

kcConnections



A publication of MoDOT Kansas City District

Oct. 3-7, 2011

In This Issue

| | |
|-------------------------------|---|
| Bolder Direction Update..... | 1 |
| Bolder Direction Timeline.... | 2 |
| Employee Meetings..... | 3 |
| EAEC Corner..... | 4 |
| Safety First..... | 4 |
| Facility Reduction..... | 5 |
| Walk to School Day..... | 5 |
| Safe & Sound Milestones..... | 6 |
| KC Kudos..... | 6 |

eConnections sources

Construction Bev Chrisco, 607-2101

Regional Counsel LeAnn Francis, 607-2082

Administration Judy Magruder, 607-2294

General Services Jody Jordan, 347-4100

Human Resources Amy Gagne, 607-2145

Information Systems JoAnn MacKay, 816-607-2096

Right of Way Dana O'Malley, 607-2056

Traffic Melanie Lanigan, 607-2171

Editor Michele Compton, 607-2150

Find MoDOT KC on Twitter, Facebook and Youtube.

Bolder Five-Year Direction--Construction

As more staff are placed, the outline of the Construction and Materials Department is taking shape. Here is a quick update on where are to date:

Our Resident Engineers include Tom Markway, Scotty Williams, Brian Iles and Jon Voss. The Assistants to the Resident Engineers are Lynelle Luther, Brian Burger and Matt Haug.

Tom will be leading the Truman Road Project Office, Scotty will be leading the Riverside and Nashua Project Offices, Brian Iles will be leading the Richmond, Marshall and Sedalia Offices (with some temporary help from Aaron Peck) and Jon Voss will be leading the Lee's Summit Project Office.

Our Assistant to the District Construction and Materials Engineer who will be in responsible charge of our District CM staff is Warren Roberts. Warren will not be with us completely until late November.

Until the completion of this construction season, Mary Miller will still lead the Safe & Sound team. She may stay on in this capacity until the end of the program some time next year.

We intend on relocating and closing the Riverside and Richmond locations starting Jan. 1, 2012 with full completion by March 1, 2012.

The Sedalia location will be closing as well

but not until completion of the Rte 65 widening project sometime late spring, early summer of 2012.

We are currently working on assignments for staff located in these facilities. Predominantly, the Riverside staff will split between Nashua and Truman location, the Sedalia staff will move towards Marshall location and the Richmond staff will also move towards the Marshall location. Of course, we will be talking to you all about preferences and circumstances before making a final assignment so please be confident that we will not be surprising you. I need you to focus on the work at hand and trust that you will be engaged in the process.

Currently we anticipate a significant amount of carry over work to be included with our 2012 project work. We believe it will require all of our current staff to address the inspection needs for next construction season. Obviously this is a work in progress and no specific time line has been identified beyond the overall commitment of reducing to our final personnel number of 89 by March of 2013.

As of today, CM consists of 124 personnel and I know we are all gainfully employed and fully challenged.

Going into the winter months I anticipate we will be assisting Maintenance and Traffic with duties consistent with last year. All technician grade personnel will

Continued on page 2

Bolder 5-Year Direction Timeline

2011

- **October 2011-January 2012:** SG 11-16 positions (professionals) filled competitively.
- **October 3:** remaining SG 10-11 Crew Leader jobs posted.
- **October 4:** deadline to apply for Central District Engineer.
- **October 11:** deadline to apply for posted SG 10-11 Crew Leaders positions.
- **October 14-20:** interviews for SG 10-11 Crew Leader positions.
- **October 24:** maintenance employees notified of their new facility locations.
- **October 26:** SG 10-11 Crew Leaders announced, effective immediately.
- **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-March 2012:** SG 6-10 positions (technicians and support) filled competitively.
- **January 1:** salary changes take effect for demoted Supervisor SG 12-16s and SG 10-11s.
- **April-May 2012:** SG 1-5 positions (support) filled competitively.
- **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: SalaryGrade11-16@modot.mo.gov
- E-mail: SalaryGrade6-10@modot.mo.gov
- E-mail: SalaryGrade1-5@modot.mo.gov
- Contact your KC District HR representative

Continued from page 1

be asked to assist with other duties if needed. Inspector grade staff will be required to take on the duties of the technician grade personnel in their absence. We will then recall all personnel to CM upon the beginning of the construction season.

