

NOVEMBER 2013

INSIDE

Trout Run Trail named
Outstanding Civil
Engineering Project,
page 9



What's INSIDE

Building one team to improve the way we do business • 2

GPS/AVL updates enhance efficiency for maintenance operations • 3

Iowa DOT's MVE welcomes first K-9 officer • 4

Iowa DOT completes unique bridge slide project • 6

Mini weather stations fill data gaps • 8

Trophy Case • 9 | Family happenings • 10

Iowa DOT deploys laptop-disabling equipment in motor vehicle enforcement vehicles • 16

Building one team to improve the way we do business

Recently at the annual supervisors' conference, Director Paul Trombino used new technology to allow each supervisor to indicate an answer to multiple choice questions posed by the director.

One provocative question was: "How many teams are there at the Iowa DOT?" The answers provided ranged from one to more than 12. Trombino took this opportunity to explain that the entire organization is one team working for a common goal.

As he continued, Trombino challenged supervisors to ask themselves what they could do to bring employees together as one team and make the workplace better for employees. He pointed out that our most important product is building our organization. He said, "We are in the people business. People deliver our products and services. It's our people that we need to build our organization around."

When talking about how to build a better organization, Trombino pointed out that it is easy to be cautious and say "no" to employee requests. But he challenged the supervisors to do the hard things, to be more open and allow more risk. "Openness is courageous," he said. "I want our organization to take risks and be open to new ideas. We need to step back and allow our employees to engage and be innovative."

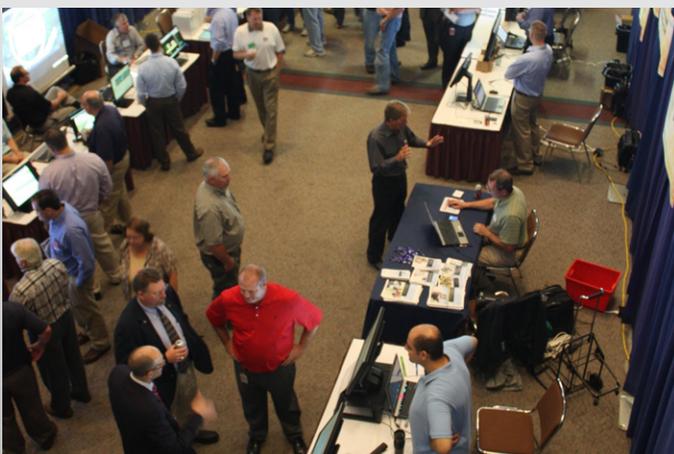
He continued by challenging supervisors to "be good listeners." Communication is a major component to organizational improvement. Communication that flows easily throughout the organization is the most effective, but it takes action to remove the barriers to good communication. Trombino said, "I know many have heard me talk before about getting caught in the 'jello'," he said. "That



Director Trombino polled the crowd on a number of questions.

'jello' is what happens when any one of us impedes the flow of communication through the organization. We need to remove all of that so employees feel heard and empowered to try new things."

“What can you do to take more risks, be more innovative and open communication throughout the organization? Every employee has the power to take steps each day to talk to each other and find new ways to improve the way we do what we do for our customers, the citizens of Iowa.”



Several DOT initiatives were highlighted in a trade show type setting at the meeting.



The supervisors' round table discussion brought much lively debate.

GPS/AVL updates enhance efficiency for maintenance operations

Keeping Iowa highways in the best driving condition year-round is grueling work. The hours spent behind the wheel of a snowplow truck can seem endless during a winter storm. The Office of Maintenance continually tries to give highway technicians, mechanics, garage operations assistants, and highway maintenance supervisors tools to make their jobs easier.

Last year, nearly every Iowa DOT snowplow truck was equipped with global positioning system (GPS) technology, paired with automatic vehicle location (AVL) units, to automatically provide data on a truck's spreader controller, plow position, engine temperature, pavement temperature, and vehicle location and speed.

The AVL part of the technology is being used to simultaneously increase productivity, quality, and environmental stewardship. The AVL systems integrate several technologies to allow a manager or dispatcher to see the location of their vehicles at any given time. Pairing the AVL technology with a GPS unit, the Iowa DOT's system can also indicate the status of each vehicle. For example, a GPS unit can automatically report whether the plow is up or down, and when it is spreading sand or salt. Putting this kind of coordinated information at the hands of managers enables them to make more efficient use of their resources.

Beyond the basic location information, other sensors provide a myriad of information to make winter operations more efficient. Because material effectiveness is closely tied to pavement temperature and precipitation type, that weather data is collected so the highway maintenance supervisor can monitor spreader rates and temperature data to adjust rates on the fly, potentially making the material application more efficient.

Tina Greenfield from the Office of Maintenance said, "The last few years, the Iowa DOT's use of the GPS/AVL technology has been geared toward helping supervisors collect and analyze data to improve their operations. This year, we're adding more functions to hopefully make the equipment operators' lives a little easier, too."

With the GPS/AVL programs already yielding positive results, Eric Abrams, the DOT's geographic information systems coordinator, is now working on a new pilot project for

the Highway Division's resource management system (RMS) that allows the data collected to automatically populate a database and create a daily log for each vehicle. Linda Surber, who manages the RMS for the Office of Maintenance, said, "Operators are asked to complete very detailed reports after each snowplow run or other maintenance activity where a truck is used. Most times, these reports are done by hand and, depending on the activity, can take the employee hours to complete. Imagine coming in after a two-day snow event and having to write down every detail on the daily log. That's not something they look forward to when they finally get back to the garage."

Surber said, "Right now we have three garages in our initial phase of this project: Tama, Fort Dodge, and Waterloo. By the end of the year, we hope to have five or six more on board and continue to add garages until all of them are using the system. The crew in Tama started using the system to complete reports this fall when they were running trucks to blade shoulders."

In addition to assisting operators and supervisors complete detailed reporting more quickly and accurately, the data also includes key elements that will help mechanics track vehicle performance. Surber said, "The data that is being collected is really comprehensive. From how the truck is functioning to what materials are being put down to measuring the precipitation, each piece of data can help make the whole operation function more efficiently and effectively."

