

WV DOT Today!



The. Pay. Plan.

Deputy Secretary Jimmy Wriston, P.E., Executive Director of Human Resources H. Julian Woods, J.D., and State Highway Engineer Alan Reed, P.E. (pictured, left to right) may be three of the friendliest faces in the West Virginia Division of Highways, but they're also three people who won't back down, especially when it comes to seeing one little (700 page) document that is pivotal to ensuring the health of the organization through to the finish line.

In an exclusive interview, to be aired on "WV on the DOT" podcast Thursday, September 3, at 4:00, "WV DOT Today!"

caught up with these three champions of public service to talk about how **The Classification and Compensation Career Plan** will protect the vitality of West Virginia Department of Highways, and correct an outdated system which has hobbled hiring and employee retention efforts for decades.

"It's not only the mission of the Division of Highways to take care of the health of our roadways and bridges, it's also very, very important, and even vital, to take care of the health of our own organization and that's what this pay plan is all about," said Wriston. (Continued on Page 2.)



Also in This Issue:



The Pay Plan—Continued

“The entire system was broke,” said Wriston. “One of the problems that we’ve had in Highways all along has been inequities. Inequities across pay classifications, inequities within pay classifications, it was a mess. The system we had did not work for us.”

“What people might not realize is that this goes all the way back to before the Transportation Worker series apprenticeship program that we put in place,” said Reed. “This is really a continuation of that program.”

“It matches our business model,” said Wriston. “It takes nothing away from the civil service system, it actually strengthens the civil service system. Most state agencies are very different from us. We have every possible profession you could name.”

“What works for us, that’s the most important thing,” said Woods. “What works for Highways and the employees here at the Division of Highways? This isn’t a pay raise plan. The first phase of our pay plan is meant to try and adjust looking at the market where our pay ought to be and what we can afford, but also take a look at those individuals who have been with us a

long time and there is a difference in pay between them and say, a new employee off the street. We wanted to try and make it a fair and equitable pay plan.”

“We’re committed to our employees,” said Reed. “While we can’t make everything better instantly, we are approaching each issue as we come across it and trying to have a better organization.”

With the pay plan, comes available career counseling from within Human Resources. The job classifications and how they fit together are more user friendly, to put it simply. The new pay plan is coherent; the relationship between job

classifications makes sense.

“I want our employees to know that our management team here is committed to the best organization we can have. We’re committed to our employees.” said Reed. “While we can’t make everything better instantly, we are approaching each issue as we come across it and trying to have a better organization and make it better for our employees.”

“We’re trying to build a career for our employees, a path, a program, such that if we have somebody coming in new, they can see where they could end up 20 to 30 years from now,” said Woods. Listen to the entire interview “WV on the DOT” podcast, 4:00 Thursday, on our newly updated website; transportation.wv.gov, just click the icon for Podcast.

WVDOT Today! is a monthly newsletter published by the West Virginia Department of Transportation and distributed statewide via email to a strong network of the best employees on earth. All content is developed by the editors, unless otherwise credited. The purpose of this publication is to facilitate connection across the diverse worksites and professions represented among WVDOT employees to empower us to function as **one West Virginia Department of Transportation**. Working together, we can give West Virginia the transportation systems it deserves and be a driving force in building the economy West Virginia should have. It’s all connected. WVDOT Today! welcomes you to write in and share your thoughts.

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We are recognizing our people.



Kim Lilly: Leading by Example District Reporting Units

Why I Trust and Rely On My Reporting Unit: by Joe Pack, P.E. District 10 Engineer.

The Reporting Units objectives are; number one, to be a level of quality control and quality assurance on data entry that's done by the counties and our interstate organizations.

