

FEBRUARY 2009

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ONE 2 ONE

WITH DIRECTOR NANCY RICHARDSON

This is an unsettling time. There are always things going on that affect us over which we have little control, but it seems like there is an over abundance right now. On the state level, the legislature is in session and the state is struggling with budget issues. On the national level, we have a new administration and Congress is in session. And then there is the weather...we're in the middle of winter, the most unpredictable and stressful of the seasons for us at Iowa DOT...and the economy, which continues to struggle and affect all of us both personally and at our jobs.

I know that you hear and read about these things and, like me, wonder and worry about what they all mean to you personally and to the Iowa DOT. I don't have all the answers, but let me share some of what I know.

The state legislature deals with many bills each year that affect DOT. Chief among them is our agency operating budget appropriation. Our FY 2010 request is for a very modest increase to defray higher rent, fuel and salt costs; to cover costs of maintaining an additional 82 lane miles; and to add some positions in driver's licensing to cover additional work required by the federal REAL ID legislation. The Governor proposed the same budget for us, so I am optimistic that it will be passed. While passage as requested is good news, it is important to note this is a very conservative budget that still requires us in many areas to do more with the same resources.

The legislature will also be considering funding for transportation infrastructure. All signs point to another dialogue about increasing state road funding to build on the TIME-21 funding bill they passed and Governor Culver signed last year. We are also hopeful that our requests to establish some state funding to support passenger rail; to increase state funding for aviation, freight rail and public transit; and to maintain state funding levels for trails will receive favorable action. With the growing needs of our highway system and the environmental concerns associated with the use of petroleum, it is even more critical to invest in development of modes of transportation other than motor vehicles.

The current year's budget continues to be challenging. From a highway maintenance perspective, winter has again posed some tough challenges operationally and financially.

For example, December was the fourth snowiest December on record, and also included several freezing rain events. Early January was not much better with more snow, record cold temperatures, and blizzard conditions. Through January we had already used about 80 percent of an average year's salt and we all know there can still be a lot of winter weather in Iowa in February and March. The combination of necessary overtime, high salt usage and salt cost increases due to a nationwide shortage is really taking a toll on the current year's budget. Management Team and I will meet this week to discuss what additional spending adjustments may be necessary to stay within our budget.

On the federal level we all hear a lot about a "stimulus bill." We have particular interest because transportation infrastructure is included in both bills being considered. Contrary to what may seem the case from media coverage, funding for transportation infrastructure is only around 5 percent of the total being discussed. I think media coverage has often left the impression the majority of stimulus funding will be for roads, but that is not the case. As a subset of transportation infrastructure, roads and bridges will likely get about 3.5 percent of the total, with the other 1.5 percent for transportation going to aviation, rail and transit.

While transportation's percent of the pot is relatively small, the projected resultant amounts to Iowa are meaningful. For example, we expect to receive \$350 million to \$400 million in road funding, which is nearly another full year allotment. We are busy getting as ready as we can to take advantage of the funding to Iowa. It will require quick and speedy action to meet as yet uncertain timeframes of the stimulus, so we are trying to prepare for the "worst case" in order to be sure we are ready. This good news of additional funding for capital projects is one more factor in the "doing more with the same staff" environment we are in.

These are just a few of the major issues with which we're now dealing. Sometimes it all seems too overwhelming, at best, or too negative, at worst. And that is, thankfully when something nice happens to remind me that what we do matters. This month alone I've heard from a former DOTer and Iowan, back from Florida visiting family, who wanted to compliment us on the amazing job of snow removal between Sioux City and Des Moines after a storm; a Governor's office staffer who told me about the terrific customer service

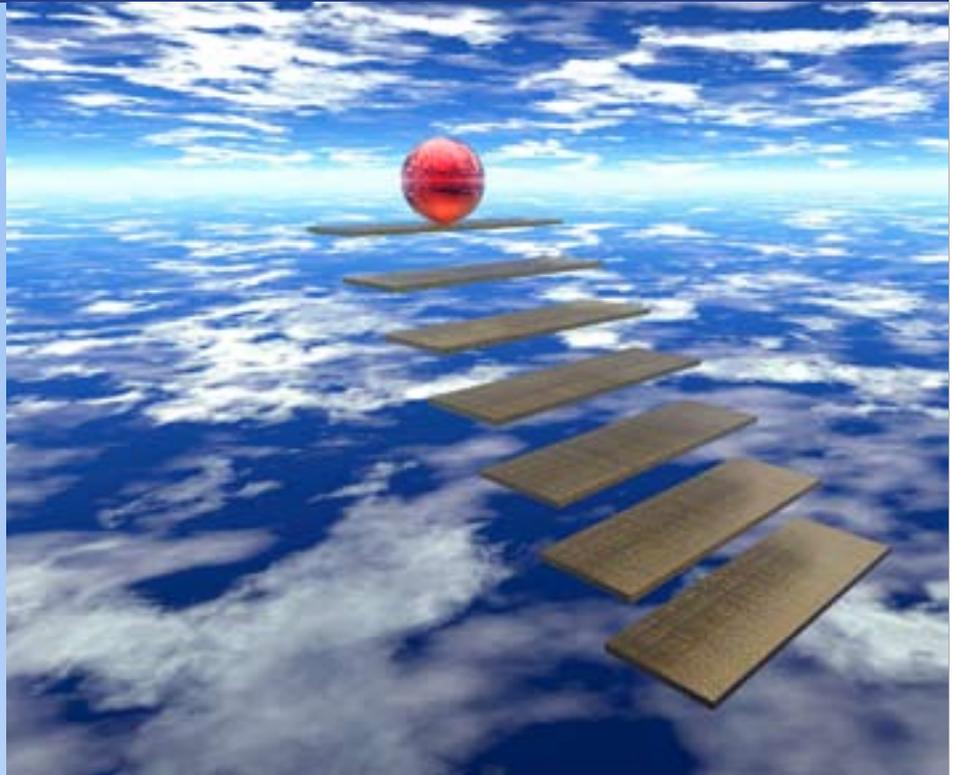
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Highway technician series builds new career ladders

As the old saying goes, Iowa has two seasons, winter and construction. For years that was the way DOT's Highway Division field staff were organized, either maintenance or construction. "A few years ago, we started a pilot program called 'shared worker' to test the feasibility of employees being deployed in different capacities based on workload," said Highway Division Director Kevin Mahoney. "I personally don't care for the term 'shared worker' because I think it is a misrepresentation of our purpose in that we're all in this together. We all have the responsibility to see the job gets done. The pilot proved that cross-utilization of employees can work very well when implemented in a sensible way."

Because of the success of the shared worker program, the July 2007 collective bargaining agreement negotiated with the American Federation of State, County and Municipal Employees, created the highway technician classification series to address Highway Division needs. The equipment operator class was renamed highway technician associate. Two new classes were added, highway technician and highway technician senior. The two new positions have maintenance, construction and materials duties built into the job class.

Those duties meet the Highway Division's three core functions of snow and ice control, developing roadway plans and contract administration. The way the previous equipment operator, construction technician and materials technician classifications had been defined, there was not much cross-utilization of employees. Mahoney said, "The new classification series allows employees to be involved in a much wider array of activities. In my opinion, there should be no line between construction and maintenance. We are all in the business of field operations



and have responsibility for all three core functions. But with this change there had to be some sensible approach to balancing the workload among the people required to get the job done. In addition, we have also created new career ladders for employees."

