



State of West Virginia
Joe Manchin III
Governor

Office of the Governor
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December 10, 2009

To All Employees,

State government provides a vast number of programs and services to the citizens of West Virginia, including those affecting the safety of our drinking water, the protection of our communities and the well-being of our children.

You are fully aware of these services and how critically important they are to all of us...because you, *as a State employee*, provide these services. Your dedication and perseverance in the jobs you perform for our citizens makes you critically important to the growth of our State. I understand that to continue to serve the citizens of West Virginia effectively, it is necessary to retain and recruit talented, hard-working employees like you.

A key component to accomplishing this goal is an accurate and up-to-date classification plan and a compensation structure that is internally fair and externally competitive. I believe that we have outgrown our current classification and compensation plans. State government is a large, complex organization and it's time to build plans that fit us better. I'm pleased to announce that we've started work on this initiative.

You may have already heard about or even participated in some of the preliminary work on the project to build these classification and compensation plans for West Virginia. In the coming weeks, you will learn more about this project and the important role that you will play in making this change a success.

We want and need your input for this to be successful, and I want to make sure you have all the information you need about his change. Visit PLANS.wv.gov for more details on this project.

Sincerely,

A handwritten signature in blue ink, appearing to read "Joe Manchin III", with a long horizontal flourish extending to the right.

Joe Manchin III
Governor

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