

# Connections

May 2008

## Going Orange for Work Zone Safety

by Lauren Gress

As MoDOT workers, many of us know all too well the perils of laboring in a work zone. All it takes to have an accident is one driver not paying attention to the road, or another driver speeding above the posted limit. So in April, MoDOT conducted Operation Orange during the national Work Zone Awareness Week.

For the second year in a row, many MoDOT buildings and several other prominent landmarks around Missouri were lit orange to raise awareness about work zones.

"We appreciate everyone that joined us in this vital initiative to educate the public about how important it is to drive safely in work zones," said Director Pete Rahn. "Getting more organizations involved in spreading this message will help save more lives."

More than 70 locations total glowed orange during the week of April 7-11 including the St. Louis Science Center Planetarium, Busch Stadium, the St. Louis Zoo, the Boone County Courthouse, the Shelter Insurance Gardens' fountain in Columbia, the Unity Village tower near

Kansas City, the Emerson Bridge in Cape Girardeau, Hammons Field in Springfield and the Branson Landing.

Many districts also held Work Zone Awareness Week events and the Missouri State Highway Patrol also joined in by lighting orange its General Headquarters and any troop headquarters that had outside lights.

Throughout April, radio and billboard advertising reminded motorists "Don't Barrel Through Work Zones." In addition, the 2008 statewide construction map was released to the public. As part of the week's festivities, laborer's union repre-

sentatives handed out work zone information at many rest areas across the state.

Education and enforcement efforts, along with improved engineering measures, appear to be paying off. In 2007, five people were killed in work zones, a 74 percent decrease from 2006 when 19 people were killed. Work zone injuries decreased more than 33 percent. There were approximately 800 people injured in 2007 work zones, compared to 1,190 in 2006.

"Work zone deaths and injuries are preventable," Rahn said. "Most often they are caused by inattention. We need drivers to be alert."

Staying alert will be important this spring and summer. Work zones will be all over the state again this year as MoDOT continues its Better Roads, Brighter Future initiative, continues working hard on the New I-64 construction project in St. Louis, begins work on the keICON project in

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## Look. Learn. Arrive Alive.

by Laura Holloway

With warmer weather here, more motorcyclists are back out on the road – and the Missouri Coalition for Roadway Safety wants to make sure drivers of other vehicles are watching out for them.

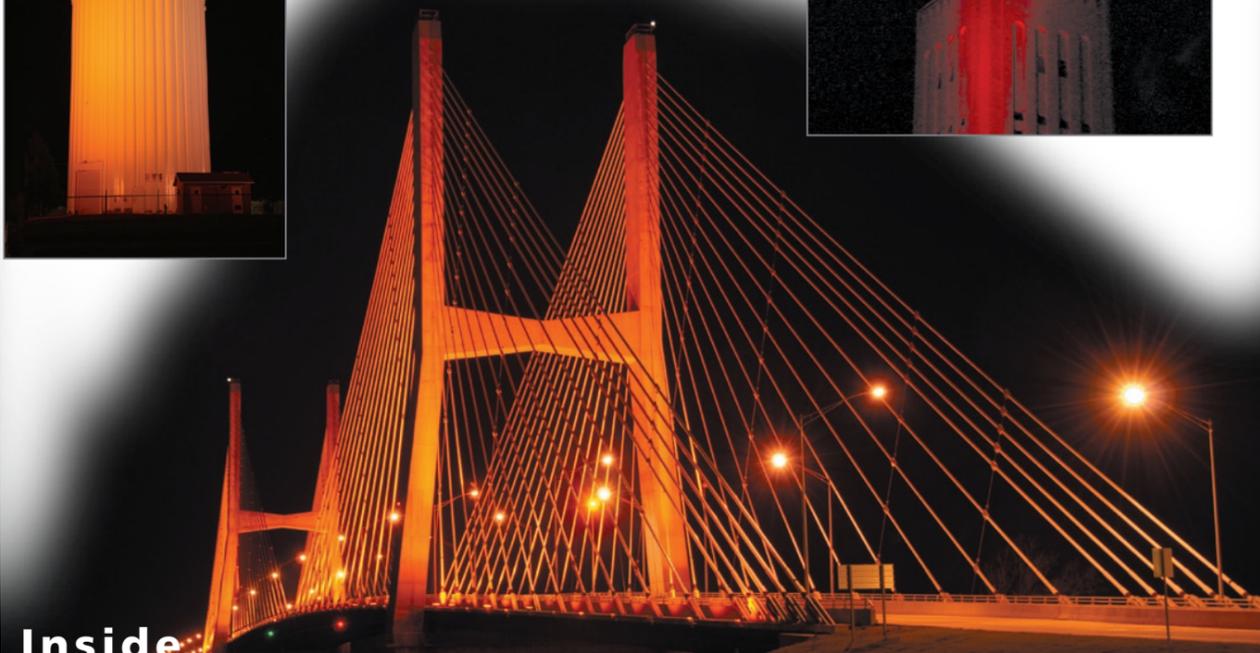
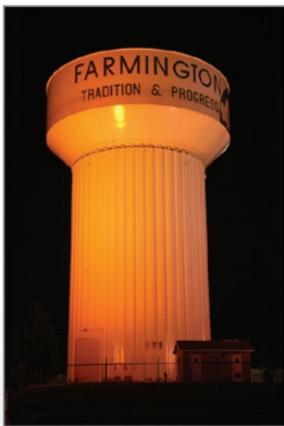


Motorcycles have a smaller profile on the road and may be more difficult for passenger vehicles to see. The Coalition is beginning a "Look. Learn. Arrive Alive." campaign in May, Motorcycle Safety Awareness Month, to drive home the message that all motorists need to share the road.

An astonishing 80 percent of Missouri motorcycle crashes result in injury or death, and 99 percent of the people who die in crashes involving a motorcycle on Missouri roads are the motorcyclist.

Paid radio advertising begins April 28 and runs into July. One radio spot features Coach Gary Pinkel, head football coach of the MU tigers and avid motorcycle rider. In the ad, Pinkel asks drivers to take

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### Starting Young

District 9 counts on youngsters to influence parents about work zone safety

## Dear Team MoDOT:



Wow. Just when I think you can't outdo yourselves, you set the bar a little higher and accomplish even more. I want to thank all of you, but especially our maintenance crews, for your hard work during the past few months. Thanks to Mother Nature, we have experienced some very trying times – snow, ice, power outages, floods, debris, etc. But each time, you have risen to the challenge and made me proud to be the director of such a great group of people.

I have heard many positive comments about how well we kept the roads clear during this winter's snow and ice storms and how hard we worked to keep roads open during the flooding. Our work may not be the most glamorous, but the people who travel Missouri roadways know they can depend on you for safe movement throughout our state.

Those of you who aren't on the front line are just as important. You work behind the scenes to

provide computer assistance, sound legal advice, well-crafted plans, accurate paychecks and much, much more! Everyone plays a part in serving our customers.

May 5-11 is State Employee Recognition Week - a time set aside to recognize those who choose a career of service to our citizens. On behalf of MoDOT's management team, thanks for all you do and keep up the great work!

## Nichols Joins Commission, Michie Becomes Chair

by Antawn Goens

Gov. Matt Blunt recently appointed Grace Nichols of St. Charles to the Missouri Highways and Transportation Commission. Nichols is currently a senior circuit judge for St. Charles County and previously served as mayor of St. Charles and on the City Council.

She is Blunt's fourth appointee to the commission. Nichols will serve a five-year term, which expires Mar. 1, 2013. She replaces Bill McKenna of Crystal City on the commission.

"Mrs. Nichols' experience as a judge, in city government and leading numerous civic initiatives will allow her to make an immediate, positive impact on the commission," said Director Pete Rahn. "I look forward to working with her to make our state's transportation system even better."

In another commission move, Duane Michie has taken over as the chairman of the Commission for a one-year term. The former chairman, Jim Anderson, Springfield, will serve as vice-



Grace Nichols

chairman. Both Michie and Anderson, whose terms expire next March, have served on the commission since 2001.

"Things have really turned around at MoDOT," Michie said. "The department has made great strides to be more transparent and accountable to the citizens it serves. My goal is to keep operations moving in a positive direction and make sure we continue to deliver projects on time and within budget."



Duane Michie

Michie is chairman of the Board of First State Bank & Trust Co., Inc., and president and chairman of the board of First State Bancorp Inc. of Caruthersville. Anderson is president of the Springfield Area Chamber of Commerce. In addition to Nichols, Michie and Anderson, other commission members are Mike Kehoe, Jefferson City; David Gach, St. Joseph; and Rudy Farber, Neosho.

## Going Orange

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north Kansas City and begins work on the Safe and Sound Bridge Improvement Program to improve 800 bridges over the next five years.

## Look. Learn.

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another look and keep Missouri roads safe for everyone, "including Jayhawk fans."

Coach Pinkel is also featured on his motorcycle on posters and billboards throughout the state.

"It's important that everyone on Missouri roads look out for each other. With an increasing number of motorcyclists, we encourage drivers to have extra awareness and make sure everyone arrives alive," said Leanna Depue, chair of the executive committee of the Coalition.

For more information on the Look. Learn. Arrive Alive. campaign, visit [www.saveMOLives.com](http://www.saveMOLives.com).