The new career ladders started when all equipment operators were reclassified to highway technician associates and highway technician positions were created and are filled based on workload. This allows cross-utilization of employees between construction, materials and maintenance when it makes business sense to do so. "We needed to take advantage of the talent in our maintenance garages," said Mahoney. "The highway technician classification gives individuals who want to learn new skills the chance to do so. More evenly dispersing our employees and providing them with training and opportunities to advance makes us a better organization."

John Smythe, director of the Office of Construction, said, "Because work on the statewide highway program is dispersed throughout the state, it is more efficient to send employees to job sites close to their work locations rather than just relying on employees from the 13 construction offices."

Mahoney says while the highway technician series created a pool of employees that can be cross-utilized, the opportunity remains for employees with years of training in specific areas to concentrate on those talents. These employees will continue in the previous



Darwin Bishop

classification series, but may still be asked to pitch in at another office or location when there is a need.

In utilizing highway technicians, Darwin Bishop, Sioux City resident construction engineer, said, "This past

Career ladder, continued on page 4

Career ladder, continued from page 3

construction season we were able to use two highway technician seniors in our office, promoting a mechanic to one of those highway technician senior positions. The knowledge base maintenance staff bring with them is extremely valuable. They provide a perspective to the work that we didn't have before. When the construction season slows down and winter season picks up, they can move over to the maintenance side to deal with those challenges. It has really promoted a sense of trust in each other and a feeling that we are all in this together. We also have construction technicians that volunteer to help out on snow runs even when they don't have to because the maintenance folks have been such a big help to us."

"The highway technician series and shared worker program work very well in Sioux City," said Steve Botos, highway maintenance supervisor for



Gary Erickson tests concrete during his summer stint in Britt construction. During the winter months, Erickson is a snow fighter in the Clarion garage.



Steve Botos

both Sioux City shops. "It takes more planning and coordination to get our work done, and some of the roadway preservation

work that would be nice to do, may not get done quite as quickly, since our focus is maintenance activities related to highway safety. We do get help from other garages in the area when we need it. The extra planning and coordination with Darwin in the summer is worth the effort to get the additional help from the construction people during snow events."

Gary Erickson, a nine-year veteran snow fighter out of the Clarion shop, initially volunteered for the "shared worker" program five years ago at the Britt construction office. He said, "I signed up initially because I saw this as a challenge and an opportunity to learn more. And, five years later, I'm still learning something new every day. My

job for the Britt residency is to monitor the concrete plants during construction season; then, about Thanksgiving, I go back to do snow removal in Clarion."

The veteran employees who tested the program proved it works. And now, cooperation in hiring between construction and maintenance has become even more important in getting qualified people on board for the new classification series. Bishop has joined Botos and other area highway maintenance supervisors in the interview process for new highway technician associates. "I'm working with the supervisors in my area to hire the highest quality people out there. We share a common interest in getting an employee who is willing to learn and take on new challenges, whether that's in maintenance or construction."

Once new employees are hired in the highway technician series, they attend a variety of classes for

both maintenance and construction activities. Smythe said, "In construction around the state, we're relying heavily on the highway technicians, especially in the inspection process. We have been very happy with the level of interest and participation in training for construction activities. Both the rookies and veteran employees are taking these classes to gain additional skills, and doing exceptionally well for us on the job sites."

Mahoney says while the benefits of the highway technician series are being realized, it is not a simple transition. He said, "No one denies the conversion to the highway technician series is challenging. These employees wear a lot of hats and must be adept at several functions. The cross utilization of workers requires more coordination on the part of supervisors. It can be complicated, but in the end, it is working."

The word is getting out

E85

Increasing the use of biofuels, one of three focus areas identified in last summer's Green Government Summit, has been a goal of those in charge of managing the Iowa DOT's fleet for several years.

Three executive orders signed over the past four years have set, redefined and expanded goals in relation to state government's use of biofuels and purchasing of more fuel-efficient vehicles. The last order, Executive Order 6, signed by Governor Chet Culver one year ago, called for a committee to not only carry out previous executive orders, but to study how to take the initiatives even further.

David May, public service executive 1 in the equipment services section of the Office of Procurement and Distribution, was appointed to a statewide biofuels task force developed at the Green Government Summit under Executive Order 6.

Goals for the biofuels task force include the following.

- 1) Increase the use of biofuels in state vehicles.
- 2) Reduce the number of miles traveled by the state employee workforce.
- 3) Increase fuel efficiency of the state's vehicle fleet.

The Iowa DOT has tracked our progress in biofuel use for the past few years. Using this data and information provided by the other state agencies, the committee's first task was to conduct an audit of biofuel use to set benchmarks on where state government is now and describe the current practices.

"The state's Office of Energy Independence will be overseeing and coordinating the efforts of all state agencies," said May. "The challenge the task force has already identified is that many retail fuel stations do not code the fuel types correctly."



Once the task force has a baseline established and understands the processes of each agency, May said his group will set goals for five and 10 years in the future. He explained, "The group will set realistic, achievable goals to strike a balance between the quest for energy independence and

efficient operations. These goals will be established in a way that makes good business sense."

Since 1991, the DOT has been purchasing flex-fuel vehicles (FFV) (vehicles that can operate adequately on straight gasoline and any blend ratio of ethanol up to 85 percent). The DOT has produced a travel guide that has been placed in every FFV in the fleet. The booklet contains an alphabetical listing of E85 fueling stations, as well as maps pinpointing those locations, which is updated as needed.

While establishing baselines and goals is a way to change the culture of state government in relation to the use of biofuels, there are simple adjustments we can all make today to increase the energy efficiency of the vehicles we currently drive, whether FFV or standard fuel, at both work and at home.

"A very simple adjustment would be to properly inflate your vehicle's tires," said May. "The owner's manual for each vehicle will list suggested tire pressure. Keeping your tires properly inflated will go a long way to improving fuel efficiency. In addition to correct tire pressure, the newly updated policy 010.09 will be out soon and contains a list of energy-saving measures that can be helpful."



Why use ethanol?

- Ethanol is less toxic. Gasoline contains compounds like benzene, toluene and xylene. Use of E85 reduces the release of these chemicals into our environment.
- E85 has a 100 plus octane rating. It burns cooler than gasoline and keeps your engine clean.
- Ethanol degrades quickly in water - this reduces the threat from gasoline spills and leaks.
- Ethanol production yields large quantities of distilled grains. This grain is used both wet and dry, and is used as a high-protein feed suitable for livestock.

E-as-y solutions to economic challenges

by **Christina Andersen**

Electronic solutions provide an easy outlet for Iowa DOT employees to cut costs, while maintaining the level of service Iowans have come to rely on. As state employees look for ways to save travel expenses, taking advantage of tools like Adobe Acrobat Connect Pro (Adobe Connect) can be a vital tool.

The Iowa DOT was introduced to Adobe Connect through the Transportation Curriculum Coordination Council (TCCC). Chris Anderson, training coordinator in the Office of Materials, represents the Midwest states in that group and suggested they assist states with Web-based training. The National Highway Institute (NHI), which is also a part of the TCCC, offered assistance to states through what they called the Sandbox Project. States could apply to work through a course development project with NHI. The success of the project prompted the Iowa DOT's offices of Maintenance and Materials, and Motor Vehicle Division to purchase Adobe Connect for both Web-based training and Web conferencing.

The cost for this service is covered by annual licenses paid by the Iowa DOT. While specific sections of the DOT pioneered the use of Adobe Connect, it is now available to all DOTers; however, each training session/conference is limited to 35 seats. Think of a seat as an output device like your computer. Through the use of a data show, multiple occupants can fill one seat, so a conference room of people using one datashow is considered one seat. Since Adobe

Connect operates through Adobe's Web site, it can be used by cities, counties, contractors, producers, consultants, and other industry associates, bringing many entities together without the hassle and time of travel.

