

OCTOBER 2008

INSIDE



What's INSIDE

Greener DOT • 3

Muscatine shop - trying to find "normal" • 4

DOTer's story of survival in the Parkersburg tornado • 7

Building safer bridges more quickly - easy as ABC • 8 | Reverse-a-cast plow • 11

DOTer Greer deployed for second time • 12 | Trophy Case • 13

Workforce planning team created • 19 | Teen driver PSA contest • 20



ONE 2 ONE

WITH DIRECTOR NANCY RICHARDSON

A few days ago I ran into my predecessor in this job and we did some catching up. We talked about how our jobs are going—what’s working and what is driving us nuts. We caught up on what was going on in our personal lives and with our families. And we talked about what’s going on in the world ... you know, how you bemoan or solve all the world’s problems with old friends.

In the course of the conversation he said he’d been at his new job for three years on Oct. 1. Then it hit me ... that meant I’d been doing my job for three years, a fact I had totally overlooked. The anniversary date had come and gone with nary a notice by anyone, including me! I’m not sure what that means, other than I am not big on remembering or celebrating personal milestones ... other people’s milestones, yes, but not my own.

Even though I missed the anniversary date, once I had been reminded of it, I found myself periodically reflecting on the past three years. I have mentally sorted through accomplishments, disappointments and changes at work, at home and in the world over that period of time. This reflective process has reminded me that, while living through it day-to-day, most days seem just like every other day ... the same ol’ same old. But when I take the time to look back, I realize there are moments, changes, and happenings, some bad and some good, and some more significant than others, that seem more notable or just more interesting to me than others.

A few of the ones regarding the DOT that first come to mind are...

- We got a much-needed highway funding package passed by the Legislature for the first time in 19 years ... no small task. If it takes that long for the next increase, I guarantee you I will NOT be around to see it. Well, I plan to be on this earth, just not working at DOT!
- At the same time, we have seen costs related to everything we do rise dramatically. The overall costs of construction have probably gone up around 40 percent over this period ... this means we spend the same amount, but get a whole lot less. The cost of salt has increased in the neighborhood of 50 percent since 2005, and let’s not even think about what’s happened—and is happening—with fuel costs.
- We survived what is generally agreed to have been the worst year of weather in decades. They say what doesn’t kill you makes you stronger, so I’m figuring the DOT is one very strong organization!

- A sign of the times, I — and the rest of the central office employees in Ames and Ankeny and all of you when you visit—must now wear badges in order to enter our buildings. What years ago seemed like a change that was too dramatic and would be met with great resistance, was now implemented with virtually no notice. What does that tell us about our times?

On a personal note...

- We made the now questionable decision to go from owning two condos to three ... yeah, now is the time to have invested in real estate! Then again, I don’t know what is the right investment right now...
- I have started carpooling. I thought, talked and preached about the benefits of carpooling for decades but never did. Well, \$4 per gallon fuel did it for me. I now “walk the talk”— or is it “ride the talk”— with Neil Volmer and, in addition to saving some money and helping the environment, we are actually enjoying the experience! I recommend it, even if you have to adjust your schedule a bit. Neil promised to arrive at the office about 7:30 a.m., and I promised to leave the office about 4:30 p.m. So far, so good!
- Riley, the Shih Tzu, came to us out of great sadness and, while we weren’t paying attention, captured our hearts. He has kicked his drug injection habit—no prednisone

shots since April—and with all the money I’m saving on canine drugs, I am starting a retirement savings account in a tin can in my back yard to replace the 30 years of prior retirement savings now spiraling toward zero!! Thanks to all of you who periodically ask me how Riley’s doing ... he loves that he’s now famous.

And, finally, the world...

- What can I say about the financial markets? In three years they seem to have gone from boom to near bust. I’m no financial wizard, but maybe that’s the problem ... maybe we’d be better off keeping things a little bit more stable in the middle. I don’t know about you, but I am not even opening my deferred comp monthly statements right now.
- I now feel really good—downright giddy, in fact— when fuel gets “down to” around \$3 per gallon. I think we’ve all lost our perspective on the price of fuel the past three years ... what used to seem an unimaginably high per gallon cost, now seems like a good deal.
- And I am sure that the campaign for the presidency has been going on for the entire three years I’ve had this job. Enough already—let’s vote!

So, three years have passed as the DOT director. I’ve survived and so have you. I have many more

**ONE2ONE,
continued on page 15**

Greener DOT

Iowa is considered a leader in alternative energy sources, with ethanol and wind power leading the way. But what is the DOT doing to reduce our carbon footprint?

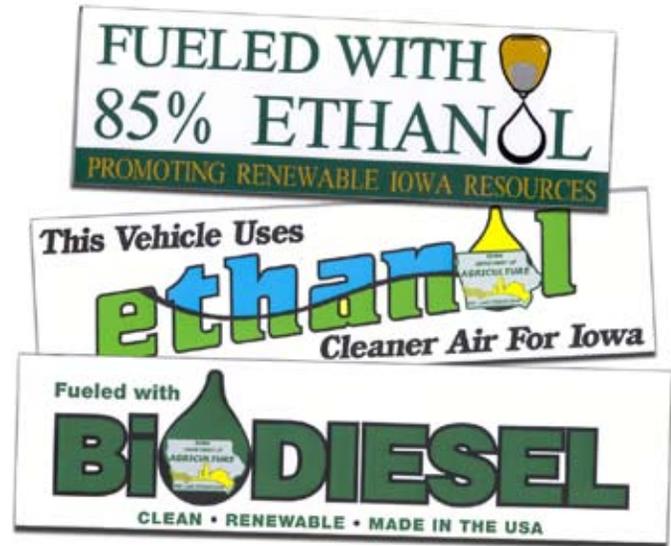
On July 15, Iowa state government held a Green Government Summit in Des Moines to discuss what is already being done to reduce energy consumption, how to increase use of recycled and recyclable materials, and to lay out a plan of what needs to be done to meet requirements set out in Executive Order Six signed by Governor Culver in February. The DOT sent nine representatives to the meeting, and two of those attending, Lee Hammer, director of the Office of Facilities Support, and Kermit Wilson, director of the Office of Procurement and Distribution, were named as the DOT's agency coordinators for this effort.

At the summit, three focus areas from Executive Order Six were discussed in forming a holistic approach to green government. The first is reducing the amount of energy used in state-owned buildings. A second focus area is using sustainable materials in state buildings. The third focus area is increasing the use of biofuels. Employees working on task forces to support these focus areas are: Scott Gustafson, Facilities Support, on the Energy Excellent Buildings task force; Pat Harmeyer, Procurement and Distribution, on the Sustainable Materials task force; and David May, Procurement and Distribution, on the Biofuels task force. Daniel Apatiga, Facilities Support, will be in charge of rolling out and monitoring the DOT's green building-related efforts in the field offices. Other summit participants were Jean Gustafson on the Biofuels task force; Rhonda Ruark on the Sustainable Materials task force; and Tammy Warden-Lang on the Energy Excellent Buildings task force. All three are employees in Procurement and Distribution.

In the future, INSIDE will have articles with more detail about each of these focus areas, but some of the basic items included in each focus area are as follows.

Energy Excellent Buildings: Temperature and lighting control will be a main component in reducing the DOT's use of energy in DOT facilities. Executive Order Six calls for a 15 percent reduction in energy consumption in state buildings by 2015. Hammer said, "We have been monitoring energy consumption on a monthly basis for the past year. We'll use the fiscal year 2008 reports as the baseline for the 15 percent reduction, so it is very important the energy billing information entered into the accounts payable system be accurate. We hope all employees who enter this data will double check their entries, and we will be following up very carefully on the information with management at each facility."

Efforts being evaluated at the Iowa DOT include the installation of low-flow aerators on faucets, changes in



lighting and more proactive measures for temperature control. While employees in all DOT facilities are encouraged to reduce energy consumption, tracking and reporting of results will not take place for maintenance garages at this time.

