

Mission	Provide for the safe and reliable movement of people and goods with efficiency and excellent customer service.
Vision	A safe, reliable and multimodal transportation system that grows the economy, is affordable and protects the vulnerable.

AOT MISSION AND VISION

PROPOSED AOT STRATEGIC PLAN GOALS

Alignment	AOT Strategic Plan Goals
	<p>Promote organizational excellence by attracting, developing, and retaining a talented, diverse, and engaged workforce.</p>
	<p>Grow Vermont's economy by providing a safe, reliable and efficient transportation system in a state of good repair.</p>
 	<p>Make Vermont more affordable and serve the vulnerable by providing accessible, convenient and affordable travel choices.</p>
 	<p>Transition to an energy efficient, advanced technology transportation system.</p>
	<p>Modernize and improve government efficiency through innovation, continuous improvement and quality customer service</p>

Strategic Plan Goals and
Objectives

ATTACHMENTS

Goal	Objectives
<p>Promote organizational excellence by attracting, developing, and retaining a talented, diverse, and engaged workforce.</p>	<ul style="list-style-type: none"> • Development and Safety: By 2020, 60% of AOT employees will access development opportunities with an annual increase of 5% (F&A) • Supervisory Support: By 2023, 75% of supervisors will have access to an organizational toolbox to support employee retention and employee quality of life. (F&A) • Civility: By the end of 2020, 100% of all AOT employees will attend ongoing inclusion / civility training. (F&A) • Recruitment / Onboarding: By 2020, 100% of all new AOT employees will complete SOV onboarding program and AOT New Employee Welcome. (F&A)
<p>Grow Vermont's economy by providing a safe, reliable and efficient transportation system in a state of good repair.</p>	<ul style="list-style-type: none"> • By 2019 update the VT Long Range Transportation Plan to align with the top strategic outcomes (economy, affordability, protecting the most vulnerable), the key economic and affordability indicators (e.g. increasing the size of the private sector work workforce as a percent of population) and the Agency's top priorities herein (GSP - PPAID) • By 2020, update the Transportation Project Selection and Prioritization System to emphasize economic growth, road and bridge condition, safety and resilience. (GSP - HWY) • Continuously reduce the number of major crashes (GSP – HWY) • Continuously work to increase passenger rail capacity and usage in the Western Corridor. (GSP - PPAID) • Institutionalize use of Resilience Planning Tool, expand TRPT to other watersheds (PPAID) • By 2020, complete corridor management plans for two priority corridors. (PPAID)

Goal	Objectives
<p>Make Vermont more affordable and serve the vulnerable by providing accessible, convenient and affordable travel choices.</p>	<ul style="list-style-type: none"> • By 2020, develop and launch statewide Automated Vehicle Location and mobility on demand trip planner. (PPAID)
<p>Transition to an energy efficient, advanced technology transportation system.</p>	<ul style="list-style-type: none"> • By 2020, ensure every Vermont household is within 30 miles or less of an electric vehicle fast charge station and facilitate transition to electric vehicle utilization in an economically feasible and affordable way (GSP - PPAID) • By 2019 Session, develop draft legislation to allow for the testing and deployment of AVs in Vermont for consideration by the General Assembly (PPAID) • By 2023, facilitate deployment and demonstrate benefits of CAVs, UAS, and probe data sources.

Goal	Objectives
<p>Modernize and improve government efficiency through innovation, continuous improvement and quality customer service.</p>	<ul style="list-style-type: none"> • Advocate for Act 250 exemption and/or elimination of permit redundancy for federally funded transportation projects (PPAID) • By 1/1/2021, implement an all-inclusive master grant process and system. (F&A) • By 1/1/2019, review and update procurement MOU with BGS (F&A) • Complete PIVOT TAP for Oversize/Overweight Permit System (DMV) • Compete PIVOT TAP for DMV Point of Sales Cashiering System (DMV) • Digital informational education outreach series: educate customers on available options to process transactions, as well as the requirements/documentation required to complete common transactions (DMV) • By 2021, develop an on-line Section 1111 permit application system (PPAID and MOB) • Develop guidelines to define flow of communication for media inquiries and develop clear expectations for media response for staff members before the 2018-2019 winter season. (PPAID)