

California Department of Transportation

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District: Headquarters
Contact: Tamie McGowen
Phone: (916) 657-5060

CALTRANS INCREASES ACCOUNTABILITY ACROSS THE BOARD

New Statewide Handbooks and Ethics Hotline Are Part of Ongoing Caltrans Reforms

SACRAMENTO – As part of its ongoing reform efforts—including increased statewide accountability and transparency—Caltrans has published new manager and employee handbooks and launched a 24-hour ethics hotline for all employees.

"Caltrans is taking bold action to increase our performance and accountability across the board as we responsibly manage California's transportation assets," said Caltrans Director Malcolm Dougherty. "Consistent, statewide policies help strengthen our organization and support the tremendous work of our employees who serve the public."

The department policies cover issues such as health and safety, ethics, information technology, and overtime. The department also released an updated hiring guide including mandatory procedures for checking references and personnel documents during the vetting process. The purpose of all these policies is to set consistent and predictable policies that help improve department performance statewide.

Starting last year, Caltrans has ramped up its ongoing effort to improve department performance, accountability and communications. Caltrans recently announced a new department-wide mission, vision and goals as part of its effort to modernize operations and improve performance and accountability. Caltrans also created a new Office of Enterprise Risk Management, which spearheaded a new 24-hour ethics helpline and a website for employees to report possible fraud, waste or abuse.

In addition to these management improvements, Caltrans is also modernizing its transportation policies. Caltrans recently funded \$368 million to encourage walking, biking and other forms of active transportation. It also endorsed the National Association of City Transportation Officials guidelines to help support walking and biking in California. In March, Caltrans signed a \$225 million contract with Siemens to manufacture 32 high-performance diesel-electric locomotives that reduce greenhouse gas emissions by 85 percent.

Caltrans recently held five public workshops and a webinar to solicit input and feedback on how to draft a modern transportation plan for interregional corridors.

These reforms, and many others, are published periodically in the [Mile Marker: A Caltrans Performance Report](#), which provides performance-based information to measure how the department is progressing.

The new Caltrans Employee Handbook is located here:
www.dot.ca.gov/hq/paffairs/news/pressrel/docs/Caltrans_Employee_Handbook.pdf
For information on the Caltrans Improvement Project visit: www.dot.ca.gov/CIP

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