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## Paybacks Are . . . Great!

by Sally Oxenhandler

There are times when we all probably feel a little overworked and underpaid. MoDOT, thankfully, is doing something about it.

Through a new program called Performance Based Pay, we're working to compensate top-notch performers in the organization. The program is designed to give back to employees who are:

- highly successful or outstanding;
- moving MoDOT forward;
- delivering our tangible results; and
- modeling our values.

Because of limited funding, the Performance Based Pay Program will only touch about 20 percent of us. The

increases are considered temporary one-step or two-step salary increases, but will be paid out annually as one-time lump sums in employees' July 31 paychecks. The increases are not permanently built into employees' salaries, but district engineers or division directors could decide to give the same employees performance-based pay increases in following years.

"This new program gives district engineers and division directors the flexibility they need when rewarding high-performing employees," Human Resources Director Micki Knudsen said. "Our values allow us to be flex-

ible because we know one size doesn't always fit all. Situations and circumstances vary."

Let's say John, who has been with the department for 11 years and has an excellent work record, recently received a promotion to the senior level of his career ladder. His co-worker, Donna, a 17-year veteran of the department, also goes above and beyond in her work performance. Donna, however, has been at the senior level for more than five years and has not received any type of pay increase except cost of living during that time. In this instance, the district engineer or division director might decide to reward Donna rather than John because of Donna's tenure and John's recent pay increase.

"We want to do all we can to reward employees who are giving it their all,"

Knudsen said. "While we'd like to do more, we just don't have the funding. Nonetheless, this program shows we're committed to compensating our employees as best we can."

The Performance Based Pay Program joins other opportunities for employees to get extra pay, including equity increases, career ladder promotions, Performance Plus Program payouts, Solutions At Work rewards and employee recognition, service and safety awards. There are also benefits through the various challenge programs, including Chip Seal, Tool and Equipment Innovation Showcase and Practical Design.

For more information about the Performance-Based Pay Program, contact your local Human Resources Manager.

# Everyone Wins with Practical Design

by Bob Brendel

MoDOT districts, divisions and consultant partners earned awards recently in the second annual Practical Design Awards of Excellence competition. But the real winners were Missouri taxpayers. The 11 winning projects saved \$199 million, while the total amount saved for all 38 entries was \$368 million.

Chief Engineer Kevin Keith presented the awards during the 98th annual TEAM Conference, March 20, in St. Louis.

For more information and photos, go to [www.modot.org/business/PracticalDesignWinners.htm](http://www.modot.org/business/PracticalDesignWinners.htm).

## Practical Design Award Winners

### Conceptual Project

District 7

Route 71, Bates County

Savings – 31 percent

### Innovative Solution, Non-Project

District 8

Tour of Missouri

Savings – 80 percent

### Innovative Solution

District 2, CO Bridge, HDR

Route 240, Glasgow Bridge

Savings – 36 percent

### Small Bridge Project

District 2

Route 65, Carroll County

Savings – 89 percent

### Large Bridge Project

District 4, CO Bridge, DRG, Inc.

Noland Road bridge over I-70

Savings – 72 percent

### New Construction, Small Project

District 10

Route 67, St. Francois County

Savings – 60 percent

### New Construction, Large Project

District 5

Route 54, Camden/Miller counties

Savings – 41 percent

### New Construction, Large Project

Districts 2 and 3

Route 36

Savings – 61 percent



**Rehabilitation Project Winner:** By closing I-229 into downtown St. Joseph to replace aging expansion joints, District 1 was able to come in \$935,231 under budget and ended up with a better quality end product, too.

### Non-Project Practice

Central Office Traffic

Traffic signal analyzed

Savings – 19 percent

### Off-System project

Platte County and George Butler Assoc.

Elm Grove Road and Sharps

Station Roads, Platte County

Savings – 48 percent

### Rehabilitation Project

District 1

I-229, Buchanan County

Savings – 17 percent



**Innovative Solution, Non-Project Winner:** MoDOT's barrier of trucks saved District 8 more than \$62,000 during the Tour of Missouri.

# Battle of the Belt Conquered by Missouri High Schools

by Laura Holloway

Buckle Up to Arrive Alive! is the message thousands of Missouri high school students have taken to heart as part of the statewide Battle of the Belt seat belt challenge. Winners of the 2007 competition were awarded more than \$8,500 in prizes in Columbia on March 28, at a banquet sponsored by the Missouri Coalition for Roadway Safety.

More than 80 schools participated statewide from Sept. 6 – Dec. 31, 2007, with two winners chosen from each of 10 regions for the educational component, one for most improved seat belt usage and one for highest use overall. A statewide winner was selected in each category from the regional winners. Winners were also selected for produc-

tion of a 30-second video and a storyboard depicting a 30-second buckle up message geared for teens.

The program is sponsored by American Family Insurance, the Missouri Chapter of the American College of Emergency Physicians and the Missouri Coalition for Roadway Safety.

Students at Glendale High School in Springfield submitted the top video entry, with a creative spot featuring a car, a banana peel and a lesson on buckling up. First-place student creators of the project received \$1,000 in prize money. Second- and third-place winners were:

- Second Place Video: Cape Girardeau Career and Technology Center, Cape Girardeau

- Third Place Video: St. Francis Borgia Regional High School, Washington

St. Francis Borgia Regional High School in Washington submitted the top storyboard entry, depicting a teenage boy going through his day without his head. The last frame encourages teens to “Use Your Head” and buckle up. The student creator received \$500 in prize money.

The educational component involved an initial surprise safety belt check for students, followed by a peer-designed educational blitz and a final surprise safety belt check to determine if a change of behavior occurred.

Pattonville High School won the statewide award for the greatest percentage

increase in safety belt usage, with a 61.4 percent increase. Notre Dame Regional High School won the statewide award for the highest safety belt usage overall, with 97.8 percent usage.

Each regional winner receives \$250, while the two statewide winners receive an additional \$1,000 in prize money.

“Battle of the Belt is a fun challenge for students that can save lives,” said Leanna Depue, chair of the executive committee for the Missouri Coalition for Roadway Safety. “It’s vital to impress teens with the importance of wearing their seat belt so they don’t become a tragic statistic.”

The winning videos and storyboard may be viewed at [www.saveMOyouth.com](http://www.saveMOyouth.com), a dynamic new youth Web site sponsored by the Coalition to reach teens with safe driving messages.

## Click It or Ticket

The Missouri Coalition for Roadway Safety is joining with state and local law enforcement and highway safety officials to launch an aggressive national “Click It or Ticket” seat belt enforcement mobilization to crack down on low seat belt use and to reduce highway fatalities and injuries.

The mobilization is supported by paid advertising on a national and state level. Advertising will run May 12 – June 1, while law enforcement efforts take place May 19 – June 1.



A driver involved in a 2007 Missouri traffic crash had a one in 32 chance of being killed if he or she were not wearing a seat belt. However, when a driver wore a seat belt, his or her chance of being killed was only one in 1,309.



More than 80 schools participated in the 2007 statewide Battle of the Belt competition. Four schools received top honors for seat belt use or storyboard/video concepts for creation of a PSA geared toward teens.

# Celebrating Our Differences

by Antawn Goens / photos by Shaun Schmitz

*Diversity is the one true thing we all have in common. Celebrate it every day.*

MoDOT held its sixth annual Diversity Conference on March 26. The theme was “Celebrating Our Differences.” Equal Opportunity and Diversity Director Brenda Treadwell-Martin and MoDOT Director Pete Rahn spoke to the group and encouraged them to be agents for changing attitudes about diversity.

Al Plummer, a former director of both the state Commission on Human Rights and Office of Equal Opportunity, shared his diversity journey from childhood in upstate New York to moving to Jefferson City to work and raise a family.

Two breakout sessions featured Michele Ohmes, founder and president of Michele and Associates, and Jerome Anderson, an adjunct instructor at the University of Missouri-Columbia. Michele spoke about managing employees with disabilities, while Jerome taught employees a game rooted in Africa named, Yan Koloba, which promotes a new appreciation for teamwork through trust, respect, responsibility, tolerance, unity and acceptance.

Kirk Perucca, president of Kirk Perucca Associates, Inc., lead the group in a discussion about cultural proficiency to help managers determine how MoDOT,

as an organization, values diversity and whether or not our workplace is inclusive.

Human Resources Director Micki Knudsen wrapped up the conference, sharing a story about the different paths people choose in life.

Early in the day, Commissioner Mike Kehoe presented the following diversity awards:

**Diversity in Hiring Award**  
Organizational Support Team

**Career Builder Award**  
System Facilitation Team

**Excellence in TRAC Award**  
District 8

**Co-op Educator of the Year Award**  
Sheila Swisher  
District 6 Human Resources Manager

**Co-op Student of the Year Award**  
Randy Rademan

**EAC Diversity Advocate of the Year Award**  
Jana Hughes  
senior general services technician  
District 1

**District Diversity Pioneer Award**  
Districts 7 and 4

**Director’s Diversity Award**  
System Facilitation Team



A diverse group of more than 100 MoDOT employees participated in the sixth annual Diversity Conference at the Truman Hotel in Jefferson City on March 26.



Breakout session speaker Jerome Anderson introduced a fast-paced, team-building, African game called Yan Koloba. The exercise helped participants learn how to work and communicate as a team despite their differences.

