

# kcConnections



A publication of MoDOT Kansas City District

Aug. 29-Sept. 2, 2011

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## Bolder 5-Year Direction Update

### Important Information for SG 12-14 Supervisors and Motor Carrier Services SG 15 Supervisors

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.

**SG 12-14 Supervisors and Motor Carrier Services (MCS) SG 15 Supervisors:** jobs are now posted for all supervisory positions SG 12 to 14 and MCS SG 15 supervisors at Salary Grade 12-14 and MCS Salary Grade 15 Supervisors Job Postings. Any employee may apply for these jobs. Please look statewide at all the postings as there are some Central Office positions which are located in the districts. **The deadline to apply for these jobs is 11:55 p.m. on August 31.**

**SG 19, 18 and SG 16 Supervisors:** there are 9 SG 19 positions; 1 SG 18 position; and 1 SG 16 position reposted. The SG 19 positions are in Northwest District (4); Northeast District (1); Kansas City District (3); and Central District (1). There is one SG 18 in St. Louis. There is also one SG 16 (Maintenance Superintendent - Bridge in Central District).

These positions will **close Monday, August 29, 2011 at 4 p.m.** To be considered, you must apply. If you have previously applied for one of these positions, and still want to be considered, you must reapply.

**\*\*\*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. Supervisor SG 12-16 and 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. Supervisor SG 12-16 and 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.

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

### Questions?

- Visit: [wwwi/intranet/hr/](http://wwwi/intranet/hr/)
- E-mail: [SalaryGrade10-11CrewLeader@modot.mo.gov](mailto:SalaryGrade10-11CrewLeader@modot.mo.gov)
- E-mail: [SalaryGrade12-16@mdot.mo.gov](mailto:SalaryGrade12-16@mdot.mo.gov)
- E-mail: [SalaryGrade17-20@modot.mo.gov](mailto:SalaryGrade17-20@modot.mo.gov)
- Contact your KC District HR representative

## Bolder 5-Year Direction Timeline

### 2011

- **August 29:** deadline for Crew Leaders and Crew Workers to return Building Preference Request Forms to the District Office Worklife Center; Deadline to apply for remaining SG19, SG18 and Supervisor SG16 positions.
- **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. Deadline to apply for reposted SG 18 position.
- **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. Deadline for Notice of Intent to Retire for SG 17-21.
- **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.
- **\*\*NEW DATE\*\* November 30:** 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.
- **\*\*NEW DATE\*\* December 1:** 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.

## New Time Reporting System

September 1, our district is going to start reporting time under a new web-based system, TRS.

Starting Sept 1, **we will no longer enter time sheets or crew reports in Advantage SAMII.**

A series of training sessions are available, however, crew reporting training will be scheduled BY AREA for the week of Sept. 2-8, in the District Office computer lab. Each area will be notified of the training date.

For timesheet training only, please pick the training session that best works with your schedule.

Open timesheet training sessions for employees in Room 136 at District Office:

- **Wed. Aug. 31**  
8 to 9:30 a.m.  
12:30 to 2 p.m.
- **Thurs. Sept. 1**  
8 to 9:30 a.m.  
10 to 11:30 a.m.  
12:30 to 2 p.m.

If you are unable to attend one of these sessions, a makeup timesheet training session will be scheduled the week of Sept. 5.

Training manuals will be available next week. The link to the TRS will be available Sept. 1.

Questions? E-mail the Worklife Center at [d4HR@modot.mo.gov](mailto:d4HR@modot.mo.gov)

## Show Me My Buzz Smartphone App

**M**oDOT is launching a new smartphone application to help people make smart choices about designating a sober driver.

The "Show Me My Buzz" free smartphone app, available soon in the Apple App Store and the Google Market, allows users to calculate their estimated blood-alcohol concentration (BAC) based on how many drinks they have consumed, how long they have been drinking and their gender.

"Drinking and driving is always a bad decision because even a small amount of alcohol affects your reflexes," said Don Hillis, MoDOT's assistant chief engineer. "This new app is a creative way to get people talking about the subject and then finding a sober driver."

The app indicates designating a driver who has not been drinking is the only safe option, and it will even provide the phone number of a local cab company with just a tap of the screen.

"The added feature of finding a phone number for a taxi in more urban locations, takes away one more excuse for a person who has been drinking," said Hillis. "It is easy to just touch the button to call a cab."

The BAC calculator is only a guide that calculates averages. Alcohol affects everyone differently. Influencing factors include food consumption, medication,



health and psychological conditions. The best plan is to always designate a sober driver. A sober driver is someone who has not had anything to drink.

