

INSIDE



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ONE 2 ONE

WITH DIRECTOR NANCY RICHARDSON

Long before the rise in popularity of the phrase “it takes a village” in regard to rearing a child, my mother believed in that concept. First, it helps to know that my mother was an elementary school teacher, spending more than 35 years helping to shape the lives of hundreds of other peoples’ children. On a more personal level, she readily accepted the help of others in raising her own three children. For us, that meant we were ingrained with the idea that we had better always be on our best behavior, regardless of where we were, what we were doing and who we were with, as surely someone would observe us and report back to our mother.

We could not escape the scrutiny of “the village.” Both of our parents were born and raised in the area where we lived, so they knew everyone and everyone knew them. They also both came from large families so, if nothing else, you were always likely to be in the vicinity of a relative. For me particularly, the opportunity to be “caught in the act” was even greater. As a little girl with very long, very curly and very red hair, living in a predominately blonde, Norwegian community, I was very easy to recognize in a crowd!

I believe we are products of our collective experiences. Growing up in an environment where others took an active role in helping to shape our behavior – either by dealing directly with us or reporting on us to our parents – has instilled in me a strong sense of the importance of taking care with my actions, no matter what the situation.

Now fast forward to today. The subconscious consideration for me, even today, is would Mom find my behavior acceptable. I was recently reminded of this “be on your best behavior because you never know who is around” mantra of my mother. The adult version of this is the “it’s a small world” rule. You know how that works: no matter how far from home or what you’re doing, it seems you always run into someone with a connection to you or someone you know. Allow me to share a story to illustrate this.

The small Iowa town I grew up in is about 15 miles from the Minnesota border. As a youngster, most of my mother’s family of nine lived and raised their families around my hometown. But, because of the proximity to the Minnesota border, some of my cousins grew up in southern Minnesota towns and others in northern Iowa towns.

In sports affiliations and rivalries, a few miles can make a big difference! Thus, several cousins became avid University of Minnesota Gopher fans, while others became just as avid University of Iowa Hawkeye fans. For the past couple of decades, the “Headington Cousins” have come together every other year to travel to Minneapolis for the Iowa-Minnesota football game. A party (yes, we actually go to the game, but the pre- and post gathering/bragging is really what it’s about!) previously hosted at the home of the lone cousin residing in the Twin Cities has now moved to a local establishment in a small town south of the Twin Cities.

A month ago, my sister from Solon and I drove north together, and hooked up with my brother and sister-in-law from Milwaukee before joining up with about 75 first cousins, their young adult offspring, spouses, significant others, and a various assortment of other hangers on, usually somebody’s good friend. We socialized before the game, bussed to/from the game, endured the game (for those of us on the losing side), and then again enjoyed Headington Cousin fellowship before heading back to our homes.

During the post-game socializing, a woman I did not recognize came up to me and said hi, and told me her name. I did the same in return and she said that she already knew who I was. Soon her husband joined her in the conversation. They were with our group as friends of one of my relatives. The woman went on to tell me both she and her husband work for the DOT!!

Needless to say, I was reminded again that there are always these unanticipated connections. However, as I reflected on it, I wasn’t surprised as this always happens. So, what does this all mean?

1. First, Mom was right – be on your best behavior because you never know who is around!
2. DOTers are everywhere!

ONE2ONE
continued on page 3

Employee killed on I-235 project

The sudden and tragic death of **Gary Crabtree**, construction technician from the Des Moines construction office, has touched all who knew him.



Police say Crabtree was killed on the I-235 project Thursday, Dec. 14, when he was struck by a cement truck.

Sean Passick, construction technician in Des Moines construction worked with Crabtree both in that office and Ames prior to 2002.

"Most everyone in our office is very close. Some of us came

up from Ames when that construction office closed in 2002. Gary was a big kid at heart. He could always make you smile or laugh. He was also one of the most safety conscious and thorough guys we have."

A 16-year veteran of the department, Crabtree, 62, lived in Madrid with his wife, Robin. Crabtree is survived by one daughter, Justine and her husband, Tim Larsen of Treynor, Iowa; five grandchildren, Alexander, Caleb, Braden, Jamison, and Olivia; one brother, Marvin (Judy) Crabtree of Perry; three sisters, June (Ray) Eppert of Luther, Correne (Dean) Barrett of Madrid, and Arlene Battani of Story City; his father-in-law and mother-in-law, John and Erna Ugolini of Madrid; one brother-in-law, Ron (Jennifer) Ugolini of Madrid; and many nieces and nephews. Crabtree was preceded in death by his parents and one infant son.

Crabtree was an army veteran, serving during the Vietnam War from 1966 until he was honorably discharged in 1968. He joined the DOT in April 1990 as temporary summer help and was hired as a permanent employee later that summer.

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3. We at the DOT really are one big family and, while I cannot personally know each of the 3,200 DOT employees, I sure do enjoy getting to meet you both at work and at other unexpected places. I'm really looking forward to getting out and meeting more of you next year.
4. The point isn't to base my actions just on what others think. The point is for me to care about my actions. If I care about how I act, there's a pretty good chance no one will have to "tell on me."

Now just in case you were wondering, we three DOTers were all behaving well – or at least that's our story and we're all sticking to it!

On a similar note, I enjoyed a great conversation with a group of DOTers at last week's AFSCME holiday gathering. How pleasant for me to have the six to eight of you, some of whom I had not met, gather around when I arrived. I sure felt welcomed! The conversation was stimulating, proving once again that DOTers are interested and engaged in what's going on. And we were all very well-behaved at that event, too!!

Nancy

To all Gary Crabtree's DOT coworkers and colleagues,

It is with a heavy heart that we extend our thanks for your gifts of food, calls of sympathy, memorial cards and offers of help regarding Gary's untimely death. Your acts of kindness would have made Gary very happy knowing that he was loved by so many of you. You all have our love and prayers for your tribute to Gary during our time of need. Knowing that all of you put your lives on the line for the public good, I sincerely wish that you and your families have a safe and healthy 2007. Most of all, hug your loved ones when you can because time passes by so fast leaving only cherished memories.

On behalf of my husband
and loved ones,
Robin Crabtree

**FMLA
&
QA**



The Family and Medical Leave Act (FMLA) was established by Congress in 1993 to provide job protection for workers dealing with their own and family members' serious health conditions. In some companies around the U.S., before the FMLA was enacted, many employees' jobs were terminated because of an illness, accident or even a birth in the family that required the employee to take time away from the workplace.

What is FMLA?

Each fiscal year (July 1-June 30), employees are eligible to take 12 weeks of job-protected leave for the following events:

- birth, adoption or foster placement of a son or daughter;
- need to care for a child, spouse or parent with a serious health condition; or
- serious health condition that makes the employee unable to perform the functions of the assigned job.

