

INSIDE

IOWA DEPARTMENT OF TRANSPORTATION NEWSLETTER

JULY 2005



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From my view

Mark F. Wandro, P.E., L.S.



You know how the grapevine works. It's a lot like the game of telephone many of us played as kids. What is told to the first person is never what is relayed to the last. When information critical to the operation of the agency needs to be disseminated, one of the best ways to do so is to

have everyone who needs to know it hear it at the same time through the same source.

All DOT supervisors and managers gathered May 24-25 in Ames to hear speakers on topics ranging from diversity to the challenge of leadership. This two-day conference was packed full of useful, practical information for every manager and supervisor, as well as management theory that can be adapted to each individual's leadership style.

The conference began with a presentation of "The Business Case for Diversity" by Dr. Eddie Moore Jr., Director of Intercultural Life at Central College in Pella and a cultural diversity consultant. Dr. Moore shared his perspective that diversity in the workforce makes good business sense because it leads to an enhanced product or service, stimulates innovation and creativity, and provides a broader connection to our diverse customer group. He also called for us to champion the cause of diversity first and foremost at the personal level in the ways we relate to others and embrace diversity.

GregAlan Williams' presentation on diversity ended the supervisors conference on a high note.



In his presentation on the Leadership Challenge, Kevin Pokorny, a 20-year veteran of management training, told the group about the five principles of leadership: model the way; inspire a shared vision; challenge the process; enable others to act; and encourage the heart. Following these five principles is the first step to creating an effective work environment.

So, there's the theory behind creating a great place for employees to showcase their talents, but what about the practical side of managing people? We heard from Department of Administrative Services and DOT staff about best practices in hiring and supervising employees. We also heard about some innovative diversity efforts at a few Iowa private-sector companies. Finally, the DOT's Office of Employee Services (OES) introduced the supervisor's toolbox, now available on DOTNET. The toolbox includes information from possible interview questions for new hires to sample letters when disciplinary action is warranted. The DOT policies pertaining to hiring, discipline and workplace environment, as well as explanations of the DOT's internal employee paperwork processes, are all included in one easy-to-find spot. I encourage all employees to check this out on DOTNET.

Also during the conference each manager and supervisor was given a draft copy of five policies related to recruiting/ hiring, counseling and disciplining employees, as well as investigations, equal employment-opportunity/affirmative action and workplace environment. Division directors requested input on the proposed drafts from the supervisors by June 6 and submitted their final divisional comments to OES by June 15. OES is now working with me and the Management Team to refine and finalize these policy updates. You can view the preliminary drafts of these policies in the Supervisor's Toolbox on DOTNET or ask your supervisor or manager about the drafts. You should see the final policy updates soon.

To end the meeting, GregAlan Williams, a nationally-known trainer and actor from Des Moines who currently lives in Atlanta, Georgia, gave a presentation about diversity. Williams made it clear that the world is not black and white. In his view diversity is about remembering where you came from. Williams said, "We are a nation of immigrants. The majority of our ancestors came to America with empty pockets and a bag full of dreams." He chal-

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Golden Dome Awards



All award recipients were honored at a formal ceremony held at the State Capitol June 14.

Each year the Governor's Golden Dome Awards program recognizes state employees for excellence and dedication in the special contributions they've made to state agencies. They are also honored for addressing community needs and assisting nonprofit or charitable organizations through investments of personal time. DOT employees recognized at a ceremony June 14 at the State Capitol include: **Stan Peterson, Craig O'Riley, and Randy Taylor**, Leaders of the Year; **Michael Jackson and Nancy Goecke**, Employees of the Year; and **Jerry Sabin** received a Lt. Governor's Employee Volunteer Award. The **Vehicle Services Conversion Team** was one of only ten teams selected as a Team of the Year from nominations submitted by all state agencies. The **Office of Document Services' graphics section** was also honored with an award for exemplary service.

Stan Peterson Leader of the Year

Stan Peterson, transportation planner 4 in the Office of Systems



Planning, was nominated by employees in that office for leadership qualities enabling him to influence, assist, moti-

vate, and lead people to achieve their potential while collaborating with and learning from them. His direction and influence have additionally been important in addressing changes and implementing new and improved processes that involve work with outside planning agencies.

Craig O'Riley Leader of the Year

Craig O'Riley, a transportation planner 3 from the Office of



Systems Planning, was nominated by co-workers for his leadership abilities and serving as project manager in the

development of the State Transportation Plan Update. In addition, he has significantly strengthened the department's working relationship with Iowa's nine metropolitan planning organizations and 18 regional planning affiliations.

Randy Taylor Leader of the Year

Randy Taylor, public service executive 2, is District 2 opera-



tions manager working out of New Hampton. District 2 Maintenance Manager Mark Black, nominated Taylor for his role in

leading District 2 maintenance supervisors and staff through a district-wide, state and federal disaster proclamation during the flooding of spring 2004. Not only was Taylor responsible for 24-hour-per-day emergency response coordination with the state emergency operation center, he also provided detailed damage assessments to Federal Highway Administration personnel. The assessments were used for project development efforts that reclaimed approximately \$550,000 for damage to our state highway system and rights-of-way.

