

# WV DOT Newsletter

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Volume 66



WEST VIRGINIA  
Department of Transportation



## SUPPORTIVE SERVICES

- Estimating Training
- Building Capacity
- Mobilization Financing
- Bonding Assistance
- Marketing Plan Development
- Creating a Business Plan
- Building a Website
- Plan Reading



## Airports Receive \$14.4 million for Projects, Equipment

The Nine West Virginia airports, including Raleigh County Airport Authority and Mercer County Airport Authority, are getting financial support from the U.S. Department of Transportation (DOT) to support multiple projects, including rehabilitation and maintenance projects, equipment purchases and make safety improvements along a railroad corridor from Grafton to Buckhannon.

In total, the nine airports, with 10 projects are being funded to the tune of \$14.4 million with the bulk of that going to West Virginia International Yeager Airport in Charleston fund the the final phase of the airport's three-year runway rehabilitation project.

The total amount of this year's project is \$12,394,048. WV Paving has been awarded the prime contract in the amount of \$11,742,280. Airport Design Consultants Inc is the design engineering firm and providing construction management and inspection services, according to a press release from the airport.

CRW's Runway 5-23 rehabilitation project is a comprehensive upgrade that will provide a two-inch asphalt overlay of the entire runway, include rehabilitation of the runway lighting system, including the installation of energy efficient LED runway edge lights, electrical conductors and runway exit sign modifications.

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## 6 Steps for Establishing Employee Accountability & Empowerment

### ***Are you a problem or a problem solver?***

Do you find yourself answering calls from your team of supervisors all day, addressing questions and solving small problems? They continually ask you to make simple decisions for them. It seems like they won't do much of anything without first checking with you. Why? Are they afraid to make a mistake?

Supervisors keep calling you because you like helping to solve their problems. Unfortunately, you have trained them to not make decisions without your input. The more problems you solve for others, the more you are asked to solve their problems. And the cycle repeats itself.

Because you can make these decisions quickly, they call you rather than do a little research and solve their own problems. And out of habit, you continually answer these calls, solve other people's problems and fix their issues. It's no wonder you can't find any accountable help — you won't let them be accountable or responsible for anything. You tell them they're empowered to get things done, but to check with you before making any decisions.

In a recent poll of field employees, 66% were asked to make decisions. But only 14% of them feel empowered and trusted to make the decision. They're afraid their boss will yell at them if they make mistakes or the wrong choices. So, rather than risk it, employees don't take on more than they are asked to.

The following are six steps to help your teams become more accountable and responsible, clearly understand expectations and feel empowered to get things done without your help or input.

#### **1. Establish a clear understanding of expectations.**

The first and most important step is to clearly explain what you expect of your employees. When asked, over 66% of employees didn't know specifically what they'd been asked to do, what the deadline was or what their boss wanted them to accomplish. Go ask your people the top three things you want them to accomplish both today and this week. Do you both agree on the answers?

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## About The WVDOT

The goal of the DBE Supportive Services Program is to increase the number of DBEs participating on WVDOT contracts and facilitate the opportunity for DBEs to obtain contracts. The services are designed to:

- Assist established construction firms to move them from bidding as a subcontractor to bidding as a Prime Contractor to produce sound bids.
- Provide access to training increases DBE expertise in handling of daily business operations.



**CEI DBE Supportive Services**

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