

kcConnections



A publication of MoDOT Kansas City District

Nov. 7-11, 2011

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****Remember to set your clocks back one hour on Nov. 6! ****

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Modified Overtime Policy Provides Flexibility

Employees Now Have More Options

We recently announced some changes to the overtime policy, which took effect Nov. 1, 2011. Many employees are asking, how do these new changes affect me?

Employees who are required to work due to emergency or winter operations on their regularly scheduled day off (normally weekends or holidays) **will be allowed to record the time as additional hours** or as flex if the employee chooses to do so.

Additionally, we're revising Personnel Policy 3000 to allow divisions and districts to send non-emergency employees home before they've worked 40 hours in the event they might have to accrue more hours later in the week. This allows the work units to stagger flex days to ensure some level of staff coverage for the entire week. We don't anticipate this being a common occurrence.

Here are some of the key points of the policy change:

- MoDOT's most valuable resource is its employees, and having you readily available for emergencies or weather-related events is critical to being able to take care of the system and to deliver great customer service.
- We must dedicate as many resources as possible to "taking care of our system" in order to "deliver great customer service."
- It is important to recognize that this **change in overtime policy does not apply to planned work**. We cannot control emergency or winter operations that occur outside of normally scheduled work assignments.
- Employees will be allowed to earn overtime for emergency call outs as long as they are not immediately

preceding or after their normal work schedule. For example, an employee getting called in to put up a downed stop sign 10 p.m. to midnight can record this as overtime. If an employee gets called in at 4 a.m., stays at work, and is at work at their normal start time, these additional hours should be flexed off that day or later in the week.

- As we prepare for winter weather, it is important that supervisors give crews as much advance notice as possible heading into a weekend about the potential for a call to respond to a snow event.
- Some districts have used a rotational call-out process for winter operations which should be viewed as a "best practice."

We still need to use flextime for non-emergency work to keep our overtime costs down. With winter weather approaching, we have to think about our staffing options and keep on top of our practical operations.

This information will also be covered in the next "Inside Minute" and December "Connections."

We have a very important opportunity ahead of us; a chance to prove we can provide good service during our winter operations, despite the fact we have reduced staff working out of fewer facilities. This change in overtime can help us be successful with our winter operations.

If you have any questions, don't hesitate to talk to your supervisor or myself. Winter is here and we're ready to provide that great customer service only MoDOT can offer.

*Stay safe,
Chris Redline*

Bolder 5-Year Direction Timeline

2011

- **October 2011-January 2012:** SG 11-16 positions (professionals) filled competitively.
- **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: 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

From the Director

How would you like an **extra \$500 in your paycheck?** It may be hard to believe, but if you're an innovator at MoDOT, that check could be yours!



This year's Innovations Challenge targets four areas where it's critical that we be more innovative:

- work zones
- injury reduction
- pavement maintenance
- bridge maintenance

Now more than ever, we need to hear from you about new tools, equipment modifications and processes that are getting work done better, faster and cheaper while maintaining safety and mobility.

How do you get started? Check out the Innovations Challenge website for details and deadlines.

I am looking forward to seeing your innovations!

Kevin

Editor's note: Fill out the short form at the end of the newsletter to sign up for this year's challenge. Deadline to submit your idea is Dec. 1!

Events Around the District

This week's events featured retirement receptions and Buckle Bear visited several local schools and preschools to talk about seatbelt safety and hand out reflective slap bands for little trick-or-treaters.

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

Public Meeting Open House for Lewis and Clark Viaduct I-70 Concept Study

Nov. 9, 2011 at 4:30
Reardon Convention Center

Director Kevin Keith at KC District

Nov. 10, 2011
Kevin will hold a series of employee meetings throughout the day

Veteran's Day

Nov. 11, 2011
MoDOT offices are closed

Cass Route W and O bridges ribbon cutting ceremony

Nov. 14, 2011 at 10 a.m.
At the Route W bridge over Grand River southwest of Freeman

Truman/Eisenhower Sign Unveiling

Nov. 18, 2011 at 10 a.m.
River Club, 8th Street in KCMO



Senior Electrician Ted DeWolf (pictured with his wife) retired in October after 30 years with MoDOT.