Michael Jackson Employee of the Year

Michael Jackson, a senior transportation engineer in the



Research and Technology Bureau, was nominated as employee of the year by his supervisor, Sandra

Larson. For the past two years, he has been the project manager for the I-235 intelligent transportation system project, which supplies information to the public, media and area

Gould uses ALS to teach others

“It’s a day I’ll never forget,” says Roger Gould, transportation engineer specialist with the Highway Division’s project scheduling group. Even though June 2, 1998, is more than seven years ago, three little letters uttered by his doctor will stick with Gould forever – ALS.

According to the ALS Association Web site, amyotrophic lateral sclerosis (ALS), often referred to as “Lou Gehrig’s disease,” is a progressive neurodegenerative disease that affects nerve cells in the brain and spinal cord. Motor neurons reach from the brain to the spinal cord and from the spinal cord to the muscles throughout the body. The progressive degeneration of the motor neurons in ALS eventually leads to their death. When the motor neurons die, the ability of the brain to initiate and control muscle movement is lost. With voluntary muscle action progressively affected, patients in the later stages of the disease may become totally paralyzed. Yet, through it all, for the vast majority of people, their minds remain unaffected.

Approximately 5,600 people in the U.S. are diagnosed with ALS each year. It is estimated that as many as 30,000 Americans may have the disease at any given time. Although the life expectancy of an ALS patient averages about two to five years from the time of



Roger Gould with Iowa State and Olympic wrestler Cael Sanderson.

“My wife and I have become advocates for ALS research and have been to Washington, D.C., three times to lobby for research funding.”

Roger Gould

diagnosis, this disease is variable and many people live with quality for five years and more. More than half of all patients live more than three years after diagnosis. About 20 percent of people with ALS live five years or more, up to 10 percent will survive more than ten years, and 5 percent will live 20 years. There are people in whom ALS has stopped progressing and a small number of people in whom the symptoms of ALS reversed.

“I’ve been very lucky,” said Gould. “I have a very slow progression of symptoms, so I’ve been able to continue working. I’ve also been able to learn about the disease and was active in organizing the first Iowa Chapter of the ALS Association. It’s rewarding to be part of starting that organization. My wife and I have become advocates for ALS research and have been to Washington, D.C., three times to lobby for research funding.”

Because Gould’s disease is progressing slowly and he’s been able to continue working, he’s become an inspiration to many

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A benefit golf tournament was held for Gould in Grimes.



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around him who want him to know how much he means to them. "He has had such a positive attitude through all this," said Vicki Stamper, secretary 2 in Gould's office. "Roger has always been someone who never thought he was above anyone else. He has always been so nice and respectful to all his coworkers. And that's why so many people want to show Roger their support now --- finally we can do something for him."

Gould has touched many people in his 15 years at the DOT. He started as a co-op student in 1988 and came on full time in 1990 in the Ames construction office. He rotated around through several offices during his engineer-in-training period and then became the resident engineer in Creston and then in Jefferson. He moved back into the central complex in 2001 as an assistant to bureau director Sandra Larson and now Mitch Dillavou and John Adam.

Because he's touched so many lives at the DOT, several groups have held events to provide financial support to Gould and his wife, Cindy, an associate professor in the Design College at Iowa

State University. The Office of Bridges and Structures held a pie-in-the-face raffle where employees paid to hit supervisors with pies. The District 2 office held a bake sale. The largest effort came May 23 when 164 golfers, including Iowa State and Olympic wrestler Cael Sanderson, converged on Beaver Creek Golf Course in Grimes for a benefit tournament that raised \$8,787.12. Another lunch benefit was held June 30 with members of the Highway Division Management Team serving the food.

"All this is very humbling. Cindy and I, and our sons, Brian and Shawn, and daughter-in-law Kristen, are all very grateful for the support," said Gould. "I know many of the people organizing these events, but there are some I don't know. They are helping me and I don't even really know them. It's just a great example of kindness and indicative of the type of coworkers we have. It's just overwhelming. It also helps me deal with the attention when I can use it to raise awareness about ALS."

To find out more about ALS, visit www.alsa.org.



(left) Golfers enjoyed a great day for a great cause at Beaver Creek Golf Course near Grimes.

(top) Mona Kretlow (seated left), Vicki Stamper (seated right) and Greg Mulder (standing behind Vicki) helped organize the event and worked the registration table.

(center) Diane Swenson gets a kick out of hitting Ahmad Abu-Hawash with a pie during the Bridges and Structures fundraiser.

(bottom - back row) Greg Mulder, Gary Kretlow, Roger Gould, Mitch Dillavou (front row) Mona Kretlow, Vicki Stamper, Cindy Gould

Intermodal facilities hanging on in Iowa

Mile after mile, trains loaded with containers rumble through Iowa. Wine from Europe and soybean byproducts bound for Asia, there are few limits to the type of products on these trains.

