

Meet and Consult Committee

January 6, 2009

Mr. Paul Mattox,
Secretary/Commissioner
WV Department of Transportation
Building 5, Capitol Complex
Charleston, WV 25303

Dear Secretary Mattox,

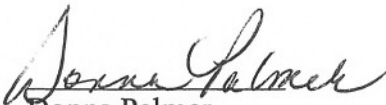
With the Meet and Consult Committee getting more familiar with our process, we feel that we are at a point that we would like to work with your office on the issue of pay, which has been the most important issue brought up from the employees that we represent. Per your previous inquiry on our opinion concerning pay, we would like to suggest for the job classifications of the Transportation Worker series, Storekeepers, and Office Assistants that we represent, an example of a pay structure of:

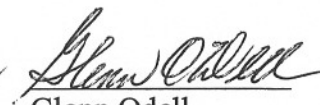
A minimum base wage for 0-5 years of service, a mid-range wage for 6-10 years of service, and a maximum wage for 10 plus years of service, with compensation for additional training and certifications above the minimum job requirements for that classification.

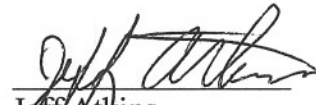
In our contacts with the employees that we represent, we have received very positive feedback on a tiered type of pay structure


At your convenience, we would like to meet with you concerning our suggestion on an updated pay structure. We look forward to meeting with you again.


Respectfully,
The Meet and Consult Committee



Donna Palmer
Office Asst. Rep.

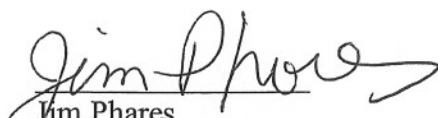

Glenn Odell
Storekeeper Rep.


Jeff Atkins
Region 1 Rep.


Delbert Bunner
Region 2 Rep.


Connie Johnson
Region 3 Rep.


Wade Roy
Region 4 Rep.


Jim Phares
Region 5 Rep.