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ONE 2 ONE

WITH DIRECTOR NANCY RICHARDSON

There is a lot going on right now, some of which may bring noticeable changes at the DOT. So here is “a little bit about a lot of things”...

The Iowa Legislature is currently in session. They have already passed, and the Governor has signed into law, two bills of particular note to state employees. The State Employees Retirement Incentive Program (SERIP) was one of the first things passed by the Legislature. It has been widely discussed and all eligible employees have received information about it.

While none of us knows exactly how many DOT employees will take advantage of the program, I know that DOT has about 900 employees who are eligible for the program, with around 400 of those being eligible for full benefits under IPERS. One might argue that the more likely employees to enroll in SERIP are those who have already reached the Rule of 88. As I write this, 210 employees have submitted the necessary paperwork to retire under SERIP; employees have until April 15 to apply for SERIP, so that number will grow.

SERIP is intended to save money; the Executive Branch goal is to save 50 percent of the cost of the positions vacated by SERIP. This salary and support savings is expected to be accomplished by a combination of eliminating positions, reclassifying positions and/or filling positions at lower steps in the pay grade. As a result of this requirement to save 50 percent of the cost of the SERIP positions, we will likely only be authorized to refill around one-half of those vacated. A special request process has been developed for gaining approval to fill any SERIP position, which will also add some time to the hiring process for those that we can fill.

The second piece of legislation has been called the Government Reorganization Bill (Senate File 2088). That bill just passed and was signed into law March 10 so we are still reviewing it to determine its requirements. We know that it contains language about state agencies surrendering positions, and the salary and support funding for them, which have been unfilled for more than six months. While I don't yet know the exact number, this will result in the reduction of some additional positions at DOT.

The Government Reorganization Bill also contains language that requires an increase in agencies' span of control – the average number of employees to supervisors. Again, we need to further analyze this requirement to determine its impact, but it may also reduce the number of employees the DOT is authorized.

These three efforts combined will result in fewer employees and a lower operating budget at DOT. As we all know, these are tough economic times and state government must spend less. DOT will work with the Governor's office and other state agencies to implement these changes and others in the bill, and in a Governor's Executive Order, in ways that minimize the impact to the programs we administer and the services we provide for Iowans.

Shifting gears, we are - hopefully - starting the transition from winter to spring. We are coming out of an above-average winter, and above-average is not desirable in this instance. We have had more snow, used more materials and worked more hours in winter maintenance than average, all of which place a drain on our budget. We continue our efforts to reduce FY10 operations spending by \$17.6 million (5 percent), but we will likely fall short of our goal due to higher than average winter maintenance costs.

As we approach spring and construction season, we expect to have another banner year. 2009 was a record year for construction program investment and 2010 will not be far behind. We have federal Recovery Act projects to complete, state I-JOBS bridge projects to start and our “regular” program to continue. The harsh winter and fragile condition of much of our primary road system have resulted in significant deterioration of the system – think potholes! As a result, we will have more than usual winter repair needs this spring as well.

These bumper years for the construction program and winter maintenance, coupled with efforts to reduce spending and positions, give new meaning to “doing more with less” at DOT. I believe that the changes in the size of our workforce and operating budget, and the subsequent changes we will need to make in how we do business, are long-term. Transforming DOT into a leaner, more efficient agency will require us to be at our very best in terms of creativity, flexibility and commitment. While it will be challenging, I wouldn't want to go through it with any other group of employees. With us all working together, as we are good at, I like our chances of creating an even stronger DOT!

2009 highway death toll near record low



Iowa's 2009 preliminary death toll of 373 was one of the lowest fatality totals since World War II. While the total number is much lower than Iowa's average of 440 highway deaths per year, the Office of Traffic and Safety wants to remind us all that "One death is one too many."

While the final statistics for 2009 will not be complete until law enforcement reports have been compiled, it appears that the largest reduction in fatalities in 2009, when compared to the 2004-2008 average, was seen when 32 fewer people were killed in crashes involving drivers ages 14 to 24. Deaths in multiple fatality crashes were also down by 22 in 2009, when compared to the 2004-2008 average, and 19 fewer people died in crashes involving drivers age 65 or older during this time frame. Speed-related crashes also caused 19 fewer deaths in 2009 than the current five-year average. Other significant fatality reductions were seen in 13 fewer deaths at intersections and the same fatalities reduction for crashes where the driver crossed the centerline.

Tom Welch, the Iowa DOT's state safety engineer, is exceptionally proud of the safety environment in Iowa, especially the multidisciplinary group known as the Iowa Traffic Safety Alliance (formerly the Iowa Safety Management System). Welch says local governments and the Iowa DOT's district and design staff have all been instrumental in implementing upgraded safety features. "The Iowa DOT is optimizing the use of limited safety funds by completing very thorough crash data analysis and focusing on low cost, but effective, safety projects, including shoulder rumble strips, median cable barrier and curve improvements at high crash rated state and county curves. We have participated in multidisciplinary road safety reviews on selected high crash-rated corridors and assisted with training state and county law enforcement on implementing targeted enforcement."

