

July 2007

# INSIDE



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## ONE 2 ONE

WITH DIRECTOR NANCY RICHARDSON

**O**ur house sold, proving once again I need to be careful what I wish for as it might just happen! We put it on the market in February, six months before we needed it sold, since the housing market was so sluggish. So, of course, it sold in one month ... during the major winter storms when no one was looking and when a house on a golf course doesn't exactly show at its best. There must be a Murphy's Law that applies here.

The result of that good news was that we needed to move much sooner than anticipated. Somehow we have managed to make this whole thing about as complicated and stressful as possible, resulting in three moving events between May 18 and September 1. Don't ask ... it makes little sense.

All of this moving has me thinking about "change." It seems I am going through a stage in my life that is marked with more change than usual and I am torn between being excited about it and resisting it. Maybe that is always the dynamics of change – part fear and part thrill – but it is stressful.

You have heard all the platitudes about change. Change is inevitable. It is the only constant. The more things change, the more they stay the same. Things don't change; people change. The times, they are a changing (a nod to my 60's roots). In this world, nothing is certain but death and taxes. And, the road to success is always under construction. There, now my column is work-related since I talked about construction!

I feel like the world-at-large, my work world and my personal world are all changing faster than ever. I hear myself occasionally say things like "it used to be," "when I first started," "back when," and the dreaded "in the good, old days." Geez, when did I turn into that person? Somewhere north of age forty, or maybe fifty, I'm guessing. Well, I am going to nip that attitude right in the bud. I do not want to become the type of person who resists change and feels the way we used to do it is preferred.

As a result, I decided to look for all the good things about the changes I am experiencing and not focus on the volume of changes and warp speed at which they are occurring. Work-wise I changed jobs nearly two years ago and the change has been pretty dramatic for me. The two big positives are learning new things and getting to

know and work with new people. A job change can really get the juices flowing again. Sure, I sometimes feel anxious and unsettled because I am out of my comfort zone, but there is a renewed energy that I feel from learning and doing new things.

And working with different people, or the same people in different ways, has been a real blessing. Not that I didn't enjoy the people I worked with before, but it has been great to come to appreciate the talents of others.

Another big change for me at work has been the new administration in Iowa state government. We have a new governor and lieutenant governor and with them come a predominantly new governor's office staff and many new department heads. Since the Governor is my boss, a change in governors has a very personal effect on me. A new boss can be unsettling, but with it comes new ideas and fresh perspectives, all of which challenge me to think more broadly and creatively.

On the personal side, all the recent change and upheaval also have their rewards. For one thing, the prospect of moving forced me to declutter my belongings, getting back more to the basics. That strikes me as a valuable thing to do both physically and emotionally ... remove the clutter and pare down to the things that matter most.

I have figured out that my husband and I, along with our dog, Riley, can survive with a whole lot less. We moved from a three-story, 11-room house to a three-room condo. And Riley has claimed all three rooms! Yet we seem to have every thing we need. I figure another positive is how strong our marriage will be after the closeness of three rooms!

And once again I was reminded it is not "where" that matters, but "who." When we moved in, Riley barked the first couple days when we put him in his crate as we left. But once he realized we kept coming back to this new place just like the old place, he became content. He knows it is who we are with and not where we are that is important and reminds me often of that fact.

So, new job, new responsibilities, new boss, new work peers, new house ... yikes! In the end, it is all good. As they say, what doesn't kill you makes you stronger so I figure I'm toughening up from all this change. I'll wrap up with my favorite quote about change. It is from W. Edwards Deming, a native Iowan well known for his worldwide work on Total Quality Management (TQM). Deming said "It is not necessary to change. Survival is not mandatory." Sort of gives change a whole new perspective.

*Nancy*

## Iowa DOT storm troopers



**W**hen high winds hit the Muscatine area June 1, Washington Highway Maintenance Supervisor Lonnie Ford and his crew were ready to help clear roads and do what was necessary to keep people moving in the area. What they were not prepared for was the damage those winds would do to their facility.

"We lost a six-bay pole shed, a four-bay pole shed and a 20-foot by 20-foot brine building," said Ford. "The doors, roof shingles and the gable end with a truss on our 600-ton salt shed were missing. There was minor damage to the hoop building with a few rips in the fabric. Our main garage suffered a broken header over our last garage door and separated the north end wall from the top ends of the garage. There were three people at the garage at the time, but luckily, no one was injured."

While the damage to their facility on the north side of Muscatine was extensive, that didn't stop the Muscatine crew. They were out in force assisting the Homeland Security Emergency Management Division duty officer in the devastated town of Fruitland. The Muscatine crew, with help from the Burlington, Davenport and Tipton shops, cleared debris from Fruitland until June 11, when they returned to their own garage to begin the clean up.