Sustainable Materials: While most people understand the concept of recycling, the use of sustainable materials goes far beyond just recycling the materials we use and using recycled materials. The task force will focus on procurement, operations and disposal of all materials used in state government. This concept includes the use of biodegradable paint and cleaning products, limiting the use of disposable items to reduce waste, installing building products that emit fewer gasses, and many other initiatives that, on the surface, may seem insignificant but, taken in combination can make a major impact on our environment. On example is reusing, recycling and remanufacturing/demanufacturing computers and other technology.

Biofuels: The obvious connection for DOT is purchasing vehicles that run on biofuels, including biodiesel and flex-fuels (E85 - 85 percent ethanol). Executive Order Three calls for a 60 percent E85 usage in state vehicles by June 30, 2009. Other initiatives call for the purchase and use of the most fuel-efficient vehicles for each use and performing preventative maintenance to prolong vehicle life and maximize efficient operations.

Hammer and Wilson say the DOT is fully committed becoming a "greener" state agency. In addition to the mandated changes, Hammer says he hopes to impact personal habits, as well. "We sincerely believe the measures we are taking at the DOT can be a learning experience for our employees. We can all take home what we've learned and reduce the carbon footprint we leave behind in every aspect of our lives."

Over the next several months INSIDE will run articles with more details on each of the strategies.

Muscatine shop — trying to find “normal”

First, a tornado wiped out several buildings, including the brine building, and damaged the Muscatine garage June 1, 2007. Before they had fully recovered from the tornado, the DOT crew in the Muscatine shop faced one of the worst winters in recent memory. Lonnie Ford, highway maintenance supervisor in Muscatine and Wapello, said, “We went into winter with one hand tied behind our backs.” But, as bad as the snow and ice were, the worst was yet to come – the summer floods.

Ford says his crews haven’t had many “normal” days in more than a year. While the days have been far from normal, the crews in southeast Iowa have accomplished extraordinary feats this summer, not the least of which happened in the tiny town of Oakville in Louisa County.

Oakville, population 439, sits south of the Iowa River and west of the Mississippi River. Or at least it did until Saturday, June 14, when the levee holding the Iowa River broke, and two rivers merged right in the middle of Oakville. Nearly every home and business in the area was under several feet of water. Local hog farmers saved what livestock they could, but floodwaters were still contaminated with waste. While there isn’t a state road into Oakville, DOT forces pitched in to assist in getting Louisa County Road X-99 open as soon as floodwaters allowed. Ford said, “There were no open roads to Oakville for more than a week. People were coming and going in boats. We worked in conjunction with the county to haul gravel to build up a way into town. We used so much gravel that Louisa County ran out and we had to go to Columbus Junction to get more. Outside Oakville, the gravel trucks had to haul their heavy loads on county gravel roads. They were so heavy the gravel haulers were damaging the county roads. We had



A tornado damaged the Muscatine shop in June 2007.

to stop several times so the county maintainer could repair the gravel roads and we could keep building a way into Oakville.”

When crews finally finished the road into town, they began the task of hauling debris from the nearly 160 homes and many businesses that had to be gutted before it could be determined which ones would be saved and which ones were beyond repair. Just like so many other locations in eastern Iowa, the Muscatine and Wapello crews worked 10-hour days hauling rotted drywall,

moldy insulation and destroyed personal property. The Oakville debris overwhelmed the transfer station in Wapello, and the crews had to stop hauling on Fridays to allow garbage crews to catch up.

“The town looked like Mars or some other planet,” said Gary McAtee, equipment operator senior from the Wapello shop. “Everything was gray and coated with mud. For a long time there was no grass in the yards or any plants that looked alive. The smell was awful, and then there were the snakes that seemed to be everywhere.”



This house in Oakville was swept from its foundation and wedged against a power pole.

The last load of debris was hauled from Oakville at 9:50 a.m. on Aug. 15 - two months and a day after the levee broke. "A frustrating part of the process was when the demolition of some of the houses began," said Ford. "Our guys were under the impression they were hauling the debris so the houses could be rebuilt. We didn't understand that they had to be gutted before they could be demolished. That was depressing for us because we were so hopeful this town would be rebuilt." But, according to published reports, more than 90 of Oakville's homeowners have sought a buyout of their properties that will not be rebuilt.

Ford said, "While the situation in Oakville was bad, we had so many roads flooded and damaged, I don't think people really understood how bad it was down here for a few weeks. The situation was changing so fast there was no way to set up formal detours, and even if we had the time to set a detour, we didn't have enough signs in inventory to mark them. In Columbus Junction we sandbagged down the center of Iowa 92 to try and hold back the floods, but the water was just too much. The cooperation between the state, county and National Guard troops was excellent. The entire state pulled together to make quick decisions. The neighboring DOT shops helped out a lot. I don't think the National Guard got enough credit for everything they did with sandbagging and traffic control. Between the troops and county law enforcement, they kept everyone in line. I think we need to step back and thank everyone involved in the flooding from start to finish. From the people in the field to the people in Ames who were able to get the emergency lettings set up so quickly and get the contractors busy with repairs, it really was amazing to see how everyone pulled together."

(Right) Oakville by air during the height of the flooding



Hauling rock during the floods and debris after the water receded has taken all summer in many shops, including Muscatine and Wapello.



The crew from Muscatine and Wapello

Front row, from left: Gary McAtee, Wapello; Cliff Krueger, Muscatine; Rueben Valenzuela, Muscatine; Jessie Gomez Jr., Muscatine; Jim Wittmer, Muscatine. Second row, from left: Ray Allen, Muscatine; Ken Bean, Muscatine; Joe Barton, Muscatine; Harry Adam, Muscatine; Scott Fix, Muscatine; Lonnie Ford, Muscatine and Wapello; Don Kent, Muscatine (not pictured: Kenneth Beerman, Muscatine; Patrick Johnson, Muscatine; Rodney Swales, Muscatine; Nick Wilkerson, Wapello; and Marcia Campbell, Wapello)



The Fords say “Thanks!”

Mary Ford, public service executive 2 in Driver Services, and her husband, Lonnie, highway maintenance supervisor at the Muscatine and Wapello garages, are DOTers not only surviving, but thriving in the midst of trial.

Mary wrote:

We own a resort with 18 seasonal cabins that are leased on a yearly basis, and our house sits in the middle of the property directly off the Cedar River in Cedar County. Tuesday, June 10, I was getting ready to head to the Ankeny office when I noticed one of the cabin renters moving her lawn furniture back away from the bank. She asked if I thought that would be back far enough. I said, “I certainly hope so.”

When I arrived home Thursday, I came around the bend in the road. To my shock I was not going to make it down the quarter-mile lane to the house. I have never seen the water that high. I called my husband to ask where he was. He said, “Working in Columbus Junction finishing up on the nine-foot dike to keep the water back from entering the city.” I told him I didn’t think he understood the severity of what was going on at home. He said he should be finished in about an hour. I said it was already too late to get any of our vehicles out, not to mention anything else.

When all was said and done, our house was flooded by two feet of water, all our vehicles were gone and eight cabins had been washed away. We have been living in a camper on our property and slowly rebuilding our lives. There is light at the end of the tunnel as we now have floors and walls in the house, and just have to finish everything and move back in.

We both would like to extend a special thank you to Ken Marrow, District 5 maintenance manager, and Lee Wilkinson, Operations and Finance director, for their help and support. I would also like to thank all the Driver Services staff for a very beneficial bake sale, and thank the Motor Vehicle staff for participating. I would also like to thank the Davenport and Muscatine driver’s license stations for the wonderful shower they held to help me to replace lost items.

It’s been an unbelievable journey. We could not have done this without all the support we have received. Thanks again to everyone.

