

INSIDE

IOWA DEPARTMENT OF TRANSPORTATION NEWSLETTER DECEMBER 2004

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From my view

Mark F. Wandro, P.E., L.S.



Why do you come to work?

The recent elections prompted me to consider the reasons we as public servants do the things we do. I know we can count out a few ideas right off the top. I don't think most of us do what we do for pats on the back or awards, as those are too few and far between to matter. And, although we all need to make a decent living, I don't think most of us work in state government because of the pay, which often can be higher in the private sector.

So if we don't work for the glory or to get rich, why are we here every day, clearing roads, licensing drivers, designing bridges, negotiating land purchases, tracking transportation-related legislation or any one of the thousands of activities that make our organization effective?

My first thought is one I hope you share, a desire to help others. I admit this wasn't my initial ambition when I became an engineer, but in my work in state government, I've developed a real sense of accomplishment in knowing how many people benefit from our work. A new road can be the springboard for business development that reaches far beyond the motorists on the pavement. Knowing public transit is helping thousands of Iowans become more mobile and improve their lives by attending school or arriving safely at work is satisfying. And, of course, just look in the wide eyes

of any 16-year-old with that first driver's license in hand who sees freedom in that piece of plastic. Both front-line and behind-the-scenes work make these, and countless other scenarios a reality, and should make every member of this organization proud.

Taking pride in your work may be another reason you come to work every day. Every one of us is talented in some way. My hope is that the job you are asked to do is rewarding and that you are able to "do what you do best" in your work life.

I know I have tremendous pride in what we as a group accomplish, and in the stories I hear about individual employees going the extra mile to reach high goals. I think back often to letters I receive thanking employees for making transportation facilities in the Iowa the best they can be, or comments made to me about our organization and the way we conduct ourselves as we go about the business at hand. While I know every task may not be gratifying in and of itself, I hope you join me in appreciating the end result when the pieces come together as we all strive to do our jobs well.

Another year is coming to a close. I'd like to wish each of you a joyous holiday season with family and friends and a healthy and safe new year.

A handwritten signature in black ink, appearing to read "Mark".

A parent's sacrifice

For most families, the bond between a parent and child is established even before a baby is born and grows stronger as families endure trials and celebrate milestones and successes.

Bonding took on a whole new dimension for David Putz of the Director's Staff and his 13-year old daughter, Erin, over the summer. Erin, who was born with a degenerative kidney disease, was in need of a transplant. For years Erin had to be very careful about everything she ate and how her body reacted to food.

David and his wife, Carol, had known about the eventual need for a transplant since she was an infant, but when the final diagnosis was made, it was still a wake-up call for them as parents. "Because the doctors told us a close family member would be the best donor for Erin, we had to decide which one of us would begin the testing to become the potential donor," said David. "Since they would only test one of us at a time, we finally decided, after a lot of discussion and prayer, that I would start the testing and see what happened."

As it turned out, David was a good match for Erin. On June 8 both passed their pre-surgery exams with flying colors. The surgery was scheduled for June 21 at the Mayo Clinic in Rochester, Minn. David said he was a little apprehensive about the surgery and thought a lot about all the things that could go wrong. The thoughts of "What if...?" were running rampant. He credits strong support from friends, family, coworkers and his church as helping the family through this rough time.

"It's easy to forget what is important. This experience has put the focus back on family, faith and friends."

David Putz

While in Rochester, David, Carol and Erin were able to stay at the Ronald McDonald House, which helped keep expenses in line and alleviate some of the Putz' worries. On Monday, June 21, David went into surgery about 9:30 a.m. and was back in the recovery room by noon. Erin's surgery began at 9:15 a.m., and she was recovering about 2:30 p.m. Both surgeries were deemed successes by the doctors.

Recovery was slow, but steady. While still in Rochester the family was visited by their two younger daughters, Makenzie and Molly, who had been cared for by Carol's mother during the surgery and recovery. Friends and family sent care packages with lots of things to do to keep them busy and visited occasionally – including a much appreciated visit for Erin's 13th birthday ten days after surgery. "The hardest thing was staying down and remembering that we were still recovering," said David. "Within a few weeks, we were both feeling pretty well."

On July 11 David was released from his treatment in Rochester and reunited with Makenzie and Molly at home in Ames. Carol stayed in Minnesota with Erin. David expected to be getting ready for Erin to come home on weekends and continue to spend the weeks in Rochester, but on July 12, her recovery was so strong she was released to come home for good.



Erin and David Putz

By the beginning of August David was back at work and Erin was preparing for junior high. Although Erin was still in and out of the doctor's office several times a week for lab tests, the signs were positive that her dad's kidney had found a home inside her body. "You hang on every test result. She's suffered with some related infections since the surgery, so there have been some causes for concern over the last few months. We're grateful that Erin's recent four-month biopsy in Rochester showed positive results," said David.

Through the process of healing, both physical and emotional strength has increased in the Putz family. "It's easy to forget what is important. This experience has put the focus back on family, faith and friends. Taking little for granted anymore, we try to enjoy each day."

Holidays and extended families - blending traditions

Family holiday traditions and rituals are important because they communicate values, build unity, and create meaningful memories. Their predictability provides stability and a sense of security. Extended family members add dimensions to holiday celebrations that can both enrich and challenge

individual holiday satisfaction. In-laws, grandparents, stepfamily members who live outside the home, and others often want to influence how the family celebrates. The pressure to participate in and conform to the traditions and holiday ideals of so many can sometimes take the joy right out of the season.

When couples move away from their childhood homes and start their own families, they take their holiday expectations with them. A blending of old and new rituals gives the couple grounds for establishing their own identity as a new and unique family unit. Finding traditions that respect the needs of each partner requires planning, flexibility, and compromise. Planning that respects the concerns of extended family members can be complicated.

