

# kcConnections



A publication of MoDOT Kansas City District

Oct. 10-14, 2011

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## Employee Meetings Touch Key Issues

**H**undreds of MoDOT employees will have attended informational meetings by the end of next week to discuss everything from benefits and the charitable campaign to the Bolder Five-Year Direction and safety.

Employee meetings serve several purposes including sharing large amounts of information, as well as fellowship among buildings that rarely meet.

It's also an opportunity to speak face-to-face with District Engineer, Dan Niec.

Some of the topics covered include:

- Bolder 5-Year Direction
- Safety and Risk Management
- Respect and Diversity
- Customer Relations

- Winter Operations
- Employee Advisory Extension Council
- MO 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. Lunch will be provided!

The remaining meetings include:

**Tuesday, Oct. 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 Survey

Traffic Management Center

Customer Relations

*Continued on page 2*



*More than 100 MoDOT employees serving Lafayette, Pettis, Ray and Saline Counties gathered at the Marshall maintenance facility Oct. 3 for one of seven Kansas City District fall employee meetings. District Engineer Dan Niec emphasized safety, quality work and customer service and provided an update on the Bolder 5-Year Direction. Senior Financial Services Specialist Barbara Orrison (far center) discusses 2012 benefits.*

# Bolder 5-Year Direction Timeline

## 2011

- **October 2011-January 2012:** SG 11-16 positions (professionals) filled competitively.
- **October 11:** deadline to apply for posted SG 10-11 Crew Leaders positions.
- **October 13 at 4 p.m.:** deadline to apply for added Crew Leader positions in Carrollton and Lathrop maintenance buildings located in the Northwest District
- **October 13 at 12:30 to 2:30 p.m.:** State-wide video conference regarding job application process for Grades 11-16 in rooms 136 E/W, 236, 255 and the boardroom.
- **October 14-20:** interviews for SG 10-11 Crew Leader positions.
- **October 17:** deadline to apply for Roadsides Manager in Kansas City District
- **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: [www.intranet/hr/](http://www.intranet/hr/)
- E-mail: [SalaryGrade10-11CrewLeader@modot.mo.gov](mailto:SalaryGrade10-11CrewLeader@modot.mo.gov)
- E-mail: [SalaryGrade11-16@modot.mo.gov](mailto:SalaryGrade11-16@modot.mo.gov)
- E-mail: [SalaryGrade6-10@modot.mo.gov](mailto:SalaryGrade6-10@modot.mo.gov)
- E-mail: [SalaryGrade1-5@modot.mo.gov](mailto:SalaryGrade1-5@modot.mo.gov)
- Contact your KC District HR representative

*Continued from page 1*

Roadsides  
Regional Counsel  
RE Nashua (4)  
Riverside (3)

### **Wednesday, Oct. 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  
Fleet Support (Cox, Eads, Foley, Ziegler, Zurn)  
Information Systems (Wolfe)

### **Thursday, Oct. 13 - Nashua (Clay & Platte Counties)**

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

RE Nashua (5)  
RE Riverside (2)  
Chouteau  
Excelsior Springs  
Kearney  
Liberty  
Nashua  
Northmoor  
Platte City  
Fleet Services (Sales, Shannon, Yimer)

### **Friday, Oct. 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  
Bridge MT - urban  
KC MT Contracts  
Fleet Support (Majors, Welsh)

## Events Around the District

This week's events featured retirements, another completed Safe & Sound Bridge and a bin wall repair.

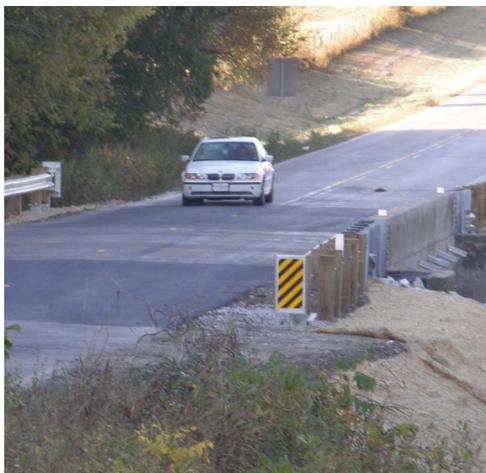
As with any event MoDOT hosts, employees are always welcome to attend. Visit our website at [www.modot.org/kc](http://www.modot.org/kc) and click on "News and Information" for a link to the public meetings scheduled for the coming weeks.