The Ford’s home in Cedar County during the June flooding



DOTer's story of survival in the Parkersburg tornado

Duane "Butch" Prange never thought a table in his basement of his Parkersburg home would save his life. But, on May 25, the day a deadly EF-5 tornado struck northeast Iowa, that's exactly what happened.

Prange, a highway technician in the Allison shop, was watching the dark clouds mount in the sky in the late afternoon of Sunday, May 25. His wife, Joan, had already headed to the basement and was under the stairs as the tornado sirens began to sound. "It was totally calm, but as soon as I heard the sirens, I headed down to the basement, too," said Prange. "After I got downstairs, I realized we didn't have a flashlight. I started back upstairs to get one when the windows started blowing out of our house. I was headed back down the stairs, but I didn't know if I was going to make it. I could feel the wind start to suck me back up the stairs, so I dove down to the basement and under a table. There was debris flying everywhere. Everyone says a tornado sounds like a freight train, I would say it sounded more like several freight trains at once, and then, just like that, it was over."

Once the debris had settled, Joan Prange was able to scramble from the basement and out of the foundation of what was once her home. She found neighbors to help dig her husband out of the rubble. Luckily, the couple escaped unharmed. "It was very, very scary," said Butch Prange. "When I got out of the basement I didn't have any shoes. My neighbor's son gave me a pair of his tennis shoes to wear. We were very fortunate. You would never think an EF-5 tornado will go through your house, let alone take out a big part of your town."

The Pranges' house was located on Iowa 57, just east of Johnson Street on the south side of town, an area where most of the structures, including the home of another DOT employee, Jerry Melcher, highway technician associate from the Grundy Center shop, were leveled. "Luckily, Jerry wasn't home when the tornado hit," said Prange. "I was amazed how quickly we started hearing emergency vehicles," said Prange. "Within minutes we could hear the ambulances, and within 20 or 30 minutes the DOT maintenance vehicles were there to clear the road. The debris was so heavy on Iowa 57 and Iowa 14 that they needed to use the loaders to clear the roads."

The chaos of May 25 subsided and the Pranges, Melcher and hundreds of others in Parkersburg, New Hartford and the surrounding area were left to salvage through the debris for any photos or personal articles that the tornado hadn't stolen and scattered all the way from Butler County to Wisconsin. "We were fortunate that a friend manages the Comfort Inn and Suites in Waterloo, so we're able to stay there.



The yellow arrow denotes Butch Prange's location in his basement during the Parkersburg tornado May 25. His feet and legs were under the green dumpster.

We've been there ever since. My wife works for a doctor who says she could still see the fear in my wife's eyes for weeks after the storm," said Prange.

The Pranges not only lost their home, but their four vehicles and his DOT pickup were also destroyed in the storm. "Even though we lost a lot, we were very lucky to be able to find most of the true valuables we owned. I found my billfold, and we located my wife's purse. She put her wedding ring and some other jewelry on her dresser before the storm, but we found them under a pile of insulation. Most of our important papers were in a safe that fell from the first floor down into the basement. My wife is a quilter, and we found some of the quilts, but they were pretty damaged. Most of the clothes we found were full of fiberglass insulation. But this is all just stuff. The fact we were not hurt is the most amazing thing."

Iowans are a resilient bunch, and Prange said he saw exactly what he expected. Instead of tearing people apart, this disaster brought people together. "So many people came to help us, I can't even count how many," said Prange. "I had no clue who most of the people were. It took about a week to sort through everything, even with people helping me."

Prange, who has since transferred to the Waterloo garage and plans to relocate to Waterloo, says he was also thankful for the DOT's support through the disaster. Mark Black, District 2 maintenance manager; Randy Taylor, District 2 operations manager, and Russ Frisch, highway maintenance supervisor in Allison, were at Prange's house the day after the storm to offer any assistance he needed. Prange said, "The DOT was there for me when I needed them."

Building safer bridges more quickly - it's easy as ABC

Iowa leads the way in several areas of transportation research; and building stronger, safer bridges more quickly is one of the ways expertise from DOT employees and our partners can benefit the entire country.

A workshop held Aug. 11 and 12 in Des Moines detailed Iowa's efforts on three projects using accelerated bridge construction (ABC) techniques,

To address the huge need for updated bridges, the Iowa DOT is working with FHWA's Highways for Life program to make it quicker and easier to adopt innovations and new technologies, thereby improving safety and highway quality while reducing congestion caused by construction. The Iowa DOT targeted three projects that were chosen because they are all

standardized, prefabricated bridge elements and systems (PBES). Once these standards are in place, bridge components can be constructed before the first work zone cones are set and new bridges can be installed in hours or over a weekend, rather than the months necessary for cast-in-place bridge projects. Standardization of precast elements, including abutments, piers, girders, and decks, makes it possible to fabricate an entire bridge off site, resulting in much less disruption of traffic, with the roadway closed only for demolition and a quick assembly of the pieces on site. This can often be accomplished in a weekend.

Connectivity of the prefabricated pieces is key to the success of ABC. Michael Culmo, an engineer with CME Associates from East Hartford, Connecticut, presented information on development of standards for connection of prefabricated bridge elements and systems. He said the push to "build it and get it out there" can work well as long as the quality details, durability of the elements, design methodology and training, and construction methodologies are all in place. He said, "Using ABC, we can have a product as good as or better than on-site construction."

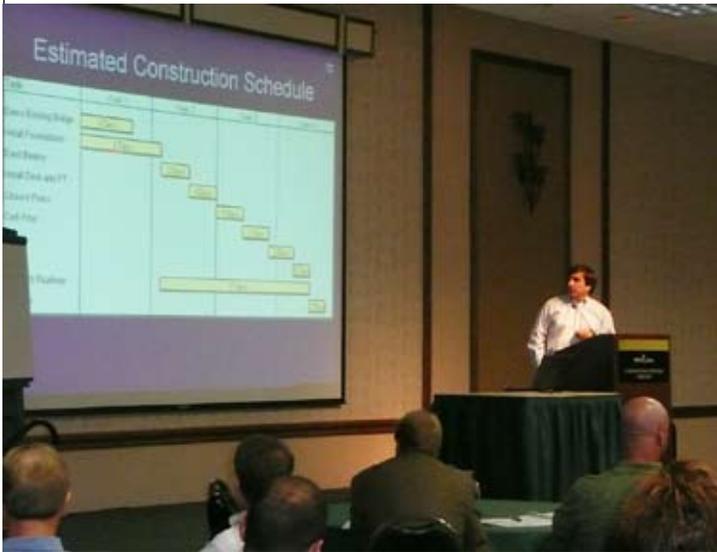
Other than reducing construction time, why is ABC a good process for Iowa and other states? By reducing the time necessary for a work zone to be in place, safety is increased and traffic disruptions are minimized for motorists. Culmo said, "The time savings include accomplishing demolition at the same time construction is being done off site, then being able to quickly install the elements of the new bridge when the site has been prepared."

By fabricating the elements off-site, the manufacturer can have better

very different (replacement of an urban viaduct, replacement of a historic bridge and rehabilitation of a congested interstate bridge), but can use similar techniques to accomplish a goal.

The techniques used in ABC are not new for many industries. For example, prefabricating

components of projects has been used in the vertical construction industry like parking garages and stadiums for decades, but is new to bridge building. One task currently under way to assist with ABC includes the FHWA's development of



Michael Culmo of CME Associates explains possible construction timelines for ABC methods.

and included brainstorming sessions for three upcoming projects. The ABC approach is intended to reduce construction time, minimize traffic disruption, improve safety, reduce environmental impacts, enhance constructability, and improve quality and lifecycle costs.

According to Vasant Mistry of the Federal Highway Administration (FHWA), by 2020, 90 percent of urban interstate highways will be at or exceeding capacity; and one-third of the current bridge inventory, some 200,000 bridges, are structurally deficient or functionally obsolete. Add in the fact that 40,000 lives are lost annually on our nation's highways and you get a sense of the enormity of the task at hand.