New marriages create the in-law dimension of family dynamics. When children are born, family dimensions multiply. Grandparents want their grandchildren to connect with them through family rituals that have been important in their families, sometimes for generations. When spouses are of different faiths or conflicting traditions, holiday planning can lead to family tension.

In stepfamilies, family dynamics are even more complicated. Multiple sets of parents, grandparents, half-siblings or stepsiblings may join in the mix. Added family members almost always bring added expectations.

Of course, losing family members impacts family traditions and rituals, too. When children grow up and move into their own family units, or when a family member dies, remaining family members often grieve the loss, not only of the people who are gone, but of shared participation in traditional holiday activities.

Minimize conflict and maximize togetherness

It might be impossible to make everyone in the family happy when planning holiday traditions, but there are some practical strategies for minimizing conflicts and maximizing togetherness. Here are some ideas to keep in mind:

Plan ahead. The more complicated the family, the more time and effort you may need for planning for upcoming holidays. Decisions that are left to the last minute could lead to complaints and rebellion from disappointed or angry relatives. When plans are made and communicated to others in advance, people have a chance to get used to and accept final decisions.

Be flexible and make sacrifices. You can combine, modify, or let go of old traditions in order to keep peace and order in the family. After all, if you aren't willing to compromise or sacrifice something, why should other family members?

Set boundaries and remain firm. Extended family members can pull you in different directions so that you end up feeling guilty no matter which decision you make. Your own immediate family should come first. Decide what's best and most essential for you, your mate, and children. Beyond that, do what makes sense without sacrificing your health, values, or dignity. This can be tricky. Agree to and set your terms early, then stick to them.

Stay positive. Don't get pulled into the negativity of "guilt trips," bickering, accusations, threats, or bribes. Stay positive, patient, and calm when communicating with family members. Listen to and acknowledge their feelings and avoid becoming defensive. You could say, "I know this is hard, but we have decided this is what we need to do this year. I hope you'll understand."

This eye in the sky watches for frost, snow and ice

The Office of Maintenance will have a little help keeping their eyes on the road near Ames this winter. A pilot project using a camera capable of taking infrared and digital images is now being tested on Interstate 35 at the 13th Street exit. The camera was funded through our membership in Aurora, a pooled-fund group of several U.S., Canadian and European agencies dedicated to the advancement of researching new technologies for Roadway Weather Information Systems (RWIS) and weather issues. Currently, the DOT uses the RWIS information from 53 stations with imbedded sensors to detect roadway temperature, subsurface temperature, ambient temperature, air moisture content and other data. But RWIS stations are not currently capable of using infrared technology to detect the presence of frost, snow, ice or other precipitation.

“Pavement and subsurface temperatures can give us a good indication of where snow and ice might be collecting on a roadway,” said Jim Dowd of the Office of Maintenance. “We’ll look to the time-lapse infrared and digital image from the I-35 camera to see if these images can provide additional information we can’t get from the current RWIS data, and to compare with weather data provided by the RWIS station located at the same position as the camera.”

Another application Dowd sees for the camera is assistance in determining de-icing chemical effectiveness. Using the infrared images, maintenance crews may be able to monitor results of chemicals applied to the roadway over time.

For testing purposes, the single camera takes a new image every 15 minutes and can hold 10,000 images, but Dowd says the device can be set at any time interval.

“The infrared images show ice as red, snow as blue and water as light blue. Black areas are unknown substances and gray is clean pavement,” he said. “Using the images we hope to determine how quickly ice melts following chemical application at given temperatures. This technology could also be used for early frost detection.”

If the infrared and digital images provide valuable data in addition to the RWIS information, Maintenance staff may look to include the cameras at other RWIS stations. “The technology is changing so quickly, our current camera will be replaced in January with a similar unit containing updated features, and the company that makes the cameras, Goodrich Aerospace out of Minnesota, is working with the RWIS station manufacturer to integrate a camera into each new station it sells,” said Dowd. “The images or data could eventually be added to the information available to the public on Weatherview.” (<http://www.dotweatherview.com>)

The camera the DOT is currently testing and the upgraded camera, set to begin testing in January, are a variation of technology originally developed for use in aircraft deicing operations. Thad Warner from Goodrich Aerospace says the camera in Ames is the only one in the country set up to monitor roadway conditions, although installations are planned soon in Japan and



Norway. “The camera we’ll begin testing in January runs on a Windows operating system and has a larger, heated lens that can be hooded to keep snow from building up. It is mounted 13 feet in the air on a steel pole, so we shouldn’t have problems with vandalism. The scan produces an image that contains 60,000 data points in about two seconds. The image contains much more data than a digital camera.”

Other information available with the image is the percentage of snow, ice, water, clean roadway and unknown substance in the image. “The current camera requires the images to be manually downloaded, but the newer version could be integrated into our current RWIS data stream,” added Dowd.

Watch for updates on this technology and other winter maintenance updates in future editions of INSIDE.

Your SecurID Expiration may be near!

Prior to the DOT's switch from Lotus Notes to Outlook for our E-mail, many employees used a SecurID fob to access the DOT's E-mail, the mainframe and shared drives from non-DOT locations. With the switch to a Web-based E-mail system, several of these fobs may not be needed anymore and may be reaching the end of their electronic lives.

An expiration date is listed on the back of each fob. Once the device has expired the front panel will read "card off." If you are not using your SecurID, the Information Technology Division (ITD) is urging you to turn it in, whether expiration is imminent or not. "Each fob is good for three years," explained Judy Krough of ITD, "but since we switched to Outlook, many of these haven't been used. People might not realize that it costs the DOT time and money to keep track of these."

