

WV DOT Today!

Applicants searching the transportation.wv.gov webpage for job opportunities in District 6 may not see the title “Steel Driving Man” listed among the immediate jobs our agency is trying to fill, but someone is going to need to step into David Redd’s boots, as Redd is among the many dedicated people who have devoted their careers to bettering our transportation system who are retiring this year.

Each of the good folk who have truly worked to the best of their abilities, putting into their work everything they have, passed along that knowledge and for each, there are people in their DOT family who know and remember specifically why their work was so good. In Dave’s case, one of those people is District 6 Engineer, Tony Clark, P.E. *Tony writes:*

If I could describe Dave in one word, it would be dedicated. He is truly an employee that I could call at any time,

instrumental in molding the District 6 piling and soil nail slip repair programs into what they are today and would often make improvements to streamline the process, save materials and money, or just make things simpler. He has truly left a mark on 0667, District 6, and the WVDOH as a whole. In my time with the WVDOH, I have yet to find someone who had a bad thing to say about him. He seemed to have nicknames for various places and most people, and I mentioned to him a few times that he wasn’t allowed to retire until he gave me a nickname. He always just addressed me as “boss”, though, so I guess that was my nickname all along. It was both an honor and a shame to have been the one to sign his retirement



David Redd: The Steel Driving Man Retires

and the only time that he wouldn’t answer the call would be when he was on the phone dealing with another issue. He seemed to always get his paperwork and “management” activities completed, and then fill in wherever his various crews needed him. He would show up at the office in anything from their road tractor and trailer hauling lagging or steel beams, to a dump truck with stone, to even a car that he would borrow from the Materials Lab because he had given his pickup to an employee to get to the job site. In short, he would just do what he needed to do to get the work done. He was

paperwork because he leaves behind a pair of giant shoes that we will have to try our best to fill.

Also in This Issue: Retirees

Around the DOT: Reflections on 2020

Randall Reid-Smith Ties Jimmy Wriston’s Tie



Appreciating Each Other

We've noticed an uptick in people saying good things about the good work of other people. Here are two letters from employees taking the time to recognize other employees.

Good afternoon Randy and Jennifer,

I would like to take a quick moment to recognize one of our County Administrators in District Three, who consistently goes over and above her duties. Ms. Lillian (Lil) Shaffer has been recently promoted to the Wirt County Administrator position, having previously worked as the Storekeeper 2 in the organization. [Ms. Shaffer had been the Storekeeper in Wirt County for a number of years and did an excellent job in that position.] In my duties as a Regional Operations Engineer, we perform detailed reviews of the core maintenance plan performance for the districts we cover, and Wirt County has consistently been at the top of District Three, as well as in the top 10 of all statewide maintenance organizations in terms of completeness of the core plan. Due to Ms. Shaffer's promotion, the county is without a storekeeper, so Ms. Shaffer has continued to perform her prior storekeeper duties, while performing the additional (new) duties of County Administrator. To make things worse, this county is currently without any permanent mechanics due to retirements; however her TW operators chip in and do whatever they can to keep the equipment up and running. Ms. Shaffer's entire organization has bought into the core plan process and continue to execute the work plan very well.

-David Brabham, P.E., Regional Operations Engineer

Hello Randy and Jennifer,

Timothy Coffman, Safety Officer in District 9, really went above and beyond recently. He was on his way to Summers County to disinfect some Hino dump trucks early in December, first thing in the morning, when he saw smoke coming from the side of a house. Alyson Skaggs, a Personnel Specialist in District 9, also stopped to help. A neighbor was in the yard, wearing pajamas in the cold and calling 911.

It was a sad situation, where the resident of the house did not survive. Our Safety Officer was able to help keep the neighbors safe by alerting them to the presence of oxygen tanks, and stayed on the scene to assist first responders with traffic control. At times, there was so much smoke coming across the road that visibility was extremely poor and Route 12 was temporarily closed.

Timothy, as he worked to respond quickly to help the neighbors, kept his training as a Safety Officer in the forefront of his mind. It wasn't a good situation no matter what. He did what he could, and did it efficiently while staying safe and protecting the lives of the people he could. I'm very proud of him, and commend Alyson as well. They did the right thing.

Our people don't stop when they are needed. There are so many examples, so many times a situation required a little help and they helped. They don't stop to think, they just think while they're moving and keep their eye on their training and what they can do to make a bad situation a little better. I'm proud to work with them.

-Shane Hudnall, State Safety Officer

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.



Photo compliments of Raleigh County where it really knows how to snow.



Safe Driving in Snow

By Randy Damron; Photo by Harlin Wolfe.

From the WVDOT Public Relations Office comes a reminder to our employ's on winter driving tips on the country roads that take us home;

- Always reduce speed when traveling in snow and icy conditions.
- Never crowd snowplows and salt trucks. Operators have a restricted view and may not see you, or may not be able to stop. Always stay back from the truck.
- Always be prepared. Check out our 511-Drive Safe App before you leave home.
- The faster you are driving, the longer it will take to stop. All-wheel drive? Four-wheel drive? It's still true.
- Anticipate braking in advance of stopping or slowing down. Never slam on the brakes and always give yourself plenty of room to stop.
- When driving on ice and snow, do not use cruise control and avoid abrupt steering maneuvers. Sudden movements may cause you to slide.
- Be aware of what is going on well ahead of you.
- Action by other vehicles will alert you to problems more quickly if you have clear vision, so remove ice and snow from your windshield before driving.
- Be a good steward of our roads and if you can safely come to the aid of a fellow motorist, do so.

WVDOT's Public Relations Office offers these tips to the public, they are the same for our people. Our crews work through the snow, so remember to drive safely and pay attention in every work zone. Heads up; phones down!



NEW PODCAST - "WV ON THE DOT"



Now on the
Soundcloud
App!

