

**Statewide Vision:** An Arizona for everyone.

**Agency Vision:** To safely connect people and empower the economy.

**Agency Mission:** We provide highway infrastructure and transportation services.

**Agency Description:** The Arizona Department of Transportation is responsible for planning, designing, constructing, maintaining, and operating the state’s highway transportation system. In addition, the Department provides driver’s license and registrations services, is responsible for commercial vehicle enforcement and registration compliance, operates the Grand Canyon National Park Airport, and maintains the state fleet.

**Resource Assumptions:** Enter Full-Time Employees (FTEs) and funding data by type (General fund (GF), other appropriated funds (AF), non-appropriated funds (NAF), and federal funds (FED). *Includes three years with actuals reflected for first year and approved for second and third year.*

FY	FTEs	Funding Types:				FED	Total
		GF	AF	NAF			
23	3,860	\$0.0	\$518,869.2	\$2,638,824.7	\$	\$3,157,693.9	
24	3,130.75	\$550.0	\$575,701.6	\$22,532.9	\$	\$598,784.5	
25	3,732.75	\$0.0	\$566,939.9	\$22,532.9	\$	\$589,472.8	

\*Total reflects GF + AF + NAF. FED funding shown is broken out from NAF.

**Executive Summary:**

The Arizona Department of Transportation (ADOT) has identified five main focus areas that lead to significant enhancements in safety, mobility and connectivity. These outcomes work to safely connect people and empower the economy:

1. Reduce fatalities by 20% by June 2029
2. Partner with the private sector to coordinate the deployment of \$76M of electric charging stations by June 2029
3. Expand multimodal infrastructure 150 miles by June 2029
4. Construct 200 miles of interstate broadband conduit by June 2029
5. Reduce regrettable attrition from 15% to 10% by June 2029

# Arizona Department of Transportation

2025 - 2029 Strategic Plan

**Summary of 5-Year Agency Outcomes**  
**(Outcomes are the desired result or impact of addressing strategic issues)**

#	Agency Five-Year Outcomes	Start Year	Linked to Gov. Priority Outcome?	Progress / Status
1	Reduce fatalities 20% by June 2029	FY 2025	Infrastructure	<b>New Outcome: Future wins include:</b> I-17 improvement project; I-10 widening project AZ-Sonora Border Infrastructure Master Plan; Bridge upgrades; Border Liaison Unit outreach; CDL program implementation federal grant (CDLPI); Safety inspections of commercial vehicles; Full utilization of strategic highway safety plan (SHSP); Improve project delivery of safety projects; Safety on US-93; Tribal Nations crash data; Tribal safety summit
2	Partner with the private sector to coordinate the deployment of \$76M of electric charging stations by June 2029	FY 2025	Infrastructure	<b>New Outcome: Future wins include:</b> AZ Natl Electric Vehicle Infrastructure (NEVI) program; AZ-Sonora EV Truck Border Drayage Pilot Program
3	Expand multimodal infrastructure 150 miles by June 2029	FY 2025	Infrastructure	<b>New Outcome: Future wins include:</b> Multimodal transport (incl 150 miles); Transportation Alternatives Program; Restore Sunset LTD/Expand intercity passenger rail; ID 3 actionable solutions to improve air quality; Ongoing continuous improvement and efficiency projects
4	Construct 200 miles of interstate broadband conduit by June 2029	FY 2025	Infrastructure	<b>New Outcome: Future wins include:</b> Commercialization of state-owned middle mile
5	Reduce regrettable attrition from 15% to 10% by June 2029	FY 2025		<b>New Outcome: Future wins include:</b> Employee engagement; Professional development

Outcome #	FY25 Annual Objectives	Objective Metrics	Annual Initiatives
1. Reduce fatalities by 20% by June 2029	1.1 Increase tribal crash reporting 10% by June 2025 (Breakthrough)	1.1 Number of tribal jurisdictions reporting crashes in the Traffic and Criminal Reporting Software (TRACS)	1.1a Update strategic highway safety plan (SHSP) 1.1b Collaborate with tribal jurisdictions to identify and remove barriers to reporting crashes in TRACS, and implement best practices from the SHSP
	1.2 Increase Roadway Safety Assessments (RSA) implementation 10% by June 2025	1.2 Number of RSA implemented	1.2 Implement RSA action plan
2. Partner with the private sector to deploy \$76M in electric charging stations by June 2029	2.1 Ensure 60% of planned Alternative Fuel Corridor (AFC) contracts are awarded by June 2025	2.1 Percent of AFC contracts awarded	2.1 Progress on implementation of the National Electric Vehicle Infrastructure (NEVI) plan
3. Expand multimodal infrastructure 150 miles by June 2029	3.1 Start design on 25% of multimodal infrastructure projects in the Transportation Alternatives Program (TAP) by June 2025	3.1 Number of TAP projects starting design	3.1a Collaborate with local public agencies to prioritize projects and establish timelines and milestones. (All miles count towards target) 3.1b Complete Step 1 in Corridor ID grant
	3.2 Increase the percentage of airport pavements rated in good condition 2% by June 2025	3.2 Percent of airport pavement in good condition	3.2 Implement statewide airport asset management plan
4. Construct 200 miles of interstate broadband conduit by June 2029	4.1 Start installation of 100 miles of broadband conduit along I-40 (CA border to Flagstaff ) by June 2025	4,1 Number of miles of broadband conduit installed	4.1 Progress on implementation of broadband conduit
	4.2 Develop a roadmap to expand broadband conduit along other routes by June 2025	4.2 Percent broadband expansion roadmap completed	4.2 Complete market analysis and use findings to inform next phase deployment of middle mile broadband network
5. Reduce regrettable attrition from 15% to 10% by June 2029	5.1 Increase employee engagement 2% by June 2025	5.1 Employee engagement survey score	5.1 Maintain a positive, inclusive workplace culture focused on the care and well being of our employees

## Stakeholder Engagement Plan (Summary):

**Internal:** Our approach to internal stakeholder engagement involves regular meetings among team members, managers, and executive leadership to facilitate communication, collaboration, and alignment of strategic direction. Activities such as monthly senior leaders meetings, project management sessions, division business reviews, and employee outreach help to ensure stakeholder involvement at all levels.

**External:** Our engagement plan includes partnering with legislators, sister agencies, the broader transportation industry, local communities, and tribes to collaborate, communicate, and align our collective strategic interests in Arizona's transportation system.

Our transportation plans rely heavily on engaging with external stakeholders and the public, and most require that we follow a robust and extensive stakeholder engagement and public involvement process. This information is used to assist in the prioritization of our work as well as inform future funding and resource requirements.

## Communication Plan (Summary):

**Internal:** Our communication plan is focused on providing all employees with the opportunity to learn about the strategic plan, understand its components, ask questions, and offer feedback through the appropriate communication channels. Our goal is to ensure that each employee is well-informed, engaged, and has a platform to actively participate in the strategic planning process..

ADOT currently shares its strategic plan through internal platforms such as adotnet, targeted employee events, lunch and learns, monthly newsletters, performance reporting, senior leaders meetings, and group meetings as needed.

**External:** Our goal is to ensure our partners and stakeholders understand ADOT's strategic plan and have the opportunity to ask questions and provide feedback using the right communication channel at the right time.

ADOT currently shares its strategic plan through various channels, including posting it on [azdot.gov](https://www.azdot.gov), sharing it through publications and press releases as necessary, and discussing it in meetings and public forums as appropriate.