In addition to the data feeds assisting the operators with their daily logs, other tweaks to the system should help drivers during winter events this year. "Last year one of the things operators told us they need is a manual override function for nonstandard events, like crashes during winter storms, where they need to be able to lay down more materials than normal. This led to the development of an 'accident mode' where the operator can determine spreader rates at his or her discretion."

When an operator uses the accident mode in a vehicle, it triggers a message back to the supervisor who can later follow up on the situation with the operator.

Iowa DOT's MVE welcomes first K-9 officer



Killpack and Sara

To be successful, all law enforcement officers must be well trained, disciplined, and passionate about the job they do. That certainly applies to the dedicated men and women in the Iowa DOT's Office of Motor Vehicle Enforcement. For MVE Sergeant Kevin Killpack, who is one of the Iowa DOT's leading criminal interdiction officers, that training and drive are being tested and passed along as

the Iowa DOT's first canine handler.

Killpack and other MVE staff thought there would be value in having a dedicated canine unit. Killpack said, "Every time we have a drug case where we have to call in an outside canine unit, it costs us valuable time and other resources in the investigation. I thought it would be helpful if we had our own canine unit. Not only would it potentially increase our number of seizures, it would allow the DOT to be a resource to other agencies."

He continued, "I am friends with the Omaha Police Department's canine commander. When I found out they were going to Pennsylvania to select dogs for his agency and start a K-9 training camp, I was cautiously optimistic. For the last 18 months or so, MVE has been kicking around the idea of starting our very own K-9 program. I know this is a huge commitment of time and resources, so I was ecstatic when management gave us approval for the program."

Killpack says the selection process for the dogs is extensive. "I think of it as very much like an NFL scout finding new talent," he said. First, a distributor from the United States finds the best dogs from European breeders. Next, the dogs are brought to the United States where law enforcement agencies look them over and are able to purchase them.

Killpack accompanied officers from the Omaha Police Department to select the dogs. Killpack said, "We have been very grateful for the cooperation between our office and the Omaha Police Department. Not only did they assist in selecting MVE's dog, they are allowing us to train at their facility at no charge."

The Iowa DOT's newest officer, Sara, has been with Killpack since early September. Sara is a 16-month-old Belgian Malinois, a breed specifically chosen for police work because of their tenacity and seemingly inexhaustible energy. (It is believed that a Belgium Manlinois was used by Seal Team 6 in the raid on Osama Bin Laden's compound.) Sara was recently certified as a PSP, (Polizeispuerhundpruefung which, translated into English, is police patrol dog examination), single-purpose narcotics detection K-9.

Sara was trained in Omaha along with four other dogs. During training, the dogs started out with odor memorization of four drug scents: heroine, marijuana, methamphetamine, and cocaine. Killpack said, "At first, we put all four drugs in one piece of PVC pipe and played games with the dogs. This training has a few purposes, for the trainer to bond with the dog, and the dog to burn off some of its puppy energy, and also to imprint drug odors in its mind. After numerous rounds of this, the dog associates fun and play with the drug odor."

After odor memorization is imprinted, the odors are separated to see if the dog can locate each odor individually. Once Sara was able to identify each specific odor, the training moved to the indication stage. Killpack explained, "Several wooden boxes are lined up along a wall. Some of the boxes contain distractions. One box is filled with tennis balls, Sara's favorite toy, just to make sure she won't be distracted by them and concentrates on finding the drugs. Her job is to find the box that contains the drug odor and to indicate that to me. Her reward is time playing tug-of-war with a tennis ball tethered to a rope."



Sara is anxious to get started with this training session.

Sara, continued on next page.

Sara, continued from previous page.

Each training day during this period, Sara was run through the drill four times for each of the four drug odors. This part of her training was not complete until she was able to accurately indicate the drugs nearly perfectly. Killpack said, "We are required to keep meticulous records of each training day. She could not go on to the next phase of training until she mastered the skill we were trying to teach her."

For drug dogs, there are two methods of indicating the presence of drugs. "Sara is an aggressive indicator," said Killpack. "She will scratch, bark and/or bite at the location when she smells the strongest odor of the drug. Other dogs are trained as passive indicators and sit, point or lay down when they smell the strongest odor of the drug. Both indication styles are accepted in the law enforcement community. Trainers evaluate the personality of the dog to decide which style of indication will be most successful for each dog. Because Sara has a lot of energy, it would be against her personality to be a passive indicator."

After Sara was able to find all the scents in the enclosed boxes, the training moved to real-world scenarios. "This phase brought together the first two parts of the training, searching and indication, and incorporates it into unfamiliar surroundings," said Killpack. "We used trucks, tractors, cars, and large garages as different hiding places to complete this part of the training."

The fourth training segment is similar to the third, but made more difficult when officers hide the drugs with other scents or in closed areas like file cabinets and toolboxes. "By the time we were at this stage, Sara was nearly ready for duty," said Killpack.

Prior to becoming a certified PSP single-purpose drug detection dog, Sara completed a series of 14 real-world scenarios that were critiqued by a PSP evaluator. "The documentation of Sara's training is very important," said

Killpack. "This 10 weeks of training was as much for me to learn how to handle Sara as it was for her to learn what we are asking her to do. There is no question using her in our operation will be put to the test in court. We need to be able to prove that she and I are both well trained and that our skills have been proven."

Now on the job, Sara is a tremendous asset to Killpack and the other motor vehicle officers. A certified drug dog has the ability to establish probable cause, which allows law enforcement to search a vehicle without the owner's consent. Killpack said, "That's not an option we've had in the past without an outside K-9 being brought in."

If the experience with Sara in western Iowa is successful, Killpack hopes that more MVE K-9s might be added in the central and eastern parts of the state. He said, "There is a lot riding on Sara's success. Unfortunately, we know Iowa's interstates and highways are potential routes for drug traffickers. If Sara does as well as we think she will, we will increase safety by getting more drugs off the street and putting more criminals in prison."

It is a little tough at first to think of this adorable puppy as a crime fighter but, cute as she is, Killpack is quick to point out that Sara is all business. She's another tool the Office of Motor Vehicle Enforcement can now use to detect and deter the trafficking of drugs and bulk cash smuggling through Iowa. Sara lives full time with Killpack, but she is kept separate from his family's other dog and her time with his family is limited. "There are social boundaries with police service dogs, just as there are with any service animal. She has a job to do and I have full faith she will do it well. But if she is treated too much like a pet, she will lose her drive to work. Once she retires from her duties, then it will be time to become a pet. For now, she's a motor vehicle enforcement officer."



