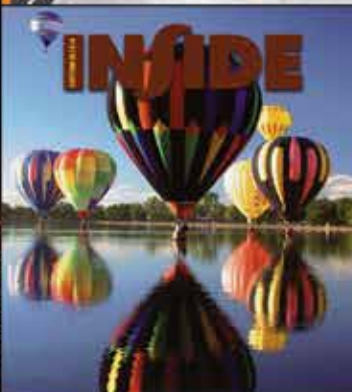
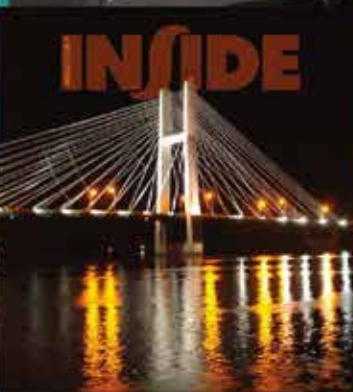




MARCH 2014



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FAREWELL TO INSIDE

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Employee survey is first step to improving communication

In January, all employees were invited to complete a survey on internal communication within the Iowa DOT. The response was very good, with nearly 40 percent of employees completing the online poll. Of those who responded, 43 percent listed their work location as central complex, 31 percent said they worked in a small field office, 17 percent indicated their work location is a large field office, and 9 percent marked Ankeny Motor Vehicle Division. Respondents listed their job responsibilities this way, 86 percent said they were nonsupervisory and 14 percent listed themselves as supervisory.

The purpose of the survey was to gauge how we are currently communicating internally and identify areas where employees want more or less information on certain topics. By focusing communication efforts on what employees say they want and need most, we can move toward the goal of becoming a more open and transparent agency, both internally and externally.

As a result of the survey, staff are beginning to look at DOTNET and how we can improve and streamline employees' internal access to information they need to do their jobs.

It was also noted in the responses that there is an overload in the amount of emails employees receive. This survey is a starting point to help improve the way email is used. The goal is to identify different tools to help employees communicate, help employees understand these tools, and how they can be used to meet their communication needs.

When asked to rate the importance of a list of topics, employees said information on employee services was most important, followed by management perspective on topics and safety information. Those answers correlate somewhat with employees indicating they would like more information about employee services, personnel, and public appreciation of their work. They also indicated it was important to have an opportunity to ask about any transportation-related topic.

With the current communication methods, employees rated INSIDE Magazine as the most available, with DOTNET (DOT's intranet) and email as second and third most available sources of information. When asked what source of information was most useful, employees rated the Internet as most useful, followed by the email, and then DOTNET. When asked to rate accuracy of the information they receive, employees said INSIDE is the most accurate, with the DOTNET being second, and handbooks and manuals rating third.

Regarding the quantity of information employees receive, they indicated more information needed to come from the division and agency level. The quality of information received was also deemed to be highest within the work unit and lowest at the agency level.

With the transition to the Transportation Matters for Iowa blog, we will be able to communicate quicker and tell our stories more completely. This follows the agency's overhaul of our website home page last fall to help people find information faster and easier. But it doesn't stop there. With input from employees and the public, the blog and website and other communications methods will continue to be updated and improved.

Nearly 200 written comments were received. Here is a brief rundown of the most common comment topics. All comments have been shared with Management Team.

- Front-line workers would like to be included in the discussion from the beginning when changes are proposed that will directly impact their work.
- Information does not filter to every worker.
- Employees receive too much information, especially email.
- DOT provides too many sources to get information with email, Yammer, DOTNET, Sharepoint, etc.
- Employees expressed an interest in increased communication between divisions, offices, and work units, especially when a project is being developed that includes multiple work units. These efforts can start with employees understanding the purpose, goals, and missions within their own office and understanding how their work fits into the big picture.
- Iowa DOT has not communicated the "big picture" of the agency to all employees. Employees would like to know why they are doing the things they are asked to do.
- Employees would like a nonthreatening way to offer input, suggestions, and criticism on policies, procedures, and management issues.
- When supervisors receive information via email, that information is not passed to the entire work unit, even though the information would be beneficial to all.
- The amount of information coming at middle-level managers is overwhelming. Sometimes it is hard to know what needs to be passed on. More information on who should be included in the information would help.

Communication survey, continued on next page

Communication survey, continued from previous page

Myth or fact: clearing up misconceptions regarding communication at the Iowa DOT

Myth: Employees are blocked from the Internet.