New Shows: Thursday 4:00
p.m.

[Transportation.wv.gov](https://transportation.wv.gov)

Click on the Podcast link.



2020; Around the DOT

Justin Smith, P.E., District 3 Engineer, writes:

As the pandemic of 2020 continues, WVDOH District Three is holding strong with low confirmed cases, quarantines, etc. A tribute to the task force as well as our management team. All organizations, including Maintenance (380), Construction (379), Bridge (398), Accounting (358), Right of Way (362) are able to keep up with their yearly accomplishments. This is a tribute to the hard work and dedication to our 438 employees being able to effectively telework and redouble their efforts when they are in the office or out in the field. Construction is currently handling over 96 projects totaling over \$100,000,000. Bridge is complying with FHWA National Bridge Inspection Standards at a 100 percent rate to keep our 760+ bridges safe for the traveling public. Maintenance has repaired dozens of slips, replaced thousands of feet of pipe, and utilized our new Roadtec paver to pave more than 40 miles of secondary roads. They have also done well during the pandemic to perform Core Maintenance Annual Plans. Overall, I am very impressed at how we have worked as a team in a year of chaos and global crisis. Let's all look to a brighter 2021.

Sarah Marsh, District 7 Safety Officer, writes:

Each year typically has its share of trials and tribulations, ups and downs and defining moments. This year was no exception and will forever be labeled the Year of COVID. As a safety professional with the Division of Highways our jobs are inherently difficult under normal circumstances, and the pandemic has thrown a large wrench in the works.

There are many things to love about being a safety professional and the one that tops my list is the daily interaction with our employees – COVID certainly changed all that. Adapting to ever changing situations is what we do every day in the safety world. This year has allowed us to see how important being flexible can be in the workplace. We have had to change our way of conducting inspections, teaching classes, having meetings, and has brought some new tasks to the safety team of the DOH.

Building and grounds inspections needed to be scheduled in advance. This took coordination between the safety personnel and the management of each organization. This action was taken to avoid unnecessary exposure for employees and for the safety officer. Classes and safety meetings were conducted remotely, when possible, and took a great deal of coordination and extra IT equipment, as some of our employees report to buildings that do not have access to WIFI or even internet access. The classes that require hands-on participation had to be taught at a much smaller scale and more often to be sure each employee could receive the training and that the training was up to standards. In addition to our regular duties a few things were added to safety during this pandemic. Safety was asked to head up a "cleaning team" for their respective districts. This team would be used in the event an employee that had been in the workplace tested positive for COVID. The organization's building and equipment of concern was cleaned

and disinfected so that other employees could safely return to the work environment.

The cleaning required long hours and a great deal of time but was made easier with new equipment and the help of the COVID Task Force in Charleston, of which our state safety officer was/is an integral member. This task force kept up to date with ever changing guidelines set forth by the CDC and local health departments. This information was then passed down to the district level and enforced. This enforcement had to be put into our daily lives. As safety were conducting their field crew inspections, these guidelines had to be followed. Such things as 6 ft distance, masks when the distance could not be maintained (and later all the time when inside) and masks being worn when two people were in a vehicle. The equipment had to be sanitized before and after each use. Our maintenance personnel had to change their way of meeting every day. This had to been done with minimal contact and at an outside location.

To say that COVID impacted our work and personal lives is an understatement, but as an organization and a division we have persevered. I am proud to say that I am a member of the best safety team in the state and am looking forward to the day when we can all go back to a "normal" routine.

Remember to wash your hands, mask-up and keep your distance.



Around the DOT 2020 continues on the next page. It was some kind of year. As this photo of Rob, Joey and Lucky reminds us; we all did our best. We all should be proud.



2020; Around the DOT—Page 2

Randy Damron, Special Events Director, writes:

In order to look ahead to the future, we must first look back. 2020 has been the most unusual year of our lifetime; imagine discussing the topic years from now and the memory of how things used to be.

The West Virginia Department of Transportation, like many organizations, had to discover ways of doing business differently, and we did. We were innovative, creative and we persevered through a difficult time. Although it appears there is light at the end of the tunnel, we still need to be diligent in our everyday work.

It was a record year for paving across the state, thanks to the Roads to Prosperity program, along with major impacts on our roads and highways. Here in the Communications/Public Relations office, it's never a slow day and it's been exciting to promote the huge amount of work that has taken place over the past months.

With new equipment purchases, new direction and new attitudes, there aren't any obstacles we can't overcome or go around for the coming new year, for the betterment of citizens travelling our roads. There seems to be a better understanding inside our organization concerning the public, because they evaluate and rate us on the quality of our roads.

Looking ahead, we are looking for additional ways to promote our organization, highlighting our employees and future accomplishments and moving forward with another year to improve our roads.

Even with what we had to endure this past year, there is an abundance of positive thinking and a work plan to follow for 2021. Yes — we need to get ready to say 2021! I was just getting used to saying 2020! Happy New Year!

Byrd White, Secretary of Transportation, writes:

This is the time of year that I reflect. What has happened in the past year? What can I improve on in the coming year?

I have been in this position for 21 months and it has been a Rocketship ride. As an astronaut acquaintance (yes, I know an astronaut) told me about a blast off: "It's like sitting on top of a bomb". That pretty much covers my first few months.

What I found in DOH, and in the Department of Transportation as a whole, was a great number of good people who truly wanted to do a good job. I feel fortunate that I was chosen to work with you. Because of the people who do their jobs every day, because of you, the Division of Highways, the DMV, the Aeronautics Commission, the Public Transit Commission, the State Rail Authority and the Parkways Authority have all progressed more in the last 21 months than people thought

possible. Because of you our complaints are down and those complaints that we do receive are answered promptly. Because of you our grievances have dropped off significantly. Because of you we are more efficient in everything we do. I am grateful.