Welch cautions that recent engineering improvements and targeted enforcement programs can be credited with just a portion of the reductions in Iowa highway fatalities. Welch said, "The poor economy has contributed to the reduction in highway fatalities. If you track employment trends and fatalities over the last several decades, they track together. When employment is down, so are fatalities. Other factors are fewer work-related trips during the congested periods of the day and fewer high-speed, long-distance trips that often involve drowsy and distracted drivers. There appears to be less drinking and then driving from alcohol establishments, with the theory that people are saving money by staying home more. Older drivers on fixed incomes drive less when gas prices are higher, and nationally about 40 percent fewer 16-year-olds are getting driver's licenses."

Welch added, "The trend for fewer younger drivers could be caused by fewer parents and teens being able to afford the cost of a vehicle. There are also fewer job opportunities for teens and, with all the social networking tools available, they are driving less for face-to-face social gatherings."

Fatality numbers are only a portion of the equation, according to Welch, "While the media tend to focus on the fatalities, major injury crashes cause a significant amount of damage to families, too." Welch notes that the number of major injury crashes in 2009 has also been significantly reduced when compared to the 2004-2008 average, for many of the same reasons there are fewer fatalities.



One good thing this winter

If there is one good thing to come out of this exceptionally busy winter snow removal season, it was the opportunity for several maintenance garages to test new technologies in flexible snowplow blades. Three non-traditional blade types are in use this winter, two purchased from commercial manufacturers and one produced in the Iowa DOT's repair shop in Ames.

Jim Dowd in the Office of Maintenance heads the winter equipment committee, a group of two representatives from each district, including supervisors, mechanics and highway technicians, dedicated to continuously improving the way the Iowa DOT performs winter maintenance activities.

"For years, the traditional carbide blade, which consists of 3-foot and 4-foot steel blades with carbide edges, was the only cost-effective option we had," Dowd said. "A few years ago a company called Black Cat Blades came out with a flexible alternative they called the JOMA 6000. We've been testing these for about four years, but up until now they have been fairly expensive compared to traditional blades. To reduce costs, staff in the repair shop in Ames developed a set of flexible blades in-house. Last year we discovered another product called the PolarFlex, produced by Valley Blades Ltd. We are testing all three blade systems this winter to determine how long they wear and how well they clean the road compared to our current carbide blades. So far the results show all three blade options are a step up from carbide blades because they contour to the roadway better, are quieter, and reduce vibration and noise for our drivers. Now we're fine-tuning the testing to see the exact benefits from each type of blade and will determine if they are more cost-effective than our current blades when compared on a cost-per-mile basis."

Because each of the flexible blade options is more expensive than the traditional carbide blade, Dowd says another part of the data collected this winter will lead to a cost-benefit analysis for each type of blade. He said, "We have data on the JOMA blades from last season, but this is the first year of collecting test data on the other two. Due to the higher initial cost, we will use the data to determine the cost per lane-mile versus our current blades. If the cost per lane-mile is less because these blades tend to last longer, it makes them a more cost-effective option, especially when you consider all the other benefits."

Each of the three flexible blade systems consists of multiple segments in contact with the road surface. Each segment is a maximum of 1 foot in length and functions independently of the other segments of the blade. Blade sections contain a carbide insert along the edge and are insulated from the moldboard by a rubber cushion.

Milo Nelson, a welder in the repair shop in Ames, developed the Iowa DOT's own version of a flexible snowplow blade, now being field tested



Larry Williams, Ames' repair shop supervisor, said the development of the in-house flexible blades came about as a way to get results similar to the commercially developed flexible blades at a lower cost. He said, "With the JOMA blades, we knew we liked the initial results, but they are expensive. Milo Nelson, a welder in our shop, has always liked a challenge, so I asked him to see what he could come up with. After about 30 hours of development time, the first set of 'Milo Flex Edge' blades was ready for testing in winter 2008. We've been testing and tweaking them ever since. The first set went to Hanlontown, where they are still in use."

Scott Loge, highway maintenance supervisor in Algona, Garner and Swea City, says his shops are testing four sets of JOMA blades, three on high-speed underbody plows and one set on a front plow. He said, "All four of the operators are really impressed with the blades. Their comments have all been very positive, including observations that the blades last considerably longer, conform to the roadway better, cut hard-packed snow better, clear slush off the road better, and are much quieter than the traditional carbides we have been using for years. We have had several other operators ask to try the JOMA blades once they have seen what these blades can do."

In the Latimer and Clarion garages, Highway Maintenance Supervisor Thad Boyington has had similar results with the JOMA blades, and is also testing blades from PolarFlex and the Milo Flex Edge blades. Boyington says the operators in his shops have noticed the JOMA blades cut snow about the same as a conventional blade on the front, but do a much better job of cutting snow when used on a high-speed underbody plow. They are very quiet and wear much longer than standard carbide blades.

As for the Milo Flex Edge blades, they are also quiet and have a longer life, but the operator who uses them notices they tend to stick on the corners and sometimes do not return to the normal position easily. Overall, the operator noted that the Milo Flex Edge blades wear much longer and follow the road/cut better than the carbide blades.

