

kcConnections



A publication of MoDOT Kansas City District

Sept. 19-23, 2011

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Changes to Medical and Life Insurance Plan

This information affects members of the MoDOT/MSHP Medical and Life Insurance Plan only. This message does not pertain to those employees who participate in the Missouri Consolidated Health Care Plan.

From Director Kevin Keith, Sept. 14

I've always felt that one of the great things about working at MoDOT, besides the fantastic people, is the great benefits. I appreciate that the Commission has absorbed most increases in medical plan costs to keep our employee costs as low as possible.

However, prices continue to rise each year. We have reached a point where changes are necessary in order to provide good medical coverage for employees and keep it sustainable.

We have reviewed options for the past two years to plan the best way to keep quality medical coverage given rising costs. Today, we recommended what we believe are the best possible solutions, and the Commission approved them.

There are three main changes that are important for you to understand:

1. Active employees will contribute 20 percent of coverage costs, with the Commission covering 80 percent. Today, the percentage paid for your medical coverage varies depending on your rate category.
2. For current retirees, the Commission will contribute 40 percent of coverage costs, with the retirees covering 60 percent.
3. There will be an entirely new retiree health care contribution strategy for

future retirees. For employees who retire after Jan. 1, 2014, the Commission contribution will be based on the employee's years of service, rather than a flat percentage of the monthly premium. Employees who retire prior to Jan. 1, 2014 will remain in the existing 40/60 contribution plan. Those currently eligible for normal or early retirement by this date will receive a more detailed letter explaining their options so they can make important family coverage decisions.

These are not easy decisions, but they are the only way we can ensure quality medical benefits for all employees. Without these changes, we cannot keep providing you with a solid health care benefit.

The choices you make about your medical coverage are personal. Make sure you review all of the options to make the best decision for you family.

Director of Risk and Benefits Jeff Padgett provided on Sept. 14-15

Beginning Jan. 1, 2012, the following benefit changes will occur:

- Premium costs will increase for most active employees, primarily due to the shift to new cost share levels.
- For active employees in the employee-only rate category, the employee share of total premium will be 12% in Calendar Year (CY) 2012, with this increasing to 20% in CY 2013. It was determined that the change was too dramatic to implement in a single increase, so our plan is to spread this increase over two years.
- Your deductible will increase from \$350 to \$450/individual/year and/or family deductible from \$1,050

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Bolder 5-Year Direction Timeline

2011

- **September 19:** deadline to apply for reposted positions, District Planning Manager (NE), Support Services Manager (KC), District Safety and Health Manager (KC), Lead Information Systems Technologist (3 positions in CO) and Information Systems Project Manager (CO).
- **September 27:** statewide conference call with SG 10-11 Crew Leaders.
- **September 30:** announcements made of SG 10-11 Crew Leader appointments, remaining SG 10-11 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 Leaders positions.
- **October 14-18:** interviews for SG 10-11 Crew Leader positions.
- **October 20:** SG 10-11 Crew Leaders announced, effective immediately.
- **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 SG 10-11s 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 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.
- **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.

Bolder 5-Year Direction 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
- Contact your KC District HR representative

Plan changes, cont.

to \$1,350/family/year. Increasing the deductible will hold down plan costs and, in turn, the need for increased premiums.

- The spouse contribution rate category, when both spouses are employed by MoDOT and/or the Highway Patrol, will be eliminated. If you are affected by this change, look for a letter explaining more about the spouse contribution rate category.
- Change in retiree health plan benefits may make it necessary to adjust your financial planning for retirement down the road.

A rate chart that shows the calendar year 2012 premiums, a comparison of options for retirees and FAQs are available on both the Internet and Intranet. Each individual's personal situation is unique. Only you can decide what is best for you and your family. These resources will help you make well-informed, personal decisions about your medical coverage.

We will continue to communicate with you about these changes. This will include mailings to your home, employee meetings and documents available on the Internet. Your Annual Medical and Life Insurance Plan 2012 Benefit Update will be mailed to your home the first week of October. **The 2012 Open Enrollment period will run from October 17 through November 14.**

For questions, please contact your local insurance representative or call your Employee Benefits office at 1-877-863-9406.

As we field your questions, we will update FAQs to reflect your most common inquiries.

Ribbon Cuttings and Events Around the District

This week's events featured finished two Safe & Sound Bridges. Please note the Employee Meetings dates. Locations and times will be announced soon.

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.

Events Calendar

Voice in Transportation Road Show at Liberty Fall Fest

Sept. 23-24, 2011
Liberty, MO

Ribbon Cutting for Route O over Honey Creek

Sept. 26, 2011
Henry County

Fall employee meetings. Locations, times and agendas are coming soon!

- Monday, Oct. 3
- Thursday, Oct. 6
- Friday, Oct. 7
- Wednesday, Oct. 12
- Thursday, Oct. 13
- Friday, Oct. 14

KC KUDOS:

66 It was nice not having to deal with construction during the holiday weekend. Thank you for putting that on hold. Traveling to St. Louis was very smooth. -- Jon H., Kansas City

66 I really appreciate the fine work done on J hwy in Peculiar Mo. -- Belle W.



A ribbon cutting celebration marked the near completion of two SAS bridges on Route 24. The bridges were closed simultaneously to limit the impact to surrounding communities thanks to a partnership with Lafayette County. Only one bridge remains to be done in the county, and when finished, 22 bridges will have been replaced or rehabilitated in Lafayette County.



Members of the Raytown Chamber of Commerce joined state, Kansas City, Mo. and Raytown officials for a ribbon cutting celebration on the Route 350 Bridge at Blue Ridge. A Safe & Sound Bridge Improvement project, the bridge closed on July 22 and reopened Sept. 14.