I feel blessed that I have met people who I will call friends for the rest of my life.

I wish each of you a safe and happy Christmas and holiday season. Look forward to 2021, it is going to be even better.

Jennifer Dooley, Public Relations Officer, writes ;

I came to West Virginia Division of Highways a decade ago to work in Communications and while I waited for an opening in my target field I worked as a Secretary for the In-House Design Section of the Engineering Division, then a 45-person powerhouse of Engineers and Engineering Technicians, saving the state money by designing projects with our own people, while saving each others day by coming up with an endless stream of puns, and wit. Staff meetings were therapy sessions; the problems we faced, the fact that we couldn't change them, the interesting word play that made it bearable.

We, as a DOT, had a lot of successes in 2020, but none of them were built this year alone. The Classification and Compensation Career Plan; paving with our own crews; new drills, Gradalls, bridge inspection trucks; training and education; advancements in Work Zone Safety; Reporting Units in each District; cutting tree canopies to let the sun shine in.

Engineers will tell you the water always wins. The steady persistence of water works constantly to find the weak spots in any design. Engineers will also tell you **the water always wins**. If you apply the steady pressure, and you never sleep, and you don't stop in the dead of winter, and you don't stop when your car breaks down or when folks tie cinderblocks to your feet, you'll be the water and when the roadblocks wash out, you're moving ahead fast along with the rest of the water and nothing can stop you. We had success in 2020, even with a pandemic tying cinderblocks on us, because we were the water all along.

Newly hired employees 15 or 20 years from now may never know this was once an organization where Registered Professional Engineers designed cubicles for themselves out of old cardboard so they could have a little more peace while designing billion dollar projects to protect the actual lives of citizens. While Glenn whistled his way down the hall and Bob hummed along with classic rock on his headphones, a few new people came in — even though, once-upon-a-time-long-ago contractors paid them \$20,000 more right out of college, paid off their DOH scholarships and there was no chance for advancement here. There's a chance now. We built it. We were building it then, but oftentimes folks don't consider the water while it's working on its win. **Happy New Year!**





District 3 Toys for Tots

Every year, WVDOT agencies participate in opportunities for giving during the holiday season. In this one way, 2020 was no different.

District 3 participated in a Toys for Tots program, organized by the Accounting Department. They collected 110 toys. Each employee who brought in a toy received a raffle ticket and winners received gift baskets.

Social distancing and sanitizing guidelines were followed, and Christmas was a little brighter with the presents under District 3's tree ending up under the trees of West Virginia children who needed a bright Christmas.

Keeping Safe in 2020

By Shane Hudnall, State Safety Officer

To say it's been an interesting year would be a very minimalistic statement to say the least. Not only have all of our employees been affected, but our jobs have been ever changing since this pandemic started. In March we were trying to figure out why in the world there was no toilet paper on the shelf and in November we were seeing this same effect again.

Our jobs as safety professionals is not a simple task during normal situations. But for all of us being a Safety Professional is a very rewarding position. We take on numerous roles during our days. We are inspectors, trainers, counselors, regulation authorities, policy writers, we follow up on worker's compensation claims, emergency responders, problem solvers

and everything else in between. On a normal day it is possible we wear all these hats. This year we have added a new hat, COVID-19. It has changed how we perform our jobs in so many ways. It not only has changed all of our lives and how we live them, it has affected everyone.

So, can we still do our jobs proficiently? Absolutely. We have to be safe in how we approach things every day.

In March, in-person training was halted completely. Most employees learned a new way to work from home. Unfortunately, in the world of transportation working from home is not an easy answer. We were immediately named "essential personnel." New protocols had to be put in place so we could keep employees safe and safely perform our duties.

A task force was created and new ways of how work had to be completed; safe distancing, masks, how to enter and exit buildings, temperature checks, what to do for positive employees, we had to look at proper sanitizing of all areas. All of these items were discussed in new protocols set forth to be followed by all personnel. We had to find ways to purchase safety items, sanitizer, bleach, thermometers, masks. We had to rely on our safety personnel to get these items quickly to all of our facilities. Safety staff had to focus on sanitation through buildings and grounds inspections. Instead of just focusing on maintenance issues we had to focus on cleanliness and sanitation.

We had to focus on "shared areas." We focused on field crew inspections in a different light, making sure employees followed protocols, 6' distance rule, wearing masks along with following everyday regulations. Training had to be halted until protocols could be formulated. Only necessary training could be completed. Rooms had to be large and sanitized. Employee groups had to be small and no mixing of organizations. This also changed the way meetings were conducted with management personnel. We've adapted from having in person meetings, to Skype to our everyday duties.

Another new duty we have added to our daily activities is the creation of a cleaning crew which we are usually the only personnel. If we have a positive COVID-19 case then we have been given the task to sanitize our facilities appropriately. Safety officers complete this task through a disinfectant sprayer system and a UV light. I want to take a moment to send out a huge thank you to all of our DOH employees and especially our 10 safety officers throughout the state; Noah, Thadd, Melissa, Josh, Bill, Dave, Sarah, Melinda, Tim and Terry. They have went above and beyond to do what is necessary to keep our employees safe.

We continue to change daily with each new CDC change our protocols follow suit. We continue to adapt to each new roadblock. We will succeed in this ever-changing culture. As always, be work safe!



Meet the New Skid Truck



By Materials Control, Soils and Testing Division.

In order to keep our highways safe, they must provide enough friction (grip) for a vehicle to change speed and direction without losing control and sliding. Road departure is the leading cause of fatality and serious injury in the country, and West Virginia is in the top 5% in the nation for road departure crashes, so WV DOH is constantly looking for ways to monitor and improve the friction on our highways and we have just added a major piece of equipment to help us do just that.