## May Service Anniversaries

### 35 Years

Jerry W. Lewis D6  
Randall L. Branham D7  
David N. Dunn D8

### 30 Years

Steven F. Giffen D2  
Joseph M. Fitzpatrick D6  
Donald E. Redmond D6  
Ward L. Jones D8  
Willie Robinson D10  
Marcus L. Howard CO

### 25 Years

David S. Johnson D1  
Rick K. Kemerling D1  
Bradford A. Gates D2  
Roy W. Cummins D3  
Roger D. Parton D3  
Jack M. Snelling D3  
Bradley S. Williams D4  
Burnut E. Woods D4  
Jerry W. Steffens D5  
Bill E. Abney D6  
Douglas S. Heinsohn D6  
Ronnie K. Lammert D6  
Bruce H. Moss D6  
Dan W. Probert D7  
Clifford R. Whitworth D7  
Edward M. Dishman D8  
Ronald L. Wheeler D8  
George J. Kopp CO  
Darla J. Stumpe CO

### 20 Years

Linda K. Blair D1  
William T. Hargis D1  
Ronald L. Watts D2  
Richard A. Domzalski D3  
Thomas J. Markway D4  
Michael W. Price D4  
Roger R. Wolfe D5  
Kathy L. Gettemeier D6  
Garland L. Hillner D6  
Lesley S. Hoffarth D6  
James A. Middleton D6

Arthur M. Ross D6  
Ricky R. McCallister D8  
Mickie Wolfenbarger (April) D8  
Robert S. Reed D9  
Tommy E. Smith D9  
Charlotte D. Butler D10  
David L. Rea D10  
Dewayne B. Robey D10  
Paul S. Harman CO  
Bertha M. Lee-Williams CO  
Barbara E. Shelby CO

### 15 Years

Richard V. McGuire D1  
Jim A. Carriker D2  
Jeffrey L. Gander D2  
James R. Gillespie D2  
Lincoln W. Keen D2  
Steven F. Pike D2  
Danny D. Behl D3  
Shawn D. Parrish D3  
Dustin D. Eckhoff D5  
Thomas K. Blair D6  
Tim A. Hellebusch D6  
Richard W. Pigg D6  
Robert P. Brunkow D7  
Sandra J. Cline D7  
Rebecca A. Herron D7  
Ricky E. Trower D7  
Brian S. Wood D7  
Herman D. Bourke D8  
Gregory P. Dean D8  
Tammy S. Westervelt D8  
Dennis E. Brady D9  
Kevin J. Davidson D9  
Christopher D. Driskill D10  
Robert L. Smith D10  
Paula Brown CO  
Veronica Kemna CO  
James M. Laughlin CO  
Timothy J. Moersch CO  
Robert G. O’Connor CO  
Caroline M. Pearson CO  
Danny L. Sickendick CO  
Gabriel G. Wolken CO

### 10 Years

Darin M. Lunsford D2  
Gary J. Baker D3  
Janet F. Groenda D3  
Belinda L. Fite D4  
Richard T. Lalla D4  
James W. Williams D5  
Eric C. Axtell D6  
Amy M. Twellmann D6  
Larry T. Johnson D9  
Stephen R. Shelton D9  
Brenda J. Morris CO

### 5 Years

Joseph D. Graves D1  
Roddy L. Bartz D2  
John W. Parker D2  
Michael D. Chidste D3  
Michael F. Foppe D3  
Terry E. Mount D3  
Oliver S. Perkins D3  
Clayton Rice D3  
Donald W. Vincent D3  
Mark R. Burroughs D4  
Jeffrey T. Cremer D4  
Herbert K. Lennox D4  
Larry R. Peirce D4  
Milton Valentin D4  
Jerry W. Vogel D4  
Joyce A. Branson D5  
Steven D. Crawford D5  
Daniel R. Espey D5  
Justin M. Neuman D5  
Eric L. Mabery D6  
Gideon W. Buchanan D7  
Steven E. Cooper D7  
Robert J. Greufe D7  
Timothy J. Arens D8  
Samuel R. Bishop D8  
George B. Lane D8  
Andrew B. Seiler D8  
Chad D. Crowley D9  
Joseph L. Killian D10  
Jamie L. Norris D10  
Timothy E. Pippin D10

Darrell E. Colvin CO  
Anne E. Kamara CO  
Donald E. Reynolds CO

## March Retirements

Name	Location	Years of Service
Trussey Anderson	D10	34
Bobby Davis	D10	8
Wendell Moore	D10	35
Larry Martin	D3	30
Herbert Byrum	D4	36
Robert Hodgeman	D4	33
Tommy Hyatt	D4	23
Larry Burlingame	D5	23
Norman Falls	D6	27
Mark Lyons	D6	20
Samuel Price	D6	24
John Fite	D7	31
John Millirons	D7	23
Gary Swartz	D7	6
Stephanie Haslag	CO	30
Dwight Spencer	CO	30

## In Memoriam

Active Employee	Location	Mar. 18
Joshua L. Slatten	D8	Mar. 18
<b>Retirees</b>		
Archie E. Dinwiddie, Jr.	D4	Feb. 20
Erwin E. Frankum	D3	Mar. 1
Richard L. McMellen	D2	Mar. 1
Floyd Twyman	D8	Mar. 2
Hershel Weber	CO	Mar. 3
Larry D. Wray	D2	Mar. 5
James M. Hilde	D4	Mar. 5
Velma B. Mack	D8	Mar. 11
George E. Ellett	D4	Mar. 14
Melvin C. Rakes	D7	Mar. 17
Harley “Junior” Parrish	D3	Mar. 17
Francis E. Ball	D8	Mar. 26
Richard Ray	D2	Mar. 29



Central Office

## An Explosion of Orange

by Lauren Gress

What do orange soda, Mentos and a hot air balloon have to do with work zone safety? That question was answered at the April 7 Work Zone Awareness Week kick-off event in Jefferson City when 14 children created an orange “fountain” by dropping Mentos candy in orange soda, a combination that produced spectacular results.

“The orange soda experiment helps us celebrate the progress we’ve made in decreasing work zone deaths and injuries,” MoDOT Director Pete Rahn explained to the crowd. “There were 14 fewer deaths in work zones last year as compared to the year before. The orange fountain also demonstrates that we have to do dramatic things to draw attention to the need for motorists to slow down and pay attention when traveling through work zones.”



The Central Office building was lit orange during the ceremony as a part of the statewide festivities. An orange glow from a hot air balloon sponsored by SEMMaterials also lit up the Capitol lawn.

“We’ve been successful in reducing work zone fatalities, but one death is still one too many,” Rahn said. In the past year, MoDOT lost two employees in the line of duty: Jeffery McBride and Joshua Slatten. In March, three children were killed when a truck hit their stopped vehicle in a work zone on Highway 63 near Edgar Springs.

Director Rahn and Missouri Highway Patrol Superintendent Colonel James Keathley lit luminaries in honor of McBride and Slatten, while Sen. Bill Stouffer and Rep. Neal St. Onge, chairmen of the House and Senate transpor-



tation committees respectively, placed a wreath near the luminaries. Director Rahn led the crowd in a moment of silence. Also lit were 124 other luminaries with the names of MoDOT workers lost since 1946.

Col. Keathley pledged his agency’s support to enforce traffic laws in work zones. Sen. Stouffer and Rep. St. Onge spoke about their efforts to strengthen work zone laws.

Internally, several Central Office divisions hosted Operation Orange events to bring work zone safety awareness to our own employees and customers. Activities included wearing orange clothing, hats or accessories, like Motor Carrier Services employees Carolyn Strobel and Rhonette Andrews below. Others hosted snack days that featured orange-colored foods.



### for more info

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## Mail Center Offers New and Cheaper Services

by Kristi Jamison

Have you ever encountered a rude waitress? Or what about that pesky salesperson that just won’t leave you alone? Well, some times good service is hard to find, but that’s not the case at MoDOT’s Mail Center. And although the service there is already great, it’s about to get a little better.

There are several new mailing features that are available now.

- **E-Certified Mail** – This new feature eliminates the green return receipt card. It provides the same result – confirmation that your package has been delivered – but at a significant savings. The new process costs 85 cents compared to \$2.15 to use the green return receipt. Hard copies of delivery signatures can be obtained at the sender’s request.
- **Create a Message** – This feature allows MoDOT Divisions to design creative messages for their outgoing mail. Community Relations has been doing this for some time now. A well-designed metered envelope ad not only looks professional on our envelopes, it grabs the receiver’s attention. After the artwork is designed, the one-time cost for the ad is about \$100. Contact Community Relations for help with this feature.
- **Fold and Save** – With another postage increase just days away, MoDOT employees can save money by using simple procedures when mailing items. Instead of using a 10” x 13” envelope, simply fold the contents once and insert it into a 6” x 9” envelope (garage stock - #3106740300) instead. By taking this one step, MoDOT saves between 50 cents to 90 cents per envelope.

There are a number of services that have been in place at the Mail Center for some time. Did you know about these features?

- **Mail Center Request** – You can ask questions, place an order, schedule a pick up, etc. by using the Mail Center Request address in the Lotus Notes Address Book.
- **Express Mail Form** – If you are sending a UPS or FedEx package or letter, you can use this form to enter shipper and receiver information. Located on the Intranet, [wwwi](#) at



Senior Mail Center Operator Bill Haselhorst prepares for the last mail drop.

the General Services tab, just enter all the information requested, print the completed form and attach it to the item(s) to be shipped. The package(s) can be picked up during the regular mail route, or you can personally deliver it to the Creek Tail facility. After the shipment is processed, the sender receives an e-mail from the carrier showing the item was picked up, and when the item arrives at its destination, the sender receives a delivery and signature confirmation e-mail.