The day after the storm Ford said, "I think we have the best department in the country! There are so many offers of help and the crew in Muscatine is still assessing, cleaning up and trying to comprehend what happened here. Many thanks to all who helped the day of the tornado, for all the prayers and offers of assistance. This is an amazing place to work, just like family!"

## Playing nice with the neighbors

**T**he Muscatine tornado is just another example of the cooperative spirit at the Iowa DOT. Following both the ice and snow storms in late February and early March and the more recent flooding in western Iowa, DOTs from surrounding states are also stepping up to thank the Iowa DOT for maintaining a great working relationship through these difficult situations.

Dale Butler, district operations manager for the Nebraska Department of Roads (NDOR) said, "The traveling public's expectation is that the transportation system should be seamless without regard to state boundaries. In order to meet this expectation, all entities involved during incidents need to work together, within each agency's procedures and policies. If there is a conflict, we need to work together to overcome institutional barriers that could prevent us from meeting the public's expectations. According to comments received by the three agencies, the Iowa DOT, Missouri DOT (MoDOT) and NDOR met or exceeded the public's expectations during these emergencies. The high level of cooperation mitigated the disruption to the transportation system and ensured the safety of the traveling public. Because we worked so well together, the public was able to alter travel plans to avoid problem areas."

As for our friends in Missouri, Martin Liles, area engineer in Maryville said, "I really appreciate the cooperation MoDOT received from the Iowa DOT and NDOR during the winter blizzard and recent flooding events that closed several routes in northwest Missouri. In two separate situations recently, MoDOT had to close I-29. The Iowa DOT and NDOR helped coordinate detour routes on each state's system, and provided traffic control and traveler information to the motorists about the selected detour routes. It is good to know we can all work together to provide a safe transportation system to the traveling public. I would especially like to thank Steve Mefford and Jim Bane with Iowa DOT and Dale Butler with NDOR, whom I communicated with on many occasions during the blizzard and flooding. Thanks for all your help."

Jim Bane, District 4 maintenance manager, reciprocated the thank you, especially in response to the recent flooding. "The Iowa, Nebraska and Missouri local crews did a tremendous job. The crews had their hands full dealing with their own issues when levee breaks in Iowa and in Missouri caused detours of I-29, all complicated by the planned detour routes being closed due to mud slides or flooding. Cooperation and quick response by local crews in all three states kept the traffic moving."

# When you're hurt and miss work, it won't hurt to miss work

**W**hether an employee steps in a hole while clearing brush or is involved in an auto accident, it is important for every employee to know that all injuries or illnesses that occur on work time must be reported to the employee's supervisor, even if the employee does not seek medical attention.

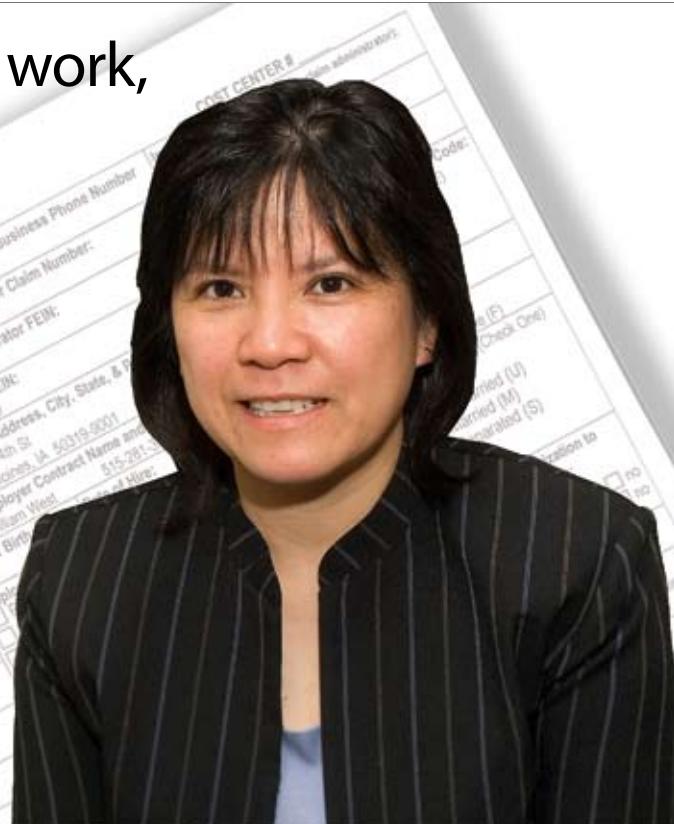
"Employees need to understand how important it is to report any and all work-related incidents," said Leah Berbano, the DOT's new worker's compensation officer. "Sometimes an injury thought to be minor could develop into a more serious condition. The employee needs to have the incident reported to assure proper care is received."