Blades, continued on page 11



Iowa DOT coordinating GIS throughout the agency

A geographic information system (GIS) merges cartography with database technology, making it possible to analyze data spatially. The use of GIS tools as a backbone for good decision-making is on the increase at the Iowa DOT. While the Planning, Programming and Modal Division at the Iowa DOT has been utilizing GIS applications for more than a decade, other divisions are now getting on board with the high-tech approach to data analysis using a graphical interface. Upcoming editions of INSIDE will take a look at specific uses of GIS. This month's article focuses on the overall outlook for GIS at the Iowa DOT.

Eric Abrams from the Information Technology Division leads the GIS effort and a multidivisional coordination committee in what he calls a "federated" approach. "As the Iowa DOT's GIS coordinator, I have agency responsibility for spatial coordination and business guidelines," he said. "The business units maintain staff with GIS skills to help drive office and division goals. This federated model allows offices to have autonomy while a central GIS staff provides a backbone and guidelines that geospatial projects are built upon."

The Planning, Programming and Modal Division brings a wealth of data and experience to the GIS arena. The backbone upon which most of the GIS in the agency is built is found within this division.

- The linear referencing system (LRS) is the database that allows for the integration of data from disparate sources through their geographic location.
- Geographic information management system (GIMS) is a database with information related to the entire public road system.
- The five-year program utilizes the LRS to create geometries. It is oracle-based, accessible with Geomedia and used to create the five-year program maps.
- The traffic data system (TRADAS) uses the LRS to derive count locations that allow traffic data to be used in conjunction with other data.
- Iowa Travel Analysis Model can be used to evaluate the state's transportation system to determine the impacts of current and future highway projects and policy initiatives.

- Metropolitan planning organization and regional planning affiliation profiles provide a glance at demographic, economic, and are transportation modes, as well as contact information, planning activities, planning goals, and committee composition for each planning agency.
- The Iowa Transportation Map for Bicyclists and trails database include various trail characteristics such as the trail name, owner, surface type, and width. Traffic levels are indicated on the map for all paved roadways so bicyclists can choose the road routes that match their level of riding experience to enhance safety.
- Point of interest files are being developed and populated onto the navigation units to assist field staff to easily and accurately locate Iowa DOT assets.

There are studies that report nearly 80 percent of all data managed by government agencies has some sort of location component to it (state route, milepost, county, latitude, longitude, etc.). Location information is important to business functions within the Highway Division as shown by the recent addition of dedicated GIS coordination staff in the offices of Maintenance, Traffic and Safety, and Location and Environment. These GIS coordinator positions are further solidifying the role that location information plays in the business operations of each of these offices by focusing on both data stewardship and application development for their respective offices and the Highway Division as a whole.

These coordinator positions are pushing development of GIS resources internally at the DOT and are looking toward future applications that will serve external customers as well. While a great deal of the initial focus of these coordinator positions is involved with data stewardship, looking into the future and application development of GIS technologies for things such as asset management and Web-based applications are going to be areas of increasing emphasis.

Joining Abrams on the Iowa DOT's GIS coordination committee are Steve Kadolph, Research and Technology Bureau; Derek Peck, Location and Environment; Shawn Blaesing-Thompson, Maintenance; Brad Cutler, Traffic and Safety; Adam Shell, Systems Planning; and Ryan Wyllie, Transportation Data.

Keep an eye out for information on specific GIS projects in upcoming issues of INSIDE.



IOWA DEPARTMENT OF TRANSPORTATION
TROPHY CASE

Special recognition awards

The 46th Annual Concrete Paving Workshop was held Feb. 3-5 in Des Moines. Three Iowa DOT projects received awards at the "Blue Ribbon" awards banquet Feb. 4.



**46th Annual
Concrete Paving
Workshop**
Blue Ribbon Awards

Interstate/Primary concrete overlay category

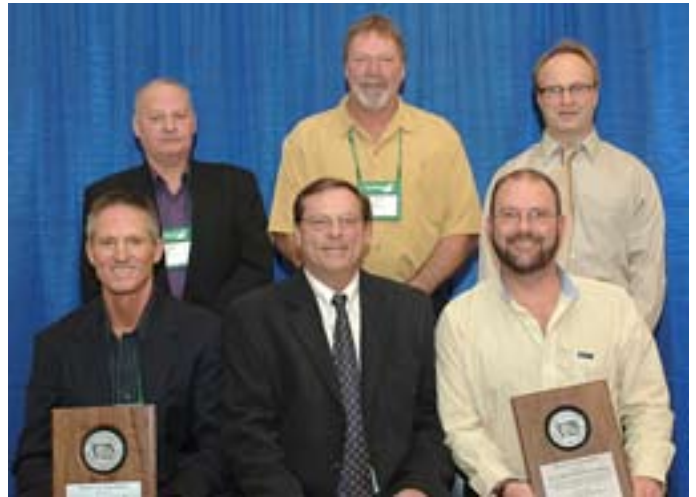
Clarke County – southbound Interstate 35 from the Decatur County line to U.S. 34



(front row, from left) Kevin Sorenson, Manatts; Liz Finarty, Iowa DOT Chariton construction; Mike Veidorfer, Manatts; Chris Sawin, Manatts
(back row, from left) Rick Hudson, Manatts; Steve Naderman, Manatts; Jim Schafer, Manatts; Brian Manatt, Manatts; Elijah Gansen, Iowa DOT Office of Design

State road category

Emmet County - Iowa 4 in Estherville



(front row, from left) Brad Wicks, Wicks Construction Inc.; David Clark, Wicks Construction Inc.; Roy Gelhaus, Iowa DOT Britt construction
(back row, from left) Wes Wicks, Wicks Construction Inc.; Larry Berg, Wicks Construction Inc.; Scott Brunsvold, Jacobson-Westergard & Associates Inc.