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 introduces you to the members of the council.

Name, title and position on the EAEC.
Dolon Silimon, Intermediate Construction Inspector, member of both the Kansas City and statewide EAEC.

What areas of the district do you represent on the council? *I represent the Lee's Summit Construction office.*

Why did you volunteer and what do you hope to accomplish while serving on the EAEC? *This is my small contribution to making MoDOT a better place to work. I hope that we are able to address the concerns that are important to MoDOT employees.*

What's the best part of serving on the team? *For me, the best part is having the opportunity to discuss issues that are important to MoDOT employees with our senior management team. Our senior managers want to connect with employees and understand what the real issues are within the department.*

What is one employee issue you hold near and dear to your heart? *Right now, it's getting through the Bolder Five-Year Direction process.*

To learn more about the KC District EAEC on the intranet, click on Employee Advisory Council on the left-hand links.



In addition to his regular MoDOT duties, and EAEC, Dolon (right) volunteers with MoDOT's Missouri Teaching Outreach program to meet and mentor future engineers.

Safety First

Whether at home or at work, your hands are exposed to all types of hazards. Matching the right type of glove to specific types of work can help prevent hand injuries.

Types of Gloves Provided by MoDOT

- Cotton or Jersey gloves are available in knit wrist, band top, gauntlet and safety cuff and either plain or coated palm. They keep hands clean and safe from abrasions, but may not be strong enough to handle work with rough or sharp materials.
- Leather driver's gloves use pigskin, goatskin, deerskin or cowhide. Leather gloves are less flexible than cotton or jersey gloves but offer greater protection against abrasion and cuts from sharp objects, such as aluminum signs. Leather also provides some protection against sparks and moderate heat when using a cutting torch. When welding select a leather glove intended for that purpose.
- Cut-resistant gloves provide protection against sharp objects such as blades, glass and metals. These safety gloves utilize Kevlar®, stainless steel or special coatings to protect the user.
- Anti-vibration gloves (full or half finger) offer protection against different types of hand and wrist injury. They offer additional padding to help dampen or remove vibration and are good to use when working with power and pneumatic tools. These gloves also lessen fatigue and will help keep your grip strong.
- Chemical and liquid resistant gloves protect against chemical or biological hazards. These include:
 - Butyl rubber gloves for acids and peroxides
 - Natural latex and rubber gloves are issued in first aid kits and protect against blood and biological exposure. Care should be taken when selecting a natural latex gloves since many people are allergic to this material.
 - Neoprene gloves protect against hydraulic fluids, gasoline, and degreasers.

More safety information is available on the intranet under Risk Management.

Booster Seats, Car Seats Save Kids

Child Passenger Safety Week is Sept. 18-24

According to the National Highway Traffic Safety Administration, three out of four safety seats are improperly installed. During Child Passenger Safety Week, Sept. 18-24, parents and other caregivers across Missouri can have certified child passenger safety technicians inspect their car seats and provide hands-on advice free of charge.

National Seat Check Saturday is Sept. 24. A list of car seat inspection stations, as well as information on scheduled events offering free on-site car seat checks, can be found at www.savemolives.com/child-passengers.html.

Seat Check Saturday concludes the week-long child safety seat campaign, which includes education on proper safety

seat installation and use, as well as increased law enforcement cracking down on Missouri's child safety seat law violators.

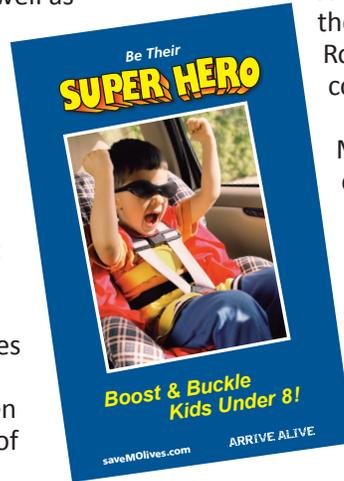
Car crashes are the number one killer of children. Last year, 10 children under eight years of age were killed and 1,770 were injured as occupants in motor vehicle crashes in Missouri. The NHTSA says that more than 9,300 children have been saved by the use of child restraints.

"It is critical that parents and caregivers use the appropriate booster seats and car seats for children up to age eight,"

said Leanna Depue, chair of the Missouri Coalition for Roadway Safety's executive committee. "

Missouri law requires all children under eight to be in a child safety or booster seat until they are 80 pounds or 4'9" tall. With the variety of makes and models of car seats on the market, many parents are confused on how to properly install the seats. A NHTSA

study reveals nearly three out of four parents don't know how to use child safety restraints properly.



Crews Take Advantage of Safety Training

Boom Truck Training Offers Safety Emphasis and New Skills

Cool, clear days on Sept. 13 and 14 provided ideal weather for more than 40 employees to participate in hands on, boom truck training.

This truck training covered everything from what personal protection equipment is needed, to treating hydraulic fluid burns.

While designed with an emphasis on safety, the strong interest in the course revealed another important purpose: cross training.

Taking advantage of an opportunity such as boom truck training enhances skill sets. During this transition period in MoDOT, a multi-trained employee has access to other departments and opportunities.

"This training can lead to so many other courses, such as fall protection and bucket training," said Ray Wood, Senior Employee Development Specialist and guest instructor for the course. "We have training opportunities for just about anyone who is interested."

This training focused mainly on operating the truck. When complete, participants were familiar with the operation of the controls, the correct operating procedures, standard hand signals for the cranes, maximum lifting capacities, and safety precautions.

For more information on training opportunities, check out the Employee Development section, under the Human Resources Department on the intranet.