- **Signature Confirmation** – Need to trace the delivery of an item? With signature confirmation, staff can obtain delivery signatures for all shipments received from traceable carriers at the Mail Center. Staff signs for and accepts the articles, delivers the shipments to the designated person or division and obtains a delivery signature for proof of delivery records. This information is archived and can be retrieved to verify delivery of articles that the sender claims were never delivered to the addressee.
- **Shipping/Mailing Solutions** – The Mail Center can receive and store bulk boxes of materials, like maps, for shipments to the districts or other destinations as space allows. Or, if you have to ship breakable or fragile items, the Mail Center will specially wrap those items for you and package them so they will reach their destination safely and intact.

As you can see, there are several great services available to meet your shipping needs. However, if you have questions or discover you need a different kind of service not mentioned above, please contact the Mail Center and the staff will be happy to help come up with a solution for your needs.

## Design Division Moves One Door Down

Central Office’s Design Division, including the Design library, has relocated to newly remodeled space on the third floor, one door to the left of its original location.

“Everything is fresh and new. It’s very nice,” said Mary Anne Jacobs, executive assistant for Design.

The Safe & Sound Bridge Improvement Program now occupies the former Design space.

# D1

## Northwest

### Poetry in Motion

story by M. Elaine Justus, photographs by Deanna McClurg

Like many other areas of MoDOT, the Northwest District has discovered, the hard way, the value of the investment we have made in the installation of the guard cable on our interstate system.

Recently, Regional Maintenance Supervisor Deanna McClurg was one of the first people on the scene of an accident involving a semi-trailer truck south of St. Joseph on a portion of Interstate 29

that was built prior to the establishment of our current median standards. She took the opportunity to take several photographs, and it is abundantly clear that the guard cable saved more than

a few lives that day. Because these photographs are so spectacular, the photos were shared with people outside of our organization. One woman, Kerry Overby, choose to view them through the lens of her own personal faith, and found inspiration in Psalms 121. Graciously, she has shared her poem with us. We thought we would share it with you, too. When you work day-to-day with highway safety, it is easy to forget how the public actually views us and our efforts.



#### My Psalms 121

*I'm on a long road trip,  
You are my GoDot!  
Your guard cables will save me  
Whether I know it or not.  
You have planned and engineered  
Each mile of the journey.  
Your road map is Sure!  
I get sleepy and steer off the road  
But your rumble strips are ever present.  
You offer rest stops at every mile  
And gas at each exit.  
You provide a steady 1st responder  
Presence to give me peace.  
Lord, Your highway is the safest,  
Now and forever!*

### Recent Events

6



M. Elaine Justus

Eerie is the only word for the East Hills Library, which joined the Troop H Highway Patrol and the MoDOT District Complex in lighting their facilities orange during Work Zone Awareness Week.



Cathy Morrison

The Northwest District took the 2008 Practical Design Award for "Rehabilitation" at this year's TEAM conference. The project was on Interstate 229 in Buchanan County. Practical design on this project saved \$935,231 on what was a \$5,380,000 job. We have also been recognized for our community involvement efforts and overall job quality on this I-229 project. An important business and tourism artery for downtown St. Joseph, the work was carefully timed and sequenced to minimize the negative impacts of the closures. Chief Engineer Kevin Keith presented the award to Greg Anderson, project manager on the job.

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# D2

## North Central

### First Place Finish x 5

by Tammy Wallace

District 2 received several accolades in recent statewide competitions. Three first place awards were received for outstanding achievement in practical design, and two first place awards were received for innovation in tools and equipment.

#### Outstanding Achievement in Practical Design

The 2008 Awards for Excellence in Practical Design provide an opportunity for MoDOT districts, central office bridge and consultant firms to compete for state recognition. MoDOT partners with the American Council of Engi-

niering Companies of Missouri to recognize project teams that challenge traditional engineering standards to efficiently solve today's transportation needs.

District 2 received three of the nine awards presented to the districts at the recent TEAM conference, which was a very impressive number. In the category for *New Construction Large Project*, Route 36 Upgrade to Expressway took the top award honoring team members **Brian Haeffner, Dennis Fessler and Earl Keune**. District 3 shared in this award as the project covers both districts.

The category for *Most Innovative Solution* was taken by the Missouri River Bridge Project at Glasgow – Substructure Reuse, **Brian Haeffner** team member.



Showing off the awards left to right: Kathy Harvey, state design engineer; Preston Kramer, project manager; Laurel McKean, project manager; and Dan Niec, district engineer.

The *Small Bridge Project* category earned Carroll County Route 65 Box Culvert Retrofit top honors by team members **Preston Kramer, Scott Cline, James Gillespie, Kathy Hepworth, Keith Hartwig, Travis Wombwell, Mike McGrath and John Bales**.

These teams had an active role in the \$199 million in savings realized by the winning projects and processes.

#### Tool & Equipment Innovative Showcase

MoDOT traditionally has a knack for creating tools and equipment in the field, and the Tool and Equipment



The 2008 Awards for Excellence (center three) and Tool and Equipment Challenge Awards (far left and right) were displayed at the employee spring meetings along with the Missouri Quality Award (top center).



Top: Chief Engineer Kevin Keith presents Stacy Thomas with a \$10,000 check for District 2. Bottom: Eugene Oser receives a certificate on behalf of the Carrollton Team.

an innovation that modifies the end of the mud-jacking tool.

The Carrollton Team of **Keith Hartwig, Doug White, Jeff Miller, Garrett Gillespie, Jason Harvey, Eugene Oser and Donald Standley**, received recognition in the category of shoulder maintenance for creating a shouldering machine from a chip spreader.



**Grey Lyon and Larry Koenig** of Fayette were recognized on the district level for submitting an idea for creating an innovative method for attaching signs to posts.

Stacy and the Carrollton Team received individual cash awards, and their innovative ideas earned an extra bonus of \$10,000 each for the district's maintenance budget.

Challenge recognizes these innovative ideas. During the March Tool & Equipment Innovative Showcase, District 2 received two of the three first place awards, as well as a lot of cash.

**Stacy Thomas** of New Cambria maintenance received recognition in the category of pavement maintenance for

The Tool and Equipment Challenge and the Showcase, are great opportunities to share ideas across the district and across the state so we can all benefit from these ideas that help us do our jobs better, faster, cheaper and safer.

### Two Crucial Projects Move Forward

by Dan Niec

Major hurdles were jumped regarding two crucial projects in District 2.

First, on April 8, voters in the city of Kirksville approved the extension of a one-half cent economic development tax to help fund the Alternate Rte. 63 project. We will now recommend the project be included in the departments 2009 – 2013 STIP.

The Alternate Rte. 63 project will provide an 8.5 mile, two-lane roadway to the east of Kirksville to alleviate



congestion and reduce accidents on Baltimore Street, and to promote connectivity and economic development for the region. Construction of the project could begin as early as 2010.

The second hurdle came the following day when the Commission approved a contractor bid to provide a ferry service at Glasgow during the upcoming bridge closure. Calhoun Ferry Company received the \$1.7 million contract for the project.

The contractor will have 15 days to sign the contract then will be given a notice to proceed. The ferry service will be in

place by the time the bridge is closed to traffic. The time line for the project is:

- Begin Bridge Closure Window  
Late July to Early August
- Maximum Bridge Closure Days  
365 calendar days
- End Bridge Closure Window  
Sept. 1, 2009
- Project Completion Date  
Dec. 31, 2009



John Kerns, Facility Operations supervisor, and his staff lit the district office and MSHP Troop B Headquarters orange in honor of Work Zone Awareness Week. Bright orange cones also set the front lawns aglow.

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# D3

## Northeast

### The Neighborly Thing: Be ONE TEAM

If you worked for MoDOT in 1993, you remember the long days of sandbagging. This year, while flooding has not been a major problem for the Northeast District, it has been for our neighbors to the south, so when called upon to help, several maintenance buildings revived their old sandbagging skills.

Bill Momphard, a crew worker for Eolia maintenance, said the assembly line approach worked well. "We hauled sand in on trucks with cinder beds, then funneled the sand into bags, passed them along so they could be tied, and then stacked them on palates."

The assembly was set up at the Troy maintenance facility, and Area Engineer Ervin Fackler even treated them to donuts one morning. When asked about the work, Bill replied, "It was definitely different than our routine maintenance jobs."

This isn't the first time the Northeast District has, as St. Louis District Engineer Ed Hassinger wrote, "come to the rescue" in the recent past. This winter when St. Louis was hit with a major storm and the Northeast District was basically untouched, several plows headed south to help out.



More than 60,000 bags of sand were created on the "assembly line" set up at the Troy maintenance building. The sand bags were delivered and set up in the St. Louis District when they experienced flooding on major highways.

### Speaker Tells MoDOT "Work to Live!"

Gail Hinshaw has seen and experienced a lot in his lifetime. He served in the military, has been a teacher and administrator in the education system and now he is a motivational speaker. Hinshaw was the keynote speaker at the Northeast District Safety Days last month, and one of his primary messages to the 400-plus employees was "work to live!"