Interstate category

Worth County - U.S. 65 from Iowa 9 in Manly to Worth County Road 105



(front row, from left) Larry Hankins, Flynn Co. Inc.; Jeff Flynn, Flynn Co. Inc.; Gary Huffman, Flynn Co. Inc.; Mike Flynn, Flynn Co. Inc.
(back row, from left) Roy Gelhaus, Iowa DOT Britt construction, Mark Gorton, Flynn Co. Inc.; James Cable, Iowa State University; Paul Flattery, Iowa DOT Office of Design

Family happenings

Design

Judy Lensing



Khyle Clute, transportation engineer intern, and his wife, Kirstin, are the proud parents of Matthew John Clute. Baby Matthew was born Jan. 30 weighing 8 pounds, 7 ounces and was 21 inches long. Mom and baby are doing great and Grandpa John Clute in Bridges and Structures is loving the new baby boy!

District 3

Marybeth Banta



District 3 employees bid a happy retirement to Steve Botos, highway maintenance supervisor in Sioux City, at a party Dec. 22. Botos began working for the Iowa State Highway Commission in October 1965 as an engineering aide 1 at the Council Bluffs construction office. Uncle Sam needed his help, which put him on military leave from February 1967 to April 1970, serving in the Navy.

Botos returned to the Council Bluffs construction office in May 1970. In January 1971, he was promoted to engineering aide 2. Botos transferred in June 1972 to the state bridge inspection crew at Ames as a bridge inspector 1. In September 1973, he was promoted to bridge inspector 2 with the District 4 bridge crew and then to bridge inspector 3 with District 6. Botos resigned in July 1980 to become a Snap-On Tools dealer in Fremont, Neb., but his strong commitment to the Iowa DOT brought him back in October 1983 as a bridge inspector 2 at Davenport maintenance. In November 1985, Botos was promoted to highway maintenance supervisor 2 at Avoca. He relocated to Sioux City in April 1996 when he was promoted to highway maintenance supervisor 3 responsible for the Sioux City area.

In retirement, Botos plans to play golf, cook, travel, and remain an active member of the local American Legion Post.

Thank you

Thank you to everyone who donated leave to me while I was off work. It was very much appreciated.

Gina Rush
highway technician associate
Sloan garage

Thank you to all my friends and co-workers who donated leave to me while I was off work recovering from heart bypass surgery. Your kindness means a lot to me.

Frank Savick
materials fabrication inspector 1
District 4 materials

In memory



John Robert Couser, 59, of Marion, died Sunday, Jan. 24, 2010, at his home. John was born May 22, 1950, the son of Charles

and Margaret (Williams) Couser in Cedar Rapids. He worked for the Iowa Department of Transportation for 38 years. Couser married Pamela Shriver June 21, 1991, in Maui, Hawaii.

He was an avid sports fan and especially loved playing golf and fishing. Couser was an Iowa Hawkeye fan and also enjoyed playing cards. Survivors include his wife, Pamela; his brothers and sisters, Charles (Linda) Couser, Michael (Kathy) Couser, Patrick (Rebecca) Couser, and Susan (Rick) Enyart, all of Cedar Rapids, and Jane (Curt) Hale of Rochester, Minn.; and numerous nieces and nephews.

Edward Eugene Carpenter, 87, passed from this life Wednesday, Nov. 11, 2009, at Urbandale Health Care Center. Carpenter was born Sept. 19, 1922, in Toledo, Iowa, to Lawrence Eugene and Helen Elma (Jackson) Carpenter. He was an Army veteran of World War II, serving in the European and Asian theaters. On July 14, 1952, Carpenter married Marilyn Coppock in Harmony, Minn. The couple then made their home in Urbandale nearly 46 years ago.

For nearly 20 years, Carpenter was employed with City Service Oil Co., then as a Motor Vehicle Officer with the Iowa DOT for 14 years, and later with Bett's Cadillac for 12 years, retiring at 86. He was a member of Aldersgate United Methodist Church, a 50-year Mason at Auburn Lodge 592, a member of the consistory of the Shriners and a Tux member. In 1982, he golfed a hole-in-one at Woodland

In Memory, continued page 8

In Memory, continued from page 7

Hills Golf Course in Des Moines. Carpenter loved classic cars and enjoyed carving wooden canes and walking sticks.