The limits are found in how the products are shipped and the cost to get them from one place to another. Most imported goods arrive in the U.S. via ship into one of the major ports. Containers or semi-trailers loaded with goods bound for the continental U.S. are either loaded onto rail cars or trucks at those ports. Containers and trailers can be switched from rail cars to semis anywhere in the country at what are known as intermodal ramps.

In the past, Iowa's railroads were a hotbed for intermodal activity. Larry Mesenbrink of the Office of Rail Transportation says the early "circus" consisted of a mound of dirt or "ramp" for a semi to drive up and unload a trailer onto a flat rail car. Because of the increase in container shipments which don't include the

wheel base of the trailer, these earthen "ramps" were replaced by more sophisticated equipment, most notably a crane to lift containers or trailers onto and off of rail cars. Tim Woods, Iowa Interstate Railroad's director of intermodal, says, "With the cost of rail lines into an intermodal facility and the crane (approximately \$250,000), these facilities cost millions of dollars to construct."

In the 1990s the major rail companies such as Union Pacific, Burlington Northern Santa Fe and others, know as Class 1 railroads, invested heavily in large intermodal facilities in states skirting Iowa. These ramps, located in places like Illinois and Kansas City, offered better rates to shippers. The high cost of operating the ramps with railroad employees, coupled with the railroads' desire to make up full trains of intermodal business caused most of the smaller ramps in Iowa to close.

Mesenbrink said, "In 1980 Iowa had 23 active ramps in 15

cities, today we have three. In 1985 nationally there were 4.5 million loads shipped through intermodal sites, in 2000 there were 9.4 million loads. Even with the increase in shipments, Iowa, which is basically a rail gathering system, became a 'pass through' state for these intermodal operations. The Class 1 railroads invested heavily in larger facilities outside Iowa. Of the three small intermodal ramps that remain in the state, all are on the Iowa Interstate line."

"It's all about relationships," said Woods. "The Iowa Interstate is the Union Pacific agent in Iowa. We also work with several other Class 1 railroads to establish intermodal equipment (trailer or container) availability and offer rates for shippers."

Because of the increase in shipments and the decrease in the number of available ramps, the large intermodal operations have become congested and shippers are pressing the Class 1 railroads for solutions. Woods said, "We work with several intermodal shipping groups that lease trailers or containers. A third party intermodal company will contact several businesses, such as Maytag in Newton and Barilla in Ames, and arrange to group shipments together intermodally. The businesses get a better shipping rate through the third party and the rail lines increase their number of loads."

Mesenbrink sees the tide turning the next five to 10 years. Class 1 railroads are beginning to encourage intermodal "reload" or public dock sites where small numbers of intermodal loads can be brought into or shipped out of Iowa. "This is being driven by the shippers," he said. "They are pushing to reduce the congestion

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Containers are lifted from wheeled chassis and placed on rail cars.



Human Factors forum

Effective, efficient, successful – that’s one way to describe the approach taken by the Research and Technology Bureau when seeking out the types of transportation research projects to be undertaken statewide, regionally or even nationally.

No one person, or even one office, can effectively decide every research need. The employees of the Research and Technology Bureau’s collaborative approach to defining current and future projects has proven successful in the past, bringing together transportation professionals from many states in examining transportation issues related to weather. Recently, a meeting in Iowa City got the ball rolling on similar collaborative research for human factors in transportation.

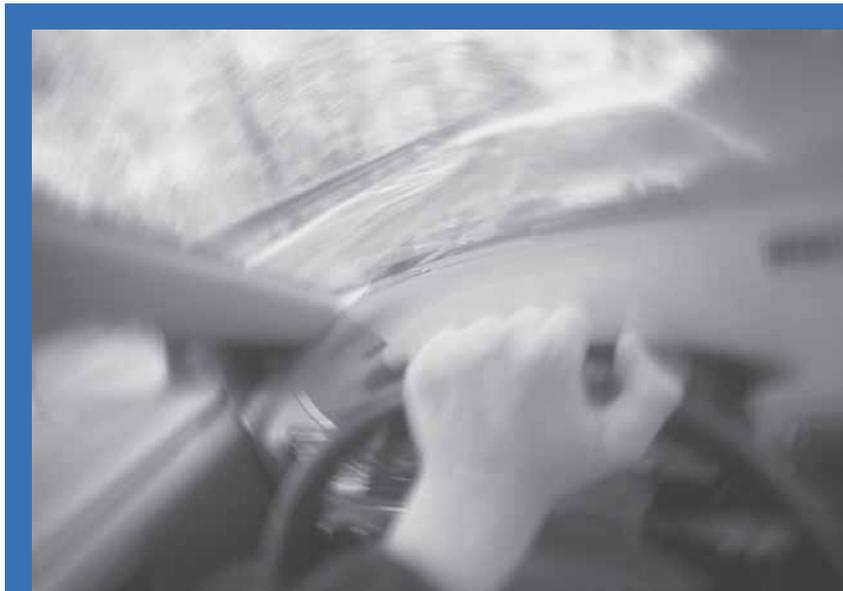
This forum was originally suggested at a meeting of the members of a collaboration agreement between the DOT, Iowa State University, the Center for Transportation Research and Education, University of Iowa, and University of Northern Iowa, soon after the success of the weather forum.