Krough says more than 600 SecurID fobs are currently checked out to DOT employees. "A charge of \$62 for each fob was added to the employee's cost center at the time the unit was issued. That's \$37,000 over three years. If a new SecurID is needed, the cost center will again be charged \$62 for the new three-year period.

Although E-mail and calendar functions on Outlook can now be accessed over the Internet from any computer equipped with an Internet browser, those employees who need to use the mainframe or shared drives from a remote location will still need to use the SecurID fob for that access. Krough said, "We know there are

still some employees who need to use the fobs, but we're trying to reach those who only access E-mail or calendars remotely, and get them to return these devices."

To access your E-mail account or calendar from any Web browser, go to: <https://webmail.dot.iowa.gov>. This page will ask for a domain/user name. The domain is Idotcentral. The user name is your short name – for example, Judy Krough's logon would be: Idotcentral/jkrough. The password is the same as your logon password to the network.

If you have any questions, please contact Judy Krough at 515-239-1762 or judy.krough@dot.iowa.gov.

Red Hat Halloween in purchasing



Front row from left: Kermit Wilson, Carol Coates. Back row from left: Christine Evans, Rhonda Ruard, Laura Linduski, Jan Halverson and Mary Zimmerman



Saved by geometry

When it became clear that a bridge over Ralston Creek on Burlington Street (Iowa 1) in Iowa City needed replacement, several options were initially considered to expand the four-lane roadway to include a center turning lane. The existing sidewalks also needed to be replaced. Complicating the closure of this busy route was the knowledge that the area around the bridge was the site of an old gas plant and potentially contaminated with coal tar.

Roger Walton of District 6 said early soil work verified the existence of the coal tar. "They found the coal tar just underneath the streambed. The Environmental Protection Agency rules prohibited us from driving any new piles because the coal tar could contaminate the groundwater."

Once the coal tar verification was made, city of Iowa City engineers and DOT officials discussed other options with consultant, Steve Jacobsen of NNW Consulting Engineers. The first option was to span the coal

tar site. This would have been an approximately 150-foot span and had the potential to close a side street and impact a number of businesses in the area. The second option was to install a culvert that would have required the excavation of the coal tar. Both options were estimated to be very expensive.

When Jacobsen discovered that the existing beams were structurally adequate for projected design loadings, he focused on the substructure. "We knew that three-quarters of the piles had adequate capacity," said Jacobsen. "We did a lot of investigating to assure that the other fourth of the piles could withstand the load."

Ross Spitz, a civil engineer for Iowa City, said, "Whenever you deal with contamination the project takes longer and becomes more complicated. We were very lucky that existing structure was able to be used."

Because the existing sidewalk had been built on top of the structure, the geometry of the bridge saved the day. "We used the increased width from the sidewalk

to widen the roadbed, and then added new sidewalks beside the structure," explained Jacobsen.

In addition to using the existing piles, the new structure was also constructed in such a way to clear out more space under the bridge for drainage and built with a new railing that will allow water to run through it. "The creek floods quite often," said Jacobsen. "The city was looking for a solution that would increase the flow of the creek in times of high water. We were able to provide that."

Walton said the bid for the revamped bridge was \$653,000, much less than either of the two initial replacement options.



This bridge offered a unique design challenge because coal tar is present in the soil below the bridge.



Swanson update



Philip, Ira, Andrew and Natasha Swanson with their parents, Matt and Kim

Two Christmases have passed since a trip to Russia increased Matt and Kim Swanson's family by two. As you may remember, Ira and Natasha, now 8 and 12, were adopted in Dec. 2002 through a program called Camp Hope. For the camp, Russian children are brought to the U.S. to spend a week with host families. The kids are not told about the possibility of adoption to keep expectations in check, but many of the perspective parents take part in the weeklong whirlwind to bond with the kids and begin preparing a home for them in the United States.

For the Swansons, part of that preparation involved their sons, Philip and Andrew, now 11 and 9. "The boys adjusted very well, as have their sisters. They play, argue and support each other just like any other siblings," said Matt.

Matt, an accountant in the Office of Finance, says it's amazing how well his girls have adapted to America. "Natasha is very athletic," he said. "She loves softball, basketball and volleyball. Ira is more the creative type. She likes to participate in classes at the Octagon in Ames and is our little chatterbox."

Verbally, the girls picked up English very quickly. Matt says they still struggle a bit with word meaning. "Since they speak very well, people assume they have a larger vocabulary than they do. That's frustrating for the girls sometimes, but they are gaining on their vocabulary every day."

"We talk about our Russian experiences and we're very supportive of the girls and whatever they decide to do as they get older as it relates to their Russian family. Kim and I know we are Mom and Dad."

Matt Swanson

In school, each of the girls is working at grade level, and Natasha has all but lost her Russian accent. "You can still hear Ira's accent, but Natasha has completely lost hers. They have great teachers at United Community, especially the ESL (English as a second language) teacher."

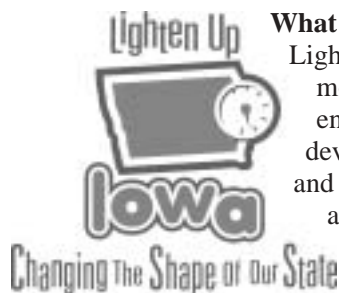
Although she's lost her accent, Natasha is the child who most often remembers her homeland and someday wants to go back and find her natural mother, said Matt. "We talk about our Russian experiences and we're very supportive of the girls and whatever they decide to do as they get older as it relates to their Russian family. Kim and I know we are Mom and Dad," he said. "For a recent class project Natasha had to trace her family tree. There was no hesitation on her part that the tree had the name Swanson."

Although having four kids is a challenge for any parent, the Swansons say they feel very lucky to have gone through the adoption process. "I can't imagine life without all my kids," said Matt.