Sara is sniffing out various scents to find the hidden drugs.



During training, Sara is rewarded for using her nose to find drugs. The reward is getting to play tug-of-war with a tethered tennis ball fed through a tube in the wooden box.

Iowa DOT completes unique bridge slide project

Nobody likes a detour. For recreational travelers, it may be just inconvenient. For a freight shipper, the out-of-distance travel costs money, adding to expenses and possibly raising prices for all of us.

The Iowa DOT has been exploring several accelerated bridge construction (ABC) technologies to reduce the closure time when a bridge is being replaced. Those projects included the use of precast concrete bridge components, such as precast piers, precast abutment footings, precast approach panels, and full-depth precast bridge deck panels. A recent project on Iowa 92 near Massena proved that using an entirely prefabricated bridge superstructure can considerably shorten construction time.

The Iowa 92 project consisted of replacing the existing 40-foot-long, single span, steel I-beam bridge that was constructed in 1930. The bridge was classified as structurally deficient and heavy loads were restricted from using it.

Conventional construction would have required a detour of 13 miles, seven of those would have been out-of-distance travel for customers. The 180-day standard construction closure could have cost customers \$437,000 in user costs including time, gas and wear and tear on vehicles. Using the ABC technique of a lateral bridge slide of the prefabricated bridge superstructure, the closure time was cut to just nine days, reducing the user cost to \$22,000.

Jim Nelson, transportation engineer manager in the Office of Bridges and Structures, saw this bridge replacement technique on a project on Interstate 80 in Utah in 2012. "We toured the project and asked a lot of questions," he said. "The Utah DOT was very open with us and shared their experience. Using what we learned in Utah helped our project go well."

The basic idea of a lateral bridge slide is that the new bridge is constructed on a removable framework beside the old bridge, while the old bridge remains in service. Once the new bridge structure is complete, the road is closed, the old bridge is demolished, and the new bridge slid into place.

While that sounds fairly simple, there are many intricate details that must be worked out prior to construction. Input from peers was seen as vital to the project's success. The Iowa DOT, along with the Federal Highway Administration, hosted an Accelerated Bridge Construction Prefabricated Bridge Elements and Systems Lateral Slide Workshop to bring together subject matter experts from around the United States to meet with Iowa and Minnesota DOT staff. Nelson said, "There was considerable discussion at this meeting regarding the Massena bridge replacement project that was ultimately incorporated into the final concept and design of the bridge."



Ahmad Abu-Hawash from the Office of Bridges and Structures (center) discusses the project.

In addition to the internal discussion among bridge designers, Nelson said the ABC methods also take more communication between the bridge designers and contractors. "When we started the design process for this bridge in September 2012, we talked about how to make the slide work. We originally wrote the specification to include sliding the bridge using stainless steel bearings and Teflon pads. This is the technique we saw demonstrated in Utah. Herberger Construction of Indianola, the company who won the bid, proposed using rollers as an alternative. They had rollers in their inventory from a railroad bridge slide they accomplished in the 1970s. The change in methodology took coordination and a lot of interaction between the DOT and the contractor, but it worked well and we both learned a lot in the process."



The bridge is ready to slide to the right and into place.

Massena, continued on next page.

Massena, continued from previous page.

Scott Nixon, resident construction engineer in Creston, said, "During the nine-day closure the contractor was required to remove the old structure and existing pavement, grade and reshape the river banks, place riprap on banks, drive piles, form and pour new abutments, slide the super structure into place, grade and pour new approaches and shoulders, and install new guardrail. The closure was a nine-day whirlwind. There were multiple contractors on-site during the closure. In fact they were still placing riprap while the bridge was being rolled into place. This took a lot of coordination between the contractor and their subcontractors. We had a meeting two weeks prior to the closure with all the subcontractors and stressed the importance of coordinating the work and being flexible on the timeline. Herberger was a little unsure on the time needed to drive the piles, so the timeline wasn't necessarily set in stone. My inspection staff were continually communicating with the contractors to ensure they were on-site when needed, and were not delaying any of the work. In the end, the contractor was successful in getting all the required work completed and the bridge opened to traffic in nine days."