The focus group approach brought DOT employees from several offices, including the districts, Driver Services and Traffic and Safety, together with Federal Highway Administration safety officials, county engineers and DOT employees from South Dakota and Missouri, to begin defining research needs related to motorist safety and human factors.

The group of 75 started off with six emphasis areas: judgment and decision-making; older driver issues; multi-tasking and driver distraction; intelligent vehicle design; technology and policy research; and younger drivers and the graduated driver’s license system.

Six subgroups worked on one topic each to understand and explain the behaviors related to that issue and brainstorm research needs in that specific area. Once this was accomplished, each group developed three action steps to respond to what they considered the top priorities within that topic. Attendees will receive monthly updates on the status of issues, a report is being compiled and a Web site developed to share the results with interested people. Both should be completed by the end of July.

Sandra Larson, director of the Research and Technology Bureau, said, “There is a lot of interest nationally in developing human factors research. In Iowa we have a very successful way to identify



The group of 75 started off with six emphasis areas: judgment and decision-making; older driver issues; multi-tasking and driver distraction; intelligent vehicle design; technology and policy research; and younger drivers and the graduated driver’s license system.

research needs. Using the information from these focus groups and the research goals we’ve developed in our office, staff will evaluate available research funding at the state, regional and even national level.”

DOT employees involved in organizing the meeting were Carol Culver and Gerry Ambrosion from the Research and Technology Bureau, Jerry Roche from FHWA, Dan McGeehee from the University of Iowa and Jill Wallace from the University of Northern Iowa.

Golden Dome Awards,
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agencies on traffic conditions on I-235 and Des Moines area free-ways and interstates. He has been responsible for all aspects of the project design, development, coordination, and implementation.

**Nancy Goecke
Employee of the Year**

Nancy Goecke, an information technology specialist 5, led the Motor Vehicle Support Team through a successful and on-schedule implementation of the massive and very public

Vehicle Registration and Titling System. Complicated computer code was implemented in both DOT and county environments, and without her leadership in



coordinating such a diverse population of co-workers and customers, the project would have been behind schedule. In turn, a follow-up driver's license schedule would have been impacted, resulting in additional expenses and underutilization of staff during an extended time of transition.

**Jerry Sabin
Lt. Governor's
Employee Volunteer**

Jerry Sabin, the Lt. Governor's Employee Volunteer award winner, works as a mechanic in the motor pool in Ames. When not at the DOT Jerry and his wife, Sheila, have

spent countless hours making and giving quilts to ill children at the Ronald McDonald House in



Des Moines. Since 1986 the Sabins have offered love, support and warmth to the children and their families. They have pieced together more than 1,000 offers of love for these individuals in a time of need.

**Vehicle Services
Conversion Team
Team of the Year**

Members of the Vehicle Services Conversion Team in the Office of Vehicle Services include: Tina Hargis, public service executive 4 and team leader; Andy Lewis, public service executive 2; LaVonne Short, executive officer 2; Cindy Deerr, accounting technician 3; Shelly LeFleur-Ostrum, clerk specialist; and Margaret Howe, administrative assistant 1. The team was selected to receive this award for their efforts in redesigning the Vehicle Registration and Titling System to make it not only more efficient, but user-friendly to external customers. With the system's implementation, more than five million vehicle records were converted in one weekend. In addition, redesigned title stock saves taxpayers more than \$97,200 annually, and the incorporation of an automatic inventory reordering system for license plates also saves dollars and space. Other notable results include process improvements that eliminate customer frustration, hundreds of staff hours, and the need for paper documents.

**Document Services-graphics section
Exemplary Service**



Staff in the office of Governor Tom Vilsack nominated a four-person team from the DOT's Office of Document Services - graphics section for this award. Team members include (from left) Jaraine Mohs, Nola Mortenson Barger, Cherice Ogg and Richard Vincent. This team was honored for excellence and dedication in work accomplished for several state agencies.

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A crane places this semi-trailer onto a rail car.

at the large ramps and also keep the cost down. We had a shipper from Des Moines who was importing containers of wine. It was going to cost them as much to get the wine from Chicago to Des Moines as it did to get this shipment from Europe to Chicago. Luckily, Tim at the Iowa Interstate ramp in Newton stepped in and helped make more economical arrangements."

Physics plays a big part in which commodities are shipped intermodally. Woods said, "The shipment of intermodal trailers is decreasing while the shipment of stackable containers is on the rise. The heavy haulers like Cargill and ADM who ship grain byproducts would like to use 40-foot containers, but because the weight of these loaded containers exceeds the acceptable road limit in Iowa, these shippers have to find other options. There are several different axel-container combinations available to shippers, which work great for the Maytags and others who ship lighter-weight materials, but not many of them work for the heavy-haulers. We need to find a solution for them in Iowa."