They then take that information and compile it into a report which can be compressed into one sheet of paper that will tell me everything a county has done in an entire maintenance

season. I can make million dollar decisions on where to pave, where do we need to patch more next year, when we're putting together our budget for the next fiscal year, and I can say, 'I need an extra million dollars for this county,' it's based on fact. The answer may not be, 'yes, you get the extra million dollars,' but when I say I've got to patch 6,000 tons, I've got to ditch 333 center line miles, I've got to mow 4,000 shoulder miles, I put in 3,000 linear feet of pipe last year and I'll probably put in another 3,000 linear feet this year, I used 11,000 tons of salt in this county last year, and my four-year average is 9,000 tons, so therefore — anyone can look at that and say, well that's how much it costs to do business in that county. If you don't have the money, that's a different argument, but the numbers are there, the facts are real. It matters to the fact that, 'how much does it cost to patch a ton of asphalt in McDowell County?' That matters because when I say next year we're going to patch two tons of asphalt in McDowell County, I need to know how much the material costs, how much the labor costs, how much the equipment costs... when I punch that number into our plan budget, it's based on reality. It's not based on an assumption that I think it will cost \$275, because, the last four years or five years, has shown that's it's going to cost us \$223.94 per ton. And that's because Kim, and the employees in our reporting group, will trace down three pennies of asphalt receipts that they can't find, that has been charged but we don't have the tickets to add up to. I trust her numbers when she gives it to me, that she has vetted them, she has went through them, she tells me that 'this is correct.'

What We Are Responsible for in the Reporting Unit: by Kim Lilly.

With the reporting group, we start out every day, we run a couple of reports. Every single day we do an expenditure report that checks to see how much each organization has expended for the previous days entries. It has the summary sheet, and then it has each individual Org listed as to how much they expended on labor, equipment, material, on a daily basis. We keep track of those. Then we run a daily



detailed listing report and on that report it shows every organization, with every activity and every DOT-12 that was entered for the previous day, or if it's on the weekend, days. On those reports, it prints out by the organization and the activity, and also whatever accomplishments are reported. We check those for accuracy to make sure that they are well within the parameter they should be. When we're looking at something for patching, if you see something that's way out of the ordinary, we check on that. It's going to show up on your Remis report as something that is outside the parameter of normal. It's easy to get a decimal point off, instead of reporting 30 tons, they might report 300 tons, because they got the decimal point in the wrong place. We check all of those for every activity. We also check on things where they're charging out pipe or stone, that their accomplishments match what they're charging out. If they're reporting 40 tons of stone, but they didn't charge out any out of their inventory, then we send them an email and ask, 'Where's the 40 tons?' 'Did you forget to charge it out? Or, is it a direct charge that will be billed later?' We try to stay in really close communication with all of our organizations as far as their Office Assistants because that's where our information comes from. They have possession of the DOT-12's, all we have is a report. They're our source of trying to determine if it's right or wrong, if anything needs to be corrected, if it was entered to the wrong activity or the wrong route, and that's for every organization that we have in maintenance. We catch little mistakes before they become big problems.



By Dirk Stemple

The Legal Division's mission since I was hired is to provide legal and ethical assistance to the Division of Highways in the furtherance of providing safe, efficient, cost-effective and reliable transportation systems to the citizens and traveling public of West Virginia. In keeping that mission, the Legal Division will be available, proactive, responsive, communicative, courteous, prompt and informative to all Division employees and members of the public.

The Legal Division's Investigations and Claims Section is an integral part of the DOT family and prides itself on helping others, both DOT employees and the public. People are at the heart of this organization and they drive everything that we do. The Investigation and Claims Section steadfastly works on various issues including personnel issues, West Virginia Court of Claims investigations, claims for damages filed against the state, and monetary recovery from persons and companies that injure DOH personnel or damage DOH property. Our pursuit is progress for the entire organization. That is why we take a closer look at things and ask many, many questions. We need all DOH employees to help us to do our job. Thank you for your assistance, support and patience!

A common misconception about the investigators is that we are "out to get you." That is just not the case. We are not the police and we are not just out looking to catch someone doing something wrong. When we receive allegations of misconduct, it is our duty and goal to gather all the facts surrounding the allegations. We work just as diligently to prove an employee's innocence. In fact, a big percentage of our investigations prove DOH employees did not commit misconduct.

