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THE OHIO DEPARTMENT OF TRANSPORTATION EMPLOYEE NEWSLETTER

# New strategic plan ready for the new year

Ron Poole, Central Office



AS 2012 BEGINS, SO too does the implementation of ODOT's Strategic Plan. Finalized in mid-December, it has been shipped to the districts to be introduced to the rest of ODOT in various stages starting in January.

"We needed more time to arrive at a document everyone could be in agreement with," said Michael D. Cope, assistant director for Business & Human Resources. "We perhaps underestimated the time it would take to get to that point, but it's better late than never."

Cope recalled the background of the Strategic Plan, which began its evolution



in the spring of 2011:

"It came into being because of the Director's prior knowledge of ODOT," he said. "What we came up with grew out of his background, the

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Photos by Andy Eline, Central Office

Baseball caps with the ODOT logo will be among the first items offered by the new online store.

## Wear it out!

ODOT-BRANDED APPAREL WILL SOON be available to employees through an on-line store which is expected to be up and running in February.

"ODOT clothing items have been available in the past, and we are happy to be able to offer them again," said Administrative Assistant Jamie Kimberly, who is over-seeing the implementation of the on-line store. "Employees from any part of the state can use a link on the ODOT

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# transcript

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## **New strategic plan ready for new year**

backgrounds of his staff, and discussions with members of our transportation industry on what would be needed from ODOT in the future.”

The plan is made up of sections for Mission, Vision, Guiding Principles and Critical Success Factors covered in a 13-page final draft. The last category, Critical Success Factors, makes up the majority of the document. The defined goals—labeled as People, System Conditions, Operations, Safety, Capital Program, and Jobs and Commerce—now include specific target numbers, timeframes for achievement, and strategies.

“The critical success factors had to be measurable. They had to have relevance,” said Chief Engineer and Assistant Director for Transportation Policy James Barna.

“I felt strongly that we had to have everyone in place, from administrators on up, to create this plan together. This document is black and white enough so that everyone at ODOT, from capital program members to operations members to support personnel, has a clear role in contributing to the overall success of the plan.”

Following the rollout, more specific goals for each district and division in ODOT will be announced, followed by more efforts identifying the direction to be taken by the department in 2012.

“It’s all about results over resources,” Barna said. “I’m excited because the plan is about focusing the agency and its core principles in the most effective way possible. It sets us up for the euphoria of success.”

This point was echoed by Assistant Director Cope.

“I have faith,” said Cope, “that if we create an environment where people want to come to work because they know what they do will add value, we will achieve great things. But it’s up to us to create that environment first.” 🌱

## **ODOT Works Bobbi Rexroad**

Joel Hunt, *Central Office*



BOBBI REXROAD, A HIGHWAY technician and timekeeper in the Marietta Traffic Department, installs and repairs signs, including signs for scheduled construction and emergencies, and stripes roadways. Last year she installed memorial markers around District 10 where historic bridges once stood.

Rexroad has worked in the Traffic Department for two years and as a highway technician in Athens County for five.

“The Traffic Department is more physically demanding than the Maintenance Department, mainly due to the fact the equipment is so heavy, almost half as much as I weigh,” she said. “So I’ve learned to work smarter, not harder.” 🌱



Bobbi Rexroad

Photo by Brenna Slavins, District 10

# ODOT releases Social Media campaign 'How Do You Drive Safe?'

Ron Poole, Central Office



USING ITS RECENTLY EXPANDED social media accounts on Twitter, Facebook and YouTube, ODOT pushed the boundaries of the digital world and creativity with its first-ever social media safety campaign, asking Ohioans “How do you drive safe?”

## MAKING THE MESSAGE FUN

Starting Dec. 1, ODOT produced 16 videos parodying various popular TV shows, cartoons, commercials and movie characters: from Frosty the Snowman telling kids that in *Ice & Snow*, *Take It Slow*; to Linus telling Charlie Brown people need to be responsible drivers; to Transformer character Optimus Prime rapping over an old-school hip-hop beat telling drivers not to speed.

“Our goal was to use pop-culture icons to help us sell safe driving messages and to generate a large fan base for our social media sites,” said David Rose, ODOT public information officer. “The beauty of the social media platform is it allows ODOT to communicate safety messages in a more fun and engaging manner. What better way to promote our social media sites than to play on the very essence of social media, which is the idea that there is no creative boundary and people have the freedom to voice their opinions, likes, dislikes and point of view of the world,” he added.