We will be working diligently to re-evaluate the entire team to identify our best combination of people, performance and skill sets for assignment to each of the work units. We do not have any targets for specific number of people in each grade and are open to retaining employees in a every grade from 4 to 16 based on their values and performance. This is slightly different then our original approach of retaining 2 technician grade personnel in each work unit. So, if you are a high performer and have embraced the values of the Department, your current grade in the work unit will not be the deciding factor on your retention within CM.

Of course, I will do as much as possible to keep you informed as we move forward with this process.

Thanks for all of your work and for making CM on of the most effective and efficient work units in our organization.

Stay Safe!

Thanks,
Perry J. Allen Jr. , P.E.
Kansas City District Construction and
Materials Engineer

Employee Meetings and Events Around the District

Please make plans to attend our fall employee meetings. Flu shots will also be available prior to the start of each meeting (see times below).

Some of the issues covered will include:

- Bolder 5-Year Direction
- Safety/Risk Management
- Respect/Diversity
- Customer Relations
- Winter Operations
- Employee Advisory Extension Council
- Missouri State Employees Charitable Campaign
- 2011-2012 Innovations Challenge
- Work Life/Benefits

All meetings will begin promptly at 8:30 a.m. and end no later than 3 p.m. EXCEPT Nashua (Platte/Clay Counties) - it will begin at 9 a.m. and end by 3 p.m. Lunch will be provided. We look forward to seeing you there!

Monday, October 3 - Marshall (Lafayette, Pettis, Ray & Saline Counties)

Flu shots: 8:00 a.m., Meeting: 8:30 a.m.

Marshall
Sedalia
Concordia
Higginsville
Hughesville
Marshall
Marshall Junction
Odessa
Richmond
Bridge-Rural (Lexington)
Bridge-Regional (Oak Grove)
KC MT Contracts
Fleet Support (Miller, Pycke, Harvey, Rentel, Glascock, Hibdon, Parson)

Thursday, October 6 - DO General Services Garage (Jackson County)

Flu shots: 7:30 a.m., Meeting: 8:30 a.m.

Financial Services
Leadership
General Services
Procurement
Human Resources
Information Systems (Milligan, Hall, Kelley, MacKay)
Project Managers
Risk Management

Right of Way
Customer Relations (Hill-Wegner, Porter +2 CS)
Transportation Planning
Central Office (Cole, Madison, Miller, Moten, Spradlin)
Fleet Support (Hinton, Hof, Lees, Rhodes, Jordan, Montgomery, Manking, Pratt, Ingram, Monroe, Westhoff, Rogers, Schroeder, Deperalta, Whyde)

Friday, October 7 - DO General Services Garage (Jackson County)

Flu shots: 7:30 a.m., Meeting: 8:30 a.m.

Construction & Materials (6CCN & 7CCN)
RE Lee's Summit East & West
Traffic
Design (Design Services; Utilities)
Information Systems (Bower, Uti)

Tuesday, October 11 - DO General Service Garage (Jackson County)

Flu shots: 7:30 a.m., Meeting: 8:30 a.m.

Motorist Assist
Special Crews: Concrete, Equip Operators, Signals, Signing, Striping & Lighting
Design (Design Survey)
Traffic Management Center
Cust. Relations (Compton, Lewis+4 CS)

Wednesday, October 12 - Harrisonville (Cass & Johnson Counties)

Flu shots: 7:30 a.m., Meeting: 8:30 a.m.

Archie
Belton
Harrisonville
Knob Knoster
Pleasant Hill
Warrensburg
Special Crew Warrensburg
KC MT Contracts
Fleet Support (Cox, Eads, Foley, Ziegler, Zurn)
Information Systems (Wolfe)

Thursday, October 13 - Nashua (Clay & Platte Counties)

Flu shots: 8:00 a.m., Meeting: 9:00 a.m.

RE Nashua
RE Riverside
Chouteau
Excelsior Springs
Kearney
Liberty

Nashua
Northmoor
Platte City
Fleet Services (Sales, Shannon, Yimer)
KC MT Contracts

Friday, October 14 - Lee's Summit MT Bldg. (Jackson County)

Flu shots: 7:30 a.m., Meeting: 8:30 a.m.

RE Truman Road
4th & Cherry
Independence
Lee's Summit
SCSC
Stadium
Special Crew MT
Bridge MT - urban
KC MT Contracts
Fleet Support (Majors, Welsh)

Events Calendar

Ribbon Cutting for Route D bridge over Massey Creek

Oct. 3, 2011 at 10 a.m.
Cass County, on the bridge deck

Application & Interviewing Strategies Training

Oct. 3, 2011. Noon - 3:30 p.m.
CR 136 at the KC District

Application & Interviewing Strategies Training

Oct. 4, 2011, from Noon - 3:30 p.m.,
Department of Natural Resources (DNR)
large conference room.

