

Bolder 5-Year Direction Timeline

2011

- **October 2011-January 2012:** SG 11-16 positions (professionals) filled competitively.
- **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 22:** Appointments to SG 11-16 announced.
- **November 29:** Remaining SG 11-16 positions posted.
- **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 6:** deadline to apply for remaining SG 11-16 positions.
- **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.
- **January 25:** video conference for SG 6-10.
- **January 31:** announcement of SG 11-16 positions.
- **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

- Maintenance Crew Leader-Liberty: **Claude Mallott**
- Maintenance Crew Leader-Richmond: **Cullen Brewer**

All reposted positions are online. Applications are due Wednesday, Nov. 2, at 4 p.m.

As a reminder, you can review all the district and division staffing plans on the HR web page here: [District & Division Staffing Plans](#).

These staffing plans show targets for approximately how many employees we will have under the new staffing level of 5,106, by location and in what job series (specialists, technicians, inspectors, etc.).

Key dates to consider in the next month:

- **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. Assignments are listed on page 3.
- **November 29:** Remaining SG 11-16 positions posted.

Review the Bolder Five Year Direction timeline (to the left) for more key dates, or log onto the HR Intranet for calendars by salary grade for details.

Maintenance Reassignments*

All reassigned employees must report to new locations on Nov. 1.