One of two applications of Adobe Connect is Web-based training. In addition to reduction in travel time and expense, Web-based training gives employees the ability to complete training on a synchronous or asynchronous basis. Asynchronous training sessions provide employees flexibility to view the training courses independently at any time. "Let's say for example, weather prohibits an employee from doing his or her normal duties. This tool gives them the opportunity to use that time to sit down and train," said Anderson. Synchronous training occurs when a group meets at a specific time with an instructor via Web conference and teleconference.

Electronic training has been used in the past for human resource training through MindLeaders. However, Adobe Connect provides industry-specific training courses, many of which were developed by Anderson in cooperation with the TCCC and NHI.

Courses currently available are:

- Plan reading.
- Ethics in transportation.
- Global positioning systems.
- Basic materials.
- Math.
- Record keeping using Daily Diary.
- And many more.

Completed courses can be tracked and used to fulfill IDMS skill requirements. Anderson said the Office of Main-

tenance has used this tool for a number of synchronous training sessions this winter and found it to be an invaluable resource.

An effort by John Smythe, director of the Office of Construction, and Bob Younie, director of the Office of Maintenance, has made computers available in field offices that allows anyone the opportunity to take Web-based courses, including employees that normally would not have computer access. In addition, a registration process has been developed allowing employees without a state E-mail address to register for the courses.

"It is during these tough economic times that agencies and contractors need to be operating at peak efficiency, which requires a well-trained, current and competent work force. To meet that expectation means training is a necessity rather than a luxury," said Anderson.

The Web-based training will be linked from a new training Web page. The hope is to have the Web page, new registration format and training available sometime this month. Once everything is activated and ready for use, a note will be sent to all offices. If anyone would like further information, contact Chris Anderson at christie.anderson@dot.iowa.gov or 515-239-1819.

Another use of Adobe Connect has been to offer conferences and meetings via Web cast. The Research and Technology Bureau has been using the tool to give presentations to larger audiences or anyone watching and listening from their desk.

Presentations, white boards, desktops, and even the presenter (if a Webcam is used) can be viewed from anywhere in the world with Internet access. Teleconference viewers say this method is the next best thing to sitting together in a room, and Web-based conferences and meetings offer all of the money-saving benefits of Web-based training.

To schedule a meeting using Adobe Connect, contact Erin Pickering, Office of Maintenance, at 515-233-7713. Once the meeting is scheduled, Anderson can facilitate the connection and load any necessary presentations or other documents. The presenter needs to be given host authority for the presentation from Anderson, and anyone else can attend once a location is given a seat.



Kristin Brostrom

Design Employee of the Year



In just four short years with the Iowa DOT, Kristin Brostrom, transportation engineer intern in the design project section (rural 2), has made quite a name for herself among her colleagues. Brostrom received four separate nominations for this year's design employee of the year.

Keith Cadwell, Brostrom's supervisor, was one of those who nominated her. "We have a great team and I nominated several team members. I just wondered which one would win," he said. "When they announced Kristin as the winner, it just showed that she is having a very positive impact on the entire office."

Dennis Bovee, design technician specialist on Brostrom's team, also nominated her. "From the very first day she started, Kristin has helped tremendously as a trouble-shooting genius. The work she does is top-notch, cutting-edge and on time. In her seemingly short time at the DOT (only in years, not in accomplishments), she has become a 3-D master and a teacher/trainer in MicroStation. Her status as a leader has again been confirmed by her recent election as chair of the Design Automation Users Group."

Brostrom credits the people she works with and variety of work provided by the DOT as keeping her interested in her job every day. She said, "Our team works really well together. I like being able to work on everything from small bridge projects to major projects like the Fort Madison bypass. I also appreciate Keith's willingness to allow me to learn more every day."

In her quest to learn more, Brostrom spent a bit of time working in the soils section when they needed help. Cadwell said, "She has a desire to learn new things and do work that benefits the whole office, not just the specific section she's currently working with. She has excellent CADD skills and is learning how to best use those skills in the DOT's system. People from around the office have begun to come to Kristin to test out new technologies. She's great at testing a new tool and finding improvements that can be made. Our team is special in that we all work to make each other better. Kristin is a leader in her efforts to improve herself and her teammates in a very positive way."

"From the very first day she started, Kristin has helped tremendously as a trouble-shooting genius ... she has become a 3-D master and a teacher/trainer in MicroStation. Her status as a leader has again been confirmed by her recent election as chair of the Design Automation Users Group."

Dennis Bovee, design technician specialist on Brostrom's team

Brostrom adds, "We have a really good section with great people. I'm honored that my work has made a difference."

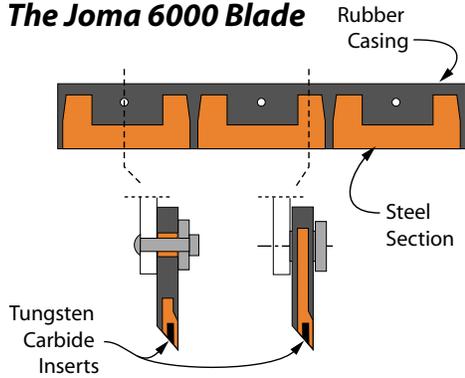
Brostrom is the daughter of Dennis and Tari Brostrom of Newton. She has a brother, Greg, who lives in New York City; and a sister, Jana, who is a sophomore in high school. Brostrom earned a Bachelor of Arts degree in political science at Wheaton College in Illinois and a Bachelor of Science degree in civil engineering at Iowa State University.

Maintenance testing new blades

by Christina Andersen



The Joma 6000 Blade



Over the past few years, the Winter Equipment Committee has been working on a number of snowplow projects aimed at removing as much snow and ice as possible during each pass. Removing more snow or ice with each pass could require less deicing chemicals to treat roadways and clear them more quickly.

This year, Elkader, Garner, Latimer, New Hampton, and Waverly garages will test Joma 6000 blades to see how they stack up against Iowa's all-too-often brutal winter weather. The Joma 6000 blades were tested nine years ago by the DOT and met with approval by the test locations, but the price of the blades was five to six times the cost of our traditional plow blades. "During their earlier tests, operators really liked the Joma blades. The blades themselves proved to last an average of three times longer than traditional steel blades," said Jim Dowd from the Office of Maintenance.

The Joma 6000 blades were developed in Sweden, incorporating tungsten carbide inserts brazed into specially profiled steel segments and then incased in rubber. The use of rubber casing allows the blade to adjust to the contours of the roadway, and also helps dampen sound and vibrations when the blade is in contact with the roadway.

Since earlier testing, the price gap between the Joma rubber blades and traditional blades has closed significantly. The department is now paying around \$600 per 11-foot plow blade, and the Joma blades are selling for \$1,200. The benefits claimed by the manufacturer and experienced by operators who used the Joma blades in the 1999-2001 testing include:

- **Quieter operations.** The use of rubber surrounding all metal connections and contact points helps to dampen sounds produced by contact with the road surface.
- **Less vibration and shock delivered to equipment and operators.** The brushed-rubber mounting eliminates the metal-to-metal exposure. The rubber mount absorbs most of the vibration that would be transferred from the plow to the truck. Vibration can be a contributing cause of structural failures and operator fatigue.
- **Cleans closer to the surface.** The Joma blades consist of 11 12-inch segments that operate independently, allowing the blade to better adjust to the contours of the roadway. Solid steel blades are rigid and will only touch the surface in certain spots.
- **Lasts six times longer than traditional blades.** No metal-to-metal contact reduces the shock from the road surface, which protects the carbide inserts from impact, resulting in a longer life expectancy of the blade.

