

DECEMBER 2008

INSIDE



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ONE 2 ONE

WITH DIRECTOR NANCY RICHARDSON

I have been thinking of writing a column on ethics for several months, but some other topic always seems to take precedence. Maybe there is a parallel there--perhaps it often seems easier to just ignore or overlook ethical considerations. But, I am convinced that life is better-lived when one has a solid ethical foundation for actions and decision-making.

What does it mean to be ethical? Webster's Dictionary says, "conforming to accepted and especially professional standards of behavior," and provides virtuous, moral and principled as synonyms. I simply apply the Grandma Mae test to determine what is ethical.

Grandma Mae was my paternal grandmother. She was widowed at a very young age with four youngsters and a fifth on the way, lost the small farm in the depression, lost a son in World War II, and spent her life doing various "small" jobs to support herself and her family--seamstress, domestic, child care and the like. Yet, until her death at age 105 (yes, you are reading right!!), I never knew her to have a bitter, negative thought ... but that's a whole other column. Back to ethics and doing the right thing ...

Grandma Mae lived in the town I grew up in. To me, she was the stereotypical small town, Irish-Catholic grandma, Mass every morning, card playing most every night, and work and volunteering (church circle, American Legion Auxiliary and the local Democratic Party) in between. She was inherently honest, fair and compassionate. She lived in an apartment right on Water Street (the main drag) and she was EVERYWHERE!

Thus, the Grandma Mae test. First, while my parents worked, Grandma Mae cared for me in her home -- where she also cared for her elderly parents -- until I was school age. Her approval was, needless to say, always very important to me. As I grew up, I became aware that, without even consciously realizing it, I always wanted to behave as though Grandma Mae was watching me. And, every now and then, she reminded me why -- like the time she waited outside for me to "box my ears" for having talked to my girlfriends all during Mass. She expected you to behave properly and do the right thing at all times.

So what is the "right thing"? It is to be like Grandma Mae: honest, fair and compassionate in all that you do without

even thinking about it. This past summer Stuart Anderson, director of the Office of Systems Planning, and I were riding home together from a meeting in Kansas City, having just heard a presentation on professional ethics. The presenter talked about the stages of ethical decision-making, from the basic self-interest perspective of doing the right thing so people will be nice back, wanting to avoid getting in trouble, and having others' approval; to the law and order, it's the law, I should follow the rules considerations; to the more evolved process of determining what is the morally appropriate thing to do that positively contributes to others and society as a whole.

Stuart and I were translating what we heard about professional ethics into personal ethics. We each remembered the childhood events that shaped our ethical thinking, like seeing our parents be honest in all financial transactions and truthful, even when it was personally painful. I remember Stuart relating the story about running an errand for his Mom as a kid, being excited when he got to the car because he had gotten a dollar more in change than he was owed, and her making him "march right back into that drugstore" to give the money back (funny how you always had to "march" when you had done

something wrong)! We both acknowledged the lasting impact on our behavior of those type events and remembered them as though they had happened only yesterday.

Well, actually, for me it was just yesterday ... literally. Charlie and I were in the Everglades (yes, I am on vacation) and stopped at the Information Center for -- well, information. Naturally, they have a gift shop so we found a few items for Charlie's grandchildren, paid for them and left. When looking at the receipt because I thought we were overcharged for an item, I realized that the clerk had not charged us for a \$15 T-shirt. It wasn't our fault, we had already left, it was just a T-shirt, the stuff was all over-priced anyway, we were in a hurry, and on and on with the possible rationalizations. The easy way out was to just keep on our way; the ethical way was to return. We went back and I waited in line to explain the missed charge. The clerk said in amazement, "I figured you were waiting to complain about an overcharge. Don't worry about it." I pressed that I didn't want her to be short and she finally said we had purchased a lot, and I should accept the T-shirt as a gift and she hoped the kids enjoyed the presents.

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DOT's organizational survey results

Think back to last March when you, along with all DOT employees, were given the opportunity to comment on the agency by way of an organizational survey.

This survey, the fifth completed for the DOT since 1984, sought to gather information related to job satisfaction and perceptions of the work environment. Of the 3,066 surveys mailed, 1,381 usable surveys were returned, a 45.1 percent response rate, higher than typically achieved in mailed surveys.

The questionnaire, developed by Dr. Paula Morrow of Iowa State University and Dr. David Putz of the Operations and Finance Division, continued a line of questioning from previous surveys, and added new questions about satisfaction with training and opportunities for advancement. These additional questions are tied to the fourth goal of the agency's strategic plan, "Improve the effectiveness of our workplace." The Management Team believes it is important to understand how employees feel the department is doing.

Putz said, "The goal in repeating questions from survey to survey is to gain an idea of how the workforce is changing over time. You can think of one survey as a snapshot and a series of surveys as a short movie. The hope would be that the new training and opportunity questions in 2008 be continued in upcoming surveys."

Over time, the attitudes of employees have not significantly changed. That is good in that job satisfaction, including with the work itself, supervision and co-workers, continues to be highly rated. In her summary report following the survey, Morrow wrote, "In some ways this stability is quite remarkable. Despite changes in organizational size, agency directors, the structural configurations of the DOT, and occasional reductions in force, most employees remain satisfied with job content and the interpersonal aspects of their jobs."

The survey showed one aspect of employees being generally satisfied with their work is that they tend to stay

in a job longer. Along those same lines, our employees are getting older. An aging workforce was flagged in the survey results to get DOT management thinking about succession plans and transfer of knowledge from older workers to younger employees. The demographic data also showed employees are staying in the same pay grade longer, continuing to suggest a lack of upward mobility options at the DOT. However, for the first time in five surveys, there were no racial differences in the amount of time spent at the same pay grade.

While there were many positives that came from the survey, employees also express concerns in such areas as trust, organizational structure and workplace environment.