"The time savings include accomplishing demolition at the same time construction is being done off-site, then being able to quickly install the elements of the new bridge when the site has been prepared."

Michael Culmo
CME Associates

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control over the materials, environment and fabrication processes. This should result in better building materials and stronger, more durable bridges.

The one downside of being ahead of the curve on this technology is the cost. Budgeted costs can be up to 20 percent higher for an ABC project. However, for some ABC projects, there can be significant cost savings by eliminating the need for temporary bridges that would have been needed while the permanent structures were put in place. Another cost-saving element comes to the motorist who sees little disruption with the bridge project. While these saving are very real for motorists, they cannot be reflected in the bottom line of the project budget.

*(Right) Precast pier cap being installed in Boone County;
(Below) Precast deck panels being installed in Boone County*

Iowa's ABC projects to date include replacing the historic Mackey Bridge in Boone County and a timber bridge replacement in Madison County - both part of the FHWA's Innovative Bridge Research and Construction (IBRC) program. The 24th Street bridge over I-80/29 in Council Bluffs is also being replaced. Other test projects include development of a precast bridge in Buena Vista County, precast approach paving in O'Brien County and a precast paving notch in Marion County.

Boone County project

For the Boone County project, the existing Marsh Rainbow Arch bridge, known as the Mackey Bridge, over Squaw Creek was replaced by a Portland cement concrete beam bridge with steel H piling and pipe piling foundation, and a gravel approach surface. The deck was comprised of pre-tensioned, precast deck panels longitudinally post-tensioned

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together. The full 151-foot bridge was accomplished with three precast spans of 47-feet, 5-inch; 56 -feet, 6-inch; and 47-feet, 5-inch sections. The fully-precast bridge cost was \$90 per square foot. Traditional construction would have been around \$60 per square foot.

24th Street project in Council Bluffs

In Council Bluffs, the project concept called for reconstruction of the 24th Street interchange over I-80/29 by replacing the existing structure with a two-span steel bridge using staged construction to maintain one lane of traffic in each direction plus a turning lane. This Highways for Life project currently under construction uses high-performance concrete in full-

depth, precast deck panels and high-performance steel. Also in place for this project is A+B bidding, a method of rewarding a contractor for completing a project as quickly as possible. By providing a cost for each working day, the contract combines the cost to perform the work (A component) with the cost of the impact to the public (B component) to provide the lowest cost to the public. Intelligent transportation systems are being used to manage traffic delays during construction and ease congestion post-construction. The bridge unit cost is \$140 per square foot.

This is a photo of the 24th Street bridge girders cantilevered out over northbound I-29/westbound I-80. The remaining field sections of the girders were placed during an overnight closure of I-29/80.



Placement of the pre-tensioned box girders for Madison County bridge



Madison County project

Few things mean more to the folks of Madison County than their historic bridges. While the replacement bridge is far less romantic than the covered bridges immortalized in literature and films, efficient replacement of the structure was the goal. The existing bridge, carrying a county road over a small stream, was a 21-foot, single-span structure with a roadway width of 18 feet. The bridge, constructed in 1940, was founded on timber piles and had a timber back wall. The superstructure consisted of timber girders, with a timber deck overlaid with gravel. The railings were also timber.

The replacement, consisting of precast, pre-tensioned box girders and precast abutment footings and H-piling foundation was completed in 2007 at a bridge unit cost of \$102 per square foot.

What's next?

Iowa's three ABC projects under development are the Broadway Viaduct, Iowa Falls Steel Arch bridge and bridges on Interstate 80. As more projects are completed and standardization continues, Iowa will continue to lead the way in improved production methods, safety initiatives and cost reductions leading to a more sustainable transportation system.

Reverse-a-cast plow

While there's nothing new under the sun, there are different ways to make and use tools that work. Old-fashioned funnel plows, now obsolete, were fixed to throw snow in a certain direction. Changing the direction meant changing the plow. A recent take on the old funnel plow concept is the "reverse-a-cast" plow, a twistable moldboard that uses hydraulics to transform the plow to send snow where the operator wants it to go.

Todd Cogdill and Glenn Hansen, mechanics in the Onawa shop, installed the first reverse-a-cast plow on one of that shop's trucks last year. "It seemed to work well, but we didn't have all the hydraulic circuits needed to operate all the plow's functions independently," Cogdill said. "The demand for so many hydraulics prevents us from putting it on many of our trucks, but the new trucks we're ordering have adequate systems to install the reverse-a-cast plow."

So what makes this plow so special? Jim Dowd from the Office of Maintenance said, "The old funnel plows were just wide on one end and narrow on the other. They could throw snow in one direction. The moldboard on the new plow can be moved using hydraulic cylinders to throw snow in either direction. The operator can also control how high the snow is thrown depending on the curl in the plow."

"That's what I liked about this plow," said Rich Hanner, highway technician in the Sloan garage who used the plow last winter. "It really kept the snow down. Sometimes standard plows throw the snow up over the truck and cause a dangerous snow cloud behind the truck. The reverse-a-cast plow seemed to throw the snow more out the side so my visibility was better and the snow cloud behind my truck was much less, making it safer for any vehicles behind me."

Dowd said the new plows cost about \$12,000 each, which is more than a conventional plow. "I think the cost is justified because of the increased visibility to plow operators and motorists, and the fact these plows can do so much more than conventional plows," said Dowd. "Once we get new trucks with improved hydraulics, this plow will be used more. It is a manufactured product that is relatively easy to install."



Throws snow left



Throws snow right

DOTer Greer deployed for second time

“This time should be much easier,” said Craig Greer, highway technician in the Mason City garage, of his upcoming deployment overseas with the Iowa Army National Guard. This will be Greer’s second tour, having served a year in Iraq from 2003-2004.

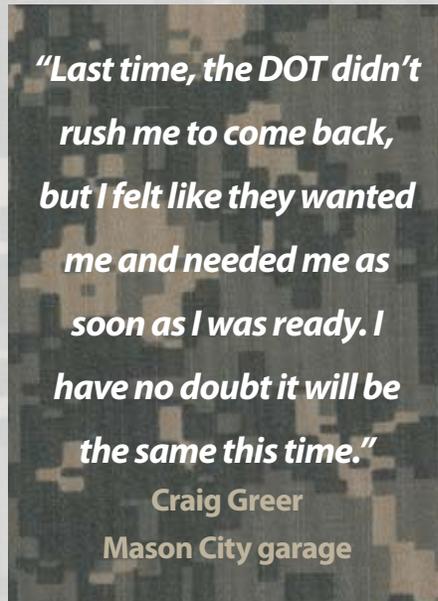
Greer, a sergeant in the Guard, says his first tour was tough because his unit, the 1133rd Transportation unit out of Mason City, was stationed inside Iraq near Abu Grhaib, 20 miles west of Baghdad. “We left just before the prison scandal broke. But this was a tough position at that time. We had more than 240 mortars in our post during the time we were there.”

The second tour for Greer started Sept. 22 with training in Des Moines. Two units including Greer’s, a total of approximately 400 soldiers, will be sent to Texas to continue training and prepare for overseas deployment, probably in November. Greer’s unit is scheduled to be stationed in Kuwait, which he says will be “a walk in the park” compared to the Abu Grhaib deployment. He said, “I’ll be driving a truck this time, but from what I understand these trucks are the most heavily armored vehicles anywhere. Most of the injuries I’ve heard about were from soldiers shutting a foot in the door. As I understand it, this deployment will be much less dangerous.”

Greer says besides better armor on the trucks, the Army has beefed up the internal processes for protecting soldiers from the anguish of war. “Through the war, I think the Army has learned a lot about how to take better care of the soldier’s mental state. There seems to be more infrastructure in place to help deployed soldiers. Since I was there in 2003-2004, I understand the living conditions and communications are much better, and

the Army is more sensitive to soldiers’ needs.”

