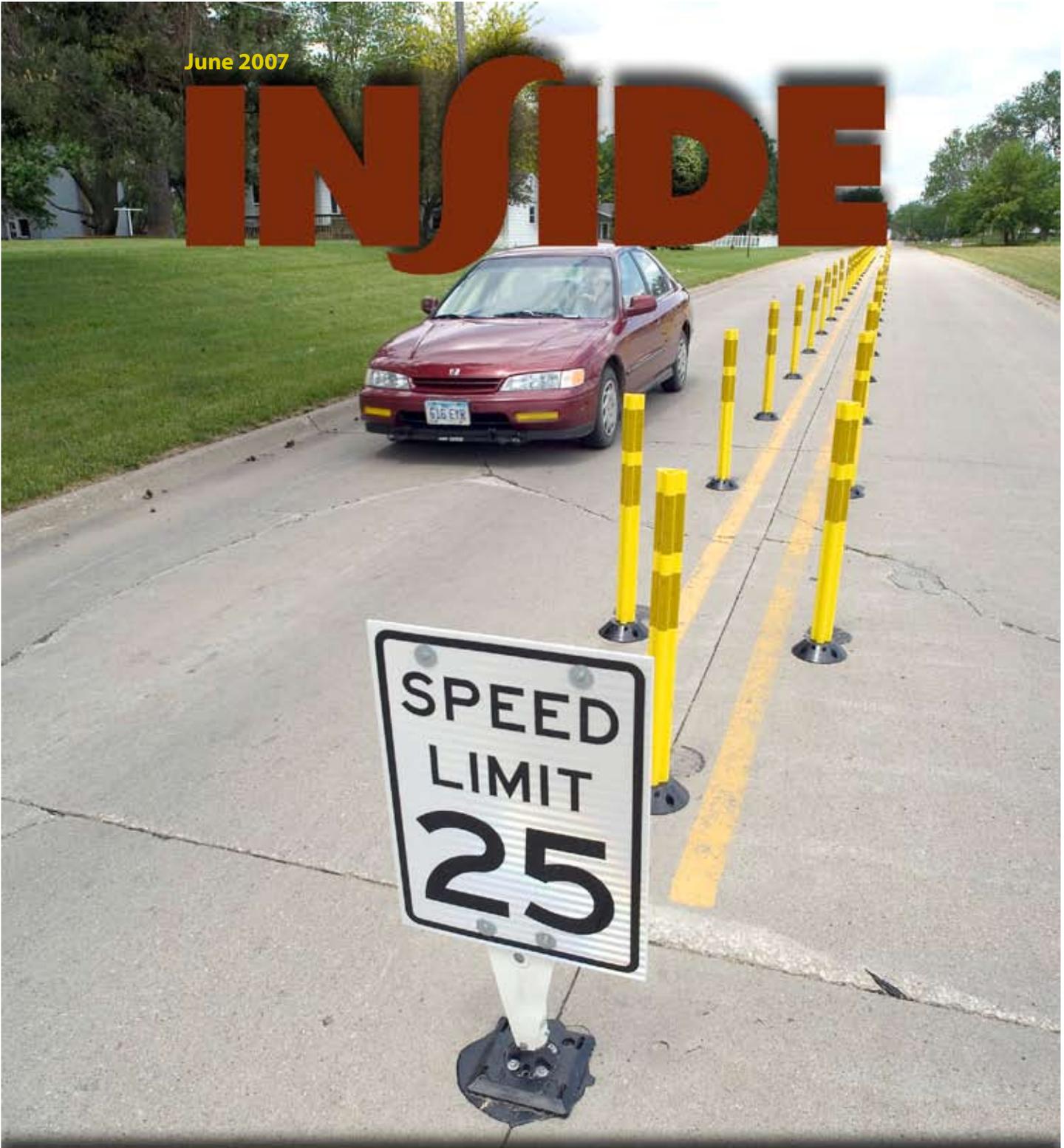


June 2007

# INSIDE



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## ONE 2 ONE

WITH DIRECTOR NANCY RICHARDSON

I am writing this column from Florida while on a break from the office. I cannot say it's a break from work as I stay involved with work daily through my Blackberry, laptop and cell phone. But it's usually only one or two hours each day and in many ways it is more relaxing knowing I've been keeping up on E-mail and phone calls while gone.

Because I stay in a place I own in Florida, I also work around the condo when I get there. I have hung shelving, spackled, painted and cleaned, and cleaned, and cleaned. But somehow it doesn't seem as much like work as doing these same things does back home. I am not sure why, but I think part of it is that in Florida I am doing these household chores as part of a normal day versus trying to do them at night and on weekends back home...you know, coming home from work to more work!

Now, lest you feel at all sorry for me slaving away in Florida on my computer or with a paintbrush or drill, you need to know that I have also golfed, walked on the beach, floated in the pool, gone to a movie, watched three months of VCR tapes, and slept in every morning, not to mention that I have eaten out most of the time! There has been plenty of R&R mixed in with the work.

But, after eight days, I am ready to come back. After about one week back I will probably wonder why I was anxious to return to my normal routine, but that is the way I am. I have never been very good at taking vacation. I am one of those people who maxes out on accrued vacation and cannot gain any more – not behavior that I encourage in anyone else. I have had people say I am a workaholic, but that is not true. A workaholic works at their job most of their waking hours and has little to no time in their life for other things. That is definitely not me! It is true that I work hard and am very focused on my job while at work, but I relish my time outside of work to do the other things that matter most to me...enjoy family and friends, travel, golf, cook, etc.

So, over the last few years I have tried to do better at taking time off and I have come to appreciate the value of doing so. Not only do I get to do more of the things I really enjoy, but I kind of miss work and am ready to take it on again. And, therein is my message to you. Take time off. Recharge your batteries. As the saying goes, all work and no play really does make us dull - we become both bored and boring.

As I was recently reminded of by my brother, the secret is to find your own personal balance of work and play. He retired two years ago from a very successful and fulfilling career as an educator. He had great passion for his work, but also was pretty passionate about his play - his family, golf, following sports, and travel. He recently related a story to me about someone who retired when he did and recently went back to work because she missed it so much. My brother's comment was that this was again proof that he "worked to live" while the other person "lived to work." This reminded me that it's good to be committed to my work and be fulfilled by it, but it is important to have work be just one element of a full, rich, balanced life. Here's hoping we all find and maintain the perfect balance.

