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Highway Division shifts production work from Salem to region Tech Center

The Highway Division Strategic Alignment has opened up a number of new opportunities for ODOT employees. As the reorganization proceeds on schedule, shifting work from Salem to the regions, employees can compete for positions that offer promotional and developmental growth.

"The strategy is to recruit for the highest paying positions first and then move down through the pay ranges," said Cathy Nelson, Technical Services manager. "That way, we provide opportunities for people to move up the ladder and leave openings for other people lower on the pay scale. So far, it has been very successful. A significant number of ODOT people have moved up or will move up in the coming months."

As people's workloads change, ODOT is conducting training activities and realigning the resources needed to get the work done. Initial training events focusing on foundational skills are being held in May, with project management and technical skills training to be offered this summer. The entire agency is working with ODOT Human Resources to meet the agency goals of employee development and no layoffs.

Four of the five Tech Center managers have been hired, with Region 1 being the exception. The recruitment for Region 1 Tech Center manager closes in May and training for all Tech Center managers will follow.

The reorganization effort hit full stride in January when the Strategic Alignment Steering Committee agreed on the new organizational structure for the Highway Division's regions, branches and offices. The committee made many key decisions about which functions would be performed in Salem and which would be moved out to the regions.

During this process, an intranet site was developed to keep employees informed of key decisions and the reasons for those decisions. As the process moves along, ODOT management is maintaining positive working relationships and close communication with the unions representing affected workers.

In February, the Implementation Steering Committee was formed. Members include Highway Division Deputy Director John Rosenberger, Cathy Nelson, all five ODOT region managers, and Alan Arceneaux, head of the ODOT Highway Finance Office. Among the key implementation tasks: developing performance measures, managing positions, developing a Human Resources strategy, getting the Tech Centers up and running, and successfully transferring the work from Technical Services to the regions.



Transcript is a publication of the Oregon Department of Transportation

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Other major changes within Technical Services already in effect:

- Environmental and Geo-Hydro Sections have been combined, with Mike Long as the new manager for the combined sections.
- The Business Management Section has evolved to the Branch Operations Unit, managed by Ingrid Saltvold; all other staff report to the sections they have been supporting.
- The Access Management Unit will transfer to Technical Services as soon as a unit manager is hired. The recruitment process is currently under way.

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Written by [Jay Remy](#), strategic communications coordinator.