FMLA leave runs concurrently with leave types such as sick leave, Workers' Compensation, vacation or leave without pay.

Who is eligible for FMLA?

As a covered employer under FMLA, the Iowa DOT considers employees who have worked for state government for at least 12 months and at least 1,250 hours in the previous 12-month period eligible for FMLA.

How does FMLA benefit the employee?

Upon return from approved family or medical leave provided for by FMLA, an employee must be returned to the same or an equivalent position with equivalent benefits, pay status, and other terms and conditions of employment. Additionally, whether on paid or unpaid consecutive leave, the employer is required to pay the state share of the health benefit premium for the employee while on approved family leave provided for by FMLA.

For questions on FMLA or other leave options, contact Tiffany Marlow, FMLA coordinator in the Office of Employee Services at 515-239-1239.

**Life coaches
new from EAP**

Effective Jan. 1, 2007, State of Iowa employees and their family members will have access to life coaching through the Employee Assistance Program (EAP). Life coaching is a new service delivery method that Employee and Family Resources (EFR), our contracted EAP provider, is using. Coaching services are intended to help employees and their family members resolve life issues, and are being used in addition to other delivery methods that EFR currently offers. EFR has provided life coaching to other groups during the past several months and the program has been well received.

Life coaching services provide the ability to communicate with a trained life coach through a personal Web site and scheduled telephone sessions instead of in-person, face-to-face meetings.

Coaching might be helpful in dealing with family issues, caring for a dependent adult, couple/marital relationships, grief/loss, weight management, smoking cessation, and work/life balance. These are just a few examples of the types of situations where life coaching might be an alternative to in-person counseling.

As you can see, the issues that are addressed and the goals of life coaching and in-person meetings are often the same. Some issues are better addressed in person, and some employees might have a strong preference for one delivery method over the other. It's important to note that EAP clients will be able to discuss how they want to receive services with EFR.

Life coaching services are comparable to other EAP services where the first three meetings are paid by the state. All contacts and follow-up services are confidential.

For more information about the EAP services, visit the DAS-HRE Web site at http://das.hre.iowa.gov/benefits_eap.html or EFR's Web site at http://www.efr.org/eap/your_eap/login.php. The telephone number for EFR is 800-327-4692 (toll free) or 515-244-6090 in Des Moines.

Academy trains new operators in safe environment

The thought of putting a new DOT employee behind the wheel of a very large and expensive snowplow in the middle of the first snow event of the season could send shudders down the spine of highway maintenance supervisors and recently hired DOT equipment operators alike.

Fortunately, the DOT has invested a great deal of time, energy and money into training new operators in a safe and effective way. As you've read in previous issues of INSIDE, the Highway Division's training academy combines state-of-the-art technology with hands-on training to prepare inexperienced equipment operators for that first big snowstorm.

Started in 2004, the three-week academy offers construction, materials, safety, and emergency preparedness classes, in addition to maintenance winter operation activities, depending on the time of year. The week-long maintenance session recently completed in Ames included an orientation on winter operations and instruction on load securement, end loader operation, dump truck/snowplow fundamentals and chemical applications, plus a spin in the DOT's driving simulator.

John Haas, academy coordinator for the Office of Maintenance, said, "The academy allows us to instruct new equipment operators on technical skills and the department's best practices. The instructors, all experienced department staff, provide training and guidance on these practices. It is an opportunity to provide these new employees some of the information and skills they need for their new career."



“THE ACADEMY ALLOWS US TO INSTRUCT NEW EQUIPMENT OPERATORS ON TECHNICAL SKILLS AND THE DEPARTMENT’S BEST PRACTICES...”

**JOHN HAAS
OFFICE OF MAINTENANCE**

Many of the new DOT operators are not totally new to this type of equipment. David Dellamuth, a new hire in the Williamsburg shop, worked part-time for the DOT last year. He says, "The classes are very helpful. Even for those of us who have done some of this in the past, it's good to learn that there might be better or more efficient ways to do some things."

Like Dellamuth, Alton Mast of the Bloomfield shop has only been full-time at the DOT a few months, but worked part-time the last few winters. "The classes are very informative. I was surprised by some of the laws. It is also nice to work hands-on with the equipment. I think the information just sinks in better than watching demonstrations on video or slides."

Motor Vehicle Officer Steve Robinson taught the load securement section of the classes. "As a state agency, the DOT is exempt from federal rules, but there is a liability issue if our employees aren't properly trained to secure loads in the vehicles they drive. In the three years I've been teaching this, I think having the hands-on section is much more effective for adult learners."

In addition to actually getting behind the wheel of several types of snowplow equipment, the DOT's driving simulator provides a realistic, snow-event driving experience from the comfort of a mobile trailer parked inside a maintenance garage. As you've read in previous editions of INSIDE, the simulator can be programmed for various types of trucks and driving scenarios.

Haas says the hands-on learning reinforces what is taught in the classroom, and safety is a key element in all the classes. "We use the classroom environment to get the information to the employee. The hands-on element helps cement the information in their minds."

Visor cards assist new operators



Winter tips and other maintenance operation information can now be found in a visor organizer located on the driver's sun visor of all snowplow trucks and some pickups at garage locations around the state.

The original idea for the tips came from Brian Isles of the Mount Pleasant garage when he suggested to the Winter Equipment Committee that sharing this information with new equipment operators might be helpful. The committee began work on creating the list of best tips for equipment operators, but needed to find a way to make the list available to all Iowa DOT operators.

Once the committee identified the most beneficial tips, the group decided to combine the tips with other information commonly stored in the cab of the truck. Salt application guidelines, winter surface condition photos, pre- and post-trip inspection lists, wind-chill chart, heat-index chart, and DOT accident reporting procedures were identified as information to be combined with the new winter tips.

"These are usually items that are loose in the cab of a truck or at least should be available to the operators," explained Jim Dowd of the Office of Maintenance. "Having them all together in one bound book that is easy to access was our goal."

Cherice Ogg of the Office of Media and Marketing Services was able to deliver on the design. She worked with Dowd to mold the information into a five-page flip book printed on tear-resistant paper. The books are designed to be kept in a pocket of the visor organizer on the driver's sun visor in the vehicle.

"We're hoping these booklets make information more readily available to our operators," said Dowd. "We want to do whatever we can to make their jobs easier and our snowplow operations more uniform around the state."

Visor organizers and tip cards are available from the DOT's warehouse.

The following tips are included in the booklet.

