

eConnections



A publication of MoDOT Kansas City District

Aug. 22-26, 2011

In This Issue

Bolder 5-Year Direction.....	1
Featured Project.....	3
Ribbon Cuttings & Events...4	
EAEC Corner.....	5
Safety First.....	5

eConnections sources

Construction Bev Chrisco, 607-2101

Regional Counsel LeAnn Francis, 607-2082

Administration Judy Magruder, 607-2294

General Services Toni Terry, 347-4112

Human Resources Belinda Fite, 607-2145

Right of Way Melbra Taylor, 607-2058

Traffic Melanie Lanigan, 607-2171

Editor Michele Compton, 607-2150

Find MoDOT KC on Twitter, Facebook and Youtube.

Bolder 5-Year Direction Update

Important Information SG 10-11 Crew Leaders

Faced with a severe decline in funding for transportation and the inability to match federal funds in the near future, the Missouri Highways and Transportation Commission on June 8 adopted a plan that includes reducing the size of the MoDOT staff by 1,200 by March 31, 2013, closing 131 facilities and selling more than 740 pieces of equipment. By 2015, the proposed direction will save \$512 million that will be used for vital road and bridge projects.

Maintenance Employees to include

Signing and Striping: Building Preference Request Forms have been made available to all maintenance/signing/striping supervisors. All crew leaders and crew workers should be given time to complete this form during their normal work day and return it to the District Office Worklife Center no later than Monday, August 29.

A new calendar outlining the competitive selection process for Salary Grade 10 and 11 crew leader positions is located on the Human Resources web page.

This process includes the job titles of maintenance crew leader, regional bridge maintenance crew leader (this title will be retitled maintenance crew leader), bridge maintenance crew leader, and core drill operator. All employees in these positions will be required to reapply and compete for their positions.

A statewide conference call will be held with all employees in SG 10 and 11 crew leader positions on September 27

66 Under the Bolder Five-Year Direction, the total number of crew leader positions will increase from 372 to approximately 482. The total target number of "boots on the ground" maintenance staff (which includes entry, intermediate, and senior crew workers and crew leaders) is 2,412 employees. Staffing reductions are not planned for this group.

to share more information and answer questions. As with the supervisory positions, district engineers and division leaders have the authority to reappoint employees to their existing crew leader positions without interviews. Any employee may apply for SG 10 and 11 crew leader jobs that will be posted on September 30.

Under the Bolder Five-Year Direction, the total number of crew leader positions will increase from 372 to approximately 482. The total target number of "boots on the ground" maintenance staff (which includes entry, intermediate, and senior crew workers and crew leaders) is 2,412 employees. Staffing reductions are not planned for this group. Employees who have applicable skills, including good leadership skills, are encouraged to apply for these crew leader jobs.

This is an opportunity for non-maintenance employees with maintenance related skills, who currently work in jobs where reductions are needed such as program delivery and fleet and facilities

Continued on page 2

Continued from front

management, to pursue a job in maintenance. In the future, there will be more opportunities for employees with applicable skills to move into vacant maintenance positions as turnover occurs in that group.

Due to this downsizing, many employees will experience a reduction in pay as a result of a demotion.

IMPORTANT NEWS ABOUT RETIREMENTS AND SEPARATIONS

Employees planning to retire from the Department must submit a 60-day Notice of Intent to Retire to MPRS (Please reference MPRS' Leaving State Government brochure for detailed information.)

Retirements are effective the first day of each month. SG 10-11 employees who are planning to retire from the Department, and wish to be compensated for annual leave and comp time at their current rate of pay, must complete the entire retirement process before January 1, 2012. SG 10-11 employees planning to separate from the Department, and wish to be compensated for the annual leave and comp time at their current rate of pay, must do so before January 1, 2012.

Demoted employees who opt to retire or separate from the Department beginning January 1, 2012 will be compensated for annual leave and comp time at their reduced rate of pay.