While Greer sees the treatment of soldiers improving, he says the nature of the war still means much uncertainty. As for his time away from home, Greer says he has been told the deployment will be one year from the time the unit leaves Texas, but that is subject to change as conditions warrant.



That time frame is difficult to explain to Greer’s two young sons, Brendan, 8, and Wesley, 5. “Brendan kind of understands that I’ll be gone a long time. But Wesley doesn’t have a clue. I told him I might be gone from this Christmas to next Christmas, but to him, that could be tomorrow,” said Greer. “Wesley was born when I was deployed last time. As hard as it was to leave my wife, Lori, and Brendan last time, it’s even harder now. The holidays will be the hardest. The boys are at such a great age for Christmas. That’s when it will be the worst for me.”

But Greer, a 17-year guardsman, understands the commitment he made to our country. “I know there are people who don’t support the war,” he said.

“But I have felt more support for the troops now than I have in 17 years. The support is the best it’s ever been.”

That goes for Greer’s support from the Iowa DOT. Doug Lickteig, highway maintenance supervisor in Mason City and Greer’s boss, says, “It is really tough for us when Craig is gone. We learned from the first deployment that, while it’s hard for the crew to pick up the slack of being a person down, the mental part of worrying about him is almost as bad as missing him being in the shop. We’re a pretty tight-knit bunch and some of the guys did whatever they could to help Lori last time, and they’ll do that again. I know we kept better tabs on what was going on in the war when Craig was gone before, and we’ll do that again, too. You always have it in the back of your mind that there are soldiers over there, but it’s a different level of awareness when it is one of your own.”

“It helps a lot that I know if Lori needs help with anything, the guys in the shop will be there for her,” said Greer. “It makes the deployment a little easier by taking some of the worries away.”

Greer says he appreciated the treatment he received when he was deployed. “Doug understood that I would need time to get my head screwed back on straight after the last deployment,” said Greer. “I was able to take the time I needed to adjust back to my life. Last time, the DOT didn’t rush me to come back, but I felt like they wanted me and needed me as soon as I was ready. I have no doubt it will be the same this time.”



IOWA DEPARTMENT OF TRANSPORTATION

TROPHY CASE

DOT awards

Motorcycle Safety Task Force wins national award for calendar



The Iowa Motorcycle Safety Task Force, made up of DOT employees and other stakeholders in motorcycle safety, was recently presented with an

“Outstanding Media” award from the Motorcycle Safety Foundation (MSF) for the group’s 2007 calendar.

Toni Kerkove of the Office of Driver Services leads the group of motorcycle safety professionals. The Motorcycle Safety Task Force worked with Nola Mortensen-Barger, Office of Media and Marketing Services, to produce a motorcycle safety calendar. During their annual Motorcycle Safety Forum, the calendar was distributed to more than 325 safety forum participants, and several motorcycle clubs, organizations and motorcycle dealers throughout the state. The calendar provides a new safety/reminder message each month, becoming a tool for riders 365 days a year.

Every year, based on nominations submitted by the training community, MSF recognizes individuals, groups, businesses, military services, and state programs for outstanding contributions to motorcycle safety in the United States. Since 1973, MSF has set internationally recognized standards that promote the safety of motorcyclists with rider education courses, operator licensing tests and public information programs.

Iowa DOT received Edmund R. Ricker Traffic Safety Organization Award



Neal Hawkins (left), past president of the Institute of Transportation Engineers - Missouri Valley Institute of Transportation Engineers, presents the Ricker Award to Tom Welch (right), Iowa DOT safety engineer.

The Iowa DOT’s Office of Traffic and Safety received the Edmund R. Ricker Traffic Safety Organization Award at the Institute of Transportation Engineers (ITE) 2008 Annual Meeting and Exhibit, held Aug. 17–20 in Anaheim, California.

The award recognizes the Iowa DOT’s specific programs and an overall dedication to safety with a goal to make highway safety a personal mission through its theme, “One Death Is One Too Many.”

Tom Welch, state safety engineer, said, “This award reflects the outstanding safety culture throughout the Iowa DOT, from the district staff looking for opportunities to incorporate low-cost safety improvements in all their projects to the support for all our safety programs from the DOT management and commission during these challenging times for the Iowa DOT.”

The Transportation Safety Council administers annual awards for outstanding contributions to the field of traffic safety. The Edmund R. Ricker Awards are given in two categories: individual and organization. The organization award is given to an organization that has provided exem-

plary support for traffic safety through financial support, public relations or other means. Past organizational recipients have included The Traffic Improvement Association of Oakland County, Michigan; Transit New Zealand; Monash University Accident Research Center; The American Automobile Association; The World Bank; and The Insurance Corporation of British Columbia (ICBC).

The Iowa DOT safety initiative received a similar award in September from the Federal Highway Administration’s 2007 National Roadway Safety Awards. Iowa was noted for its Local Roads Safety Initiative in the Program Planning, Development and Evaluation Awards category.

Staff members in the Office of Traffic and Safety include Tim Simodynes, Susan Fultz, Michael Pawlovich, Mary Stahlhut, Gary Huston, Bryan Bradley, Troy Jerman and Jeff Stratton.

Personal awards

Jim Kelly, compliance officer I in



the Office of Contracts, participated in the Iowa Senior Olympics in June and Iowa Games in July, in the 60-64 age group. In the Senior Olympics, Kelly

received two gold medals in the shot put and discus. In the Iowa Games, he received two gold medals, one in shot put and the other in the 100 meter sprint, and a silver medal in the long jump.

Family happenings

District 5
Brenda Hadley



John Redlinger's retirement cake was decorated with a picture of John running the trackhoe during the summer floods.

John Redlinger, highway technician associate in the Washington shop, retired Aug. 14. A retirement coffee was held Aug. 15 for the 14-year DOT veteran. Redlinger ran the east side District 5 trackhoe for most of those 14 years.

Operations and Finance
Sheri Anderson



Rick Murray, information specialist 2 on the Web team, and his wife, Jana, welcomed their second son Aug. 27. Jace Gabriel was born at 7:43 a.m. weighing 9 pounds, 11 ounces and was 21 inches long. Jace joins brother Jory, 2. Congratulations to the Murray family!

In Memory



Karen "Kay" LaVonne (Stole) Eischen, 54, of Eldora, lost her battle with cancer July 6, 2008. Kay was born Jan. 28, 1954. She attended

Roland and Roland-Story schools and then furthered her education at Bernell's Cosmetology School. After cutting hair for a year, she worked at 3M and Sauer-Danfoss. She began her Iowa DOT career nearly 19 years ago in the Office of Transportation Data. Kay married David Carnahan on Oct. 13, 1979. Carnahan was killed in a tractor crash in January 1980. She married Ed Eischen in 1994 and later divorced. Kay was a devoted mother to her son, Matt, who she called her miracle child since doctors had predicted a medical condition would prevent her from having children. Although cancer treatments were a big part of her life the last several months, Kay was able to see Matt graduate from high school in May and attended many of his baseball games.

Kay developed a keen interest in gardening and had landscaped her yard to include a pond and several varieties of hostas, lilies and other plants. She enjoyed home remodeling, and was always helping neighbors with projects like shingling and siding houses. Her constant companions were her two dogs, Riley and Katie.

Survivors include her son Matt, of Eldora; sister Jan Stole of Roland; brother Galen (Cindy) Stole and niece, Jill, and nephew, Nick, of Roland; many aunts, uncles and cousins.

In memory, continued next page

TOYS FOR TOTS

Kids need you!

Watch for exciting changes in the 2008 Toys for Tots campaign in upcoming editions of INSIDE, office posters and on DOTNET!