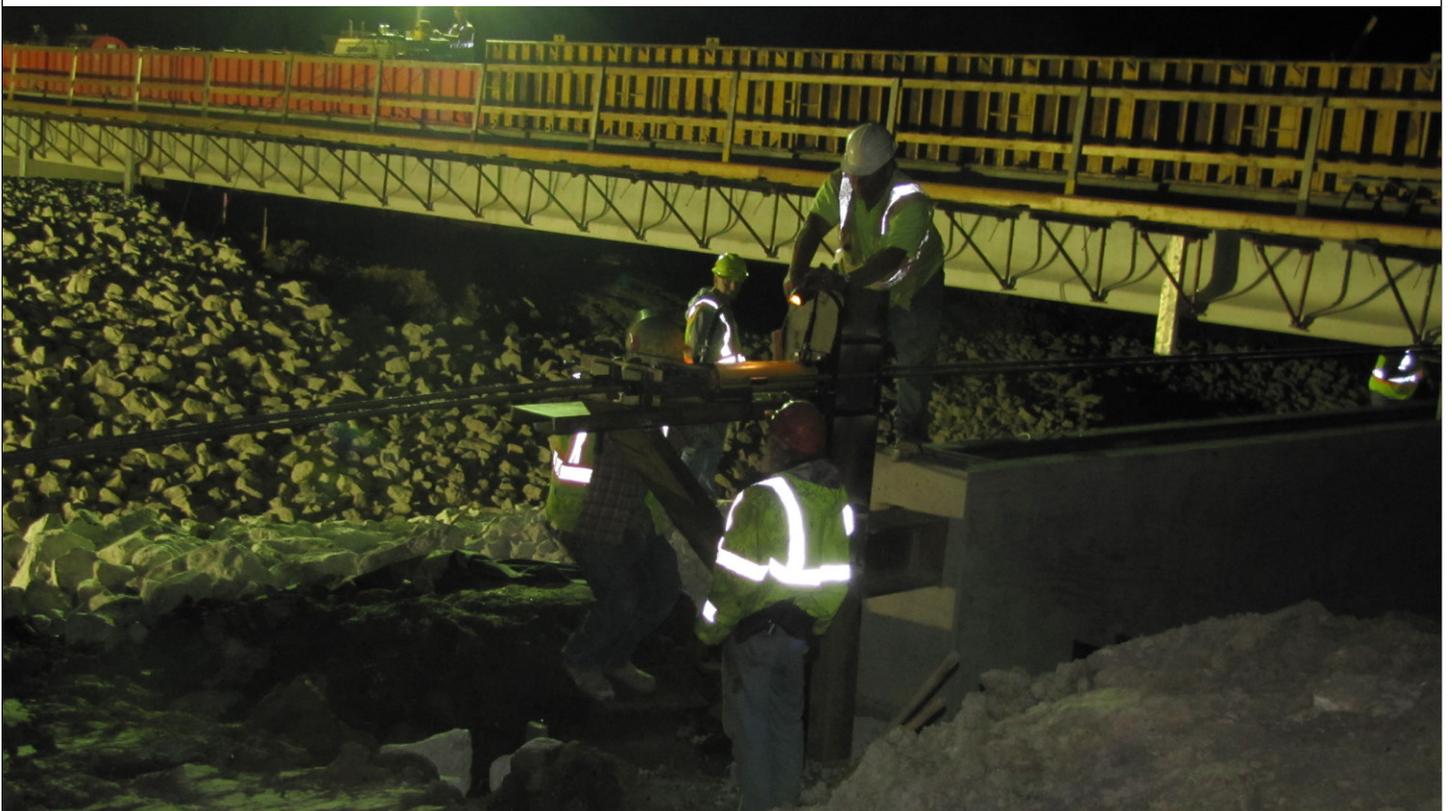
The Massena bridge project demonstrates that an ABC project does not necessarily require expensive equipment or

complicated design calculations to develop a cost-effective, easy-to-construct bridge that will ultimately save taxpayers time and money during construction.



Workers complete the final preparations for the bridge slide.

A hydraulic system is used to slide the new bridge into place.



Mini weather stations fill data gaps



Information drives nearly every decision at the Iowa DOT. That's especially true in winter maintenance. Getting the most accurate information has sometimes been a challenge, as data collection devices are often expensive and are used sparingly. To collect weather data, the Iowa

DOT had purchased complete roadway weather information system (RWIS) units for approximately \$60,000 each. While these devices provide extensive weather and pavement condition data at 64 locations spread throughout the state, the gaps in information between the RWIS stations continue to be an issue.

Tina Greenfield of the Office of Maintenance said, "We needed to find a cost-effective solution to the gaps in weather data. We talked to the field folks and found out what types of information were most critical to their operations and then researched the best way to get them that data. What we found was a scaled-back weather station that provides the basic atmospheric conditions at a fraction of the cost of a larger RWIS unit. The smaller units can't provide precipitation data or support speed sensors or cameras," said Greenfield. "But they can provide the basic weather information garages need like pavement temperature and wind speed and direction."

Five of the smaller weather stations were purchased for \$1,200 each. Four were installed near maintenance garages in Sabula, Sigourney, Oskaloosa and De Witt. The De Witt station was purposefully positioned close to a larger RWIS station to test the quality of the data coming from the smaller unit. The fifth station has been placed on a dynamic message board south of Ames.

Greenfield said, "There are a lot of benefits with the smaller stations. They install very easily and are basically 'plug and play.' Our employees can install them instead of having to hire a contractor like we do the for the large RWIS units. The smaller stations use machine-to-machine radio communications, so there is no charge for cellular connections like the large stations. In the garages, the radio unit receiving the data from the weather station can plug directly into an Ethernet jack so data can be automatically fed to a Web page."

In addition to providing weather data to Iowa DOT garages, Greenfield and Jason Dale from the Information

Technology Division are experimenting with one of the small weather stations on a dynamic message sign.

Greenfield said the potential to place more of the smaller weather stations on DMS boards around the state is exciting. "Being able to use the DMS boards as a base for these stations should work really well. They can use the same power sources and communications to provide a lot more data than we're getting right now and at a very reasonable cost."

She continued, "Even though the smaller weather stations don't provide precipitation or road condition information, placing a camera on the DMS board with the weather station would give you that data visually. We think this mix-and-match technology will be the best way to get all the information we need without spending a lot of money."

Dale said, "We are trying to get the right combination of technology. We have several different options of boards, cameras and weather stations. We can customize those to the needs at a specific location. The main thing holding back the installation of cameras on rural DMS board is not being able to tap into the Iowa Communications Network's fiber optic lines along Iowa's interstates."

He continued, "If you look at Nebraska, they have several rural cameras, but they are also able to use the fiber optic cable along I-80 that they can tap into. We don't currently have that capability, but as more fiber optic lines are installed, we'll be able to use those when installing cameras in rural areas."

Mini weather stations provide:

- Relative humidity
- Dew point
- Air temperature
- Heat index
- Wind speed and direction
- Barometric pressure
- Pavement temperature





IOWA DEPARTMENT OF TRANSPORTATION
TROPHY CASE

Trout Run Trail named Outstanding Civil Engineering Project

The Iowa Section of the American Society of Civil Engineers recently announced the selection of the Trout Run Trail in Decorah as the 2013 Outstanding Civil Engineering Project for our state. ASCE chose this project because of the variety and complexity of the work involved, as well as the partnerships formed between the city of Decorah, Winneshiek County, and the advocacy group, Trails of Winneshiek. The trail was planned and funded by a coalition of private citizens, government, and nongovernment agencies, including the Iowa DOT.

The 11-mile loop around Decorah includes the bridge over Iowa 9, complete with specialized LED lighting. Funding for the \$8 million project came from a variety of sources, including transportation enhancement funds. The trail took more than a decade of planning and seven years to construct. Now completed, the trail is within walking distance of the majority of Decorah's residents. It connects the city's



historic district, retail shopping areas, and extensive parks system, greatly enhancing the community's nonmotorized transportation options.