Berbano, a registered nurse who recently came to the DOT after nine years as the workers' compensation and employee health coordinator at McFarland Clinic in Ames, says she's found the DOT to be a very interesting and diverse employer with a variety of job descriptions. "After touring several DOT locations to get a feel for the work that is done, I have a new appreciation for what is accomplished by this agency."

To keep the program in line with agency goals, Berbano, who works in the Office of Employee Services (OES), set a goal to be more proactive regarding employee health care. "I would like to do more to promote wellness," said Berbano. "Healthier employees are safer employees."

As the worker's compensation coordinator, much of Berbano's job revolves around reporting and tracking work-related injuries and illnesses. To accomplish this, Berbano hopes to more fully utilize the technology currently at our fingertips, including the electronic reporting of incidents. She said, "All the forms a supervisor needs are on DOTNET. To complete and submit them electronically will save time with fewer delays in processing claims. Items that must be included on multiple forms can be electronically copied and pasted, and the completed forms are more quickly available to designated staff. Saving time and reducing errors will improve efficiency and effectiveness in our process."

The first form Berbano says must be completed for any incident is the Worker's Compensation First Report of Injury or Illness (form 140006). A claim will automatically be filed with the submission of this form to Berbano. Sedgwick CMS, our third party administrator, coordinates the employee's medical care as directed by the Code of Iowa. If an employee goes to his or her own doctor without prior approval from a supervisor or Berbano, medical bills may not be paid through the DOT and issues could arise with payment from personal health insurance. "Because we care about our employees



***"Employees need to understand how important it is to report any and all work-related incidents."***

Leah Berbano

DOT's Worker's Compensation Officer

and want them to return to their normal activities in a timely manner, we strive for the best medical care for our employees," said Berbano.

The State of Iowa is self-insured, and claims are processed by the third-party administrator. Employees utilizing the worker's compensation system should not receive any medical bills. Berbano says communication between the employee, supervisor, third-party administrator, and OES is extremely important. "Any medical information employees share with their supervisor, third-party administrator or OES employees is kept strictly confidential."

Worker's compensation coverage is a benefit for employees and questions or concerns may be directed to Leah Berbano, worker's compensation officer, at 515-239-1070.

# Coming full circle

by Christina Andersen

**C**arrie Bond, director of the Urban Youth Corps (UYC) program for the Mahaska County Conservation Board (MCCB), knows what it takes to develop successful students through the program.

Urban Youth Corps is a federally-funded program administered by the Iowa DOT. The program provides transportation-related employment and training opportunities to youth, between the ages of 16 and 21, who face barriers to employment. Since its inception in 1993, UYC has provided young Iowans the opportunity to gain invaluable work experience and a sense of esteem that comes from earning a paycheck.

The Mahaska County Conservation Board has participated in the UYC program for the past eight years and given students transportation-related work experience through projects on recreational trails, county park facilities and other projects relating to the environment and transportation.

"I have three UYC students this summer. They're learning a lot about conservation and will be participating in projects such as bridge replacement, trail head improvement, trail information kiosk construction, pedestrian boardwalk construction, and the realignment of a park road," said Bond.

Bond's UYC students are particularly lucky to have her as their mentor. In 2003, Bond began her career with the MCCB as a UYC student. She was majoring in psychology at William Penn University when she saw the application for MCCB's UYC position on a bulletin board. "I love the outdoors, and it appealed to me right away," said Bond. Growing up on a cattle farm in Centerville, Bond participated in 4-H and helped with chores for the animals and around the farm.



After completing her 18-week UYC student position in 2003, Bond worked as a naturalist intern the following year. In 2005 she was hired as full-time park ranger for MCCB. Bond said she didn't have a goal for her life before participating in the UYC program. She was working on her psychology degree, but wasn't sure that was the career path she wanted to pursue. The UYC program gave Bond a chance to discover where her passion was and provided her with the skills needed to land her ideal job. "I don't think I would have been able to get the park ranger position without my experience in the UYC. It gave Mike [Gipple], director of the MCCB, and everyone else the chance to get to know me and my capabilities," said Bond.

"There has never been a day that I didn't look forward to coming to work, and working with the MCCB guys (naturalists Michael Gipple and Pete Eyheralde and park technician Rick Flander) allows me to use my psychology degree," said Bond with a smile.

Bond said she really enjoys working with the UYC students. "I feel like I can relate to them. We get some students who don't even know how to hook up a trailer, and by the end of the program they can perform most of their duties with minimal supervision," said Bond.