1. Know your route and be aware of any obstructions or problem areas along the route. Check for overhead and ground-level obstructions like manhole covers, curbs, expansion joints, bridge railing, bridge ends, guard rails, parked vehicles, posts or poles.
2. Complete a walk-around inspection of the truck before leaving the shop. Use the list located in the visor folder to do your inspection. Tell the mechanic or supervisor about any issues found during your pre-trip walk-around inspection.
3. Wear your seat belt at all times when in the truck. This is state law.
4. Turn on all lights (amber lights, headlights and plow lights) and activate the windshield washers before leaving the shop. Having the lights on increases your safety and the safety of all motorists. Activate the windshield washers before leaving the shop to flush out moisture and make sure the washers are working properly. Make sure your washer fluid is for winter usage.
5. Keeping the windshield cold will reduce frost or fog formations on the inside of the windshield. Air circulation, air conditioning or open windows will help keep it cold. Turn off the heater fan and run with only floor heat when in a storm with blowing or drifting snow to keep the windshield cold.
6. Make sure your ice scraper is in the truck and in good shape. Snow and ice builds on the windshield, mirrors and windows very quickly. The scraper can also be used to clean off lights and reflectors after each round.
7. Make sure moving parts on the truck, plow and wing are properly lubricated and thoroughly cleaned after each storm. Don't forget to remove the auger cover to make sure the chains are thoroughly cleaned and free moving.
8. Make sure you have a warm jacket, hat and gloves available in the cab in case you need them.
9. Maintain good housekeeping in the cab. Don't have loose items in the cab. Loose items can become projectiles during a crash. Be aware of objects that could interfere with the use of the brake pedal.
10. Conduct a post-trip inspection of the truck and let your supervisor or mechanic know if any repair work is required.

Iowa receives \$1 million for Highways for Life

There's something to be said for being in the right place at the right time with the right ideas. Because the Iowa DOT spent time planning ahead and had a winning proposal ready to submit, the agency was recently awarded \$1 million from the Federal Highway Administration's Highways for Life (HfL) program.

"We started preparing for the Highways for Life program about 18 months ago," said Sandra Larson, director of the Bureau of Research and Technology. "We formed a steering committee at the request of Kevin Mahoney, director of the Highway Division, and began identifying innovations that we were ready to implement on a planned project that would fit the program description. Therefore, we were able to move very quickly when the award program was announced."

The steering committee included DOT members Larson; Mitch Dillavou, DOT Engineering Bureau director; John Adam, DOT Statewide Operations Bureau director; and Vicki Dumdei, DOT District 2 engineer. Non-DOT members were Milt Dakovich of Aspro, Inc; Ricke Welden and Ron Otto from Associated General Contractors; and Joe Jurasic from the Federal Highway Administration (ex-officio).

To address the HfL program performance goals and complete the grant application, a diversity of expertise was needed. Once the steering committee had identified a candidate project, Patricia Schwarz and Ahmad Abu-Hawash in the Office of Bridges and Structures were asked to take the lead in writing the application, with assistance from other offices within the Engineering and Statewide Operations bureaus. Representatives from these offices contributed by meeting regularly over several weeks and providing input related to their respective areas of expertise. Contributing Iowa DOT offices included



District 4, Design, Location and Environment, Traffic and Safety, Contracts, Construction, Employee Services, and Materials.

Highways for Life was established in the most recent federal reauthorization of highway funds as a pilot program to highlight best practices in highway construction that other states can emulate. The program has \$15 million for fiscal year (FY) 2006 and \$20 million for the following fiscal years. These funds are to be used for incentives to state DOTs to demonstrate innovative technologies and practices that can be used to build projects more safely and quickly, and will result in longer-lasting highways, thereby achieving a higher level of user satisfaction. Information from these projects will be shared with the whole transportation community to accelerate changes that will improve the safety and performance of our highways, and reduce the impact of construction and maintenance on highway users. These projects also have performance goals as a part of their HfL application.

The Interstate 80/29 project chosen for HfL is one of the initial components of the Council Bluffs interstate system reconstruction. The proposed 0.5-mile project will result in the reconstruction of a majority of the 24th Street interchange, along with preparatory widening work on westbound I-80/29 to accommodate future interstate projects. Interstate 80-29 traffic will be shifted onto this widened unit for the 24th Street overhead bridge construction. The overhead bridge profile will be raised 5 feet, which will require 1,340 feet of 24th Street to be reconstructed. This will also require all four existing ramps to be partially reconstructed.

Normally, the construction time for a project like this would be two construction seasons; however, for this accelerated project it will be constructed in one season. The innovations to be used on the project include:

- full-depth, precast bridge deck panels with a concrete overlay to accelerate construction and improve safety;
- high-performance concrete and high-performance, steel-welded plate girders;
- a structural, health-monitoring system to evaluate and document the performance of the materials used;
- flooded bridge abutment granular backfill;
- cost-plus-time bidding to reduce project delivery time; and
- use of intelligent transportation systems to optimize traffic control and refine closure periods.

Use of these innovative features on the project will improve safety, reduce risk and reduce construction congestion.

Other performance goals set for the project relate to:

- work zone safety during construction;
- worker safety during construction;
- facility safety after construction;
- construction congestion;
- traffic queue length during construction; and
- user satisfaction.

In addition to the Iowa project, projects from Minnesota and South Carolina were also awarded funding at the recent American Association of State Highway and Transportation Officials' annual meeting in Portland, Oregon.

A soldier's duty

By Christina Andersen

It was a typical Monday in October 2006, when Keith Wieland reported for duty in the Office of Traffic and Safety. What wasn't typical about that morning is that Staff Sergeant Wieland hadn't worked as a design technician with the DOT for nearly two years as he had been serving our country without ever leaving its borders. Home or abroad, significant sacrifices are made by United States soldiers to serve our country and protect our freedom.

On Nov. 1, 2004, Wieland received news from the U.S. Army that he would be mobilized to Kansas, where he would serve in a Legal Support Organization attached to a mechanized infantry division at Fort Riley. Wieland, who is a paralegal in the army, moved to the base to serve in the Office of the Staff Judge Advocate.

"When I first received the news of mobilization I had a lot of questions and didn't know what to expect, but once I arrived at Fort Riley, I was squared away," said Wieland.

His first year of service was spent preparing powers of attorney, and assisting with the preparation of wills, landlord-tenant matters and other legal issues for soldiers. Working with others in the Fort Riley organization, Wieland was able to comfort some of the soldiers and families who had anxieties related to legal concerns.

Wieland's second year was spent assisting commanders in preparation for military court marshals. "I worked on a number of cases, tying up loose ends and assisting commanders who hadn't been assigned direct support. I even got involved in a double-homicide trial. That was an eye-opening experience," said Wieland.