The Iowa DOT's offices of Systems Planning, Traffic and Safety, and District 2 all played key roles in the successful completion of this project.

Iowa DOT's Office of Strategic Communications brings home three national awards

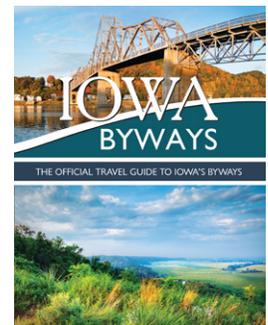
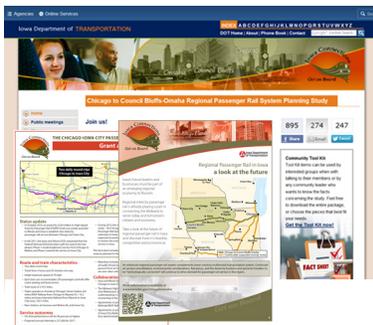
Each year the communications professionals from DOTs around the United States and Canada gather for information sharing and borrowing each other's great ideas. At this year's meeting in Grand Rapids, Mich., the Iowa DOT's Office of Strategic Communications took home three awards, including the most prestigious, PR Professional of the Year.



This year's PR Professional of the Year, Cherice Ogg, information specialist 3 and leader of the Iowa DOT four-person Web team, was nominated by her co-workers for this award. In the nomination, her co-workers noted Ogg's humble nature, continuous pursuit of professional development and her role as an ambassador of change for the

department. The most challenging recent task was the team's effort to redesign 8,000 pages of the Iowa DOT's website, making it more customer-focused.

Iowa was also tops in the nation for logo design for "Pilot Palooza" and public involvement approach for the Chicago to Council Bluffs-Omaha Passenger Rail study and an honorable mention for the Scenic Byways brochure.



Family happenings

Traffic and Safety

Stephanie Anderson



Steven Schroder, transportation engineer in the Office of Traffic and Safety, and his wife, Megan, welcomed their first child Sept. 6. Clara Ann weighed 7 pounds, 2 ounces and was 19.5 inches long. Other than some sleepless nights, everyone is doing fine!

Motor Vehicle Division

Diann McMillen



A surprise party was held Sept. 19 in Ankeny to honor **Mary (Toni) Pane**, driver's license hearing officer, for her 40 ½ years of service with the state of Iowa. Mary began her career with the Iowa DOT in March 1973 as a driver's license clerk at Park Fair Mall in Des Moines. Within a year, she became a lead worker. In 1975, she was promoted to a driver's license examiner.

In 1980, she began work for the Iowa Transportation Regulation Board, a part of the DOT, as an administrative assistant to the board members until it became the Transportation Regulation Authority and then a part of the Department of Inspections and Appeals in July 1985. Mary was promoted to a public service supervisor for the support staff in the Division of Appeals and Fair Hearings.

She returned to the DOT in May 1988 as a driver's license hearing officer, where she continues to work today. She has seen and experienced many changes over the years. During the years with the TRA, she also was a facilitator at the Des Moines Area Community College for the Driver Improvement Program.

Mary and her husband have two adult children, five grandchildren (not including twins on the way), and a cat. She will graduate next spring from Upper Iowa University with a bachelor of arts degree in business administration. She has made many friends and acquaintances and has enjoyed these working and social relationships to the fullest.

In memory

William Richard Bennett, 82, died Sept. 22 in Sioux City. Bill, the son of Malcolm (Bill) and Hazel (Jimmerson) Bennett, was born in Storm Lake Aug. 12, 1931. He graduated from Storm Lake High School and Iowa State University with a degree in civil engineering.

He married Joyce Ratliff Dec. 27, 1953, in Ames. He served in the United States Army from 1955 to 1957. He then worked for the Iowa State Highway Commission until 1960. Bill and Joyce moved to Cherokee, where he worked as the Cherokee County engineer until he rejoined the Iowa DOT as the resident construction engineer in 1987. Bill remained in that position until his retirement in 1992.

Following his retirement, Bill and Joyce enjoyed spending their winters in Mesa, Ariz., where they have many friends. Bill was an active member of Cherokee Memorial Presbyterian Church, serving as an elder board of trustees member.

In memory, continued on page 15

Three reasons to enjoy an outdoor winter workout

By Joe Decker, for Active.com

It's that time of year when many have moved indoors to workout in fear of frostbite, death or just because they hate the cold. I completely understand, but I'm here to tell you that not only can you make it fun outdoors during the winter months but it can actually help you adapt to the cold better and even keep you healthy. I know this sounds ludicrous and probably contrary to what you've been told, but just hear me out.

Growing up on a farm in the Midwest, I was pretty accustomed to the cold. But it wasn't until I joined the Army and was stationed with the 10th Mountain Division in upstate New York that I really found out about cold. Wow! Our winter exercise policy was that as long as it wasn't colder than 25 below zero with the wind chill, you still did physical training outdoors. I remember my first day out there thinking that it was the end and that they would find my frozen carcass in a ditch.

The instructors got us moving pretty quickly and believe it or not, after about 15 minutes, I started to get pretty warmed up and even to sweat. It didn't take long to figure out that continually moving was the name of the game. When I got out, I started a boot camp company in Gaithersburg, Md. In the eight years there, we exercised outdoors every winter and many even started to enjoy it. More importantly, everyone began to realize the benefits of being outdoors.

So what exactly are the benefits of getting outdoors in the wintertime?

First, you're outside three months of the year and able to stay pretty healthy. It's better than heading into the gym with everyone else and finding yourself getting sick. Think about it. The gym in the winter can be like a grade school or sitting in an airplane; you've got all these people with all these different germs floating around in a confined area. You will be more susceptible. But, I've never noticed a problem in an outdoor boot camp class.

Second, your body will adapt better to the cold and your blood will thicken by being outdoors for 30 to 60 minutes daily. Many of us head inside when the temps drop below 40, and we don't come out again until spring. Imagine if you sit inside in a heated 70+ degree office all day long. Of course you're always going to be cold when going out. By exposing yourself to the cold, your body will adapt and make this time of the year more tolerable.