Fact: While a supervisor has the option to request a specific employee be blocked from the Internet, in general, the Internet is available for all employees. Only very specific categories of websites are banned (gambling, pornography, games, etc.). As of November 2013, social media (Facebook, Twitter, LinkedIn, Yammer, etc.) is not a category of sites that is blocked.

Myth: I will get fired if I get on the Internet at work.

Fact: According to the Internet policy (030.09), the Internet is provided for business use for employees to accomplish their assigned job duties and responsibilities and limited personal use. Any communication via the Internet, including the Transportation Matters for Iowa blog, is information provided by the DOT to every employee. Part of your job duties as a DOT employee is to know what is happening in the agency. Social media sites, such as Facebook and Twitter, can also be used very effectively for business purposes.

Myth: With the printed version of INSIDE going away, employees have fewer ways to receive information.

Fact: Employees are being given more choices than ever on how to receive information. For the first time in our history, every employee has an email address.

The DOT's website, which includes the Transportation Matters for Iowa blog that is replacing INSIDE, is being more regularly updated with relevant information than was possible for the printed INSIDE. Management Team

understands that some DOT locations have limited computer access and that the nature of the work many employees do takes them away from their work location. Using Internet-based communication tools makes all of this information available online from a home computer or any other Internet-enabled device, such as a smartphone or tablet, 24-hours a day, seven days a week. Remember, to claim work status if you access this information away from work, you must have prior approval from your supervisor.

Also, all highway maintenance supervisors have been asked to print the blog posts as they come out and have copies available for their employees.

Myth: The information in INSIDE is only for employees and should not be available to the public on the Internet.

Fact: INSIDE has been available on the Iowa DOT's website for many years. That includes items such as personnel updates, service awards, and family happenings. As state employees, much of what we do is a matter of public record. While all the information is available to everyone, there is a section of the blog directed specifically to employees. The section will contain information on things like personnel moves, Kudos letters, service awards, and other employee-specific information.

To see a full report on the survey and read the written comments, go to DOTNET under the publications pull down.

Motor vehicle officers gather for statewide meeting



The Office of Motor Vehicle Enforcement held a statewide staff meeting Wednesday, Feb. 19, at Camp Dodge in Johnston. Director Paul Trombino and Motor Vehicle Division Director Mark Lowe both addressed the staff. Chief David Lorenzen also reviewed policy with the staff. Service awards were presented to four officers.

New online system for motor carrier permits to save time and money

Anyone who has traveled on an Iowa interstate knows there is a significant amount of freight traveling by truck through the state. Not all of that freight travels on the interstate and that some of the trucks cannot fit on some Iowa roads.

The Office of Vehicle & Motor Carrier Services is charged with issuing permits and finding safe routes for trucks carrying loads more than 8-feet, 6-inches wide, 13-feet, 6-inches high, or heavier than 80,000 pounds. These oversize or overweight loads, if not routed properly, can strike bridges or even become stuck on a too-narrow road with no way to turn around, potentially causing significant costs for repairs and downtime for closed roads.

In a typical year, the office processes more than 100,000 permit applications for oversize and/or overweight loads that relied on old technologies and manual processes. As of Dec. 30, a new Web-based Iowa Automated Permitting System (IAPS) was fully implemented to speed the process and improve customer safety. IAPS replaced a 14-year-old system.

Phou Baccam, team leader of the permitting group, said, "Customer requirements and expectations had outpaced the old permitting system, which offered some online services, but was fairly limited. Our employees still had to trace routes on a paper map. That took a significant amount of staff time and could potentially cause delays for some carriers. Although our staff is always very careful to map a route, the opportunity was there for human error. It was pretty archaic. With the new system, the maps are all electronic. Several Iowa DOT data collection systems are brought together to show layers of data including bridge and pavement restrictions and information from the 511 system, just to name a few. The system is now available for our staff and motor carriers on desktops and laptop computers. Soon we hope to be able to provide the maps

on mobile devices and give carriers the option to use turn-by-turn navigation. This also increases safety when the driver can use a hands-free device and isn't looking at a paper map."

Implementation of the new system was a multiyear, multi-office effort with Vehicle & Motor Carrier Services, Bridges and Structures, Research and Analytics, Highway Division districts, and others. Tina Hargis, director of Vehicle & Motor Carrier Services, said, "What we needed most was good data on bridge and road dimensions and other attributes so larger loads could be routed safely through the state. The field offices and the folks in Bridge have been great partners in understanding the importance of accurate data in the system."