- **Reduces salt and sand consumption.** Conforming to the contour of the roadway should mean cleaner roads after a single plowing and reduce the number of trips needed to clear the road surface.
- **Decreases highway marker wear.** Rubber mounting helps reduce the amount of degradation to roadway surface markings.
- **Installs easily.** Blades weigh 35-40 pounds and can be easily changed by one person, unlike the steel blades that weigh 62 pounds for a 4-foot section and require at least two operators to mount.

Measurements will be taken at test locations throughout the winter to determine wear characteristics of the blades. A final report on the blades will be completed next summer. "For years we've tried using adapters to replicate a multiple-segment blade like the Joma blades. Now that these blades have come down in price, we may be able to solve that problem, plus have all the other advantages of a rubber blade," said Dowd.

Surveying accuracy down to a centimeter

Iowa's Real-Time Network launches this month

by Christina Andersen

With enough acronyms to make even the most seasoned DOTer's head spin, the Iowa DOT is now implementing one of the world's largest DOT-owned statewide networks of global navigation satellite system continuously operating reference stations (GNSS-CORS). Dubbed the Iowa Real-Time Network (IaRTN), this statewide real-time kinematic, global positioning system (RTK-GPS) network will provide authorized public and private users near-instantaneous GPS satellite corrections for accurate and precise positioning anywhere in the state. The IaRTN is scheduled to launch to the public this month.

State DOTs across the country began constructing regional and statewide RTK networks in 2000. The primary goal was to improve surveying accuracy and efficiency as they managed road and other transportation construction projects. The IaRTN will instantaneously provide users with accuracies of up to 1 centimeter horizontally and 2 centimeters vertically.

To get the Iowa DOT network off the ground, the Iowa DOT conducted a business model study in 2006 to examine potential uses for the deployment and operation of the IaRTN. From that study, the Iowa DOT developed a business model that best suited the needs of the department. Under the model, the Iowa DOT owns the system, but contracts out the system administration and management. Leica Geosystems was selected to install, integrate and maintain the IaRTN.

The network consists of 80 GPS base stations (GPS antenna, receiver, and communications equipment) installed using the DOT's existing facilities and wide-area communications network. Once the network is completed, RTK data will be available to the agency and public 24/7 via the Internet.

Wendy Watson, Leica Geosystems project manager for the Iowa DOT proj-



Shannon Hixon, (center) from Leica Geosystems trains Dan Mackey (right), engineering technician senior from District 2 on the new RTK equipment. In the background is Norm Miller, survey manager, Office of Design.

ect, adds, "Reference station networks like Iowa's provide a fundamental tool for engineering and survey professionals throughout the state. Beyond surveying, the network can be used to monitor the movement of bridges and dams, support machine control activities on road construction projects, play a role in accident reporting by local police departments, and so much more. It's an investment in the future."

In addition to the benefits provided to Iowa DOT surveyors, the IaRTN is available for use by other governmental agencies and the private sector at no charge. "There are no plans to charge a fee for the service. The additional cost to provide access to the network to non-DOT users is negligible," said Steve Milligan, IaRTN coordinator for the Iowa DOT.

Any authorized user with a late-model, survey- or mapping- grade, single - or dual-frequency rover

equipped with a cellular modem or data-capable cell phone can receive near-instantaneous GPS satellite corrections anywhere in Iowa. In addition to surveyors, construction contractors and transportation industry users, farmers using precision-agricultural systems will be able to use the IaRTN to increase efficiencies and boost productivity. They simply need to register and sign on to the network.

"It's a big step," Milligan said. "We're excited about it."

Minnesota has used a similar approach, building towers and letting farmers have access to the use of those towers for GPS. But, Milligan said the Minnesota system has been gradually building over several years with access beginning in a small part of the state, unlike Iowa's statewide launch.

For more information about the IaRTN, visit the Web site at www.iowadot.gov/rtn/index.html.

Family happenings

District 3

Marybeth Banta

District 3 staff held their annual golf outing Aug. 9 at the Prairie Rose Golf Club in Brunsville. With the current cold weather, it's nice to look back and remember that there is hope for heat in Iowa!



(From left) Rich Michaelis (retired), Alex Crosgrove, Rollie Nemitz, Tom Stolen, Shane Tymkowicz, Jason Langstraat, Steve Botos, Warren Fiddelke, Gary Jolce, Baron Hannah, Paul Orr, and Todd Huju

Local Systems

Kathy LaRue



After 38 years with the department, Larry Jesse retired Dec. 12, 2008, along with his wife Jean Jesse, who served for 23 years, most recently in Location and Environment. Larry and Jean hosted an informal retirement party at the Hickory Hilltop in Ames, where many of their friends, co-workers and colleagues gathered to wish them well. Staff from the offices of Local Systems and Location and Environment sent them off in style with a variety of gifts, heartfelt thanks and many fond memories. They will both be sorely missed.

Planning, Programming and Modal

Mary Kay Reimers



Tawnya Rouse, program planner 2 in the Office of Transportation Data, married John Sullivan Oct. 31, 2008, in a beautiful outdoor ceremony. The awesome weather that day also provided for a Halloween costume party reception, complete with jack-o'-lanterns along the walkway and Halloween candy on the tables. Congratulations to the happy couple!



As a surprise, Yvonne Diller, transportation planner 2 in Systems Planning, called radio station KASI's Birthday Club announcing Ernie Corbin, construction

technician in her office, was celebrating his 60th birthday Jan. 6. She added that Ernie also plays Santa and sometimes drives a DOT snowplow. Because of Yvonne's nomination to the birthday club, Ernie won a cake, which he shared with his fellow employees.

Information Technology Division

Colette Simpson



Steve Olson, information technology specialist 4, retired from the department in December after 41 years of service. He began his career in June 1967 working as summer help on a soils crew. Olson took a permanent position with the department in September 1967. During his career, Olson changed career paths five times; he worked in the Office of Design at various positions in the soils, pre-design and methods sections before accepting a position in 1984 in the Information Technology Division as part of the Highway Division support team.

Olson said that throughout his 41 years he has been blessed with opportunity to advance and develop relationships with folks all over the state. A lot has changed over the years as DOT has moved automation to every corner of

the agency. The changes presented many new challenges. Olson says, "Developing personal relationships over the years has been the most rewarding part of working on a day-to-day basis. I will remember that as the most enduring part of my career. Thanks for a wonderful 41 years to you all."



Roger Workman, information technology specialist 3, retired from the department in December after 26 years of service. He started his career in September 1983 as a part-time employee on a district survey crew. Workman took a full-time job in 1985 as a construction inspector in Britt construction. He was promoted to right-of-way aide 4 in the District 2 Office, and while holding that position, he helped train staff in the use of the CEAL program and MicroStation. In 1998 Workman joined the Information Technology Division staff as the field technician for District 2.

Workman plans on using his newfound free time with his wife Marlys, their eight children, 14 grandchildren, and two great grandchildren. He says he may also get a chance to spend some time on his hobbies, which include building model boats and reading.

Thank you

Thank you to everyone who sent cards and prayers my way. I was off work for three months following open heart surgery and have now retired, but several times a week there are cards or notes in the mail from DOT employees. Thanks so much to those who have donated leave or sent gifts to the house. It means so much to Tony and me.