MoDOT celebrated the distinguished careers of several employees the past few weeks. Ron Faulkenberry, pictured above, was a Maintenance Superintendent for Henry County and worked for MoDOT for 32 years. J.P. Sanders, below, was an Outdoor Advertising Permit Specialist who worked for MoDOT for 30 years.



Road salts have eroded the upper panels of the metal bin wall, which stretches for more than a mile along the east side of north-bound Route 169. The wall was constructed by Kansas City in the 1950s, when the Broadway Extension was built atop the levee flanking the Missouri River.



Western Cass County residents are delighted that a month of detouring is over and the Route D bridge over Massey Creek four miles north of Cleveland is completed. The new bridge opened Friday morning, September 30, four days ahead of schedule. The bridge replaces a double box culvert and carries more than 3,600 vehicles a day and was part of the Safe & Sound Bridge Improvement Program.

## Events Calendar

**State Offices Closed for Columbus Day**  
Monday, Oct. 10 all state offices are closed

### Flu Shots

- Tuesday, Oct. 11 - DO General Service Garage (Jackson County)
- Wednesday, Oct. 12 - Harrisonville MT (Cass & Johnson Counties)
- Thursday, Oct. 13 - Nashua (Clay & Platte Counties)
- Friday, Oct. 14 - Lee's Summit MT Bldg. (Jackson County)

**State-wide videoconferen regarding job application process for Grades 11-16**  
Oct. 13, 2011 at 12:30 to 2 p.m.  
District office conference rooms 136 E/W, 236, 255 and the Boardroom

**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.  
Urich Maintenance Building

**Ted Dewolf Retirement Reception**  
Oct. 28, 2011 at 12:30 p.m.  
Lighting Shop

**Twila Lee Retirement Reception**  
Oct. 31, 2011 at 12:30 p.m.  
Oak Grove Maintenance Facility  
301 NE 1st Street, Oak Grove

## KC KUDOS:

66 I wanted to mention that you guys are doing a great job with the US-50 improvements. They were long needed and will make the corridor safer for all. Thanks again!  
-- Jim T.

## 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.** *Virak Um, an intermediate maintenance worker, located within the Lee's Summit facility. I currently assist the EAEC on the By-Law committee. This is my first service term with the EAEC.*

**What areas of the district do you represent on the council?** *I represent the Jackson County area. While MoDOT Kansas City transforms toward the Bolder 5-year Direction, I want to hear your concerns.*

**Why did you volunteer and what do you hope to accomplish while serving on the EAEC?** *I volunteered to serve on EAEC because I believe in our mission "to provide a world-class transportation experience that delights our customers*



*and promotes a prosperous Missouri." I operate as a bridge, or voice, between employees and management to resolve concerns and communication barriers.*

**What's the best part of serving on the team?** *The best part of team service is the opportunity to seek out and find answers for the concerns people bring to us for resolution. We work in a diverse work place filled with many different cultures. One of our MoDOT value statements is that "we listen and seek to understand, because we value everyone's opinion." I strive to discover honorable solutions for every person's concern fulfilling our MoDOT value system.*

**What is one employee issue you hold near and dear to your heart?** *Employee issues or concerns that resonate with me are those employees that feel like no one cares about their interest. It makes me feel good when we solve individual concerns. Most presented issues are simple misunderstandings and miscommunications that are quickly repaired. We all share the same mission, and in order to accomplish that mission successfully, we need to work together and understand one another.*

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

## Safety First

Last year the H1N1, flu virus spread world-wide causing the first flu pandemic in more than 40 years. It is estimated that the H1N1 pandemic resulted in more than 17,000 flu-related deaths worldwide, nearly 90 percent of the deaths from H1N1 occurred among people younger than 65 years of age. The peak activity for the flu season is November through March. The Center for Disease Control (CDC) recommends annual vaccination against influenza for any adult who wants to reduce the risk of becoming ill with influenza or of transmitting it to others.

