



Date: January 20, 2021

This is being sent to all employees, please share with those who do not have easy access to email.

I'm sure you would agree that 2020 was unprecedented, and we didn't understand the universal impact it would have, or how it would transform our agency. As we close the door on 2020, I want you to know that I'm so proud of the agency that has emerged from the pandemic and all of you who have made it great. I'm confident that the lessons we've learned have built a strong foundation to allow us to meet upcoming challenges with more agility, resiliency, empathy and concern.

Please join me in a look back at some of the challenges we overcame and the accomplishments we achieved together in 2020.



The future is bright! As we embark on our journey into 2021, I wanted to highlight a few of the many things we are looking forward to this year:

Iowa DOT Business Plan

The DOT is developing its first ever business plan which lays out a preferred future for the agency. Among other things the plan will help us adjust to rapidly changing technologies, maintain top-notch customer service, sustain a highly capable work force, and evolve and adapt to changing customer needs. We've identified where we want to be in 5 years, as well as what we need to do next year, in 2021, to help us get there. You will be hearing more about the business plan in the near future.

Employee Visits

I will continue traveling around the state in 2021 to meet and greet all of you where you work. It has been so meaningful to me to get to know our team better and learn more about your concerns. Your feedback has also been key in helping set priorities for 2021 and in making positive changes in the agency. For example, we heard about the comp time ceiling needing to be higher, and it was recently made permanent at 160 hours. Your feedback is very much appreciated and so beneficial for helping lift the entire organization, so please keep it coming.

Funding Outlook

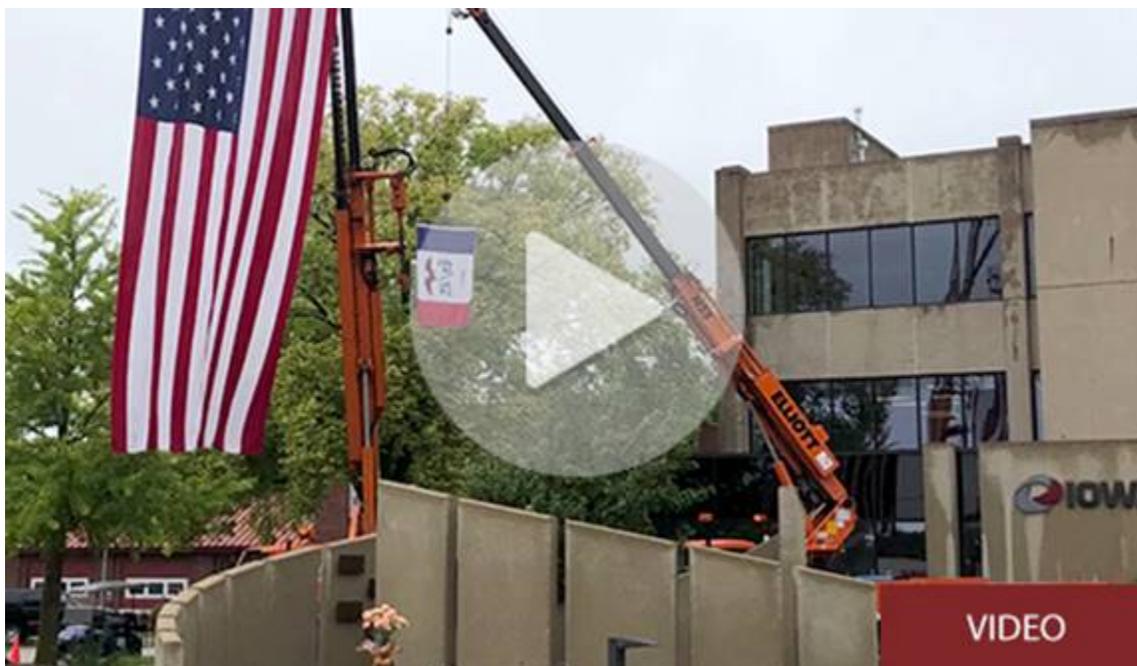
As the Governor reported in her Condition of the State address, the state's budget is stable, and no cuts are anticipated.

The funding for transportation in 2021 is very good. The next round of COVID relief just passed by Congress would bring somewhere between \$100 to 120 million to Iowa for transportation, which is great news.

In addition, the current Fixing America's Surface Transportation or FAST Act that provided funding through 2020 will be replaced with a new federal transportation bill in 2021... all draft versions include additional funding for Iowa.

Honoring Those Who Were a Part of our Team

As we embark on our future together, let's recognize those team members who left us in 2020.



I want to close by thanking each of you for being a part of the DOT team and the work you do to serve the state of Iowa. I'm so honored to serve as your director, and I look forward to what we can accomplish together in 2021.

Stay safe!

