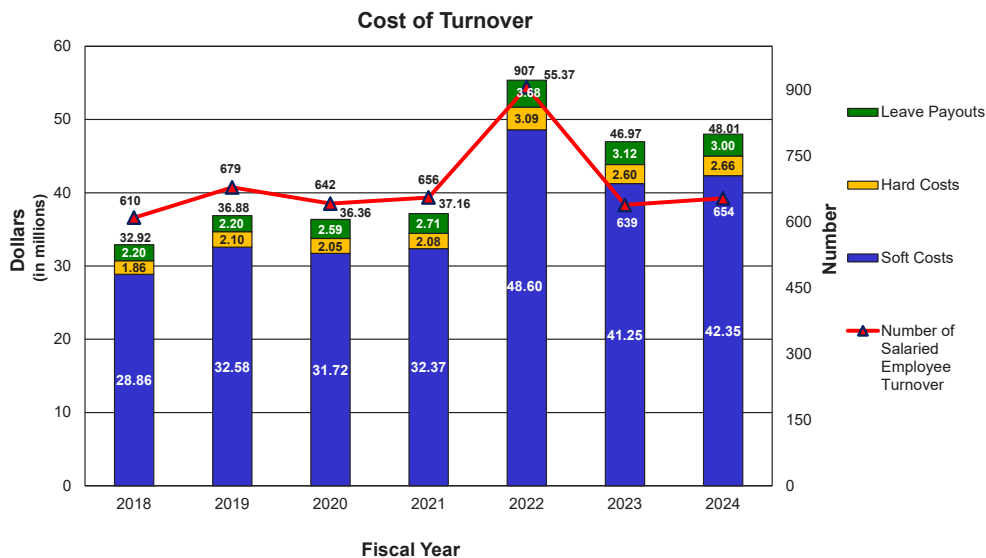


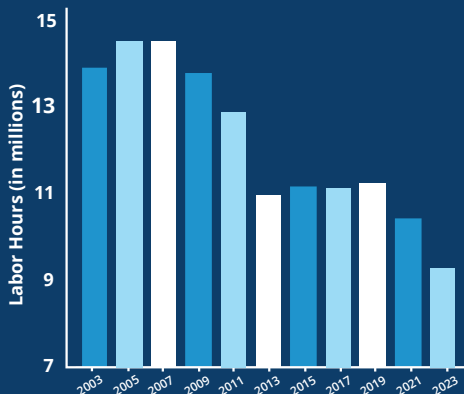
MoDOT Workforce Challenges

Excessive employee turnover significantly impacts MoDOT's productivity. It is costly and creates a continual staffing cycle to fill positions needed to maintain a safe and reliable transportation system. Approximately 650 employees left in fiscal year 2024, costing the department more than \$48 million.



This is a slight increase from fiscal year 2023 in which approximately 640 employees left the department at a cost of more than \$46 million. Efforts continue to be made to improve employee pay where possible in addition to those that have already taken place such as the market adjustments made in July 2022. Multiple cost-of-living increases signed into law by the governor have also occurred in fiscal years 2022, 2023, and 2025.

20 Year Labor Hour Comparison



While progress has been made with filling vacancies, there are still struggles with a high turnover rate. The department continues to see high turnover in maintenance positions and struggles with filling critical positions like equipment technicians (mechanics). It is necessary to continue improving employee pay to ensure MoDOT can staff critical positions and retain a trained and qualified workforce to carry out its mission.