

PERSONNEL SECTION

A program of adding new employees and upgrading those presently employed was the objective of the Personnel Section during fiscal 1964. Some of the highlights of the year:

Promotion of Ernest A. Davidson, former Chief Engineer to Director of Operations, succeeding William J. Miller, Jr., who resigned to accept the position of Director, Delaware River and Bay Authority.

Promotions of Joe S. Robinson from Assistant to Chief Engineer, and Raymond E. Tomasetti and John H. McWilliams to Assistant Chief Engineers.

Citation of two department engineers by AASHO for more than twenty-five years of service.

Presentation by the Governor's Committee on Employment of Handicapped of its Award of Merit to the Department as Delaware employer of the year in the employment of handicapped persons.

The immensity of the highway program in Delaware, with its consequent need for increased personnel, led to an intensified program of recruiting college men. In addition, special classes were established such as one on pavement design for recent engineering graduates. Projected was a school for estimators. Meetings also were held on record keeping in the divisions.

With the cooperation of the State Department of Public Instruction and the Civil Engineering Department, University of Delaware during summer of 1963, the Department selected thirty-seven high school graduates for a ten-week course at the University. The curriculum included surveying, mathematics, drafting and other highway related subjects with instructors from the University and the State Highway Department. The Department employed twenty-three graduates as trainees who proved the success of the program by their performance.

Other significant happenings:

Broadening of employees group life insurance program to the age of seventy instead of previous sixty-five limit.

New qualification tests added for applicants desiring positions in surveying and inspection. Although

employment was curtailed considerably during winter months, 148 qualification tests were administered.

Service plaques presented to twenty-one employees during the year who retired under the State Pension Law.

Although temporary summer employment was kept at a minimum, twenty university students majoring in Civil Engineering proved a definite asset through their services in design and inspection.

A phenomenal growth was noted by the Delaware Highway Federal Credit Union particularly due to the implementation of payroll deduction for employee savings.

The Department approved the Director's plan to appoint a training coordinator to assist the division engineers in conducting classes during the winter months. The educational program is directed at keeping the inspectors, laboratory technicians, surveyors and others abreast of the new developments and the instruction of newer employees in the relationship of their work to the department program as a whole.

One of the most interesting and active groups in the Delaware State Highway Department is the Ten Year Club started four years ago. This organization of 269 members is a liaison group which did much to unite the entire Department.

The Ten Year Club's purpose is to encourage exchange of ideas and opinions, promote good fellowship and advocate a better understanding between employees and members of the Department. It has done so admirably and, from present indications, will continue to do so in the future.

Last year the Club purchased pins that were awarded to thirty-five persons who had completed twenty-five or more years with the Department. It is constantly on the alert in the development of new plans to help make its program more effective in behalf of the greatest number of employees of the Delaware State Highway Department.

Department strength, June 30, 1964: 1,261 employees.



J. J. Deputy, Controller



Chief Engineer Joe S. Robinson flanked by Assistant Chief Engineers Raymond E. Tomasetti and John H. McWilliams, Jr.



Safety Seminar, Kent County



Joshua T. West, President of the Ten Year Club, presents 25-year service pin to Raymond Johnson at a club dinner. Miss Clara Warrington, Secretary, is on the right.