Baccam says because of the architecture of the system, several Iowa DOT offices will be able to obtain reports on things like traffic levels and size of vehicles on specific routes. He said, "The Office of Motor Vehicle Enforcement also has access to the permits online, so they can have more accurate information when investigating carrier issues. Carriers are familiar with the basic system already, because they use one like it for obtaining permits in other states."

Alex Jansen, administrative assistant 1 who has fielded many of the customer questions on the project, said, "The core software product we are using is identical to that of other states. It is cloud-based, so there is no software installation required and the system can be accessed from any Internet-connected computer anywhere in the world. Along with automated permitting and routing, the system has many reporting features that carriers find beneficial. The permit can also be carried electronically, so a driver can have it on a smart phone or tablet and does not necessarily have to carry the paper permit any longer. This took a change in both Iowa Code and our administrative rules which was accomplished last year."

Online motor carrier permits, continued on next page



Online motor carrier permits, continued from previous page

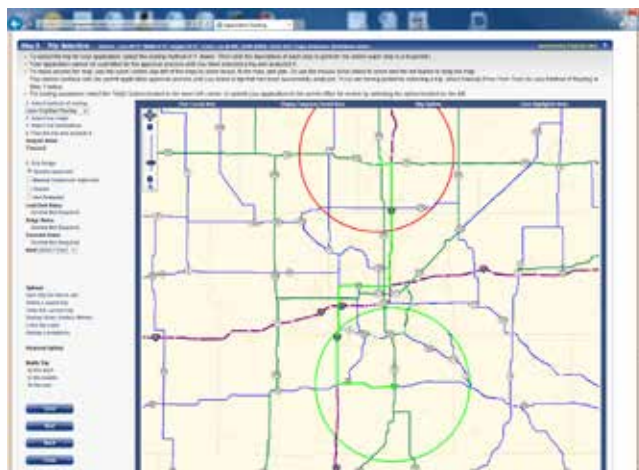
When a carrier requests a permit with the new system, data connections are made seamlessly between bridge, pavement, and 511 information and the application is cross-checked for any issues with the permit request. The system will generate communication to the carrier if a road closure or lane restriction impacts a current permit. Baccam said, "The communication piece is a significant upgrade in safety. In the past, once a permit was issued, there was no further contact with the carrier. Now when a carrier receives a permit, there is a tracking system that alerts that carrier if weather or another issue closes or restricts a road."

Baccam used the Des Moines Register's Annual Great Bike Ride Across Iowa as an example, "A permit holder might not know that temporary or short notice restrictions can be possible because of events like RAGBRAI or major accidents that may close a roadway temporarily."

While safety was the number one driver for the Iowa DOT to change to the new system, Baccam said convenience for the carriers has been greatly enhanced. "One of the major elements carriers tell us they like about the system is the company profile feature. Each carrier can set up and save profiles for trucks, trailers, or combinations and then just click on those when requesting permits. They will be able to search for previous permit applications and use those previous permits as templates for new permits. The system is very user-friendly. There are also help screens and an online video manual."

Jansen added, "Drivers can see the routes on a map that has several layers. They can turn off any layers they don't need. This replaces four or five paper maps they used to have to look at. Now it is all in one place."

One significant element of IAPS that caused celebration for Iowa DOT employees was the implementation of credit



Screen shot of the trip selection process on IAPS

card payments for permits. Hargis said, "Our employees literally celebrated in the hallways when we processed the last paper billing statements in January. Before the online payment system, we would print and mail 1,500 pages worth of paper bills every month, process the incoming checks, and try to track down delinquent accounts. Since most permits cost the carriers \$10, the administrative costs versus the cost of the permit were very high. The new system collects the fees electronically up front, reducing administrative costs significantly."

Since the system went live, more than 22,000 permits have been issued. Baccam said, "I've worked with several carriers that said Iowa is now one of the best and quickest states in issuing oversize and overweight permits, especially for superloads. With the boom in wind energy construction, we expect the number of permits to increase over the next few years. It takes between 10 and 12 oversize semi-loads of materials for each wind turbine constructed, and that doesn't include the cranes and other construction equipment that are shipped to a wind farm site."



Brandon Kimble

Design employee of the year

People “see” things in different ways. For Brandon Kimble, design technician specialist in the Office of Design, that vision comes in three dimensions.

Kimble, named the Office of Design’s outstanding employee for 2013 on Jan. 27, has been working with the use of animation and 3-D modeling since his college days in the late 1990s. “When I came to the Iowa DOT in 1999, I worked in the section designing the upgrade to Interstate 235. I was interested in using 3-D modeling, but it wasn’t a direction the agency was going, so I just did a little work on it when I had time.”