"He was inspirational in his positive approach to life, and he didn't focus

on one particular area, but offered good all around information that can help us enjoy life more," said James Giesendorfer, a crew worker out of Monticello.

"Having balance is key to being happy and enjoying life to the fullest," said Hinshaw of the Missouri Leadership Group. He spoke of five specific areas including physical, mental, family and friends, work and spiritual.



Northeast District Safety Officer April Fohey introduces David Powell, Jon Brewer and Kandi Garner as members of the Safety and Health Team and "MoDOT Models" displaying to the audience new reflective outer wear.

### Partners Make Operation Orange Successful in NE District

With partners like the Missouri State Highway Patrol, 30 gas stations,



The MSHP and MoDOT held a press conference regarding work zone awareness activities. Spokespeople included Sgt. Brent Bernhardt; April Fohey, representing Training and Public Education; Jerad Noland, representing Construction; and Scotty Cockrell, representing Maintenance. Radio and television stations aired the information throughout the week, newspapers wrote editorials and one journalist actually videotaped a car trying to pass a tractor-trailer in a work zone!

several banks and all types of media, the Northeast District's "Operation Orange" plan shared the "Slow Down in Work Zones" message in a variety of ways. Abel's Oil Company and Ayer's Oil Company both agreed to share the message on their stations' reader's boards throughout northeast Missouri. Several banks promoted the message on their marquees. These partners were featured on the work zone Web page and linked to their Web sites. While some MoDOT facilities were lighted orange, the media was another partner that got the word to thousands of motorists. Many MoDOT vehicles, as well as personal vehicles, donned orange ribbons on antennas, and several employees participated in orange clothing day.

"We all want our employees to go home each night in the same condition they came to work," said Northeast District Engineer Paula Gough. "Our partners have really helped promote work zone safety, and we truly appreciate it."



This Shell station is located in Bowling Green and is owned and operated by Abel's Oil Company. Thirty gas stations shared the "Slow Down in Work Zones" message during Work Zone Awareness Week.

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Monroe City High School was the "most improved" winner of the region for seat belt usage during the Battle of the Belt competition. Principal Chris Redmon, instructor Jennifer Hays, and several student council members were presented a \$250 check by American Family Insurance agent J.R. Derksen.

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# D4

## Kansas City Area

### MoDOT Continues Its Workforce Development Initiative Additional \$1.25 Million for Pilot Program

by Jennifer Benefield

MoDOT kicked off its \$1.25 million Kansas City initiative to increase the number of socially and economically disadvantaged individuals working in heavy highway construction at a celebration event March 21.

“We are extremely pleased to award a contract to the Full Employment Council to continue MoDOT’s workforce development pilot program here in Kansas City,” said MoDOT EEO Contract Compliance Specialist Charryse Berry. “Individuals who complete the required training may have the

opportunity to work on the kcICON project or other bridge and highway construction projects in Missouri.”

Berry works closely with a community-based Workforce Utilization Advisory Committee and will monitor Paseo Corridor Constructors’ efforts to meet or exceed the kcICON project’s workforce development and on-the-job training goals.

MoDOT first launched a \$2.5 million workforce development initiative as part of The New I-64 project to recon-



The Builders' Association

Left to right: Don Greenwell, president, The Builders’ Association; Charryse Berry, MoDOT’s EEO Contract Compliance Specialist; Bridgette Williams, president, Greater Kansas City AFL-CIO; and Clyde McQueen, president/CEO, Full Employment Council.

struct Interstate 64/U.S. Route 40 in St. Louis in 2006.

The \$245 million kcICON project will reconstruct/rehabilitate about four miles of Interstate 29/35 from just north of Route 210/Armour Road in North Kansas City into the northeast corner of the downtown Kansas City

freeway loop. The project includes improving outdated interchanges and the construction of the Christopher S. Bond Bridge – a new landmark, cable-stayed Missouri River bridge.

Additional information is available on the project’s website: [www.kcicon.com](http://www.kcicon.com).

### Route 13 Projects Move Forward

by Steve Porter

Two projects to improve Route 13 south of Lexington and around Warrensburg are moving forward following design revisions. The “Gap” project to relocate Rte. 13 south of Route 24 near Lexington, and the “East Loop” around Warrensburg are both to be constructed as two-lane roadways to best use available transportation funds, with right of way acquired to someday add two more lanes.

#### Lexington “Gap” Project

The “Gap” Project will be constructed on the two southbound lanes of the future four-lane divided highway to connect the new section of Rte. 13 north of Rte. 24 with the existing highway near Burns School Rd. One lane for northbound and one lane for southbound traffic is expected to provide adequate capacity until the facility is upgraded to a divided highway. An at-grade intersection will be constructed at Higginsville Rd. between Linwood Lawn Dr. and Hicklin Rd. Rte. 13 south from Lexington will connect to the new roadway with a T-intersection just north of Burns School Rd. Access to adjacent property will be provided via Higginsville Rd. and existing local roads.

A tentative right of way plan has been approved showing how the project will affect individual pieces of property. Affected property owners are being contacted and MoDOT is preparing appraisals for the required land. Those property owners can provide input that may adjust the right of way plan. Once adjustments have been made and the property acquired, the final right of way plan will be filed with the county’s Recorder of Deeds.

Designers are now working on a final plan, making revisions such as the connection of the north end of the project to the existing four-lane roadway. The right southbound lane on the four-lane roadway from the new bridge over the Missouri River must exit at Rte. 24. The left lane will continue south onto the two-lane section to become the southbound lane. Northbound traffic will either exit at a ramp to Rte. 24 or continue north on Rte. 13. Northbound through traffic will use a ramp to transition from the two-lane section to the four-lane roadway section to the north. The ramp will connect to the existing four-lane section just before the existing Rte. 24 bridge over Rte. 13.



Steve Porter

District Engineer Beth Wright explains the Warrensburg East Loop project to those attending the public meeting in March.

#### Warrensburg East Loop

Both the north and south segments of the “East Loop” are moving forward. The south portion of the loop, from Route 50 south to Route Y, is funded for acquisition of right of way and construction. Some 200 people attended a public hearing on March 25 in Warrensburg to present a design of the north segment, a two-lane roadway within the right of way for a future four-lane roadway.

The south segment is divided into two separate jobs because the source of the funding for the section from Rte. 50 to Route DD comes from bonds authorized by Amendment 3, approved by Missouri voters in 2004. The section from Rte. DD to existing Rte. 13 just north of Rte. Y is funded through

state and federal gasoline revenue.

The right of way plan is approved for the portion of the project from Rte. DD to the south. The right of way plan for the portion of the project between Rte. 50 and Rte. DD is nearing completion and will soon begin the right of way process. MoDOT designers continue to develop the most cost-effective design for this interchange, so acquisition of right of way north of Rte. DD is waiting until the right of way plan for this section is approved. Although major construction cannot begin this year, utility relocation and limited construction activity may begin this season as individual pieces of the right of way are obtained.

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# D5 Central

## Fighting the Floodwaters

by Holly Dentner

Though we are divided by districts or buildings, we are all one team, working together. There is no better example of that than the efforts made by everyone during the heavy rain and flash flooding that swept through the state during the third week of March.

We have learned to be prepared for anything, and the flash flooding was definitely a test of our preparations.

By March 18, many minor routes across the state were going underwater. On March 19, so many were closed that the Traveler Information Map on the MoDOT Web site was literally covered in flood icons that indicate closures.

In central Missouri, the worst started on March 20. The Gasconade River rose fast, covering a portion of Route 42 and Route 63 near Vienna, in Maries

County. We began detouring motorists to Route 89 through Osage County until it was covered by floodwaters on March 21.



Route 63, near Vienna in Maries County, was underwater by March 20. Crews had to rebuild the highway shoulders after the water receded.

We also lost a section of Route 50 on March 21, near Mount Sterling in Gasconade County.

The district's maintenance employees shouldered a great deal of the work involved in managing the flooding. Many from around the district reported to Fulton and Jefferson City to fill sandbags. They worked around the clock for 24 hours, and many of the bags were sent to District 6 to help with flooding in the St. Louis area.

Maintenance workers also directed traffic, monitored

river levels, and moved equipment to wherever it was needed. They took barricade boards used for closing roads to District 8.

They were also called in to rebuild shoulders on March 22, when the waters receded. District 9 employees gave us a hand, helping with shoulder work so we could reopen Route 63. Districts 3 and 9 also lent signs and portable message boards to the

central district.

Signal and sign shop employees were on call to provide detour signing, program message boards and transport materials. District and Central Office

bridge inspectors were out tracking water levels and examining bridges after the water receded.

The customer service center received over 4,200 calls between March 18 and March 22. The heaviest call volume was on March 21, with 1,685 calls in a 24 hour period. The customer service representatives did their usual great work taking calls, assisted during the overnight hours by other district employees who came in to help.

Many, many employees worked around the clock and put forth the extra effort we needed to handle the flooding situation. All those mentioned above and all the others who helped should know that the hard work and dedication to their job is greatly appreciated.



District Bridge Engineer Ed Moody places a sensor in the flood water as Bridge Inspection Engineer Damien Geyer and Bridge Inspection Technician Curt Stegeman record the data.



Because Route 89 in Gasconade County was used as a detour for traffic finding their way around a flooded section of Route 63, crews tried as long as possible to keep it open with sandbags and pumps.