Like Bond, many of the UYC students use their experience to pursue a career in conservation. In addition to experiential learning, UYC students are also taught interviewing and resume' writing skills.

Garrett Pedersen, UYC program manager from the DOT's Office of Systems Planning, said, "Carrie's story is an excellent example of what the UYC program is intended to do. Through her work as a UYC student she was able to participate in meaningful projects, gain valuable life skills and ultimately discover a career path that brings her tremendous satisfaction."

# Friend of fallen biker makes generous donation

by Christina Andersen

Last March, Toni Kerkove, Office of Driver Services, nearly fell out of her chair when she received a phone call from Chad Cline. Cline, a 24-year-old systems administrator for a Des Moines law firm who also owns his own small photography, Web design and computer repair business, wanted to make a donation to the 2007 Motorcycle Safety Forum. Kerkove said, "I'm usually the one contacting others for donations to the forum. So when Chad called me and offered to donate 15 full-coverage helmets that cost more than \$100 each, I was awe stricken by his generosity. When I hung up the phone, my co-workers crowded around me asking, 'Toni what's wrong, what happened?'" said Kerkove.

The helmets were purchased with money from a memorial fund established by Cline in memory of his friend, Ashley Delude. On June 1, 2006, 18-year-old Delude was fatally injured in a motorcycle crash at the Saylorville Lake Dam. She was a passenger on the motorcycle of 25-year-old Mark Dyer when Dyer failed to make the curve at the west end of the dam and hit the guard rail. Dyer and Delude were launched into the rocks and killed. Neither was wearing a helmet.

"It was such a needless tragedy. Ashley was so young and energetic. She never got the chance to make her mark on life," said Cline.

Cline first met Delude at an open house for a tattoo parlor in Ankeny he had been hired to photograph. "I remember the first time I met Ashley, she came right over and introduced herself to me. She was an extreme people person. When I heard about her accident, I wanted to help in some way," said Cline.



***"She was an extreme people person. When I heard about her accident, I wanted to help in some way."***

Chad Cline

Initially, Cline tried to contact Des Moines Area Community College (DMACC), a facilitator of the Motorcycle Rider Education (MRE) Program, to make a donation, but never received a call back. "My cousin took an MRE course at DMACC when he bought his bike two years ago. Within the first two weeks of completing the course, he reported using the skills he had learned to save his life," said Cline.

When Cline heard about the Motorcycle Safety Forum, donating the helmets seemed like the best way to spend the money. The forum brings together stakeholders including the Iowa Motorcycle Rider Education Program, the Iowa departments of Transportation and Public Safety, motorcycle enthusiasts, riders, dealers,

and associations to talk about safety-related issues facing the motorcycle community.

Cline knows the difference helmets can make in the event of an accident. When his fiancé, Heather, was 12 years old, she fell off the back of her father's motorcycle and hit her head on the pavement. Fortunately, Heather was wearing a helmet. Heather's helmet was cracked to the core, but her injuries resulted in no more than a minor case of road rash. This could have been a completely different story had she not been wearing a helmet.

Cline doesn't own or ride a motorcycle, but is fairly certain someday he will. "Hey, I'm a typical guy. I like anything with an engine that can go fast, but right now it's just not worth the risk," said Cline. However, when he does make the decision to ride, he will model his behavior after Heather's parents, Rod and Mindy. "They ride 2,000 to 3,000 miles each year, and every time they ride they each wear a helmet and safety gear," said Cline.

Kerkove said, "Everyone at the forum was just thrilled with Chad's donation, and it was very well accepted." Cline was able to honor Ashley's memory by giving 15 other motorcyclists the chance she never had.

## Teaming up for a cure

**O**ver the course of three months in 12 cities around the country, thousands of people will join for a common goal --- raising money for breast cancer research, education, screening, and treatment.

The 60-mile trek for the Susan G. Komen Breast Cancer 3-Day hosted in Minneapolis will have at least two Iowa DOTers participating on Aug. 24-26. Susie McCullough of the Office of Transportation Data and Von Richards in the claims management section of the Office of Finance. McCullough is the veteran, you may remember reading about her experience in the Minneapolis event last year in INSIDE.

McCullough says, "The walk in 2006 was so awesome, I can't NOT do it this year. Every ache, every pain and every blister I had on the walk are meaningless compared to what those who are dealing with breast cancer go through. I really feel the need to do this. It's hard to explain. I had no idea the impact the walk would have on me. It was the most positive, happy, uplifting three days! Kindness was everywhere, people weren't complaining even though they had every right to with nasty blisters, toenails falling off and aches in every muscle. Smiles were everywhere, right along with tears of sadness and joy! The closing ceremonies speaker warned us that we would have an adjustment period upon returning to "real life." Positive energy envelops the route. I never thought I would get hugs from so many strangers. There's also nothing like a group of men in pink bras, grass skirts and Hawaiian leis standing along the route cheering you on to give you the boost you need to get the walk finished!"