Who are we? The Investigation and Claims Section is a multifaceted organization that is comprised of fifteen employees. We have eleven Investigators, three Office Assistants and a Paralegal. All of us come from diverse backgrounds, including law enforcement, insurance companies, law firms and corrections. Currently we have an investigator stationed in every district throughout the state.

What we also do on the investigations side, we also conduct comprehensive and detailed investigations into reported fraud, waste, abuse, and other violations of policy and procedures of the DOH. These are typically complaints brought against employees by either citizens or by their co-workers and/or subordinates. When an employee or citizen contacts the [WVDOT Office of Investigations Fraud Hotline, at \(866\)206-2728](#), it comes directly to us.

By Ryland Musick, P.E., Ph.D

Deputy Secretary Wriston recently directed Chief Engineer of Programs Dr. Ryland Musick to develop a four-year financially constrained State-Funded Statewide Transportation Improvement Program, also known as the State STIP. When completed, each District will have a clear plan and direction toward completing each of their State-Funded resurfacing, renovation, and bridge projects for State Fiscal Years 2021 through 2024. To get this accomplished will require the cooperation of all ten Districts and multiple Divisions in Building 5.

Emphasis on the State STIP indirectly began during the previous State fiscal year, when the budget appropriation lines for State-Funded capital improvement projects (also known as the ABC Program) and Maintenance were combined into one appropriation line to provide the maximum amount of flexibility to move funding as needed to and from these two critical operations.

Each District will begin building their portion of the State STIP by establishing how much funding to place in each of the resurfacing, renovation, and bridge allocations based on the State Fiscal Year 2021 Total ABC Program values. Planning the use of \$20 - \$30 million over the next four years will be very rewarding; however, it comes at the expense of making hard decisions. Each District will need to also account for projects that have been recently completed as well as projects that have been started but have yet to be completed, as the funding for these projects will eat into these funds.

To implement these changes, great cooperation and communication will be essential. During the completion of the State STIP kick-off meetings with each District on August 26, it was very clear that the silos of both the Central Office and Districts are coming down. Members of the Programming Division and the Operations Division, along with their respective Chief Engineers, and the Business Manager were on the ten individual Skype meetings to work with each District. Everyone involved understands what the mission is, its challenges and obstacles that it will present, and is working with each other to get this over the finish line in a timely manner. Simply put, there is no other way to accomplish a feat such as this but to work together from every angle.

Anyone having questions or comments about the State STIP are encouraged to reach out to Dr. Musick at either (304) 414-5295 or Ryland.W.Musick@wv.gov

