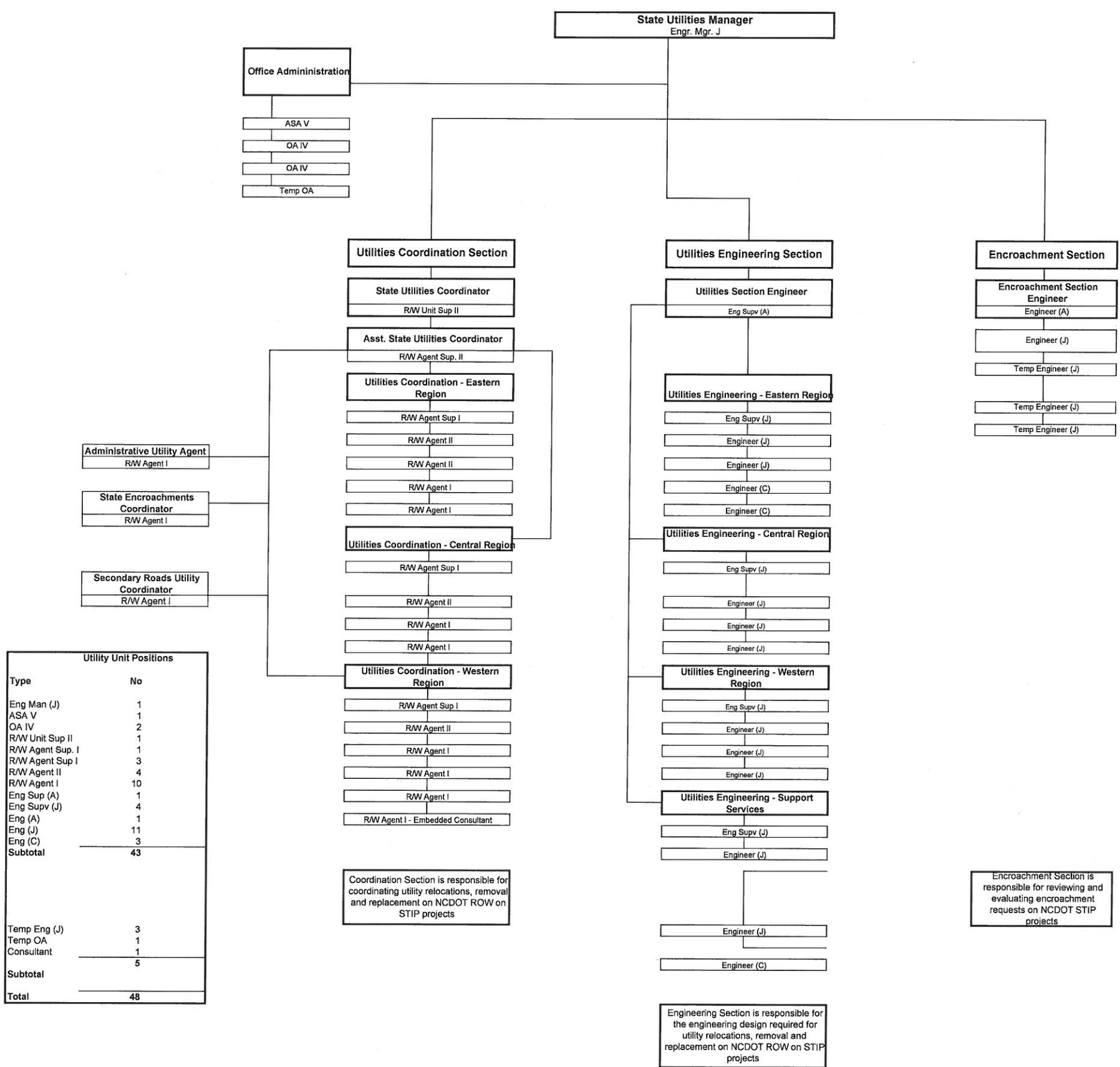
FUTURE CHANGES IN RIGHT OF WAY UNIT (APPRAISAL SECTION)