Richards' reasons are more personal, "I am in my 10th year of remission from breast cancer. I am very



(Front row from left) Rhonda Giebelstein, Von Richards, Susie McCullough, Kay Gilliam, Dawn Westrum (second row, from left) Shannon Anderson, Jana Moreland, Pat McNamara, Melissa Davis-Oviatt, Barb Rasmus, Connie Haselhoff (third row, from left) Norm Burns, Michelle Fields, Kelly Bunting, Susan Daniels, Nadine Kelley, Keith Hawkins, Barb Mallon and Lori Jensen

fortunate and also very grateful. This is a wonderful way for me to celebrate life and commemorate my anniversary."

The team has committed to walking 60 miles in just three days. Richards says that will be a major accomplishment for her. "Whenever I'm training and start to think I'm too 'whatever' to do this, I remember something I read that a past walker said. I can't recall the exact words, but the gist of it was 'When you think you're too tired or it's too hot to keep walking, remember there are people taking chemo treatments right now that would give anything to be able to take a walk on a nice sunny day.'"

McCullough is the driving force behind this team. She said, "I got to know Von over the last year, and after incessant nudges from me about the walk, she finally caved in and said she'd walk with me this year! We've been training hard this year, with two 10-mile walks, an 11- and 12-mile walk under our belts (or on our feet!) and a 13-miler coming up."

Richards has participated in the Relay for Life and the Race for the Cure for several years, but this will be her first 3-Day Walk. About McCullough, Richards said, "I was so



touched and impressed that she would make a commitment like this for no other reason than she's a kind, good-hearted and generous person. It took a while for her to convince me that I could do this, but I'm so glad she did."

Iowa Bosom Buddies and the Tagalong is McCullough and Richard's team name. The bosom buddies are McCullough and Richards, along with Julie Kordick, who joined the team after receiving a fund-raising E-mail from McCullough. The "Tagalong" is Sue Bastian, a Minnesotan McCullough met on last year's walk.

**3-Day Walk, continued on page 11**

# Family Happenings

## Operations and Finance

*Sheri Anderson*



After more than 43 years with the DOT, Richard Vincent, a special project coordinator in the Office of Document Services, decided it was time to retire. On March 30, 2007, a farewell coffee was held in his honor. There to help Dick celebrate were his wife Nancy, sons Todd, Brad, Brian, and Troy and their families. Best wishes to Dick on his retirement.

## District 4

*Marlene Jensen*



Jennifer Strunk, secretary in the Creston construction office, and her husband, Darrell, are the proud parents of their second daughter. Mia Leigh was born April 26 weighing 9 pounds, 4 ounces, and was 20 ¾ inches long. Baby Mia joins big sister Sydney, 2, who wasn't so thrilled at first, but now adores her new baby sister.

# Thank you

I would like to thank everyone who sent cards, well wishes and prayers, and those who donated time to me while I was off with my recent hip surgery. I want to especially thank my co-workers for covering my job duties while I was gone. Thanks again!!

**Dawn Westrum**  
Office of Employee Services

Thanks to everyone at the DOT who donated time to me during my recovery from "surprise" spinal surgery in early April. The thoughtfulness of your gifts made it possible to concentrate on obeying doctor's orders and healing. That has made all the difference in the world. Special thanks to Phyllis Geer, who took so much time helping me during my first week home. With my family far away in northeast Iowa, I couldn't have gone through this without Phyllis' help! Also thanks to Mark Dunn, Ed Engle and Dustin Skogerboe on my team who pitched in to cover for me during my absence.

Thanks to Tiffany Marlow and Sara Buseman in the Office of Employee Services, who supported me and made all the paperwork hassle-free. Also thanks to Sandra Larson and Kevin Mahoney, who made it possible for me to telecommute and ease back into the workflow. You're all the best. Thank you so much!

**Mary Starr**  
Research and Technology Bureau

Thank you to everyone who was able to come to my retirement party and all those who wanted to come, but couldn't make it. You will not be forgotten. I made so many friends in the 36 years I was at the DOT. I would like to thank Jan Halverson, Carolyn Boon and Julie Brown for setting up and serving the refreshments. Thanks also to all who brought treats and for all the cards and gifts.