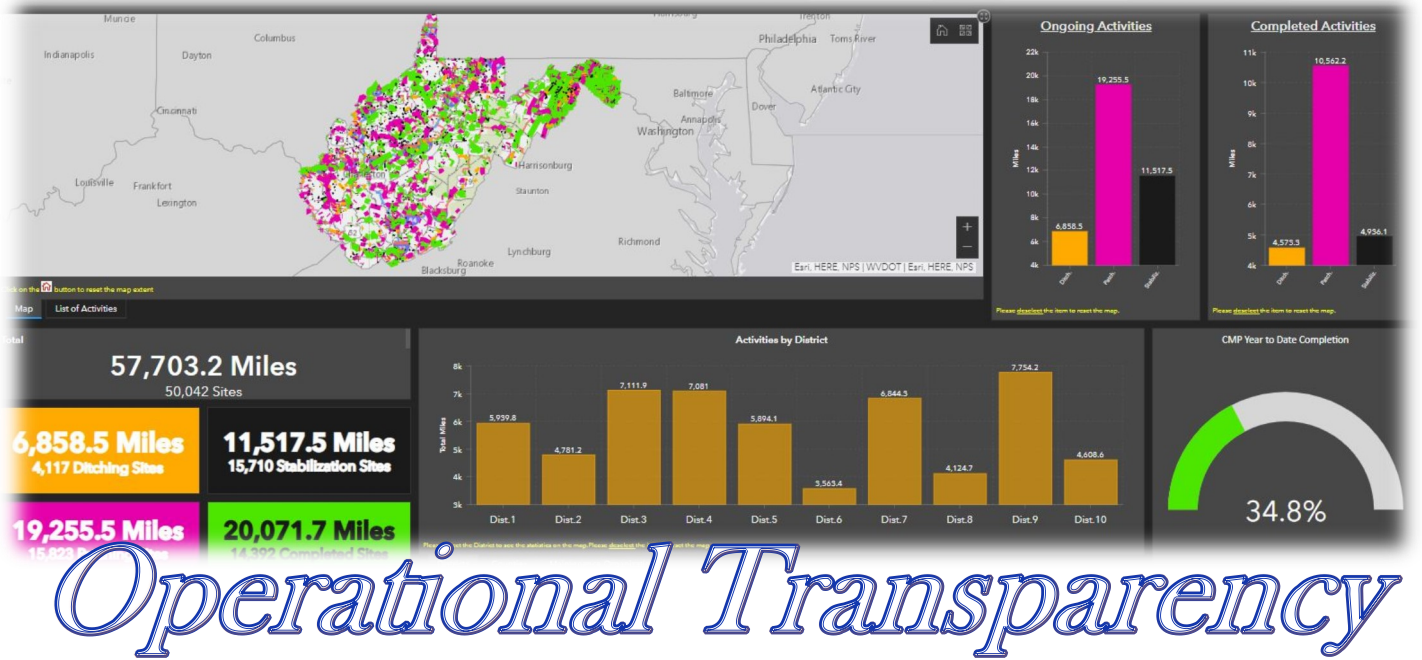


Photo Feature: Paving in Taylor County



On a rural road in Taylor County, crews teach each other the skills to do the job with pride.





By Pete Dailey, Maintenance Division.

The hard facts behind the Division of Highways operational transparency rely on dedicated employees turning bits of data into useful information from which we gain insights and knowledge. Several divisions have been reorganized and named to reflect the quest for actionable operational knowledge. Data Reporting Units have become an integral part of each of the ten DOH Districts. Tracking the maintenance activities performed on the State's varied transportation assets is not new, however in recent years the accounting has evolved to provide a greater wealth of information to a wider audience.

Recent newsletter reports have informed us about new maintenance tools and equipment purchased at the DOH for ditching, cutting, clearing, and paving. Similarly, a recent Team meeting of nearly a hundred DOH personnel were introduced to new tools for tracking and reporting maintenance activities. However, unlike recent equipment purchases, these data manipulation and reporting tools were all built by DOH employees. The virtual presentations included databases, web pages, workbooks, maps, straight line diagrams and the regulatory aspects of data collection connected to the State road network. The virtual meeting proved to be an effective way to bring managers, engineers, analysis, programmers, and administrators together with a single vision for our 35,000 miles of roadway under our care.

On a per capita basis, no state in the nation has more system mileage than West Virginia. The national average for all 50 states is 14.6 feet per person. West Virginia is more than six times the national average with 99 feet per person. In terms of lane miles, we have 16,600 miles of unpaved, and 51,000 miles

of paved road. So, keeping track of when the road was ditched, paved, or graded, when bridges or slides were repaired, and even mowing frequency has been left to each District as they see fit. Using a common set of tools to communicate maintenance plans and activity, information gained from the District as a unified collective provides a statewide look. A wide look helps to see smaller areas that may need additional help due to the detrimental influence of geology, weather, or increased road use. A uniform way of recording provides a way to provide maintenance plans and activities to anyone outside the DOH. We strive to answer, "when are you going to work on my road?".