The Pavement Group at Materials Control, Soils & Testing (MCS&T) has recently acquired a new Locked-Wheel Friction Testing System, more affectionately known as a Skid Truck. The system is designed to measure the friction of a pavement

surface in wet weather conditions, and testing is performed according to established national standards. The test involves driving the system on pavement (typically at 40 mph), spraying a layer of water in front of a test tire, then applying the brake to the wheel until it locks up completely, or “skids.” The force of the tire pulling against the system is then used to calculate a Friction Number (FN) for the test.

While the concept is simple, the system uses state of the art technology and computer software to accurately measure the frictional properties of pavement.

Materials Division has been testing pavements for friction since the 1960's. Tests are normally conducted on pavement to confirm skid-resistant properties of the mix and aggregates. Testing is also performed on roadways across the state to study and monitor the frictional properties of the entire highway network.

The Divisions previous skid truck has been in service since 2008 and has recently had many maintenance and repair issues, with over 200,000 miles on the system. The new system will allow the state to study, monitor and improve the friction of our roadways for many years to come.

WVDOH: Ready for Christmas Snow



Holiday Spirit



West Virginia Division of Culture and History Commissioner Randall Reid-Smith got his Christmas wish this year; to tie a Christmas tie for West Virginia Department of Highways Deputy Commissioner Jimmy Wriston, P.E., in the spirit of true inter-agency cooperation.



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.

Terry Mullins—District 10

Melinda Foster—District 8

Josh Sweeney—District 4

Thadd McClung—District 2

David Redd—District 6

Randy Damron—Public Relations

Hao Chen—Contract Administration

Ron Stanevich—Materials Division

Aaron Stevens—District 4

Noah White—District 1

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.



Open Roads Designer: The Next Generation

By Engineering Division.

Ben Franklin is quoted as saying "... nothing is certain except death and taxes." In our world of technology and software you could also add version updates. Since 2017, there has been news on the horizon of an upcoming generational change in the Bentley CADD platform. Starting with the 2018 Designers Conference there has been a gentle rollout of the upcoming changes. Each major update to Microstation and InRoads platform built on previous workspace configurations and resource files. Open Roads Designer, ORD, is a generational change, combining both drafting and civil design into a single software and file.

We have been lucky to have Katie Hastings as part of Engineering's staff. Though not part of the staff at the start of the working group, she took on the role of "power user." She has worked with Bentley staff to test the software, provide real world input, and lead the statewide rollout of ORD. She

performed this while maintaining project schedules, answering questions on ORD issues, and welcoming her third child in the middle of a pandemic. If you have been fortunate to attend any of her classes, you know she brings an interesting and entertaining spin on her topics.

As we come to the deadline for the end of Bentley's support of Microstation V8i and InRoads SS2, there are a few updates. First, due to overwhelming comments, Bentley has decided to continue standard licensing of V8i and SS2 into the first quarter of 2021. What does that mean to the WVDOH CADD user? Virtually nothing. The WVDOH workspace is complete and has been compliance tested. Next, if you are a CADD user and have an ORD question, Engineering Division has developed a special email address and form to share your issue. The email address is DOTORD@wv.gov and the form is available on Engineering's SharePoint site at [/westvirginiaot.sharepoint.com/sites/dot/highways/engineering/](https://westvirginiaot.sharepoint.com/sites/dot/highways/engineering/) in the new "ORD CADD information" section.

DMV Graphic Designer Honors Community

By Natalie Holcomb, DMV Public Information Specialist.

As West Virginians remember and honor those lost in the Silver Bridge collapse in December of 1967, one DMV employee reflects on an opportunity given to him a couple years ago to help a community heal.

In 2018, for the 50th anniversary of the catastrophe, the City of Point Pleasant hired Jesse Corlis as an independent contractor, to paint a mural on the Ohio River community's floodwall to commemorate the bridge and the 46 lives tragically lost. According to Corlis, it took him 200 hours to paint the mural. "I wanted to celebrate the life of the bridge and what it meant to the community," he said.

Corlis works as the Graphic Designer for the Division of Motor Vehicles. He also frequently takes on independent, contracted work in his free time, and was honored to be chosen for this opportunity to create, design, and paint this memorial. The mural was painted on the flood wall in the spot where the bridge stood. There was noticeable discoloration in the cement of the wall showing the width of the bridge where its footing passed through to span the Ohio River. The mural fills this width. "Given the location," Corlis said, "my idea was to depict the bridge as it stood, as the people remembered it - as it was



when it was a living part of the community."

One key piece of the mural to him is the flock of 46 geese. "In the top right section of the sky is a flock of 46 geese flying in formation, representing the souls of the victims who died in the bridge's tragic collapse. I want us to always remember and honor their lives."

After researching the structure and referencing old photos for details, Corlis rendered a depiction of the westbound view of the bridge and the matching scenery as a sort of window view of the neighboring Ohio riverbank and ridge line horizon on the other side. He also used a sunset and evening light to set a somber tone with color and suggest a metaphorical ending. According to Corlis, "I featured two vehicles crossing the bridge. The oncoming vehicle in the foreground is a 1967 GM (GMC) pickup representing the year of the collapse and a common vehicle of the time. The vehicle headed away in the distance is a 1928 Ford Model A, representing the year of the bridge's construction and was a common vehicle of that era." Corlis maintains that this project continues to be a favorite of his and is always grateful to assist communities with memorials. DMV is proud of Corlis for his work not only at DMV but across the state.



What the 'Spec' Is Going On?

By Steve Boggs, Specification Engineer.

Did you know that the Division has issued a Standard Specification book since 1935 and we are continually updating and improving our specifications? This article will provide a brief overview of how these updates are implemented and explain how you can get involved in the process.

A specification provides the material, testing, and construction requirements as well as the measurement and payment instruction of the various pay item included on projects. These specifications outline the requirements and guidelines which Contractor must follow and used by our inspector during construction to help assure we're getting the final product we want.