## CREATING TWO-WAY DIALOGUE

The campaign was prompted by the fact there were nearly 33,000 crashes and 90 fatalities on Ohio roads last December. And by posing the question, “How do you drive safe?” it encouraged Twitter followers and Facebook fans of ODOT to share their own safe driving tips—further creating dialogue between ODOT and the public and getting people to think about safe driving habits.



## DISTRICTS JOIN EFFORT

Other district offices have been contributing to the effort, including District 3, District 8 and District 12. District 6 used the famous holiday song, “The Twelve Days of Christmas,” as their theme for a safe driving outreach. The district posted safe driving points for each of the first twelve days of December, and invited Twitter and Facebook members to share their favorite safety lessons in action.

“In communications we are good at pushing out information,” said ODOT District 6 Public Information Officer Nancy Burton, “but this is about creating a two-way conversation. I think people really like to talk back rather than just be talked to.”

Burton reports that her ODOT Twitter account gained 79 new followers from the Christmas campaign and hopes to generate more from the district’s New Year’s Resolution themed outreach.

The statewide campaign produced nearly 300 Facebook fans and more than 250 Twitter followers statewide as well as 20,000 video views on YouTube. Rose added the campaign was the first of its kind for any DOT. 🌱

# Modernized timekeeping to make time fly

Greg Pore, Central Office



MANAGING THE LABOR hours of more than 5,600 ODOT employees is a time-consuming task, further complicated by the use of paper timesheets. ODOT's primary timekeeping method is the familiar AU-15 paper timesheet filled out by employees, approved by managers, entered into the "On-

ODOT is modernizing timekeeping duties with the introduction of Time & Equipment Administration & Management Systems (TEAMS). Consisting of two different projects working cooperatively with one another, TEAMS will combine time and equipment tracking into one faster and easy to use structure.

The first project, the Activities, Cost and Time System, manages the processes for time and activity entry, payroll, and leave requests. It will replace On-Time and Request for Leave processes with the newer "Kronos" by July 1.

Kronos will handle all time and labor tracking along with Request for Leave and activities performed by employees. This will allow employees to focus on everyday duties instead of extra paperwork. After Kronos is deployed employees will still enter their activities into the existing TMS system until the new activities tracking system is implemented in phase 2.

The second major project, the Equipment & Inventory Management System, will record department assets such as equipment, materials, and parts. It will handle work orders, streamline management and reporting of maintenance activities, and support cost accounting functions.

TEAMS' ultimate goal is to support ODOT's Strategic Plan to deliver safe, high quality transportation more efficiently by collecting more accurate data and eliminating redundant and unnecessary tracking processes.

Business Process Analyst Angela Haskins-Carr says that she looks forward to the new timesheet system.

"It will be great to be able to handle all of the time-related processes in one system," she said. 🌱



DoIT's Rudy Ward has handled paper timesheets for more than 20 years. The new system aims to eliminate the need for paper copies. Photo by Greg Pore, Central Office.

Time" system by timekeepers, which then get sent to payroll, also known as the Ohio Administrative Knowledge System.

Does passing pieces of paper from one person to another sound like a long, labor-intensive process with increased chances for errors? It is.

AU-15's were introduced decades ago. Only slight improvements have been made since. But with a little modern ingenuity, paper timesheets will soon become history.

"This is an exciting time to be an ODOT team member as we progress further into the 21<sup>st</sup> century," said Division of Information Technology Deputy Director Spencer Wood.

# COMING SOON: Best practices videos

David Rose, *Central Office*



IN A LARGE ORGANIZATION SUCH AS ODOT, it is difficult to capture a best practice, as it takes time to catch on throughout the organization. However, once it catches, it spreads like a wild fire, igniting across district boundaries engulfing old processes to become a new standard procedure.

Thanks to the Division of Operations and the Office of Training, capturing best practices for maintenance operations has just gotten easier. Slated to be released this year, a series of best practice training videos starring maintenance crews from around the state will be distributed through multiple channels: DVDs, YouTube, online portals



and possibly even part of specific training courses.

With its first release ODOT Best Practices: Crack Filling, viewers will join Caught in The Act Carl on a trip to Fayette County to learn how ODOT performs its crack filling maintenance procedure.

For a sneak peek of the video, visit the Office of Training portal on the intranet. 🌐

## Health & Wellness Corner

### Keep your New Year's resolutions in 2012

Carolyn Kirkland, *Central Office*



DO YOU EVER FEEL LIKE NEW Year's Resolutions are pointless? That they never become reality?

If you do, it's probably because you are setting your goals too high. This year, try a few baby steps to reaching your larger objectives. Here are some small changes that can make a big difference in your new lifestyle.

