

TEAM BUILDING AND THIS AND THAT

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**“You’ve got to know when to hold ‘em,
Know when to fold ‘em....”**

**-- Willie Nelson
American Singer**

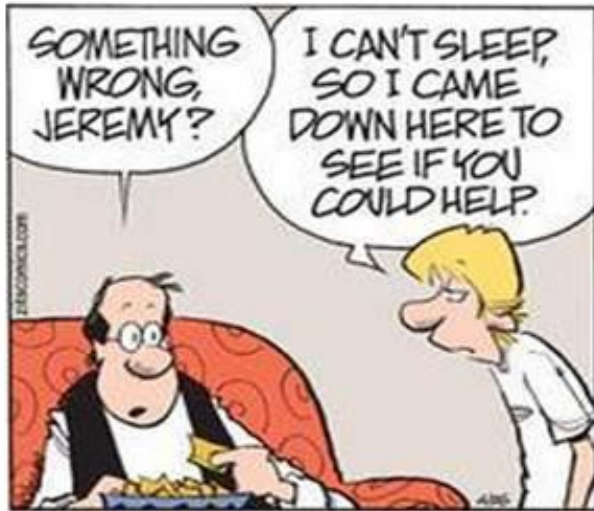




"because the ones who are crazy enough to think that they can change the world, are the ones who do."

Steve Jobs (1955 - 2011)

And I'm Still Crazy After All These Years....



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– DON'T WORRY – THIS ISN'T A TECHNICAL PRESENTATION

I will be making a few recommendations to help my FHWA friends, my Industry friends, and my State and Local Agency Friends.

Team Building (from OPM)

**Inspires and fosters team
commitment, spirit, pride, and trust.
Facilitates cooperation and
motivates team members to
accomplish group goals.**

(This is only a small part of what Federal leaders are asked to do.)

**IN FHWA, WHO IS DOING THIS NOW
FOR PAVEMENT PRESERVATION?**

SENIOR EXECUTIVE SERVICE CORE QUALIFICATIONS

ECQ 1: Leading Change

ECQ 2: Leading People

ECQ 3: Results Driven

ECQ 4: Business Acumen

ECQ 5: Building Coalitions

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Definition: This core qualification involves the ability to build coalitions internally and with other Federal agencies, State and local governments, nonprofit and private sector organizations, foreign governments, or international organizations to achieve common goals.

Partnering

Develops networks and builds alliances; collaborates across boundaries to build strategic relationships and achieve common goals.

Political Savvy

Identifies the internal and external politics that impact the work of the organization.
Perceives organizational and political reality and acts accordingly.

Influencing/Negotiating

Persuades others; builds consensus through **give and take**; gains cooperation from others to obtain information and accomplish goals.

What happens when “Political Reality” is in conflict with a national need like pavement preservation?



CHAMPION

VISIONARY

FHWA TEAM LEADER

- Money
- Power
- Staff

TEAM BUILDER

– ETG CREATOR

**An SES caliber leader
working as a GS-15
Team Leader**

RECOMMENDATIONS FOR MY FHWA FRIENDS

We are sorely in need of a Team Leader Champion for Preservation!

1. Be a Champion for Preservation wherever you are in the hierarchy!
2. Create a Preservation Team Leader position.
 - Give him or her adequate staff to support this critical program.
 - Provide him a budget that will allow FHWA to reestablish a leadership role.
3. Get the PPETG moving again!!!
 - Leverage the State, Local, Academic, and Industry Team that we built.
 - AASHTO passed a resolution to support this 3 years ago.
 - Industry is chomping at the bit to help.
4. Overwhelming our State and Local partners with “innovations” doesn’t replace doing the routine jobs of maintaining our existing roads and assets.

Our #1 Job is Taking Good Care of What We’ve Already Built.

**This requires a core-function focus by FHWA Management.
Performance Requirements on just the NHS isn’t good enough,
FHWA needs to support preservation on all roads as a Program!**

**“Life is not a matter of holding good cards,
but of playing a poor hand well.”**

**-- Robert Louis Stevenson,
Scottish writer**

TO WIN IN POLITICS, YOU NEED 3 OF THESE 4 THINGS:

1. LIKEABLE CANDIDATE (this isn't applicable...)

2. MONEY

3. AN ISSUE THAT HITS A RESPONSIVE CHORD

4. A GOOD ORGANIZATION TO SUPPORT YOU

So We Need All of the Last Three Things!