Kimble said that over the years he kept working on projects where he would introduce 3-D modeling into the plan process. He said, “I’ve always been into 3-D. It’s just a better representation of the data. How can you engineer something when you can’t visualize it? When Mike Kennerly became our office director, he saw the value that modeling could bring to making better plans. About five years ago I started doing modeling full time.”

The change that allowed the Iowa DOT to focus on 3-D modeling came with an upgrade in software, spearheaded by Kimble as a beta tester for the manufacturer. Brian Smith, Kimble’s supervisor, said, “Initially Brandon studied documentation of the software and worked through its use by trial and error. With great diligence on his part, he was able to learn the new software inside and out.”

Once Kimble understood the use and value of 3-D, he had to sell the concept to his team in the Office of Design. Smith said, “While trying to improve the modeling of complicated areas like intersection and ramp returns and bridge berms, Brandon found holes and errors in our standard drawings. These details made modeling difficult. He worked with our methods section, which develops and maintains those standards and details, to revise existing standards and add new ones.”

Next, Kimble developed a library of standard cross section elements and procedures for using them. With the new processes and details in place, Kimble completely documented the changes and began training others. Smith said, “Brandon assisted with basic training on the technology and also gave several targeted and advanced classes to show



people how to use the new tools and processes that he developed. The office is now nearly 100 percent converted to the new process, thanks in large part to Brandon’s hard work and perseverance.”

The benefits of modeling are numerous. Kimble said, “All the engineering data is presented in a visual format where it tends to make more sense to more people. On a job site, we can export the data directly to the computer in a piece of equipment instead of an operator having to input the data manually from a set of plans. This eliminates the risk of inputting errors saving time and money.”

Because the plans can be downloaded directly into a piece of equipment, the electronic plans are easier for contractors to use, too. “Many of our contractors have machine guidance for their equipment. When we gave them a paper plan, they would have to hire a consultant to translate the paper into an electronic format for the equipment. We have greatly streamlined the process for contractors’ utilization of machine guidance.”

Another use of the technology is presenting concepts to the public in a visual way. Kimble was recently tasked to come up with a visual representation of traffic movements through a J-turn intersection, a relatively new concept to Iowa. “We were able to put together a detailed video of what traffic would look like going through the J-turn,” said Kimble. “Instead of having to imagine how the intersection would work, the public was able to see exactly how traffic would move.”

Kimble notes that the Iowa DOT is now seen as a leader in developing plans using modeling. “Other states are using modeling, but not at the scale that we are here in Iowa,” said Kimble. “The industry is really pushing this and consultants have been doing it for awhile, but we’re really one of the lead DOTs in the process.”





The 50th Annual Concrete Paving Workshop was held Jan. 29-31 in Des Moines. Five Iowa DOT projects received awards for the best Portland cement concrete pavements constructed in 2013 at the “Blue Ribbon” awards.

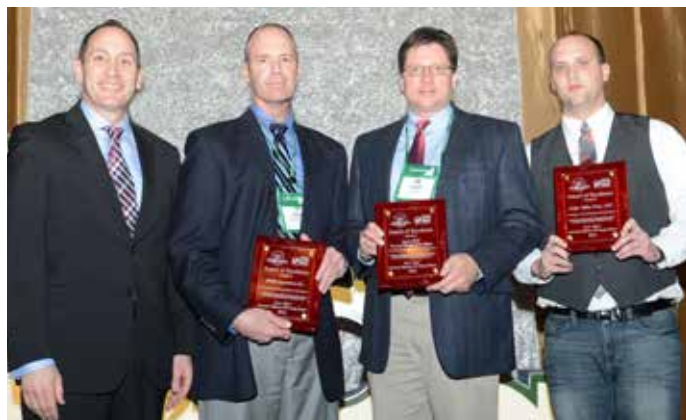
Portland cement concrete overlay category U.S. 71 in Dickinson County



(from left) DOT Director Paul Trombino III; Mike Viehdorfer, Manatts Inc.; Tony Babcock, Iowa DOT Cherokee construction

Interstate category

Interstate 29 in Pottawattamie County



(from left) DOT Director Paul Trombino III; Brian Higginbotham, HGM Associates Inc.; David Dorsett, Iowa DOT Council Bluffs construction; Jason Hankins, Cedar Valley Corp.