Proposed specification changes are reviewed and discussed by the WVDOH Specifications Committee. The committee meets every other month and operates under the Open Government Meeting Act. Below is a brief overview of these requirements with action the committee takes to fulfil them.

Meeting notice. A meeting notice is posted on the WV Secretary of States office webpage. It lists the meeting date and location/phone in information.

Agenda. The meeting agenda as well as copies of all provisions being discussed during the meeting are posted on the WVDOH specification committee webpage.

Open meeting. Anyone can attend the spec committee meeting. They are open to those within the Division, industry, as well as the public.

Minutes. Meeting minutes are recorded each

meeting.

Voting. Voting members vote for or against items up for approval. Voting members consist of one representative from each of the following Divisions: Contract Administration Division, Engineering Division, Materials Control, Soil and Testing Division, Operations Division, and Traffic Engineering Division.

The committee requests comments on the provisions in the meeting agenda. The comments help in the decision-making process and are reviewed discussed during the meeting. Please consider attending these committee meetings or submitting comments. The meetings have traditionally met in person at Building 5, however are currently meeting electronically due to pandemic. Similar to our management goal of best organization in America... we want our specifications to be the best in the country, too. We have limited staff who perform these duties and need your help updating our specifications, if you have any specification changes, please consider 'champion' these and submit to spec committee. If you have any questions, please see the specification webpage or contact Steve Boggs, Specification Engineer of Contract Administration Division, at 304-414-6988.

The year 2020 was a very productive year for the Specification Committee. There were 59 proposed specification approved during the calendar year which will be included in 2021 supplemental. The 2021 Supplemental Specification is currently being compiled, but will be released soon and applicable on all projects let after 1/1/21. Thank you to all the 'champions', voting members, participates, and attendees helping to update our specifications!

New Voice of Lettings

By Contract Administration.

There has been a changing of the guard within Contract Administration Division. After more than 31 years of service with the state, John Taylor, former Assistant Director – Logistics and Technology, retired on November 30.

John had been the voice of the lettings for many years. The responsibility of reading the lettings, as required by State Code, has been passed down to Adam Gonzales, Lead Procurement Specialist in the Procurement Section of Contract Administration. Adam joined the Contract Administration Division's Procurement Section team in April 2020, after serving the Citizens of West Virginia as a member of the Governor's

Safety with Action Today (SWAT) Program in our Executive Division. He earned his Bachelor's Degree in Advertising from Marshall University.

Anyone who would like to tune in and hear the new "voice of the lettings" may click on the following link at 10:00 a.m. on any letting day (typically the second Tuesday of each month): https://apawv.clickmeeting.com/WVDOH_Letting_Broadcast.

In addition, Linda Lovejoy, former Contract Procurement Manager, joined John in retirement after more than 27 years of service with the State of West Virginia.



Core Maintenance Plan Evaluations

By Darren Bennett.

What comes around twice a year and helps to make the Core Maintenance Plan work better? No, not daylight saving time... Core Maintenance Plan Evaluations! Your Regional Operations Engineers make the rounds to each County and Expressway organization twice a year to take a deeper look at how well the Organizations are performing their planned Core work. These reviews are aimed at helping the Division, District and individual Organizations understand where our strengths lie and where we have room for improvement.

Each Organization starts the year with a Core Maintenance Plan (CMP) made up of four major activities: Patching, Ditching, Stabilization and Mowing. The WVDOH Maintenance Manual requires that every paved road be patched each year, every road be ditched once every three years, unpaved roads be stabilized twice a year and all roads be mowed up to four times depending on road type. The Core Maintenance Plan lays out the work to be done each year and helps to keep roadway maintenance on a regular schedule while still leaving room for work outside the plan.

As Organizations work through their Core Maintenance Plan, they begin to check off completed items. WVDOH has developed a reporting system that keeps track of all planned and completed CMP work. This system also has a mapping feature that allows managers to see the completed vs planned work to help them gauge progress and plan for upcoming work. It also serves to provide hard numbers to management that document how much CMP work is being completed.

Twice a year, typically after January 1 and July 1, the Regional Operations Engineers will begin to look at the reported complete Core Maintenance Plan work for the previous six months. A standard Core Maintenance Plan Evaluation consists of six main sections: Completed vs. Planned CMP work, OM-41 Schedule Preparation/Execution, Recent Work Quality Evaluation, Staffing and Equipment Needs, Most Recent Audit Findings and Suggestions for Core Plan Improvements. The first three sections are all assigned a numerical score based around completion of planned work, proper scheduling of CMP work and adherence to the CMP. Recent Work Quality is scored based on the quality of actual work completed in the field and is judged to determine if the Organization has followed proper maintenance methods as prescribed by the Operations Performance Standards Manual. These three section scores are summed to give each Organization an overall score which can be compared to their previous CMP Evaluation and to the scores of

other Organizations statewide.

The Staffing and Equipment Needs section gives the Organizations a chance to voice their needs directly to the Operations Division staff. Local staffing issues can vary highly throughout the state and the people who know those challenges best are often at the Organization level. Equipment Needs are similar, the Organizations who must put the equipment on the road daily are a great source of information for improving Core Plan efficiency. Review of recent Audits helps to track issues in individual Organizations with the goal of improvement over time. These sections also help managers identify emerging trends in equipment wear, hiring issues and overall status of the Organizations.

The last section of the Core Maintenance Plan Evaluation provides suggestions on ways to improve overall CMP performance for the next review cycle and beyond. When the Evaluations are complete, they are sent to each Organization and District for review and comment, allowing more input to be gathered. Finally, all CMP Evaluations are compiled and summarized for before they are sent to the State Highway Engineer and Deputy Commissioner.