International Walk to School Day

Oct. 5, 2011
Check local schools for details

MoBikeFed's 7th Annual Fall Harvest and Pumpkin Bicycle Ride

Oct. 15, 2011 at 9 a.m.
<http://BikeMO.org> for details

Kirk Juranas Retirement Reception

Oct. 17, 2011 at 1 p.m.
Central MO District Office, Parrish Room

Darwin Doll Retirement Reception

Oct. 27, 2011 at 11:30 a.m.
Urlich Maintenance Building

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



This year, Matt was the project manager for bridge overlays on I-70 over Sterling and US 40 Hwy. He also worked on the Broadway bridge over I-670 project which finished last month.

anonymous and confidential throughout the process.

The EAEC Corner introduces you to the members of the council.

Name, title and position on the EAEC.

Matt Daulton, Intermediate Construction Inspector and member of Sharepoint Committee.

What areas of the district do you represent on the council? *I represent the construction from the Truman Road Project office.*

Why did you volunteer and what do you hope to accomplish while serving on the EAEC? *I decided to volunteer after working at MoDOT for six months. I thought it would be a good way to get to know other MoDOT employees outside of my project office. I want to continue to help with the communication between the management team and my fellow co-workers.*

What's the best part of serving on the team? *I enjoy having the opportunity to help my co-workers understand new policies, answering their questions and helping resolve any concerns they may have.*

What is one employee issue you hold near and dear to your heart? *There really isn't one issue that is more important to me than the next, but instead that everyone is treated fairly and is able to perform their work in a safe environment.*

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

Safety First

Working with or near cranes can be very dangerous. Most crane-related injuries occur when a worker is struck by an overhead load or when the boom comes into contact with an overhead power line. For those who work with or near cranes, we offer the following suggestions to minimize the risk of injury or death:

- Only allow properly trained and qualified operators to work with cranes.
- Check all controls to ensure proper operation before use.
- Inspect ropes, chains and hooks for any damage. Remove worn materials from service. If the safety latch is missing from the hook, replace the hook/latch before use.
- Know the weight of the load the crane is meant to lift, and ensure the load does not exceed the crane's capacity. Load capabilities, operating speed and instructions should be posted and visible to the operator.
- Where it is difficult for the crane operator to see power lines or the crane's clearance during movement, a spotter or signal person should be assigned to watch and give warning.
- Illustrations of hand signals should be posted at the jobsite and agreed upon before use.
- Only 1 person should be assigned to give hand signals to the crane operator, except anyone can use the STOP signal.
- No one should touch the crane or its load until the signal person says it is safe to do so.
- Raise the load a few inches to verify balance before lifting it all the way.
- Make sure the crane is on a stable surface, Ensure all stabilizers or outriggers are fully extended and supported.
- Barricade access to areas within the crane's swing radius. Never permit anyone inside the swing radius while the crane is in use.
- Watch for overhead electrical wires and maintain a clearance of at least 10 feet.

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

Facility Reduction Guidebook

In July, a Facilities Reduction Team was formed to provide guidance on shutting down facilities identified for closure, from moving employees to consolidating consumable inventory and supplies to vacating buildings. The team has prepared guidelines to make the process consistent. As we move forward, here are a few things you can expect:

Employee Moves

As employees are moved and facilities close, the closure process includes analyzing your access to work space, computers, break areas, restrooms, lockers and more. We recognize facilities may need accommodations to house the increased numbers of employees at the remaining facilities.

Inventory/Supplies

Fewer facilities and employees will cause us to have an excess of consumable inventory, or supplies. Each District has appointed an Inventory Coordinator to help identify what supplies we have on hand and where they can best be used. You may have already noticed them taking inventory at your facility, whether it is scheduled for closure or will remain open. The Inventory Coordinators are listed below for each District and Central Office.

As you prepare to vacate a facility, do not automatically transfer supplies to another facility. The Inventory Coordinators will decide the best place for excess items and ensure taxpayer dollars spent on these items are not wasted. If it is useable, they will identify how and where it can be used in an appropriate and timely manner.

As we consolidate facilities and supplies, remember these important tips:

- *Be kind to the environment* – properly dispose of any hazardous materials/solid waste to avoid hurt-

ing the environment; i.e. paint, oil, grease, antifreeze, pesticides, etc.