Special recognition - divided highways

U.S. 20 in Hamilton County



(from left) DOT Director Paul Trombino III; Gary Hoffman, Flynn Co. Inc.; Jenny Hoskins, Iowa DOT Jefferson construction

State roads category

U.S. 63 in Black Hawk County



(from left) Ron Loecher, Iowa DOT New Hampton construction; Tom Bonner, Cedar Valley Corp.; DOT Director Paul Trombino III

Special recognition - barrier rail

Interstate 80 in Johnson County



(from left) DOT Director Paul Trombino III; Steve Streb, Streb Construction Co. Inc.; Hugh Holak, Iowa DOT Manchester construction

Family happenings

Information Technology Division Colette Simpson

Logan Krier, the son of **Heather Thompson** in the communications section, completed his Infantry Basic Training and Advanced Individual Training in September 2013 at Fort Benning, Ga. Logan has been a member of the Iowa National Guard since July 2012. He is attached to a weapons squad with an Infantry battalion (Charlie Company 1-168) at Camp Dodge in Johnston. In combination with his National Guard duties, he is now attending Iowa State University majoring in animal ecology/natural resources and ecology management. In addition to his mom, Logan's DOT connections include his uncle Scott Gustafson in Support Services and his grandma Debra Thompson in the Information Technology Division.



Traffic and Safety Stephanie Anderson



Eileen Buchanan, right-of-way agent 2, retired Jan. 31 after 28 years of service. Eileen began in the Office of Materials in 1985 as a clerk typist 3, She was promoted to secretary 2 in that office in 1986. In 2000, she moved to the Office of Right of Way as a right-of-way agent 1. She promoted to a right-of-way agent 2 in 2002. The office held a going-away party for Eileen Jan 27. In her retirement, she want to travel as much as she can and already has plans to go to Florida and Europe.

Operations and Finance Sheri Raab



After 35 years of service, **Mary Johnson**, information technology specialist 4, retired Jan. 31. A coffee was held in her honor on Jan. 30. We wish Mary much happiness in her retirement.



Dana McKenna, executive officer 1 in the Office of Employee Services, and her husband, Mark, welcomed a daughter Nov. 6. Greer Charlotte weighed 7 pounds, 10 ounces and was 21 inches long. Baby Greer was welcomed home by big sister Lila, 2.

Family happenings, continued on page 9

Family happenings, continued from page 8

In memory

Russell Glenn Sinram, formerly of Boone, passed away unexpectedly Nov. 30 in Scottsdale, Ariz. Russ was born Dec. 13, 1949, to Glenn and Eva (Harris) Sinram of Clarksville, Iowa. After graduating from Clarksville High School, Russ attended the University of Northern Iowa. He began working at the Iowa DOT over the summers while in college, and then was hired full time in 1974. He worked throughout his career as a planner, most recently in the Office of Location and Environment, until his retirement in June 2010. He also held many additional weekend jobs, as Russ always enjoyed being active. He was employed with Wal-Mart in Boone until April when he moved to Scottsdale. In Arizona, he worked at the Mesa Wal-Mart. Russ appreciated the fellowship with the people that he worked with throughout the years.

In 1976, he was married to D. Lynn (Wesergreen) Sinram and along with their daughter, Kori, they resided in Boone. Although Russ and Lynn were divorced in 2011, they remained friends. Russ truly enjoyed and loved being with his grandchildren, especially playing pinball with them. He will be greatly missed.

Russ is survived by his daughter, Kori (Michael) Ensley, of Clive; grandchildren, Riley, Kamryn, and Korbin Ensley; mother, Eva Sinram of Clarksville; a sister and brother-in-law; brother; and many family and friends.



Michael B. Brehmer, 52, died Jan. 8 at the Nebraska Medical Center in Omaha. Michael was born July 23, 1961, the son of Burdette and Jan (Jones) Brehmer. He graduated from the Adel-DeSoto High School in 1980. He worked for the Iowa DOT from 1980 to

1992, serving in different departments. He graduated from the Iowa Law Enforcement Academy June 12, 1992. He became an Iowa DOT motor vehicle officer in 1992 and worked at the Iowa DOT until 1999. From 1999 until 2007, Michael served as a police officer for the cities of Panora, Redfield, and Stuart. From 2007 to 2010, Michael worked as a security site supervisor for Wackenhut Security Corporation.

Michael enjoyed gardening, flowers, tinkering with things, and most of all spending time with his granddaughter, Ava. He is survived by his daughter, Michelle (Jeremy) Smith, of Dexter; sons, Brandon and Zach Brehmer, both of Panora; granddaughter, Ava Smith; step-father and mother; two sisters; step-mother, Janice Brehmer, of Atlantic; five nephews; four step-siblings; and his canine companion, Steve.