Georgie Sebben

Equipment operator senior, District 5 paint crew

In Memory



Kevin W. (Judge) Brannon, 65, passed away Tuesday, Dec. 9, 2008, at Denison Hospital. Brannon was born Oct. 21, 1943, in Denison, the fourth of five children of Robert K. and Mary Swords Brannon. He attended St. Rose of Lima grade school and Denison High School. He worked for the Iowa DOT for 37 years. Brannon was preceded in death by his parents and his brother, Robert Jr. Left to cherish his memory are his sister Patricia Kenney; brothers Thomas Brannon and wife, Veronica; and Michael Brannon, sister-in-law, Judith Brannon; nieces and nephews; great-nieces and nephews; great-great-nieces and nephews, many cousins, and many, many dear friends.



Julia Fitzgerald, 55, died Dec. 28, 2008, at the Israel Family Hospice House in Ames. Fitzgerald was born May 25, 1953, in Boone to Frank and LaVerne (Murphy) Fitzgerald.

She graduated from Gilbert High School in 1971 and from the University of Northern Iowa in 1975. Fitzgerald was a 33-year veteran of the Iowa DOT and had served as an executive officer in the Office of Policy and Legislative Services for many years writing DOT policies and procedures, and administrative rules. She was a member of the Saints Peter and Paul Catholic Church in rural Gilbert. Fitzgerald was an avid gardener, enjoyed household projects and lawn work. She was preceded in death by her parents.

She is survived by her brother, Mike Fitzgerald, and his wife, Marge, of Ames; uncle and aunt Maurice and Velda Fitzgerald of Boone; long-time friend, Dave Kalvik of Randall; a nephew, Matt Fitzgerald of Gordon, Nebraska; great nieces Jera and Page Fitzgerald of Gordon, Nebraska; and cousins, Pat and Brenda Fitzgerald of Boone, Mary Jo and Loren Tungesvik of Radcliffe, Shannon and Mike Shearer of Boone, GERALYN and Jim McVeigh of Nashville, Tennessee, and Lou Ann Anderson of Ogden; and many other relatives and friends.

Ruth Virginia Warner, 85, of Shenandoah, passed away Nov. 21, 2008, at the Shenandoah Medical Center. She was born on June 19, 1923, to Howard and Dessie (Ford) Warner at Norwich, Iowa. She grew up and attended grade school in the Norwich area. She graduated from Shenandoah High School with the Class of 1941. Warner worked as a secretary for Iowa DOT for many years. She was a member of the Shenandoah Church of the Nazarene. She is survived by her niece, Sally Klingforth of Omaha, Nebraska, other relatives and many good friends.



Kudos!

These are letters that have been submitted to the editor. They may have been edited for length and continuity.

To: Iowa DOT
From: Tim McWherter, Colorado

On Friday, Nov. 21, about 8:30 a.m., I called the Ames driver's license station with questions on what I needed to do to obtain an Iowa ID when all I had was an expired Florida driver's license. The woman I talked to, besides being friendly and helpful, went way beyond what she needed to do to help me. She told me what documents I needed to obtain an Iowa ID, including a copy of my birth certificate. Then she went on to tell me not only where I needed to go in Des Moines to obtain the birth certificate, but exactly how to get to the correct building, the department name and where in the building the department I need to go to was located. She went on to tell me how to get to the new Ankeny driver's license station after that. At the Ankeny DL station, the gentleman I dealt with was very professional and complimented me on being prepared with all the right documentation that I may not have been without the woman in Ames' help. I cannot begin to tell you how impressed I was by both people at the two DL stations I dealt with Friday, but especially the woman at the Ames DL. Sadly I cannot tell you the woman's name; however, I wanted to pass the information on as to how much her help was greatly appreciated.

To: Steve McMenamin
From: Chuck Hahn, Reno, Nevada

I just wanted to thank you for the wireless Internet at the rest areas. It is very helpful for checking the weather, mail, etc. This service is very much appreciated!

(Editor's note: Iowa was one of the first states to provide free wireless Internet access at rest areas.)

To: Chad White and David Drummond, Motor Vehicle Enforcement
From: Mary Hensel, The Bridlespur Hunt, St. Louis, Missouri

You two made the crisis a bit more bearable for all of us. We were so lucky to have had the issue so close to your station. Everyone you suggested or recommended was helpful and completely qualified. The truck ended up staying at the Ford dealership for several days, so our friends in Iowa drove down to get Eleanor, the hounds and horses. They then shuttled her around for the weekend and then took her back to the dealership. We had wonderful help for this trip. All is well now.

Thanks again for your help (and for teaching me how you weigh in trucks!).

(Editor's note: Ms. Hensel and friends were driving from St. Louis to the Des Moines/ Winterset area Nov. 12 to participate in a fox hunting club event. Hensel's pickup truck developed an engine problem and they were stranded near the DOT's weigh scale in Lee County with their disabled truck and gooseneck trailer (with horses and fox hounds inside). Our two MVE officers helped them by calming their nerves, providing some bottled water, and directing them to the nearest Ford dealer for repairs.)

To: Bruce Schuck, Motor Carrier Services
From: Peggy Ackerman, Air Liquide Industrial, Houston, Texas

Thank you for the assistance on Wednesday. Marybeth Williams is a person I knew I could trust to follow through with or without me. Had it not been for my confidence in her, I would have had to change my holiday plans and waited it out. – Thank you, thank you, Marybeth! From our company, I trusted Brad to follow-up to get the title to Iowa. When our employee Laura called, I knew immediately by her demeanor, MaryBeth had not let me down. Thanks you two!

(Editor's note: MaryBeth Williams is a clerk-advanced in the IRP section of Motor Carrier Services.)

To: Iowa DOT
From: Gary Stump

I just wanted to compliment you on your road work over the Thanksgiving weekend. We were returning from Minneapolis on Sunday morning and Interstate 35 in southern Minnesota was partially snow and ice covered--it appeared the road had not been pretreated and numerous cars were in the ditch. Once we crossed the Iowa border, the roads were clear and pretreated, and it was a speed-limit trip home to Des Moines. It was amazing to see the difference crossing the border made, particularly since it appeared more snow had fallen in Iowa than Minnesota. Thanks for the great work.

(Editor's note: Interstate 35 from Minnesota to Des Moines is cleared by the following garages: Hanlontown, Latimer, Williams, Ames, Des Moines-north, and Grimes)

To: John Selmer
 From: Michael Tripp,
 utility superintendent, city of Treynor

I would like to express the appreciation of the city of Treynor, on behalf of the city council, for DOT assistance in providing a solution to the speeding problem through Treynor that affects our school crossing and school entrances. The DOT placed the required signs and provided the solar-powered flashing beacons necessary to implement the special school zone at no cost to the city of Treynor or school district.

The city received several inquiries from citizens, school officials and school bus drivers about speeding concerns near the elementary and high schools. I worked with District 4 Traffic Technician Rex Allen on several issues in the past, and made a phone call to ask him for guidance and assistance. Rex made several visits to Treynor to work with our committee on the speeding issue made of city council members and school representatives. Rex explained several alternatives and the committee decided that the establishment of a special school speed zone would provide the best solution to our problem. Rex Allen was very helpful in explaining available options and finding a solution to the speeding problem. Rex's knowledge and actions reflect well on Iowa DOT and his efforts are much appreciated.

Please pass along my appreciation to Captain Bruun and Sergeant Gohlinghorst, their assistance was invaluable, and I am proud that we have such a great working relationship with your officers and look forward to working with them again.

(Editor's note: MVE conducted concentrated enforcement action on commercial motor vehicles in Treynor and on Iowa 92 on each side of town.)

To: Commander David Lorenzen, Motor Vehicle Enforcement
 From: Lieutenant David A. Eick, Iowa State Patrol, Oelwein

I would like to take a moment to express my sincere appreciation for the assistance provided to us by Motor Vehicle Sergeant Jeff Jones. In case you were not aware, Sergeant Jones assisted with the securing of an area near Littleton in Buchanan County while other officers were busy with a homicide investigation. His assistance at the scene made it possible for the troopers to perform their duties, and not have to be concerned about media personnel and other general on-lookers impeding their investigation.