Adams, John: Marshall	Cretzmeyer, William: Odessa	Herrera, Richard: Independence
Allen, Richard: Lees Summit / Pence	Crookshanks, Doug: Platte City	Hibdon, Linda: Odessa
Allen, Varnice: Stadium / Sholl	Cunningham, Jack: Richmond	Holcomb, Glen: Nashua
Allerson, Steven: Lees Summit / Pence	Davis, Robert: Stadium / Sholl	Howe, Amanda: Platte City
Anderson, Jerry: Marshall	Davis, Roy: Stadium / Tucker	Huffner, Brian: Stadium / Sholl
Anderson, Justin: Sedalia	Delce, Anthony: Independence	Ingraham, Zakary: Platte City
Anderson, Telisa: Mulberry	Dickmeier, Loren: Concordia	Jackson, Donald: Stadium / Sholl
Anspach, Kelley: Odessa	Dierkens, Adam: Warrensburg	Jenkins, Kevin: Richmond
Arndt, Murray: Concordia	Divine, Christopher: Chouteau	Johnson, David: Platte City
Arnett, Michael: Sedalia	Dobnikar, Andrew: Harrisonville	Johnson, Leon: Kearney
Arnold, John: Chouteau	Dodd, Stuart: Sedalia	Johnson, Michael: Knob Noster
Ashley, Randall: Harrisonville	Donahue, Howard: Stadium / Tucker	Johnson, Rocky Joe: Odessa
Atkins-Hubbard, David: Independence	Dove, Teresa: Sedalia	Jolley, Wayne: Independence
Atteberry, Michael: Knob Noster	Dreher, Richard: Kearney	Jones, Jeffrey: Kearney
Bailey, Jeffrey: Independence	Duncan, Dan: Stadium / Sholl	Jones, Randy: Warrensburg
Barker, Darren: Odessa	Duncan, George: Stadium / Sholl	Jordan, Dustin: Harrisonville
Barnes, Bruce: Belton	Dunkle, Jesse: Concordia	Jordan, Nelson: Stadium / Sholl
Basye, Derrick: Nashua	Dunn, Donald: Stadium / Tucker	Judon, Lashawna: Stadium / Sholl
Bathgate, Jeffrey: Harrisonville	Easley, Randall: Kearney	Kavanaugh, James: Kearney
Battle, Alfred: Stadium / Tucker	Elsea, Matthew: Independence	Keith, Michael: Warrensburg
Beasley, David: Knob Noster	Eppright, David: Warrensburg	Kelley, Matthew: Platte City
Beauregard, Jennifer: Odessa	Everts, Clifford: Warrensburg	Kessinger, Delbert: Harrisonville
Berry, Kennit: Nashua	Everts, Danny: Knob Noster	Kidder, Matthew: Marshall
Bessard, Floyd: Lee's Summit / Banes	Ewing, Randall: Lee's Summit / Banes	Kitchen, Marvin: Mulberry
Bland, Kenneth: Mulberry	Failor, Arthur: Marshall	Klaus, Donald: Odessa
Blundell, David: Liberty	Ferrell, John: Lees Summit / Pence	Koch, Christopher: Marshall
Bolling, Andrew: Marshall	Findley, Matthew: Independence	Koch, Timothy: Concordia
Brewer, Cullen: Richmond	Fisher, Russell: Harrisonville	Lambertson, Marty: Lees Summit / Pence
Broaddus, Aaron Lee: Marshall	Fitzpatrick, Delbert: Sedalia	Latchaw, Herbert: Marshall
Brooks, Billy Ray: Knob Noster	Fletcher, Donald: Lee's Summit / Banes	Lee, Dena: Knob Noster
Buesing, Billy: Independence	Forde, Randall: Stadium / Sholl	Leeks, Christopher: Mulberry
Burge, Gary: Platte City	Foster, Charles: Independence	Leicher, David: Sedalia
Burgett, Jerome: Stadium / Sholl	Foster, Kevin: Harrisonville	Lennox, Herbert: Lee's Summit / Banes
Burnett, Otis: Platte City	Frerking, Darryl: Concordia	Limback, William: Marshall
Burroughs, Mark: Lee's Summit / Banes	Fulks, Michael: Nashua	Loges, Gerald: Concordia
Burson, Michael: Nashua	Gaiser, Robert: Nashua	Long, Kevin: Odessa
Burton, Charles: Marshall	Garcia, Richard: Nashua	Lundry, Franklin: Liberty
Butterworth, Sally: Platte City	Garrett, Marc: Stadium / Tucker	Lunsford, Brian: Marshall
Calhoun, Clinton: Harrisonville	Gartman, Justin: Mulberry	Lutgen, William: Stadium / Tucker
Calton, Dennis: Liberty	Gassen, Ronald: Concordia	Lynch, Daniel: Platte City
Canady, Torrey: Stadium / Tucker	Gerke, Christopher: Sedalia	Madrigal, Nabor: Odessa
Chapman, Joshua: Lee's Summit / Banes	Giedinghagen, Gregory: Lee's Summit / Banes	Malott, Claude: Liberty
Chase, Jerry: Lee's Summit / Banes	Gillespie, Elmer: Mulberry	Marriott, Joshua: Sedalia
Cline, Bedford: Kearney	Goetz, Deloris: Chouteau	Martens, Ryan: Lee's Summit / Banes
Coats, Travis: Richmond	Gough, Diana: Liberty	Martin, Anthony: Richmond
Cockrum, Scot: Knob Noster	Gray, William: Odessa	Matney, Jacob: Kearney
Collins, Willard: Sedalia	Hale, Sherman: Lees Summit / Pence	Mayfield, Diana: Independence
Comer, Matthew: Odessa	Hanger, Jerry: Sedalia	Maynard, Micheal: Independence
Cooley, Derek: Marshall	Harrill, Chad: Harrisonville	Mays, Jeffrey: Sedalia
Coon, Christopher: Independence	Harris, William: Richmond	Mcdonald, Patricia: Independence
Cowherd, Delmar: Concordia	Harrison, Jeffery: Concordia	Mcdowell, Gregory: Mulberry
Craig, Lisa: Harrisonville	Hart-Hopkins, Elizabeth: Independence	McElhaney, Dustin: Warrensburg
Crawford, Lloyd: Platte City	Hartwig, Duane: Independence	McGinnis, Darin: Independence
	Hemme, David: Concordia	McKown, Richard: Chouteau
	Hernandez, Francisco: Stadium / Sholl	Mensing, Daniel: Belton
	Hernandez, Gerver: Marshall	Miller, Todd: Lee's Summit / Banes

Maintenance Reassignments cont.