Actions supervisors can take in relationship to perceived discrimination were the focus of activities following the 2001 survey. The 2001 survey resulted in the development of the Supervisor's Tool Box and Diversity Action Plan, which spawned the annual Supervisor's Conference and ongoing supervisor roundtable discussions. Putz said, "Improvement in ratings among managers and supervisors suggests these and other actions designed to help managers and supervisors perform their duties were well received. The DOT management clearly used the 2001 results to address issues and is taking the data from these surveys very seriously, making changes based on employee input."

Analysis of the 2008 data is underway with a review team consisting of Putz; Elvie Laudencia, the DOT's affirmative action/equal employment opportunity officer; John Adam, Highway Division Statewide Operations Bureau director; and Tammy Nicholson, director of the Office of Rail Transportation. Management Team is reviewing the analysis to determine where to focus the agency's attention in the coming years.

To read more about the survey and survey results, log on to DOTNET.

Please fill out satisfaction section below.

Very Satisfied

Satisfied

Somewhat Satisfied

Neutral

Somewhat Dissatisfied

Dissatisfied

Very Dissatisfied

Elvie Laudencia

AA/EEO officer



As you read on page three of this month's edition of INSIDE, the Iowa DOT recently presented findings from the 2008 organizational survey. Part of that survey identified a need for employees to have more information about the DOT's affirmative action/equal employment opportunity (AA/EEO) officer.

Elvie Laudencia has been the DOT's AA/EEO officer located in the Office of Employee Services (OES) in Ames since November 2007.

Laudencia, a native of the Philippines, feels the Iowa DOT is embracing diversity and promoting a positive workplace environment to all employees. Laudencia said, "My position has many responsibilities, producing the annual AA plan, reviewing hiring prac-

tices and promotional processes in the department, assisting with the reasonable accommodations process, and working toward a healthy and diverse workplace for everyone."

To fulfill her duties, Laudencia says interacting with employees is her first step. "I listen to all employees' concerns related to both our policies on AA/EEO (PPM 230.03) and workplace environment (PPM 230.08), investigate and recommend action where appropriate. Maintaining a work environment that is free of inappropriate and/or offensive behavior should be everyone's goal at the DOT," she said.

"Although I am the coordinator for AA/EEO at the DOT, all employees should work toward creating an even more respectful workplace for themselves and all their co-workers."

"In OES we are working through our affirmative action program to create a greater service network and increase awareness of a healthy, diverse work environment at the DOT. Laudencia said, "Although I am the coordinator for AA/EEO at the DOT, all employees should work toward creating an even more respectful workplace for themselves and all their co-workers."

Laudencia stressed that one part of her job is to work with employees who believe they are not being treated appropriately or fairly. Laudencia helps DOTers first address concerns one-on-one with the other party, hoping that a cordial dialogue can promote resolution of the concern.

As an analytical thinker and a life-long learner with a law degree and a Master's Degree in public administration, Laudencia embraces the challenges of the investigative part of her job. "One of the main pieces of my job is conducting investigations into employee complaints. My analytical nature helps me look for the important details and document things very carefully, which is important for all parties in the process toward successful outcomes."

In her 19 years with the DOT, Laudencia has worked in the Office of Contracts administering the on-the-job training program and Office of Finance as an internal, and then external, auditor until she was selected as the AA/EEO officer.

Laudencia can be reached at 515-239-1693 for questions on hiring and promotional practices, AA/EEO or workplace environment issues, and diversity development suggestions.



Green DOT - Energy excellent buildings

As you read in the October edition of INSIDE, state government plans are well underway to meet the requirements of Executive Order Six signed last February by Governor Culver to reduce the carbon footprint of all state agencies.

The holistic approach to green government includes reducing the amount of energy used in our facilities. This includes electricity, natural gas, liquid propane, and water. Scott Gustafson from the Office of Facilities Support is the DOTer sitting on the state committee for energy excellent buildings and monitoring the DOT's success in this area.

"We are mandated to reduce energy consumption in all facilities by 15 percent over the next five years," Gustafson said. "To do that will require some changes in the way we've traditionally looked at our resources. We're in the process now of gathering data from utility bills for fiscal year 2008 to establish a baseline for measuring our energy savings going forward. We are also exploring new technologies to address this issue."

But there is a balancing act with reducing energy costs and being fiscally responsible. One way the DOT could significantly reduce energy consumption would be to replace lighting control systems. "In most buildings, employees have to manually flip a switch to control the lighting," Gustafson said. "What we are looking into would be automatic day-lighting systems that sense the presence of a person in the room and amount of available light, adjusting the fixture accordingly. These new systems would be used where appropriate. We are installing a test system in the Office of Facilities Support and will evaluate the effectiveness and cost-to-benefit ratio of this system."

Even with some functional issues with a similar system at the Motor Vehicle Division's new facility in Ankeny, Gustafson says innovations in lighting control technology and acquiring the right system can make an impact on energy consump-

tion. "There are times I drive by the Ames facility at night and see lights on in areas where there are no employees working. A system like this can eliminate that waste."

A large portion of the DOT's energy use comes from heating and cooling. In Fairfield and Ankeny, geothermal systems are already in place and saving energy. "Neither location has been in place for very long, so a complete set of data is not available," said Gustafson. "But we're confident these ground-source heat pumps will save energy at these locations."

The DOT's heating and cooling systems vary from location to location, but one change people will begin to notice is the enforcement of temperature settings. "Thermostats will be set to attain an air temperature of 68 degrees Fahrenheit in the winter and 80 degrees Fahrenheit in the summer. That's going to be a significant change for

some offices. There will also be more attention paid to removing heaters that are not approved by Facilities Support," said Gustafson.

For reducing water consumption, the DOT has already begun installing low-flow aerators in faucets. Gustafson said his office is exploring new technologies for waterless urinals, dual-flush toilets and other water-saving ideas.

Aside from modifying current systems, Gustafson said new technologies are also being explored, including the use of wind and solar power. "At the new auction building in Ames, we're considering installing a small wind turbine and photo-voltaic solar panels," Gustafson said. "If these technologies prove effective, we would like to look at wind energy on a larger scale."