- *Leave things in the condition you found them* – bumps, dents and scratches can happen when moving, but be as cautious as you can to avoid damaging MoDOT property.
- *MoDOT trash is not your treasure* – whether an item has value or not, if it is state property, it must remain on site, be discarded or sold. Improper removal or use of state property can be grounds for disciplinary action. However, if an item is put up for sale, you may bid on it.

Facility Closures

As buildings are vacated, the Facility Reduction team has a number of checklists to help you cover everything from winterizing and securing the building to disconnecting utilities and services to determining usage of stock piled materials and preparing a building for sale. Look for these helpful checklists in the Facility Reduction Guidebook at [sharepoint/Pages/Implementation-Team.aspx](#). The Facility Reduction Timeline at the same link provides a summary of completion dates for activities in the reduction process.

Inventory Coordinators

- Kathy Null – NW District
- Steven Pike – NE District
- Joey Hinton – KC District
- Mike Belt – Central District
- Melena Carter – STL District
- Janet Cutbirth – SW District
- Roxy Baldrige – SE District
- Rebecca Jackson – CO
- Bev Schepers – CO
- Tim Chojnacki – CO
- Tom Honich – CO

Walk to School Day is a Step in the Right Direction

October 5 is International Walk to School Day, and students across the state have activities planned. October is Walk to School Month.

One of the most popular program activities is called the walking school bus. Groups of children walk designated routes to school under adult supervision, picking up kids along the way just like a bus. For some neighborhoods it's a casual group walk, while others set up a formal plan with adults scheduled to walk on certain days. Families who live farther from school can drive part of the way and join the walk along the designated route.



The Missouri Department of Transportation oversees the Safe Routes to School program which provides children in grades K-8 with education, training and infrastructure for bicycling and walking to school safely. The program is designed to provide public awareness and outreach to encourage walking and bicycling to school, instead of riding in cars and buses.

To find out more about Walk to School Day in Missouri and see who's walking in your community, visit www.walktoschool.org/who/seestate.cfm?st=MO.

Safe & Sound Continues to Reach Milestones

The Safe & Sound Bridge Improvement Program is in its third year of construction and continues to bring safe, cost-effective and highly-rated bridges to the Kansas City district.

Kansas City District originally had 145 bridges. At this point in 2011, we have completed 59 bridges. Ten bridges are currently under construction, and 8 more bridges will close in October. On Oct. 3, 2011 at 10 a.m. MoDOT will host a ribbon cutting for Route D Bridge over Massey Creek.

But what makes a bridge Safe & Sound? Here's a few facts about the program that you may not know:

- Missouri has more than 10,000 bridges, and 1,093 in Condition 3 (serious) or Condition 4 (poor).
- After replacement or refurbishment through Safe & Sound, the improved bridges have an average rating of 8.70, based on a scale with an excellent rating of 9.
- 32 bridges were completed in 2010.
- The entire program is 91 days ahead of schedule.
- The average bridge closure for this project is 45 days.
- Nearly 57,000 vehicles a day are now using the 32 new bridges that were replaced this past season.
- During a 103-day span in the summer/fall of 2010, 114 bridge projects were completed – 90 of those were total replacements.
- Henry, Lafayette, Pettis, Ray, Cass, Johnson and Saline had some of the largest programs in the state.
- Route E over Platte River in Platte County was the 100th bridge completed in the state.

KTU Constructors is utilizing Missouri-based subcontractors and materials suppliers to deliver the project. Safe & Sound will directly or indirectly support more than 5,300 jobs.



Route K Bridge outside of Urich maintains one lane of traffic while crews rehabilitate the other. MoDOT worked closely with local citizens to keep this key arterial open during construction.

KC KUDOS:

66 Tell the MoDot Engineers and workers taking care of the Lee's Summit Rd overpass on I-70 they did a great job. It makes my drive to and from work so much more enjoyable. --Bill D.

66 Thank you for having a crew work out at the interchange of Main Street and 71 Highway. We appreciate the help in getting ready for our Music on Main Street event and the work looks good. -- Dennis R., Director of Public Works for the City of Grandview

66 I just wanted to say thanks for the temporary repairs done on AA Hwy. We look forward to next year getting a full overlay! -- Jim R.



Construction Inspector Steve Markham, Resident Engineer Brett Foster, Henry County Commissioner Daniel Doll and Economic Developer/Transportation Planner for Kaysinger Basin Regional Planning Commission Emily Wilson met on a bright fall morning to celebrate the nearly finished Route O Bridge over Honey Creek in Henry County.