Like any homeowner in West Virginia can understand, controlling water is key to maintaining a strong foundation. So too is controlling roadway runoff by ditching and maintaining the function of drainage pipes. The maintenance program includes tracking how many feet of drainage pipe, how many tons of asphalt or gravel were used on a specific section of roadway. Over time, trends in the use of materials will reveal sections that require proactive measures to extend the service life of the roadway.

When a paving, bridge repair, or slide remediation project is approved, the project is included on an Interactive map. A public map has been available from the DOH web site at URL <https://transportation.wv.gov/Pages/2019-WVDOT-Projects.aspx> to show the when and where of paving, bridge repair, and slide remediation projects. The public map is updated every 2 weeks. Internally, an interactive map is updated nightly to show past and future core maintenance activity. Take a moment to look and click around on one of the maps. Send any comments or suggestions to Maintenance.Plan@wv.gov.



D-9's Breakfast Hero

WVDOT Today! prints it's first retraction today. It wasn't District 9's Steve Cole who made biscuits for his Safety Award winners. The real winner was Harry "Perk" Perkins, who made sausage, from pigs he raised, to share with his co-workers as they celebrated their Safety Awards win.

Perk made the sausage, biscuits, and gravy. Can you imagine a better place to work? District 9, you better clean the guest dining room and bring out the finest ceramic gravy boat... we're coming to visit! Thanks to employees like Perk this is the best place in the world to work.



Photo by District 9.

CBD Oil: Caution

By Gordon Cook, Coordinator for Drug/Alcohol Testing

As most of us know CBD Products are growing in popularity, both by consumers and the medical field. I want to share a fact or two, starting with how the U. S. Food and Drug Administration is not inspecting the companies producing CBD products and, in fact, many retail/online products are not made in the U. S.

The lack of oversight of CBD companies leaves a large margin for error in the products' labeling, contents, and general trust in their claims for having (or not having) certain amounts of THC. Some large retailers are claiming to have their own, third-party testers randomly check their provider's stock, but there is considerable evidence that the contents inside the bottle are often misrepresented on the label. For our employee's who participate in drug testing, this issue might cause them to test positive for THC/marijuana.

I have shared this information with those who call in, both employees and management, and with HR Administrators, but adding focus in today's newsletter will put in out there quickest and in more hands to those employees who can be most affected, the TW's whose names are in the drug testing pools.

Of course, I do not want to see our employees facing a drug test result of "THC Positive." I strongly recommend to our employees not to try, and/or not to continue using CBD Oil or any CBD products if they participate in any of DOT's drug testing programs. Anyone wishing to contact me concerning CBD products can reach me at the HR Division, 304-414-6810 or Gordon.r.cook@wv.gov. I learn as much about the CBD market from talking to the staffs and employees as I do from professional webinars, companies or articles. As the CBD market grows and evolves in the months ahead, I'll share more updates, thoughts and observations.

"WVDOT Today!" encourages our employees throughout the organization to guest-write articles, share information and



NEW PODCAST - "WV ON THE DOT"



Special Feature Show;

The Pay Plan

Airing September 3

@4:00 p.m.

Old Episodes Available;

Transportation.wv.gov



*What Did You Do With Your
Wild, Wonderful*

West Virginia

Staycation? Let us know!

Photo by Jesse Ward.



*The Leader in You:
By Secretary Byrd White*

A Leader must have Integrity and a Leader must know where they are going. A Leader must also have a Team. A very successful football coach once told me “The best players don’t always make the best team, but the best team always wins”. This is true not only in football but in life. If you and your team are pulling together, you will all be happier and successful. If you are pulling in different directions, it is chaos and failure.

Outside of family, we are usually able to choose our team. Choose those that have integrity, that share your goals, your objectives. Choose people who have different strengths. It is the Leader’s job to see that people are in the correct job. It is not enough to have the right people on your team, you must have them in the right job. Choose your team with that in mind, choose your team with your objective in mind.