**Dale Cox**  
Procurement and Distribution

# In Memory



(Seated from left) Shannon, Debbie (with Snickers) and Alicia. (Standing) Dave Groves

**David Groves**, 44, of Marshalltown, died May 29, at his home while in the care of his family and Iowa River Hospice. Born on March 8, 1963, in Marshalltown, he was the only son of Donald and Evelyn (Riggins) Groves. He graduated with Marshalltown High School's Class of 1981 and then from Marshalltown Community College with a degree in computer science. He enjoyed golf, Iowa State University athletics, the Beatles, collecting Coca-Cola memorabilia, his 2004 red and black Ford Mustang convertible, and his motorcycle. He treasured his family and friends. Left to mourn his loss are his wife Debbie, his daughter Shannon Groves of Ogden; step-daughter Alicia Ash of Marshalltown; his in-laws Ted and Judy Smith of Marshalltown; his Yorkie dog Snickers; aunts, uncles, cousins, and numerous friends.

## A note from Dave's friends and co-workers

Dave Groves worked in state government for 15 years, the last 13 in the Motor Vehicle Division support team in the Information Technology Division. His first two years of services were with the Department of Human Services (DHS). While working on the support team, his responsibilities

included supporting the processing of electronic convictions, working with the Secretary of State's voter registration needs, supporting and maintaining the dealer system and a document storage system.

Dave's unfailing optimism and cheerful spirit will be remembered by everyone who worked with him. He was always interested in how things could be made to work better for his customers, and eager to do the very best job he could. People talk about how he always did what was asked of him without complaint and was easy to get along with. Even throughout his illness, he never complained nor wanted his work duties and responsibilities lightened. The last major assignment Dave worked on, which he completed in mid-January when he was diagnosed with liver cancer, was completing the programming that enabled the Office of Vehicle Services to implement new legislation that required reissuing motor vehicle dealer licenses and plates every two years. Even though he was not feeling well, he came in over the New Year's holiday weekend to implement changes he had been working on the past three months.

After his death and in lieu of flowers, the motor vehicle support team purchased a lawn ornament stone with an ISU logo. Many of the IT Division staff signed their names on the back before the stone was taken to the funeral home and eventually given to the family. Dave will be missed by all those that worked with him.

## To the co-workers and friends of Dave Groves

Thanks for all that you have done for our family during these difficult days. You have all showed us a great deal of support in so many different ways. You were all understanding when Dave had to leave early or come in late due to appointments. Thanks for allowing him to work from home when he needed to. Your presence at the service was much appreciated. The ISU stone was an awesome idea. Our family would like everyone to know that a portion of the money given is going to be donated to Iowa River Hospice in memory of Dave.

Thanks again,  
Debbie Groves and family

**Marvin Groat**, 87, of Ames, died Wednesday, May 30, at Israel Family Hospice House. Marvin was born Sept. 14, 1919, in Irwin, to Jesse and Inga (Martenson) Groat. He graduated from Irwin High School in 1937. He served as a seaman 1st class in the U.S. Navy during World War II. He was a clerk at the Iowa DOT, retiring in 1983. He also worked for Hy-Vee for 15 years and Randall's on the weekends. He married Irma Mae Knudson March 31, 1940. He was a member of First United Methodist Church. He is survived by one son, retired DOTer Gary (Jennifer) L. Groat, of Ames; one daughter, Connie (Gene) Bartmess, of Rio Rancho, N.M.; four grandsons; and nine great-grandchildren.

# Personnel Updates

Information supplied by the Office of Employee Services for May 4 to May 28, 2007

## New Hires

**Kraig Adams**, program planner 1, Transportation Data; **Christopher Braatz**, program planner 1, Transportation Data; **Christopher Haynes**, equipment operator, Council Bluffs-north garage; **Rick Murray**, information specialist 2, Media and Marketing Services; **Joe Owen**, equipment operator, Council Bluffs-south garage; **Gina Perez**, information technology specialist 4, Information Technology Division; **Rebecca Sawatsky**, secretary 1, Vehicle Services; **Danny Servidio**, equipment operator, Mason City garage; **Kim Siems**, equipment operator, District 2 bridge crew; **Linda Thede**, accounting technician 3, Finance