Milligan, Michael: Liberty
 Minnick, Allen: Richmond
 Mitchell, Russell: Marshall
 Moore, Loren: Warrensburg
 Moore, Rick: Platte City
 Mullins, Jim: Marshall
 Neil, Edward: Lees Summit / Pence
 Nevels, Lawrence: Mulberry
 Newham, Dudley: Richmond
 Newkirk, Randall: Harrisonville
 Newton, Brett: Marshall
 Newton, Daniel: Sedalia
 Norman, Noel: Marshall
 Oakes, Eric: Liberty
 Odom, David: Lee's Summit / Baner
 O'Daniel, Daniel: Richmond
 Osgood, Jimmie: Stadium / Sholl
 Parker, George: Independence
 Parkes, Glen: Richmond
 Patton, Douglas: Nashua
 Pence, Dennis: Lees Summit
 Pence, Jerrett: Belton
 Pennock, Brian: Marshall
 Pine, Dennis: Warrensburg
 Powell, Marvin: Warrensburg
 Price, David: Platte City
 Pryor, Joe: Stadium / Sholl
 Raines, Jonathon: Marshall
 Reeves, Doug: Kearney
 Reliford, Fredrico: Mulberry
 Reynolds, Ronald: Kearney
 Rhodes, Kevin: Nashua
 Richardson, Alvin: Platte City
 Rinehart, Damon: Kearney
 Roberts, Melissa: Kearney
 Rinne, Martin: Lee's Summit / Baner
 Rogers, Robert: Nashua
 Rosser, George: Mulberry
 Ruby, Christin: Lees Summit / Pence
 Ruth, Ray: Independence
 Sardeson, Doug: Belton
 Schroeder, Melvin: Harrisonville
 Schuber, Molly: Sedalia
 Shaw, Carla: Mulberry
 Shenkner, William: Platte City
 Sholl, Christopher: Stadium / Sholl
 Shouse, David: Lees Summit / Pence
 Sierra, Ismael: Chouteau
 Silas, Lee: Lee's Summit / Baner
 Simcosky, Kevin: Chouteau
 Simmons, Robert: Marshall
 Simpson, Glenwood: Stadium / Sholl
 Sims, William: Liberty
 Skaggs, Randy: Belton
 Smith, Earnest: Concordia
 Smith, Jerry: Stadium / Tucker
 Smith, Ronnie: Mulberry
 Smith, Tyler: Lee's Summit / Baner
 Spear, Noah: Nashua
 Squire, Wesley: Kearney
 Stone, Lahoma: Warrensburg
 Street, Charles: Stadium / Tucker
 Stroud, Stuart: Lees Summit / Pence
 Stuetzger, Shawn: Stadium / Tucker
 Suiter, Darryl: Stadium / Sholl
 Summers, Terry: Stadium / Sholl
 Swafford, Mark: Richmond
 Taylor, Delores: Lees Summit / Pence
 Teter, Travis: Knob Noster
 Thomas, Clark: Marshall
 Tillman, Shawn: Lees Summit / Pence
 Townsend, Gary: Knob Noster
 Tucker, Ronald: Stadium / Tucker
 Turner, Roger: Sedalia
 Twenter, Noel: Sedalia
 Tyrrell, David: Richmond
 Um, Virak: Lee's Summit / Baner
 Valadez, Paul: Lees Summit / Pence
 Valentin, Milton: Stadium / Sholl
 Van Dyne, William: Harrisonville
 Vest, Jennifer: Lees Summit / Pence
 Vogt, Stephen: Liberty
 Walker, Daniel: Lee's Summit / Baner
 Walker, R. J.: Stadium / Sholl
 Walsh, Michael: Knob Noster
 Walter, Debra: Lee's Summit / Baner
 Warmouth, David: Lee's Summit / Baner
 Warren, Kyle: Concordia
 Wathen, Jerry: Independence
 Watkins, Willie: Stadium / Sholl
 Watterson, Ryan: Sedalia
 Webber, Joseph: Belton
 Weitkamp, William, Odessa
 Werths, Davin: Knob Noster
 Wesley, Jeffery: Lee's Summit/Baner
 West, Chris: Odessa
 White, Ricky: Lees Summit / Pence
 Whiteaker, Frances: Belton
 Whited, Tracy: Belton
 Whitsitt, James: Lees Summit / Pence
 Wilcox, Jamale: Warrensburg
 Willard, Leslie: Richmond
 Williams, Christopher: Lee's Summit / Baner
 Williams, T.J.: Warrensburg
 Wilson, Stephen: Belton
 Windle, Steve: Lee's Summit / Baner
 Winship, David: Chouteau
 Winters, Brian: Lees Summit / Pence
 Wooden, Philip: Concordia
 Wright, Milton: Marshall
 Yager, Kelly: Sedalia
 Young, Dale: Sedalia