Do not be afraid of people who are smarter or have better technical skills, embrace them. Many people have failed because they chose the wrong teammates, because they choose people who were not as smart or as talented, because they chose their friend or their relative. If you are afraid of others who are smarter or have more talent, you will fail. If you are the smartest person on the team, you are on the wrong team. Your success will be determined as much by those with whom you associate as by your effort.

An important part of a team is loyalty. That does not mean that the team members are loyal to the leader, the important thing is for the leader to be loyal to the other members. By loyalty I also mean caring, a good leader cares about the team and its’ members. A leader makes sure that everyone has the tools they need, the opportunity for training and education and the opportunity for advancement. A good leader not only wants the team to succeed, they want each member to succeed.

Masks don’t make hot asphalt any cooler.

But it’s still spreading, and it doesn’t care how long we’ve worked together or that we’re just like family.

Mask up; protect each other. COVID-19 is still all around us.



Why do you like working for WVDOH?

By Jesse Ward



"I like being able to help people get hired for jobs in Highways, and show off people's pride in WV."

-Brittany Taylor
Personnel Specialist



"I have the opportunity to expand my career and provide for my family. I feel like I'm making a difference for West Virginia."

-Patrick Taylor
Mechanic



"I like my job. My supervisor gives me the opportunity to learn new things and meet people."

-Carrie Lewis
Reality Agent



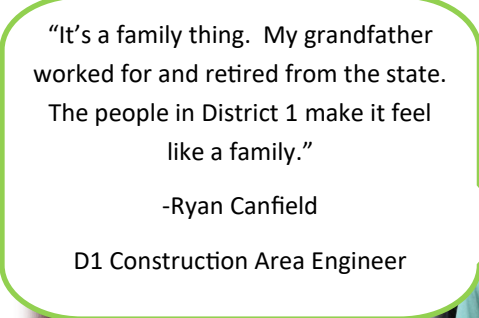
"I enjoy the job. I get to work with contractors and help them when issues occur."

-Roy Smith
Transportation Engineering Technician Senior



"I have 41 years of service so I like the stability and work schedule. It allows me to spend time with my family."

-Gerald Smith
Equipment Supervisor



"It's a family thing. My grandfather worked for and retired from the state. The people in District 1 make it feel like a family."

-Ryan Canfield
D1 Construction Area Engineer



"There are many opportunities for growth and a feeling of teamwork."

-Pam Bays
Office Assistant



"There is a feeling of camaraderie and the people are awesome. It is a challenging but rewarding job."

-Valerie Nelson
Accounting Technician



"Communication, working together, thanks from the public and getting the job done."

-Jessy Hill
Acting Traffic Engineer



"I appreciate the job security and the state's willingness to work with people through COVID."

-Yvonne Estep
Office Assistant





Did You Know?

The Reason We've Got No Scheduled Overtime.

People who will proudly work from sun up to sun down to get one more project finished are dismayed, rather than pleased, when told there is no scheduled overtime. Organization wide, there is no scheduled overtime right now and no overtime at all for anyone still teleworking.

Most of Division of Highways funding comes from the fuel tax. Across the country, when it became apparent COVID-19 could spread silently and quickly, and have dire consequences for some of the folks who get it, a reduction of the number of people on the roads was less than the top concern. It still had an impact on many state highway departments. Some states had to lay off more employees than West Virginia even has. West Virginia managed to keep all of our folks working, and no WVDOT employees were laid off — not even one.

There is no good time for something like this, but it was famously bad timing for us. So many of the good things we've worked so hard to make real for our organization were beginning to really get rolling; like our new equipment, more recognition for our people and new and more efficient ways to get things done. Those things are still happening. We're good at what we do, and we'll get through this time. This has slowed us down a bit, but it hasn't stopped us.

VISION AWARDS

Congratulations to the following individuals being recognized this month by Secretary Byrd White and Deputy Secretary Jimmy Wriston, P.E., for their dedication to The Vision to go Above and Beyond.

Brandi Edens—Legal

Mike Cronin—District 4

Arlie Matney—District 10

Jerimiah Knavenshue—District 8

Kelly McClanahan—Human Resources

Todd Rumbaugh—Deputy State Highway Eng.