Other considerations in the state include the fact Des Moines has been granted "port authority" by the federal government. Mesenbrink explains that containers could be brought into Des Moines without stopping for inspection in another city. Woods said this out-of-state port authority is often a bottleneck to Iowa shippers costing time and money, "Because loads have to stop at another port, it's just another delay in the shipper's supply chain. Having an intermodal facility in Des Moines could drive many other economic developments such as warehousing and import businesses."

MVE honored for dedication



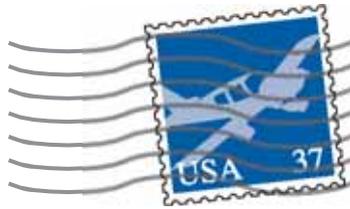
MVE Director Mike Winfrey and Motor Vehicle Division Director Shirley Andre with the Special Olympics torch

For the past 12 years employees in the Motor Vehicle Division have given of themselves to Iowa's Special Olympics. At the opening ceremonies of this year's Olympics, the tables were turned as Special Olympics organizers presented Motor Vehicle Division Director Shirley Andre and Office of Motor Vehicle Enforcement Director Mike Winfrey with the first Scott Bryant "Unsung Hero" award.

Both Andre and Winfrey have been supporters of Iowa's Law Enforcement Torch Run activities held throughout the year to raise money for Special Olympics. From sitting on top of a Wal-Mart in a rainstorm to diving into the frigid waters of Big Creek in November, Andre and Winfrey have supported DOT employee efforts in Torch Run fundraising activities to the tune of more than \$250,000.

This award was named for Scott Bryant, an officer at the Iowa State Penitentiary in Fort Madison who was killed by a motorist while running in the Law Enforcement Torch Run in 2004. It is meant to recognize those who contribute to the Torch Run and Special Olympics in spirit, dedication and enthusiasm in an effective, yet unheralded way. The award was presented to Andre and Winfrey by Bryant's family.

Said Andre, "It was really a surprise, and neither of us felt like we deserved it. That said, it means more than words can ever say."



Kudos!

These are letters that have been submitted to the editor. They may have been edited for length and continuity.

To: **Mark Wandro**
From: Dave Tyler, Hudson

I would like to thank the two DOT employees who assisted me April 30 just outside of Albion at the railroad crossing. My motorcycle had stopped running and they were kind enough to get a phone number and let me use their cell phone to call Marshalltown to get help. Their thoughtfulness turned what could have been a long delay into just a short wait. Thanks again to the two workers who helped me out.

*(Editor's note: The two employees mentioned in this letter are **Mark Homan** and **Larry McGrane**, construction technicians from New Hampton construction working out of the Waterloo garage. Mr. Tyler even stopped by the Waterloo shop to thank Homan and McGrane in person, as well as writing this letter.)*

To: **Jeff Rumbaugh**
From: Emily Bentner, Ames

On the morning of Friday, April 8 at about 8 a.m., I found myself on the side of southbound I-35 with a flat tire. Thankfully, I was helped by a DOT worker who changed my tire and made sure I made it back to Ames. I want to extend my sincere gratitude to **Jeff Rumbaugh** and all the DOT employees for all that you do.

*(Editor's note: **Jeff Rumbaugh** is an equipment operator in the Ames garage.)*

To: **Richard Hedlund**
From: The staff of Iowa Public Television

On Feb. 15 one of our vehicles became disabled by the side of Iowa 141 near Grimes. Loaded on the truck was a new digital transmitter and other equipment bound for Council Bluffs. Since it was not possible for our driver to leave the vehicle loaded with very expensive equipment, he waited for help to arrive. Shortly, a Highway Helper pulled behind and called **Randy Walter** at the Grimes garage. Randy arrived and made short work of reinstalling the belts that would allow the truck's hydraulic brakes to work temporarily until permanent repairs could be made. Thanks to Randy we did not have to leave a truck loaded with very expensive equipment sitting along the road, or put that equipment through a tow truck ride to the repair shop. We were able to get the truck fixed and got the equipment to Council Bluffs at its appointed time.

*(Editor's note: **Randy Walter** is a mechanic in the Grimes garage.)*

To: **Roger Walton**
From: LaSalle 5th and 6th grade accelerated learning program



Thank you for coming to our class. We learned more about the structural aspects of bridges and the math that a person needs to know to understand the building of bridges. You have a very interesting and technical job. You certainly have had some neat adventures in checking out bridges. It sounds like it can be exciting and dangerous, too. We also appreciated your time to share your knowledge and life experiences.

*(Editor's note: **Roger Walton** is a transportation engineer specialist in District 6.)*

To: **Mark Wandro**
From: Trent Hatlen, Rembrandt

I am a 30-year old farmer from northwest Iowa. Two days a week I drive a truck for a local landscaping business. Last Friday (Feb. 18) my last stop was at Oelwein. I unloaded and began to pat myself on the back thinking I'd be home soon. Two miles later my gas tank was empty and I was sitting by the side of the road. Having run tractors out of diesel before, I knew what was ahead of me. Countless people sped by. Two DOT drivers stopped to help. I've always prided myself on helping a stuck driver or stranded motorist, but what these two did makes me look pretty small. They took me to get fuel in town, scrapped up two empty gas cans and didn't quit until I was up and running. Trust me, that engine did not want to fire. When most men would have thrown in the towel, they kept at it. Afterwards, I tried to buy them a pop, sandwich or something to say "Thank you." They refused and replied, "It's our job to help." They didn't even give me their names. You have two fine employees. I am forever in their debt.

