



Pause-50 Plan Aims to Restore Funding Back to Normal Operating Levels

KYTC Secretary Greg Thomas recently testified before the Interim Joint Committee on Transportation about the condition of the Road Fund cash balance—the funding source for all Cabinet operations including construction, maintenance and general support. Sec. Thomas introduced the Cabinet’s “Pause-50” plan to restore funding back to normal operating levels.

“For the first time in recent history, the Cabinet faces a low Road Fund cash balance, which compromises our ability to authorize new state road projects over the next biennium,” said Sec. Thomas. “The “Pause-50” approach is designed to slow or delay the starts of new projects so that we can pay current expenditures, recoup lost revenue and rebuild our funding base.”

Based on the KYTC’s cash management plan, the Cabinet strives to have a balance of at least \$100 million at any given time. The last time the cash balance neared zero was in 2004 when it hit \$30 million.

Consequently, the Cabinet will implement the “Pause-50” plan by halting the starts of new state-funded projects in all phases, which includes design, right of way/utilities, and construction for the first year of the biennium; and in the second year, aim for a goal of \$50 million to allocate on state-funded projects starts. In essence, the Cabinet will “pause” adding new state-funded projects for the first year in the biennium. For the second year, the Cabinet anticipates the availability of \$50 million for state-funded projects starts. The dollar amount could be higher or lower depending on

actual expenditures and the flow of state revenue funding.

State spending has greatly exceeded revenues since Fiscal Year 2014. Road Fund revenues totaled \$4.5 billion over FY 2014-2016. Over the same period, expenses totaled \$5.035 billion, exceeding revenues by \$498 million; meaning that the start of new state funded projects must be delayed in order to meet payment of current expenditures as well as restoring the \$100 million cash balance threshold. Despite concerns, the Cabinet will proceed and continue work on other projects not financed by state construction funds, which include:

- Ongoing commitments to mega projects including I-69 improvements, the Mountain Parkway expansion project, U.S. 68/KY 80 roadway improvements and the Louisville bridges project.
- The Cabinet will proceed on new federally-funded projects including the widening of I-75 in Rockcastle County, new I-65 interchange in Bullitt County, and upgrading the William H. Natcher Parkway to interstate standards in order to establish the “I-165” Spur Route between Bowling Green and Owensboro.
- The resurfacing program will continue to operate.

Local county and city governments will continue to utilize the Flex Fund and Bridge Replacement programs.

Excerpted from: Ryan Watts, KYTC, June 7, 2016
<http://transportation.ky.gov/Pages/PressReleasePage.aspx?&FilterField1=ID&FilterValue1=187>

About The KYTC

The goal of the KYTC DBE Program is to ensure a “level playing field” on which DBEs can compete fairly for US DOT-assisted contracts, improve the flexibility and efficiency of the DBE program and reduce burdens on small businesses.

KYTC provides support for its certified DBE firms through the DBE Supportive Services Program with the intent to improve economic growth and future of Kentucky DBE firms by utilizing the following tactics:

- Expanding business knowledge
- Increasing project quality
- Enhancing abilities
- Creating marketability of Kentucky DBEs

About The DBE Program

The Construction Estimating Institute (CEI) works with Kentucky Transportation Cabinet (KYTC) as the statewide provider of the federally funded Disadvantaged Business Enterprises (DBE) Supportive Services Program.

We want to increase the number of certified DBEs participating in highway and bridge construction, as well as assist DBEs in growing and eventually becoming self-sufficient.

Additionally, CEI provides supportive services by assisting prime contractors and consultants with identifying DBEs for subcontracting opportunities on priority projects.

Dr. Hunter Brings Vast Leadership and Government Experience to KYTC

KYTC Secretary Greg Thomas recently announced the appointment of Dr. Noelle Hunter as Executive Director of the Kentucky Office of Highway Safety (KOHS).

“Dr. Hunter brings a vast wealth of knowledge and life experience to the KOHS,” said Sec. Thomas. “Combined with her passion and dedication to helping others, we believe she is a true asset to the Cabinet.”

The KOHS is responsible for providing traffic safety grant funding to law enforcement agencies and educational programs to schools and communities in an effort to reduce

crashes, injuries and fatalities on Kentucky roadways.

Prior to joining the KYTC, Hunter was the Director of College Readiness and an instructor of Developmental Reading at Morehead State University. During her decade in higher education, she served as a professor of state and local government, American political institutions and international relations at Morehead State, West Virginia University and WV Wesleyan University.

Excerpted from Ryan Watts, KYTC, June 24, 2016

<http://transportation.ky.gov/Pages/PressReleasePage.aspx?&Filter-Field1=ID&FilterValue1=188>



*Dr. Noelle Hunter
Executive Director of the Kentucky
Office of Highway Safety (KOHS).*

Hints for Hiring Good People When Growing Your Business

When hiring someone to work for you, the process is more than posting, interviewing, and making an offer. There are many common hiring mistakes to dodge.

Posting jobs has changed dramatically because job hunting now includes smartphones and social media. Using employees for recruitment is also increasing with crowd sourcing software like BullHorn Reach, Jobvite and Zao. Referrals from current employees also lead to faster hire and longer serving staff.

- Allowing Human Resources to exclusively manage the screening process often leads to recruiting of the wrong person because the department manager who knows what they are looking for. While H.R. adds tremendous value, the manager needs to be involved so great candidates don't get screened out.

- The hiring manager is the only person who can truly determine a strong potential candidate. Although busy, they need to be active in recruiting to ensure the right person is hired for the position.
- An open mind is required while reviewing resumes. Any type of bias, whether conscious or unconscious, could eliminate someone who is highly skilled.
- Don't misjudge a background or history.
- Avoid age, race and gender discrimination.
- Unemployed candidates are harder to place than those with a criminal record.
- Older candidates have a better work ethic, are more productive and engaged, and are likely to add tremendous value to your organization.

Good luck on your search for a great new employee!

Excerpted from Tom Zeleny at Aspen Associates, June 8, 2016

Supportive Services Offered



- Estimating Training
- Building Capacity
- Mobilization Financing
- Bonding Assistance
- Marketing Plan Development
- Creating a Business Plan
- Building a Website
- Plan Reading



CEI is an educational organization providing the highest quality construction training in the industry. Over 100,000 owners, estimators, project managers, field supervisors, office support staff, foremen, laborers, and key management personnel have attended courses that are offered nationwide. The courses provide students with construction skills training and the critical information needed to be effective within their companies and organizations.

Call 855-6789-DBE (323) or visit us online at www.kydbe.com

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