Todd Schoonover—District 8

The Vision is simple; to be the best DOH in the country, for the purpose of giving our West Virginia the chance it should have — a place of prosperity and joy, where citizens have the best chance to build the lives they hope for. To be the best DOH in the country based on the quality of our work and motivation. To be the safest place for our employees to work. To be the best trained, and most educated.

To go Above and Beyond.

To take pride in all we do.



Letters to the Editors

Dear Editors,

There is a saying that you don't succeed or fail in life on your own. I strongly feel that the successes that we have, especially inside state government are a testament to how well our agencies can work together to accomplish a goal.

The Aeronautics Commission works with airports across the state to improve upon our aviation infrastructure. Airports bring not only people, but jobs and goods to and from our state. Maintaining an airport's infrastructure is a complicated process that requires constant planning, engineering, and construction. An important part of an airport's infrastructure and in turn success, is it's accessibility. If people and business cannot get to your airport, the on site infrastructure is pointless.

There are countless instances where the DOH has stepped up to assist with improving upon or solving situations that pop up on the roadways to our airports. On behalf of the Aeronautics Commission, I would like to thank all of the individuals across the districts in our state who consistently make our airports accessible. Our agency will continue to do our best to make sure when that the next time you and your family returns to the skies, that you will have a safe and enjoyable experience.

-Sean D. Hill, Director, Aeronautics Commission

current and former USA Olympic softball players and was coached by three college softball coaches.

Ava has played softball since she was 6 years old. Her love for the game has continued to grow and her dedication to the game is evident in her accomplishments over the past few years. She dedicates many hours to pitching, hitting and fielding practice every week. She has been selected to play for the Ohio Outlaws for the upcoming 2020/2021 travel season. In 2018, she was selected to play in the USSSA All-American games in Florida as a 10-year-old. She does all of this while maintaining a 4.0 GPA.

-Missy Bentley, ASA 1, Traffic Engineering

Dear Editors,

Joseph Staats, who works as a Level 3 Technician in District 3, will be graduating from BridgeValley Community and Technical College in December 2020 with an A.A.S. in Highway Engineering Technology/Construction Inspection. He has maintained a current GPA of 4.0 while working full time.

He was recently featured as the Student Spotlight for BridgeValley's "The Highways Connection." Good job Joseph.

-Bridget Buffington, District 3

Dear Editors,

Ava Bentley, (daughter of Missy Bentley, an ASA 1 with the Traffic Engineering Division,) was selected in July to be 1 of 15 twelve year olds to represent the states of West Virginia and Ohio in the 2020 USA Softball All American Games at the USA Hall of Fame Stadium in Oklahoma City. Only 360 girls nationwide had the

opportunity to wear the USA softball jersey this summer. She felt honored to be 1 of 3 to represent the State of West Virginia.

The USA Softball All-American Games is a prestigious tournament that provides national exposure to elite athletes in the 12u age division and has been designed to identify and highlight the best athletes from across the country. It is considered a Junior Olympic team.

Ava pitched two shutouts while in OK, with one of those games being on the same field that the College World Series is played. She was in total awe, it was a dream come true! She also came in as relief and pitched three shutout innings in a different game. While there, Ava got to meet



Dear Editors,

We would like to introduce "The Beautiful Face Behind the Masks," Lenore Greenawalt, mother of Jennifer Greenawalt, District Four Maintenance Secretary.

Lenore and her husband Leonard have been married 60 years! In addition to Jennifer, she also raised Paige, who lives in Dallas, and she has six grandchildren and one great granddaughter.

Lenore has made over 100 masks for the community and church members. She made and donated over 300 masks to District 4. Those masks went to office and roadway workers. She made so many masks her sewing machine blew up! District 4 got together and helped contribute to the cost of a new machine and sewing materials.

District 4 appreciates her help. She started making masks before they were available in stores, when it was still very hard to find them. It's times like these that show how much of a family WVDOH really is.