FILL COLOR – NEW PROPOSED POSITION. ADDED FROM W/IN PRECONSTRUCTION UNIT. NOT A NEW POSITION TO DEPARTMENT

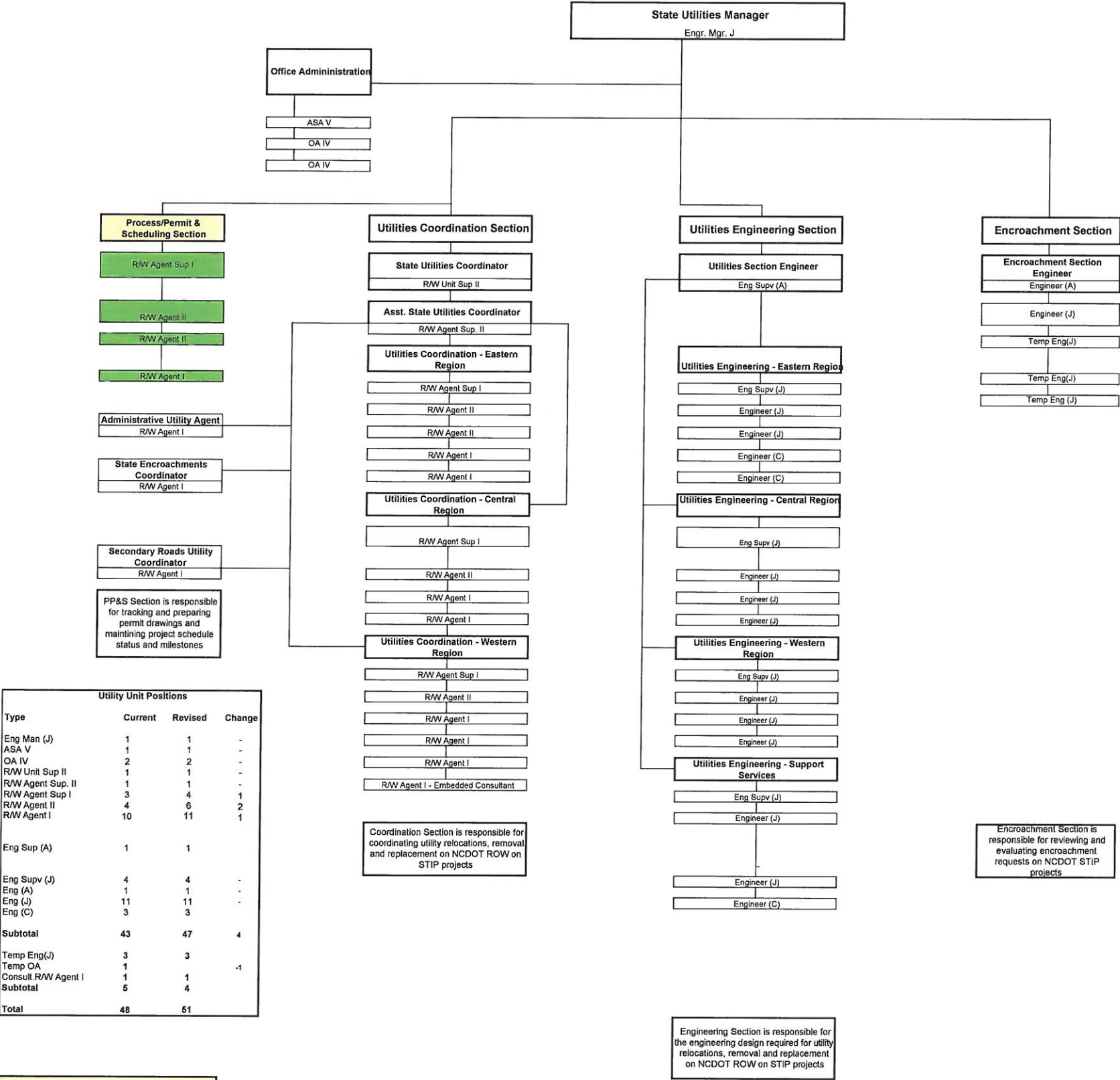


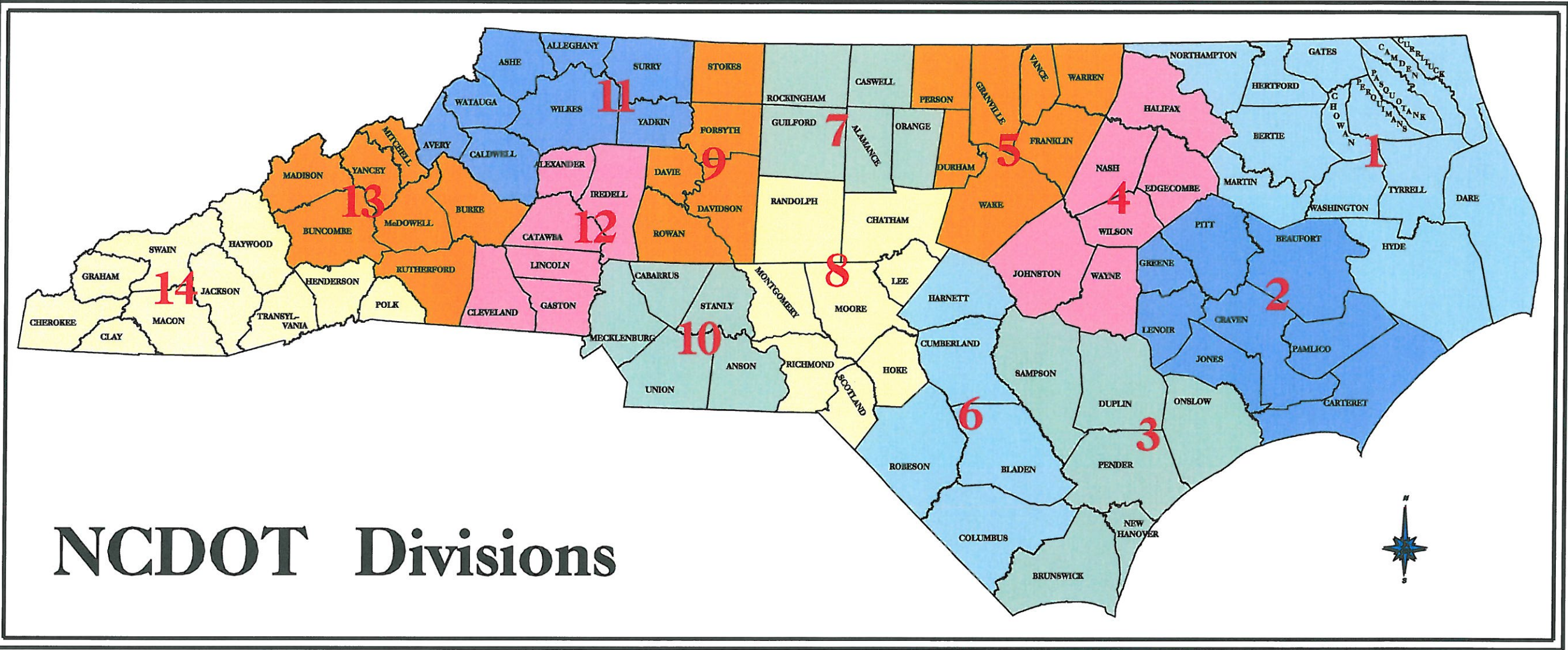


Utilities Unit-Existing

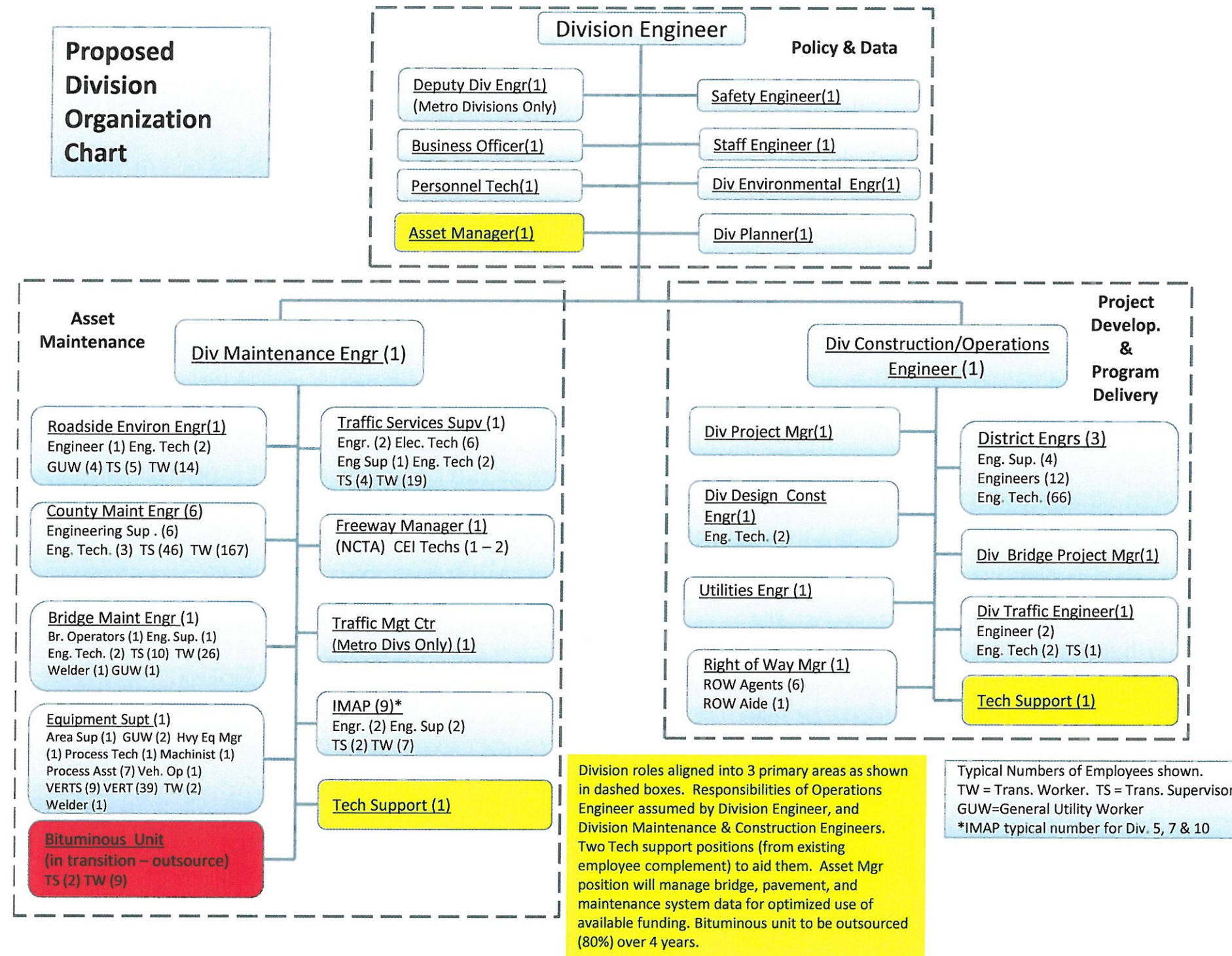


Utilities Unit - Future





Proposed Division Organization Chart



Attachment I

Division Data

Division	Total DOT Positions	Rank	Division Area Sq. Miles	Rank	Population	Rank	Interstate Lane Miles *	Rank	Total Pavement Lane Miles	Rank	Unpaved Road Miles	Rank	# of Bridges	Rank	Area of Bridges (SF)	Rank	Maint Budget (3 yr Avg.)	Rank	Snow & Ice Expenditures (3yr Avg.)	Rank	Current Active Projects Value (in \$M)	Rank	# of Traffic Signals **	Rank	Rest Areas	Rank