The app launches as law enforcement agencies across the state increase DWI enforcement from Aug. 19-Sept. 5. During the 2010 "You Drink & Drive, You Lose" campaign, law enforcement statewide made 909 DWI arrests. Last year, there were 207 people killed and 831 seriously injured in crashes involving a drinking driver.

Download the free "Show Me My Buzz" app on your smartphone at [www.modot.org](http://www.modot.org).

### KC KUDOS:

66 I want to thank MoDOT for the outstanding work on resurfacing Hwy 131 from Odessa to Hwy 50. My wife and I travel this road almost daily to volunteer at the Veterans Home in Warrensburg. We have lived in Odessa since 1973 and this is the best I have ever seen this road. I just want to make sure that those responsible for the work know how much we appreciate it and that they did a great job. No more BUMPS! -- John R., Retired Chief of Police, Odessa

66 I wanted to call and thank the MoDOT Brush Crew for responding so quickly to my request. I called in a request asking for brush removal at the intersection on 78 hwy near my home. The response was quick, they did a very good job and I just wanted someone to know. -- Mr. Ellis, Independence

66 About the new bridge that was just completed on Hwy V V Just north of Sweet Springs, I would like to say thank you to all the workers that worked on the bridge and to get it reopened in a timely manner. The bridge is done very nicely. --Tim C., Sweet Springs

66 First of all... what an EXCELLENT job of maintaining and improving over the past few years. Your department is ONE I am glad to provide my tax dollars to. -- Scott M., Belton



## 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](http://www.modot.org/kc) and click on "News and Information" for a link to the public meetings scheduled for the coming weeks.

### Events Calendar

#### 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



Another round of rain threatened, but held off just long enough Monday to allow participants to cut a ribbon for a new Route FF bridge in Lafayette County. Participating in the ribbon cutting were Nancy Heidrich with Pioneer Trails Regional Planning Commission, Greg Razer with Sen. Claire McCaskill's office, Lafayette County Commissioner Tracy Dyer, Mo. Representative Mike McGhee, Shaelyn McClanahan with Congresswoman Vicky Hartzler's office, Zack Brown with Sen. Roy Blunt's office, MoDOT inspector Josh Tinkey and MoDOT engineer Damian Geyer.



Do you **DRIVE** through or **WORK** in a MoDOT work zone? We want to **HEAR** about your experience! Log on

to [www.modot.org/kc](http://www.modot.org/kc) and click on "Rate Our Work Zones" and **TELL US** about it!

# 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.**  
*Jeanette Gillespie, Senior Financial Services Specialist, Vice-Chair*

**What areas of the district do you represent on the council?** *Risk Manage-*



*ment and Financial Services. The areas I represent will change as we continue to reorganize the Kansas City District. The EAEC's goal is to have their restructure in place by April 2012.*

**Why did you volunteer and what do you hope to accomplish while serving on the EAEC?** *I want everyone in our district to understand the potential of using the EAEC as a resource for MoDOT employees and Management to have their voices clearly and concisely heard. I hope to be able to assist my fellow employees in this endeavor.*

**What's the best part of serving on the team?** *Hands down, meeting my fellow employees and forming a working council that benefits all of us. I have been amazed at our council's concern for fellow employees, their accurate assessment of situations, and their ability to think outside the box and problem solve.*

**What is one employee issue you hold near and dear to your heart?** *At this time of transition, my main concern is communication. The EAEC is committed to keeping an open line of communication between Management and MoDOT employees so that we can better serve the citizens of Missouri.*

# Safety First

*Do you know almost 80 million students carry backpacks in the US every day? Thousands are injured every year from over packing and/or improper adjustment.*

Here are some warning signs to alert you that your child's backpack is too heavy and needs to be lightened:

- You notice a change in your child's posture while they are wearing the backpack.
- Your child struggles when putting the backpack on or while taking it off.
- They complain of back pain or experience tingling or numbness in their hands or legs.
- There are red marks on their shoulders from the straps digging in.

Not all backpacks are created equal. Look for ergonomically designed features that enhance their safety and comfort. Here are some tips to help you select the proper size backpack:

- A padded back reduces pressure on the back, shoulders and under arm regions, and enhance comfort.
- Hip and chest belts help transfer some of the weight from the back and shoulders to their hips and torso.
- Multiple compartments (when used) better distribute the weight in the backpack, keep items secure, and provide easy access to the contents.
- Look for compression straps on the sides or bottom of the backpack. Tighten the straps to stabilize the articles and compress the contents so that the items are as close to the back as possible.
- Once you select the backpack, make sure it is adjusted and weighted properly by following these tips.
- The size of the backpack should match the size of the child. A backpack should not be more than 15% of the wearer's weight.

More information is available on the intranet under Risk Management.

**Kansas City District Employee Advisory Council**

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

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

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.

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.

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.