While a large portion of the Evaluation is pulled directly from reports and hard numbers, a significant part of the data collected comes from the people in and around each Organization. County Supervisors, Foremen, Maintenance Assistants, and others can all be involved in the process. They can showcase work that they are proud of and ask for assistance in areas where they might be struggling. By seeing where they stand each half, Organizations can be better informed and work towards improving their CMP work performance. With Organizations currently developing their 2021 Core Maintenance Plans, it is our hope that insights from previous CMP evaluations help to make next year better.

How are we doing?

The mission of WVDOH's Public Relations Office is different than most impressions of public relations. We're not hiding under a rock, sticking our noses out only to respond to negative comments — we're telling the public before they know to ask about the details of our plan to make West Virginia the best DOT in the country; an organization that can do its work because its people are supported.

We're doing this so you can take pride in being a part of WVDOH.

When you tell your family at reunions "I work for DOT," they won't snicker and think you lean on a shovel until it's time for a two-hour lunch, then go home. At the end of the year, we want to hear from you — how well are we representing you? Let us know;

Jennifer.J.Dooley@wv.gov and Randy.W.Damron@wv.gov



Congratulations DOH Retirees (2020 to November)

DAY, JAMES E	FERRELL, RANDY J	MARQUIS, DAVID K	RUNYON, KENNETH D
AHOUSE, HENRY F	FLESHMAN, JOHN W	MARSH, RANDALL L	RYDER, JEFFREY T
ALDERSON, DENNIS R	FLETCHER, RUSSELL E	MARTIN, ARNOLD R	SADLER, ROBERT G
ANDERSON, JOETTA J	FLORI, PAMELA S	MARTIN, RANDY P	SAIDI, MANOOCHHEHR K
ARMENTROUT, SANDRA	FOX, CHARLES R	MAYES, WAYNE L	SHAFFER, DAVID M
ASHER, STANLEY E	GARDNER, SAMUEL H	MCCONNELL, DAVID M	SHILLING, DONALD B
BANFIELD, ARNOLD	GARTON, ROBERT E	MCCOY, DARRYL G	SHREWSBURY, JEFFERY C
BARNES, EDWARD L	GEORGE, LEWIS A	MCCOY, JEFFREY L	SLONE, DANNY D
BELCHER, BRENT A	HADDOX, DANNY W	MCCOY, RICKY R	SMITH, CHARLES E
BETTS, KENNETH E	HARLESS, WILBERT Q	MCDOWELL, EDWARD L	SMITH, JAMES D
BLAKEMAN, CRAIG L	HARMON, CHOSKIE A	MCLAUGHLIN, DIANA L	SMITH, JANET A
BLANKENSHIP, GARY E	HATFIELD, MICHAEL K	MCMILLION, GREGORY E	SMITH, LARRY C
BRADY, CONNIE S	HEATER, LAWRENCE E	MCNEILL, CHERYL A	SMITH, ROGER C
BRADY, WILLIAM J	HEATER, TIMOTHY J	MEANS, TAMMIE S	SMITHERS, JAMES E
BROWN, DARRELL J	HEDRICK, JENNINGS B	MILLER, BRENDA K	SPARKS, GARY L
BROWN, MICHAEL	HELMAN, RALPH J	MITCHELL, OMANDA A	STONE, PATRICIA L
BRUCE, GARY W	HINES, RICHARD G	MONDAY, DARRELL W	SUMLIN, RALPH G
BUNNER, TERRY A	HINKLE, JOHNNY R	MOORE, JEFFREY A	TAFT, DOUGLAS G
BYRD, JAMES C	HOKE, MARK A	MOTON, JOSEPH A	TENNANT, EDWARD
CAIN, TIMOTHY M	HOLMES, TIMOTHY A	MURROCK, FRED A	TRENTER, MARK A
CLARKSON, DENNIS L	HOWELL, JANET	MYERS, EDGAR L	TRIMBLE, KEITH A
COGAR, STEPHEN R	HUTCHISON, SUSAN K	NEFF, THOMAS E	TYREE, HOWARD B
COLE, HARRY S	JENKINS, KENNETH D	NEWELL, WILLIAM R	VANCE, DANA C
COOPER, JEFFREY W	JOHNSON, TEDDY E	NIBERT, DENNY L	VASARHELYI, LARRY M
COX, DWAYNE A	JONES, HOMER	PALETTA, ANTHONY J	VICKERS, DANNY J
CROWDER, STEVEN W	JORDAN, MARK J	PARKER, MICHAEL T	WALKER, GLEN M
CUTLIP, CARL C	KELLEY, MICHAEL L	PARSONS, TERRY L	WANLESS, CRAIG H
DAVIS, GERALD L	KIDD, TERRY L	PAUGH, MICHAEL W	WEST, ALBERT
DEVAULT, ELWOOD	KIMBLE, JOE J	POLING, WALLACE J	WEST, THOMAS W
DONOHEW, DOUGLAS M	KINDER, JAMES T	RABEL, MARY L	WESTFALL, MICHAEL A
DUMIRE, RONALD L	KING, RICHARD G	RANDOLPH, DEBRA S	WHITE, DAVID W
EBARB, JANET M	LAMB, LETHA J	RANDOLPH, RANDALL M	WICKLINE, KAREN J
EGGERT, ROBERT C	LANE, JERRY E	REED, MARK A	WILLIAMS, LARRY E
ELLIOTT, ROBERT G	LANTZ, GRANVILLE L	REED, STANLEY N	WILLS, EDDIE G
ELLYSON, PENNY J	LAVENSKI, CHRISTINA M	REYNOLDS, KEVIN C	WOOD, DREAMA D
ESMAEILI, HABIB	LOUTHER, JOSEPH L	ROBINETTE, WILLIAM B	WOOD, RICKY G
EYE, GARY D	MALLOW, DONNA L	RONCONE, MICHAEL	YOUNG, JOSEPH H
FARREN, WILLIAM T	MANTZEL, ROBERT V	ROUSH, DAVID	YOUNG, STEVEN
FAWSON, JOHN E	MARCH, JOHN A	RUBLE, MARTHA D	

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A Path to Better Pavements

By Materials Control, Soils and Testing Division.