Wieland

However, his involvement in murder trials isn't what resonates with him most from his experience as a mobilized soldier. It's the effect deployment has on families. "It's important to stress how difficult deployment is for families. Half of the parent structure is gone," said Wieland. Wieland's wife, Inna, who works as a dance instructor and English teacher, was able to stay with him in Kansas for the majority of his deployment.

For Wieland, the most difficult aspect of a life as a soldier also enhances the honor and pride associated with service. "It feels good to be a soldier. You're donating your time and your family's time. It's not like work where you're donating a skill or service, it's your life. It feels good to give on a level of that magnitude," said Wieland.

Quick tips for lowering stress



You can't eliminate stress on the job, but you can limit its impact by controlling your own responses by adopting these strategies to ease your stress load.

- 1. Identify hot spots.** Think about stressful events with an eye toward recurring themes. Example: Does your stress result from others' unrealistic demands, from your own expectations or a combination of both?
- 2. Fire your inner critic.** Overcome feelings of helplessness. Don't listen when you tell yourself that your efforts aren't good enough or that the task ahead is impossible. Change your internal message from "This will never work" to "How can I make this work?"
- 3. Reorganize.** Rid your workspace of clutter and you will eliminate a major source of stress. When information is readily accessible and you have a tidy space in which to work, your physical environment will no longer serve as a source of stress.
- 4. Set boundaries.** Learn to say "No" to extra tasks that push your workload over the edge. Keep in mind that each workday may not unfold exactly as you imagine, so leave room in your schedule to adapt to changes and roll with unexpected events.

(Reprinted from *Communications Briefings*, December 2006 as adapted from "Stress Soothers," Working on Workplace Stress, www.warrensheppell.com)

November was the month for third grade field trips

Pocahontas garage

Most of the time when an elementary school class visits a DOT shop, the kids are interested in one thing, the big trucks. But on Nov. 17, the Pocahontas DOT Shop had a visit from a group of students from Mrs. Spangler and Mrs. Samuelson's third grade classes that have been studying taxes and state government. These young scholars were most curious about how the DOT is funded.

After the crew at the shop explained about the Road Use Tax Fund, they showed the kids some more exciting stuff. The winter weather information systems was highlighted and the crew explained how, when and what happens when there's a snowstorm in the area.

The children were then treated to a tour of the shop. As usual they were wide-eyed when they saw the orange trucks with all the winter equipment attached to them. Randy Barnhardt, equipment operator senior in the Pocahontas shop, who has hosted these classes for the last five years, said, "It never amazes me some of the questions that can come out of the mouths of third graders!"

Next the classes were given a tour of our brine making facility, the facility's new hoop building and salt shed. Throughout the crew's presentation, the kids were told about the tons of material that are used during a winter storm. In the salt shed the DOTers measured out one ton of salt so the children could have some idea of just how much salt had been discussed.

The tour ended with the kids looking at the rotary snow blower. The shop employees had pictures of this blower when it was blowing snow in South Dakota in 1997. The kids were amazed at the size of the machine and amount of snow it could blow.



Third graders in Pocahontas were treated to a tour of the DOT facility and an up-close look at the large equipment.

Doug Williams, highway maintenance supervisor in the Pocahontas shop, said, "It takes a knack to handle the young kids, and Barney seems to have it. Also, the whole crew in Pocahontas does a great job getting all the equipment lined up and cleaned. They put a lot of effort into making the day enjoyable for all who visited." Barnhardt added, "I believe the third grade classes had fun. I know we did!"

Dows rest area

Mrs. Haley's third graders from Tipton were treated to a tour of the Dows rest area Wednesday, Nov. 1. The class had constructed a paper "Quilt of Kindness" for their school and the kids were very interested in the civil war quilts at the rest area. Steve McMenamin, rest area administrator, talked to the kids about his job and the Underground Railroad in Iowa. Mrs. Haley was very complimentary of the presentation and the kids had a great time learning about Iowa history.

Two senses are better than one

Moving the paint line into the rumble strip to create a “rumble stripe” is now increasing visibility of the roadway edge on some Iowa highways.

Single vehicle, run-off-the-road crashes account for about one-third of fatal crashes in the U.S. each year. In Iowa the statistics for 2005 were a little better than the U.S. average with approximately 27 percent, or 162 of the 450 deaths, occurring in run-off-the-road crashes. One of the most effective measures that can be taken to prevent vehicles from running off the road is rumble strips in paved shoulders. A second element, moving the paint line into the rumble strip to create a “rumble stripe” is now increasing visibility of the roadway edge on some Iowa highways. This gives drivers the ability to both see and feel when a vehicle drifts too close to the edge of the roadway.

The practice of milling rumble strips into paved shoulders has been standard for the DOT in all new paved shoulder construction in rural areas for more than two years.

Moving the paint stripe into the rumble strip is a relatively new concept being tested by the DOT’s Office of Traffic and Safety, with help from the Office of Maintenance.

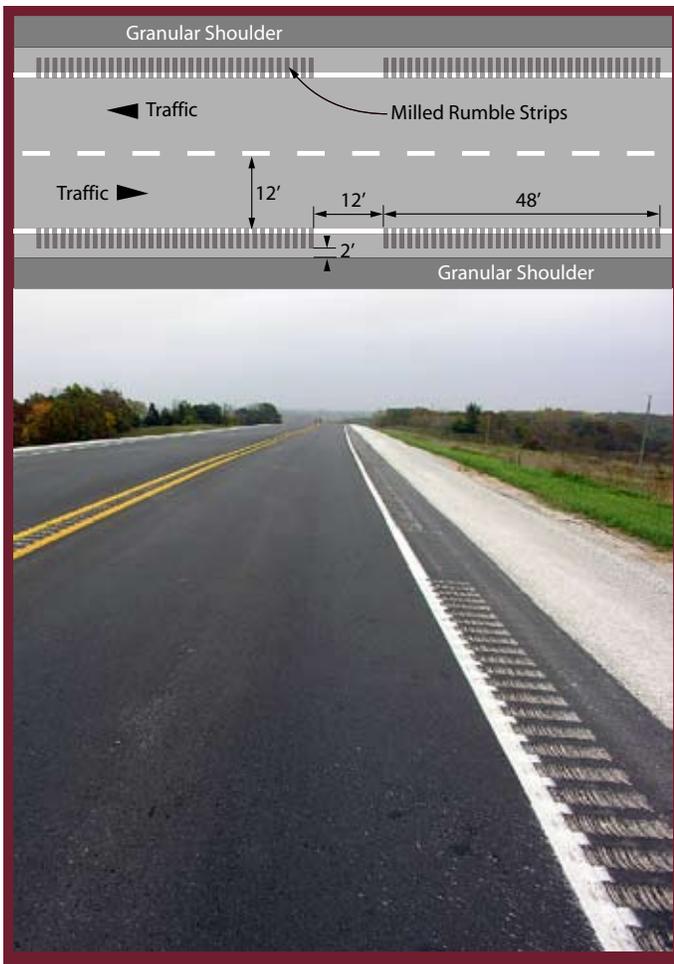
Troy Jerman, safety engineer in the Office of Traffic and Safety, says the visibility of the waterborne paint being used by the DOT can be increased by moving the paint line into the rumble strip. “Moving the paint line into the rumble strip provides a vertical face for the paint to adhere. Traffic and snowplows won’t scrape away at that vertical surface like they can do on the horizontal surface of the roadway.”