Questions?

- Visit: wwwi/intranet/hr/
- E-mail: SalaryGrade10-11CrewLeader@modot.mo.gov
- E-mail: SalaryGrade12-16@mdot.mo.gov
- E-mail: SalaryGrade17-20@modot.mo.gov

Bolder 5-Year Direction Timeline

2011

- **August 24:** SG 19 and SG 18 IS offers accepted and announced – effective same time; SG 15 and 16 supervisors appointments and selections from interviews announced – effective same time. Statewide job posting for SG 12 to 14 and Motor Carrier Services (MCS) SG 15 supervisor positions.
- **August 29:** deadline for Crew Leaders and Crew Workers to return Building Preference Request Forms to the District Office Worklife Center.
- **August 31:** deadline to apply for SG 12 to 14 and MCS SG 15 supervisor positions; 60-day Notice of Intent to Retire deadline for SG 17-20s who wish to be compensated for annual leave and comp time at their current rate of pay if being demoted.
- **September 8:** SG 18 positions filled/announced.
- **September 14:** SG 17 positions filled/announced.
- **September 16:** SG 12 to 14 and Motor Carrier Services (MCS) SG 15 supervisor appointees announced. Interviews scheduled for remaining SG 12 to 14 and MCS SG 15 supervisor positions.
- **September 27:** statewide conference call with SG 10-11 Crew Leaders.
- **September 30:** announcements made of SG 10-11 Crew Leader appointments, remaining SG10-11 Crew Leader jobs posted; announcement of remaining SG 12 to 14 and Motor Carrier Services (MCS) SG 15 supervisors; final management team, maintenance and traffic position announcements.
- **October 7:** deadline to apply for SG 10-11 Crew Leader positions.
- **October 14-18:** interviews for SG 10-11 Crew Leader positions.
- **October 20:** SG 10-11 Crew Leader announcements made.
- **October 24:** maintenance employees notified of their new facility locations.
- **October 31:** 60-day Notice of Intent to Retire deadline for Supervisor SG 12-16s and SG10-11s who wish to be compensated for annual leave and comp time at their current rate of pay if being demoted.
- **November 1:** maintenance employees report to their new facilities.
- **November 15:** deadline for SG 17-20s to separate from the Department and be compensated for annual leave and comp time at their current rate of pay.
- **November 16:** salary changes take effect for SG 17-20s.
- **December 31:** deadline for Supervisor SG 12-16s and SG 10-11s to separate from the Department and be compensated for annual leave and comp time at their current rate of pay if being demoted.

2012

- **January 1:** salary changes take effect for demoted Supervisor SG 12-16s and SG 10-11s.
- **December 31:** all facility, equipment and operational changes complete.

2013

- **March 31:** all employee reassignments, staff reductions complete.

Safe & Sound's 500th Bridge Opens

One year ago, the Missouri Department of Transportation was celebrating the 200th new bridge constructed under its "Safe & Sound Bridge Improvement Program." When a new bridge over Apple Creek on US Route 61 in Perry County opened to traffic on August, 9 it was the Safe & Sound program's 500th bridge.

"The rate at which we have been completing these projects is incredible," Project Director Ken Warbritton said. "This year alone, we have been opening more than one bridge per day on average. By the end of the year, we plan to have built more than 350 new bridges making this the busiest bridge year in Missouri history."

The Safe & Sound program will rehabilitate or replace more than 800 of the

state's lowest rated bridges in five years. Now more than 60 percent complete, the \$685 million program is more than a year ahead of schedule and should be complete by the end of 2012.

To speed construction and control costs by limiting the improvements to just the bridge itself, most Safe & Sound bridges are closed during construction. To date, the average closure across the state has been about 40 days, or half the time a typical bridge replacement requires.

In the KC District, we will replace or repair 145 bridges, over 70 this year alone.

For a list of the bridges in our district, visit www.modot.org/kansascity/safe-sound.htm.