*(Editor's note: The two DOT employees involved are **Jon Harrison** and **Richard Kauffman**, equipment operators in the West Union shop.)*

To: **DOT employees**
From: Nathanael Otto

I would like to comment on the wonderful new rest areas that I've been using the past few years along Interstate 80 through Iowa. I have traveled all over the nation, most recently on a trip from Iowa to Oregon, and I have yet to find a nicer place to stop. I am impressed with the new design, cleanliness and great services you offer at these rest areas. Thank you for bringing Iowa pride to our rest areas. I'm glad we're putting our best foot forward in welcoming visitors traveling through the state.

To: **Kathy Ridnour**
From: Sam Lopez, Central Iowa Trails Association

On behalf of the Central Iowa Trails Association, we appreciate the efforts by the DOT to make the roads and trails of Iowa safer for bicyclists. These items will be distributed to cyclists and trail users as part of our advocacy and sports activities during the coming months.

*(Editor's note: **Kathy Ridnour** is the DOT's bicycle program coordinator. She put together a packet of information for this group to share with its members.)*

To: **Mark Wandro**
From: Sherrie Mahoney, Salina, Kan.

While returning home May 9 after spending Mother's Day weekend in Iowa, I had a flat tire just outside of Logan. As I was trying to decide what to do, Kris and Lynn from the Iowa DOT stopped to change my tire. I can't say how grateful I am for their help. They were just wonderful. I really appreciate that they would help a stranger get back on the road.

*(Editor's note: The employees mentioned are **Kristine Carritt** and **Lynn Dickinson**, both equipment operators from the Missouri Valley garage.)*

To: **Scott Church**
From: Jeri and Roger Horton

I want to thank you for the prompt service and such a great job. I really appreciated it. You and the other DOT employees do a great job all year long. The state is very lucky to have a group of people that do a superb job and take pride in it. You can tell in the way the highways are maintained.

*(Editor's note: Perry garage employees **Scott Church**, equipment operator senior, and **Pete Wonders**, highway maintenance supervisor, assisted Mr. Horton by cleaning out two box culverts in the right-of-way near his property. The culverts had become plugged and water was backing up onto Mr. Horton's property. In thanking the men for their quick response to this issue, Mr. Horton also acknowledged the work of all employees at the Perry and De Soto garages for their excellent work during winter operations.)*

Family Happenings

Location and Environment

Jean Jesse



It's a girl for **Marc and Mary Kay Solberg**. Alynn Paige Solberg was born May 24. Since she came along six weeks early, she weighed a mere 4 lbs., 15 ½ ozs. and was 17 ¾ inches long. Mommy Mary Kay was released May 27 and Alynn soon followed on June 3. Both are doing very well at home. Mary Kay and Marc are both environmental specialist seniors.

Planning and Programming

Mary Kay Reimers



It's a boy for **Brian Squier**, transportation planner 1, and his wife, Ann. Owen Timothy was born May 31 weighing 8 lbs. 3 ozs. and was 21 inches long. Baby Owen joins big brother, Mason, 3, at home.

District 2

Lu Mohorne



After 38 years, **Stan Perkins**, construction technician supervisor in New Hampton construction, retired March 24. On his last day of work, a retirement coffee with many friends and coworkers sent Stan into his retirement. Another gathering of friends at Kolby's Dine and Stein in New Hampton also celebrated Stan's retirement. Following all the parties, Stan and his wife, Joan, started retirement with a trip to Branson, Mo. We wish Stan many happy years of retirement!

District 1

Kay Ridgway

The Marshalltown construction office and maintenance garage had a cookout May 13 to welcome back **Norm Hockett**. Norm had been serving a tour of duty in Qatar. Welcome back Norm and thank you for your service to our country!



Kristine and Jeff Brinkman welcomed a new addition May 28. Sarah Isabelle weighed 5 lbs. 15 ½ ozs. and was 19 inches long. Daddy Jeff is a materials technician 3 in District 1 and Mommy Kristine is an engineering technician senior in Contracts. Baby Sarah joins big sisters Angela, 6, and Emily, 3, at home.



Katelyn Nicole Hart was born at 9:30 a.m. June 2 weighing 10 lbs. 9 ozs. and was 22 inches long. Daddy **John Hart** is the District 1 materials engineer. Mommy Teresa is going to be busy at home with Katelyn and her three brothers, Ryan, 6, Michael, 5, and Johnny, 3. Congratulations to the Harts!

Family Happenings, go to next page

Family Happenings,

continued from previous page

District 5

Brenda Hadley



It's a boy for **Jon Mason** and his wife, Kim, of Batavia. Hunter Nicholas was born May 15 weighing 9 lbs. 6 ½ ozs. and was 21 ½ inches long. Big sister Heather is thrilled. Daddy Jon is an equipment operator at the Fairfield garage.