Part of the pride the Swansons feel toward their family is knowing the conditions Ira and Natasha would have faced had they grown up in Russia. Because of the situation of children placed in an orphanage, the girls would have only had assistance until age 16. After that, they would have been on the streets to fend for themselves. It is heartbreaking to know there are so many more kids who face this fate everyday in Russian orphanages.

To find out more about Camp Hope or the adoption process for Russian children, visit www.storkadopt.com or www.camphope.net.

Lighten up, Iowa!



What is Lighten Up Iowa?

Lighten Up Iowa is a five-month competition that encourages Iowans to develop healthy activity and eating habits. Iowans are encouraged to form teams of two to ten people and then go the distance.

Lighten Up Iowa began as a statewide program in 2003. Since its first year, more than 20,000 Iowans have been involved with the program. During those two years **4.8 MILLION MILES** of activity have been logged and **65,000** pounds lost.

At the DOT, several teams participated last year. Once of the most successful was a team of 10 from Materials, Location and Environment, and Document Services. They lost a total of 105 pounds over the six-month period. Mary Kay Solberg, team leader, said, "I think this is a great way to make some lifestyle changes. You have the support of the team and can make the changes over a six month period."

When does Lighten Up Iowa begin? The 2005 program will begin Wednesday, Jan. 19, and concludes Wednesday, June 8.

What divisions can my team enter? Team competition is recognized in two divisions, weight loss or accumulated activity. A team can enter either one division or both for their entry fee.

- Weight loss due to healthy, appropriate diet and physical activity
- Accumulated activity in the form of miles

How much does Lighten Up Iowa cost? It's \$10 per person, plus a team shipping and handling charge. Participants receive a training t-shirt, weekly nutrition and activity tips, and free entry into the 2005 Iowa Games fitness walk (February) or the Summer Iowa Games volkswalk (July).

How do I get involved?

1. Put together a team (2 to 10 members) of co-workers, friends or family.
2. Pick a team name and captain.
3. Register for competition.

Questions? Go to lightenupiowa.org for more information.

Motor Vehicle walks for the cure



For the second year members of the Motor Vehicle Division and their families formed a team to "Walk for the Cure." This breast cancer awareness fundraiser for the Susan G. Komen Foundation was held Saturday, Oct. 23, near Principal Park in Des Moines.

Team members included LaVonne Short (Captain), Dave Short, Melissa Short, Lynne Thornton, Gary Thornton, Wendy Foreman, Jennifer Dunaway, Karen Ballard, Gloria Aswegan, Deb Shafer, Emily Shafer, Andrea Coco, Samantha Coco, Rhonda Wernecke, Alicia Teran, Judy Hilsenbeck, Sharon Anderson, Thelma Huffman, Mary Pane, Mike Winfrey, Merideth Winfrey, Pamela Cook, Shirley Andre, Jenny Robinson, Kelly Hamilton and Marie Davis.

LaVonne said, "Although not everyone was able to walk on Saturday, they were all part of the team. Some team members purchased pink ball caps to wear Saturday. In an effort to raise awareness and excitement for the Saturday race, all team members wore their race shirts and pink hats on Friday before the race."

According to a race day information packet, funds from last year's Des Moines area Race for the Cure provided no-cost mammograms for women and men in need of financial assistance. The program has provided more than 5,000 mammograms over the last nine years. Data collected by the Iowa Department of Public Health indicates that of these people, 10 percent have needed further testing or treatment. Funds raised by Race for the Cure participants are also used to provide educational information.

For information about breast health concerns or breast cancer, please call the Komen Foundation helpline at 800-462-9273 or visit www.komen.org.



Hats Off

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

To: **Linda Castillo**, engineering operations technician, Grimes shop
From: Gene and Shirley Buckley, Monroe

Thanks for the prompt action on my fence request. I appreciated meeting you and was happy that you were a fine person to work with. Thanks again.

(Editor's note: The Buckleys contacted Linda Castillo for a permit to remove a fence line. Since she was going to be in the area the next day, she was able to research and prepare the permit for them that afternoon.)

To: **Mark Wandro**
From: John Slight, Mayor, Boone

Please accept this letter as our sincere thanks for all the help and cooperation that was provided by the Department of Transportation in the clean up of debris following the windstorm Sept. 2. In particular, we are grateful to the staff at the **Boone maintenance facility** for their leadership in getting all the help that was required to get the job done in a timely manner. With the help of the department, we were able to get the job done just in time for the many visitors who came to our community to celebrate Pufferbilly Days and enjoy a clean and pleasant environment.

To: **Mark Wandro**
From: Jerry and Mae Tellman, Jefferson City, Mo.

My wife and I would like to comment on the courtesy and honesty of your employee, **Armin H. Martin**. While we were visiting Iowa, which we do quite often, my wife accidentally left her wallet in a rest area on I-80. We were about 100 miles east of the Victor rest area when I called there. When we got to LeGrange, Mo., my son called her cell phone to tell us **Mr. Martin** had found her wallet and would return it to us. It's nice to know there are still some honest people in this world. We are retired and the \$400 in my wife's wallet is quite a lot of money to us. We would certainly commend **Mr. Martin** to his superiors.

*(Editor's note: **Armin Martin**, rest area supervisor, is in charge of the Victor rest area crews.)*

To: **Doug DeWaele**, rest area supervisor
From: Shane Weber, Mitchell, S.D.

Thank you for finding and returning my wallet to me. You have no idea how sick I felt when I realized it was gone and how relieved I was that it was found fully intact.