1	555	6	4572	1	263,605	14	0	13	10198	12	333	4	567	14	9,984,105	2	\$ 67,678,282	14	\$ 1,351,451	11	\$ 312	7	271	13	7	1
2	530	9	4168	3	498,612	11	0	13	10269	11	268	7	621	13	7,178,608	5	\$ 68,222,570	13	\$ 1,112,872	13	\$ 97	14	258	14	3	8
3	526	10	4434	2	691,214	6	348	9	11770	6	122	14	646	12	6,657,750	7	\$ 80,661,373	5	\$ 1,062,889	14	\$ 554	3	324	9	3	8
4	557	4	3480	7	587,369	8	635	4	13480	3	133	12	957	5	6,674,889	6	\$ 81,634,412	4	\$ 2,236,839	8	\$ 222	9	472	5	7	1
5	643	1	3220	9	1,451,414	1	797	2	14237	1	316	6	1038	4	10,189,002	1	\$ 92,026,239	1	\$ 2,959,995	6	\$ 349	6	481	3	3	8
6	522	12	4008	6	680,254	7	450	8	12801	4	251	9	726	11	4,919,003	13	\$ 77,378,783	8	\$ 1,316,593	12	\$ 423	5	317	10	3	8
7	525	11	2460	11	908,955	3	861	1	11570	7	261	8	952	6	7,505,869	4	\$ 82,422,048	3	\$ 4,799,780	4	\$ 879	1	343	8	3	8
8	536	7	4095	4	519,117	9	315	10	13944	2	325	5	911	9	5,882,884	11	\$ 78,348,283	6	\$ 1,581,618	10	\$ 154	12	428	6	2	14
9	455	14	2184	14	747,941	4	630	5	10757	10	181	11	779	10	6,480,423	9	\$ 70,202,947	12	\$ 4,565,054	5	\$ 430	4	312	11	4	7
10	557	4	2445	12	1,441,587	2	756	3	11141	8	125	13	947	8	8,129,142	3	\$ 84,451,192	2	\$ 2,824,626	7	\$ 854	2	474	4	3	8
11	590	2	3316	8	372,794	12	200	12	10910	9	778	1	1307	3	4,114,423	14	\$ 71,935,736	11	\$ 9,716,822	1	\$ 163	11	287	12	5	5
12	479	13	2352	13	741,919	5	474	7	12659	5	203	10	948	7	5,898,014	10	\$ 78,134,382	7	\$ 2,131,838	9	\$ 252	8	548	1	5	5
13	534	8	3155	10	502,926	10	502	6	10137	13	360	3	1584	1	6,582,136	8	\$ 73,291,170	10	\$ 9,471,352	2	\$ 219	10	495	2	6	3
14	587	3	4040	5	357,522	13	267	11	9354	14	570	2	1563	2	5,021,992	12	\$ 73,537,337	9	\$ 7,101,508	3	\$ 121	13	357	7	6	3
weight ranks		5%		6%		5%		10%		16%		6%		8%		8%		11%		6%		9%		6%		4%
Average	543		3424		697,516		445		11659		302		968		6,801,303		\$ 77,137,482		\$ 3,730,946		359		383		4	

Table 1

Table 1 Weighted Average Rank	Table 2 Weighted Average Rank
9.5	9.4
10.7	10.5
7.7	8.2
5.6	6.8
3.3	6.3
8.2	7.2
5.3	4.4
7.5	7.3
8.9	5.2
5.6	6.2
8.4	9.8
7.4	6.6
7.4	8.1
8.6	8.9

further review needed

* 30 lane miles of interstate in Division 1 (Northampton) shown in Division 4 since they maintain it.