Shifting gears a bit, while flying recently I read a magazine editor's column where he said the one constant about his column was that he was always struggling to finish it at the last minute. Boy, could I relate! It's almost like I remember homework to be - put off until the very

last minute and then stress about it. Well, I have come up with a solution, other than me doing my columns earlier...guest columns!

In order for me to take a break occasionally, I have asked the division directors to each consider writing a guest column. So, do not be surprised if I take a breather once in a while. Don't get me wrong. I love doing the columns and your feedback about them has been very rewarding. But every now and then I struggle to find the time or topic or both. I am thinking a month off for a guest column will be like a vacation is from work – a refreshing break and then I will come back ready to go at it again. At least that's the theory...

*Nancy*



## Join the club!

**The Retirement Investors' Club (RIC), also known as deferred compensation, is a voluntary retirement savings program for State of Iowa employees designed to supplement IPERS and social security benefits at retirement. Your employer also matches a portion of your contributions.**

### Eligibility

You are eligible to contribute if you are a permanent or probationary employee of the State of Iowa working 20 or more hours per week or an employee who has a fixed annual salary.

### Enrollment

You may sign up with the RIC at any time. Open your accounts by completing these four easy steps.

#### 1. Choose an investment provider

The State of Iowa currently has four active investment providers that will provide all the investment information and forms you need to get your 457/401(a) accounts started.

For help in choosing an investment provider, please review RIC's Investment Provider Comparison document available from the Office of Employee Services. This comparison

lists the phone numbers, investment offerings and product fees of each of the four active investment providers. All four active providers have an A+ credit rating or higher.

When you enroll with one of the providers, they will open both a 457 employee contribution account and a 401(a) employer match account. You may choose to invest the money in these accounts the same way or differently if you prefer. You are fully vested in both of these accounts from day one of your enrollment.

There are no restrictions on moving assets among active providers, with the exception of Nationwide's fixed-rate account (five-year restriction for transfers to other investments or providers while employed with the State of Iowa).

#### 2. Decide how much to save

Contributions to RIC are made through payroll deduction. You may contribute as little as \$25 per month or as much as the contribution limits allow. Each of the active providers has tools to help you determine how much you should save to generate the level of income you desire at retirement. See page 13 for information on contribution limits.

#### 3. Select appropriate investments

The four active providers offer one or more of the investment products listed here. There are many options within each of these types to meet both conservative and aggressive investors' needs.

- Mutual funds
- Variable annuity funds
- Guaranteed interest accounts (fixed-rate accounts)
- Self-directed brokerage accounts (SDBA)

Planning tools and/or provider representatives can help you determine what type of investor you are and which investments are appropriate for your investment style.

**\*Please note:** *Investment returns are not guaranteed by the State of Iowa or the U.S. government and are not FDIC insured. Fixed rates are insured by the issuing investment provider.*

#### 4. Complete required paperwork

Each of the four active providers have their own applications and forms that must be completed to begin deductions from your paycheck. The enrollment kit that the provider uses to open your accounts includes everything you need. It is important to ask the provider of your choice for help in completing the forms. After you have completed all the paperwork, your provider will tell you where and how the forms will be processed.

**Deferred comp, continued on page 13**

# Don't blink or you'll miss it

by *Christina Andersen*

**A**s motorists, we can all relate to this experience. You're driving 55 miles per hour for many miles down a paved county road. Then, in the blink of an eye, you find this same road is the main artery through a small town. These are communities with stores, schools, parks, and recreational facilities where pedestrians and area motorists are at risk if drivers passing through town don't slow down. Speed reduction at entrances to small communities through an engineering element called traffic calming, is the focus of a safety effort by the DOT and Iowa State University's Center for Transportation Research and Education (CTRE).

In 2006, the DOT's Office of Traffic and Safety was awarded a grant by the Federal Highway Administration (FHWA) to research alternative traffic-calming strategies in small Iowa communities located along major state or county roads. To be considered for the study, the community had to have a population of 5,000 or fewer. "Only smaller communities were considered for the study because they are at a financial disadvantage compared to larger communities with more resources," said Shauna Hallmark, CTRE safety engineer.

Requests were received from a total of 22 communities. After visiting 20 of the applicants and conducting initial speed tests in 18 of the towns, the communities were evaluated. Each was ranked in terms of:

- the speed which 85 percent of traffic was traveling at or below;
- average speed;
- percent over limit;
- percent of vehicles traveling 5+, 10+ and 15+ miles per hour over the limit; and
- speed-sensitive areas, such as schools, parks and other locations where pedestrian traffic can be expected.

The five cities selected for the study were Roland, Union, Dexter, Slater, and Gilbert.

After discussing the project plan with city officials, CTRE applied traffic-calming treatments to entrance roads in the five cities last summer. The grant was very specific about the types of treatments that could be applied. The treatments were required to be single countermeasures that left the roadway physically unchanged, low in cost and appropriate for Iowa weather. Along with treatments, recording devices were placed to measure vehicle type, speed, arrival time, location, volume, date, time of day, day of the week, weather conditions and other factors.

The traffic-calming treatments were evaluated every three months for a year. "The periodic evaluation method was used to ensure that initial reductions in speed were not

lost as motorists became more familiar with the existence of the calming treatments," said Hallmark. The preliminary results of the project have been received and quantified. However, final results will not be completed until August 2007, at the end of the 12-month study cycle.

## SLATER

Citizens of Slater were experiencing problems with speed on two routes, Story County Road R-38 and Iowa 210. For R-38, the initial structural treatment was a series of tubular rubber markers placed down the center of the road on the south edge of town. This "island channelizer" proved highly effective. "The channelized island only slightly narrows the lane, but mentally motorists feel like they better slow down. If the island markers are hit, they are rubber and don't cause damage," said Hallmark. "We received the most complaints about this treatment from motorists, but the data showed that they worked."

Painted pavement markings on the western section of Iowa 210 appeared to have no impact on traffic. Programmable speed feedback signs were recently installed at the north entrance to Slater on R-38, but data from them is not yet available.