Leah Berbano (left) and her husband, Orville (right), with a Drake administrator (center)

Leah Berbano, executive officer 1 in the Office of Employee Services, and her husband, Orville, both completed their Master of Public Administration degrees from Drake University in August. Great job, Leah!

In memory, continued from previous page

Elry "Al" Loebig, 72, of Cherokee died Sunday, July 6, 2008, at Cherokee Regional Medical Center following a courageous battle with cancer.

Al was born April 19, 1936, on a farm in Hancock County, Iowa, to Victor and Viola (Doughan) Loebig. He graduated from Britt High School in 1954. Following high school, he worked for the Iowa Highway Commission for three years until he enrolled at Iowa State University (ISU). He graduated from ISU in 1963 with a degree in civil engineering.

Following graduation, Al started his career as a professional engineer and then a land surveyor. In 1966, he moved to Cherokee to work as the resident construction engineer until 1969. In 1970, he moved to Hampton to become the Franklin County engineer. In 1974, he owned and operated House-Loebig Enterprises in Hampton and continued this business until 1987. In 1987, he moved back to Cherokee to become the county engineer, a position he held until 1994. In 1995, he also owned and operated L&H Engineers, where he did surveying. He retired in 2006 from this business.

He enjoyed spending his winters in Sun City, Ariz., and playing golf there. He liked to garden and watch baseball. He especially enjoyed spending time with his grandchildren. He was a member of Immaculate Conception Catholic Church in Cherokee and St. Elizabeth Seton Catholic Church in Sun City. He was also a member of the Knights of Columbus of which he was a Fourth Degree Knight.

He is survived by his three sons and their families; a daughter and her family; his special friend, Barb Sundberg and her family; and former wife, Dorothy Loebig.

Linda K. (Timmins) Jordan, 61, died on Wednesday, July 16, 2008, in Wisconsin, the result of an automobile crash. Linda Kathryn Wright was born Aug. 13, 1946, in California, and raised in Kansas City, Kansas. In 1970 she moved to Iowa and worked for the State of Iowa. She was with the Iowa DOT from 1977 to 1987 as an accounting clerk, personnel technician and office services supervisor, and with the Department of Personnel until 1990, when she was united in marriage to Jerry Jordan. They moved to Rapid City, South Dakota, where she was a real estate broker. She was a Black Hills Association of Realtors Don Zenk Spirit of Cooperation Award Winner and served on their board of directors. Linda most recently worked at Wal-Mart and filled in part-time for other realtors. She liked to make jewelry, sew, fish, travel, and spend time with her grandchildren.

Survivors include her husband; her children and stepchildren and their families; her mother; and many other friends and relatives.

Reaching the 35-year milestone



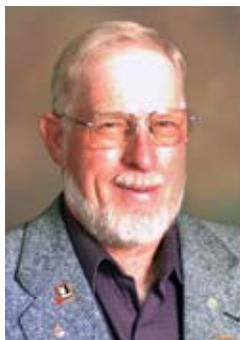
Policy 240.07 allows employees reaching 35 years of service to have a photo printed in INSIDE. Having a photo taken and printed is voluntary. Depending on when the employee chooses to have the photo taken, the photo will not necessarily appear in the same month the employee reaches the 35-year service milestone.



*John Abrams
Design
May 2008*



*Bruce Jacobson
Storm Lake maintenance
November 2006*



*Paul E. Johnson
Sac City garage
March 2008*



*Dennis Svoboda
Cedar Rapids construction
August 2008*

ONE2ONE, continued from page 2

rewarding memories than annoying ones, so I've won the battle. I have most appreciated all of the support and kindness shown me by DOT employees. After all, a job is only partially about the actual work; it's also about the relationships and I am thankful I work somewhere that I feel like I belong. Not that it meant anybody remembered my anniversary and I "felt any love" that day ... but then again, I did. Riley met me at the door when I got home, his tail wagging, carrying "Fat Pig" and snorting (a very clever welcoming routine of his) ... it doesn't get much better than that!

Hancey



Kudos!

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

To: Nancy Richardson, director
From: Mark Seidl, Cedar Rapids

I wish to commend a worker in your Cedar Rapids office, Renee Walters. I stopped in to obtain a temporary hand-capped parking permit for my father-in-law today. The lines were very long, as they apparently have been all summer here in Cedar Rapids. As the line came alongside her desk, I asked Renee if it was necessary to stay in line if one was not obtaining or renewing a license. She had a moment between applicants and was able to send me on my way with the permits within just a few minutes, which was important, as I had only a limited amount of time, and my wife will be leaving for Moravia this evening with the permits. It was very kind of Renee to do this for my father-in-law, and her polite consideration made my day. I wanted to specially thank her, and thank you for employing such an excellent person.

(Editor's note: Renee Walters is a driver's license examiner in the Cedar Rapids DL station.)

To: Shirley Andre, Motor Vehicle Division
From: Stu Vos, Iowa Department of Revenue

I renewed my driver's license at the Ankeny office this morning. I can't imagine that it could have been done faster or more efficiently. I hardly had time to sit down!

Congratulations to everyone on a great job.

To: Major Paul Steier, Motor Vehicle Enforcement
From: Martin Moran, American Red Cross, Washington. D.C.

On behalf of the American Red Cross, I would like to express our appreciation for all of the assistance your department has given to our disaster operations in Iowa. It is during disasters, like these floods, that the true character of a law enforcement agency is shown. The men and women of your department exhibited professionalism and dedication that should make you very proud.

(Editor's note: Staff in the DOT's Office of Motor Vehicle Enforcement were an invaluable resource to the state's recovery efforts following the tornados in May and flooding in June.)

To: Shirley Andre, Motor Vehicle Division
From: Lt. Michael De La Mater, Marion Police Department

The last week in Linn County has been extremely hectic due to the flooding that has affected all of us in public safety. With the temporary loss of both law enforcement centers, the Linn County Sheriff's Office and Cedar Rapids Police Department, the decision was made on Monday, June 16, to test all drivers in the county suspected of operating while intoxicated at the Marion Police Department.

We had a data master, but it was not hooked up to a computer, and the Traffic and Criminal Software (TraCS) needed to be set up for mobile operating while under the influence (MOWI) processing capability at our new location. All MOWI equipment at the Linn County Sheriff's Office was a total loss. We needed new equipment to interface our data master with both our desktop and any trooper's laptop computer.

Dennis Kleen was invaluable during this emergency situation, he literally dropped what he was doing and assisted setting up the MOWI processing at our agency. He had state troopers shuttle the equipment we needed to us in a matter of hours, and worked remotely on and off for days working the bugs out of moving MOWI processing to a new location. He returned phone calls immediately while he was on or off duty; and I know one night after 8 p.m. he work remotely getting our paperwork completed to end a shift. Dennis enabled us to accomplish this mission; he worked out the logistics, and stayed on top of problems to see this project to its conclusion in a timely manner. He clearly displayed concern for the emergency nature of our problem.

The Marion Police Department has accomplished a lot with the TraCS software and has earned some respect in traffic safety circles that depend on the data. All of this is possible because the Motor Vehicle Division of the Department of Transportation provides unlimited professional support to the law enforcement agencies they have partnered with.

(Editor's note: Dennis Kleen is an executive officer 1 in the Motor Vehicle Division's TraCS section.)

To: Nancy Richardson, director
From: Keokuk Incident Management Team

It was an amazing sight to see the Mississippi River rise fast and furious, and then to watch as hundreds and hundreds of Keokuk citizens and area residents teamed together to fight back the Mighty Mississippi.

The number of people who came to help with the sandbagging efforts, the businesses who stepped forward with offerings of equipment, tools and supplies; the leadership by the city, state and national organizations was so impressive. The teamwork by all showed Keokuk pride at its finest!