Here at Materials Control, Soils & Testing Division, the Asphalt and Pavement Groups are busy looking toward the future.

Specifically, with the implementation of Balanced Mix Design (BMD). Mixture Designs can be equated to baking a cake.

As the amount and types of ingredients are changed, the cake itself changes. The WVDOH uses different Mix Designs for different purposes.

“Balanced Mix Design”, in simple terms, is finding the optimum asphalt content somewhere between the two issues we see the most, rutting and cracking. The purpose of a balanced mix design is to determine a maximum asphalt content based on rutting criteria and a minimum asphalt content based on cracking criteria.

The end goal will be to maximize pavement life, giving taxpayers more value and touching more roadways with fewer dollars.

Thus the WVDOH has been working with FHWA and our Industry partners in moving forward.

We have selected two performance-based tests to accomplish this:

IDEAL-CT (Indirect Tensile Asphalt Cracking Test) will be used to test for cracking potential and Hamburg Wheel Tracking Test (HWTT) will be used to test for rutting resistance and moisture susceptibility. MCSnT has already purchased the IDEAL-CT apparatus and have been preparing samples for the HWTT to send out for testing, with the hope of purchasing the Hamburg Wheel Tracker in the coming year.

At this time, MCSnT will be responsible with all BMD testing.

Phase 1 of our implementation process is currently underway with the review of 10 existing Superpave mixtures used on our PWL Projects.

This will assist in ensuring the process and show us some typical values from the current mixes that we use on our various paving projects.

Phase 1 will be complete by early summer 2021, when the DOH will move directly into Phase 2.

Phase 2 will see all newly submitted Superpave mixture designs tested with IDEAL-CT and HWTT.

These designs will not need to meet any BMD requirements at this point, but the information will be used to confirm baseline numbers and establish target criteria for each of the tests.

The importance of modernizing the mix design process is supported not only by data, but also by looking at the number of states already participating. As alluded above -to date, 41 states have chosen to move toward BMD. Sixteen of those states have performed projects using full specifications, shadow specifications, or to determine performance baselines, while 25 states are still in the research phase.

MCSnT wants to ensure that West Virginia does not get left behind in the modernization of our paving technologies in both our standard contracting practices and our everyday operations.

In addition, 3 other states have formed a committee to discuss BMD, bringing the total number to 44. Please stay tuned for future updates.

WV DOT Public Relations Office is taking this opportunity to thank each person in our vast network of DOT employees who has responded **quickly, accurately and efficiently** to our requests for information as they come in from the media. Our partners in the mainstream media help us keep our people safe in work zones, thus, they save our lives. They work they do is super important. They're working for West Virginia too, in their own way, and they help reach the citizens we serve. It's imperative that we respond when they call, so **Thank You.**



New Internal Application Process

By Leslie Adkins, Job Recruiter

On October 1, 2020 The WV Division of Highways officially "kicked off" our NEW application site and application process. This means there is a new process to apply for Internal/Promotional jobs within the West Virginia Division of Highways. Remember, you have to be a certified permanent employee in a covered agency to apply to Internal Postings.

You may ask, "What are the changes?" You can now find available internal positions posted on the new WVDOT Careers page. New Internal postings are released daily at <https://www.governmentjobs.com/careers/wvdot/promotionaljobs>. This will serve as the Vacancy Report as well.

Now, you may say to yourself, "I will just wait until the job is posted externally." First, there may not be a need to post the job externally and you have missed your chance! Second, you are doing yourself a huge disservice by applying externally. If you apply to the external posting, you will be scored and ranked with all the public applications which may result in not receiving an interview. So, please, you owe it to yourself to apply while the job is posted internally.

One of the biggest changes is WVDOT is going paperless! Yes, that is right! All internal applications should be completed online through the careers page. After the closing date of a position, the applications will go to the NEW Career Services Unit for review. You will be notified by email of your application status. If you qualify, the hiring manager will contact you to schedule an interview.

THE PROCESS IS SIMPLE. WVDOT and WVDOP use the same application platform, if you remember the email address and password you created to apply with WVDOP, your application is there and will generate to apply with WVDOT. Maybe now is the time to update your application!

So, how do you get started? Here are the general instructions: Use a desktop or laptop computer. Do not use your phone at this time to apply. Go to www.transportation.wv.gov. Click on WVDOT Careers. Scroll down the bottom of page. If, and ONLY IF, you are a Certified Permanent state employee under a covered agency, click on "Internal Postings". *All other applicants must click on "Jobs Open for Public Application." Find a job you would like to apply for. Click on that job. Click on the green "Apply". If you do not have an account through the old or new process, you will need to set up an account before you can apply. Please remember the email address you are using and always use the same email for this process. Also, remember the password you create.

If you have previously applied through the DOP or DOH system,

your application will automatically attach to the job you have selected. Review your application and make any edits/updates if necessary. Then, answer the "Agency Wide Questions" at the end of any job you are applying to. If you have never applied, you will need to complete the application. *(Use all your job history and be detailed and specific in describing your job duties/do not leave out salaries, to-from dates, if you supervised, and hours worked per week)

Internal applicants MUST provide/attach/upload all needed documents required in the posting. When completed, click "Submit". You will receive an email stating your application was received. Once your application is reviewed, you will receive another email confirming your status.