## D5 Turns Orange for Work Zone Safety



One way District 5 encouraged drivers to be safe in highway workzones was by displaying our new ten-foot-tall lighted traffic cones. Two cones were placed on the district office lawn and one was at the Highway Patrol's Troop F Headquarters. They were made by district employees for Work Zone Awareness Week, April 7-11, 2008.

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## Dropping in to Speak with MoDOT

Plans for future highway development aren't written in stone, and we must remain flexible to best serve the purpose and need of projects still in their early stages.

After developing the reasonable range of alternative alignments for the Route 63 Environmental Study, the MoDOT study team realized that sections of the proposed alignment could encompass a few other options for consideration. The changes came as a result of public comment and data analysis as the team worked toward a preferred alignment.

The study team then invited the public to a "drop-in" open house meeting April 10 to gather input about the new options. The meeting brought 167 people out to Freeburg to take a look at four new alignments that emerged from the study team evaluation.

Now the study team will incorporate the new public comments into their evaluation and work toward a recommended preferred alternative, which will be available for public comment in Fall 2008.

MoDOT is conducting this environmental and location study of U.S. Route 63 in Osage, Maries and Phelps counties to evaluate current and potential future transportation needs along a 47-mile stretch of U.S. Route 63, from south of the Route 50/63 junction to just north of Rolla. The study objectives include improving safety, traffic flow and continuity on the north/south corridor.

All the maps and materials regarding the alignments are available on the Central District's Web page, [www.modot.org/central](http://www.modot.org/central).



Transportation Project Designer Laurie Wyrick and Project Manager Nicole Hood discuss the proposed alignments for the Route 63 Environmental and Location Study at a "drop in" open house held April 10.

# D6

## St. Louis Area

### District 6 Landmarks Glowed Orange for Work Zone Safety Awareness Week

by Kara Price

This construction season, MoDOT turned the state orange for the second year to increase work zone awareness and honor fallen workers. Some MoDOT buildings and landmarks throughout the state were lit orange from April 7-11 in recognition of National Work Zone Awareness Week, which marks the start of another big season of highway construction.



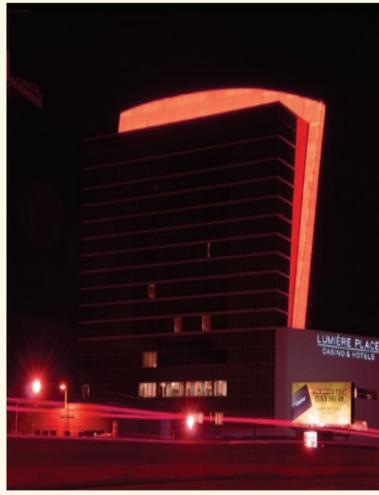
Fountains of Logan College of Chiropractic

District 6 gained twice as many partners this year for the Operation Orange initiative to get the important message, “Don’t Barrel Through Work Zones,” to motorists. Corporations, organizations and landmarks within the St. Louis area supported MoDOT’s Work Zone Safety message of “Drive Smart in Work Zones to Arrive Alive.” Some lit their buildings or landmarks orange, while some placed messages on their building and Web site to show the public the importance of Work Zone Safety.

MoDOT’s Traffic Management Center was lit orange on the front and the back of the building as well as its sign at the entrance of the Transportation Management Center. A banner that said, “Work Zone Safety Awareness... Drive Smart to Arrive Alive,” was displayed on the front of the TMC to show motorists why MoDOT lit this building orange.

MoDOT and the Associated General Contractors of St. Louis held a kick-off event April 7 in observance of Work Zone Awareness Week at the Interstate 64 work zone at Kingshighway.

Thank You District 6 for all your hard work and dedicated efforts in striving to ensure work zone safety within the district!



Lumiere Place

#### District 6 Operation Orange Partners

- Ameren UE
- America’s Center
- Balke Brown Associates
- City of Vinita Park
- Kiener Plaza
- Kozeny Wagner Contracting
- Logan College of Chiropractic
- Lumiere Place
- Maritz
- Missouri Botanical Gardens
- NB Larry West Contracting
- Residence Inn at I-64/ Jefferson
- Saint Louis Science Center
- Six Flags St. Louis
- St. Louis Cardinals
- St. Louis Zoo

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### Minority Small Business Champion of the Year

by Shirlyn Myles

Patricia Weekley, external civil rights senior specialist for District 6, has won the Minority Small Business Champion of the Year award presented by the Small Business Administration’s Region VII location, which consists of four states: Iowa, Kansas, Missouri, and Nebraska. Weekley is also the coordinator of the Disadvantage Business Enterprise Program, for which her primary responsibility is to assist minority- and women-owned businesses navigate the DBE application process and qualify for construction and construction-related opportunities on federal aid projects.



Weekley will be presented with the award at the Exhibit Gala and Dinner on May 8 at the Hilton – St. Louis Airport.

Every year since 1963, the U.S. Small Business Administration has recognized the special impact made by outstanding small business owners and by champions of America’s entrepreneurs.

Small Business Champion awards are made to individuals or organizations dedicated to supporting small businesses. SBA will make Small Business Champion awards on the district level (in multi-district states), the state level (from each of the 50 states, the District of Columbia, Puerto Rico, the U.S. Virgin Islands and Guam) and the national level. The national Small Business Champion awards are selected from the state winners.

For more than 20 years, Weekley has dedicated her career to helping minority-owned businesses succeed. She began her career in the minority business development sector, as business manager for MOKAN Construction Contractors’ Assistance Center. From 1991 to 1998, she worked for the University of Missouri–St. Louis, where she established and implemented the university’s MBE/WBE Program.

Weekley then worked for the state of Missouri as the manager of the Supplier Diversity Program, spearheading the certification of over 1,000 M/WBE firms, an 80 percent increase in participation.

In 2004, Weekley was then offered a position with MoDOT’s Office of External Civil Rights, where she pioneered the implementation of the DBE Supportive Services Pilot Partnership program and Business Assistance Centers.

Weekley holds a B.S. in Business Administration and an A.S. in Merchan-

dising. She is certified as an Ewing Marion Kauffman Foundation FastTrac administrator and facilitator, and has a certification as a contract compliance administrator. She is a member of both the American Contract Compliance Association, and the Conference of Minority Transportation Officials Association. Weekley served as chair of the Minority Business Coordinators’ Committee of the Kansas City Supplier Council, and is a former Advisory Board member of the Missouri Procurement Assistance Center. As a dedicated advocate for minority-owned businesses, Weekley strives to help businesses achieve their professional goals.

The evaluation/selection criteria for the Minority Small Business Champion of the Year:

- Individuals who have fulfilled a commitment to support minority entrepreneurship.
- Volunteer efforts beyond business/professional responsibilities to advance minority small business interests within the community, state and/or nation.
- Demonstrated efforts to improve conditions in the minority small business community as a whole, not solely for individual personal advancement.
- Voluntary provision of professional services to the minority small business community in a legal, legislative, managerial or financial capacity.
- Demonstrated accomplishments in advising minority small business groups of opportunities within the overall business community.
- Other accomplishments demonstrating the nominee’s merit as an effective advocate for minority small business interests.

# D7

## Southwest

### District 7 Wins Diversity Pioneer Award

by Lori Marble

In a January 20 article in *The Washington Post*, a research report was cited that the best results from diversity training occur when the program is voluntary and focuses on specific organizational skills.

Such success was the case this year in District 7, when Anderson Regional Maintenance Supervisor David Holloway found he was lacking in bodies on his maintenance crew, yet surrounded by individuals who seemed unwilling or unaware of how to apply for employment.

Talking to his sister, who works in the human resources department for Wal-Mart, Holloway mentioned his need for help and the great number of Hispanic men and women who had moved into his portion of the district over the past few years.

“You’re going to have to get out there and talk to people,” she told Holloway.

Ever the approachable supervisor and known as one of the nicest guys in maintenance, Holloway did just that. He went door to door in area neighborhoods, handing out fliers he had made with the help of an employee’s wife who works as a Spanish language interpreter. In addition, he posted fliers at local stores, banks and businesses known to serve area populations of Hispanic customers.

As Paul Today, district Human Resources manager remembered it, “Holloway made it known that MoDOT was always looking for good, hard-working people and that we wanted our workforce to reflect the communities we serve.”

It was through Holloway’s door-to-door effort that District 7 soon received several new minority applications and employed two new Hispanic individuals.

“David has wholeheartedly adopted MoDOT’s diversity initiatives,” said Today.

Holloway accepted the District Diversity Pioneer Award along with District 4, during the recent MoDOT Diversity Conference. The southwest district received the award based on their efforts to utilize new approaches and existing employees to both promote diversity and increase diversity in the hiring process. This

comprise 5.7 percent of District 7’s total employees.

Because many Hispanic job applicants have neither a commercial driver’s license nor a high school diploma (or equivalent), they have often been overlooked as potential maintenance workers. To address this issue, District 7 piloted the use of a new position,

developing good workers into fully qualified maintenance employees, instead of disregarding them as “unqualified.”

Another new idea the district implemented was re-writing the employment advertisements. Now when hiring maintenance workers, the following statement is added: “We will

work with the ‘right’ individual to help them obtain either or both.” Since including those words and making it clear the interest was in overall qualifications rather than simply minimum requirements, the increase in the number of employment applications received has been phenomenal.