*Traffic in Slater slowed considerably when these island channel markers were installed.*

**Rural traffic calming, continued on page 5**

## Rural traffic calming, continued from page 4

### ROLAND

In Roland, three different treatments were applied to slow traffic at the community entrances and maintain calming throughout the town. At the east and west entrances, converging chevrons (sideways arrows painted on the side of the road) were applied to the roadway. The chevrons are designed to transition motorists from 35 to 25 miles per hour by giving the illusion that the lane is narrowing. Further within the community, painted pavement markings stating "25 mph" were used. Lines were also painted on the shoulders making them appear wider to maintain calming throughout the city. Hallmark said a modest reduction in speed was observed with the converging chevrons, but the calming treatments applied within the community suggested mixed results.

### UNION

"In Union, transverse pavement markings were applied to the north, south and west entrances to town. We observed a small reduction in speed, but the data is inconclusive," said Hallmark.

The pavement markings, which function much like the chevrons, were used to transition motorists when speeds zones changed. Lane narrowing using center island widening and speed feedback signs were used throughout the community. At this time, no data has been collected to evaluate the speed feedback signs.

### DEXTER

Traffic-calming treatments applied in Dexter were modeled after European gateway treatments, which use red paint to alert motorists to reductions in speed. Surface treatments consisting of red paint and white lettering were applied to three different locations along the east and west entrances to Dexter. "These treatments are very cost effective, and we observed an overall 5 percent reduction in speed. The only downside is the red paint fades quickly and touch-up needed to be done often," said Hallmark. However, the benefit of this study is that it allows techniques to be evaluated before a lot of money is spent applying them at several locations. Hallmark said if the study finds the red on-pavement markings to be highly effective, thermo-plastic stickers could be applied for long-term use.

### GILBERT

Gilbert was the final city chosen for the traffic-calming study. Hallmark said Gilbert is a very active community with a lot of children, and the residents were concerned with speed along the commuter route. The traffic-calming strategy originally chosen for Gilbert was a series of speed tables. A speed table is a 12-foot long ramp with a 3-inch incline designed for 25-mile-per-hour speeds. The city council, however, opted for one new stop sign and one speed table at the west entrance of town. Hallmark said the speed table was the overall most effective treatment used during the study. "It is also fairly inexpensive to apply. The costs associated with the speed table were about \$3,000; anything less than \$5,000 is considered inexpensive for an effective traffic-calming treatment," said Hallmark.

A final report including extensive project details and complete data analysis will be finished after August 2007, at the end of the study cycle. This study will be used to evaluate the cost and effectiveness of future rural traffic-calming treatments to enhance the safety of communities



This speed table on the west entrance to Gilbert was, overall, the most effective traffic-calming technique in the study.

## AAH needs you!

If spending a sunny Saturday outside with a bunch of friends sounds like fun, consider adopting a highway. Being a DOT employee doesn't mean you, or a group you belong to, can't take advantage of the Adopt-A-Highway (AAH) program to make Iowa a more inviting place to travel.

Since the Glenwood Chamber of Commerce first adopted a section of U.S. 34 in 1989, scores of civic groups, college and university clubs, at least one DOTer and his family, and other combinations of caring folks have scoured Iowa roadsides making our state a more beautiful place by participating in AAH.

Will Zitterich of the Office of Maintenance says AAH sponsors provide a great benefit to the state. During fiscal year 2006, the DOT spent more than \$1 million on litter removal by equipment operators - the equivalent of eight to nine employees dedicated solely to this task. The DOT also spent more than \$175,000 to collect bagged trash picked up by AAH sponsors. Zitterich says Iowa taxpayers save about \$100 per cubic yard of litter when an AAH sponsor, rather than a DOT employee, picks it up.



### AAH basics

Adopt-A-Highway isn't just litter removal, although each sponsor will be responsible for this aspect in the adopted area at least twice each year. Activities may include planting and/or maintenance of trees, shrubs, wildflowers, and native grasses.

Highway adoptions can also be used to make the entrance or gateway to a community more inviting. To allow greater participation in the program, a group or individual may only adopt one entry gateway to a community.

While some sponsors choose to complete a special project area like a gateway, all are required to pick up litter. Even when a sponsor group's main interest may be landscaping or other another special project, every AAH sponsorship is required to have two miles of litter pick up included.

### Safety

While working along a highway can be fun, safety of workers is a priority. Adopting organizations are required to hold safety meetings before work can begin. Participants 14 years of age or younger must have adequate adult supervision.

Participants must also wear safety vests when working on the highway rights-of-way. Vests and orange trash bags are provided by the DOT.

**CALL TODAY!**

**The first step in adopting a section of Iowa highway is to contact one of nine area representatives or the statewide coordinator listed here.**

*Angela Meyer, Storm Lake, 712-732-4514 or 800-373-7348*  
*Jennie Sorensen, Denison, 712-263-3347 or 800-683-8900*  
*Lana Bruning, Council Bluffs, 712-366-4642 or 866-834-9673*  
*Marcia Buboltz, Atlantic, 712-243-3355 or 800-289-4368*  
*Tammy Hamilton, Fairfield, 641-472-6142 or 800-224-6019*  
*Marilee Pityer, Dyersville, 563-875-2375 or 800-262-5142*  
*Jerome Steward, Cedar Rapids, 319-365-3558 or 800-262-5144*  
*Anna Hartwig, Ames, 515-233-9574 or 800-436-8353*  
*Pam Cox, Mason City, 641-423-8516 or 800-373-7341*  
*Pat Makovec, statewide coordinator, 515-239-1471*

# DOT employee discovers fascinating new hobby

by Christina Andersen

**G**ary Sample, Ottumwa garage employee for the last 29 years, could be described as a modern-day treasure hunter.

Whenever they get the chance, he and his wife, Twila, embark on an electrifying adventure in search of hidden treasure. No, the Samples are not pirates sailing the high seas. Like countless others in Iowa and around the globe, they have discovered geocaching.

Geocaching (pronounced "Geocaching") is an adventure game for global positioning system (GPS) users. A GPS unit is an electronic device that uses satellite technology to determine your approximate location on the planet within a range of 6 to 25 feet.

In May 2000, the United States government lifted certain restrictions on the GPS satellite system, giving civilian GPS units far greater accuracy. To test its capabilities, a GPS enthusiast hid a container in the back country of Oregon and posted the coordinates on the Internet, challenging others to find it. That single posting launched the nationwide sport of geocaching.