Carpenter is survived and lovingly remembered by his wife of 57 years, Marilyn Carpenter of Urbandale; sons, Joel (Carlene) Carpenter of San Jose, Calif.; and Jim (Dixie) Carpenter of Ames; daughter, Mary Carpenter of Urbandale; grandchildren, Travis, Michaela and Kelsey Carpenter; sister, Dorothy Reams of Cedar Rapids; brother, Jack (Evelyn) Carpenter of Anaheim, Calif.; and several nieces and nephews. Edward's son Jim is a roadside development specialist 2 in the Office of Design.

Kenneth Palmer Hunter, 80, died Saturday, Jan. 16, at the Avera Holy Family Health in Estherville. Hunter was born Feb. 23, 1929, in Alden, Iowa, to Wayne and Cecile (Palmer) Hunter. On Feb. 14, 1953, he was united in marriage to Rosina L. Neitzel. After their marriage, the couple made their home in Estherville.

Hunter was employed with Gamble Robinson, Estherville Cooperative Creamery and then at the Iowa DOT for 34 years, retiring in 1991. He was a member of Immanuel Lutheran Church in Estherville.

Left to cherish Hunter's memory is his wife, Rose; three daughters, Kathryn Hunter, Kristine (Kevin) Wittmer, and Kim (Ron) Radig; five grandchildren, Jenna, Mathew, Michael, Stephanie, and Molly; two great-grandchildren, Carter and Tanner; and sister, Dorothy (Lowell) Zapf.

Lynda L. Modlinski, 66, of Davenport, died Friday, Jan. 22, 2010, at her home. Modlinski was a member of the Randalia United Methodist Church and a volunteer for PAWS (People for Animal Welfare Society) in Kansas City, Mo.

Modlinski loved animals and enjoyed entertaining family and friends, shopping and traveling. Modlinski worked in the Iowa DOT's Office of Driver Services from 1975 to 2005.

Modlinski is survived by her daughter, Jeri Lyn Wilson (Thomas Brown) of Kansas City, Mo.; an adopted daughter from Poland, Ewelina (David) Bergert and their son, Jonathan David Bergert, all of Bettendorf; brother James (Teri) Whiteford of Hutchinson, Kan.; uncle Ralph Edel of Oelwein; and several cousins.

Carl J. Berridge, 80, of rural Solon, died Wednesday, Dec. 30, 2009, at Mercy Hospital in Iowa City, after a courageous battle with cancer.

Berridge was born May 25, 1929, in Hills, Iowa, the son of Harry and Gretchen (Smith) Berridge. He attended Iowa City schools. On July 2, 1949, he was united in marriage to Ruby Jean Long at the former First Presbyterian Church in Iowa City.

For a number of years he worked for Hawkeye Lumber, and for the Iowa DOT for more than 31 years, retiring as a highway maintenance supervisor.

Berridge was a member of the Solon United Methodist Church, had been in the Iowa National Guard for nearly 10 years, and was a certified gunsmith.

His family includes his wife, Ruby Jean; daughter, Roxanne (Daniel) Vincent of Solon; son, Kim Carl Berridge of Solon; three grandchildren, Shonna, Erica and Brian; three great-grandchildren, Cameryn, Ben and Cole; sister-in-law, Eunice Goodrich of Mount Vernon; and numerous nieces and nephews.

Lynn V. Howieson, 69, of Forest City, died Sunday, Jan. 24, 2010, at Mercy Medical Center-North Iowa in Mason City. Howieson was born to James and Irene (Nelson) Howieson Oct. 12, 1940, in Clarion. During high school he began working for the Iowa State Highway

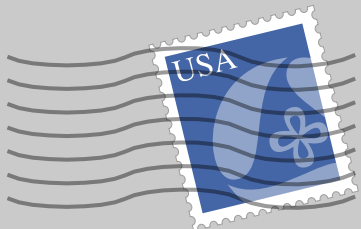
Commission. He was hired full-time at the Clarion garage in 1959. Howieson and Barbara (Moats) Feller were united in marriage on May 1, 1964.

In 1972 they moved to Forest City, where Howieson worked for the DOT as a highway maintenance supervisor. He held various positions with the DOT, and retired from the Mason City office as a district engineering technician after 42 years of service to the state.

Fire fighting became a big part of Howieson's life after moving to Forest City. He joined the Forest City Fire Department in 1974 where he served for 26 years, serving as the fire chief for five of those years. He also started his own business selling and servicing fire equipment to area fire departments and businesses.

Howieson was a wrestler in high school and loved watching wrestling all of his life, rarely missing an Iowa-Iowa State meet. He enjoyed golfing and took every opportunity to take his kids and grandkids out for a day on the course. He spent many hours bird-watching. He loved more than anything to watch his grandchildren dance and participate in everything from track, cross country, wrestling, football, baseball, basketball, and swimming.

Howieson is survived by his wife, Barbara; his children Cindy Torkelson (Dale Gjerstad) of Minneapolis, Lynne Feller (Bart Spencer) of Charles City, Shelby (Terry) Tweeten of Forest City, and Kent (Darla) Howieson of Dubuque; three brothers and a sister, Robert (Eleanore) Howieson of Grand Rapids, Mich., Verla Brooks of Queen Creek, Ariz., James (Mary) Howieson of Clarion, and Darrell (Ruth) Howieson of Pequot Lakes, Minn.; his grandchildren, Janelle (Paul) Youngers, Brett and Adam Torkelson, Tyler and Shaden Tweeten, and Kyra and Paige Howieson; and two great-grandchildren, Brittany and Andrew Youngers.