*(Editor's note: **Doug DeWaele**, rest area supervisor, found this wallet at the Pacific Junction rest area on I-29 and mailed it back to the Weber.)*

To: **Larry Jackson**, District 5 Engineer
From: Lisa Parker

I cannot thank you enough for your response to my E-mail, but more for the action you have initiated. In this day and age it is rare to find someone who first, listens to what others have to say and second, has the dedication and courage to do the right thing, then to have the tenacity to follow-up and follow-through. I am impressed by your responsiveness and grateful for the course of action that will be undertaken in the near future. I know I am not alone in thanking you. At a recent football game many people were discussing how surprised and relieved they were that action is being taken to alleviate the situation in front of the school.

*(Editor's note: This thank you note refers to an intersection on U.S. 218 in front of Central Lee High School. **Larry Jackson** and others from District 5 and the central office have been working to add a turn lane and upgraded school zone signage at this location.)*

To: **Terry Dillinger**, Director, Office of Driver Services
From: Thomas L. Koehler, Judge, Iowa District Court, Cedar Rapids

I have wanted for some time to write you a short note expressing my opinion that you have a very valuable employee here in the Cedar Rapids office. Her name is **Brenda Differding**.

As you undoubtedly know, **Ms. Differding** is in the Lynn County Courthouse on a routine basis working with judges, lawyers and the public. During her tenure requiring her to be at the courthouse, I have heard nothing by praise from everyone with whom she associates. Her willingness to "go out of her way" to help people is especially remarkable.

Ms. Differding is certainly an outstanding employee of whom you should be proud to have on your staff.

*(Editor's note: **Brenda Differding** is a public service supervisor 2 in the Cedar Rapids DL station. She is involved in the "Rocket Docket" program to assist drivers and the court system in quick resolutions to driver issues as they relate to Iowa law.)*

Are you a control freak?

After a staff meeting, you hear one of your staff members muttering, "What a control freak." Are you? You may be if you:

- Have a hard time delegating projects to others.
- Go to great lengths to show employees that you're right, even if the point is trivial.
- Need to make every decision, read every letter and approve every expenditure.
- Require constant updates on the progress of assigned tasks.
- Feel anxious when someone suggests a different way to approach a project or task.
- Do most of the talking at meetings.

If these statements ring true, there's a good chance that your controlling behavior is compromising your effectiveness as a manager. The following tips will help you overcome that ineffective behavior:

- Trust your employees to do the job. After all, if you hired them, they should have the qualifications they need to work independently.
- Offer suggestions, rather than criticisms, if you see that something is not going well. Your employees are more apt to listen to your ideas if they feel you aren't criticizing them.
- Try to find specific areas of work to direct your energies. No one person can know how to do everything. That's why you have staff members.
- Concentrate on goals and objectives for yourself and guide your employees, rather than hold their hands.

Adapted from "Must You Control Everything?" Paul Thomas, www.mdpublishing.com and reprinted from *Communications Briefings*, November 2004.

Quick Tip

If you have perfectionist or control freak tendencies, encouraging feedback from your staff is vital. Be open with your team members and say: "I recognize I have this weakness, and I'm trying to correct it. Tell me if you see me reverting to my old ways." You may need to repeat the message a few times before staffers will feel comfortable about being frank with you.

Adapted from "Eye for Minutiae," *Professional Manager*, www.managers.org.uk and reprinted from *Communications Briefings*, November 2004.

Family Happenings

Location and Environment

Jean Jesse




Roger Larsen, transportation engineer, and his wife, Lynn, are the proud parents of a new son. Caleb Andrew was born Oct. 30 at 2:17 p.m. Caleb weighed in at 8 lbs. 3 ozs. and was 20 ½ inches long. Big brother Jake, almost 4, and big sister Hannah, 7, are very excited about their new brother. The office has given the usual baby gift of disposable diapers and lots of understanding. Congratulations to the Larsens!

Bridge Design

Judy Whitney

Ron Stafford, bridge inspector, played guitar and sang live Nov. 15 on KUNI radio in Cedar Falls with his group called "The Bluegrass Pals." Stafford's 84-year-young uncle played fiddle with the group. From all accounts this was a great experience and one Stafford hopes to repeat.



Trophy Case

Recent DOT Awards

ICPA summer golf outings

Over the summer the Iowa Concrete Paving Association (ICPA) held several golf outings. DOTers fared very well in these relationship-building activities, winning several of the flights. This information was supplied by ICPA.

June 16 – Pleasant Valley Golf Course, Iowa City



Championship Flight, 1st Place
 Jerry Danforth, retired DOT; Don Like and Mark Johnson, District 6; and Rich Van Horbeck, retired DOT.

June 22 – Legacy Golf Club, Norwalk



Championship Flight – 2nd Place
 Pat Bishop (non-DOT); Ed Mahoney, Larry Letze and Lance Starbuck, Des Moines area employees.

Second Flight – 1st Place (by cardback)
 Lee Shepard and Troy Annis (non-DOT); Greg Mulder and Jerry Lavine, Des Moines area employees.

Third Flight- 1st Place
 Kevin Mahoney and John Adam, Highway Division administration; and Jay Johnson and Mark Trueblood, Martin Marietta Materials.

Jesse hits hole in one

Larry Jesse, director of the Office of Local Systems, shot his first hole in one at Otter Creek near Ankeny Oct. 25. Jesse was using an eight iron against a slight wind on the seventh hole, a 125-yard par 3. The event even made the sports section of the Des Moines Register on Oct. 28. Jesse says this is his first hole in one in 25 years of golf. Great job, Larry!