By the diligence and cooperation of the numerous agencies working together, this case was investigated thoroughly at the scene and was successfully presented to the Buchanan County Attorney and Iowa Attorney General for prosecution.

Thank you for the assistance provided by your department, Captain Kevin Steele and Sergeant Jones. A short-notice request for help was immediately answered. Through difficult communications, I was only able to send a brief E-mail to Captain Steele. On this sketchy request, Kevin sent an officer without hesitation. I credit this to the positive relationship between our two departments and the officers in northeast Iowa.

ONE 2 ONE, continued from page 2

he received at the very busy Ankeny driver's license station one Saturday; and the constituents our legislative liaison told me about that she saw at the Capitol who, when they found out she worked for DOT, raved about the amazing job Iowa DOT does in all the things we do.

But one recent E-mail from a constituent really put it all into perspective. Last week we received a note from a woman who explained that late in January she stopped along Interstate 35 in central Iowa because she was contemplating suicide. In her words, "From behind came Dave the highway helper. He called the police and saved my life. Thank you so much." I want to thank Highway Helper Dave Frances for not only being in the right place at the right time, but handling a tough situation in the right way. If any of us ever wonder if what we do matters, let's remember this note. I believe what we do matters in very personal ways that we may never know.



To: Gene Meyer, Iowa Department of Public Safety
 Forwarded to: DOT Director Nancy Richardson
 From: Morey Knutsen

Thanks for keeping me safe over the Thanksgiving holiday!

I'd like to send a thank you to those in charge of snow removal. I drove back from Wisconsin through Minnesota on Interstate 90, which was not good. Let's call it "character building"! When I hit I-35 in Iowa, totally different story. No snow, no ice.

(Editor's note: Interstate 35 from Minnesota to Des Moines is cleared by the following garages: Hanlontown, Latimer, Williams, Ames, Des Moines-north, and Grimes)

Personnel Updates

Information supplied by the Office of Employee Services for Nov. 14, 2008 to Dec. 25, 2008

New Hires

Jodi Adams, accountant 2, Finance; **Charles Bergman**, architectural technician 1, Facilities Support; **Lindsay Edgar**, environmental specialist senior, Location and Environment; **Miranda Eilders**, survey party chief, District 2 Office; **Kelly Eitter**, driver's license clerk, Dubuque DL station; **Yvonne Ginther**, clerk-specialist, Motor Carrier Services; **Robert Kerwood**, highway technician senior, Marshalltown construction; **Jose Maldonado**, driver's license clerk senior, Des Moines DL station; **Todd Marlow**, mechanic, Maintenance; **Thomas Norem**, highway technician associate, Des Moines-north garage; **Roberta Picciurro**, clerk specialist, Driver Services; **Michael Schneider**, construction technician senior, Marshalltown construction; **Richard Schwartz**, automotive service worker, Maintenance; **Kimberly Sullivan**, transportation engineer intern, Design; **Elliot Thompson**, program planner 1, Transportation Data; **Chad Uhlenhopp**, highway technician associate, Latimer garage

Promotions

Peter Andera, from garage operations assistant to highway maintenance supervisor, Mason City garage; **Michaele Cooper**, from driver's license clerk to driver's license clerk senior, Des Moines DL station; **Lance Evans**, from motor vehicle captain to motor vehicle commander, Motor Vehicle Enforcement; **Ryan Greenley**, from highway technician associate to highway technician, Boone garage; **Christopher Haynes**, from highway technician associate to highway technician, Council Bluffs-north garage; **Traci Keel**, from driver's license clerk to driver's license examiner, Davenport DL station; **Norbert Kotlers**, from transportation engineer to transportation engineer manager, Bridges and Structures; **Steven Lueck**, from highway technician, Manchester garage, to engineering operations technician, District 2 field staff; **Dallas Lundvall**, from highway technician associate to highway technician, Council Bluffs-north garage; **Michael Lynch**, from highway technician associate to highway technician, Council Bluffs-south garage; **Chris Moline**, from motor vehicle sergeant to motor vehicle captain, Motor Vehicle Enforcement; **Nicholas Meurer**, from program planner 2 to transportation planner 1, Transportation Data; **Todd Netley**, from highway technician to highway maintenance supervisor, Martensdale garage; **Kari Pint**, from driver's license clerk senior, Ames DL station to driver's license examiner, Waterloo DL station; **Charlie Purcell**, from senior transportation engineer to transportation engineer executive, Local Systems; **Randall Schlei**, from transportation engineer to transportation engineer specialist, Design; **Frederick Schmidt**, from highway technician associate, Council Bluffs-north garage to highway technician, District 4 materials; **Traci Sharr**, from driver's license clerk senior to driver's license examiner, Des Moines DL station; **Wendell Wanek**, from highway technician associate to highway technician, Tipton garage; **Nick Witte**, from highway technician associate to highway technician, Allison garage

Transfers

Steven Flockhart, construction technician, within Cedar Rapids construction; **Daniel Harness**, transportation engineer specialist, from Specifications to Design; **Paul Harry**, highway technician, from Atlantic garage to District 4 Office; **Sylvia Isley**, clerk-specialist, from Driver Services to Vehicle Services; **Kurt Manus**, design technician specialist, within Bridges and Structures; **Susie McCullough**, secretary 2, from Transportation Data to Location and Environment; **Marina Raku**, clerk-specialist, from Motor Carrier Services to Driver Services; **Jeremey Vortherms**, transportation engineer specialist, from Traffic and Safety to Design

Retirements

Larry Anderson, construction technician senior, Britt construction; **Linda Ault**, clerk-specialist, Vehicle Services; **Mary Blake**, driver's license clerk, Burlington DL station; **Jon Harrison**, highway technician associate, West Union garage; **Larry Jesse**, transportation engineer executive, Local Systems; **Jean Jesse**, secretary 2, Location and Environment; **James Merdinger**, highway technician associate, Neola garage; **James Oshel**, highway maintenance supervisor, Creston garage; **Connie Snyder**, clerk-specialist, Driver Services; **Patricia Sullivan**, garage operations assistant, District 5 paint crew

Service Awards

Information supplied by the Office of Employee Services for February 2009

35 Years

Steven De Hart, Donnellson garage; **Ray Gustafson**, Bridges and Structures; **Gregory Tue**, Britt construction; **Marshall Wilber**, Missouri Valley garage

30 Years

Sheri Anderson, Operations and Finance Division; **Susan Hickey**, Driver Services; **David Janssen**, Anamosa garage; **George O'Donnell**, Motor Vehicle Enforcement

25 Years

John Godwin, Systems Planning, **Randy Harvey**, Storm Lake garage; **Patricia Keen**, Maintenance; **Kirk Knickrehm**, Davenport garage; **Kelly Mulvihill**, District 3 field staff; **Daniel Sprengeler**, Traffic and Safety; **Kay Thede**, Aviation; **Linda Torgeson**, Information Technology Division; **Stephen Upchurch**, Materials

20 Years

William Federspiel, Independence garage; **Bart Spencer**, District 2 paint crew; **Cynthia Wredt**, Council Bluffs construction

15 Years

Eric Carman, District 2 paint crew; **Daniel Connard**, Davenport construction; **Bradley Hofer**, Location and Environment; **Dan Miner**, District 1 materials; **Albert Sturtz**, Marion garage