The Iowa DOT is also looking to establish a "green team" to explore options to reduce energy consumption and help our environment. If you have ideas on ways to save energy in your work area, contact Scott Gustafson at 515-239-1443 or scott.gustafson@dot.iowa.gov.

GREEN | THE NEW ORANGE



A new take on reusing materials—wastewater recycling

Have you ever seen a snowplow truck pull into the shop after a run? What was once a shiny orange vehicle can often be camouflaged in snow and ice from a few hours out in a blizzard. Typically, the vehicles are brought into the shop and washed to prepare for the next tour of duty. The wastewater that comes off these trucks is filtered and dispersed into nearby ditches. A new system at the Ames garage is designed to not only reduce the discharge of wastewater, it will save money by reusing water once dumped into a ditch.

Since washing the trucks loosens particles of salt and other chemicals, the wastewater often contains high mineral concentrations. At the Ames garage, the high concentration of “total dissolved solids” in the wastewater after filtration was a problem viewed as an opportunity to try a new way of thinking about how the Iowa DOT reuses our water resources.

“A group of us were brainstorming ideas on wastewater treatment and storage,” said Mike Krohn, District 1 maintenance manager. “After looking at year-round wastewater volume versus



The crew at the Ames garage not only kept up their highway maintenance work, they performed the majority of the construction work at the garage's new brine facility. Pictured from left to right are Doug Clemenson, Chad Rumbaugh, Robert Lehmann, Randy Reifschneider, Jeff Titus, Brian Deaton, Brian Skartvedt, Shawn Hunter, Chad Moser, Larry Pierick, D.J. Robinson, Muary White, Jim VanSickle, Scott Robinson, Moses Borntreger and Martin Coughenour. Not pictured are Darril Adams, Mike Williams, Mike Walker, Brad Fleming, Cheryl Hunter, and Dustin Conover.

winter brine water use, we started asking if we could store the wastewater and run it through our brine-making facility.” After some research by the Office of Location and Environment, the idea became a reality with plans for new brine-making building and a new way of thinking about wastewater.

After a few months of planning, construction of the building began in July. “We had a very tight time frame

to get this building operational,” said Lee Hammer, director of the Office of Facilities Support. “The funding didn’t become available until July 1 and we wanted to have the facility in use by winter. The only way this was going to work was with a high level of cooperation among every DOT office that touched this project. From development of the plans to letting contracts to purchasing the tanks to our own people stepping up in the construction process, it was a total team effort.”

While a contractor was hired to do the excavation, concrete work and insulation, Ames maintenance employees built the structure, installed the siding and roofing materials, and completed the plumbing. “The Ames folks had the ability to look at a set of plans and put some common sense into the project. They had the latitude to make adjustments when necessary and the experience to know how this facility should work,” Hammer said.

Jim Vansickle, highway maintenance supervisor in Ames, said, “Not only did the crew in our shop go above and beyond, the surrounding garages

Brine building, continued on page 10

Nuts and bolts of the Ames brine building

DIMENSIONS: The building footprint is 60 feet by 80 feet

STORAGE CAPACITY: A total of 72,000 gallons in eight 9,000 gallon tanks (two water and six brine)

FLOOR: Using 14 inches of concrete with reinforced steel will hold the weight of the full storage tanks.

ENERGY EFFICIENCY: In-floor heat and floor-to-ceiling foam insulation increase energy efficiency.

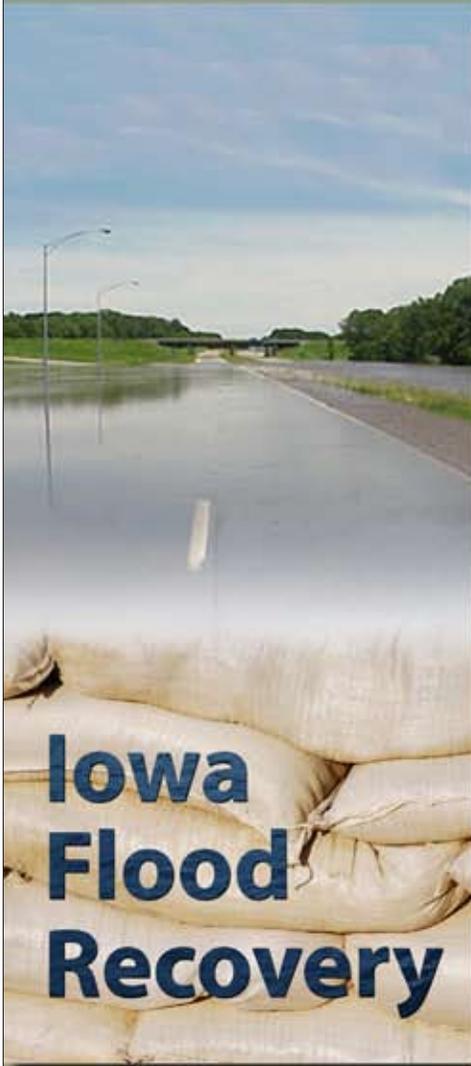
OPERATIONAL EFFICIENCY: Doors on either end of the building allow for drive-through operation where two trucks can be filling at once.

BRINE MAKER: Brine-making equipment housed inside the building reduces environmental impacts on plastic tanks.

CONTAINMENT: All floor drain water from the garage is captured and reused in the brine-making process. Because of floor design, any chemical spill is contained inside the brine building.

Officials thank Iowa workers for flood assistance

Lloyd Henderson from the Anamosa shop shakes hands with Lt. Gov. Patty Judge as Loren Reynolds from Tipton looks on. Far left is U.S. DOT Deputy Secretary Thomas Bennett. Behind Lt. Gov. Judge is Dena Gray-Fisher, Iowa DOT Office of Media and Marketing Services.