**Updated at time of publication. Final details are subject to change.*

MoDOT Wins Excellence Award for Striping

The Missouri Department of Transportation's Striping Leadership team that was charged to ensure successful implementation of the Bolder 5 Year Direction has been chosen for the AASHTO 2011 Silver Performance Excellence Award!

This award recognizes that MoDOT was able to implement efficiencies while completing striping of all major roads before the heavy travel season that starts on Memorial Day. It improved our customer's driving experience, while providing the most visible roadway features and the safest roads during the spring and summer months.

Over 20,000 line miles of freshly painted stripe was put down with three less strippers and no overtime. More cold weather paint and two crews per stripper were used to take advantage of weather suitable for striping. Paint and beads were ordered earlier than usual to ensure that we were ready to stripe on March 1. The crews did a great job and were able to overcome significant weather-related delays. The result was that 83 percent of Missouri residents surveyed were either "very satisfied" or "satisfied" with striping!

Thanks to the following team members for their contribution to achieving great results for MoDOT!

- Jim Brocksmith
- Beth Schaller
- Craig Compas
- Eric Turner
- Jason Sommerer
- Jennifer Atkinson
- John Russell
- Kevin Hullet
- Kirk Youngblood
- **Scott Brelsford, Kansas City**
- **Susan Barry, Kansas City**
- John Bechtold
- Justin Smith - facilitator

Please congratulate these employees!

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.
Robert Ralston, maintenance. I am on the EAEC marketing team.



What areas of the district do you represent on the council? *I represent Lafayette county in the maintenance department.*

Why did you volunteer and what do you hope to accomplish while serving on the EAEC? *I volunteered for the EAEC to represent the employees so that they have a voice in concerns or issues that may come up.*

What's the best part of serving on the team? *The best part I think is working with the different people around the district from different work groups. It is truly a team effort and one that I take pride in being on.*

What is one employee issue you hold near and dear to your heart? *Being from maintenance it was really nice to be a part of the group that took the issue of pre flexing to the management team to get resolved. It was a real concern for many employees that we as a team helped resolve.*

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

Safety First

Carving pumpkins is a fun activity for the entire family. If you follow a few simple tips you can help insure everyone has a fun and safe holiday.

- Make your work area and your pumpkin clean and dry. Slippery and sharp do not mix. Make sure to wash the outside of your pumpkin and dry it thoroughly with a towel. Lay the pumpkin on a towel or newspaper and change as needed to keep the area clean and dry.
- Adults should supervise or do the carving. Never leave children unattended with sharp objects and slimy gourds. It is best to leave the carving to adults. Let kids scoop out the seeds and rinse them for roasting. Regardless, take your time and never be in a hurry or rush.
- Always insure the pumpkin has been properly gutted and rinsed. Hanging pulp inside the pumpkin that could possible catch on fire (especially if the pumpkin is dried out).
- Always cut away from yourself. If you are carving out a design, never cut toward your body or other hand. Keep the tool or knife handle dry and maintain good, steady grip pressure. If you hit a soft spot on the pumpkin it could cause the tool or knife to slide right through the pumpkin skin flesh and into your flesh.
- Use a pumpkin carving kit. Kitchen knives may seem to be a safe choice but the large sharp blades can easily cut too deep or slip. The little saws in the pumpkin carving kits may seem fragile, but they are designed to saw through the pumpkin and actually reduce your risk of injury. Professional kits are available or you can purchase a decent disposable carving kit at local stores for around \$5.
- Artificial lights are great alternatives to candles and are much safer to use. Local department and craft stores have inexpensive, battery-operated lights that are designed specifically for pumpkins. If you are unable to find battery-operated lights, then there are pumpkin lights that can be plugged into a wall. Just cut a notch out of the back of the pumpkin, insert the light, and run the electrical cord to the wall.