Jerman says his office is closely monitoring the test sections of Iowa 12 north of Sioux City where this technique has been applied. “The maximum width of the roadway has changed from 12 feet to 13 feet because the lines have been moved. We’re watching to make sure the roadway isn’t too wide and allowing vehicles to drift too far from the centerline, which is also a safety hazard.”

Applying the paint into the rumble strip presents few challenges and many benefits for the district paint crews. Will Zitterich of the Office of Maintenance, says, “One challenge will come with relocating the traffic paint edge line into or onto the rumble strip when the shoulder is in poor condition or the rumble strip is too far from the edge of the pavement. It may not be desirable to relocate all paint lines onto the existing rumble strip locations.”

But Zitterich says for newer pavements, there are more advantages to be gained since rumble stripes can be initially designed to coincide with the traffic paint edge lines. He said, “Placing the paint in the rumble strip protects the line from some of the snowplow damage. The reflectorized traffic paint in the rumble stripe acts somewhat like a raised pavement marker and becomes more visible in wet conditions. When the traffic paint line is in the rumble strip the motorist does not drive on the paint line and this will also increase the life of the paint lines.”

If the application of paint in the edge lines on Iowa 12, and in the new centerline and shoulder rumble strips on U.S. 34 in southwest Iowa, proves as expected to increase safety and help paint lines last longer, the process could be expanded and worked into the routine paint schedules in every district.



Fenton conducts walkability audit of Ames



“Mark is extremely passionate about what he does. He doesn’t give a pre-packaged presentation. He researches the area and presents solutions that are personalized...”

Kathy Ridnour
Safe Routes to School
program coordinator

By Christina Andersen

Mark Fenton, a nationally renowned authority on public health issues and an advocate for environmental, community and policy issues that encourage walking and bicycling, visited Ames Nov. 15 to conduct a walkability audit. In addition to competing as a member of the United States national race-walking team from 1986 to 1990, Fenton holds advanced degrees from the Massachusetts Institute of Technology in the study of biomechanics of walking. He has also been a public television show host, author and editor-at-large of WALKING magazine.

“Mark is extremely passionate about what he does. He doesn’t give a pre-packaged presentation. He researches the area and presents solutions that are personalized and applicable to the specific community,” said Kathy Ridnour, Safe Routes to School program coordinator and DOT employee of 31 years.



Mark Fenton recently conducted a “walkability” audit of Ames.

Fenton led an invited group on a safe routes audit of north Ames to illustrate the characteristics that either encourage or discourage walking and bicycling. He identified four key elements that encourage physical activity:

- A mix of land-uses: people are more likely to walk or bike when an area incorporates different land uses such as residential, commercial, recreation, etc. Land used for single purposes discourages walking.
- Connectivity between uses, such as sidewalks and crosswalks, increases walkability.
- Inviting destination sites encourage physical activity. Elements such as bike racks and easily accessible sidewalks encourage walking, in addition to aesthetics like fountains, benches and trees.
- Safety: even if all other walkability elements are present, if an area is perceived as unsafe, pedestrians will not walk or bike there, nor will children be permitted to.

If these elements are not present, Fenton has formulated a method of implementation known as the 3Ps, Programs, Projects and Policies. The programmatic stage involves implementing programs that encourage walking and biking, such as a walking school bus. A walking school bus is a supervised walk or bike to school; children are picked up along the route at

scheduled times, much like a bus route. Responsible parents, retirees and high school and college students can take turns leading the walking school bus. This type of program helps establish routine physical activity, and encourages social interaction among children and adults. Project intervention addresses the infrastructure designs needed to make an area more walkable. Design applications such as painting, traffic calming and sidewalk widening can make physical activity safer and more appealing.

Policy change is the final “P.” Fenton said the idea isn’t to rebuild areas to make them more walkable, it’s to have policies in place to build more walkable communities. “Let’s make walking a matter of course rather than courage,” said Fenton.

During his visit Fenton also gave a presentation on Walkable Communities at the Memorial Union on the ISU campus, spoke at the Iowans Fit-for-Life Symposium, attended an event hosted by the Iowa Bicycle Coalition in honor of his work, and spoke on the need for policy initiatives at a breakfast hosted by the Greater Des Moines YMCA.

Fenton’s visit to Iowa was sponsored by the Iowa Department of Transportation, Iowa Department of Public Health, Iowa Natural Heritage Foundation, Great Places, and the Greater Des Moines YMCA, with technical and logistical assistance from Dr. Greg Welk and the ISU Department of Health and Human Performance.



Race for the Cure

More than 50 DOTers, family and friends joined the Motor Vehicle team to "Race for the Cure" Oct. 28, 2006.

The sea of pink stretched for blocks. Des Moines' Race for the Cure® to support the Susan G. Komen Foundation's fight against breast cancer joined together more than 20,000 individuals for one cause on Oct. 28. More than 50 DOT employees, friends and family comprised the Motor Vehicle Division team, and other DOTers from the offices of Design and Transportation Data also participated. Motor Vehicle team leader LaVonne Short and retired DOTer Sherry Forrest outfitted many on their team with matching scarves handmade using fleece with the breast cancer awareness logo.

While the morning weather was a little brisk, the hearts of all were warmed by the support of vendors handing out everything from water bottles and bagels to beads to bags for carrying your loot along the walk.

From serious runners to casual strollers, participants in several categories traversed the streets of downtown Des Moines. The more sturdy in the crowd ran or walked in a five kilometer circuit, while others participated in a one kilometer walk. There was also a children's fun run.

According to their Web site, the Susan G. Komen Breast Cancer Foundation was established in 1982 by Nancy Brinker to honor the memory of her sister, Susan G. Komen, who died from breast cancer at the age of 36. Today, the foundation is an international organization with a network of volunteers working through local affiliates and Race for the Cure events to eradicate breast cancer as a life-threatening disease by advancing research, education, screening, and treatment. In addition to funding research, the foundation and its affiliates fund community-based, targeted breast health education and breast cancer screening and treatment projects for the medically underserved.

