

From: [Sunset Advisory Commission](#)
To: [Cecelia Hartley](#)
Subject: FW: Public Input Form for Agencies Under Review (Public/After Publication)
Date: Tuesday, November 29, 2016 11:04:18 AM

-----Original Message-----

From: sundrupal@capitol.local [<mailto:sundrupal@capitol.local>]
Sent: Tuesday, November 29, 2016 11:02 AM
To: Sunset Advisory Commission
Subject: Public Input Form for Agencies Under Review (Public/After Publication)

Agency: TEXAS DEPARTMENT TRANSPORTATION TXDOT

First Name: Angela

Last Name: Richmond

Title:

Organization you are affiliated with:

Email:

City: Austin

State: Texas

Your Comments About the Staff Report, Including Recommendations Supported or
Opposed:

ISSUE 10

Pg 112, Recommendation 10.2

I support the elimination of the Unsatisfactory Employee Performance Report being submitted to the Commission.
(See Below)

ISSUE 10

Pg 112, Recommendation 10.3

I support the directive to implement and monitor workforce diversity efforts.
(See Below)

Any Alternative or New Recommendations on This Agency:

ISSUE 10

Pg 110, Finding #3 - Not Meeting EEO Workforce Percentages Research any correlation between retaining employees with unsatisfactory performances and the low number of African Americans, Hispanics and women. Applicable employees may be overlooked.

Research and identify the number of terminated African Americans, Hispanics and women compared to other terminated groups between 2013 and 2015 for any differences in procedures.

Provide management with education, training and incentives that identifies the benefits of a diverse workforce.

Include diversity efforts in management's performance evaluations.

Identify and contact agencies who have successful diversity workforce programs. Work with them to improve hiring, rather than costly contracted vendors.

People are the core for any successful organization. It does not matter what or how many improvements exist. Many of the answers are within the workers themselves. Is TxDOT listening?

My Comment Will Be Made Public: I agree