## Promotions

**Tammy Hamilton**, from engineering office assistant 1 to executive officer 1, District 5 maintenance; **Anthony Hildreth**, from construction technician assistant to assistant survey party chief, District 1 Office; **Billie Hoch**, from clerk advanced to clerk specialist, Motor Carrier Services; **Brandy Horsley**, from driver's license clerk to driver's license clerk senior, Des Moines DL station; **Brandie McCuen-Burgos**, from driver's license supervisor 1, Des Moines DL station, to public service supervisor 3, Driver Services; **Brian Miller**, from equipment operator senior, Independence garage, to garage operations assistant, Waterloo garage; **Wesley Musgrove**, from transportation engineer manager, Des Moines construction, to transportation engineer administrator, District 1 Office; **Sandra Ross**, from public service supervisor 2, Ottumwa DL station to driver's license supervisor 2, Driver Services; **Mary Stahlhut**, from executive officer 1 to executive officer 2, Traffic and Safety; **Rondel Stephens**, from materials technician 3 to materials technician 4, Materials; **Lamont Sutter**, equipment operator, Mount Pleasant garage to garage operations assistant, Burlington garage; **Paul Varnum**, from information technology specialist 5 to information technology administrator 2, Information Technology Division; **Zhaia Wineinger**, from secretary 1, Information Technology Division to information specialist 2, Media and Marketing Services

## Transfers

**Lori Jensen**, information technology specialist 4, within Information Technology Division; **Stacey Sodders**, equipment operator, from Neola garage to Missouri Valley garage

## Retirements

**Kathleen Anderson**, driver's license clerk senior, Muscatine DL station; **David Bergman**, construction technician senior, Britt construction; **Dale Cox**, parts worker, Procurement and Distribution; **Kenneth Heitman**, engineering operations technician, District 4 field staff; **Steven Jones**, construction technician, Council Bluffs construction; **James Jakubec**, construction technician, Cedar Rapids construction; **James Prybil**, equipment operator, Oakdale garage; **Jaime Reyes**, transportation engineer specialist, Traffic and Safety; **Margaret Roetman**, program planner 3, Location and Environment; **Ronald Rumph**, motor vehicle captain, Motor Vehicle Enforcement; **Wade Sheesley**, program planner 2, Transportation Data

# Service Awards

Information supplied by the Office of Employee Services for July 2007

## 40 Years

**Ronald Kline**, District 4 Office

## 30 Years

**Steven Johnson**, Waukon garage; **Sherry Korns-Johnson**, Marshalltown construction; **Patricia Magoon**, Specifications; **Martin Wiegard**, Burlington garage

## 25 Years

**Edgar Bailey**, New Hampton construction; **Cheryl Barton**, District 1 materials; **Kristina Hargis**, Vehicle Services; **Joel Moret**, Alton garage; **Debra Ott**, Driver Services; **Terry Tesch**, Alton garage; **Wayne Williams**, Maintenance

## 20 Years

**Frank Davis**, Right-of-Way; **Gary Eckermann**, Davenport garage; **Judy Gibson**, Information Technology Division; **Craig Markley**, Systems Planning; **Lisa Pattschull**, Mason City DL station; **Jeffrey Schmitt**, Construction

## 15 Years

**Tony Davis**, Washington garage; **Sharon Dumdei**, Right-of-Way; **Timothy Meyer**, District 6 materials; **Ronald Schipper**, Motor Vehicle Enforcement; **Tammy Warden-Lang**, Procurement and Distribution; **Ross Weinman**, Finance

## 10 Years

**Jacqueline Dobson**, Ottumwa DL station; **John Elgin**, Adair garage; **Douglas Heidke**, Grimes garage; **Steve Meyer**, Information Technology Division; **Mark Sloppy**, Location and Environment

## 5 Years

**Terry Aldridge**, Motor Vehicle Enforcement; **Shawn Buckingham**, Motor Vehicle Enforcement; **Glenn Goode**, Motor Vehicle Enforcement; **Richard Groves**, Document Services

**3-Day Walk, continued from page 7**

The team's fund-raising goal is \$10,000. Part of their fund-raising efforts include selling T-shirts. "The shirt sales have gone very well," said Richards. "We now have supporters with our shirts in nine states." Other fund-raising includes McCullough collecting cans for recycling and Richards is selling candy. Both Richards and McCullough say they have distributed numerous letters and E-mails asking for donations and have had tremendous response. Richards' co-workers also held a soup luncheon with proceeds donated to the 3-Day Walk. She said, "I can't say enough about how supportive and generous my co-workers at the DOT have been."

"It's not too late to join us!" McCullough adds. For anyone interested in the walk and its impact, she recommends reading *Foot Soldiers: Stories from the Breast Cancer 3-Day Walk* by Deborah Douglas, to get an inside look from someone who participated in the 3-Day walks in all 12 cities a few years ago.

If you would like more information, e-mail susieben9289@yahoo.com or call 515-230-1597 or 515-432-2285 or Richards at 515-432-7314. Donations can be made on-line at [www.the3day.org/twincities07/vonrichards](http://www.the3day.org/twincities07/vonrichards) or [www.the3day.org/twincities07/susie](http://www.the3day.org/twincities07/susie).