Finally, believe it or not, it can be fun outdoors in the wintertime. When you were around snow growing up as a kid, I'm sure you lived in it building snowmen, riding sleds, and having snow ball fights. Who says that just because we get older, we have to go indoors and stop having fun? At 40 years old, recess is still my favorite hour of the day. Get out there and enjoy yourself while burning a few calories.



Active Expert, Joe Decker is an ultra endurance power athlete and renowned fitness trainer who has helped thousands of people get into shape. He has completed many of the world's toughest endurance events, including the Badwater 135, and the Grand Slam of Ultra Running. In 2000, Joe broke the Guinness World Records Twenty-four-hour Physical Fitness Challenge to help inspire and motivate people to get fit. He is recognized as "The World's Fittest Man." Visit his website at www.joe-decker.com. You can also sign up for a customized strength training plan by Joe on Active Trainer.



HyVee®

Nutrition Notes

with Amy Clark



Healthier options for your holiday table

If you are looking for something new and exciting to give thanks for this holiday season, introduce a greater grain at your dinner table. Instead of choosing the typical starchy sides of rice, potatoes, and pasta, try these nutrition-packed grains.

Red or black quinoa (keen-wah) is an ancient "grain," native to Central America. This tiny seed can be found in a variety of colors; red, black and most commonly known, white. It is a nutrition power house, providing iron and calcium, in addition to three grams of fiber per serving. It is high in protein, around 12 percent, an unusual occurrence among plant foods. Try a red quinoa and edamame side dish this holiday season to boast the festive red and green colors at your family gatherings.

Kañiwa, (ka-nyi-wa), is a gluten-free super grain originally cultivated thousands of years ago in the Peruvian Andes of South America. Each kañiwa grain is one-third the size of its cousin grain, quinoa, but with higher protein at 16 percent. It serves as a complete protein, containing all nine essential amino acids in correct proportion, which makes it an excellent choice for a vegetarian diet. Kañiwa is a good source of fiber, calcium, zinc, and iron. It has a wonderfully crunchy texture and a satisfying nutty flavor that works well as a base for fish, in stir fries and soups, and even served cold in salads.

Forbidden rice, or black rice, received its name because it was said that only emperors of China could consume it. Now many people across the world can enjoy this tasty and nutritious grain. This medium-size heirloom rice is valued for its roasted nutty taste, soft texture and beautiful deep purple color when cooked. Similar to brown rice, black rice is full of antioxidant-rich bran, but is the only rice to contain a particular antioxidant, anthocyanin, which explains the deep purple color upon cooking. This same antioxidant is found in blueberries, acai berries and grapes. To get a better understanding of its antioxidant content, a new study from the American Chemical Society in Boston showed that 10 spoonfuls of cooked black rice contains the same amount of antioxidants as a spoonful of fresh blueberries. Use forbidden rice in place of white or brown rice in your next stir-fry.

Freekeh, a roasted green grain, particularly from green wheat, has been around for nearly 2,000 years and originated in the Eastern Mediterranean. It's picked before full maturity then poached, roasted, smoked or dried. It reaps nutrition with up to four times the fiber of brown rice and is a rich source of protein, calcium, iron, potassium and zinc. Freekeh also acts as a prebiotic, fueling the growth of good bacteria in our digestive tract. Enjoy this nutty, smoky-flavored grain in place of rice or couscous.

The information is not intended as medical advice. Please consult a medical professional for individual advice.

Freekeh stuffing

All you need:

- 1 cup uncooked cracked Freekeh green wheat soaked overnight in 1 cup of cold water
- 1/2 cup fresh (or 1/4 cup dried) herbs (a mixture of mint, thyme, chives, and basil)
- 1/2 cup dried apricots, finely chopped
- 1 large Granny Smith apple, peeled, cored, and grated
- 1 medium onion, finely chopped
- Coarsely ground black pepper and salt to taste
- 2 eggs

All you do:

1. Drain and squeeze the water from the Freekeh. Mix all other ingredients (except eggs) and Freekeh together.
2. Crack eggs into a bowl and gently whip until yolks and whites are completely blended; add egg mixture and stir in thoroughly.
3. Stuff the bird or meat several hours before cooking to allow the flavors from the stuffing to blend into the meat.

This recipe will stuff one small-to-medium turkey or large chicken.

Source: Greenwheat Freekeh



Kudos!

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

To: Paul Trombino III, Iowa DOT director
From: T.J. Juskiewicz, RAGBRAI director

RAGBRAI XLI is just a memory now, and I want to express to you the thanks and appreciation of The Des Moines Register, as well as the thousands who participated. The Department of Transportation's assistance in planning for the safety of the riders surely contributed to its success.

Each year we work with the many people with the Iowa DOT to bring to the people of Iowa one of our state's largest tourism events. Key to our partnership is the safety of the people involved. Thanks to the involvement of the Iowa DOT, we have consistently been provided the assistance to ensure the safest event possible. We at RAGBRAI and The Des Moines Register wish to express our thanks and appreciation for your efforts to once again fulfill our mission.

RAGBRAI truly could not continue without the Iowa DOT and Iowa State Patrol's input to help select the bicycle route, map the support vehicle route, and assist whenever and wherever safety plays a role. We believe the safety of our guests is of the utmost importance to the ride.

For the past several years, the Office of Traffic and Safety has been instrumental in helping RAGBRAI avoid your department's planned construction, as well as major projects at the county level before we decide our publicized route. Once the route is made public, the district planners in the proposed area help determine the safest possible routes that will not conflict with scheduled construction. Willy Sorenson and the district planners were a huge help with this year's route.

RAGBRAI continues its standing as the oldest, longest and largest bicycle touring event in the world. We appreciate the support and the resources from the Iowa DOT and the many state agencies that help make RAGBRAI a success!

Once again, thank you for the tremendous support and I look forward to working with you and the Iowa Department of Transportation to continue to make RAGBRAI a safe event for all to enjoy.

To: Tim McClung, Office of Aviation
From: Brock Bedwell, Siegwirk USA Co.

I attended the Weather Safety Seminar via the Air Safety Institute on Tuesday evening at the Holiday Inn (Des Moines) I just wanted to thank the Iowa DOT's Office of Aviation for helping organize this event as I feel it was very well attended and conducted. As a pilot based out of Des Moines, I found it very informative and wanted to thank all involved.