This Safe & Sound Bridge in Saline County on Route D at Fish Creek was completely replaced in less than 50 days. It replaces a structure that was built in 1940 and carries more than 200 cars a day.

KC KUDOS:

66 I just wanted to compliment whoever thought up the "barrel man" who drew drivers' attention to the left lane closed sign coming up on the Blue Ridge exit. What a delight! Thank you for making the road construction more pleasant! -- Eve E. from KC

66 Thank you so much for the road work you are doing on 50 hwy. The added turns lanes were so desperately needed. I am hopeful that W & Z intersection in Johnson County will be just as nice. There have been so many accidents there. Thank you for your hard work. -- Pam from Bates City

66 Just a quick pat on the back for the nice response to my complaint about the brush in front of the new flashing sign you had installed on E Truman/BB hwy. It was nice you trimmed the brush out, and even nicer that your going to move it where it can be seen better! Great job! Good communications! We appreciate all that you do. Thanks again. -- Bob K. from Grain Valley

66 Nice to see that a year after I move from that area of the metro that the Blue Ridge bridge over 350 highway is being rehabbed! I remember when the bridge was built when I was a kid. -- Kristi B. from Kansas City

Ribbon Cuttings and Events Around the District

This week's events featured finished Safe & Sound Bridges and a unique conveyance ceremony for Platte City.

As with any event MoDOT hosts, employees are always welcome to attend. Visit our website at www.modot.org/kc and click on "News and Information" for a link to the public meetings scheduled for the coming weeks.



MoDOT staff, local citizens and community officials attended a ribbon cutting ceremony outside Montrose this week. Montrose Mayor Edward Boden and Henry County Commissioner Jim Talley praised MoDOT for swift work during the blistering hot weeks of summer to replace the Route 52 bridge over Bear Creek.

Events Calendar

Ribbon Cutting for Route FF Safe & Sound Bridge

Aug. 22, 10 to 10:30 a.m.
Five miles north of I-70, and five miles east of Route D

Ribbon Cutting for Safe & Sound Bridge at 67th Street Bridge over Route 350

Aug. 31, 10 to 10:30 a.m.
On the 67th St bridge over Route 350

Ribbon Cutting for Broadway overpass at I-670 next to Bartle Hall

Sept. 6, 9:30 to 11:30 a.m.
Broadway at 15th St (Truman Road) in the southwest corner of the Downtown Loop

Ribbon Cutting for Safe & Sound Bridge Route Z Bridge in Cass County

Sept. 7, 7:30 to 8:30 a.m.
At the bridge five miles north of Garden City

Voice in Transportation Road Show at Concordia Fall Fest

Sept. 10-11, 2011
Concordia, MO

Voice in Transportation Road Show at Liberty Fall Fest

Sept. 23-24, 2011
Liberty, MO



The Missouri Department of Transportation handed over the "deed" for 2,640-ft of Missouri Route "N" (From Thomas Road south to the City Limits) to Platte City officials during a conveyance ceremony before a group of citizens. Mayor Frank Offutt and State Representative Nick Marshall, 30th District, delivered keynote addresses. Kirsten Munck, MoDOT Area Engineer for Platte & Clay County presented a "deed."



Saline County hosted three ribbon cuttings on Aug. 18 to celebrate finished Safe & Sound Bridges. Pictured left to right, Aaron Peck, assistant to the resident engineer at MoDOT; a representative from KTU Constructors; Saline County Commissioners Tom Stallings, Norvelle Browen, and Monte Fenner.

EAEC Corner: Profiles

The KC Employee Advisory Extension Council (EAEC) has been active for more than three years and serves KC District employees. The council's goal is to foster and enhance a positive work environment for all employees by assisting management and employees with cultural diversity, policy review, and communication issues.

Take advantage of this avenue to stay informed about our district. You can contact the various members or submit a concern or question through the intranet or through a paper form that can be located in each work unit. All concerns are anonymous and confidential throughout the process.