It's not often that a Washington official comes to Iowa bringing a big check for infrastructure repairs and an even bigger message of thanks to DOT workers.

On Oct. 23, U.S. Deputy Secretary of Transportation Thomas J. Bennett chose the Cedar Rapids garage as the location to announce funding for repairs to flood-damaged infrastructure in Iowa. Even more important than the \$23 million Bennett pledged to reimburse the state, counties and cities for work to repair road and bridge damage was the message of thanks from the deputy secretary, Lt. Gov. Patty Judge, Highway Division Director Kevin Mahoney, and others.

Mark Turkal, Justin Yoder and Jay Stratton, highway technician associates in the Coralville shop, made the trip to Cedar Rapids for the event. Turkal said, "During the presentation, the speakers specifically pointed out the maintenance workers, that was great. But, I guess I was most impressed by the way the deputy secretary and lieutenant governor came to thank us. Instead of us going to them, they came to shake our hands and personally thank each one of us for the work we did."

The Iowa funds announced at the Cedar Rapids event are a part of the \$679 million announced that day for nationwide efforts to rebuild infrastructure damaged by a number of floods, hurricanes and other natural disasters in 28 states and Puerto Rico. The funds will reimburse government entities for fixing or replacing highways and bridges, establishing detours, removing debris, and replacing signs, lighting and guardrail.

The funds are part of the 2008 Disaster Relief and Recovery Supplemental Appropriations Act. Congress also provides an authorization of \$100 million for the program each fiscal year.

The DOT's Office of Media and Marketing Services provided 10 displays graphically illustrating the devastation to Iowa's roads and bridges during the June flooding. (Lower left: Highway Division Director Kevin Mahoney points out items of interest to visiting dignitaries.)



"We wanted something unique. The lower-cost option was functional, but boring. The higher-cost option was okay, but not unique. Once we saw the mid-range option, we stopped all discussion. That was it."

Cole O'Donnell, Algona city administrator



Streamliner bridge

When the decision was made to replace the U.S. 169 bridge in Algona, the city was interested in making a statement with the new structure that would serve as a gateway to their city.

Now that the new "Streamliner" bridge is complete, the statement on motorists' lips is "WOW!"

Kimball Olson, aesthetic bridge specialist in the Office of Bridges and Structures, worked with Dave Little, assistant District 2 engineer, and Algona city officials to brainstorm ideas. Olson came up with three options. Cole O'Donnell, Algona city administrator, said, "We wanted something unique. The lower-cost option was functional, but boring. The higher-cost option was okay, but not unique. Once we saw the mid-range option, we stopped all discussion. That was it. The design just 'snapped'."

The inspiration for the "Streamliner" bridge came to Olson on a scouting trip to Algona. Near the highway bridge location there is a railroad bridge signed with the phrase "Algona, On the Right Track." The design began as an exercise to see if the traffic barriers could be made to look like train cars, but when Olson started playing with forms that reminded him of a 1950s streamliner train, the design just took off. Olson then turned his sketches

and documentation over to consultant WHKS for the final plan development, though he drew up the details for the special features himself to ensure that construction would match the original design idea.

One of the major hurdles to overcome was the decision to keep the roadway open and stage construction instead of detouring traffic during the project. Vicki Dumdei, District 2 engineer, and Little agreed to the staged construction, even though the bridge costs would increase by up to 30 percent. Little said, "It was important for us to work with the city and businesses that would be impacted by this project. They saw great inconvenience with a detour option, and we were willing to go the extra mile with them because of their willingness to contribute to the project."

When the project was let and construction began in February 2007, several hurdles were thrown at the construction team. Britt Resident Construction Engineer Roy Gelhaus and Construction Technician Senior Gene Pavelka watched over the construction process. Pavelka said, "You had to think in reverse in designing the concrete forms. It was difficult to visualize the plan in reverse to have the forms made. It was a challenge, but it turned out really well."

These enhancements include a unique paint scheme of silver gray, bright yellow and vivid red to recall the signature colors of the Hiawatha rail line, famous for its beautiful mid-20th century locomotives. The traffic barrier surfaces are articulated to appear as "rail cars," which, though stationary, take on a perceived kinetic aspect through the movement of the observer over the bridge. The abutment wings sweep up from the ground in progressive arcs to form the base of the signature railing and end posts. Even the pedestrian barrier was chosen to promote the Streamliner theme. Long, continuous horizontal lines emphasize the train effect, and stylishly curved plate posts synchronize with the "rail cars" of the barrier. Custom-designed ornamental steel at the railing end posts offers a whimsical finishing touch, while providing the perfect setting for light emitting diode (LED) accent lighting.

While adding the aesthetics necessary for the design meant an increase in costs, the city of Algona was willing to foot the aesthetics bill for its new gateway. District 2 Planner Krista Rostad assisted the group in finding funding sources for the enhancement. Rostad said, "The city was able to secure

Streamliner, continued next page

Streamliner, continued from previous page

\$70,000 from regional Surface Transportation Enhancement Program funds and \$30,000 match from the city to assist with the cost of the bridge aesthetics."

O'Donnell says the city is very pleased with both the finished product and process it took to get the job done. "We had a wonderful working relationship with the DOT. Because of the nature of the bridge work, there was a lot of coordination between the city and state. That process went very smoothly."



Front row, left to right: Roy Gelhaus, Britt construction; Kimball Olson, Bridges and Structures; Krista Rostad, District 2; Gene Pavelka, Britt construction; Back row, left to right: Dave Little, District 2; Cole O'Donnell, city of Algona

ONEZONE, continued from page 2

When you read today's headlines about corruption and lack of ethics among a few in business and government, you can see the slippery slope that some succumb to. I am convinced it starts with small breaches of ethics and blossoms over time. I know this one act won't change the world, but I truly believe that the collection of everyone's ethical acts will. Every time we get too much change, are reporting our reimbursable travel expenses, or doing our income taxes, we have the opportunity to make this world a more ethical, better place. Sounds like a New Year's resolution to me! For me, I know I passed the Grandma Mae test this time -- and I'm convinced she is still watching!