Kudos!

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

To: Chief David Lorenzen, Motor Vehicle Enforcement
From: Richard Gautier, Sacramento, California, Police Department

I am writing this letter to express my sincere gratitude for the assistance provided to the Sacramento Police Department on the afternoon of Dec. 29, 2009, by the Iowa Department of Transportation's Office of Motor Vehicle Enforcement, specifically, officers Joseph Farnsworth, Marina Raku and Kimberly Maxwell.

On Dec. 15, 2009, a double murder occurred in the city of Sacramento. Although a suspect in the murder was arrested soon after the crime, subsequent investigation revealed that another subject, John Cross, may have been involved in the murders. On Dec. 28, 2009, our team was assigned the task of locating Cross to arrest him for an outstanding weapons and narcotics warrant. Cross, who has a lengthy and violent criminal history, fled Sacramento upon learning the police were looking for him.

On the afternoon of Dec. 29, we began pinging Cross' cell phone and discovered he was travelling eastbound on Interstate 80 in Iowa. One of our detectives immediately contacted the Iowa State Patrol and was put in touch with Sgt. Randy Kunert. Kunert called for additional units to assist, and officers Farnsworth, Raku and Maxwell responded without hesitation. Cross was taken into custody a short time later without incident.

Officers Farnsworth, Raku and Maxwell's willingness to assist with the apprehension of a dangerous felon reflect positively on the Iowa Department of Transportation's Office of Motor Vehicle Enforcement and the law enforcement community at large. It is this spirit of cooperation between law enforcement agencies, exhibited by members of your department that make our communities a safer place for all concerned.

To: Dubuque Telegraph Herald
From: James Herrig

While it is in vogue to blame government for every problem, and describe government employees as more worthless than others (or as altogether worthless), I would simply like to speak well of my recent experience Jan. 23 in renewing my driver's license at the new Iowa Department of Transportation office on Gateway Drive in Dubuque.

Though the room was full when I arrived at 10:30 a.m., and I was told it had been "busy like this all morning," I found the staff cheerful, helpful, polite, and efficient. Though I was expecting a long wait, my renewal was complete in less than 15 minutes, and the license fee is still \$20 for five years.

Our friends, neighbors and relatives make up our government, and do the varied tasks we ask them. Sometimes we should say, "Thank you. You do a good job!"

To: Iowa DOT
From: Don Watkins, Enid, Oklahoma

I was born and raised in Clarinda, Iowa. My wife and I have moved around a lot, mostly due to military service. Recently, as we were traveling back to Oklahoma from Missouri, my wife made a comment I totally agree with. I just wanted to share it with you. Oklahoma and many other states as well, need to take a lesson in road work from Iowa. We have traveled this great country from coast to coast and nearly border to border. We have never seen roads maintained as roads in Iowa.

To: Iowa DOT
From: James M. Rosenquist, Omaha

Your very effective staff member, Esther Glasnapp, should be commended for her actions with me in acquiring some land for the extension of U.S. 34. She went out of her way to keep me informed when legal matters delayed the process. She returned my phone calls every time and in a timely manner. She, above all, was pleasant, knowledgeable and cheerful. Esther epitomizes what government should do and be to the public.

(Editor's note: Esther Glasnapp is a right-of-way agent 2 in the Office of Right of Way.)

To: Nancy Richardson, Iowa DOT director
From: Ray Walton, Department of Administrative Services director

Just a short note to thank you and the DOT crews for the fantastic job clearing our roads this year. Our responsibilities here at the capitol are a small fraction of yours, and at times we have struggled. Your people have done an extraordinary job this year. I appreciate it, especially on U.S. 65/69 between Des Moines and Indianola every day.

To: Iowa DOT road crews
From: Regina, Matt and Zander Dunlop, Woodbine

Thank you for all the time you have spent cleaning the roads so we can all make it to work safely. I'm sure you rarely receive the thanks you deserve. I know my family appreciates your time and effort. Thanks from the bottom of our hearts!

Personnel updates

Information supplied by the Office of Employee Services for Jan. 8, 2010, to Feb. 5, 2010

New hires

Herman Anderson, driver's license clerk senior, Des Moines DL station; **Kent Anderson**, highway technician senior, Mount Pleasant construction; **Jacob Deininger**, driver's license clerk senior, Des Moines DL station; **Steven Forbes**, highway technician associate, Missouri Valley garage; **Bethany Jachim**, right-of-way agent 1, Right of Way; **Jason Jacobsma**, highway technician associate, Ashton garage; **Nels Sutherland**, construction technician, Mount Pleasant construction; **Kenneth Venteicher**, highway technician associate, Onawa garage; **Jason Weber**, highway technician associate, Onawa garage

Promotions

John Jepsen, from equipment operator senior to highway maintenance supervisor, Sioux City-Leeds garage; **Harold Parke**, from highway technician, Donnellson garage to highway technician senior, Mount Pleasant garage; **Ashley Schultz**, from accounting clerk 2, Des Moines DL station to driver's license clerk senior, Ottumwa DL station