The majority of funds raised in Des Moines come from the annual Race for the Cure. Other sources of revenue include membership, individual and corporate donations, license plates, and memorial or celebration contributions.

At least 25 percent of donations to the Des Moines Affiliate are put directly toward breast cancer research through the Komen International Grants Program. The remaining 75 percent of donations raised by the Des Moines affiliate stay in the Des Moines area to provide services to the women in that local area.

Linda Wolff, Waterloo area inspector for District 2 materials, completed her third Susan G. Komen 3-Day, a 60-mile breast cancer walk in Kansas City Sept. 15-17, 2006. In the last three years of participating in this event, Linda and her teammates have raised more than \$67,000. Linda dedicated this year's walk to her cousin, who was diagnosed with breast cancer in October 2005. Linda's mother is also a 14-year survivor of breast cancer.

A special thank you

This is Mike just saying thanks for letting me use the tapes. I finally got my permit, and now I can take Driver's Ed. It was my fourth time taking the test, and I missed four questions. So just saying thanks and I hope the tapes are as useful to the next family as they were for me.

Thanks,
Mike N.

P.S.. Have a nice day could ya'?

by Christina Andersen

Employees at the Ames driver's license station are accustomed to accommodating customers with varying needs and abilities. For example, driver's license examiners routinely perform oral licensing tests for those who are visually impaired or challenged with a reading disability.

However, station employees began to observe a need for study materials adapted to people who, for whatever reason, experience reading difficulties. "Special education agencies alerted us to the need for an audio version of the manual. I had two examiners offer to read the manual for recording; they



Renee Devine and Chris McDowell

really went above and beyond," said Kim Snook from the Office of Driver Services.

Last spring, Renee Devine and Chris McDowell, examiners at the Ames driver's license station, worked with DOT videographer Mike Coon to produce an audio version of the Driver's Manual. Over a period of two weeks, Devine and McDowell spent countless hours reading the Iowa Driver's Manual in its entirety to be recorded on cassette tape and DVD. Anyone who has used the manual to study for a permit knows what a tremendous task that was!

"It was a really fun experience. It's strange to hear yourself on tape. There were a few times when we would get the giggles and have to stop and start over," said Devine.

Since the manual was recorded and made available, the response has been overwhelming. Tapes and DVDs of the manual are kept at schools and libraries, and copies can be obtained by contacting your local driver's license station. The tape or DVD will be mailed from the Office of Driver Services in Des Moines to an individual's address in a postage-paid return envelope. "It's nice to hear the positive response and how we were able to help so many customers and their families," said McDowell.

Mailing Mommas

The Mailing Mommas came through again! For the fifth year in a row, this group of volunteers helped the Office of Motor Carrier Services by mailing the annual International Registration Plan renewals. From Nov. 1 to Nov. 3, these six wonderful women came to Park Fair Mall to sort, stuff and mail more than 7,300 printouts to motor carriers.

The group volunteers through the Retired Senior Volunteer Program of United Way and does monthly mailings for the Attorney General's Office, Children and Family Services of Iowa, Arthritis Foundation, and other non-profit organizations. The cost to the DOT for all this work --- donuts and coffee. The staff of Motor Carrier Services can't give the "Mailing Mommas" enough praise!



Mailing Mommas (standing left to right): Lilah Ness, Delores Aswegan, Mary Prall, and Joyann Benoit; (sitting left to right) Irene Leach and Marge Kautzy

DOT employee embraces bluegrass roots

by Christina Andersen

Ron Stafford, Office of Bridges and Structures, has always had a passion for music. You could even say rhythm is in his genes. "My father was a guitarist and my uncle, who's now 85, still plays the fiddle. When I was young, my dad took me to more country music concerts than I can count," said Stafford.

By age 11, Stafford had learned to play the guitar and was able to read music. However, Stafford said 99 percent of his ability to play comes from his ear, not training.



The Bluegrass Pals Dwight Deason, mandolin; Mark Hargrove, banjo, vocals; Ron Stafford, guitar; Doug Page, bass, vocals

"The thing I like best about bluegrass is that the following has gotten bigger, but not so big that the performers are no longer accessible."
Ron Stafford
Bluegrass Pals

He began performing with the four-member acoustic band called "Bluegrass Pals" in 2001. Stafford was finishing a degree at Iowa State University (ISU) when he read an ad for a bluegrass guitar player in the wanted section of the student newspaper. Since he had the time, Stafford thought joining the band might be fun, so he called the number in the ad. "When I arrived for the interview, the band wasn't there, implying they'd had some applicants that could be easily screened out. After I played for the band's manager, he called the band and told them to 'Get over here! I think we've found our new guitar player,'" said Stafford. Since then, membership in the "Bluegrass Pals" has changed somewhat. Mark Hargrove, banjo and vocals, is the only remaining member,

other than Stafford. Interestingly, Stafford and Hargrove were both brought to the band by the same want ad.

The band has played at a variety of venues. Their most recent performance was at Pufferbilly Days last September in Boone. After a crowd-pleasing performance, they were invited back for next year's celebration. "Bluegrass Pals" also plays at seminars hosted by ISU, the Des Moines and Ames farmer's markets, and several city celebrations throughout Iowa. "One of the funniest memories I have from playing is when we were fired from a free gig for not standing in the right spot," said a chuckling Stafford. The "Bluegrass Pals" do a limited number of shows for donation, but are predominately hired for their performances.

Stafford said the band uses the winter months to practice and prepare new material for the next summer's performances. Occasionally, they play a gig but, for the most part, things are pretty slow in the colder months.

Fortunately, Stafford has four daughters that manage to keep him busy. His twins, Veronica and Victoria, are 17. Katie is 15 and Emy is 12.

Stafford still finds time to attend shows by national performers. He said it gives him new ideas and a chance to meet the professionals, such as Grand Ole Opry star Ricky Skaggs. "The thing I like best about bluegrass is that the following has gotten bigger, but not so big that the performers are no longer accessible. Could you imagine the likelihood of a person like me talking to Mick Jagger," said Stafford.

Stafford has hope that the musical legacy of his family will continue. "Vicki has started playing the guitar," Stafford said with a twinkle in his eye.

Family Happenings

District 6

Jeanne Heeren



Don Like, materials technician 4, retired Nov. 30 after 35 years of service. A coffee was held on Don's last day where he was given a clock and monetary gift. Many DOT employees and friends came to give Don their best wishes for a long and happy retirement.

District 1

Kay Ridgway

Tarry Pote, former employee in Des Moines construction, was promoted to detective in the Des Moines police department on Dec. 4. Pote's mother-in-law is Kay Ridgway, secretary 1 with the Des Moines field staff.