All you need to become a geocacher is a hand-held GPS device (ranging \$100-\$1,000 in price) and Internet access. The location and clues to a treasure, or "cache," can be found by visiting one of several Web sites dedicated to geocaching. The longitudinal and latitudinal coordinates are entered into the GPS unit and used to find the cache. The rules are simple: find the cache; take something; leave something; and sign the log book. Each find can be registered online to keep a running total.

Sample discovered his passion for geocaching purely by circumstance. Sample said he bought a GPS unit about two years ago to research his



*Geocaching has become a favorite hobby of Gary Sample from Albia*

family's genealogy and record the exact location of his ancestors' graves and other locations of interest for future descendants. "While researching my new GPS unit on the Internet, I read that it is perfect for geocaching. Having never heard of geocaching, I clicked on the link and haven't been to the cemetery ever since," said Sample.

One of the things Sample enjoys most about geocaching is that it's truly a family-oriented activity. "This is something my wife and I can do together, and sometimes we take our grandchildren. It gets us off the couch and allows us to enjoy Iowa's landscape and meet interesting people," said

Sample. The Samples have been all over on caching trips, including Missouri, Illinois and Wisconsin. Last fall, the Samples attended an annual geocachers event at Lake Wapello. "It was nice to put faces with a handle," said Sample. In the geocaching world, Gary and Twila Sample are known as "Hill Folk."

Caches are hidden all over Iowa. Chances are you've been within a few feet of one and didn't even know it. According to geocaching.com there are currently 2,661 caches in Iowa and 385,486 around the world. The

**Geocaching, continued on page 8**

## Geocaching, continued from page 7



Sample holds his portable GPS unit in his right hand and an example of a cache in his left.

Samples have 11 hidden right now. He said a majority of the caches he finds are hidden along trails, and in public parks and woodland areas. However, some more adventurous geocachers find themselves using rock climbing gear and scuba diving in search of a cache. As long as landowner permission is granted, a cache can be hidden anywhere. Geocaching is something anyone can do. Some caches are quite easy to find, while others are very difficult. Each cache has a five-star rating on difficulty and terrain. On the hunt for one cache, the Samples found themselves on a bluff crawling on their hands and knees. "We had to walk away from that one," said Sample with a chuckle. One common misconception about geocaching is that the caches are buried. Not true. Sample said anything that disturbs the environment is strictly prohibited.

A cache can be as large as a loaf of bread or as small as a photo film container. The cache can be filled with a variety of items such as trinkets, coins, inspirational messages, toys, books, and even clues to another cache. The mystery of what's inside is part of the allure. The only things prohibited are food and items of dangerous or inappropriate content. "My favorites are the history caches. They take you somewhere interesting and I get an opportunity to learn something," said Sample. History caches are those located in an area of historical significance. The cache often contains historical facts and related items. There are many different types of caches. The "multicache" leads the seeker to multiple caches with additional coordinates or clues. Several caches may be found before finding the final, treasure-filled cache. The "offset cache" requires the seeker to use a compass and map to locate the cache once the coordinates are reached. A virtual cache is a little different. The cache itself is a landmark or something already in existence. It usually requires answering a question or taking a picture to provide the cache owner proof you were there. "The most interesting virtual cache I have found is a sculpture built out of wagon wheels by a farmer out in the middle of nowhere," said Sample.

There is a cache out there for anyone... if you can find it! For more information about geocaching go to [iowageocacher.org](http://iowageocacher.org). You can get started geocaching by registering for free at [geocaching.com](http://geocaching.com).



## FUN IN THE SUN!

Governor Chet and First Lady Mari Culver and Lt. Governor Patty Judge invite all those who helped in keeping Iowans safe during the 2007 winter snow and ice storms and the spring weather disasters.

The event includes family activities with games and entertainment. Food and beverages will be provided. Dress is summer casual.

**Where:** Terrace Hill, 2300 Grand Ave., Des Moines

**When:** Saturday, June 23  
11 a.m. - 1 p.m.

RSVP by Monday, June 18, by calling 515-281-0159 or go online to [www.governor.iowa.gov/funsun/one/](http://www.governor.iowa.gov/funsun/one/)

Driving directions to Terrace Hill from I-235 in Des Moines: Take the 31st Street exit and turn south; go through Ingersoll Avenue. At the next stop light, turn left (east) onto Grand Avenue. Follow Grand Avenue eight blocks to Terrace Hill, 2300 Grand Avenue.

Parking is available on Forest Drive and Terrace Road (east and west side of Terrace Hill) or there is a parking lot available across the street on Grand Avenue at the Iowa Lottery office.

In the event of rain, the event will be postponed until Saturday, July 7. Updated information on weather related cancellation will be available no later than 8 a.m. on June 23. Call 515-281-0159 or go online to [www.governor.iowa.gov/funsun/one/](http://www.governor.iowa.gov/funsun/one/).

*Sponsors: This event is paid for through the generous donations from the following sponsors: Iowa Association of Electric Cooperatives, Iowa Association of Municipal Utilities, Alliant Energy, and Mid-American Energy.*

## ▶ Young-driver policy changes examined

In Iowa, hundreds of people are killed and thousands more injured on our public roadways each year, despite decades of effort to end these tragedies. Iowa has assembled a group of agencies, private companies and concerned citizens to find additional ways to stem the tide of death and destruction on our roadways.

Part of that effort is the Iowa Comprehensive Highway Safety Plan (CHSP) that you read about in the last edition of INSIDE. Over the next several months, articles will examine the top five safety policy areas and top eight safety program areas included in the CHSP. This month we begin with the first policy area, young drivers.

The group focused on which legislative measures could be most effective in reducing the number of vehicle crashes by young drivers ages 15-24. Iowa implemented a graduated driver licensing (GDL) system Jan. 1, 1999. This three-tier licensing system has led to a 41 percent decline in moving violations issued to 16-year-olds, and overall crash rate decline of 31 percent for this age group.