Darwin Doll (pictured center with his family) retired last month after 27 years with the department.



Carol Ricks (pictured left) had 24 years of service and was an Intermediate Paralegal at the time of her retirement on Nov. 1.



Buckle Bear took his Arrive Alive message to several local schools to remind kids to buckle up, and that you can never have too many bear hugs.

KC KUDOS:

66 We appreciate the partnership and enhanced communication with the MoDOT and SCOUT team. Thanks for keeping us in the loop on traffic and construction issues around the metro. We look forward to continuing our partnership with you for Chiefs games and other events at Arrowhead. If there is anything you all need from us or if you have any questions, please let us know.
-- David Y., vice president of stadium operations for Arrowhead stadium

66 We recently contacted MODOT to fix a broken fence line next to our BBQ restaurant at I-70 and Noland Rd. The response, service and communication was OUTSTANDING. Marcus Slaughter and Christopher Sholl both came into the restaurant personally to make sure we were happy and to answer any questions we might have had. Both were very gracious and polite. I do have one question. Can you pass these customer service skills along to EVERY OTHER BRANCH OF STATE/FEDERAL SERVICES? They all need a lesson from MODOT. IMPRESSIVE! Thank You again!
-- The staff at Bandanas

66 I'd like to thank all of the grimplins and fairies that are repaving I-435 North of the Three Trails Crossing. They must sneak in to work at night because I never see them, but the sections of new road just keep appearing each morning. It is smooth and wonderful. Even more wonderful is the fact that my horrible drive to work has not been made longer. This means more time with my child every day, I can't express how much that means to me!! Thank you so much and keep up the good work!!!! --April H.

WELCOME!!

The Regional Counsel's Office welcomes Alicia O'Connell to the Kansas City district. She recently relocated from the Central Office Chief Counsel's Office.

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. Ryan Hale, Intermediate Highway Designer. I have just joined the EAEC and so far have helped the Marketing and Communications Subcommittee.

What areas of the district do you represent on the council? I am the representative for Design (District Office).

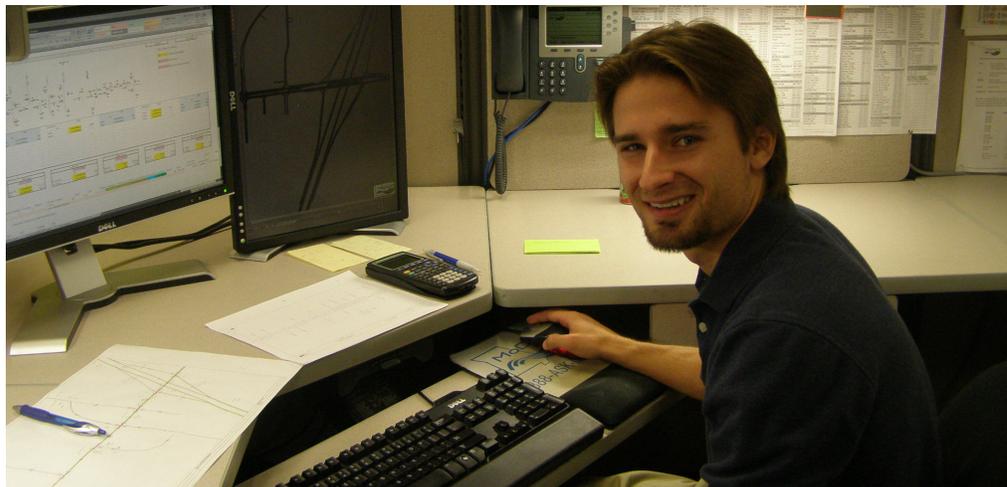
Why did you volunteer and what do you hope to accomplish while serving on the EAEC? I volunteered for this organization

because I don't want false rumors to be spread among employees. The EAEC is a great way to provide the truth to MoDOT employees before these rumors get started. Another reason I volunteered was to see viewpoints of employees outside of my department. I find the dynamic between all the departments of MoDOT interesting.