Vaccination is recommended for all adults in the following groups, because these persons either are at higher risk for influenza complications, or are close contacts of persons at higher risk:

- People 50 years of age and older;
- Women who will be pregnant during the influenza season;
- People who have chronic pulmonary, cardiovascular, renal, hepatic, cognitive, neurologic/neuromuscular, hematological or metabolic disorders;
- People who have immunosuppression or human immunodeficiency virus (HIV);
- Residents of nursing homes and other long-term care facilities;
- Health-care personnel;
- Household caregivers of children less than 5 years of age

The Center for Disease Control (CDC) recommends 3 simple steps for everyone to help prevent the flu:

1. Take time to get vaccinated. **(See Events Calendar for list of flu shot clinics)**
2. Take everyday preventive actions such as wash your hands often with soap and water, cover your nose and mouth when you cough or sneeze, stay home when you are sick.
3. Take flu antiviral drugs if recommended by your doctor. Antiviral drugs can make your illness milder and make you feel better

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

## Influenza pandemic

An influenza pandemic occurs when a new influenza A virus emerges for which there is little or no immunity in the human population, begins to cause serious illness and then spreads easily person-to-person worldwide. The most recent influenza pandemic is the H1N1 virus, also known as “swine flu.”

According to the Missouri Department of Health and Senior Services, the symptoms of a pandemic flu are similar to the symptoms of seasonal flu and include fever, sore throat, body aches, headache, coughing and fatigue. If pandemic flu does occur, officials will alert the public of any new or different symptoms of the new flu and provide advice on how to best deal with them.

To avoid getting ill, take common sense precautions:

- Wash your hands frequently with soap and water or clean them with sanitizer.
- Keep hands away from eyes and mouth unless hands are washed.
- Keep your immune system strong by exercising, eating healthy foods and getting plenty of rest.
- Drink plenty of water.
- Decrease your stress level.
- Do not share personal items with anyone, even family members.
- Avoid close contact with people who are ill.
- Consider an annual flu shot – although these are not specific to a pandemic virus, they could help.

Although we will have a diminished workforce during a pandemic, our primary responsibility will still be to keep roads and bridges open and emergency services moving. We’ll do this by planning ahead, redistributing and cross-training staff, and creating written instructions and procedures for our critical functions so they can be carried out by others. You can find more information about pandemic flu on the MoDOT intranet page.

## kcICON Honored as Best Transportation Project of 2011

The Christopher S. Bond Bridge -- and project designer Parsons -- was named Best Transportation Project by Engineering News-Record (ENR) Midwest’s Best of 2011 Construction and Design Awards.

The annual Best of Awards is a competition to determine the best regional projects completed by firms in Illinois, Indiana, Missouri, Wisconsin, Iowa, Michigan, Minnesota, and Ohio. Judging was performed by a panel of industry experts, based on design quality and innovation, craftsmanship, the project’s contribution to community and the industry, the solution of unique design and construction challenges, and overall excellence.

The Missouri Department of Transportation (MoDOT) awarded the \$245 million kcICON project to Paseo Corridor Constructors (PCC) with Parsons as its lead designer. The project included the design and construction of the bridge, named after Christopher “Kit” Bond, former Missouri United States Senator, over the Missouri River and the reconstruction of approximately 4.7 miles of I-29/35 in Kansas City and North Kansas City, Missouri.

MoDOT’s project goals included delivering the project within budget; constructing a landmark bridge that provides a century of service; maximizing safety, mobility, aesthetic, and capacity improvements; involving stakeholders and the community; and finishing by October 31, 2011.

The Christopher S. Bond Bridge opened in November 2010. MoDOT’s innovative approach to this project provided PCC with maximum flexibility to implement design approaches that resulted in cost-effective transportation solutions. Its fixed-cost, best-value, and design-build procurement process required proposers to designate the scope of work they would provide for the fixed-cost amount. This process has gained national attention and is gaining acceptance by state DOTs facing the challenge to deliver vital transportation projects with declining budgets.

The kcICON project was a win for everyone — PCC optimized the project goals by utilizing the flexibility allowed by the proposal process while MoDOT and the traveling public received a project delivered within budget and nine months ahead of schedule.