To: Director Paul Trombino III, Iowa DOT director
From: Donald C. Cook Jr.

I am writing to thank you for the assistance I received June 25 from Officer Carlos Lopez and Tim Theilen on northbound I-35 at mile marker 188. I had a flat tire on the interstate and called 911. They transferred me to the Iowa Highway Patrol operator and asked for a tow truck to assist me. I had a major operation on my abdomen in early April this year and am restricted to lifting 15 pounds.

After about 25 minutes, Officer Lopez arrived and I asked him when the tow truck would arrive. He said he would change the tire and put the donut spare on. I had everything to change the tire except the tool to twist the jack to raise the car.

Theilen, who had been mowing in the area, stopped to see if he could help. He had a crescent wrench that worked to jack up the car. Between Officer Lopez and Tim Theilen (Tim ended up doing the heavy work) the tire was changed. I really appreciate their help. It gives the Iowa DOT and Iowa State Patrol a very favorable image, which I have communicated to everyone I know.

Again, thank you for the efforts of your employee.

(Editor's note: Tim Theilen is a highway technician associate in the Hanlontown garage.)

To: Iowa DOT Twitter
From: Denny Wiederer

Thanks to the Iowa DOT workers in Greene and Boone counties who have been working on U.S. 30 from Ogden to Jefferson grinding off the bumps and laying asphalt on the bridge west of Ogden. What a difference it makes. You probably gave my truck another two years of life. I really appreciate you doing this.

Personnel updates

Information supplied by the Office of Employee Services for Aug. 30 to Sept. 26, 2013.

New hires

Michelle Barger, chemist, Materials; **Curtis Davis**, highway technician associate, Fort Dodge garage; **Mason Gallup**, highway technician associate, Manchester garage; **Zachary Gillen**, purchasing agent 3, Finance; **Bradley Hunt**, mechanic, Ottumwa garage; **Ashley Iwen**, equipment operator senior, Mason City maintenance; **Zachary Mitchell**, highway technician associate, Sioux City-Hamilton garage; **Holly Murillo**, driver's license clerk, Driver Services; **Russell Schwandt**, highway technician associate, Cedar Rapids garage; **Eric Starn**, highway technician, Marion garage; **Lloyd Stevens**, driver's license clerk, Driver Services; **Brenda Wessley**, secretary 1, District 6 maintenance

Promotions

Christina Butler, from driver's license clerk senior to driver's license examiner, Cedar Rapids DL station; **Angela Franks**, from driver's license clerk to driver's license examiner, Cedar Rapids DL station; **Christopher Haynes**, from highway technician, Council Bluffs-north garage to highway technician senior, Council Bluffs construction; **Jeff Larson**, design technician to design technician specialist, Design; **Pamela Neuhaus**, from driver's license clerk senior to driver's license examiner, Cedar Rapids DL station; **Rachelle Powelson**, from driver's license clerk to driver's license examiner, Cedar Rapids DL station; **E. Jon Ranney**, from transportation engineer executive, Program Management to public service executive, District 2 Office; **Jason Sallach**, equipment operator senior, Red Oak garage to highway maintenance supervisor, Clarinda garage; **Nancy South**, from secretary 1 to secretary 2, Construction and Materials

Transfers

James Beckman, highway technician associate, Council Bluffs-south garage to Council Bluffs-north garage; **Carol Cockerham**, clerk specialist, from Driver Services to Vehicle and Motor Carrier Services; **Christina Eastridge**, clerk specialist, within Driver Services; **Diane Govi**, clerk specialist, from Des Moines DL station to Motor Carrier and Vehicle Services; **Clifford Krueger**, highway technician associate, from Muscatine garage to Wapello garage; **Larry Williams**, from auto shop supervisor, Repair Shop to district mechanic, District 1 maintenance

Retirements

Randy Bates, equipment operator senior, Garner garage; **David Beary**, information technology specialist 5, Information Technology Division; **Kenneth Dunker**, transportation engineer specialist, Bridges and Structures; **Ralph Hansohn**, highway technician, Denison garage; **Debra Summerville**, driver's license clerk, Davenport DL station

Service awards

Information supplied by the Office of Employee Services for November 2013

40 years

John Haas, Traffic Operations

35 years

Mylon Card, Latimer garage; **Jane Holtorf**, Driver Services; **Sylvia (Lynn) Isley**, Driver Services

30 years

Scott Hepker, Urbana garage; **Stephen Mefford**, Council Bluffs maintenance; **Michael Reikofski**, Council Bluffs-north garage; **Danny Steenhard**, New Hampton construction

25 years

Ricky Bergfeld, Dubuque garage; **James Kennedy**, District 1 Office; **Toni McAlister**, Employee Services; **Kevin Smith**, District 1 bridge crew; **Jane Stalheim**, Finance

20 years

None

15 years

Wayne Allen, Avoca garage; **Duane Bahr**, Maquoketa garage; **Steven Bosshart**, Bridges and Structures; **Vesper Brace**, Systems Planning; **Brad Breitsprecher**, Elkader garage; **Joshua Brimeyer**, Dyersville garage; **Scott Church**, Perry garage; **Matt Dinan**, West Union garage; **Daryl Erickson**, Britt construction; **Todd Frasher**, Dyersville garage; **Larry Frueh**, Donnellson garage; **Joel Gavigan**, Waterloo garage; **Marty Goedken**, Dubuque garage; **David Grise**, Davenport garage; **Roger Hosch**, Manchester garage; **Sherri Ketelsen**, Clinton DL station; **Anya Lane**, Information Technology Division; **Rodney Lang**, Swea City garage; **Jerry Leonard**, Fairfield garage; **John Lyle**, Washington garage; **Mark Mullenbach**, Osage garage; **Rodney Rosenow**, Neola garage; **Jason Sallach**, Clarinda garage; **Christine Schreck**, Employee Services; **Daniel Vallier**, Motor Vehicle Enforcement; **Travis Wesselmann**, Information Technology Division; **Dennis Wilson**, Tama garage

10 years

Todd Cogdill, Sioux City-Leeds garage; **Steve Gibson**, Fort Dodge garage; **David Hunt**, Repair Shop; **Joel Keim**, District 6 field staff; **Terry Richardson**, Coralville garage; **Troy Siefert**, Design

5 years

Miranda Eilders, District 2 Office; **Todd Marlow**, Repair Shop; **Michael Schneider**, Right of Way; **Richard Schwartz**, Repair Shop

In memory, continued from page 10

He was also a member of Cherokee Lions Club for many years. He enjoyed his family, especially his grandchildren. He was an avid bridge player and reader and loved to watch sports on television, particularly the St. Louis Cardinals. He enjoyed playing golf and loved fishing with friends and family. His garden, where he spent many hours, was his pride and joy.