Note from Jon:

Three years ago to the day of my child's birth, May 15, I had a terrible accident on my motorcycle. I want to thank everyone who donated time to me at that time. I could not have made it through without your help. I also want to thank District 5 materials and District 5 Office staff for the gift for Hunter.

In Memory

George W. Heaberlin, 81, died June 10. Funeral services were held in Florida. Heaberlin was the former resident maintenance engineer in Shenandoah until his retirement in 1993. He had nearly 40 years of service. Heaberlin is survived by three children and two grandchildren.

Local Systems

Kathy LaRue



Charlie Purcell, deputy director of the Office of Local Systems, and his wife, Kristine, welcomed baby Ashlyn Kay May 19. Ashlyn weighed 7 lbs. 12 ozs. and was 20 ½ inches long. Big brothers Caleb, 5, and Joshua, 3, have slowed down just enough to hug their baby sister once or twice.

Motor Vehicle Enforcement

Valerie Hunter



Kelly Hamilton, motor vehicle investigator, and her husband, Nick, are the proud parents of a baby boy. Nash Alan Hamilton was born June 2 weighing 5 lbs. 13 ozs. Congratulations to the Hamiltons!

Follman dies following motorcycle crash

Fred Follman, highway maintenance supervisor in the Algona/Swea City/Garner area shops, died June 30 from injuries sustained in a motorcycle crash June 4. Follman was a 16-year veteran of the DOT. Cards and memorials can be sent to Mark Black, District 2 maintenance manager, 523 S. Illinois Ave, Mason City, IA, 50401.



Follman

From my view, continued from page 2

lenged the DOT to "recognize the face of diversity where we are." He talked about the responsibility we each have to "step up and speak up" in our circle of influence when we see the liberty of any person being hindered. He went on to say diversity isn't about politics or political correctness. It's about being open to new ways of looking at things and creating a culture of respect.

It's been several weeks now since the meeting ended. I hope each manager and supervisor went back to his or her work location with a few new and practical ideas, and an increased commitment to a work environment where there is mutual respect among employees.

Mark

SERVICE AWARDS

Information supplied by the Office of Employee Services for July 2005.

35 Years

Susan D. Albright, Right-of-Way; **Bernard Banker**, Right-of-Way; **David Bergman**, Britt construction; **Fred Cirksema**, Right-of-Way; **Ralph Crawford**, Systems Planning; **Larry Jesse**, Local Systems; **Cameron Powers**, District 2 Office; **Richard Rogers**, Perry garage.

30 Years

Dale Mills, Mason City DL station; **Daniel Lee Olson**, Document Services.

25 Years

Kirsten Bandow, Information Technology Division; **Nancy Lacy**, Motor Vehicle Enforcement; **Kim Snook**, Driver Services.

20 Years

Susan Fultz, Traffic and Safety; **Douglas Hopp**, Donnellson garage; **Rex Kinkade**, District 1 Materials; **Richard Michaelis**, District 3 Office; **Merlin Osbahr**, Avoca interstate garage; **James Wittwer**, Council Bluffs-north garage.

15 Years

Eric Abrams, Information Technology Division; **Ted Briggs**, Council Bluffs construction; **Chi V. Cox**, Motor Carrier Services; **Gary Crabtree**, Des Moines construction; **Linda Kriegel**, Right-of-Way; **Rick Robert McCahen**, Waterloo garage; **Tracy Opbroek**, District 4 Office; **Jeffrey Secora**, Rail Transportation.

10 Years

Kirk Alexander, Carlisle garage; **Stephanie Anderson**, Traffic and Safety; **Jon Arjes**, Materials; **Randall Beard**, Waterloo garage; **Dave Beidler**, Dubuque garage; **Troy Cook**, Des Moines construction; **Keith Corkery**, Waterloo garage; **Timothy Even**, Waterloo garage; **Stanley Frost**, Waterloo garage; **James Galliard**, Design; **Ted Geerts Jr.**, New Hampton garage; **David Grove**, Ottumwa construction; **Phillip Ketchum**, Des Moines construction; **Deanna Maifield**, Design; **Randy Mildenstein**, Ida Grove garage; **Lynn Neff**, Bridges and Structures; **Paul Oglesbee**, Martensdale garage; **David Poland**, Carlisle garage; **Joel Schlueter**, Avoca interstate garage.

5 Years

David Coon, Davenport interstate garage; **Bret Denekas**, Materials; **Joseph Guckert**, Traffic and Safety; **Valerie Krafka**, Des Moines DL station; **Russell Leeper**, Pocahontas garage; **Brad Musal**, Davenport interstate garage; **Thomas Wilhelm**, Bridges and Structures.

PERSONNEL UPDATES

Information supplied by the Office of Employee Services for May 6 to June 2, 2005.