Nancy

IOWA DEPARTMENT OF TRANSPORTATION

95 years young

This year the Iowa Department of Transportation celebrated its 95th birthday. In just five short years, the department will be celebrating its centennial anniversary – 100 years of service to the citizens of Iowa.

A 10-carat diamond is the contemporary symbol for a 100th anniversary. The diamond is the hardest gemstone and one of the most valued. Diamonds have been prized as crown jewels. There couldn't be a more fitting way to describe DOT workers and the services we provide.

Preparation for this major milestone is already getting underway with the effort to locate, protect and preserve the DOT's historic resources. In previous articles in INSIDE you learned about the DOT's archival project, which involves scanning and indexing the Iowa State Highway Commission's photographic collection, historic road association files, 1914 county road maps, lantern slides, and other resources.

These are just a few of the resources that tell the story of development of Iowa's transportation systems, our accomplishments, our challenges, and the people who contributed. Our history has been shaped by wars, the economy, snowstorms and floods, and marked by engineering feats, many firsts and countless changes.

Our agency's 100th anniversary will be a wonderful way to tell the story to our neighbors, kids, colleagues, and friends. And, you can help us by going on a treasurer hunt.

The hunt begins with a look in your closets, file cabinets, attics, storage boxes, garages, sheds, and anywhere else where you might find a nugget of Iowa DOT history. District 3 was doing some housecleaning recently and came upon an old briefcase. To their amazement, inside was a collection of photographs chronicling the history of area construction and other local happenings.

So what should you be looking for on your hunt? Photos, correspondence, maps, newspaper clippings, plans, outdated equipment, hats, signs ... that thing in the shed you've always wondered how it was used.

The Archives Committee would like to learn about what treasures you have found so they can find a way to preserve them and possibly showcase them during our anniversary celebration, either in electronic form via the Web or in their physical form.

A notice will be sent to supervisors to kick-off the search. Some of the more unique treasures discovered during the hunt will be featured in future editions of INSIDE.

Worker memorial



When an organization loses a team member in the workplace, the ripples of that loss are felt for years.

Barb Mallon, employee safety coordinator in the Office of Employee Services, was looking for a way to remember fallen employees. At a conference, Mallon recently saw a memorial presentation from the Maine DOT that had the names and service dates of deceased employees mounted on construction cones. The display had an impact on her, and she thought it might be a good way to honor the Iowa DOT workers killed while working.

Mallon has documented 22 employees killed while in DOT work status (not from natural causes) since 1971. Over the years, she has kept a database with details of each employee's event. She transferred this information to note cards for a display at this year's Highway Maintenance Supervisor's Conference in October. Each card was placed on a cone set in two lines converging in one corner of the main meeting room.

"We wanted something that grabbed participants' attention," Mallon said. "This idea is simple, but it makes these people and their sacrifices real to those who see the memorial. Many comments such as 'I knew that guy,' or 'I remember when that happened,' were overheard."

A brief description of the circumstances of each fatality is listed on the card. From vehicle crashes to job site accidents, each person is more than just a statistic to Mallon. She said, "Every death is tragic and takes a toll, but I'm still most affected by the younger employees who lost their lives doing their jobs."

Mallon says she has received many positive comments from people who came up to the memorial during breaks in the meetings. She plans to use this memorial at other occasions to bring the safety message to other groups in a powerful way.

The Office of Employee Services would like to gather information on employees killed while working prior to 1971. If you have any information to share about co-workers killed when working for the Iowa Highway Commission, please contact Barb Mallon at 515-239-1594 or Jim Peters at 515-239-1102.

Brine building, continued from page 6



Moses Bornreger (left) and Mike Williams (right) install siding to the new brine building at the Ames garage.

pitched in to help out, too. When four or five of our crew were working on the building, the other people in our garage had to pick up the slack on the roads. After the long winter last year and spring floods, once again the district really pulled together to get the work done."

"Ames' new brine building can serve as a model for this type of structure around the state. The most important element was making sure to implement something that fit into normal maintenance operations. The Ames crew documented every step of construction so now we can take a close look at what went well and where we can make improvements in the future," said Mary Kay Solberg from the Office of Location and Environment.

Because the tanks and brine-making equipment are housed inside the building, the environmental stresses on the tanks are reduced. "Not only will this prolong the life of the tanks, it provides a fully self-contained system. Refilling the brine tanks in the trucks, and clearing off the snow and ice from the windshield and lights, will be more efficient for the operators with the drive-through design," said Krohn.

The drive-through will save time for operators, and the garage expects to purchase significantly less water from the rural water system. Krohn said, "Every gallon of water we can reuse is a gallon we don't have to buy."

Central complex groups join forces to increase impact



The central complex committees in charge of fundraising for Toys for Tots and the spring food drive are combining forces to increase the impact of the efforts for central Iowa families.

In the past, the two groups have operated separate drives - Toys for Tots in December and the food drive in April. While events specific to these efforts will continue during designated time periods, other fund-raising activities will be held year-round.

Zhaia Mergen, DOT chair of this year's Toys for Tots campaign said, "The committees for these two fund-raising activities agreed that combining efforts and holding events

all year long are the best ways to keep employees aware of the issues and maximize the benefit to the community. We will still have a few specific events for food drive and a few for Toys for Tots, but we won't be trying to cram five events into a one-or two-week period."