Please accept our gratitude for all you did to assist with the efforts during the flood of 2008. Thank you Iowa Department of Transportation for the support you gave with roads, human resources, equipment, transportation - we appreciate your assistance! We were able to secure the water works and waste water facilities, reinforce the flood wall, keep transportation routes open, provide assistance to the National Guard troops, and work in partnership with the surrounding communities. Your help was vital to our efforts.

Thanks everyone for working together to safeguard our community, secure our city's assets and protect all of our resources!

Incident Management Team

Mayor David Gudgel, city of Keokuk
Chief Mark Wessel, city of Keokuk Fire Department
Tom Crew, city of Keokuk Police Department
Joe Riter, city of Keokuk Street Department
Jim Maddox, Keokuk Water Works
Bill Cole, Keokuk Water Works
Susan Dunek, city of Keokuk city council
Paul Henson, Jackson Township Fire Department
Ed Johnstone, Keokuk Water Works
Pam Broomhall, city of Keokuk
Kathie Mahoney, city of Keokuk
Katie O'Brien, Keokuk Area Chamber of Commerce
Chuck Pietscher, city of Keokuk Waste Water Department
Sherri Samuels, Keokuk Water Works
Ron Schmitt, Roquette America

(Editor's note: During the floods of 2008, the DOT forces in eastern and southeastern Iowa were stretched to the limit. This letter specifically targets District 5 employees, but could be easily applied to everyone who pitched in during the floods.)

To: Shirley Andre, Motor Vehicle Division
From: Allen Perkins, Alter Trading Corporation, St. Louis

It really seems like everyone I talk/work with at Iowa DOT is helpful and friendly. You ought to give lessons. I can easily think of at least three state DOTs that desperately need the training.

(Editor's note: This is an excerpt of an E-mail to Terry Davis, clerk specialist in Motor Carrier Services. Davis had assisted Mr. Perkins with changes to the International Fuel Tax Agreement for the third quarter.)

To: Governor Chet Culver
From: Howard G. and Doris R. Buswell, Santa Ana, California

This letter is to extend my sincere compliments to you, and especially to a part of your highway reconstruction crew. On July 31 at approximately 6:30 p.m., we were northbound on U.S. 75, a short distance north of LeMars. We had just left the home of our nephew, when we ran into the highway repaving project, on the southbound side of the highway. Only one lane of traffic was open, and we had to wait for a pilot car to guide us north.

We had traveled only a very short distance behind the pilot car when the right front tire of my rental car blew out, and the tire was totally shredded. I pulled to the side of the road as far as I felt safe, but I was still blocking traffic.

Three of your paving crew came over and asked me to drive over onto the newly laid southbound side of black-top. However, they asked me to open the trunk, took out the "donut" spare and jack, etc., and changed the tire for us. They returned the shredded tire to the trunk, with the jack, etc., and sent us on our way.

This was the first time in 64 years of driving that I had a flat tire on the road.

We failed to secure the names of your crew who assisted us. But we surely do appreciate what they did for us. They were indeed "gentlemen," and you can be very proud of that group of Iowa employees.

(Editor's note: This gentleman was helped by employees of Duinick Brothers Inc., the contractor working on the patching project on U.S. 75.)

To: Peggy Riecken, Systems Planning
From: Ernie Sica, Fairfield

Wow, you are so friendly! What a great way to start this week - with uplifting and friendly news. It is really nice to know that our state government has such lovely people like you working for it. I hope you have a great week.

(Editor's note: Peggy Riecken is a secretary 2 in the Office of Systems Planning. She assisted Mr. Sica in obtaining copies of the Iowa Transportation Map for Bicyclists.)

Service Awards

Information supplied by the Office of Employee Services for October 2008

40 Years

Donald Poole, Onawa garage

35 Years

Robert Kent, Fort Dodge DL station; **Wendele Maysent**, Systems Planning; **Tara Narotam**, Systems Planning; **Craig Russell**, Contracts; **Dale Vander Schaaf**, Policy and Legislative Services; **Sherman White**, Marshalltown garage

30 Years

Thomas Devine, Finance; **Wayne Gibbs**, Transportation Data; **Mary Hubbard**, Waterloo garage; **Mary Johnson**, Information Technology Division; **Patrick Johnson**, Muscatine garage; **David Loving**, District 5 maintenance; **Stephen Ruddy**, District 5 field staff; **Linda Sly**, Davenport construction; **Lorne Wazny**, District 1 Office

25 Years

Kent Ellis, District 6 Office; **Dennis Henry**, Urbana garage; **Dean Inskip**, De Soto garage; **Dennis Moorman**, Chariton garage; **David Nitchals**, Spirit Lake garage; **Charles Steinbach**, Des Moines-north garage

20 Years

Mary Pat Crawford, Document Services; **Brooks Glasnapp**, Traffic and Safety; **Randy Hanlon**, Information Technology Division; **David Hawker**, Bridges and Structures; **Scott Henning**, Right of Way; **Penny Holtz**, Manchester garage; **Dale Maklenburg**, New Hampton garage; **Linda Martens**, Right of Way; **Glen Meyer**, Davenport garage; **Gary Nordby**, Council Bluffs construction; **Curtis Patton**, Des Moines-north garage; **Larry Phipps**, Right of Way; **Dean Potratz**, Clarion garage; **Rodney Sheely**, Procurement and Distribution; **Timothy Tedrow**, Fairfield garage; **Craig Wood**, District 2 Office

15 Years

Troy Dralle, Allison garage; **Rebecca Moritz**, Sioux City DL station

10 Years

Gina Abben, Waterloo DL station; **Timothy Andrew**, Leon garage; **Rodney Clark**, De Soto garage; **Michael Coon**, Media and Marketing Services; **Rodney Dennis**, Garner garage; **Camiel Dhooge**, Malcom garage; **Kevin Erickson**, Latimer garage; **David Flaherty**, Osceola garage; **Timothy Halbrook**, Fairfield garage; **Matthew Hovar**, Ames DL station; **William Kaestner**, Williamsburg garage; **Kenneth Kincaid**, Carlisle garage; **Tim Kuhn**, Facilities Support; **Todd Lantiser**, District 5 bridge crew; **James Lenz**, Missouri Valley garage; **Colin MacGillivray**, Information Technology Division; **William Mangrich**, Waterloo garage; **Michael Marr**, Aviation; **Steven Parker**, Sioux City construction; **David Peterson**, Avoca garage; **Scott Pollock**, Mount Ayr garage; **Jay Ridlen**, Bloomfield garage; **Donald Rowe**, Bedford garage; **Gary Sandersfeld**, Williamsburg garage; **Joel Saxton**, Emmetsburg garage; **Michael Slater**, Finance; **Vance Wendel**, Mason City garage

5 Years

Kelly Bell, Design; **Lisa Biggs**, Location and Environment; **Michelle Marchesano**, Motor Carrier Services; **Timothy McClung**, Aviation; **Mary Opheim**, Fort Dodge DL station; **Steven Opheim**, Fort Dodge garage; **Lori Platt**, Davenport DL station; **Gary Steffens**, West Union garage; **Jan Warwick**, Information Technology Division

Personnel Updates

Information supplied by the Office of Employee Services for July 11 to Aug. 7, 2008

New hires

Ryan Bell, information technology specialist 2, Information Technology Division; **Moses Borntreger**, highway technician associate, Ames garage; **Steven Boyens**, materials technician 3, Materials; **Kory Burch**, highway technician associate, Cherokee garage; **Melissa Dimond**, planning aide 3, Transportation Data; **Jason Huddle**, transportation planner 1, Systems Planning; **Paul Jacobson**, highway technician associate, Waverly garage; **Lynn Jeffress**, clerk specialist, Driver Services; **Jacob Lauzon**, highway technician senior, Jefferson construction; **Larry Pierick**, highway technician associate, Ames garage; **Justin Wood**, highway technician associate, Ashton garage