While these numbers are promising, there is much work to be done. In June 2006, the Insurance Institute for Highway Safety gave Iowa's current GDL system only a "fair" rating. Since Iowa's GDL was enacted, national studies report stronger comprehensive GDL provisions are most effective. Following are the areas where Iowa could strengthen GDL and other young-driver provisions:

- Raise the minor school license (MSL) age, currently set at 14.5
- Increase practice hours with parents
- Reduce night driving
- Restrict passengers
- Require occupant restraints in all seating positions
- Prohibit the use of cell phones when the vehicle is in operation

### Iowa data on young drivers

- Teens and young adults (15- to 24-year-olds) represent 17 percent of Iowa's drivers, but suffer 40 percent of all fatal and serious traffic injuries.
- Fourteen-year-olds are allowed to drive unsupervised on public roadways in Iowa and only three other states through a minor school license (MSL).
- Comparing same-age drivers, unsupervised MSL drivers are 11.5 times more likely to have a traffic crash and 6.5 times more likely to have a moving violation conviction than supervised, instructional licensed (permit) drivers.
- When a teen drives with more than one passenger, the risk of crashing is three to five times higher than while driving alone.
- Just 39 percent of teens fatally injured in traffic crashes were wearing safety belts.
- The majority of people killed in young-driver crashes are those other than the teen driver.

As the data suggests, we have a long way to go to enable our teen drivers to operate a vehicle as safely as possible at all times. It's a daunting challenge. The answers are not easy or quick, but the life of every person on Iowa's roadways matters and "One Death is One Too Many." Check out the DOT's "You're the Coach" parent guide for practical tips on helping teens develop safer driving habits, available in your local driver's license station or online at <http://www.iamvd.com/ods/coach.pdf>.



## UYC projects help Iowa transportation

No, it's not highway maintenance or heavy construction, but each year Iowa youth participating in the Urban Youth Corps (UYC) program work with less traditional transportation venues, mainly on trails and in state parks.

In addition to accomplishing much-needed work, teaching youth problem solving is a goal of the UYC program. Each year this program provides partial funding to support local groups that hire youth to complete transportation-related work that would not ordinarily be accomplished within the budgets of the sponsorings agencies. These organizations seek to help youth become involved in building solutions, learning and sharing about the sponsor's program with other youth.

The federal program was established to: offer meaningful full-time or productive summer work for individuals from the ages of 16 to 21 in transportation settings; give the participants a mix of work experience and on-the-job training that includes a minimum of five hours per week of the participant's time for basic life skills, education, training, and safety; and provide youth an opportunity to develop citizenship values and skills through service to their communities.

Each UYC project is designed to provide a transportation-related service to citizens including providing facilities for pedestrians and bicycles; landscaping and scenic beautification within highway rights-of-way or in proximity to transportation facilities; preservation or rehabilitation of historic markers, buildings, structures or facilities having significance to transportation; and preservation of abandoned railway corridors. Each successful applicant project must provide local matching funds of at least 50 percent of the project cost.

This summer there are four UYC programs in Iowa: Black Hawk County Conservation Board; Iowa Natural Heritage Foundation; Mayor's Youth Employment Program in Iowa City; and the Mahaska County Conservation Board. All four groups have participated in UYC over the past several years and have a proven track record of accomplishing awesome projects over the course of the summer.

The three employees and one supervisor on the Iowa Natural Heritage Foundation team will work in Page, Fremont, Mills, and Pottawattamie counties on the Wabash Trace Nature Trail. The group will partner with Southwest Iowa Nature Trails Inc., and the Page County Conservation Board to maintain and improve the trail with the assistance of many volunteers. The application for this project states, "The best testimony to the program has come from past crew members. At the end of the summer they have expressed gratitude and satisfaction at their daily accomplish-



*UYC participants build a shed at a park in Carroll County as part of last year's program.*

ments, diversity of skills gained, new people met, and variety of experiences gained, such as hands-on training, learning how to work with new people, pushing their mental and physical limits, and working with the public."

In Iowa City, seven crew members, an assistant crew leader and a crew leader are working for the Mayor's Youth Empowerment Program to assist with trail maintenance, scenic beautification and other projects in the Iowa City and Coralville areas. This group has existed in Johnson County since 1968 and has collaborated with the Army Corps of Engineers at Coralville Reservoir for some of this year's UYC activities.

The Black Hawk County Conservation Board is utilizing six crew members and one staff person to enhance hiking trails in the Hartman Reserve, as well as work with other county conservation workers in other areas of Black Hawk County.

In Mahaska County, three crew members will be involved with work in the park system. This group has participated with UYC for the past seven years. This year's Mahaska County application states, "The program is not truly successful until we discover that past employees have gained meaningful full-time employment. The Mahaska County Conservation Bureau has tremendous pride when past UYC employees find jobs in the local community and we often ask past UYC employees to fill interim job positions." Watch future editions of INSIDE for a success story from Mahaska County where a former UYC team member was inspired to continue his education and become a park ranger.

Administration of the UYC program has recently been transferred from District 1 to Systems Planning. For more information on the program, contact Garrett Pedersen at 515-239-1738.

## Family Happenings

### Motor Vehicle Enforcement

Kerry Kirkpatrick



Motor Vehicle Officer **Dan Gohlinghorst** and his wife, Danette, are proud first-time parents. Abby Lynn Gohlinghorst was born Feb. 22, 2007, in Council Bluffs. She weighed 6 pounds, 5 ounces and was 20 inches long.

Motor Vehicle Enforcement Officer **Jay Kirkpatrick** and his wife, Leslie, are the proud parents of a new baby boy, Conan Michael. Conan was a little anxious to see the world and came March 21, about eight weeks early. Conan weighed 2 pounds, 6 ounces. Jay and Leslie also have a son, Cahill, 15 months. Only seven more to go to make a baseball team!



(from left) Richard Bassett, Thomas Niichel and Audene Voelzke are recent retirees from MVE.

Three recent retirements saw nearly 111 years of experience leave the Office of Motor Vehicle Enforcement. Richard Bassett (35 years), Thomas Niichel (38.7 years) and Audene Voelzke (37 years) will all be missed for their dedication and leadership over the years. Good luck to each in retirement.

### District 5

Brenda Hadley



(top) Bob Peck and (bottom) Terry Sedore celebrated retirement together April 19.

A double retirement party was held April 19 at Ottumwa construction for **Robert Peck** and **Terry Sedore**, both construction technicians at that office. Bob Peck began his career with the DOT in May 1969 as an engineering aide 1, was promoted to engineering aide 2 in April 1972, and promoted to construction technician 1 in December 1988.