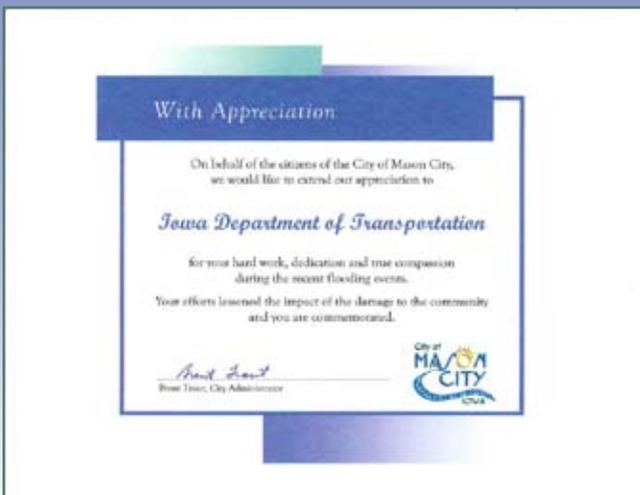
Mergen said the most visible change for most people will probably be the auctions. She said, "After this year's Toys for Tots auction, we'll be moving to just one auction each fall to maximize the contributions received from area businesses. The upcoming spring auction will have only parking spaces available, the fall 2009 auction will include a full line of items solicited from employees and local businesses. The fall 2010 auction will be the first time the annual DOT auction will be held with all items up for auction, including parking spaces. Proceeds will be split equally between Toys for Tots and the food drive, unless an employee designates one group or the other."

Maggie Suckow, DOT food drive chairperson for 2009, agrees with Mergen on the benefits of the changes to the two campaigns. "I believe we'll be able to get greater participation from local businesses to donate to one larger auction, rather than giving twice each year for smaller efforts," said Suckow. "In the long run, I think the change will benefit both campaigns."

Fund-raising events throughout the year will include the soup lunch, walking taco lunch and office bake sales. If you have an idea for a fund-raising event, please contact Mergen via E-mail at zhaia.mergen@dot.iowa.gov.

District 2 receives thanks from Mason City

The Iowa Department of Transportation, specifically District 2, was awarded this certificate from the city of Mason City in appreciation for the Iowa DOT's assistance during the spring and summer flooding.





IOWA DEPARTMENT OF TRANSPORTATION TROPHY CASE

Professional awards



(From left) Chief David Lorenzen, Captain George O'Donnell and Major Paul Steier of the Office of Motor Vehicle Enforcement

Motor Vehicle Captain George O'Donnell recently received the "Excellence in Cooperation" award from the Iowa Law Enforcement Intelligence Network (LEIN), a group dedicated to the statewide collection and exchange of criminal intelligence information.

Major Paul Steier nominated O'Donnell for the award because of the captain's continued fostering of partnerships between the Iowa DOT's Office of Motor Vehicle Enforcement (MVE) and Iowa law enforcement community. Steier said, "Captain O'Donnell has been active in and encouraged the sharing of information and investigative resources with law enforcement agencies both in Iowa and across the nation. He has shown how the MVE office can assist the law enforcement community in areas related to motor vehicle investigations."

Steier goes on to say, "Those who know Captain O'Donnell understand a unique trait he possesses in being able to remember the names and faces of everyone he meets, including detailed information about them. He has used this ability to assist in opening doors to the law enforcement community for MVE. In addition, his cooperative

effort has enhanced law enforcement investigations in Iowa by encouraging the use of motor vehicle investigative resources. Captain O'Donnell has also shared his knowledge of motor vehicle law and investigations with the law enforcement community."

Over his 30 years in law enforcement, Captain O'Donnell has defined partnership by making a sincere effort to meet and network with law enforcement officers and policy makers from all areas of the law enforcement community. These partnerships include not only police officers, but also state and federal prosecuting attorneys and judges, legislators and community leaders in the private sector. Steier concludes by saying, "Captain O'Donnell rarely has backed away from the opportunity to network in law enforcement and clearly has demonstrated what it means to be a cooperative friend in law enforcement."

Personal successes



Keven Arrowsmith, DOT photographer from the Office of Media and Marketing Services, recently accompanied his son, Jake, 12, on his first pheasant hunt as a certified hunter. While it was Keven who actually bagged a bird, Jake was able to learn some valuable hunting lessons first hand.



Paige Merrill, secretary 1 in the District 2 annex, bagged her first deer while bow hunting Saturday, Oct. 18. Merrill has been an archer for about four years, but has never hunted. Merrill and her husband, Tim, were in tree stands when she shot the doe.



Milly Ortiz, transportation planner 2 in Systems Planning, participated in the IMT Des Moines Marathon Oct. 18, as a marathon walker. Milly completed the marathon in 6:29:33. Milly also raised \$1,300 for the Leukemia and Lymphoma Society. Contributions will stay in Iowa to help families with medical and counseling expenses.

Family happenings

Planning, Programming and Modal

Mary Kay Reimers



Although he is not brand new, he is still a precious new addition to the family of Amanda Martin, transportation planner in Systems Planning, and her husband, Jarrod. Dalton Kenneth Martin came into the world May 28, 2008, weighing 9 pounds, 13 ounces and was 22 inches long. He is growing fast and trying hard to keep up with big brother, Kaiden, age 4.

District 3

MaryBeth Banta



Jared Raymer, construction technician at the Sioux City construction office, and his wife, Cayla, are the proud parents of a daughter. Brooke Shanae Raymer was born Oct. 5, weighing 7 pounds, 12 ounces and was 19.8 inches long. Congratulations to the Raymers!

District 5

Brenda Hadley

Steve Vannoni, highway maintenance supervisor for the Oskaloosa and Sigourney maintenance garages, retired Sept. 30. A party was held for



him at the Oskaloosa garage on that day, and was well attended by numerous co-workers, family and friends.

Steve began working for the DOT Sept. 20, 1974, in the Fort Dodge garage. He was promoted to highway maintenance supervisor in the Oskaloosa garage, June 3, 1983. During his time at the DOT, Steve served on the Affirmative Action Advisory Committee for two years. He also completed course requirements for his supervisory certificate in 1987, and was awarded a Certificate of Completion by Governor Terry Branstad in September of that year. Steve and his years of experience will be missed by all.

Design

July Lensing



Wes Mayberry, transportation engineer intern in the methods section, and his wife, Christy, welcomed Marley Jo Mayberry Sept. 17. Baby Marley weighed 5 pounds, 12 ounces and was 19 1/2 inches long. Congratulations to the Mayberrys!