Historically, when District 7 advertised in its more rural locations, a negligible two or three responses were received with each ad run. However, after running the new ad, District 7 received more than 80 new employment applications, including many more from females and minorities. This statement, “Will work with the

right individual,” is now included in all job ads for entry-level maintenance employees. The response continues to be large and diverse.



David Holloway, District 7 (left), and AJ Byrd with District 4 (right) accept their awards from Commissioner Mike Kehoe.

was the second year MoDOT presented the award.

This past year has resulted in large demographic shifts in the diversity of District 7’s employee makeup. At the beginning of 2007, the district employed 448 people, 5.1 percent of whom were minorities. During the year there was an unusually high number of minority retirements, resulting in the loss of 22 percent of the minority employees, all but one due to retirement or disability. In addition, the southwest district’s overall workforce shrank. The full-time headcount was reduced to 441 employees, making it that much more difficult to hire employees regardless of race or ethnicity.

It was despite these reductions that the district ended the year with an increase in the number of minorities employed, even exceeding the number at the beginning of the year. Minorities now

“General Laborer,” which does not require a high school diploma/GED or CDL, as a way to hire good people who show potential. This position has given the district a tool for hiring and

### Tour of Duty Over for Campbell

by Wendy Brunner-Lewis



Special Crews Maintenance Supervisor Derik Campbell returned home in March after spending six months in Iraq with the Air Force Reserves.

“It’s good to be back home,” Campbell said. “Iraq was interesting, but I don’t miss the sand. I’m glad to be back with my family.”

Campbell cut down the yellow ribbon in April that he tied to the tree in front of the district office in August.

The military sent the district a certificate of appreciation, at left, for our support of Campbell’s mission.



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# D8

## Springfield Area

### Josh Slatten Remembered For Work Ethic, Sense of Fun

by Angela Eden

Josh Slatten is remembered as a man serious about his work and committed to serving others, but also as someone who loved to joke with his co-workers.

Josh, just starting his third year as a seasonal crew worker at Springfield Maintenance, died in the line of duty in a traffic crash in the pre-dawn hours of March 19. He was on his way to check flooded roadways north of Springfield.

Josh's mother, Monica, said he enjoyed working for MoDOT. He welcomed the responsibility of running equipment to make roads safer.

Josh worked summers as a seasonal crew worker and plowed snow as an emergency worker. He was trying for permanent, full-time employment.

"He loved getting the trucks ready (for plowing)," Monica Slatten said. "He liked being given a route, knowing



Josh Slatten

what to do and being trusted with it."

Co-workers said Josh was a willing worker who kept things light-hearted at the shop.

His pranks included doctoring an employee calendar to turn someone's dental visit into time off for brain surgery.

Josh often tried to make Springfield Maintenance Supervisor Mark Knight laugh. "He'd look at me and say, 'That was a joke, Mark, smile.'"

Monica Slatten said the knowledge that Josh shared the family's strong religious faith is helping everyone through this tough time.

"He had eternity nailed down," she said. "He had peace."

### Retirements in May

by Angela Eden

#### Marshfield Maintenance Supervisor Noel Dunn

Service: 35 years (Hired May 1, 1973)

Career: Maintenance worker, 1973-1985; senior maintenance worker, 1985-1998; maintenance crew leader, 1998-2002; maintenance supervisor, 2002-2008 – all at Marshfield Maintenance

Memorable Experience: On his third day at MoDOT, his tractor hit a stump in high grass off a shoulder of I-44. He hit the ground and hurt an arm and leg, but noticed the unmanned tractor had traveled onto the interstate. "I ran after the tractor and got it stopped before it hit any vehicles. I'll never forget that."

Biggest Change: Better equipment

Quote: "I really enjoyed working throughout the district and with other districts."

Post-MoDOT Plans: Riding his motorcycle, fishing and spending more time with wife, Cindy, and family



Dunn

#### Signal Shop Senior Electrician Ron Noland

Service: 30 years (Hired Feb. 1, 1978)

Career: Maintenance worker to senior maintenance worker, Ballas Maintenance Facility, District 6, 1978-1983; signal and lighting electrician, District 6, 1983-1984; signal and lighting electrician to senior electrician, District 8, 1984-2008

Memorable Work: Building and installing traffic signals at Route 60/Route 125 at Rogersville

Biggest Change: Switching to computer microprocessors in signal controllers and having remote communication with many controllers in the district, making trouble calls easier to manage

Quote: "I'll miss the people. Good people."

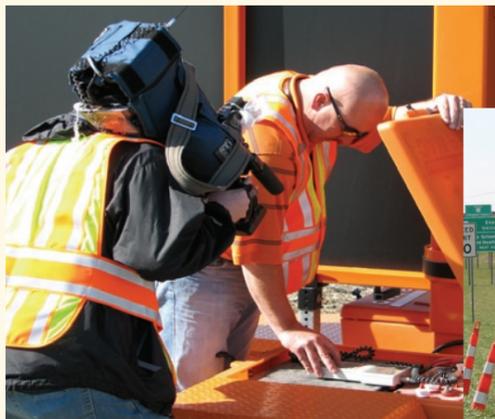
Post-MoDOT Plans: Working his farm near Hartville, fishing and hunting and spending more time with wife, Joyce



Noland

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### D8 Promotes Work Zone Safety

Clockwise from top: Sign Maintenance Crew Leader Bob Lawrence interviewed by KOLR-TV (Ch. 10) on Route 65 near Lake Springfield. ... Operation Orange lighting at Branson Landing. ... Springfield metro area message boards like this one on southbound Route 65 near Division Street, carrying safe-driving pleas. ... Incident Management Coordinator Earl Wallace setting message board on Route 60 near Glenstone Avenue, covered by KYTV (Ch. 3). ... Safety messages displayed on Hammons Field scoreboard during Springfield Cardinals baseball game.



### D8 at Work

Crews help with clean up following a March 31 tornado that hit Dallas County.

(Top photo) Buffalo Maintenance Crew Leader Bill Hicks, left, guides Senior Maintenance Worker Lynette Miller using a truck-mounted broom to sweep debris from Route 65 in Buffalo.

(Right) Springfield Maintenance Crew Leader Ron Plaster unplugs a pipe at Route 65 at Route 38/Route TT south of Buffalo.



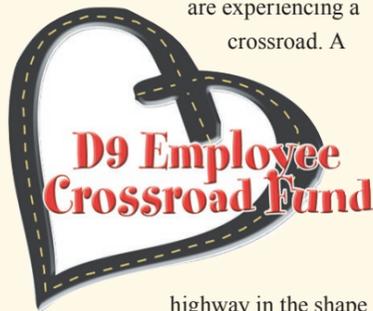
# D9

South Central

## D9 Launches Employee Crossroad Fund

A tradition of helping one another exists in the South Central District. This tradition has led to the launch of the Employee Crossroad Fund, designed to support employees experiencing significant hardship due to serious illness, either their own or that of a family member, or a life changing or catastrophic event.

Careful thought was put into the name. By definition, a crossroad is a critical or crucial time or state of affairs. The purpose is to support employees who are experiencing a crossroad. A



highway in the shape of a heart was used as the foundation for the fund logo and an acronym was created – Helping Employees At the Right Time.

Two groups in the district jumpstarted the fund with initial donations. The

Break Room Committee at the district office donated \$200 and the local Transportation Employees Association of Missouri chapter added another \$100.

The fund was introduced at the annual safety award/training events, which began in April and extends into mid-May. Following a short presentation on the fund, a barbecued pork steak lunch was served. Employees earning safety awards were treated to lunch and given the opportunity to donate to support the fund. All other attendees were given the option of bringing their lunch or purchasing a meal for \$6 with proceeds going to benefit the Employee Crossroad Fund. Payroll deduction forms also were made available.

The committee will hold additional fundraisers and other contributions will be sought through direct donations to sustain the fund. All donations will be maintained in the District 9 Highway Employees Credit Union.

*For additional information regarding this fund, visit the South Central District home page and click on D9 Employee Crossroad Fund.*

## D9 Brings Home Tool & Equipment Challenge Honors

All three Tool & Equipment Challenge submissions from the South Central District were recognized for their significance in improving work processes. One first place and two honorable mentions were awarded to the district.

14 A sign innovation submitted by Rolla Maintenance took first in the category of signing. The sign-mounting system was designed to decrease highway worker exposure to high-speed traffic. It utilizes mile markers, spaced every two-tenths of a mile, to set work zone signage without having to measure. This placement also enhances visibility and mobility throughout the work zone. They are far less likely to succumb to strong winds, which is typical with the conventional systems that sit on fold-up stands and have to be sandbagged. Under the hand tool category, an oil

distributor wand with extra hand sprayers developed by Salem Maintenance received an honorable mention. This innovation is particularly beneficial in performing the maintenance function of crack sealing.

Honorable mention also went to Leonard Miller of Mountain View Maintenance and Jonathan Estes of Summersville Maintenance for a tractor blade attachment in the shoulder work category. This innovation reduces the need for backing up while performing work. Less material is wasted as it is placed in the edge rut as opposed to the ditch or in the grass. Benefits include the creation of an attractive, uniform roadside and reduction in down time, labor and wasted materials.

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## Work Zone Awareness Week Focuses on All Ages

Efforts to educate the public regarding the need for safety in work zones were ramped up during National Work Zone Awareness Week, April 7-11. In the South Central District, both driving and non-driving audiences were targeted.