Helpful Tips for Success! * "See Resume" will not be considered as the application. You must complete the application and you may attach your resume. * Create one good application and you can use it for any job you apply. Just always remember to answer the "Agency Wide Questions" at the end of each application. * Be very detailed in your job duties. Do not "copy and paste" duties from the job specification or PD of the job you are performing now or previously. Use your own words. Do not use abbreviations, initials, or nicknames for jobs, projects, or duties. * Attach your supporting documentation such as official transcripts, licenses, certifications, military papers, etc. * Do not overlap employment dates without explanation. * Completing an application online assures the quickest processing. If you need assistance please see your District Human Resources office or the Human Resources Division. * Remember your email and password. Always use the same email and password.

This is a new and exciting time for WVDOT. We have come a long way and we are getting better and better each day. The new way to apply and our very own application site and process is definitely a step in the right direction.

If you have any questions or need assistance, please reach out to your NEW Career Services Unit at 304-558-3111 or DOTCareers@wv.gov.

Congratulations DMV Retirees (2020, to November):
Mark Miller, Linda Melton, Lois Holstein, Martha Hoschar, Barbara Skeen, Cynthia Snow, Billie Thomas, Tia Lanham, Debra Alt, Wanda Bennett, Barbara Gallagher, James Coiner, Christina Simmons, Linda Hudnall, and Sophia McNemar.

COVID-19 is something to protect each other from; masks, distancing, hand washing, cleaning, mindfulness.

There are employees in our WVDOT family for whom it's much more than that. There are people who are facing and fighting this virus in their own lives.

This is a reminder to help each other.



December Newsletter 2020



Healthy Holiday Season

Practicing self-care is good for the mind, body, and spirit especially now during the COVID-19 pandemic. It's been a challenging year, but here are some simple things you can do to help boost your mood, beat the stress that may overcome you, and to help find more joy in your everyday life!

Take a break

Whether you are working from home or at your workplace, busy with kids or everyday housework, we can all use a break. Take a moment to stretch or focus on your breathing. Even just 10 minutes of mindful breathing can make a big difference. Share household responsibilities with your family. Trying to be everything to everyone causes burnout.

Stay connected

Staying connected with friends and family either by phone, online, or in person can do wonders for your physical and emotional wellness. Facetime, skype, and zoom are great ways keep in touch with love ones. You can also plan visits with precautions to help protect one another from COVID-19.

Keep your body moving

Exercising can release any anger, tension, or stress in which will help your sense of well-being. Exercising can also help relieve some symptoms of depression and anxiety. Instead of tearing yourself down, exercising is a time to lift yourself literally and figuratively up and build self-confidence. Whether you do it all at once or in small increments, make physical activity part of your daily calendar. Doing less is better than doing nothing at all.

Get some sleep

Lack of sleep can affect the way you feel mentally and physically. Make changes that might help you let go of any stress from the day. Adequate sleep will help you maintain your weight, your emotional wellness and your health. If you have a difficult time getting to sleep, make changes that might help you let go of any stress from that day: limit your caffeine intake after lunch and give yourself some down-time to relax before bedtime like read a book, listen to a story being read etc.

Plan your self-care

Plan some "me-time" in your daily calendar. Work to maintain your personal and time boundaries. Learn when to say "no", if necessary. Don't overextend your holiday commitments. Maintaining your foundation of healthy habits is especially important over the next few weeks. Do not look at these basic self-care habits as optional.

Eat well

Don't skip the "good for you" stuff. Limit your caffeine, sugar, fat and alcohol, while indulging in lean protein, fruits, veggies and whole grains. Don't forego the "good stuff" to indulge in the "all-the-extra-stuff." Consider planning your menus and make things ahead to store in the freezer.



Healthy Holiday Treat: Buckeyes



INGREDIENTS

Buckeyes

1 cup drippy, all-natural peanut butter (we used Kirkland All-Natural)

1 teaspoon vanilla extract

1/4 teaspoon ground cinnamon

1/3 cup shredded coconut, pulsed in food processor

1/2 cup vanilla protein powder (we used Tera's Whey)

2 tablespoons maple syrup*

Chocolate Coating

1/2 cup dark or dairy-free chocolate chips

1 teaspoon coconut oil

Topping

1/2 cup sprinkles

1/2 cup shredded coconut, pulsed in food processor

INSTRUCTIONS

First, cover a baking sheet or plate that will fit into your freezer with parchment paper and set aside.

Next, combine all ingredients for the Buckeyes into a medium-sized bowl. Mix until all ingredients are combined.

Using a 1 tablespoon measuring spoon, scoop dough into your hand. Roll into a ball and place on parchment paper. Repeat.

Place baking sheet in the freezer for about 20 minutes, or long enough for the balls to settle and firm up a bit.

While your balls are chilling. Place chocolate chips in a small bowl. You want it to be big enough to fit the chocolate chips, but small enough so that you can dip the balls. Microwave for about 60-90 seconds, stirring occasionally. Then, add in coconut oil and stir again.

Once your balls have firmed up, it's time to dip them into the melted chocolate! Place a ball on the end of a fork. Dip peanut butter ball into chocolate, leaving a ring at the top. Hold your fork with one hand and use your other hand to tap your wrist, so that any extra chocolate drips off.

Finally, use a toothpick to slide the ball off the fork and into one of the toppings. Roll in shredded coconut or sprinkles and then place on parchment paper. Repeat.

Place baking sheet or plate back into the freezer for around an hour to completely firm up the chocolate.

TIPS & NOTES

*Depending on how sweet your protein powder is, you may need to add a little bit more maple syrup. I suggest adding up to 1 tablespoon more.

Storage: we recommend storing these Buckeyes in the fridge or freezer in an air-tight container. Because coconut oil is used in the chocolate, you risk melting if your house gets too warm.

Protein Powder: We suggest using a whey protein powder or plant-based protein powder. The sweeter your protein powder is, the sweeter these balls will be.

NUTRITION FACTS

Serving Size: 1 buckeye Calories: 119 Sugar: 3 Fat: 8 Carbohydrates: 6 Fiber: 1 Protein:4



Merry Christmas!

WV DOT