Bill is survived by his wife Joyce; their children: Mary (Orrin) Erickson of Brookings, S.D.; Karen Terpstra of Ames; Mark (Joan) Bennett of Carroll; Barb (Todd) Brockshus of Spencer; and David (Jennifer) Bennett of Omaha, Neb.; his 14 grandchildren; four great-grandchildren; brother; sister-in-law; brother-in-law; several nieces and nephews; and many friends.



Loran M. Martensen, 64, passed away at his home in Cedar Rapids Sept. 20. Loran was born March 15, 1949, to Alfred M. and Grace LaVerne (Grimm) Martensen in Sabula. Loran graduated from Maquoketa High School and Clinton

Community College. On Dec. 30, 1981, he married Katherine Emerson. Loran worked for the Iowa DOT for 40 years before retiring in 2010. He started in 1970 as an engineering aid 2 in Maquoketa, and then worked as a construction inspector in the Cedar Rapids construction residency until his retirement.

Loran was a problem solver, whether it be helping out a friend or inventing something interesting. He was a big fan of Iowa Hawkeye sports, drag racing, and making special breakfasts for his family on Sunday mornings. Loran enjoyed teaching his daughters to respect and appreciate nature, taking them on many adventures. He was fond of visiting his friends up north during hunting trips and always came back home with plenty of photos and stories to tell. A conservationist and animal rescuer, one of his most cherished memories was helping a bald eagle while hunting in 2012.

Loran loved his family and especially enjoyed spending time with his kids and grandkids. He will be missed by all who knew and loved him.

Loran is survived by his wife, Kathy, of Cedar Rapids; two daughters, Kristin (Ryne) Rumelhart of Guthrie Center and Erin Young of Cedar Rapids; two granddaughters; one sister; father- and mother-in-law; two brothers-in-law; two nieces and two nephews.



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 Strategic Communications, at 515-239-1314 or email tracey.bramble@dot.iowa.gov.

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Printing Staff, Support Services, printing



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PLEASE RECYCLE THIS ISSUE

On the cover: Trout Run Trail in Decorah

November I-Spy clue: Gobble, Gobble

October I-Spy solution: Salt shaker near front right wheel

Service Area	Correspondent	Phone
District 1	Kelly Bernady , Ames	515-663-6371
District 2	Paige Merrill , Mason City	641-423-7584
District 3	MaryBeth Banta , Sioux City....	712-276-1451
District 4	Brooke Bissell , Atlantic	712-243-7620
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 and Materials	Adriana Reyes , Ames.....	515-239-1085
Contracts	Mary Thompson , Ames	515-239-1415
Design	LaDana Sogard , Ames	515-239-1783
General Counsel.....	Chris Crow , Ames.....	515-239-1509
Information Technology Division	Colette Simpson , Ames.....	515-233-7728
Local Systems	Gail Nordholm , Ames	515-239-1528
Location and Environment	Susie McCullough , Ames.....	515-239-1225
Maintenance.....	Cindy Shipley , Ames	515-239-1971
Modal offices.....	Cathy Mather , Ames	515-239-1140
Motor Vehicle Division.....	Diann McMillen , Ankeny	515-237-3250
Operations and Finance Division	Sheri Anderson , Ames.....	515-239-1340
Performance and Technology Division	Lori Pflughaupt , Ames.....	515-239-1646
Right of Way.....	Tami Bailiff , Ames	515-239-1216
Systems Planning	Peggy Riecken , Ames.....	515-239-1664
Traffic and Safety	Stephanie Anderson , Ames.....	515-239-1746

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

Iowa DOT deploys laptop-disabling equipment in motor vehicle enforcement vehicles

We need to lead by example. The Iowa DOT has embarked on a Zero Fatalities program to root out and eliminate danger on Iowa highways. One of those dangers is distractions that take a driver's attention off the task of driving.

No one is immune to distractions. Law enforcement officers, including the Iowa DOT's own motor vehicle enforcement group, use a myriad of tools in their vehicles to complete their job duties. One of those tools is a laptop computer in every MVE patrol vehicle. While these laptops are invaluable to the officers, they can also provide a dangerous distraction when the officer is driving.

To reduce the risk of this distraction, the Iowa DOT has deployed a new piece of software in our patrol vehicles called "Arch Angel." This is a combination of hardware and software designed to improve safety of both law enforcement and our customers by disabling the laptop computer in the law enforcement vehicle when a predetermined speed is reached.

MVE Chief Dave Lorenzen said, "Distracted driving can contribute to crashes and other traffic problems, such as sudden stops, departing from your lane, and inconsistent speeds. As a law enforcement agency, it is our duty to not only enforce laws related to those issues, but also be part of the solution, not part of the problem. The Iowa DOT's Motor Vehicle Enforcement Office is committed to modeling safe driver behavior by using this technology to ensure the officer's full attention is committed to safely operating the patrol vehicle."

The Arch Angel software constantly monitors the speed of the law enforcement vehicle. When that speed reaches or exceeds 15 mph, the software automatically disables or locks the laptop computer, key board, mouse, and touch screen. While the computer is locked, critical applications continue to run ensuring that the physical location of the

Zero Fatalities®

A Goal We Can All Live With



This Arch Angel equipment is now in all MVE patrol vehicles.

officer continues to be sent to other law enforcement officers so situational awareness is maintained. The officer is able to use one keystroke to call for help if necessary. In addition, the officer can view a statewide map showing the location of the emergency they are responding to and the position of other law enforcement officers in the area. Once the vehicle's speed falls below 15 mph, the computer becomes active.

The installation of this equipment is just one more way the Iowa DOT is working to eliminate dangerous driving behaviors and reach the goal of zero fatalities on Iowa's highways.