** Signals maintained by DOT forces. Excludes signals maintained by cities for DOT by agreement.

Division Data

(***)Numbers Shown are per each Division position except Bridges, Maint. Budget, Active Projects & Signals (***)

Table 2

Division	Total DOT Positions	Rank	Division Area Sq. Miles	Rank	Population	Rank	Interstate Lane Miles	Rank	Total Pavement Lane Miles	Rank	Unpaved Road Miles	Rank	# of Bridges	Rank	Area of Bridges (SF)	Rank	Maint Budget (3 yr Avg.)	Rank	Snow & Ice Expenditures (3yr Avg.)	Rank	Current Active Projects Value (in \$M)	Rank	# of Traffic Signals **	Rank	Rest Areas	Rank
1	555	6	8.2	2	475	14	0.0	13	18.4	13	0.6	5	14.2	14	249603	4	\$ 165,878	14	\$ 2,435	12	4.5	5	67.8	7	0.013	1
2	530	9	7.9	3	941	11	0.0	13	19.4	10	0.5	6	14.4	13	166944	8	\$ 173,154	11	\$ 2,100	13	2.0	13	43.0	13	0.006	11
3	526	10	8.4	1	1314	6	0.7	9	22.4	6	0.2	13	17.9	12	184938	6	\$ 229,804	5	\$ 2,021	14	3.9	7	40.5	14	0.006	10
4	525	11	6.2	7	1055	8	1.1	5	24.2	4	0.2	12	23.9	10	166872	9	\$ 237,309	4	\$ 4,016	9	3.0	10	94.4	1	0.013	2
5	643	1	5.0	10	2257	2	1.2	4	22.1	7	0.5	8	31.5	4	308758	2	\$ 213,518	8	\$ 4,603	7	4.3	6	48.1	12	0.005	13
6	522	12	7.7	4	1303	7	0.9	8	24.5	3	0.5	9	23.4	11	158678	11	\$ 217,968	6	\$ 2,522	11	5.0	3	63.4	9	0.006	8
7	536	7	4.7	13	1731	3	1.6	1	22.0	8	0.5	7	41.4	1	326342	1	\$ 279,397	2	\$ 9,142	5	6.9	1	85.8	3	0.006	9
8	557	4	7.6	5	969	9	0.6	10	26.0	2	0.6	4	24.6	9	158997	10	\$ 216,432	7	\$ 2,951	10	2.6	12	85.6	4	0.004	14
9	557	4	4.8	12	1644	4	1.4	2	23.6	5	0.4	11	31.2	5	259217	3	\$ 273,163	3	\$ 10,033	4	4.7	4	62.4	10	0.009	6
10	590	2	4.4	14	2588	1	1.4	3	20.0	9	0.2	14	28.7	8	246338	5	\$ 310,482	1	\$ 5,071	6	5.1	2	67.7	8	0.005	12
11	479	13	5.6	9	632	12	0.3	12	18.5	12	1.3	1	29.7	6	93510	14	\$ 170,869	12	\$ 16,469	2	3.3	9	57.4	11	0.008	7
12	455	14	4.9	11	1549	5	1.0	6	26.4	1	0.4	10	28.7	7	178728	7	\$ 211,174	9	\$ 4,451	8	3.5	8	91.3	2	0.010	4
13	534	8	5.9	8	942	10	0.9	7	19.0	11	0.7	3	33.0	3	137128	12	\$ 169,264	13	\$ 17,737	1	2.8	11	82.5	5	0.011	3
14	587	3	6.9	6	609	13	0.5	11	15.9	14	1.0	2	36.3	2	116791	13	\$ 178,489	10	\$ 12,098	3	1.5	14	71.4	6	0.010	5
Average	543		6		1286		1		22		1		27		196632		\$ 217,636		6832		4		69		0	

*** Bridge values are divided by "hands on" bridge employees per division

Maintenance Budget is divided by # of maintenance/operations employees in each division

Value of active projects is broken down by division construction technicians + current consultant technicians

Traffic signals are divided by # of electronic signal technicians

Table 2 Weighted Average Rank
9.4
10.5
8.2
6.8
6.3
7.2
4.4
7.3
5.2
6.2
9.8
6.6
8.1
8.9