What's the best part of serving on the team? So far I think my favorite thing about the EAEC is watching the team members work together to respond to employee issues. It is apparent that the team really wants to help MoDOT employees with any problems/concerns they might have.

What is one employee issue you hold near and dear to your heart? I think the Bolder Five-Year Direction is a very important issue that will shape MoDOT and perhaps alter employee to management communication. The EAEC must continue working hard to maintain these lines of communication and ensure good employee morale.

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



Safety First

Hearing loss is a condition that occurs over time from repeated exposure to excessive noise. We can't always prevent noise, but we can prevent hearing loss by following established safety procedures and using the appropriate hearing protectors for the noise hazards we face each day.

Ear Muffs

Ear muffs come in many styles. Most are attached to spring-loaded headbands, while others are attached directly to safety headgear. Specialized muffs are also available for persons who work in high voltage exposures, or who need to filter out hazardous noises while retaining acute hearing for normal sound ranges. Muffs cover the entire ear and can reduce noise by as much as 15-30 decibels.

Ear Plugs

Like muffs, ear plugs come in many varieties - formable, custom-molded, pre-molded, disposable and reusable - and may be made of many different types of materials, such as acoustical fiber, silicone, rubber or plastic. Ear plugs are positioned in the outer part of the ear and may reduce noise by as much as 30 decibels.

Canal Caps

As their name suggests, these hearing protectors cap off or close the ear canal at its opening. Like many muffs, canal caps can be connected to a flexible headband to ensure a close fit. Canal caps are most commonly used when an individual is unable to use traditional ear plugs.

Using Hearing Protectors

Risk Management can help determine the amount of noise you are exposed to on the job through various testing devices and will provide you with the appropriate type of hearing protection for the particular noise hazards you face. But remember, hearing protectors only work when you use them correctly and consistently. Depending on the type of hearing protectors you use, replace them as necessary. For reusable protectors, follow the manufacturer's guidelines for cleaning and storage. When it comes to your hearing, an ounce of prevention is worth a pound of cure.

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

600th Safe & Sound Bridge Opens

The Missouri Department of Transportation's Safe & Sound Bridge Improvement Program has entered the home stretch on its way to replacing or repairing more than 800 of the state's worst bridges. Last night, the 600th new bridge opened on Route H in DeKalb County in the Northeast District.

With 58 bridges still under construction, and about 20 more projects yet to start in 2011, by the end of the year just more than 120 bridges will remain to be built in 2012.

So far this year, 226 new bridges have been constructed by MoDOT's design-build contractor, KTU Constructors, and 41 other bridges have been rehabilitated. KTU has reopened 226 new bridges in the last 216 days.

"We continue to demonstrate construction speed and schedule flexibility in the delivery of this important project," Director Ken Warbritton said. "This year has been challenging, with flood conditions in some parts of the state affecting construction. But, weather permitting; we still expect to complete 345 bridges this year making this the busiest bridge construction year in Missouri history."

The \$685 million program is 75 percent complete and on track to finish more than a year ahead of schedule.

To speed construction and control costs by limiting the improvements to just the bridge itself, most Safe & Sound bridges are closed during construction.

To date, the average closure across the state has been about 40 days, or half the time a typical bridge replacement requires.

In the Kansas City District, 13 bridges are under construction. For a complete list visit www.modot.org/kc and click on "Safe & Sound."

What is the Future of Rail in Mo?

You can help shape the future of Missouri's rail system. MoDOT is seeking public input on the movement of goods and people in Missouri by rail at a series of public open house meetings across the state.