10 Years

Dean Bormann, New Hampton garage; **Kristine Brinkman**, Contracts; **Marcia Buthmann**, District 4 materials; **Bonnie Cooklin**, Procurement and Distribution; **Alberto DeFrancisco**, Materials; **Marty Ellis**, Storm Lake garage; **Susan Enke**, Finance; **Kyle Frame**, Construction; **Shane Garrity**, District 6 materials; **James Kendrick**, Des Moines-north garage; **Ronald Niemeyer**, New Hampton garage; **Michael Nop**, Bridges and Structures; **Glenn Peterson**, Right of Way; **Kelly Sharp**, Driver Services; **Todd Smith**, Osceola garage; **Lynn White**, Creston construction; **Jan Wiley**, Bridges and Structures

5 Years

Kim Buseman, Document Services; **Zhaia Mergen**, Media and Marketing Services; **Anthony Taylor**, Research and Technology Bureau

IOWA MOTORCYCLE SAFETY FORUM



Motorcycle Forum March 13

See and be seen

"Conspicuity" is the theme of the sixth Iowa Motorcycle Forum to be held March 13 at the Cedar Rapids Marriott, 1200 Collins Road N.E. Anyone interested in motorcycle safety is invited to attend. Toni Kerkove, Iowa DOT motorcycle safety coordinator, says, "The forum brings people together to discuss ways we can be more conscientious riders and offers ways to take that message back to other riders."

For more information contact Kerkove at 641-423-1675 or toni.kerkove@dot.iowa.gov

e File & Pay

Iowa Department of Revenue Web site now features links to companies that provide online filing of both the federal and Iowa returns. Click the e-file logo at www.state.ia.us/tax to find two categories of electronic filing: "eFile for Free" and "eFile for a Fee." Those who do not qualify to file free will discover that online filing is not expensive.

E-filing both returns is free if:

- 25 or younger
- 65 or older
- Qualify for the Earned Income Tax Credit
 - Earned less than \$30,000
 - Active duty military

Both returns must be filed at the same time to be free.



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

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District 3	Mary Beth Banta , Sioux City.....	712-276-1451
District 4	Marlene Jensen , Atlantic.....	712-243-3355
District 5	Brenda Hadley , Fairfield	641-472-6142
District 6	Sandi Byers , Cedar Rapids	319-364-0235
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Construction	Nancy McMenamin , Ames	515-239-1353
Contracts.....	Peg Muxfeldt , Ames	515-239-1422
Design.....	Judy Lensing , Ames	515-239-1469
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General Counsel.....	Chris Crow , Ames	515-239-1509
Information Technology Division	Colette Simpson , Ames.....	515-233-7728
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Location and Environment	Susie McCullough , Ames	515-239-1225
Maintenance.....	Cindy Shipley , Ames.....	515-239-1971
Materials.....	Brian Squier , Ames.....	515-233-7915
Planning, Programming and Modal Division	Mary Kay Reimers , Ames.....	515-239-1661
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Motor Vehicle Enforcement	Anthony Batcheller , Ankeny	515-237-3218
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Right of Way	Linda Kriegel , Ames.....	515-239-1300
Traffic and Safety	Linda McBride , Ames.....	515-239-1557
Vehicle Services.....	Becky Sawatzky , Ankeny	515-237-3182

Federal and state laws prohibit employment and/or public accommodation discrimination on the basis of age, color, creed, disability, gender identity, national origin, pregnancy, race, religion, sex, sexual orientation or veteran's status. If you believe you have been discriminated against, please contact the Iowa Civil Rights Commission at 800-457-4416 or Iowa Department of Transportation's affirmative action officer. If you need accommodations because of a disability to access the Iowa Department of Transportation's services, contact the agency's affirmative action officer at 800-262-0003.

On the cover: A regional jet is deiced prior to takeoff from the Des Moines International Airport. Photo by Kris Klop.

Holiday cheer abounds at DOT

Toys for Tots wrap up



Zhaia Mergen, Iowa DOT Toys for Tots co-chair, presents a check to State Toys for Tots Coordinator Kim Aubin, Department of Administrative Services.

Another holiday season has come and gone, and once again the Iowa DOT helped the United States Marine Corps provide a merrier Christmas for many central Iowa kids.

The Toys for Tots bank account had a balance from last year's events due to late payments for auction items. This brought the total donated to \$7,700. Toy donations were 215 toys from central complex drop boxes.

For the Motor Vehicle Division, toy and cash donations poured in throughout the year. Total Motor Vehicle Division donations were \$4,183.31 and 120 toys. The cash and toy donations were taken to KCCI-TV 8 in Des Moines.

Thanks to all who participated in these events.

One Gift

The 2009 pledges have been totaled for One Gift. Iowa's state government charitable drive netted \$512,393 in pledges, with \$38,763 coming from the Iowa DOT. Of the DOT's 3,070 employees, 174 pledged support to One Gift agencies through this program.

Stepping up in Waterloo



Waterloo maintenance employees pooled their resources to provide a merry Christmas for two local families.

With the catastrophic weather last year and lagging economy, there are many Iowa families in need. Waterloo maintenance garage employees became aware of two local families who were struggling over the holidays. The garage crew, along with Irene Herr from the District 2 office and Linda Wolff from District 2 materials, decided to pool their resources to help the families have a merry Christmas.

A wish list from each family was provided to the DOTers. The lists included such necessities as coats, hats and mittens for the kids, and a sewing machine for a parent, along with other items. Doug Lickteig, highway maintenance supervisor in Waterloo, said, "When a couple of guys brought this idea to me, I just wanted to make sure we were doing this the right way. This shop had done this before, and when nearly everyone got involved, I knew we were doing the right thing."

As the donations poured in, Lickteig said the employees collected the majority of the items on the lists, along with many gift cards to cover other needs. "We even ended up with enough cash to purchase a sewing machine," said Lickteig. "Especially now when times are tough for so many people, it's a special feeling to join together and put others before ourselves to help families in need."

Fourth year for Mason City sponsorship



April Concepcion, secretary at the District 2 Office, (left) and Laurie Brandt of North Iowa Community Action

Mason City area DOT employees banded together to "adopt" an older Iowan for Christmas through North Iowa Community Action. The DOTers purchased more than \$500 in gifts and gift cards for "Martha," a local elderly woman who has no family and is on a limited income. Lisa Brandt, a caseworker for North Iowa Community Action, picked up the gifts from the DOT and delivered them to Martha. This is the fourth year the Mason City offices have joined together to sponsor an elderly Iowan for Christmas.



F E B R U A R Y 2 0 0 9



A. Adult T-Shirts

Short sleeve - \$10
 Long sleeve - \$13
 50/50 premium weight.
 Colors: Pink, Light Gray, White, Black, Red, Royal Blue, Navy Blue, Natural
 Sizes: M-3XL

B. Sweatshirts

Crewneck - \$14
 Hooded with front pocket - \$18
 Hooded with zip front pocket - \$22
 50/50 premium weight.
 Colors: Black, Light Gray, Dark Gray, Red, Navy Blue, White, Royal Blue, Maroon
 Sizes: M-3XL
 (Maroon not available with zip front or in 3XL)

C. Sueded Sweatshirt - \$26

Embroidered logo, 9 oz. 78/22 cotton-polyester blend (soft material), rib knit collar, cuffs, waistband.
 Colors: Navy Blue, Red, Black, Dark Gray
 Sizes: S-4XL

D. Polo Shirts

Short Sleeve - \$20
 Long Sleeve - \$24
 Embroidered logo, pique, mesh knit, 100% cotton, button inset placket.
 Colors: Royal Blue, Navy Blue, Black, White, Red, Burgundy
 Sizes: S-6XL