Location and Environment

Jean Jesse



Michelle Fields, executive officer 2, and her husband, Pat, welcomed their second daughter Nov. 13. Allison Faith weighed 8 lbs., 9 ozs. and was 20 ¼ inches long. She joins big sister Kaitlin, 2 ½ at home. Congratulations to the Fields family!

Design

Judy Lensing



It was a happy birthday for **Mitch Dillavou**, director of the Engineering Bureau, as his coworkers arranged a surprise visit from Cy at a recent staff meeting. Trying to guide a 7-foot, bright red mascot through the building without drawing Mitch's attention was quite a feat. The poor bird had to spend several minutes hiding out in an elevator, but the employees in the Engineer Bureau pulled it off. Happy Birthday, Mitch!

Materials

Brian Squier



Chase Colton, materials technician 3, in the special investigations section, and his wife, Jamet, welcomed new son, Tiago Milo Colton. Baby Tiago was born Sept. 29, was 19 inches long and weighed in at 6 lbs. 10 oz. Congratulations to the Coltons!

In Memory

Donel "Max" Ebersole, 57, of Jefferson died Thursday Nov. 16, 2006. Ebersole, an equipment operator in the Jefferson shop and seven-year DOT employee, collapsed while clearing brush with other employees. Survivors include his wife, DeAnn Ebersole; two sons, Adam (Lisa) Ebersole and Brad Ebersole; mother, Maxine Ebersole; grandson, Gabe Ebersole; sister, Connie Johnston, all of Jefferson; and brother-in-law, Rick (Marti) McLain of Kellogg.

Wilmar L. Nelson, 79, of Sioux City died Nov. 20, 2006, at Charlier Hospice Center in Evansville, Indiana. Nelson retired from the DOT in 1990 after 32 years of service. He began his DOT employment as an instrumentman in Sioux City. He transferred to the District 3 Office in 1970 as a district land surveyor. He is survived by his wife Evelyn of Sioux City; a son, Jerry (Julie) Nelson of Gilbert, Arizona; a daughter, Cinda (Tom Sanderson) of Evansville, Indiana; five grandchildren; one great grandchild; and other relatives.

Thank you

I would like to thank everyone who donated time to me this spring during my leave. It was very much appreciated. I hope you all had a wonderful holiday!

Julie Townsley, equipment operator, Grimes garage



IOWA DEPARTMENT OF TRANSPORTATION TROPHY CASE

Concrete bridge award to Wapello County project



The Mars Hill Bridge in Wapello County was recently recognized for excellence in design in construction of concrete bridges by the Portland Cement Association. As you've read in previous issues of INSIDE, this simple, single-span bridge made history as the first bridge construction project in North America to use ultra-high performance concrete girders.

I-235 pedestrian bridges garner national award



The Federal Highway Administration recently noted the three I-235 pedestrian bridges as a merit award winner in their 2006 Excellence in Highway Design Awards Program. The award for these three distinctive blue and gracefully arched bridges was

accepted by Director Nancy Richardson at the American Association of State Highway and Transportation Officials' annual meeting Oct. 28.

Wolff's softball prowess honored



Linda Wolff (right) is presented an award for her dedication to the game of softball.

Linda Wolff, District 2 area inspector in Waterloo, was presented a plaque by her softball teammates of Gilbertville Carpet and Furniture at their last softball game of the season. The plaque represented Linda's dedication to the game of softball. Not too many people can say that have played on an organized team in six different decades. Linda started playing on a fast-pitch 4-H team in 1959 and has played ever since, always being the pitcher of the team. Receiving the plaque doesn't necessarily mean that 2006 was her last year of playing the sport that she loves.

Sharp takes on another challenge



Kelly Sharp, mail clerk 2 with the Office of Driver Services, won the bronze medal for third place along with his teammates while playing volleyball for the state competition for Special Olympics held in Ames Oct. 14, 2006. With the spirit and dedication that Kelly has, as well as the moral support from friends and family, he has gained success in his personal life, as well, dedicating his free time to volunteer for fundraisers along with keeping active with Link Associates. Kelly has also earned the privilege to be one of the next Global Messengers for Special Olympics. Starting in January 2007, the next sport activity for Kelly will be basketball. After all the awards that

Trophy Case continued on page 17

Trophy Case from page 16

Kelly has won, there is still a lot that he wants to achieve. He also wants to be an inspiration for other fellow athletes for Special Olympics. "Special Olympics is my soul and inspiration," Kelly said.

Barbecue team leaves mouths watering around the region



(From left) Terry Milam, Jay Ringgenberg, Rick Dodd, and Ray Ringgenberg

Ray Ringgenberg, design technician specialist in the Office of Traffic and Safety, has a saucy pastime. Ringgenberg's barbecue team recently finished a successful third year of competition after 10 stops on the Midwest barbecue tour. The team is sponsored by Milam Concrete and Construction, Power Source Electric and Ames Computer Forms. Congratulations to the team on another successful year over the coals and look for them to be smoking up 2007.

Halloween scrapbook



Kermit Wilson, Laura Linduski, Mary Zimmerman, Jerry Giebelstein (behind), Jan Halvorson, Christine Evans, and Carol Coates celebrate the holiday in the purchasing section

Dean Wiebke and Layton Zbornik grilled a tasty Halloween lunch for coworkers in District 2.



Kathy LaRue, Larry Jesse, Jerry Ambrosion, and Gail Nordholm were festive in Local Systems.



District 2's Jim Hemberger dusted off his St. Olaf College letter sweater for Halloween.

DOT holidays for 2007



New Year's Day	January 1
Martin Luther King Jr. Day	January 15
Memorial Day	May 28
Fourth of July	July 4
Labor Day	September 3
Veterans' Day	November 12
Thanksgiving	November 22
Day after Thanksgiving	November 23
Christmas	December 25

Service Awards

Information supplied by the Office of Employee Services for Oct. 20 to Nov. 16

New hires

Todd Blake, equipment operator, Decorah garage; **Betty Butler**, driver's license clerk, Des Moines DL station; **Laura Craig-Buchholz**, driver's license clerk, Council Bluffs DL station; **Dan Christeson**, mechanic, Mason City garage; **Jeff Guthrie**, equipment operator, Newton garage; **Janet Haars**, driver's license clerk, Iowa City DL station; **Jeffrey Holmes**, equipment operator, Ida Grove garage; **Brandy Horsley**, driver's license clerk, Des Moines DL station; **Steven Jiras**, equipment operator, Oakdale garage; **Brandon LaFrenz**, equipment operator, Grundy Center garage; **Amie Maher**, driver's license clerk, Des Moines DL station; **Dennis Oelberg**, equipment operator, Hanlontown garage; **Nathan Parker**, mechanic, repair shop; **Garrett Pedersen**, transportation planner 1, Systems Planning; **James Razor**, mechanic, repair shop; **Stephen Rauch**, equipment operator, Oakdale garage; **Dennis Witte**, equipment operator, Oakdale garage