Transfers

Douglas Andrews, equipment operator senior, from Williams garage to Iowa Falls garage; **Thomas Brunscheon**, engineering technician senior, within District 2 Office; **Teresa Bullock**, driver's license clerk senior, from Iowa City DL station to Davenport DL station; **Rex Evans**, garage operations assistant, from Newton garage to Altoona garage; **David Frances**, highway technician associate, from Highway Helper to Altoona garage; **Shawn Goetz**, design technician specialist, within Location and Environment; **Frank Grove**, highway technician associate, from Altoona garage to Carlisle garage; **Steve Hill**, highway technician associate, from Altoona garage to Des Moines garage; **Larry Letze**, garage operations assistant, from Altoona garage to Des Moines garage; **Kurt Manus**, design technician specialist, within Bridges and Structures; **James Nelson**, from transportation engineer specialist to transportation engineer manager, within Bridges and Structures; **Margaret Suckow**, secretary 1, within Right of Way; **William Tucker**, from transportation engineer manager to transportation engineer specialist, within Bridges and Structures; **Jason Warren**, highway technician associate, from Onawa garage to Sloan garage

Retirements

Gerald Ambrosion, executive officer 2, Local Systems; **Robert Burnett**, materials fabrication inspector 1, District 5 materials; **Carol Higgins**, clerk-specialist, Driver Services; **Kevin Mahoney**, Highway Division administrator, Highway Division; **Michael Reynolds**, highway technician associate, Spencer garage

Service awards

Information supplied by the Office of Employee Services for March 2010.

40 years

Sheldon Kardell, Contracts; **Richard Meyer**, District 4 materials

35 years

Thor Highland, equipment services

30 years

Brian Arnold, Dubuque garage; **Lindon Bowen**, Rail Transportation; **Marcia Buboltz**, Council Bluffs maintenance; **Steve Vannoy**, Information Technology Division

25 years

Bobby Dahl, District 4 Office; **Lynn Dickinson**, Missouri Valley garage; **Steven Gray**, Information Technology Division; **Judy McDonald**, Location and Environment; **Michael Seek**, Traffic and Safety

20 years

Daniel Calvert, Jefferson construction; **Gary Gust**, Avoca garage; **Michael Jantzen**, Tama garage; **Kevin Molsberry**, Motor Vehicle Enforcement; **Christine Palas**, Elkader garage; **Esther Powell**, Jefferson garage; **Stacey Rockwell**, Motor Vehicle Enforcement; **Deborah Short**, Driver Services; **James Smith**, Motor Vehicle Enforcement

15 years

Tracy Hodges, Iowa City DL station; **Donald Lee**, Motor Vehicle Enforcement; **Warren Mittelstadt**, West Union garage

10 years

Josie Anderson, Finance; **Michelle Beaver**, Cedar Rapids DL station; **Michael Casey**, Rockwell City garage; **Jennifer Cashatt**, Waterloo DL station; **Steven Gast**, Information Technology Division; **Mark Hines**, Driver Services; **John Huff**, Cedar Rapids garage; **Rianna Lane**, Des Moines DL station; **Jill Lathrop**, Ottumwa DL station; **Michael Murray**, Sioux City construction; **Donna Paulson**, Ames DL station; **Luann Thiede**, Davenport DL station; **Barbara Thiesen**, Sioux City construction; **Donald Upton**, Mount Pleasant construction

5 years

Craig Brimeyer, Dubuque garage; **Kerry Burzlaff**, Davenport garage; **Bradley Fleming**, Ames garage; **Jason Schroeder**, Davenport garage; **Donald Sharr**, Motor Vehicle Enforcement; **Laura Sievers**, District 3 field staff; **Kevin Smith**, Avoca garage; **Jeffery Zimmerman**, Marion garage

TIPS FROM THE GREEN TEAM

Green team reusable shopping bags are here!

The Green Team has placed reusable shopping bags in Iowa DOT inventory for employee use. For business use, order the bags through the inventory system using stock number 002 003200 at a nontaxable cost of \$1.56 each. Bags ordered for office use will be shipped with regularly scheduled office supply deliveries.

For personal use, please call office supplies at 515-239-1324. The cost is \$1.70 plus tax. This includes a small shipping charge.



Bag measures 12" wide x 13" high x 8 deep"

Blades, continued from page 4

Boyington said, "The driver running a plow with PolarFlex blades really likes them. He says they are very quiet, cut really well and wear longer than conventional blades." Boyington adds one caution, "Each of these operators has tried just one set of blades. We have not had them switch trucks to compare the benefits of one blade system over another."

Roger Burns, highway maintenance supervisor in Elkader and West Union, is following results of testing all three types of flexible blades on equipment in his garage this winter. He said, "This is our second year running JOMA blades, but the first for the Milo Flex Edge blade and PolarFlex. I think it is apparent to anyone who has used any of these that they conform to the road surface better than conventional blades. All three different types of blades we are testing do a much better job in wheel ruts. Being able to swap out one of the sections of the flexible edge blade works well instead of having to change the entire blade when just one edge is worn." One note Burns has about the PolarFlex blades from his operator's standpoint, "While the PolarFlex are very quiet, the operator says he doesn't think they cut snow and ice quite as well as the JOMA or Milo Flex Edge blades."