Terry Sedore began his career with the DOT in August 1966 as an engineering aide 2, was promoted to construction technician 1 in April 1972, and promoted to construction technician 2 in December 1990.

The retirement party was well-attended with DOT co-workers, family, friends, and even highway contractors' personnel showing up to wish Bob and Terry good luck in their retirements.



**Linda Christensen** of Chariton construction retired April 19, 2007, from the DOT after more than 38 years of service. Linda began her career with the Iowa State Highway Commission in July 1968. She worked as an administrative assistant throughout her career with the department, all in the Chariton construction office. Linda had many responsibilities, including paying contractors for state highway work, checking payrolls, general office filing, and record keeping. A retirement coffee was held in Linda's honor during her last day of work. In addition, a retirement dinner was held May 5 at the Eagles Club in Chariton where many friends and family helped wish Linda well in her retirement. Her dedication and positive demeanor will be missed by all in her office. All of her co-workers at the Chariton construction office would like to wish Linda happiness in her retirement. Congratulations, Linda!

## In Memory

Herchel Keith Wilber, 60, Avoca, died May 2, 2007. Wilber retired from the DOT just days prior to his passing. He had been with the department for 36 years. Wilber is survived by his wife, Ssang Ye "Amy" Wilber; daughters, Michelle (Steve) Smith of Kansas City, Mo., Lisa Hart of Omaha, Neb., and Marcy (Leigh) Adelman of Phoenix, Ariz.; son, Patrick Petersen of Avoca; his dog, Bouncer, of Avoca; brother, Marshel (Yvonne) Wilber of Council Bluffs; and 11 grandchildren.

Lloyd P. Peters, 86, Walnut, died April 22. Peters, one of six children and a decorated U.S. Army World War II veteran, married Avis Marie Odem Dec. 1, 1946, in Atlantic. They were the parents of two children, Dwight and Annette. They farmed south of Walnut for 20 years. They then moved to Avoca in 1965 and Lloyd worked with the DOT until his retirement in 1986. Lloyd was a member of the United Church of Avoca, where he served two terms as clerk of session and one term as a deacon of the church. He was also a member of Fred Funston American Legion Post 227. Peters is survived by his wife, son and daughter, and their families; a sister; a brother-in-law; numerous nieces and nephews; and other relatives and friends.

Parker "Whitey" Friest, 58, Radcliff, died April 18. Friest was an equipment operator in the state maintenance shop in Ames from 1985 to 1996.



Friest is survived by his wife, Sue, of Garden City; son, Justin, and fiancé, Sandy, of Rowley; daughter, Erin; granddaughter, Kennedy Sue, of Ames; and many other friends and relatives. Friest was a long-time member of the Zion Lutheran Church and will be remembered for his kindness and generosity. His granddaughter, Kennedy Sue, was the light of his life. He was known as the "mayor" of Garden City, which he patrolled on his four-wheeler. He will be remembered as a "gentle giant" and good friend.

William "Bill" Pape, 86, Waterloo, died April 10. Pape worked for the DOT 36 years, retiring in 1983. Prior to his DOT service, Pape served our country in the U.S. Army in the Pacific Theater in World War II. Survivors include his wife, Marilyn; son, Steve, and his wife, Peg; son, Michael; daughter, Sarah, and husband, Dennis Gilroy; seven grandchildren; three great-grandchildren; and brother, Bert.

David Groves, information technology specialist 4, died May 29. He was 44. More details will be provided in the July edition of INSIDE.



This year's "We Care, So We Share" Food Drive campaign was held April 2-6 at the central complex. Collections included nearly \$10,000 and more than 600 food and personal care items for 15 central Iowa food pantries (giving each pantry \$654.66). From cinnamon rolls to the online auction, DOTers stepped up to eat, donate, buy, and provide much-needed support to those less fortunate in our area.

Great job, DOTers – the food drive committee has already received many thank-you notes from the food pantries for your assistance in helping those less fortunate.

If you would like to get involved in the All for One Campaign (including Toys for Tots and the Food Drive), please contact Judy Whitney at 515-233-7917; Heather Sheehan at 515-239-1100; Cathy Mather at 515-233-7964; or Vicki Stamper at 515-239-1128.

### MVD events

The Motor Vehicle Division (MVD) also held events over the past few months raising \$1,505 and 268 food items for the Food Bank of Central Iowa in Des Moines. Events at MVD included two bake sales (February and April), pancake and egg breakfast, May basket sale, and a book and knickknack sale. The biggest hit of the MVE fund drive was on April 6, the final day of the food drive, when Amanda Tostlebe dressed up in an Easter Bunny costume to collect donations. Great job MVD!

## Deferred comp, continued from page 3 Employer Match

As a result of collective bargaining and Executive Council approval, the state offers a monthly match benefit to participants' 457 plan contributions. The state's matching contributions are deposited into what is called a 401(a) plan and are invested according to your selection of investments with one of the active providers. You may choose to invest your 457 and 401(a) accounts the same way or choose different investments for each account.

The match was negotiated as a monthly benefit. So remember if you do not make your own contribution (through payroll deduction), you will not receive the match that month. There is no provision to "make up" for missed match contributions, unless you are on qualifying military leave.

The match specifications are shown in the table to the right.

## Tax Benefits

Pretax contributions and investment earnings are not taxed until you take income from the plan. A nonrefundable tax credit may be provided to low- and middle-income savers who make contributions to eligible retirement savings plans, such as 403(b), 457(b) deferred compensation, 401(k), and IRAs. The credit will be claimed on the individual's income tax return and will apply to the first \$2,000 in savings contributions. The credit amount will be based upon an adjusted gross income schedule. The contribution amount upon which the credit is based may be reduced by any distribution amounts made from any plans in the:

- tax year in which the tax credit is applied.
- two tax years preceding the year in which the tax credit is applied.
- period after the tax year in which the tax credit is applied and before the individual's tax filing deadline for that year.

Under current law, contributions to eligible retirement savings plans will continue to be excludable from income. Please contact a tax professional for more information about this benefit.

## What if I am no longer employed by the State of Iowa?

You may leave your money in the RIC, take flexible payments, take a lifetime benefit or roll the funds into an IRA, 401(k) or other eligible plan. If you roll your 457 fund out of the RIC, your assets may become subject to an IRS 10 percent penalty for taxable distributions made from your new plan prior to age 59 1/2.

