There needs to be more jobs available/posted for internal candidates. I mean when jobs become available and the hiring department already knows the person they want to fill the spot and only conduct interviews because they have to. It is a waste of the candidates’ time.

We strive for consistent, fair employment practices that will allow us to attract, hire, and promote the most enthusiastic, capable and qualified people. Interview panels are designed to provide multiple perspectives on potential job candidates in an effort to increase equity and transparency. We encourage diversity among the interview panel members. The panels are intended to assist the hiring manager in making a selection decision.

The posting and filling of bargaining-unit (i.e., Union) positions is governed by Civil Service Law, DAS and ODOT policies & procedures. Jobs have to be posted for at least 24 hours, but can be posted for longer periods of time.

... The 24-hour postings are usually a promotion for an employee whose job duties have evolved and they’re performing duties that are better defined in a different classification. If a candidate has been identified, interviews are not required. If a candidate hasn’t been identified for a job, the positions are normally posted for more than a day, typically, five to ten days (sometimes more) is common. The same points regarding interview panels stated above apply here as well. Unclassified positions are not required to be posted. If the agency has a candidate they want to place into an unclassified position, they typically won’t post the job. If the agency doesn’t have an identified candidate, the position will be posted in order to attract candidates.

I understand and hope you realize that hiring is conducted and executed by human beings, following established laws, policies and processes. My intention and hope is that hiring practices are being applied in an honest, fair and equitable manner.

If you have any questions about this, you may contact your Human Resource Office, or contact the Director’s office at 614-466-2336.

The ODOT Division of Opportunity, Diversity, & Inclusion’s Office of Outreach recently filled its four new regional outreach manager positions. They will help coordinate the office’s efforts to promote the certification and prequalification of Small and Disadvantaged Business Enterprise firms. Office Administrator Terry Bolden says the office has increased the number of DBE firms in Ohio by ten percent in the past year. “We now have 1160 DBE firms that are qualified in our state,” he said. “In the past year, we held nearly 40 workshops to educate these firms and other potential DBEs to provide them with an understanding about how to do business with ODOT.”
Cool lights bring the heat
Rhonda Pees, District 1

In the past, LED lights have been used on snow and ice trucks to provide greater visibility. But even though they are brighter than standard bulbs, not everybody found them helpful...

“The drivers would complain because an LED doesn’t put out any heat,” said Mark Yost, automotive technician at the Wyandot County garage in District 1. “During snow and ice events, operators would often stop to clear off the snow accumulation on their lights. The standard bulbs used in the past would generate enough heat to keep them clear.”

Much of the state’s truck fleet this winter will be equipped with LED plow lights that also provide heat. The new lights are mounted on the plows’ bracket and have an electrical grid on the lens to help melt accumulation.

“It’s a lot like how the grid on the back window of your car works,” said Yost. “The reliability of the light is remarkable. With LEDs, they just don’t burn out. The light assembly includes a turn signal lens with an LED bulb.”

Much of the state’s truck fleet this winter will be equipped with LED plow lights that also provide heat.
These days, state snowplows can make quite an impression on the highways. ODOT’s “Paint the Plow” Contests have brought out the creative side of the public, resulting in many mobile works of art traveling across the state. District 11 had many such examples at their winter readiness events just prior to the start of the season. Included here are just some examples of the creativity the program inspires.

Black History Month: Moving with the times
Ron Poole, Central Office

The modern era of safe travel owes much to two black inventors who are part of Ohio history.

Granville Tailer Woods (1856-1910) owned so many patents, he became known as the “Black Edison.” Born in Columbus, he became the first Black American to be a mechanical and electrical engineer after the Civil War. He sold his inventions to corporations such as Westinghouse, General Electric, American Engineering and Bell Telephone. But it was in transportation that Woods made the biggest impact, concentrating on trains and streetcars.

He invented and patented tunnel construction for the electric railroad system, an automatic air brake used to slow or stop trains, and an improved steam-boiler furnace. He is sometimes credited with inventing the third rail power supply system. His most notable invention was a system that let train engineers know their proximity to other trains, which reduced the number of accidents. At the time of his death, Woods had received nearly 60 patents, many of which became part of safe and efficient transit travel during the last century.

Garrett Augustus Morgan (1877-1963) had moved to Cincinnati as a teenager and later to Cleveland where he would own a repair shop and other businesses. Seeing the growing need for safe traffic control of pedestrians and vehicles, Morgan developed a traffic signal that could halt traffic to allow pedestrian crossings. He also introduced a “Caution” warning sign between “Stop” and “Go” commands. While there were other traffic signals already in existence at the time, Morgan’s patented three-part system became the standard all over the United States. His idea later became expressed as the “Green-Yellow-Red” color signals we know today.

Their names may not be familiar, but what they envisioned and invented saved lives and proved what can be achieved when everyone is allowed to contribute.

STATEWIDE WINTER STATS
AS OF 1/18/2017

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BACK IN THE SADDLE AGAIN
Pieter Wykoff, Central Office

The ODOT Division of Planning’s Safety Section has been providing professional development bicycle rides for local officials for the past year. Many of the officials have never ridden a bike before on a public road.

Julie Walcoff, ODOT’s program manager, says the idea is to give our partners around the state the opportunity to experience what every-day cyclists will experience in their communities.

“We pick people who are key decision makers,” she said. “We want people who have an impact on our transportation system—who influence how our roads are built and maintained.”

ODOT spends about $50,000 a year to sponsor 20 different local rides. Each ride has about five local participants and is designed for the specific community. The rides are led by Yay Bikes, a Columbus-based bicycle advocacy group. The rides last about three hours.

Said one participant from Bowling Green who hadn’t ridden a bike in over 30 years, “The entire experience and information shared was intensely practical and focused on cost-effective solutions. The experimental nature of the session really opened my eyes to things that impact bicyclists and traffic safety that I would likely neglect otherwise.”

Walcoff points out that the number of deaths from bicycle crashes doubled between 2014 and 2015.

“Part of this program is a way for ODOT to be proactive and deliver a hands-on education component for our strategic highway safety plan,” she said.

Walcoff says the program is unique because no other state funds a similar professional development bicycle ride program. The program is currently on hiatus for the winter but will begin again in the spring.

In the spirit of giving
Pieter Wykoff, Central Office

Employees from the divisions of Human Resources, Information Technology, Finance and the office of Technical Services chipped in to take care of two families during the recent holiday season. The children of these families attend the Ohio Avenue School in Columbus.

“We’ve been doing this for over ten years,” says Amy Denman, a program administrator in the Division of Finance, who helps to coordinate the Holiday Wish List for ODOT.

She said several dozen ODOT people helped purchase a number of gifts for the two families. Gifts on the wish list included clothes, shoes, games, gift cards, walkie-talkies, several bicycles and a tricycle.

“We were able to give them everything they put on their wish list. We were even able to buy one family a stove since they’d just moved from a homeless shelter,” Denman says. “The people of ODOT are extremely generous.”