Sept. 22 – Legacy Golf Club, Norwalk

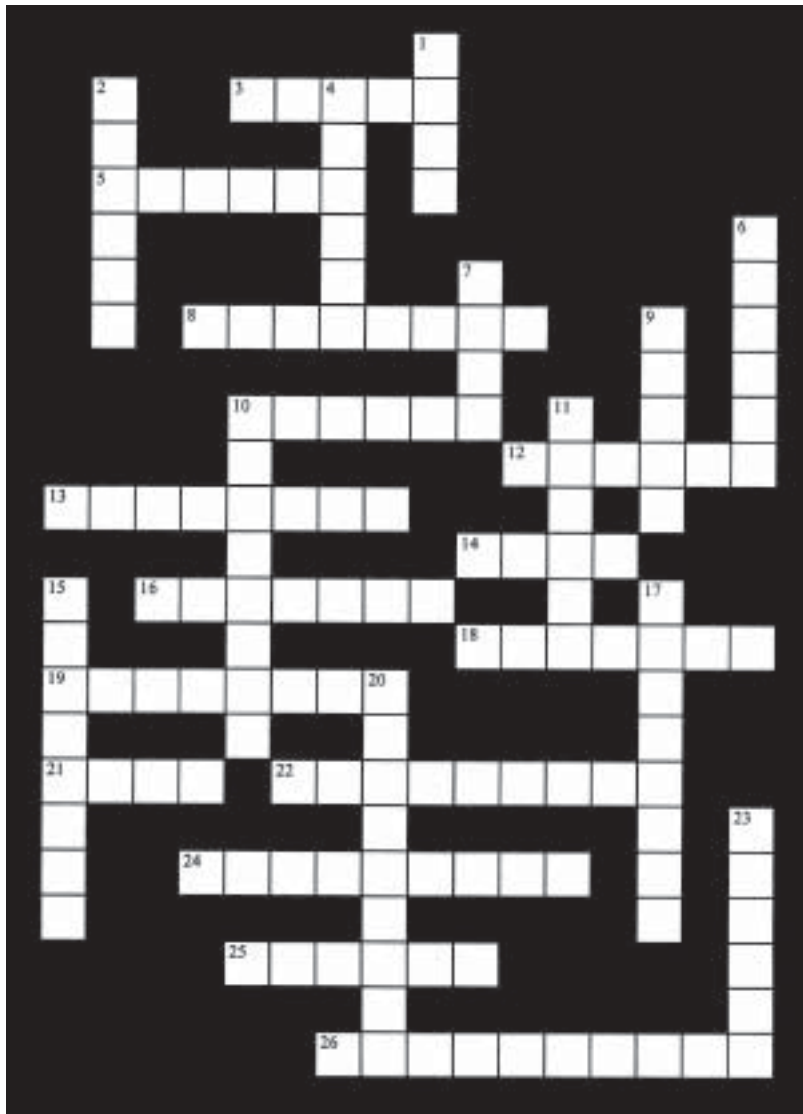
Championship Flight - 1st Place
 Jerry Danforth, retired DOT; Don Like and Mark Johnson, District 6; and Rich Van Horbeck, retired DOT.

Championship Flight- 3rd Place
 Andy Polito and Pat Bishop (non-DOT); Larry Letze and Lance Starbuck, Des Moines area employees.

Second Flight – 2nd Place
 Mark Trueblood, Martin Marietta Materials; John Adam, Highway Division administration; Dean Wiebke and Willie Mohorne, District 2.

Third Flight- 1st Place
 Ron Bunting, Barry Sieh, Dave Widick, Phil Meraz, central complex employees.

DOT Office Directors



Across

- 3 Local Systems
- 5 Program Management
- 8 Systems Planning
- 10 Transportation Data
- 12 Finance
- 13 Bridges and Structures
- 14 Right-of-Way
- 16 Public Transit and Aviation
- 18 Motor Vehicle Enforcement
- 19 Enterprise Services
- 21 Rail Transportation
- 22 Motor Carrier Services
- 24 Maintenance
- 25 Vehicle Services
- 26 Media and Marketing Services

Down

- 1 Traffic and Safety
- 2 Materials
- 4 Construction
- 6 Procurement and Distribution
- 7 Location and Environment
- 9 Employee Services
- 10 Design
- 11 Document Services
- 15 Contracts
- 17 Policy and Legislative Services
- 20 Driver Services
- 23 Facilities Support

Solution to the November crossword



2005 Holidays

- New Year's Day Friday, Dec. 31
- Martin Luther King Jr. Monday, Jan. 17
- Memorial Day Monday, May 30
- Independence Day Monday, July 4
- Labor Day Monday, Sept. 5
- Veterans Day Friday, Nov. 11
- Thanksgiving Day Thursday, Nov. 24
- Friday after Thanksgiving Friday, Nov. 25
- Christmas Monday, Dec. 26

PERSONNEL UPDATES

Information supplied by the Office of Employee Services for Sept. 24 to Oct. 21, 2004.

New Hires

Jason Arn, construction technician assistant, Design; **Sherryl Barker**, driver's license clerk, Waterloo DL station; **Joshua Cedar**, construction technician, Cherokee construction; **Sheila Cowles**, secretary 2, District 3 Office; **Erich Eggers**, communications technician 2, Information Technology Division; **Charles Hughes**, construction technician assistant, Design; **Tammy Heidemann**, driver's license clerk senior, Des Moines DL station; **Teresa Huntley**, reproduction equipment operator 2, Document Services; **Malinda Johnson**, secretary 1, Motor Carrier Services; **Heather Jorgensen**, driver's license clerk, Waterloo DL station; **Charles Levy**, information technology specialist 4, Information Technology Division; **Bryan Nguyen**, driver's license clerk senior, Des Moines DL station; **Thomas Parham**, transportation engineer specialist, District 5 Office; **Kari Pint**, driver's license clerk senior, Des Moines DL station; **Tawnia Reed**, typist, District 5 Office; **Jonelle Strazdas**, driver's license clerk, Council Bluffs DL station; **Rachelle Wright**, driver's license clerk, Cedar Rapids DL station; **Valerie Wright**, secretary 1, Mason City maintenance; **Mary Zimmerman**, purchasing agent 3, Procurement and Distribution.