Press releases and public service announcements were shared along with interviews on local radio stations. In addition, special attention was focused on elementary-aged students, who often have tremendous influence on their parents.

A program delivered by a team from Rolla Maintenance to several schools in the northern portion of the district left several children singing the Barrel Guy song and able to point out the particulars of a work zone. Spearheaded by Maintenance Crew Leader Tyann Alexander and Maintenance Worker Barb Davis, the program included a work zone activity book; hands-on work zone activity; visits with the Barrel Guy, who was in full costume; the reading of

his story; and stoplight snacks prepared by the children themselves.

“We really had a lot of fun and the children learned so much about work zones,” said Alexander. “When they drew their pictures for the contest at the end of the lesson, they had signs in the right place and some showed workers radioing to see if they could send cars.”



## District 9 Tops in First Aid/CPR Certification, Three Years Running

At the annual First Aid/CPR meeting in Jefferson City, April 10, the South Central District was proud to accept top honors for certification among employees for the third year in a row. In addition to the traveling plaque awarded to the district with the highest percentage of certified employees, trainers also brought home an award of excellence from MoDOT Director Pete Rahn for accomplishing the feat of training 97 percent of employees.

According to District Safety and Health Manager Darren Petrus, a culture has been created in the district. “Having 418 of our 430 employees certified in First Aid/CPR is something every employee takes a tremendous amount of pride in,” he said. “Having been awarded the traveling plaque for a third consecutive year is the direct result of a total one-team commitment to maintaining a high standard.”

According to Petrus, First Aid/CPR is neither management nor employee driven. “It is district driven with each employee holding their teammates accountable, which is a highly motivating influence. Our folks just know that October to December is First Aid/CPR training time and we all jump in with both feet. I also believe there is a strong sense of taking care of one another that inspires employees.”

Petrus said one of the most important things he attributes success to is the dedication of the instructors. “They work extremely hard to create flexible training schedules and have even been known to make individual calls to those who might not otherwise participate.

“I personally look forward to the day all of MoDOT is certified in First Aid/CPR and the traveling plaque has to be split into 11 pieces to be shared statewide,” Petrus added.



Pictured from left, first row: Darren Petrus, Keith Elliott, Conine Morrison, Melanie Curlile and Pam Griffin. Second row: Danny Bassett, Todd Adams, Dennis Doss, Ben Meredith and Amos Purcell.

# D10

## Southeast

### District Hand Tool Innovation Wins State Honorable Mention

District 10 recently had three innovations advance to the 2007 State Tool & Equipment Challenge Showcase in Sedalia.

Employees were able to enter an innovation at the district level in one of three categories: hand tool innovation; non-fleet innovation; or fleet innovation. The entry with the highest score from each category was selected to advance to the TEC Showcase to compete against other innovations statewide.

The local hand tool innovation winner, "Casters on Rear of Concrete Saw," conceived and implemented by Park Hills Maintenance Crew Leader David Herbst, was awarded honorable mention at state.

"By adding the casters on the back of the concrete saw, it allows the operator to maneuver the heavy saw without the assistance of additional employees, while making it easier to turn the saw on different cuts," said Maintenance Superintendent Keith Gentry.

Each entry was judged on various criteria ranging from cost to versatility and implementation.



District 10 Hand Tool Innovation, State Honorable Mention Winner

### Ceremony Held to Kick-Off Bypass Construction

A ceremony was held Feb. 29 to kick-off the construction of the Route 72 Fredericktown bypass. The in-door ceremony was held at the Ole Times Country Café near the construction site.

The \$1,175,538 contract, for the first phase of the project, was awarded to Chester Bross Construction, Hannibal, in 2007. The first phase of building the bypass around Fredericktown includes constructing a roundabout at existing Route 72, just east of the Route 67/72 interchange. The project is anticipated for completion in fall 2008.

The second phase of the project consists of grading the remainder of the bypass and constructing two new bridges—one over Little St. Francois River and one over Village Creek. The third phase includes paving of the entire bypass project. The second and third phases of the bypass project are expected to occur in fall 2008 and fall 2009.

MoDOT is partnering with Madison County to finance the three-phase project. The county will be contributing approximately \$3.4 million toward the estimated \$7 million improvement.



Local, state and federal officials help to unveil the New Intersection "point of progress" sign as part of the official construction kick off of the Route 72 Fredericktown Bypass in Madison County.

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### Ice, Rain, Flooding D10 Employees Go the Extra Mile to Keep Roadways Clear and Safe

From record ice storms in February, to record rain fall in March and April, the Southeast District has seen its fair share of recent inclement weather.

As MoDOT crews scurried to clean up debris left behind from the first ice storm, it wasn't long until another round of winter weather hit, followed

shortly after with massive flooding throughout the district.

With over 80 roadways forced to close in District 10 due to the unusual weather, MoDOT crews went the extra mile to keep roadways as clear and safe as possible for the public. Thank you MoDOT Southeast District!

Broken tree limbs from the recent ice storm complicated the flooding problems in D10. Route Y in Jackson, right, was just one of the many areas that had clogged culverts due to the ice storm debris.



After the water began to subside on Route P in Cape County, right, crews cleared this roadway and numerous other mud covered roads using snow plows.



Senior Construction Technician Chris Barnfield, left, is one of many MoDOT employees that went "above and beyond the call of duty" during the 2008 flooding.



Route BB in Stoddard County was one of many roadways in District 10 that were closed after record rainfall. At one point, over 80 roads were closed in the Southeast District.

### Southeast District Wins Two State Battle of the Belt Awards



Notre Dame High School Adviser Angela Schaefer and Notre Dame students (left side) were awarded a trophy and \$1,250 at the State Battle of the Belt awards ceremony for having the highest overall seatbelt usage rate in the entire state of Missouri. Ashley Rhodes (right side, third from right) was awarded second place in the state for her original public service announcement. In addition to winning a trophy, Rhodes' PSA will also be used in a local media campaign on area cable channels. Intermediate Community Relations Specialist and D10 Battle of the Belt Coordinator Belinda McMurry (second from right) and Highway Safety Director Leanna Depue (far right) were also part of the Battle of the Belt award ceremony in Columbia.

## Connections

The mission of *Connections* is to be a monthly source of Missouri Department of Transportation news and feature articles that connect employees statewide. It is distributed to MoDOT employees and retirees.

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Additional copies are available upon request. Suggestions, questions and comments are always welcome.



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## Great Employee Ideas Meet the Challenge

by Lauren Gress

Everyday work at MoDOT just got simplified. Employees all across the state have made creative innovations to improve the efficiency of their work and the tools they use. Those with the best innovations to make field operations better, faster, cheaper and safer were recognized at the first Tool and Equipment Innovation Showcase on March 26 in Sedalia.

“Everyone can benefit from our employees sharing best practices,” said Don Hillis, director of System Management. “This showcase is a great way to recognize all the good work and innovative methods our employees come up with.”

The winners were chosen from three different categories:

### Pavement Maintenance

District 2 employee Stacy Thomas made modifications to a mud pump, adding a t-handle to the pump that makes it easier and safer to use.

### Signing

District 9 employees from Rolla Maintenance created a sign mounting system to help keep employees safer and out of traffic by allowing signs to be attached to guard cable and guardrail posts.



Jeff Miller, left, listens as Eugene Oser, right, describes how they can now quickly transform a chip spreader into a shouldering machine.

### Shoulder Work

District 2 also won this category. The Carrollton team developed an innovative shoulder machine with attachments that can easily be changed from a chip spreader to a shouldering machine in less than 30 minutes.

MoDOT employees submitted their innovations last fall during the 2007 Tool and Equipment Challenge and the winners were showcased in March.

The showcase is meant to be a mode of communication for MoDOT employees to share their innovations and help their co-workers. The competition was open to all employees and judging was based on cost versus benefit, convenience, versatility and implementation.

In addition, winners were rewarded with \$500 for individual winners, \$2,000 to groups and an additional \$10,000 for the district maintenance offices of the winners.



Rick Gaul, left, and Stacy Thomas show Mara Campbell how the new mud pump handle works.

“We have a lot of very inventive employees out there and this is a great way to honor our employees and put their great solutions to work,” Hillis said. “Anything that helps make our work better, faster, cheaper or safer is going to be a winner for all of us.”

More information on the challenge can be found on the Intranet at [www.intranet/or/Solutions/index.htm](http://www.intranet/or/Solutions/index.htm).

## Let the Work Begin

photos by Cathy Morrison

District 4 held a ceremonial groundbreaking event on April 18 to kick-off the kciCON project. Among the nearly 300 attendees was Sen. Christopher “Kit” Bond and several other dignitaries.

The \$245 million project will widen Interstate 29/35 from four to six lanes from Route 210 to the northeast corner of the downtown loop. Included is the reconstruction of five interchanges and the new cable-stayed Christopher S. Bond Bridge.



Northland Regional Chamber of Commerce President Sheila Tracy and Greater Kansas City Chamber of Commerce President Pete Levi present Sen. Kit Bond with a gift for his part in securing \$50 million for the kciCON project's landmark Missouri River bridge that will bear his name.



Sen. Kit Bond was joined by a host of dignitaries to turn the dirt on April 18, marking the ceremonial groundbreaking of the kciCON project.