In Memory

George Arlington "Skip" Nelson of McAllen, Texas, formerly of Ames and Pleasantville, died Tuesday, Oct. 14,



2008. He was born Aug. 24, 1936, in Des Moines to Emma Helen Hobson and Arlington F. Perigo. Nelson served in the United States Navy from 1955 to 1959,

graduating from the Navy Journalist School at Great Lakes, Illinois, in 1956. After leaving the Navy, Nelson was a broadcaster at many Iowa stations. In 1977 Nelson changed careers when he went to work for the Iowa DOT as an information specialist. He retired from the DOT Sept. 13, 2001.

A lifelong racing enthusiast, Nelson served as an announcer at several tracks in Iowa and around the Midwest. In 1989, he was inducted into the Knoxville Raceway Hall of Fame.

Nelson enjoyed all sports and was a devoted fan of the Iowa State Cyclones and Chicago Cubs. He was an avid golfer and read extensively.

He was one of the founders of the Ames Boys and Girls Club, and also served one term as president of the Little Cyclone Club.

He was a member of the Loyal Order of Moose, Lodge #520 in Ames and, in 2000, he received the Order's highest and most prestigious honor when he was elevated to the Pilgrim Degree of Merit.

Nelson is survived by his wife and best friend, Rebecca; son, Lee, and his wife, Val, of Pleasant Hill; daughter, Georgina and her husband, Curt Stoecker, of Stanhope; and stepsons Chad DeJoode and his wife, Sherrie, of Pleasantville; and Ryan DeJoode of Indianola. Also surviving are grandchildren Jill and Kyle Nelson of Ames; Daniel, Janae and Preston Stoecker of Stanhope; Noelie Nicholas; and Hanna, Abby, and Jake DeJoode of Pleasantville; Clementine DeJoode of Des Moines; and Benjamin DeJoode of Indianola.

Service Awards

Information supplied by the Office of Employee Services for December 2008

40 years

Larry Anderson, Britt construction; **Darlene Bovee**, Transportation Data; **Dick Hendrix**, Cedar Rapids construction

35 Years

Radean Jacobs, Allison garage; **Ronald Kiner**, Traffic and Safety; **Todd Lowe**, Davenport garage; **Gary Osby**, District 4 Office

30 Years

Linda Ault, Vehicle Services; **Harold Bickelhaupt**, Maintenance; **William Hardman**, Cedar Rapids garage; **John Hinrichsen**, Materials; **Duane Parizek**, Tama garage

25 Years

Wayne Cameron, Design; **Richard Ferguson**, Jefferson garage; **Mary Jensen**, Motor Vehicle Division; **Darwin Klenk**, Malcom garage; **Clayton Kluver**, Onawa garage; **Mark Loney**, Motor Vehicle Enforcement; **David Pegum**, Marion garage; **Phillip Rich**, Chariton garage; **Kevin Schlesky**, Ames field staff; **Jim Schoenrock**, Design; **Ronald Stafford**, Bridges and Structures; **Scott Steffens**, Atlantic garage; **Bob Thompson**, Missouri Valley garage; **Bill Vallier**, Missouri Valley garage

20 Years

Cynthia Griswold, Chariton construction; **Roger Hill**, Mount Pleasant garage; **Peggy Knight**, Transportation Data; **Randy Lund**, Avoca garage; **George Martens**, Ames field staff; **Vicki Mastin**, Driver Services; **Allan Mouw**, Ashton garage; **Dennis Sandquist**, De Soto garage; **Gary Schallau**, Sioux City DL station; **Ronald Shields**, Leon garage; **Julia Snyder**, District 4 materials; **Robert Stanley**, Design; **Rusty Stansbery**, Chariton construction

15 Years

Larry Arn, Right of Way; **Corey Baptiste**, District 1 paint crew; **Robert Hubbard**, Des Moines-north garage; **Mark James**, Information Technology Division; **David Matulac**, Traffic and Safety; **Victoria Rink**, District 1 materials; **Robert Schoenrock**, Design; **Craig Shriver**, District 4 Office; **Shane Tymkowicz**, District 3 Office; **Jonathan VanHauen**, Grundy Center garage

10 Years

Kevin Bohm, Denison garage; **Curtis Bonham**, Missouri Valley garage; **Dennis Casey**, Information Technology Division; **Burton Chaska**, Materials; **Daniel Christensen**, Adair garage; **Robert DeLong**, Leon garage; **Esther Glasnapp**, Right of Way; **Joshua Henderson**, Council Bluffs construction; **William Henrichs**, Ashton garage; **Daniel Hinman**, Council Bluffs-north garage; **Donnie Koch**, Soldier garage; **Gary Letze**, Altoona garage; **David Lundquist**, Corning garage; **Rustal Martin**, Tama garage; **Robert Mycka**, Sioux City- Hamilton garage; **John Peak**, Grinnell garage; **Kathleen Schultz**, Des Moines DL station; **Gary Teisinger**, Waverly garage; **Dennis Vinson**, Leon garage; **Patricia Vonnahme**, Carroll DL station; **Cassandra Zirkelbach**, Cedar Rapids DL station

5 Years

Alan Hammarmeister, Williams garage; **Bradley Liekweg**, Iowa Falls garage; **Scott Nixon**, Creston construction; **Todd Rothove**, Hanlontown garage; **Ashley Smelser**, Facilities Support; **Larry Williams**, Maintenance

Personnel Updates

Information supplied by the Office of Employee Services for Sept. 5 to Oct. 2, 2008