The Christopher S. Bond Bridge was dedicated Sept. 27, 2010

# SAFE SOUND



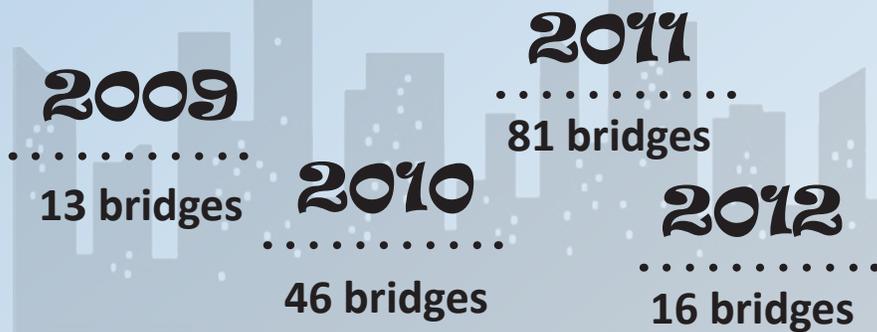
1,093 are in poor (4) or serious (3) condition

← Safe & Sound will replace or repair 802 of these -- 152 in Kansas City District →



**S A F E &  
S O U N D**

No. of Safe & Sound Bridges in Kansas City District



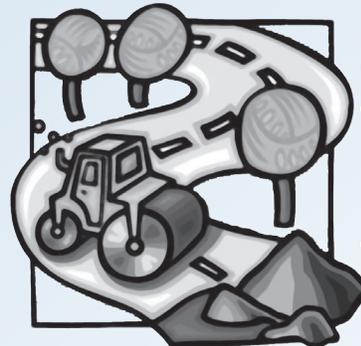
Program supports

5,300 local jobs across the state



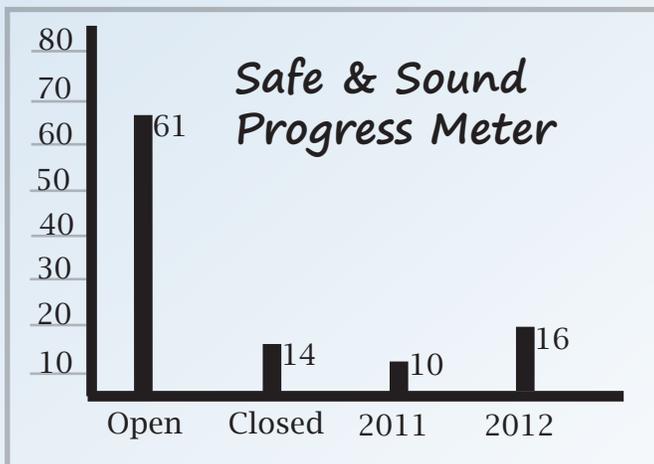
**8.7**  
Average Rating of a Safe & Sound Bridge, on a 9-Point Scale

Avg. number of bridges Completed per month



85,300 square feet of concrete + 69,500 square feet of asphalt

During a 103-day span in summer/fall 2010, 114 bridges were completed -- 90 were total replacements



**78,300**  
Vehicles



Cross new bridges every day

*Are you...* **Creative**  
**AN INVENTOR**  
**The Problem Solver**  
*A Fixer of Broken Things*



Show us! The **2011-2012 Innovation Challenge** is for you! We want to share the best innovations in our district. We know you're fixing, improving, creating ways to do our work better, faster and safer. This is your chance to show the rest of the state.

**Innovations must emphasize:**

**They are judged on:**

- Work zones
- Injury reduction
- Bridge Maintenance
- Pavement Maintenance

- Cost Savings
- Safety
- Implementation
- Impact on Five-Year Direction
- Convenience/Ease of Use



New processes, as well as physical innovations are welcome.

Why should you participate? In addition to district pride, state-wide winners receive **up to \$500**



Interested? Fill out the form below and return to Chris Redline. We will take it from there!

Name(s) -- Include everyone on the team who helped with your innovation: \_\_\_\_\_

Work location: \_\_\_\_\_

What is your innovation?: \_\_\_\_\_

How does it save resources or improve safety?: \_\_\_\_\_