

VandenBerghe, Alissa (Consultant)

From: Everett, Susan
Sent: Thursday, April 16, 2009 1:40 PM
To: Williamson, Alec
Subject: FW: Future projects for my team
Follow Up Flag: Follow up
Flag Status: Red

[This one is more positive.](#)
[Let's discuss to prepare a response.](#)
Susan

From: Lacy, Paul
Sent: Thursday, April 16, 2009 2:06 AM
To: Everett, Susan
Subject: RE: Future projects for my team

Susan,

I am excited to be doing the Right of Way plans for the bored tunnel.

So excited, I started looking for a team, looking for office space and looking for training.

So excited, that I moved too fast without approval, and was given a letter of caution. I have given you a copy of that letter and I am now moving forward **cautiously**.

You apparently have taken that caution as an indication I am resisting the assignment and not accepting managements decision. I want to assure you that I am not resisting that assignment.

I am the most qualified person in WSDOT for the job . I enjoy that kind of work and am excited to be doing it. I intend to find innovative ways to deliver the right of way.

The 4 person WSDOT team that I currently have working on other projects will not be part of the Right of Way project. By the time they are done delivering the two high profile ITS projects next October, we will be in the stage of the Right of Way where they are not needed. They are aware of this, and have asked what they will be doing in 2010.

You took my asking that question as an indication that I was rejecting managements decision. I want to assure you I am not rejecting that decision. I just want to take care of my team, and let them know what they will be doing in 2010.

You have indicated it will take some time for me to prove you can trust me. Give me time.

Paul

From: Everett, Susan
Sent: Sun 4/12/2009 2:31 PM
To: Lacy, Paul; Williamson, Alec
Subject: RE: Future projects for my team

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Nope, let's all talk.
Susan

From: Lacy, Paul
Sent: Sunday, April 12, 2009 12:40 PM
To: Everett, Susan; Williamson, Alec
Subject: RE: Future projects for my team

Hi Susan,

Would you an Alec like to meet with each other before meeting with me?

Paul

From: Everett, Susan
Sent: Fri 4/10/2009 5:25 PM
To: Lacy, Paul; Williamson, Alec
Subject: RE: Future projects for my team

Hi
I have set up a meeting for 8:00 on Monday at Alec's office.

I want to talk about future assignments and the importance of the right of way plans. I will share some of my initial thoughts on organization. I want to bounce some ideas off Alec.

Susan Everett

From: Lacy, Paul
Sent: Friday, April 10, 2009 9:09 AM
To: Williamson, Alec
Cc: Everett, Susan
Subject: Future projects for my team

Alec,

On Thursday I held my staff meeting, and a question came up on what they will be doing in 2010.

Has there been any discussion on this and when will that be communicated to me/them.

The team has expressed concern that the Jason Biggs team assignment does not leave anything meaningful for them to do when they finish delivering their current projects.

We are also wondering about the status of the request to be located together rather than being disbursed among the PB crew and the South End team.

Sara wants to be involved in the documentation on the tunnel. At our 1:1 she has expressed concern that the PB design team comes to her with questions, but you indicate in your email she should stay on task delivering the ITS projects. Further, she was not invited to the documentation meeting we held with Ed Barry. Her concern is that in December when her projects are delivered someone else will already be doing the documentation. What are your plans for her?

Sara is also concerned about her temporary status. Will we advertise an assistant PE position and give her a shot at competing for it, or will we revert her back to a TE-3 without a chance? Keep in mind that Richard is not licensed

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and not eligible to be an Assistant PE. He can not fill in for me if I am out of the office.

My recommendation is to keep Sara in her current position, and get me the TE-3 with PS&E background that I have requested.

Management needs to make some decisions and communicate them. It does not make sense that management can make a decision to bring an entire PE office on board but can not give my team some feed back on what they will be doing in 2010.

Thanks

Paul