Promotions

Charles Barker, from information technology specialist 2 to information technology specialist 3, Information Technology Division; **Benjamin Gerdes**, from transportation engineer intern, Design, to transportation engineer, Des Moines construction; **Charles Henderson**, from construction technician senior to construction technician supervisor, Ottumwa construction; **Jennifer Hennings**, from driver's license clerk, Davenport DL station, to driver's license clerk senior, Clinton DL station; **Danny Laing**, from garage operations assistant to highway maintenance supervisor, Tipton interstate garage; **Russell Lucht**, from construction technician senior to construction technician supervisor, Cherokee construction; **Gary Sandersfeld**, from equipment operator to mechanic, Williamsburg garage; **James VanSickle**, from garage operations assistant to highway maintenance supervisor, Ames garage.

Transfers

Kevin Cooklin, mechanic, from Maintenance to Jefferson garage; **Melissa Davis-Oviatt**, secretary 2, from Public Transit to Finance; **William Lane**, equipment operator, transfer within Highway Helper cost center; **Martin Merial**, equipment operator, within Grimes garage cost center; **John Mohr**, equipment operator, Oakdale garage to Williamsburg garage; **Kerry Morris**, equipment operator, from Highway Helper to Grimes garage; **Jeffrey Roll**, equipment operator, from Grundy Center garage to Iowa Falls garage.

Retirements

None.

SERVICE AWARDS

Information supplied by the Office of Employee Services for December 2004.

40 Years

Sharon K. Dickerson, Employee Services; **Patrick Sell**, Systems Planning.

35 Years

Curtis Gracey, Motor Carrier Services.

30 Years

Douglas Erickson, Des Moines construction; **Gary McDaniel**, Des Moines-north garage; **Michael Winfrey**, Motor Vehicle Enforcement.

25 Years

Mark C. Brown, Latimer garage; **Allen Gray**, Donnellson garage; **Jon Harrison**, West Union garage; **Ronald Mahoney**, Gowrie garage.

20 Years

Roger Conzemius, Boone garage; **M. Steve Fisher**, Bridges and Structures; **Paul Ginkens**, Mount Pleasant garage; **Kenneth Hatfield**, District 6 Office; **Scott Meeks**, Information Technology Division; **Mohammad Mujeeb**, Materials; **Timmy Niner**, Newhall garage; **Robert North Jr.**, District 1 Office; **Leo Michael Simms**, Motor Vehicle Enforcement; **Gerald Sydnes**, Facilities Support.

15 Years

Judy Bagg, Waterloo garage; **Lester Castillo**, Creston garage; **Tony Gustafson**, District 1 Office; **Rodger Hanson**, Sac City garage; **Judy Hilsenbeck**, Vehicle Services; **Krandel Jack**, Contracts; **Donna Kelso**, Motor Vehicle Enforcement; **Judith Lugiano**, Burlington garage; **Eileen Myers**, Spencer DL station; **Tina Shea**, Marshalltown garage; **Cindy Yarrington**, Waterloo garage.

10 Years

Trista Hills, Driver Services; **Mike L. Jackson**, Right-of-Way; **Laura Maxwell**, Cedar Rapids DL station; **Richard McLain**, Motor Vehicle Enforcement; **Dale O'Brien**, District 5 field staff; **John Osborne**, Pacific Junction garage; **Candace Phipps**, District 3 materials; **Larry Schropp**, Williamsburg garage; **Andy Sheldon**, Sidney garage; **Lisa Skartvedt**, Information Technology Division; **Willy Sorenson**, Research and Technology Bureau; **Eric Souhrada**, Bridges and Structures; **Michael Todsen**, Bridges and Structures.

Service Awards continued on page 15

Service Awards continued from page 14

5 Years

Raymond Aikin, Newton interstate garage; **Sally Bartlett**, Design; **James Beckman**, Council Bluffs-south garage; **Robert Briggs**, Mount Pleasant garage; **Joseph Cihacek**, Missouri Valley garage; **Earl Clausen**, Adair garage; **Michael Downes**, Cedar Rapids garage; **Scott Geer**, Facilities Support; **Daniel Harness**, Design; **Paul Harry**, Creston construction; **Guy Mitchell**, Washington garage; **Sean Passick**, Des Moines construction; **Chad Rumbaugh**, Boone garage; **Dennice Svaleson**, Facilities Support; **John Willenbring**, Dyersville garage.

July 6, 1881, revisited



From left: Kueier Chung, Lois Davis and Joe Reutter

The Kate Shelley story was revisited at the ruins of the Honey Creek Railroad Bridge in Boone County on the evening of July 6. Attending the event were Kueier Chung who studied the story of Kate Shelley in school in Taiwan; Lois Davis from Design, the daughter of the Ray Mitchell family who purchased the Kate Shelley farm from the Shelley family after World War II; and Joe Reutter of Bridges and Structures, who provided the antique railroad lantern and is doing research about the Kate Shelley farm.

The group paid a visit to the Kate Shelley farm and hung a lantern at the site to commemorate the heroic deed of Kate Shelley on the night of July 6, 1881.

35 YEARS
Iowa Department of Transportation



Curtis Gracey,
Motor Carrier Services

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 coworkers. For more information, contact Tracey Bramble, Office of Media and Marketing Services, 515-239-1314 or e-mail tracey.bramble@dot.iowa.gov.