# 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 Media and Marketing Services, at 515-239-1314 or e-mail [tracey.bramble@dot.iowa.gov](mailto:tracey.bramble@dot.iowa.gov).

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**PLEASE RECYCLE THIS ISSUE**

recycled paper

**On the cover:** Adopt-a-highway groups from around the state are helping keep Iowa roadsides beautiful.

## Keys to problem solving



You can't always avoid conflict, no matter how hard you try. When despite your efforts you become mired in a dispute with a co-worker, take these steps to resolve the problem and restore productivity to your relationship.

**Describe the problem** you are experiencing with your co-worker. Be careful to avoid any

hint of judgment. *Example:* "We seem to be continually on different tracks lately." *Note:* Stating the problem using "we" implies ownership of both parties.

**Ask for the other person's help** in solving the problem.

*Example:* "What can we do to get back on track --- and stay there?" *Note:* Frame your desire for a reconciliation as an open ended question. That serves to draw your co-worker into joint problem-solving mode.

- Adapted from *Leadership Through People Skills*, Robert Lefton and Victor Buzzotta, McGraw-Hill

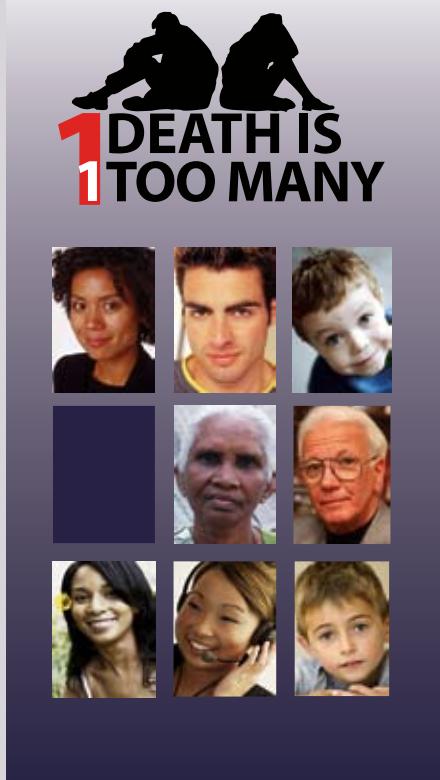
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## Belted is best

*In the last few months you have read in INSIDE about Iowa's Comprehensive Highway Safety Plan (CHSP). To develop the plan, Iowa safety professionals from several state and federal agencies, private companies and concerned citizens convened to address what more can be done to stem the tide of death and destruction on our roadways. Last month INSIDE highlighted one of the top five safety policy areas, young drivers. This month we'll take a look at a second key area, occupant protection.*



**► The largest determinant of whether a person survives or is seriously injured in a crash is whether a safety belt is worn.**



Sixteen states and the District of Columbia have laws requiring safety belts in all automotive vehicle seating positions. Iowa is not one of them.

The largest determinant of whether a person survives or is seriously injured in a crash is whether a safety belt is worn. However, Iowa requires only front-seat occupants to buckle up, even though unbelted passengers can put themselves and others at risk of injury by becoming projectiles during a crash.

Iowans may wrongly believe that rear-seat positions are safe enough without seat belts because buckling up isn't required by law. The National Highway Traffic Safety Administration has reported these occupant protection research conclusions:

- Of the total passenger vehicle occupants who were ejected from the vehicle, 75 percent were killed. Only 1 percent of the occupants reported to have been using restraints were ejected, compared with 30 percent of the unrestrained occupants.

- Back-seat lap/shoulder belts are 44 percent effective in reducing fatalities when compared to unrestrained back-seat occupants in passenger cars, and 73 percent effective in passenger vans and sport utility vehicles.
- The odds of death for a belted driver seated directly in front of an unrestrained passenger in a serious head-on collision is 2.27 times higher than if seated in front of a restrained passenger.

### Iowa data:

- Iowa's compliance for front seat occupants is 90 percent.
- Nearly 50 percent of people who die in Iowa crashes are not wearing safety belts.
- From 2001-2004, fewer than 40 percent of teens and young adults in fatal or serious injury crashes were belted.
- Frequently, at-risk back-seat riders include several demographic groups that are over-represented as unbelted crash fatalities including: children between child passenger seat age and driving age, teen passengers and older persons.

### Iowa Life Toll

The Life Toll is a record of the number of people who have escaped serious injury or death because they were buckled up at the time of the crash, as determined by the investigating law enforcement officer. From July 1, 1986 when Iowa's seat belt law went into effect, until June 18, 2007, 5,828 people have been saved because they wore their safety belts.