**Please note:** You cannot receive payment from your account while employed, unless you apply and qualify for a hardship withdrawal, a cash out or a service credit purchase.



## 2007 Employer Match Maximums Executive and Legislative Branches

<b>AFSCME-covered</b>	<b>\$50/month</b> (increases to \$75/month beginning July 2007)
<b>Non-contract employees</b>	<b>\$50/month</b> (increases to \$75/month beginning July 2007)
<b>SPOC-covered employees</b>	<b>\$50/month</b> (increases to \$75/month beginning July 2007)
<b>UE/IUP-covered employees</b>	<b>\$50/month</b> (increases to \$75/month beginning January 2008)

## Judicial Branch

**All employees** **\$50/month**

*This match does not reduce the maximum contribution limit in your 457 account.*

## Personnel Updates

Information supplied by the Office of Employee Services for March 23 to May 3, 2007

### New Hires

**Nancy Bartels**, secretary 1, Construction; **Jeffrey Gorman**, mechanic, Perry garage; **Kerry Johnson**, equipment operator, Cherokee garage; **Patricia Keen**, management analyst 3, Maintenance; **Tracey Kingsley**, materials technician 3, Materials; **Angela Kolbet**, driver's license clerk, Cedar Rapids DL station; **Mark Kruger**, equipment operator, Ashton garage; **Robert Kurtz**, equipment operator, Correctionville garage; **David Kly**, equipment operator, Ottumwa garage; **Todd Lenning**, equipment operator, Williams garage; **Trisha Miller**, administrative assistant 1, Finance; **Matthew Mousel**, equipment operator, Sioux City-Leeds garage; **James Muetzel**, transportation engineer specialist, District 4 Office; **James Norris**, equipment operator, Mount Ayr garage; **Keith Oppold**, materials fabrication inspector 2, District 5 materials; **Sarah Sandy**, secretary 1, Chariton construction; **Jan Warwick**, information technology specialist 3, Information Technology Division; **Jeremy Weber**, equipment operator, New Hampton garage; **Richard Wright**, equipment operator senior, Waterloo garage

### Promotions

**Shane Garrity**, from construction technician, Davenport construction to materials technician 4, District 6 materials; **Mark Holm**, from right-of-way agent 2 to right-of-way agent 4, within Right of Way; **Renee Jerman**, from administrative assistant 1, Policy and Legislative Services to information specialist 2, Media and Marketing Services; **Nancy Lacy**, from secretary 1, Motor Vehicle Enforcement to secretary 2, Vehicle Services; **Frank Reyna**, from materials technician 3 to materials technician 4, within Atlantic materials; **James Schnoebelen**, from transportation engineer executive to public service executive 6, within District 6 Office; **Mark Van Dyke**, from transportation engineer intern to transportation engineer, within Mount Pleasant construction; **Robert Younie**, from transportation engineer administrator, District 1 Office to public service executive 5, Maintenance

### Transfers

**Andrea Coco**, clerk specialist, within Driver Services; **Lester Mahlstedt**, equipment operator, from Charles City garage to Waukon garage; **Wes Mayberry**, design technician specialist, within Design

### Retirements

**Lester Castillo**, equipment operator, Creston garage; **Linda Christensen**, secretary 1, Chariton construction; **Donna Godwin**, clerk specialist, Driver Services; **Ronald Jones**, highway maintenance supervisor, Grinnell garage; **Gary Kretlow**, motor vehicle officer, Motor Vehicle Enforcement; **David Kupka**, equipment operator, Waukon garage; **Kathleen Larson**, clerk specialist, Driver Services; **Robert Malli**, equipment operator, Waukon garage; **Jean Mathes**, driver's license supervisor 2, Driver Services; **Lila Minear**, clerk advanced, Vehicle Services; **Phyllis Padgett**, public service supervisor 3, Driver Services; **Robert Peck**, construction technician, Ottumwa construction; **Fran Rout**, management analyst 3, Employee Services; **Dean Schreiber**, equipment operator, Oakdale garage; **Terry Sedore**, construction technician senior, Ottumwa construction; **Eugene Sweeney**, equipment operator, Waukon garage; **Christine Varnum**, information technology specialist 5, Information Technology Division; **Richard Vincent**, public service supervisor 3, Document Services; **Sandra Weik**, administrative assistant 2, Driver Services; **Steve Westvold**, public service executive 3, Traffic and Safety; **Herchel Wilber** (now deceased), highway maintenance supervisor, Avoca garage

## Service Awards

Information supplied by the Office of Employee Services for June 2007

### 40 Years

**Pamela Dice**, Driver Services; **James Frette**, Materials; **Steven Olson**, Information Technology Division

### 35 Years

**Steven Hagen**, Materials; **Barbara Smith**, Highway Division; **Peter Tollenaere**, District 5 Office; **James Whitman**, Manchester construction

### 30 Years

**Steven Belzung**, Contracts; **Ivalyn Faris**, Driver Services; **Russell Fithen**, Shenandoah garage; **Rick Johnson**, Sidney garage; **Mark Kerper**, Location and Environment; **Paul Orr**, District 3 materials; **Nick Paardeckooper**, De Soto garage; **Debra Summerville**, Davenport DL station; **David Wolf**, Marshalltown garage

### 25 Years

**Norman Hockett**, Marshalltown construction; **Timothy Peterson**, Williams garage; **Roger Vigdal**, Spirit Lake garage

### 20 Years

**Daniel Apatiga**, Facilities Support; **Stephen Benda**, Dyersville garage; **William Downing**, Bloomfield garage; **Paul Gettler**, Bridges and Structures; **Conrad James Sr.**, De Soto garage; **Christine McDowell**, Ames DL station; **Kenneth Meimann**, Maintenance; **Michael Reynolds**, Spencer garage; **Ronald Rigby**, Newton garage; **Michael Telemann**, Procurement and Distribution

### 15 Years

**Steven Curtis**, Atlantic garage; **Randall Ford**, Mount Pleasant garage; **Clarence Watson**, Onawa garage

### 10 Years

**Sandra Byers**, District 6 Office; **Timothy Carpenter**, District 2 bridge crew; **Mike Cox**, Council Bluffs-north; **Eric Johnsen**, Contracts; **Mark Johnson**, Procurement and Distribution; **Melodie Lawrence**, Facilities Support; **Edwin Mann**, Maintenance; **John Clamant**, Malcom garage; **Randy Shipley**, Maintenance; **Karen Twedt**, General Counsel; **Mike Vanreterghem**, Malcom garage

### 5 Years

**Steve Maifield**, Bridges and Structures

# Old DOT tractor finds its way back to Iowa

**H**ere's one of those "it's a small world" stories we love to print in INSIDE. A few years ago, a retired gentleman from North Carolina purchased a John Deere tractor at an auction. The gentleman, JC Page, said, "I was pressure washing it and was surprised when the green paint came off and revealed 'highway' orange underneath."