The winter equipment committee is always looking for ways to improve our winter operations processes. Anyone can submit an idea to the committee for evaluation and testing. Ideas can be submitted by contacting a district winter equipment committee representative or Jim Dowd at 515-239-1724.

INSIDE

INSIDE is developed to help keep all Iowa DOT employees informed about critical issues affecting them, recognize DOT employees for their excellent service and share interesting aspects in the lives of our co-workers. For more information, contact Tracey Bramble, Office of Media and Marketing Services, at 515-239-1314 or e-mail tracey.bramble@dot.iowa.gov.

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PLEASE RECYCLE THIS ISSUE

On the cover: Iowa DOT's Motor Vehicle Officer Dan Vallier prepares to escort an oversized load near Missouri Valley. I-Spy clue: That's not a deer in the headlights!

Service Area	Correspondent	Phone
District 1	Kay Ridgway , Des Moines	515-986-5729
District 2	Lu Mohorne , Mason City	641-423-7584
District 3	MaryBeth Banta , Sioux City	712-276-1451
District 4	Marlene Jensen , Atlantic	712-243-3355
District 5	Brenda Hadley , Fairfield	641-472-6142
District 6	Sandi Byers , Cedar Rapids	319-364-0235
Bridges and Structures	Judy Whitney , Ames	515-233-7917
Construction	Nancy McMenamin , Ames	515-239-1353
Contracts	Peg Muxfeldt , Ames	515-239-1422
Design	Judy Lensing , Ames	515-239-1469
Driver Services	Noralee Warrick , Ankeny	515-237-3253
General Counsel	Chris Crow , Ames	515-239-1509
Information Technology Division	Colette Simpson , Ames	515-233-7728
Local Systems	Gail Nordholm , Ames	515-239-1528
Location and Environment	Susie McCullough , Ames	515-239-1225
Maintenance	Cindy Shipley , Ames	515-239-1971
Materials	Brian Squier , Ames	515-233-7915
Planning, Programming and Modal Division	Cathy Mather , Ames	515-239-1140
Motor Carrier Services	Diann McMillen , Ankeny	515-237-3250
Motor Vehicle Enforcement	Anthony Batcheller , Ankeny	515-237-3218
Operations and Finance Division	Sheri Anderson , Ames	515-239-1340
Research and Technology Bureau	Tami Bailiff , Ames	515-239-1646
Right of Way	Mary Netten , Ames	515-239-1216
Traffic and Safety	Linda McBride , Ames	515-239-1557
Vehicle Services	Becky Sawatzky , Ankeny	515-237-3182

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

Records management training

To delete or not to delete, that is the question. Actually, that is just one of the questions to be answered in the Iowa DOT's data and records management training. A collaboration between the Information Technology Division and records management section in the Office of Document Services, the initial training will be instructor-led and offered statewide at convenient locations for each district. Each session is anticipated to last approximately two hours. Other delivery methods, such as computer-based training, may be offered later. The records management training is expected to become required for new employees within the next year.

All DOT employees are impacted by the data and records generated by the agency. The level of that impact varies, so the new training will be offered at three different levels.



Tier I training will include data and records “custodians” or their designees. This is typically office directors, district engineers and designated staff. This training will include information about the following.

- Policy and Procedure (PPM) 030.06 – Records Management
- Related PPMs, such as historic archives, records (especially dealing with records access), forms, information resources security, laptop encryption, voice mail, and removable media encryption, as well as relevant sections of Iowa Code and Administrative Rules
- Business reasons for a strong data and records management program and enforcement
- What “discovery” means for both records and convenience copies
- How to identify confidential and personally identifiable information, and what to do if the custodian is unable to identify this information
- Custodian and designee roles and responsibilities
- Electronic Records Management Manual (eRMM)
 - Accessing and navigating the eRMM (How to Use eRMM)
 - Custodian/designee review of records series every two years
 - How to request changes to a record series
 - The process by which changes are made to a record series
 - Submission of records to the records center
 - Secure disposition of confidential and/or personally identifiable information

Tier II training will be available to all Iowa DOT employees who have E-mail accounts. These users are routinely generating or working with records and should have a strong understanding of how to appropriately handle these records. The training content is as follows:

- Overview of the records management policy, including:
 - Most relevant definitions.
 - Importance of records to DOT and user.
 - What is and is not a record.
 - User responsibilities: dos and don'ts.
 - What a record keeping system is (and is not).
- eRMM
 - Accessing and navigating the eRMM.
 - Appropriate contact information.

Tier III training will be conducted for all other employees and may involve instructor-led or computer-based offerings, or a combination of both. All employees, whether they have local area network access or not, handle DOT records; therefore, the Iowa Department of Administrative Services' Information Security Office requires all state employees to be trained in security awareness.

Additionally, ongoing information about appropriate data and records management will be offered through updates, tips and reminders in INSIDE, as well as continuing computer-based training via DOTNET or CD/DVD, especially for refresher training.