E. Short or Long Sleeve Denim Shirts - \$22

Embroidered logo, 7 oz. 100% cotton denim stone-washed shirt, button-down collar, two-button cuff, yoke back, men's has pocket.
 Color: Medium Denim
 Sizes: Men's -M-6X-L Tall sizes L-6XL
 Ladies' - S-4XL Tall sizes L-4XL
 (Add \$2 for all tall sizes)

F. Golf Shirts

Short Sleeve - \$16
 Long Sleeve - \$18
 Short sleeve (with or without pocket)
 Long sleeve (no pocket)
 Embroidered logo, 50/50 premium weight, two-button inset placket.
 Colors: White, Red, Black, Royal Blue, Navy Blue
 Sizes: S-3XL

G. Short and Long Sleeve Dress Shirts - \$24

Embroidered logo, twill shirt, 60/40 cotton/polyester blend, Teflon stain resistant. Button-down collar, two-button cuff, yoke back, men's has pocket.
 Colors: Light Blue, Navy Blue, Bright Blue, Dark Blue, Charcoal, Maroon, Khaki, Black, White
 Sizes: Men - S-4XL available in all colors.
 4XL - 6XL regular sizes not available in Charcoal or Dark Blue.
 All Tall sizes are not available in Charcoal or Dark Blue. Short sleeve not available in Charcoal.
Tall sizes L-6XL
Women - S-4XL, available only in Khaki, Navy Blue, Bright Blue, White, Black, Maroon, Light Blue
 (Add \$2 for all tall sizes)

H. Microfibre Windshirt - \$26

Embroidered logo microfibre soft shell, wind/water repellent coating, taffeta lining, side pockets, v-neck design, pullover.
 Colors: Navy Blue, Light Gray, Black, Burgundy
 Sizes: S-6XL

I. Adult Shorts - \$14

100% cotton, drawstring, side pockets.
 Colors: Black, Dark Gray, Navy Blue
 Sizes: M-2XL

J. Sweatpants - \$12

DOT logo printed on upper left leg
 Elastic waistband with drawstring.
 Colors: Black, Light Gray, Dark Gray, Navy Blue, Royal Blue, Red, White
 Sizes: M-3XL (3XL not available in Royal Blue or Dark Gray)

K. Nylon Pants - \$25

Embroidered logo, 100% nylon outer-shell with polyester/cotton jersey lining, waistband with drawstring, leg zipper, elastic cuffs, pocket, back zipper pocket.
 Colors: Royal Blue, Navy Blue, Black, Red
 Sizes: S-4XL (S-waist 28-30, inseam 31; M-waist 32-34, inseam 32; L-waist 36-38, inseam 32; XL-waist 40-42, inseam 33; 2XL-waist 44-46, inseam 33½; 3XL-waist 48-50, inseam 34; 4XL-waist 52-54, inseam 34½.)

Add \$2 for 2XL, \$4 for 3XL, \$6 for 4XL, \$8 for 5XL, \$10 for 6XL.



L. Men's Colorado Timberline Jacket - \$32
 Embroidered logo, Microfibre woven microfleece jacket, wind/water resistant, pockets, inside pocket, full zipper front, elastic cuffs and waist.
 Colors: Black/Black, Black/Dark Gray, Black/Red, Navy Blue/Navy Blue
 Sizes: M-6XL

S. Light-weight Sport Jacket, tailored fit - \$35
 Embroidered logo, 65% polyester 35% cotton shell, full body mesh lining, water and wind resistant, 2" elastic waist/wrist cuff, inside pocket, stand up collar with lock drawstring, full zipper front.
 Colors: Navy Blue w/ Navy, Black w/ Black, Red w/ Navy collar, Stone w/ Navy collar, Black w/ Stone collar.
 Sizes: S- 6XL



M. Microfleece Blanket - \$18
 Embroidered logo, microfibre construction with heavyweight nylon stadium strap.
 Colors: Black, Red, Navy Blue, Light Blue
 Size measurements 50" x 60"

T. Heavy-weight Sport Jacket, tailored fit - \$45
 Embroidered logo, 65% polyester 35% cotton shell, poly filled body heavyweight fleece lining, water and wind resistant, 2" elastic waist/wrist cuff, inside pocket, full zipper front. Available in tall sizes.
 Colors: Black w/ Black collar, Maroon w/ Black collar, Red w/ Navy collar, Navy Blue w/ Gray collar, Royal Blue w/ Navy collar, Khaki w/ Black collar, Steel Gray w/ Black collar.
 Sizes: S - 6XL Tall Sizes: L - 4XL
 (Add \$2 for tall size)



N. Men's Heavyweight Hooded Work Jacket - \$48
 Embroidered logo, heavy duty 100% cotton duck shell, water repellent finish, extended zipper pull, full front zipper, 2 front pockets, 3 inside chest pockets (cell phone pocket), heavyweight insulated quilted lining. Available in Tall Sizes.
 Colors: Black, Navy Blue, Red (Red not available in Tall size)
 Sizes: M-4XL, Tall sizes L-3XL
 (Add \$2 for Tall Size)

U. Ladies Sweat Outfit - \$40
 Embroidered logo, 9 ounce 60/40 cotton/poly. Sweatshirt description - white across the top front and shoulders, hood, full zipper front, side pockets and drawstring. Sweatpants description - relaxed waistband, drawcord, open hem cuffs.
 Colors: Black, Light Gray, Navy Blue
 Sizes: S - 2XL (Jacket and pant sizes may be ordered separately).



O. Fleece Headband - \$8
 Embroidered logo, soft fleece, easy fit.
 Colors: Red, Black, Navy Blue, Royal Blue

V. Ladies Fleece Jacket - \$25
 Embroidered logo, tailored fit, full zipper front, two pockets, 8.4 oz medium weight. Available in tall sizes.
 Colors: Red, Black, Navy Blue, Pale Blue, Light Pink, Pear, Coral, Oatmeal.
 Sizes: S - 4XL, Tall Sizes: L - 4XL.
 (Add \$2 for tall size)



P. Fleece Scarf - \$10
 Embroidered logo, soft fleece, heavyweight surge stitch on edges. (Length 50")
 Colors: Red, Black, Navy Blue, Royal Blue

W. Ladies Open Neck Blouse - \$25
 Embroidered logo, 55/45 cotton/polyester, open neck with button front, front and back darts for tailored fit, ¾ sleeves with fashion cuffs. Available in plus sizes 1X plus and 2X plus.
 Colors: Light Blue, White, Pale Pink, Mediterranean Blue, Light Stone, Black, Pale Yellow.
 Sizes: S - 2XL
 (Add \$2 for 1X plus, \$4 for 2X plus size)



Q. Men's Sport Shorts - \$18
 Embroidered logo, woven microfibre material, durasoft fabric, scoop pockets, full cut shorts, mesh lining, concealed drawstring waist.
 Colors: Black, Royal Blue, Navy Blue, Red, White
 Sizes: M - 3XL

New Items - Introductory Offer

R. Men's Bib Overall - \$55
 Embroidered logo, heavy duty 100% cotton duck shell, water repellent finish, side leg zipper, adjustable leg snaps, full front zipper, 2 front pockets, reinforced knees, heavyweight insulation quilted lining.
 Colors: Black, Navy Blue
 Sizes: M-4XL
 M-chest 40-42, waist 34-36
 L-chest 44-46, waist 38-40
 XL-chest 48-50, waist 42-44
 2XL-chest 52-54, waist 46-48
 3XL-chest 56-58, waist 48-50
 4XL-chest 60-62, waist 50-52

Add \$2 for 2XL, \$4 for 3XL, \$6 for 4XL, \$8 for 5XL, \$10 for 6XL.