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

SAFE SOUND



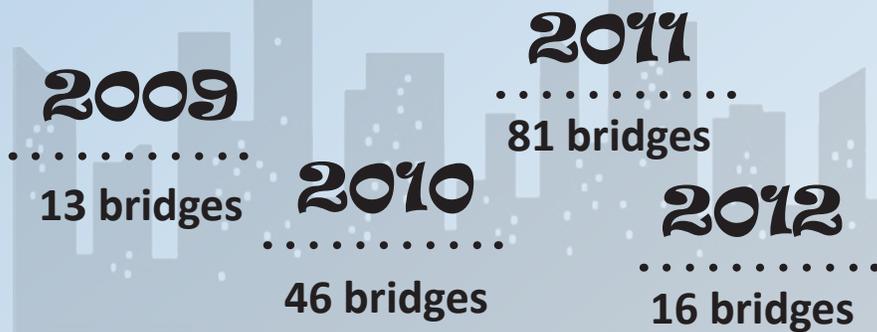
1,093 are in poor (4) or serious (3) condition

← 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

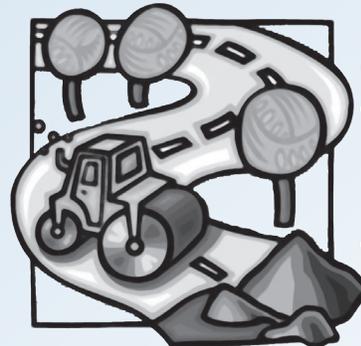
5,300 local jobs across the state



8.7

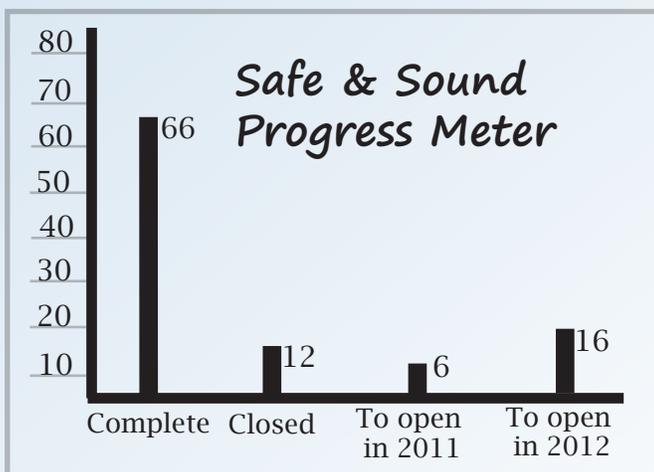
Average Rating of a Safe & Sound Bridge, on a 9-Point Scale

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 The Problem Solver *A Fixer of Broken Things*

AN INVENTOR



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:

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

They are judged on:

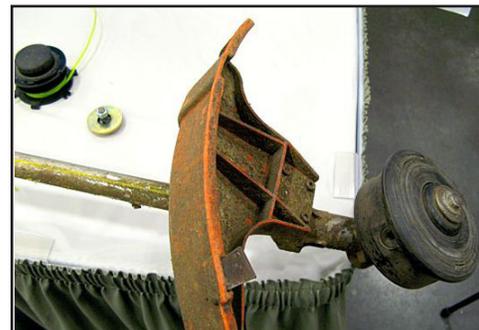
- Cost Savings
- Safety
- Implementation
- Impact on Five-Year Direction
- Convenience/Ease of Use



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 by Dec. 1. 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?: _____