William D. Kupka, 89, of Mason City, died Sunday, Nov. 24, at Mercy Medical Center-North Iowa. Bill was born in Coon Rapids, March 3, 1924, to William J. and Rose (DuPre) Kupka. He graduated from Coon Rapids High School in 1941. Due to asthma, he was unable to serve in World War II, so he left college and worked in the bomber plant in Omaha. When the war ended, friends at the bomber plant insisted he return to college. He returned to Iowa State and graduated with a degree in mechanical engineering in 1949. Upon graduation, he went to work for what was then the Iowa Highway Commission (now the Iowa DOT). He worked in Waterloo and then in Des Moines during construction of the interstate system. In 1971, he moved to Mason City as the District 2 local systems engineer. He retired from that position 1986.

Bill married Beulah Sharp in October 1952. They were married for 53 years. He stated many times that one of the reasons he lived a long and healthy life was the fact that he had been blessed to have had a very happy marriage. Bill and Beulah had one daughter, Patty (Kevin) Cole, now living in Bloomington, Minn., and three grandsons, Brian, Michael, and Daniel.



Virgil Edward Kunkel, 79, of Bronson passed away Jan. 26, at his home. He was born July 12, 1934, in Mapleton, Iowa, to Ralph and Emma (Hess) Kunkel. He married Sharon Guffy July 17, 1955. Virgil worked at the Iowa DOT as the District 3 mechanic out of the Sioux City Leeds garage until he retired in 1996 after 30 years of service.

He enjoyed fishing, hunting, camping, collecting cans, and visiting the casinos. Virgil was a devoted husband, loving father and grandfather, who cherished every moment he spent with his grandchildren and great-grandchildren.

Survivors include his wife, Sharon; daughters, Deborah (Mike) Schenzel, of Hinton, Rhonda (Danny) Beavers, of North Sioux City, and Karen (Glenn) Ludwig, of Merrill; sons, Edward (Jessi) Kunkel, of Sioux City, and Jeff (Tracy) Kunkel, of Lawton; and 14 grandchildren and six great-grandchildren.



Calvin "Bud" Miller, 88, of Dayton, Iowa, died Saturday, Jan. 11, at the Boone County Hospital. Bud was born to Ed and Edna (Clement) Miller April 30, 1925, on a farm in Lucas County,

Family happenings, continued on page 11

Personnel updates

Information supplied by the Office of Employee Services for Jan. 3 to Feb. 27, 2014.

New hires

Wesley Anderson, highway technician associate, Chariton garage; **Katherine Fields**, driver's license clerk, Cedar Rapids DL station; **Ryan Garnas**, highway technician associate, Hanlontown garage; **Randall Kasal**, mechanic, Marshalltown garage; **Joshua Kaufman**, mechanic, De Soto garage; **Ferry Mamesah**, information technology specialist 3, Information Technology Division; **Jacob Martin**, highway technician associate, Newhall garage; **Michael Miller**, highway technician associate, Mason City garage; **Kevin Oberbroeckling**, mechanic, Independence garage; **Adam Roberts**, highway technician senior, Cherokee garage; **Jennifer Roberts**, transportation planner 1, Systems Planning; **Andrea Simmons**, driver's license clerk, Cedar Rapids DL station; **Matthew Swanson**, highway technician associate, Garner garage; **Jacob Thompson**, highway technician associate, Sigourney garage

Promotions

Randy Beaver, from highway technician, Sioux City-Leeds garage to highway technician senior, District 3 materials; **Michael Harvey**, from training specialist 2, Employee Services to executive officer 3, Operations and Finance Division; **Amelia Janowicz**, from information technology specialist 2 to information technology specialist 4, Information Technology Division; **Cody Kerkove**, from information technology specialist 3 to information technology specialist 4, Information Technology Division; **Sherri Ketelsen**, from driver's license examiner, Clinton DL station to driver's license supervisor 2, Driver Services; **Jan Laaser-Webb**, from transportation engineer specialist to transportation engineer manager, Traffic and Safety; **Robert Mycka**, from highway technician, District 3 Office to highway technician senior, Sioux City construction; **Dwayne Myers**, from right-of-way agent 2 to

right-of-way agent 3, Right of Way; **Lori Pflughaupt**, from program planner 1, Research and Analytics to human resources professional 1, Employee Services; **Dustin Skogerboe**, from transportation engineer intern to transportation engineer, Design; **Randy Taylor**, from public service executive 2, District 2 maintenance to public service executive 4, District 2 Office; **Fred Thiede**, from highway maintenance supervisor, Davenport garage to public service executive 2, Cedar Rapids maintenance; **Jodi Voss**, from driver's license clerk senior to driver's license examiner, Davenport DL station; **Scott Wilson**, from highway technician associate to garage operations assistant, Martensdale garage