I couldn't talk about politics or money as a Federal Employee, but I will now – as I have many times in the past before joining FHWA.



A bipartisan group of 12 current and former U.S. transportation secretaries is urging Congress to approve a long-term infrastructure funding bill to improve the nation's road and public transit systems.

**Light Rail
Commuter Rail
High Speed Rail**

vs.

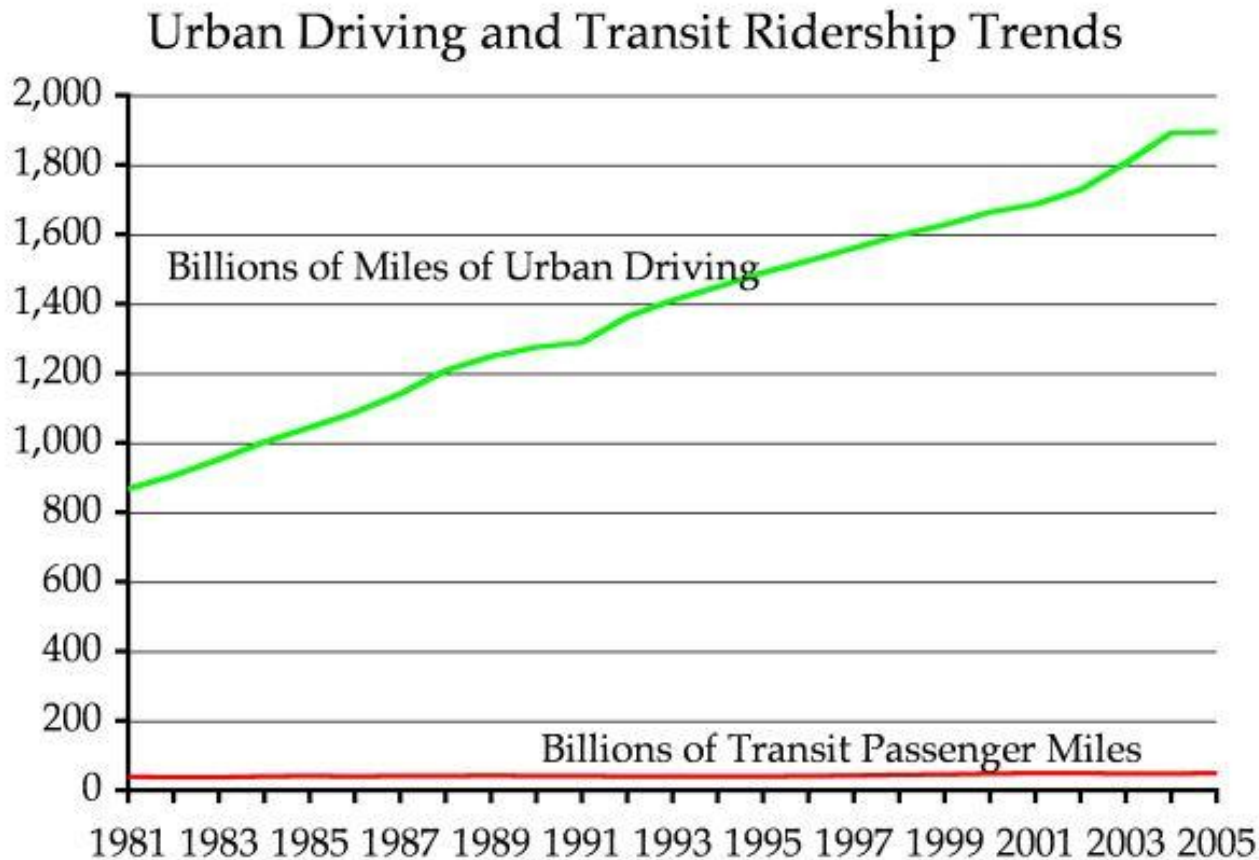
Bus Rapid Transit



<http://www.gao.gov/products/gao-01-984>
BRT is like “light rail on wheels”

The great enemy of the truth is very often not the lie, deliberate, contrived and dishonest, but the myth, persistent, persuasive and unrealistic.