Promotions

Dennis Ackerman, from highway technician, Ames garage to highway technician senior, Boone garage; **Kent Ellis**, from transportation engineer to transportation engineer senior, District 6 Office; **John Haas**, from executive officer to public service executive 3, Maintenance; **Debra Homewood**, from driver's license supervisor 1, Waterloo DL station to driver's license supervisor 2, Driver Services; **Rustal Martin**, from equipment operator senior, Grinnell garage to garage operations assistant, Tama garage; **Ryan Miller**, from transportation engineer intern to transportation engineer, Design; **Derek Peck**, from program planner 1, Transportation Data to executive officer 2, Location and Environment; **Donald Robinson**, from automotive services worker, Maintenance to highway technician associate, Ames garage; **Michael Ross**, from design technician to design technician specialist, Design; **Kelly Stratton**, from public service supervisor 1 to public service supervisor 3, Driver Services

Transfers

Bruce Baumgarn, materials technician 3, within Materials; **Wanita Burns**, secretary 1, from District 6 Office to Manchester construction; **Timothy Halbrook**, from highway technician to equipment operator senior, Fairfield garage; **James Razor**, mechanic, from Maintenance to Martensdale garage

Retirements

Raymond Callahan, executive officer 2, Maintenance; **Lois Davis**, secretary 1, Design; **Sandra Hogan**, driver's license clerk, Fort Dodge DL station; **Nadine Kelley**, accountant 2, Finance; **Paul Sailsbury**, information technology specialist 5, Information Technology Division



Workforce planning team created

In last month's edition of INSIDE you read about the updating of the Iowa DOT's strategic plan. Aligning employees and management activities with the vision, mission and strategic goals is the purpose of a new project team.

The workforce planning project team led by Kate Murphy, workforce planning administrator, launched in late summer with members from each division: Scott Marler, Highway; Mary Jensen, Motor Vehicle; Elvie Laudencia, Operations and Finance; Stuart Anderson, Planning, Programming and Modal; and Deb Shafer, Information Technology.

Workforce planning is now a required component in the director's flexible performance agreement with the governor, and encompasses components such as recruiting, retention, diversity, employee development, and succession planning. The primary benefit of a workforce plan is its ability to ensure the agency has a workforce with the necessary skills, abilities, knowledge, and behaviors to achieve agency goals and priorities, both now and into the future.

The workforce planning team is collecting information from management and employees to incorporate into the department's workforce plans. Iowa state agencies are developing and implementing workforce plans in the next year with the assistance and guidance of the Iowa departments of Management and Administrative Services.

Elvie Laudencia, affirmative action officer from the Office of Employee Services, said, "I am excited to participate on the workforce planning team and represent the Operations and Finance Division. As the affirmative action (AA) officer for the DOT, workforce planning will help us incorporate our goals for AA/diversity development with long-range departmental planning."

The most effective workforce plan reflects the experiences and perceptions of the agency. The workforce planning team will be meeting with additional representatives from each of the DOT divisions to get more information to assist in plan development. Employees with suggestions for the team, please contact Kate Murphy at 515-233-7969 or kate.murphy@dot.iowa.gov.



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.

Nancy J. Richardson, Director

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District 4	Marlene Jensen , Atlantic	712-243-3355
District 5	Brenda Hadley , Fairfield	641-472-6142
District 6	Sandi Byers , Cedar Rapids	319-364-0235
Bridges and Structures	Judy Whitney , Ames	515-233-7917
Construction	Nancy McMenamin , Ames	515-239-1353
Contracts	Peg Muxfeldt , Ames	515-239-1422
Design	Judy Lensing , Ames	515-239-1469
Driver Services	Noralee Warrick , Ankeny	515-237-3253
General Counsel	Chris Crow , Ames	515-239-1509
Information Technology Division	Colette Simpson , Ames	515-233-7728
Local Systems	Kathy LaRue , Ames	515-239-1081
Location and Environment	Jean Jesse , Ames	515-239-1225
Maintenance	Cindy Shipley , Ames	515-239-1971
Materials	Brian Squier , Ames	515-233-7915
Planning, Programming and Modal Division	Mary Kay Reimers , Ames	515-239-1661
Motor Carrier Services	Diann McMillen , Ankeny	515-237-3250
Motor Vehicle Enforcement	Kerry Kirkpatrick , Ankeny	515-237-3260
Operations and Finance Division	Sheri Anderson , Ames	515-239-1340
Research and Technology Bureau	Tami Bailiff , Ames	515-239-1646
Right of Way	Linda Kriegel , Ames	515-239-1300
Traffic and Safety	Linda McBride , Ames	515-239-1557
Vehicle Services	Becky Sawatzky , Ankeny	515-237-3182

Federal and state laws prohibit employment and/or public accommodation discrimination on the basis of age, color, creed, disability, gender identity, national origin, pregnancy, race, religion, sex, sexual orientation or veteran's status. If you believe you have been discriminated against, please contact the Iowa Civil Rights Commission at 800-457-4416 or Iowa Department of Transportation's affirmative action officer. If you need accommodations because of a disability to access the Iowa Department of Transportation's services, contact the agency's affirmative action officer at 800-262-0003.

On the cover: A B-17 lands on runway 23 at the Des Moines International Airport. Photo by Kris Klop



Restrain Yourself is a competition for Iowa students, grades 9-12. Teens are challenged to produce a 25-second video or audio public service announcement (PSA), encouraging their peers to show restraint from dangerous behaviors while driving. Family members of DOT employees are not eligible.

Teen driver PSA contest

Teens don't typically assess risk well — as a result, they engage in unsafe activities. AAA Iowa-Minnesota, Iowa DOT, ThinkFirst Iowa – Iowa Health Systems, Iowa Traffic Safety Alliance, KDSM-Fox 17 in Des Moines, and Radio Iowa created a challenge for teens to be creative and encourage each other to buckle up, pay attention (avoid cell use/texting, MP3 players, eating), not drive impaired, or pay extra attention in work zones.

Teens are most influenced by their peers. The contest, which began Sept. 8, asks teens to work with their schools to produce a 25-second TV commercial or audio public service announcement to “Restrain Yourself” when driving - including wearing seat belts, avoiding distractions such as cell phones, being cautious and obeying all posted signs in work zones, and not driving under the influence of drugs or alcohol.

An innovative Web site, developed by the DOT's Web team and placed on www.thinkfirstiowa.org, encourages teens to start a safety conversation with their peers and get in the action by producing a video or audio, watching other teen-produced videos, playing games, and other Web activities.

Entries will be accepted through March 20. From March 27 to April 6, the top entries will be posted on thinkfirstiowa.org for the public to vote on the public service announcement (PSA) that gets the message across best. The winning video entry will be played on KDSM-Fox 17 during the finale of American Idol. All top entries will be running throughout the summer on the central Iowa Fox affiliate. The top audio spots will run on all 61 Radio Iowa network radio stations. Spots may be posted on YouTube.

Reasons to “Restrain Yourself”

(statistics based on five-year averages)

Seat belts (Iowa statistics):

- 21 unbelted teens die each year in crashes where a teen was driving
- 95 unbelted teens are critically injured each year in crashes where a teen was driving

Distracted driving (Iowa statistics):

- 500 crashes occur every year where teen drivers are distracted
- 1 person dies each year in a crash where a teen driver was distracted
- 36 people are critically injured each year in crashes where the teen driver was distracted (The fatality and severe injury statistics may actually be higher, as distracted driving as a crash cause was not required to be reported by law enforcement prior to 2004.)

Impaired driving (Iowa statistics):

- 300 crashes occur every year occur where teen drivers are impaired
- 12 people die each year in crashes where a teen driver was impaired
- 38 people are critically injured each year in crashes where a teen driver was impaired

Work zone (all drivers - national statistics):

- 366 total work zone crashes per year
- 88 percent of work zone fatalities are motorists
- 75 percent of work zone crashes are rear-end crashes