New hires

Darman Clark, mail clerk 2, Driver Services; **Ladana Clark**, secretary 1, Design; **Khyle Clute**, transportation engineer intern, Design; **Michael Dunagan**, highway technician associate, Grimes garage; **Darrell Maasdam**, highway technician associate, Grinnell garage; **Jonathan Miranda**, survey party chief, Design; **Ronald Norton**, highway technician, Bloomfield garage; **Craig Schroeder**, mechanic, Marshalltown garage; **Sam Shea**, transportation planner 4, District 6 Office; **Joshua Strong**, highway technician associate, Bedford garage; **Nathan Thede**, transportation engineer intern, Design; **Christine Woodward**, driver's license clerk, Dubuque DL station

Promotions

Russell Abbott, from highway technician associate to highway technician, Davenport garage; **Troy Clouse**, from highway technician associate, Denison garage to highway maintenance supervisor, Le Mars garage; **William Cook**, from driver's license clerk senior to driver's license examiner, Des Moines DL station; **Myron Fox**, from construction technician assistant to assistant survey party chief, Design; **Kathy Hays**, from clerk specialist to public service supervisor 1, Driver Services; **Marsha Johnson**, from driver's license clerk, Dubuque DL station to administrative assistant 2, Driver Services; **Debra Miller**, from driver's license examiner to driver's license supervisor 1, Waterloo DL station; **Leonard Scroggs**, from highway technician associate to highway technician, Shenandoah garage; **Brian Wiedenhoft**, from highway technician associate to highway technician, Davenport garage

Transfers

Nicholas Ballard, highway technician associate, from Des Moines-north garage to Grimes garage; **Timothy Dunlay**, from transportation engineer manager to transportation engineer specialist, within Bridges and Structures; **Chad McCoskey**, highway technician associate, from Highway Helper to Grimes garage; **William Tinkle**, from highway technician to equipment operator senior, Grinnell garage; **Jeffery Zimmerman**, highway technician, from Ottumwa garage to Marion garage

Retirements

John Carmody, parts worker, Procurement and Distribution; **Gary Kohrs**, highway technician associate, Independence garage; **Lance Meyer**, highway technician associate, Williams garage; **Roger Vandike**, driver's license examiner, Des Moines DL station; **Steven Vannoni**, highway maintenance supervisor, Oskaloosa garage; **Clarence Watson**, highway technician associate, Onawa garage

Highway helper identifies bank robber



As Lane glanced over at the driver of the Charger, he noticed gloved hands on the steering wheel and a hood pulled up over the driver's head.

I looked over at the driver, law enforcement issued the plate number over the radio and I could positively identify the vehicle," said Lane. "I switched radio frequencies and notified law enforcement of the suspect's location."

Because Lane was aware the alleged robber could be armed, he pulled back to a safe distance and let law enforcement take over. Two law enforcement vehicles entered the highway at I-35/80 and Mills Civic Parkway, and a chase ensued. The chase ended tragically when the alleged

bank robber's vehicle crashed near Booneville in rural Dallas County and he was killed. Cash boxes from the bank were recovered from the wreckage.

"I'm just glad I could help identify the vehicle and assist law enforcement," said Lane. "As I understand it, this person has been connected to investigations of other robberies and could have been very dangerous to society if he had escaped."

At a ceremony Dec. 12, Lane will be honored with a "Community Service Award" from the West Des Moines Police Department for his quick action in this incident.

Highway Helper Bill Lane didn't think Wednesday, Oct. 1, was anything special. He was cruising Interstate 235 and listening to the law enforcement band of his radio when information was broadcast about an armed robbery at a credit union at 38th and Ingersoll. The description of the stolen get-away vehicle, a dark green 2000 Dodge Charger, caught Lane's attention as a vehicle fitting that description was passing Lane at the time. As Lane glanced over at the driver of the Charger, he noticed gloved hands on the steering wheel and a hood pulled up over the driver's head. "As soon as

Service Area	Correspondent	Phone
District 1	Kay Ridgway , Des Moines	515-986-5729
District 2	Lu Mohorne , Mason City	641-423-7584
District 3	Mary Beth Banta , Sioux City.....	712-276-1451
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	Anthony Batcheller , Ankeny	515-237-3218
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

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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.

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PLEASE RECYCLE THIS ISSUE

On the cover: The snowblowers got a workout in the winter of 2007/2008.

Go! magazine essay contest

Iowa State University's (ISU) Professional and Scientific Council recently awarded the Center for Transportation Research and Education (CTRE) a \$3,000 grant to sponsor a Go! magazine writing contest. Go! is an online magazine for teens published by CTRE to encourage young people to consider careers in transportation.

The grant money will be used for prizes, including \$1,000 for the best short story, \$1,000 for the best article, and \$500 in University Book Store gift cards for the best student-written short story and article.

The goal of the contest is to encourage writers and readers to think about how integral transportation is to our everyday lives. Transportation encompasses roads, rail, air, and waterways.

The topics can include:

- All sorts of vehicles, from passenger cars and semi-tractor trailers to trains, ships and planes.
- "Drivers" of any type of vehicle.
- Infrastructure that helps drivers and vehicles get around — the roads, bridges, airports, railroads, ports, etc.
- Policies and systems that support all of the above.

All writers (students and non-students, Iowa Staters and non-Iowa Staters) age 16 and older are invited to submit short stories and non-fiction articles that focus on some aspect of transportation. All submissions must be written for teens and be previously unpublished. The entry deadline is Jan. 15, 2009. No entry fee is required. See full contest guidelines for more information: www.go-explore-trans.org/Go-writing-contest-flyer.pdf.

Michele Regenold, Go! editor and CTRE Webmaster, wrote the grant proposal. She and two ISU graduate student staff writers, Roland I. Maldonado (M.S. student in Journalism and Mass Communications) and Stewart McCoy (M.A. student in English), will coordinate the judging. Judging will be done by a mix of ISU students in English and members of ISU's Transportation Student Association.

The purpose of the contest is to attract a larger and broader audience to Go! and showcase ISU as one of the best places to study transportation. See the current issue of Go! at www.go-explore-trans.org.

Questions? Contact Michele Regenold at mregenol@iastate.edu or 515-296-0835.



Go!

exploring the world
of transportation