-District 4, Compliments of Dianne Davisson and her newsletter



Letters to the Editors—Continued

Dear Editors,

I wanted to send a few words of praise to the supervisors for these guys. I'm not really sure who they are, or who their supervisor would be, thus I've emailed several people in the hopes that this reaches the correct person. Someone from the WV DO site on FB suggested I email you also Mr. Hudnall. My daughter and I were in her Ford truck today coming off the exit ramp from 77 to 50 when smoke started pouring out of the truck. We could see it was the right side of the truck but could not tell if it was from under hood or elsewhere. Not knowing exactly what it was, she put it in park and we grabbed the little ones to get them out of the truck right away. (Her 1 and 3 year old boys) Instantly the DOH workers were there to help us. One with a fire extinguisher if needed, another to direct traffic around us and another 2 in a truck pulled in behind us with his lights on to keep others from hitting our car. My daughter copied down the truck number and it was 370-0330.

Two of the workers helped her and the boys across 50 to get on to safer ground and I drove the truck over to park it on 50 and wait for a tow truck. We were offered cold water and a cool space to sit safely with the boys until our ride came and the tow truck came. None of these gentlemen had to go out of their way but they did and again I just want to say THANK YOU! All of the help and assistance was greatly appreciated. Please let them know we appreciated it and know you have fine people working for you with the crews we met today.

-Sincerely, Lori L. Shade, Citizen

Dear Editors,

2020 what a crazy year. This year I started my 25th year with the highway department I never dreamed I would be teleworking from home. But times have changed for the American workforce and this change is not a bad one. With the technology we have today you can honestly work from anywhere. This is a great way to hire and obtain quality workers. As I was doing a conference call the other day, I started thinking about my WVDOH family and how teleworking has impacted all of us. When we started this journey back in March, we all had a goal of making this work and trying to figure out how we would accomplish that. Our management and our IT folks got us the equipment that we needed and spent hours on the phone with us making sure that our programs

worked. I am amazed daily what we are accomplishing with just the touch of computer, projects are on time and moving to design and construction. I can instantly call or message my coworkers and have TEAMS meetings with a large group of people. How cool is that!!! This is a great advantage to the times we are living in right now. COVID did not stop us from working for the people of West Virginia, it just threw us a curve ball. Just Remember; Together Everyone Achieves More (TEAM.)

- Sondra Mullins, Engineering Division

Dear Editors,

With the constant changes in guidance from the CDC and DHHR as COVID-19 continues to progress and evolve daily, the COVID Task Force is challenged with keeping up with those changes and reacting as quickly as possible to push guidance out across the agency. While there may be times you do not hear anything from us, it does not mean that we have put our COVID responsibilities on hold. This wonderful group of experienced agency employees meet every Tuesday with small groups meeting throughout the week to discuss issues, changes and anything else that gets thrown our way related to COVID. We continue to make recommendations to Executive Leadership that keep all of our DOT family safe and healthy.

As our State, and the World continues to fight this spread of COVID-19, the most important thing you can do for yourself, your co-workers and family and friends is to wear a mask. Whether you agree with it or not, by following the mask mandate we can slow/stop the spread and get back to a normal life. Like the one we had pre-2020.

- Jeremy Casto, Chair, COVID-19 Task Force

We're your in-house law firm!

- In 1957, the WV Legislature enacted legislation authorizing the creation of the Legal Division.
- Legal Division's work is broad, touching nearly every aspect of the Division:
 - Litigation -Large/Small Claims
 - Condemnation/Real Property
 - Contracts
 - Employment/Grievances/EEO Complaints
 - Human Rights/Human Resources
 - Claims for DOH Damage Reimbursement
 - Investigations and Equipment Review Board
 - Legislation, Legislative Rules, Policy Drafting and Review
 - FOIAs
 - Legal Advice to Secretary/Commissioner/Directors/Engineers/Division employees concerning DOH Legal Issues