The purpose of the meetings is to gather public input on the development of MoDOT's Statewide Rail Plan. The plan will guide the development of both freight and passenger rail service in Missouri for the next twenty years, so it is vital that Missourians' needs are included.

The information in Missouri's Statewide Rail Plan is used to pursue critical federal funds for planning and construction of rail projects, and to prioritize investments that improve movement of people and goods, expand connections between all modes of transportation and support long-term economic growth in Missouri.

The Kansas City District meeting was Nov. 2, and attended by more than 35 interested citizens.

In addition to the open house meetings, MoDOT is hosting an online public meeting from Oct. 18 through Nov. 18

at www.morail.org to give those unable to personally attend an open house a chance to ask questions and provide comments about freight and passenger rail in Missouri.

As work on the plan begins, the public is asked to comment on the following:

- The current rail system's ability to serve Missouri's businesses in moving raw materials and finished products.
- The state's interest in and potential ridership of intercity passenger rail.
- The role of publically funded improvements to move people and goods on privately-owned railroad systems.
- The importance of investing in different types of rail projects compared to other infrastructure needs, given likely funding limitations.

MoDOT employees are encouraged to join the online meeting to review project information and ask questions. Join the conversation at online meeting at www.morail.org



SAFE SOUND



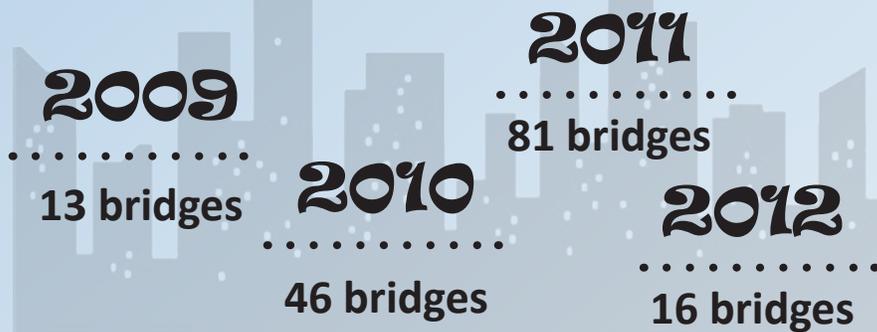
1,093 are in poor (4) or serious (3) condition

← 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

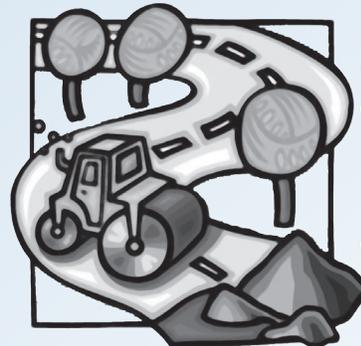
5,300 local jobs across the state



8.7

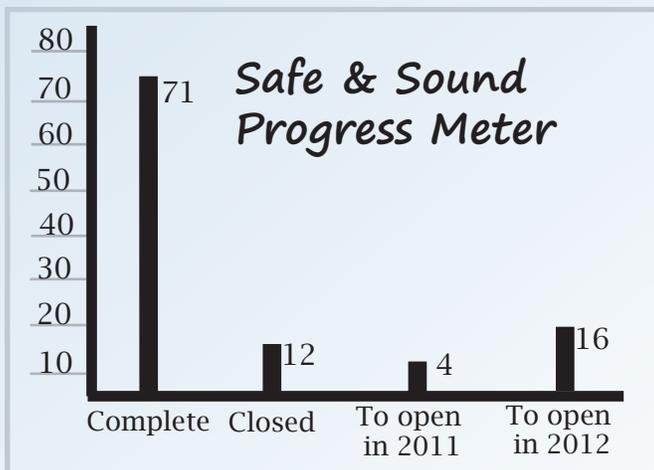
Average Rating of a Safe & Sound Bridge, on a 9-Point Scale

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 AN INVENTOR *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:

- 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?: _____