Transfers

Steve Burlingame, right-of-way agent 2, within Right of Way; **Steven Chapman**, right-of-way agent 3, within Right of Way; **Ronald Gleiser**, highway maintenance supervisor, from Urbana garage to Onawa garage; **James Lenz**, from mechanic, Missouri Valley garage to facilities maintenance coordinator, Maintenance; **Leonard Scroggs**, from highway technician to equipment operator senior, Clarinda garage; **Patrick Thomas**, highway technician associate, from Altoona garage to Ottumwa garage

Retirements

Eileen Buchanan, right-of-way agent 2, Right of Way; **Wanita Burns**, secretary 1, Manchester construction; **Lonnice Ford**, highway maintenance supervisor, Muscatine garage; **Mary Johnson**, information technology specialist 4, Information Technology Division; **Sheldon Kardell**, management analyst 3, Contracts; **Marcus Lamoreux**, materials fabrication inspector 1, District 1 materials; **Benjamin Pasker**, construction technician senior, Manchester construction; **Linda Sly**, construction technician senior, Davenport construction; **David Stutz**, executive officer 2, Driver Services; **Kay Thede**, executive officer 2, Aviation

Service awards

Information supplied by the Office of Employee Services for March 2014.

40 years

Norman Miller, Design

35 years

Johnie Peek, Burlington DL station

30 years

James Abbott, Pacific Junction garage; **Douglas Clemenson**, Ames garage

25 years

Kevin Anderson, Systems Planning; **Hope Arthur**, Employee Services; **Dean Bierwagen**, Bridges and Structures; **Bonnie Clancy**, District 5 Office; **Lynn Gemmer**, District 6 materials; **Roxanne Jackson**, Hanlontown garage; **Deborah Kroeger**, Davenport construction; **Kathy LaRue**, Design; **William Morgan**, Pacific Junction garage; **Margaret Muxfeldt**, Employee Services; **Kim Nobiling**, Traffic Operations; **Nancy Paulson**, District 2 Materials; **Judy Schlotter**, Information Technology Division; **Thomas Stolen**, District 3 Office; **Lawrence Wheeler**, Waverly garage; **Maury White**, Ames garage

20 years

Cathy Aplara, District 5 materials; **Rodney Baker**, Materials; **Thomas Muhlenbruch**, Information Technology Division; **Chengsheng Ouyang**, Materials; **Thomas Storey**, District 6 field staff; **Susan Wallace**, Policy and Legislative Services

15 years

Chase Colton, Information Technology Division; **Scott Groat**, Right of Way; **Barbara Honkomp**, Spencer DL station; **Shad Kent**, Osceola garage; **Barbara Reth**, Cedar Rapids DL station; **Ryan Ridout**, Motor Vehicle Enforcement; **Kirby Salisbury**, District 6 materials; **Dean Schweitzer**, Rock Rapids garage

10 years

Sarah Doser-Sansgaard, Finance

5 years

Angela Johnson, Design; **Danielle Mulholland**, Des Moines construction; **Teresa Salak**, Altoona garage

Family happenings, continued from page 9

Iowa, near the village of Purdy. He attended "Brush College," a country school, until moving with his parents to Buena Vista County while in the eighth grade. He graduated from the consolidated school at Sulphur Springs in 1942.

Bud rented a farm prior to his senior year in high school and continued farming until 1956, except for two years where he served as a U.S. Army tank commander in the "Hell on Wheels," 2nd Armored Division during the Korean War.

Bud and Shirley Nielsen were married on Sept. 17, 1950. In 1956, Bud and Shirley sold their farm and moved to Dayton where they owned and operated the Starline Roller Rink. After selling the rink, Bud sold John Hancock Life Insurance until he was hired by the Iowa DOT in 1973 as a buyer of land and right of way for new and improved highways. He retired in 1989, becoming a house husband while Shirley continued her work as city clerk of Dayton.

Bud was active in the Dayton Golf & Country Club, serving as president and clubhouse manager, conducting a lot of activities and tournaments for many years.

He enjoyed his retirement by playing more golf and planning three-day triennial reunions for about 25 of his army buddies and their wives. Another joy of Bud's was planning extended trips covering most of the United States for his family.