· **John F. Kennedy**



How much money will Transit and High Speed Rail take from the Highway Trust Fund and your State

Budgets before you realize they won't help with traffic congestion?

TOTAL GAS TAX RATES (FEDERAL [\$0.184] + STATE)



10 CENT GAS TAX INCREASE IMPACT PER CAR

MILES / YEAR = 15,000

MILES / GALLON = 20

750 GALLONS PER YEAR

AVERAGE TAX PER GALLON = \$0.4972

TOTAL COST OF GAS TAX PER YEAR

= \$372.9/YEAR = \$31.08 /MONTH

AVERAGE TAX PER GALLON = \$0.5972


TOTAL COST OF GAS TAX PER YEAR

= \$447.90 = \$37.33/MONTH


\$6.25 PER MONTH INCREASE

**TO KEEP OUR ROADS FROM FALLING APART
and OUR BRIDGES FROM FALLING DOWN.**

RECOMMENDATIONS FOR MY INDUSTRY FRIENDS

1. SUPPORT INCREASING THE FEDERAL GAS TAX 10 CENTS PER GALLON NOW.
 2. DON'T MAKE THE NATION GO THROUGH THIS BRAIN DAMAGE AGAIN – SUPPORT INDEXING THE TAX RATE TO INFLATION.
 3. ***DEDICATE THIS TAX INCREASE TO THE MAINTENANCE AND PRESERVATION OF OUR EXISTING ROADS, HIGHWAYS, AND BRIDGES.***
 4. CONTINUE TO BRING MORE ROADS AND BRIDGES INTO HOT LANE/BRT SYSTEMS; P3'S; AND DBOMs.
 5. CONTINUE TO DEVELOP MILEAGE-BASED USER FEES.
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FOCUS YOUR EFFORTS TO WIN SUPPORT

- 1. SECURE THE SUPPORT OF THOSE THAT ARE ON YOUR SIDE.**
 - 2. SPEND TIME TAKING THE PRESERVATION MESSAGE TO THOSE THAT HAVEN'T HEARD IT and THOSE THAT ARE "UNDECIDED."**
 - 3. IF PEOPLE ARE AGAINST YOU, DON'T WASTE TIME TRYING TO CONVINC THEM.**
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RECOMMENDATIONS FOR MY STATE AND LOCAL AGENCY FRIENDS

1. BE A CHAMPION FOR PRESERVATION.
2. INSTITUTIONALIZE PRESERVATION IN YOUR AGENCIES.
3. *DEDICATE A PORTION OF YOUR AGENCY'S BUDGET TO THE MAINTENANCE AND PRESERVATION OF OUR EXISITING ROADS, HIGHWAYS, AND BRIDGES.*

***WHO DOESN'T WANT TO KEEP OUR ROADS, HIGHWAYS, AND BRIDGES
IN GOOD CONDITION?***

4. CONTINUE TO BRING MORE ROADS AND BRIDGES INTO HOT LANE/BRT SYSTEMS; P3'S; AND DBOMs
5. CONTINUE TO DEVELOP MILEAGE-BASED USER FEES.
6. PAY ATTENTION TO ADA, AND DEVELOP TRANSITION PLANS!!!

FINAL COMMENTS and SUMMARY

MAP-21 is a transformational piece of legislation. A Performance-Based Program offers great hope, and the inclusion of pavement preservation was a huge step forward. (But FHWA Still Needs a Preservation Program!!!)

We need more resources for transportation. We need to guarantee adequate resources for pavement preservation through dedicated funding.

There are threats to the funding that we need – especially from rail interests. Fight them by helping us move to HOT Lanes with BRT, and developing other funding sources.

Be careful with the ADA. Develop those transition plans!

FHWA NEEDS A PRESERVATION TEAM LEADER.



QUESTIONS FOR STEVE???