Mark F. Wandro, Iowa DOT Director

Tracey Bramble, Office of Media and Marketing Services, Editor
Lynn Purcell, Office of Media and Marketing Services, Desktop Publisher
J. Cory Heintz, Office of Media and Marketing Services, Photographer
Printing Staff, Office of Document Services, Printing



800 Lincoln Way, Ames, IA 50010 • 515-239-1372.



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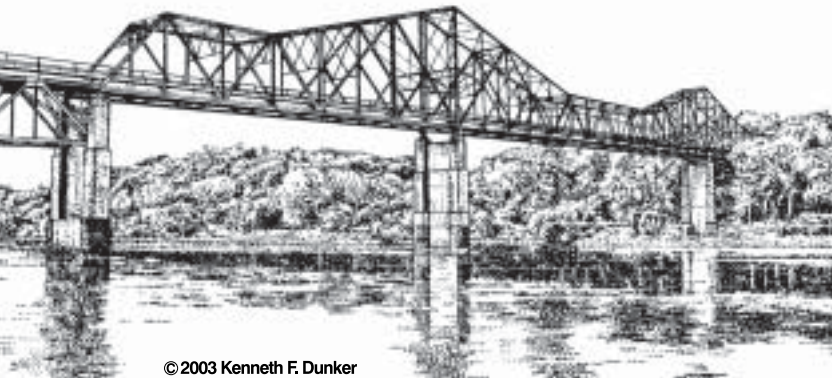
Service Area	Correspondent	Phone
District 1	Lori Morris, Ames	515-239-1635
District 2	Pam Cox, Mason City	641-423-7584
District 3	Mary Beth Banta, Sioux City	712-276-1451
District 4	Marlene Jensen, Atlantic	712-243-3355
District 5	Brenda Hadley, Fairfield	641-472-6142
District 6	Jeanne Heeren, Cedar Rapids	319-364-0235
Bridges and Structures	Judy Whitney, Ames	515-239-1564
Construction	Nancy McMenamin, Ames	515-239-1043
Contracts	Peg Muxfeldt, Ames	515-239-1422
Design	Judy Lensing, Ames	515-239-1469
Director's Staff Division	Lynn Purcell, Ames	515-239-1730
Driver Services	Melanie Mathes, Des Moines	515-237-3153
General Counsel	Sheri Anderson, Ames	515-239-1509
Information Technology Division	Colette Simpson, Ames	515-233-7728
Local Systems	Kathy LaRue, Ames	515-239-1081
Location and Environment	Jean Jesse, Ames	515-239-1225
Maintenance	Cindy Shipley, Ames	515-239-1824
Materials	Dawne Berner, Ames	515-239-1919
Modal and Planning & Programming Divisions	Mary Kay Reimers, Ames	515-239-1661
Motor Carrier Services	Diann McMillen, Des Moines	515-237-3250
Motor Vehicle Enforcement	Val Hunter, Des Moines	515-237-3218
Operations and Finance Division	Janet Kout-Samson, Ames	515-239-1340
Research and Technology Bureau	Phyllis Geer, Ames	515-239-1646
Right-of-Way	Linda Kriegel, Ames	515-239-1135
Traffic and Safety	Linda McBride, Ames	515-239-1557
Vehicle Services	Thelma Huffman, Des Moines	515-237-3182

On the cover: This wooden arch bridge is in Fontana Park near Hazelton.

Line by line

Have you ever been told that some talent or aptitude ran in your family? For Ken Dunker, transportation engineer specialist in Bridges and Structures, this discovery came on a trip to his mother's family farm near Frankenmuth, Mich., in the early 1950s. Relatives remembered that his great-great-grandfather also had been somewhat of an artist. Years later Dunker discovered a folk art exhibit of his great-great grandfather, Johann Adam List. List was a master carpenter who was involved in the construction of many early buildings and a covered bridge in Frankenmuth. An artist, crafter and builder since childhood, Dunker has continued his artistic bent in ways that serve others.

Dunker's church was looking for artwork for the cover of the Sunday morning bulletins, and his pastor asked Dunker to draw the church. After photographing the building from several angles, Dunker used his training as an architect to place Mylar sheets over enlarged photos and draw the building in ink with a technical pen.



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© 2003 Kenneth F. Dunker

After completing the church drawings Dunker turned to bridges. "I had photos of historic bridges that I had taken when I was editor of the ASCE (American Society of Civil Engineers) newsletter," said Dunker. "I thought those would make interesting drawings."

Once he ran out of bridge photos to draw, Dunker moved on to old barns and now to one-room schoolhouses. "I feel I have to take the photos myself and experience the structure to get a feel for the way it was built," he explained.

Dunker says it takes about a week of spare time to complete one drawing. "It's fun for me to go out and find structures I want to draw," said Dunker.

With his collection growing, Dunker thought of ways to share his work with others, and raise money for charitable causes at the same time. After test-marketing inkjet note cards in Iowa DOT Toys for Tots and Food Drive auctions, he had quantities of cards printed for several nonprofit organizations. Dunker produced a set of note cards of four barn drawings to be sold for Iowa Barn Foundation fundraising. When this proved successful, he offered six of his Madison County covered bridge drawings to the Lincoln Way Chapter of the Red Cross. Also selling Dunker's note cards of historic bridges for scholarship fundraising is the Iowa Section of ASCE. Dunker's work has the potential to raise thousands of dollars for these causes. Cards with truss bridge drawings will be in this month's Toys for Tots auction.

Dunker, a DOT employee since 2000, retired from a 28-year career at Iowa State University where he taught architecture and civil engineering prior to joining the department.

To buy a set of Dunker's barn note cards, log on to iowabarnfoundation.org. The covered bridge note cards are available from American Red Cross, Lincolnway Chapter, 426 Fifth Street, Ames, IA 50010, 515-232-5104. For the bridge note cards contact the American Society of Civil Engineers, C/O Dave Moeller, P.E., Snyder and Associates, Inc., 501 SW Oralabor Rd., Ankeny, IA 50021, 515-964-2020.