Page, a history buff, began researching the equipment and found that it is a 1947 John Deere M built in Dubuque. It was ordered by the Iowa Highway Commission for roadside mowing. Sometime between 1957 and 1963, the tractor was likely sold at a DOT auction. In 1963, George Medlin of Union County, N.C., purchased the tractor. It was sold again in March 1993 to another North Carolinian. In 2003, Ron Stephens of Dunkerton, Iowa, purchased the tractor, but he died prior to delivery. Page purchased the tractor from Stephens' widow.

In researching the tractor, Page found a Web site, johnnyopper.com, that detailed the probable origins of the tractor. Although the serial numbers for the tractor has been lost or destroyed, and no Iowa State Highway Commission records apparently exist, Page was able to determine this tractor is one of 25 special ordered from John Deere for delivery in April 1947.

Page's restoration of the tractor included reusing any original parts that were in good condition. This included rebuilding the radiator using the original tanks and rails. Other restoration included complete disassembly and overhaul of every working unit; replacing every seal, "o"



ring and bearing that needed replaced; paint stripped to the primer; and new paint compounded and polished to match the old paint that was found under the hood. The John Deere decals were located and Iowa State Highway Commission decals produced by a local North Carolina sign shop with the permission of the Iowa DOT.

Page has every right to be proud of his restoration work. He says to his knowledge it is the only one of the original 25 still in existence. The tractor will be on display June 21-23 at the John Deere Expo XVII in Waterloo. For more information, contact JC Page at 704-282-9716.

## INSIDE

INSIDE is developed to help keep all Iowa DOT employees informed about critical issues affecting them, recognize DOT employees for their excellent service and share interesting aspects in the lives of our co-workers. For more information contact Tracey Bramble, Office of Media and Marketing Services, at 515-239-1314 or e-mail tracey.bramble@dot.iowa.gov.

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**PLEASE RECYCLE THIS ISSUE**

**On the cover:** This island is one of the traffic calming techniques used in Slater to increase safety.

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District 1 .....	<b>Kay Ridgway</b> , Des Moines .....	515-986-5729
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District 3 .....	<b>Mary Beth Banta</b> , Sioux City .....	712-276-1451
District 4 .....	<b>Marlene Jensen</b> , Atlantic .....	712-243-3355
District 5 .....	<b>Brenda Hadley</b> , Fairfield .....	641-472-6142
District 6 .....	<b>Sandi Byers</b> , Cedar Rapids .....	319-364-0235
Bridges and Structures .....	<b>Judy Whitney</b> , Ames .....	515-239-1564
Construction .....	<b>Nancy McMenamin</b> , Ames .....	515-239-1043
Contracts .....	<b>Peg Muxfeldt</b> , Ames .....	515-239-1422
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Driver Services .....	<b>Noralee Warrick</b> , Des Moines .....	515-237-3155
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Traffic and Safety .....	<b>Linda McBride</b> , Ames .....	515-239-1557
Vehicle Services .....	<b>Thelma Huffman</b> , Des Moines .....	515-237-3182

# Iowa's portable locomotive

***“Portable” and “locomotive” aren’t words typically used in the same sentence.*** In the interest of promoting rail safety, the Union Pacific Railroad (UP) supported the development of a locomotive simulator designed inside a trailer. The trailer is promoted by the rail safety group, Operation Lifesaver (OL), and was recently showcased at the Iowa Operation Lifesaver annual conference in Ames April 20.

David Huntley, who works for the UP in Boone, and his wife, Kit, use the trailer as a portable classroom to teach about railroading and especially rail safety. “The trailer takes two people to run, one with a 10-minute presentation outside with slides and videos, and the other inside for about 10 minutes,” said Huntley. The controls inside the trailer simulate an actual locomotive with real-life scenarios played out on a big-screen monitor in front of the controls. “There are a few close calls on that video, things people may not expect,” he said. “It’s the real view from the crew. It can be a very eye-opening experience since most people have never seen what we see everyday from the controls of a locomotive.”



*This locomotive simulator allows people to see the view from a real train engine while learning about rail crossing safety.*



*The interior of the trailer simulates the view from a locomotive.*

Huntley says the trailer is taken to drivers’ education classes, safety camps and any place where people are interested in learning about rail safety. “Whoever crosses the tracks needs to hear these messages,” explained Huntley. The presentations are free of charge and all presenters donate their time to the program.

The Huntleys have been OL presenters for the past decade, but the trailer has only been part of their program for a year or so. “It is sponsored by OL,” said Huntley, “and put together by the people at UP.”

### **About OL**

OL started in Idaho in 1972 when the national average of collisions at highway-rail grade crossings exceeded 12,000 annually. A six-week public awareness campaign called “Operation Lifesaver” was sponsored by the office of Governor Cecil Andrus, the Idaho Peace Officers and UP as a one-time, one-state initiative.

During the campaign’s first year, Idaho’s crossing-related fatalities dropped by 43 percent. The next year, OL spread to Nebraska, where the collision rate was reduced by 26 percent. Kansas and Georgia experienced similar success the following year.

Between 1978 and 1986, while OL operated under the auspices of the National Safety Council (NSC), all 49 continental states started independent OL programs. In 1986, the national program was released from NSC and incorporated as a national, non-profit, 501(c)(3) educational organization. The founding sponsors - Operation Lifesaver Inc. (OLI), the Railway Progress Institute, Amtrak, and the Association of American Railroads - continue to serve on OLI’s 11-member board of directors. Today, OL programs are active in 49 states nationwide.

For more information on the OL trailer, contact David Huntley at 515-433-5693 or [dehuntley@up.com](mailto:dehuntley@up.com).