Bud is survived by his son, Michael (Julie), of Arnolds Park; daughters, Leatha (Ron) Henderson, of Ames, Cara, of Minneapolis, Minn., and Jan (Ron) Hoffman, of Remsen; seven grandchildren and 11 great grandchildren.



Dennis LeRoy Meyer, 70, died Feb. 7 at the Cass County Memorial Hospital in Atlantic. Dennis was born to Virgil LeRoy and Bessie Lois (Nelson) Meyer in Atlantic, May 15, 1943. He worked as a land surveyor at the Iowa DOT.

Those surviving Dennis and remembering him always are his wife, Alene, of Atlantic; son, Kevin (Jody) Meyer, of Shreveport, La.; daughter, Kodi (Kevin) Newman, of Wiota; six grandchildren; one great-granddaughter, Sophia Greco; three brothers; three sisters-in-law; an aunt; step-mother; and many extended family and friends.

Quote of the day

"We can't be afraid of change. You may feel very secure in the pond that you are in, but if you never venture out of it, you will never know that there is such a thing as an ocean, a sea. Holding onto something that is good for you now, may be the very reason why you don't have something better."

C. JoyBell C.

INSIDE

INSIDE is developed to help keep all Iowa DOT employees informed about critical issues affecting them, recognize DOT employees for their excellent service and share interesting aspects in the lives of our co-workers. For more information, contact Tracey Bramble, Office of Strategic Communications, at 515-239-1314 or email tracey.bramble@dot.iowa.gov.

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On the cover: INSIDE covers over the years

February I-Spy solution: Bottom right flower is a rose.

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Kretlow named Make-A-Wish volunteer of the year

Star light, star bright, first star I see tonight, I wish I may, I wish I might, have the wish I wish tonight.

What would your wish be? Gary Kretlow, design technician specialist in the Office of Design, makes wishes come true for sick kids with life threatening illnesses in central Iowa.

Kretlow and his wife, Kelly, have been volunteering with Make-A-Wish® for the past eight years. This year, Gary was named Make-A-Wish Iowa's Chapter Volunteer of the Year for his outstanding leadership on committees, helping with events in the Des Moines area, and reaching out to businesses and media outlets to promote events.

The Kretlows, who are known in Make-A-Wish lingo as "wish granters," meet with families and sick children to get an idea of the child's wish. They take the information back to the foundation's "wish office." When all the arrangements are made, the Kretlows get to deliver the wish back to the family.

"We try to meet with the families together," said Gary. "Kelly will usually spend time with the child, while I talk to the parents and help them complete the paperwork."

Gary said the wishes come in four categories, I wish to have ..., I wish to meet ..., I wish to go ... and I wish to be

"Probably half the time the wish is to go to Disneyland," he said, "The girls almost always want to meet the princesses."

The Iowa Chapter of Make-A-Wish averages about 180 granted wishes every year. The average cost of a wish is \$8,600. Gary estimates they have helped 16 families through the process in the last eight years. Sometimes the wishes



are more complicated and can take time to come through. To fulfill the wish, you may need to work around treatment schedules and health setbacks.

"One wish took two years to grant because of the child's health issues. In the process, we do get close to the families," he said. "We still keep in touch with many of them and run into them on occasion around town."

Rachel Reams, director of operations for Make-A-Wish Iowa, said, "Make-A-Wish Iowa is pleased to honor Gary with our Iowa Chapter Volunteer of the Year award. Commitment to our wish children is evident in Gary's compassion serving as a wish granter and in his leadership in hosting events to raise money for wishes. Gary's years of service to our Make-A-Wish children are invaluable."

To find out more about Make-A-Wish Iowa, go to <http://iowa.wish.org/>.

Farewell to INSIDE

The next phase of Iowa DOT communications begins

In the 1970s and 80s, we learned about each other and what goes on at the Iowa DOT from TransTopics. In February 1986, the DOT's newsletter got a new name, INSIDE Magazine. We played around with format, even going to newsprint for a while.

As technology improved, we added color, just splashes at first, and eventually full color photos. While the printed format continued to be tweaked a little at a time over the years, the purpose of communicating what is good about the Iowa DOT remained the same.

Now, as we transition to the new phase of INSIDE, the staff of your employee newsletter want to continue what was started so many years ago. Every day, each one of you contributes to our Iowa DOT team in some way. In moving to the online format with <http://transportationmatters.iowadot.gov.html>, we pledge to keep on telling the stories of our great people and your exceptional work.

The staff of INSIDE