The EAEC Corner will introduce you to the members of the council.



Name, title and position on the EAEC.
Kerri Lewis, Senior Customer Relations Specialist and I currently serve as the Chair for a second term on the EAEC. I am honored to have been selected by my peers.

What areas of the district do you represent on the council? *Currently, I serve on the EAEC as the representative for the combined departments of Customer Relations, Civil Rights and Right of Way. As the district continues to reorganize, we feel that it is important that the EAEC reorganize to ensure we have fair representation for the district. Look for a new structure to go into effect early next year.*

Why did you volunteer and what do you hope to accomplish while serving on the EAEC? *I volunteered to serve on the EAEC because I think the group is pivotal in offering another avenue for employees and management to communicate. While serving on the EAEC, I hope to see employees take advantage of the council, and use it. I want to take part in resolving issues and improving communication.*

What's the best part of serving on the team? *The best part for me is the opportunity to learn from other work groups. We have a diverse group of individuals working across the district, and each brings with them new ideas. I also feel privileged to be trusted by others to serve as their voice in this forum.*

What is one employee issue you hold near and dear to your heart? *I feel that communication is key for a strong and effective work group. While serving on the EAEC, I have seen communication barriers between management and employees. We, as a council, continue to work on ways to help breakdown that barrier.*

Kansas City District Employee Advisory Council

Hot Topics: The Kansas City Employee Advisory Council is your forum for questions, comments or concerns. The committee has representatives from a variety of work units, as well as members from the field and district office. The EAC has implemented by-laws, term limits and elected officers.

- [Bolder Five-Year Direction FAQ](#)
- [Boot Allowance Rollover-UPDATE](#)

The EAC will review questions or concerns submitted and will work to get an answer as soon as possible. In addition, the minutes of the meetings are posted online, as well as distributed and posted.

EAC Tools & Info:

- [EAC Representatives](#)
- [EAC Bylaws](#)
- [EAC Minutes](#)
- [Questions & Responses](#)
- [Presentations & Information](#)
- [Marketing Tools](#)
- [Statewide EAC](#)

We encourage you to take advantage of this avenue to stay informed about our district. You can contact the various members or submit a Concern or Question using the link below. All concerns are anonymous and will remain that way throughout the process.



Kerri Lewis - Chair
 Jeannette Gillespie - Vice Chair
 Lindsay Harris - Secretary
 Jamale Wilcox - Assistant Secretary

Learn more about the KC district EAEC on the district intranet, click on Employee Advisory Council on the left-hand links.

Safety First

This week's KC Safety News covered mower safety. Here are a few tips for mowing safely.

Safety is the responsibility of every mower/tractor operator. Think safety at all times to prevent accidents. The following safety rules were taken from the tractor mower operator training and should be observed at all times.

- Always use 3-point contact when mounting/dismounting a tractor. Never jump off the tractor!
- A safety vest shall be worn when operating a tractor.
- Seatbelts must be worn when operating any equipment with rollover protection.
- All safety shields must be in place and secure during tractor operation.
- Before starting the tractor, make certain no one is near the tractor or implement.
- Start and operate the machine from the tractor seat, only. Stay in the seat and stay safe.
- Work at a safe distance from people and property that can be damaged by flying debris.
- Watch out for obstacles. Check the mowing area for rocks, stumps, sharp edges, deep holes and steep grades. Adjust your speed to the condition of the terrain.
- Stay in gear when traveling downhill.
- Mowing on slopes steeper than 3:1 is strictly prohibited.
- Be certain that all rotating mechanisms have stopped before attempting to service, adjust, or unclog the machine, and before attaching any implements.
- Never mount or dismount a moving tractor.
- Never leave the tractor for a period of time, without removing the ignition key.
- Make sure "Mower Ahead" signs are set, but do not stack signs in advance of your work.

More information is available on the intranet under Risk Management.