Promotions

Joseph Cook, from construction technician senior to construction technician supervisor, Britt construction; **Mark Dolash**, from equipment operator, Marshalltown garage, to construction technician, Marshalltown construction; **Jerry Farquhar**, from equipment operator to equipment operator senior, Spencer garage; **Kyle Hardin**, from construction technician senior to construction technician supervisor, Chariton construction; **Steven Hermann**, from human resources associate to executive officer 1, Employee Services; **Donald Lee**, from motor vehicle officer to motor vehicle sergeant, Motor Vehicle Enforcement; **Kurt Reason**, from garage operations assistant, Avoca garage, to highway maintenance supervisor, Adair garage

Transfers

James Cornelius, equipment operator, from Grimes garage to Perry garage; **Daniel Hostetler**, motor vehicle officer, within Motor Vehicle Enforcement; **Raymond Jackson**, equipment operator, from Grimes garage to Des Moines-north garage; **Larry Johnson**, equipment operator, from District 5 bridge crew to Fairfield garage; **Michelle Marchesano**, clerk specialist, within Motor Carrier Services; **Steven Rauen**, equipment operator, from Dubuque garage to Dyersville garage; **Benjamin Slife**, motor vehicle officer, within Motor Vehicle Enforcement; **Blake Tucker**, equipment operator, from Ottumwa garage to Albia garage; **Chad White**, motor vehicle officer, within Motor Vehicle Enforcement

Retirements

Linda Castillo, engineering operations technician, District 1 field staff; **James Olson**, public service executive 3, Right of Way

Personnel Updates

Information supplied by the Office of Employee Services for January 2007

40 Years

William Lusher, District 1 Office

35 Years

Gene Jones, Program Management

30 Years

Larry Franke, Sioux City-Hamilton garage; **Lynn Purcell**, Media and Marketing Services; **Dennis Ragan**, Sioux City-Leeds garage

25 Years

Dale Anderson, Le Mars garage; **Randy Delagardelle**, Independence garage; **Jeanne Heeren**, District 6 Office; **Paul Jensen**, Traffic and Safety; **Patti Simons**, Right of Way; **Mark Spear**, Facilities; **Cheryl Watson**, Right of Way; **Sonya Willis**, Driver Services

20 Years

Steven Bowman, Systems Planning; **Keith Hawkins**, Finance; **Jan Hilsman**, Iowa City DL station; **Thomas Samson**, Information Technology Division

15 Years

Rodney Adams, Osceola garage; **David Fox**, Grimes garage

10 Years

James Berger, Materials; **Jennifer Gordon**, Waterloo DL station; **Connie Haselhoff**, Employee Services; **Marsha Johnson**, Dubuque DL station; **Amy Koppenhaver**, Cedar Rapids DL station; **Michael Kruger**, Cherokee construction; **Scott Robinson**, Ames garage; **Mari Schott Goeke**, Cedar Rapids DL station; **Jeremy Rydl**, Boone garage; **Kathy Skogerboe**, Document Services; **Kelly Stratton**, Driver Services; **Michael Walker**, Ames garage; **Joseph Watters**, Information Technology Division; **Patricia Wiegard**, Burlington DL station

5 Years

Tracy Barker, Motor Vehicle Enforcement



Visit the new, improved
iowarail.com

With a new “look” and improved navigation, be sure to visit the recently updated Web site for the Office of Rail Transportation. Find up-to-date information on:

- programs to assist communities and railroads with safety improvements;
- information and photos on how to identify a highway-rail crossing;
- maps showing rail service, abandonment, and locations of grain-loading facilities and renewable fuel plants;
- each of the 20 railroads operating in Iowa;
- programs to assist businesses and railroads grow and strengthen Iowa’s rail system; and
- links to many other rail-related agencies, organizations and resources.

Locate the information you need or want more quickly and easily with the redesigned site. However, if you previously had bookmarks or links to our old site, you will need to reestablish them on the new site. If you have suggestions for information that you would like to see or have difficulty finding something on the site, use the link at the bottom of the home page to let the webmaster know.

What the heck is *that*?



This piece was purchased at an auction. The new owner, Franklin Neff of Packwood, would like to know if anyone at the DOT can identify its use. He says many people have looked at it and concluded because of the color and design, they believe the piece was created by a DOT shop for some special use.

On the top is a spring-loaded lever that changes the length (distance) between the rollers an inch or so. The “D” handle on the center pulley changes the space between the rollers a small amount when turned. There is a hook on one end; some people thought this might be to hook a chain or clamp the device to a steel post and pull it from the ground.

If anyone has an idea what this device might be, please contact Mr. Neff at emenneff@iowatelecom.net.

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

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PLEASE RECYCLE THIS ISSUE

recycled paper

On the cover: This edition of *INSIDE* was printed on new equipment in the Office of Document Services. Watch next month for more details.

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Trails Symposium

The Quad Cities was the nation's recreational trails hotspot Oct. 19-22 for the biannual 18th National Trails Symposium. Sponsored by American Trails and supported by the Iowa DOT, the event hosted more than 600 people from 47 states and three foreign countries - a record attendance number for the event.

With 150 presenters, 143 sponsors, 100 exhibitors, and 170 volunteers, the symposium provided an opportunity for managers, planners and other trail and outdoor advocates and enthusiasts to come together to learn about the issues and concerns regarding trails, recreation, the environment, and transportation.

Iowa DOT staff from the Office of Systems Planning played key roles in the success of the event. Steve Bowman was a member of the symposium's programming committee and a session moderator, while Nancy Anania and Kathy Ridnour were session presenters. Milly Ortiz-Pagan and Troy Siefert were also in attendance.

In addition to presentations and exhibits, what would a trails conference be without field trips? The outings showcased many of the best trails and



natural lands in the region, the centerpiece being the RiverWay, a scenic corridor stretching 65 miles along both sides of the Mississippi River. The RiverWay features riverside parks, trails, overlooks, and historical sites that serve as wonderful examples of trails and greenways contributing to economic development.

Joe Taylor, President/CEO, Quad Cities Convention and Visitor's Bureau, said, "The Quad Cities was pleased to host the National Trails Symposium as it demonstrates our destination's grow-

Symposium attendees were able to browse booths from sponsor organizations and learn more about trails in Iowa.

ing importance in trail development." For more information on trails in the U.S., go to americantrails.org to discover new ways to develop, promote and sell the importance of trails in your community.