New Hires

Katie Ferdig, driver's license clerk, Sioux City DL station; **Rodney Floerchinger**, equipment operator, Neola garage; **David Ingham**, information technology specialist 3, Information Technology Division; **Brian Kingery**, equipment operator, Knoxville garage; **Dale Miller**, information technology specialist 3, Information Technology Division; **Patricia Montgomery**, secretary 1, Storm Lake maintenance; **John Piziali**, driver's license clerk, Iowa City DL station; **Michael Ross**, design technician associate, Design; **Adam Shell**, transportation planner 1, Systems Planning; **Misty Wisecup**, clerk advanced, Equipment Support.

Promotions

Jason Choate, from design technician to design technician specialist, Design; **Joseph Farnsworth**, from motor vehicle officer to motor vehicle sergeant, Motor Vehicle Enforcement; **Larry Hargis**, from equipment operator, Des Moines-north garage to equipment operator senior, Grimes garage; **Gary Nordby**, from equipment operator, Missouri Valley garage to construction technician, Council Bluffs construction; **Susan Reding**, from clerk advanced to word processor 2, Vehicle Services; **Rodney Rosenow**, from equipment operator to equipment operator senior, Neola garage; **Danny Steenhard**, from construction technician senior to construction technician supervisor, New Hampton construction; **Steven Ulrich**, from construction technician to construction technician senior, Des Moines construction.

Transfers

Michael Littlejohn, information technology worker 2, within Vehicle Services; **Mary Shaer**, from driver's license supervisor 3 to public service supervisor 3, within Driver Services.

Retirements

Fonda Hess, clerk specialist, Driver Services.

Legislative session wraps

Iowa's 2005 General Assembly convened on Jan. 10 with the closest Republican/Democratic margin in the state's history. With a 25-25 split in the Senate and a 51-49 division in the House, pundits predicted either total gridlock or great compromise. In the end, both were true.

When the legislature finally adjourned May 20, three weeks past the planned final day of session, many people were happy just to be done. While some gridlock preceded compromise, the final result gave almost everyone something to celebrate.

Following are a few DOT successes:

- The legislature appropriated money to construct a new motor vehicle services center near Ankeny (see HF 466).
- The legislature provided money for recreational trails for the first time in several years, increased funding for aviation infrastructure, and directed future revenue streams to the DOT for rail assistance and rail economic development projects (see HF 875).
- Virtually all the DOT's policy proposals were adopted (see HF 216 and HF 591). The DOT was also active in the development and passage of legislation establishing a new distribution formula for county road funds (see HF 674).

One of the more memorable moments of the 2005 session came in the form of a PowerPoint presentation made by an amazing group of seventh graders from West Branch. Representative Jeff Kauffman, a teacher from Wilton, asked the DOT to listen to the WB LifeSavers speak on the need to better educate young drivers about rural driving conditions. First they sold the DOT on the need to make changes. Then they went on to win a national competition. Watch for an article on the WB Lifesavers in an upcoming edition of INSIDE.



About one third of the 182 bills adopted by the 2005 legislature affect the DOT or transportation. A complete summary of legislation affecting the department is included in 2005 Iowa Acts for the DOT, available on DOTNET.

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 coworkers. For more information, contact Tracey Bramble, Office of Media and Marketing Services, 515-239-1314 or e-mail tracey.bramble@dot.iowa.gov.

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Road Check 2005

With summer vacation travel in full swing, motorists and truckers alike are dealing with more traffic on Iowa highways.

Although safety is always a top priority for the DOT and its Office of Motor Vehicle Enforcement (MVE), an annual 72-hour enforcement event, held this year on June 7-9, is an international activity emphasizing both safety and security on North American highways through the inspection of commercial vehicles and drivers. Joining MV officers were the Iowa State Patrol, Federal Motor Carrier Safety Administration, and the Internal Revenue Service.



(top) MV officer Steve Robinson conducts an inspection at the Dallas County scales.

(bottom) An MV officer speaks to a driver during a patrol stop.



Motor Vehicle officers conducted Level I, II and III inspections, along with doing roving enforcement to identify and inspect drivers and vehicles attempting to circumvent the scale sites. A Level I inspection is a full inspection of the driver and vehicle, including the undercarriage of the vehicle. A Level II inspection is an inspection of the driver and vehicle without going underneath the vehicle. A Level III inspection includes an interview with the driver and review of driver documentation and registration/regulatory documentation.

The Federal Motor Carrier Safety Administration's safety specialists also participated in the Level I inspection activity. The Iowa State Patrol conducted Level III inspections, while roving in the vicinity of the scales. In addition, the fuel compliance officers from the Internal Revenue Service checked vehicles for use of non-taxed fuel, which is red in color.

The 54 MV officers conducted 1,112 inspections at scales in Dallas, Cedar, Clark, and Worth counties in addition to the Salix and Brandon South sites. They found 3,023 safety violations, which resulted in 260 vehicles and 98 drivers being placed out of service. The drivers and vehicles were prohibited from leaving the scales until the repairs were made or driver requirements were corrected.

While this special enforcement exercise gained national attention for the operations of motor vehicle officers around the country and agencies they collaborate with, it's the diligent work they accomplish everyday checking motor carriers for safety issues that makes a difference for every motorist.

MV officer Cal Enfield discusses inspection results with a driver.