#### SWAP WATER FOR POP OR SUGARY JUICES

This change keeps you hydrated and away from calorie-heavy drinks. It also keeps your teeth and gums healthy.

#### FLOSS YOUR TEETH

Flossing is a good habit too often overlooked. Oral health is very important and flossing is one easy step to warding off bacteria.

#### CONTROL YOUR PORTIONS

Studies show eating on smaller plates will help you control your portion size, which in turn controls your weight!

#### BE ACTIVE

No, you do not have to commit to gym visits seven days a week for two hours each visit. Start small, with 20-30 minutes of cardio each day or taking the stairs instead of the elevator. Anything helps!

#### WEAR SUNSCREEN

The dangers of the sun are real and should not be ignored. Even if you don't think you burn, lather up or cover up!

Happy New Year!

Happy New You! 🌐

## ODOT in 2011

# In Travel, in transit, in transition



AS ODOT CLOSES IN ON ITS 107TH year, *Transcript* takes these few pages to look back on the events of 2011, reflecting the unique challenges, con-

cerns and victories that shape the character of an agency which first began with four people occupying borrowed office space in February, 1905.



### District 1

**Rhonda Pees, District 1  
PROJECT COMPLETED**

District 1 oversaw the successful completion of a safety upgrade project on Ohio 309 (Elida

Road) on the west side of Lima. Located in front of the Lima Mall, the project added a raised-curb median and U-turns to one of the busiest shopping corridors in the area. “Our project personnel worked out countless issues throughout this project and saw to it that it was largely completed by the opening of the Christmas shopping season,” said Kirk Slusher, District 1 deputy director. “We worked with the media to explain to the public how to properly navigate the renovated corridor.”

**BUDGET PHILOSOPHY** District 1 committed a significant amount of savings from payroll toward needed equipment in 2011. Rather than let \$1.8 million in payroll savings be carried over into the next fiscal year, the district opted to use that money to purchase 11 dump trucks. “As soon as those funds became available, we used them to upgrade our fleet,” said Slusher.

**GUARDRAIL** The district’s guardrail unit researched and then purchased the tools needed to repair cable rail terminal assemblies in-house. The method they devised is a safe and efficient way to

make terminal repairs and continues to save ODOT significant time and money by not having to call in a contractor. “The crew has taken ownership of the process and can now efficiently maintain all aspects of the cable rail installations throughout the district,” said Rod Nuveman, District 1 highway management administrator.

**STRIPING OPERATIONS** After several years of depending mainly on a contractor to perform long-line striping, the district’s traffic department was challenged to perform the task and to work in conjunction with the district’s chip seal and full depth programs. The crew applied nearly 4,000 gallons of paint this year on nearly 300 lane miles and provided timely and efficient service to the district’s pavement maintenance program.

### District 2

**Theresa Pollick,  
District 2**

**MOVING AT THE SPEED OF  
LIGHT**

In 2011, District 2 began the 2.6 mile relocation of State Route 18 in Wood County. The project is on track to be the fastest-moving in recent ODOT history, having gone from design to construction in less than a year. When completed, the new SR 18 will provide a safe and efficient route from the CXS Intermodal Facility to the Interstate 75 corridor.



**CROSSING COUNTY LINES** This year, a team of highway technicians from four northwest Ohio facilities worked together to complete county maintenance duties throughout the region. From crack sealing, tree work, Dura-Patching, and emergency repairs, the crew raised the bar in efficiency and productivity, preserving the regions highways.

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**CONGRATULATIONS**  
to ODOT's Office of Environmental Services for receiving the Award of Merit from the Ohio Historical Preservation Office for their outstanding contribution to historic preservation efforts last month. Along with co-recipient TranSystems Inc., Environmental Services won recognition for publishing the *Ohio Historic Bridge Maintenance & Preservation Guidance Manual* for maintaining Ohio's historic bridges.

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## District 3

**Christine Myers, District 3**

### TRANSPARENT BOUNDARIES

In an effort to improve efficiency, District 3 has working partnerships between neighboring districts to assist in the maintenance of snow and ice routes in logistical locations. Another agreement between the Ashland County Engineer and the district was put in place for the shared usage of a salt storage facility.



**OPEN COMMUNICATION** District Deputy Director Allen Biehl has held one-on-one meetings with mayors, county commissioners, and state legislators in the region to discuss transportation issues, identify economic development potential, and enhance the image of the department.

**A WELCOMING ENVIRONMENT** An 'open-door' policy has been embraced in the district deputy director's office to encourage open communications with employees. Physically, the district office building was reconfigured to welcome visitors to the department by removing glass-door separators, creating a friendly and inviting environment.

**CREATE EMPLOYEE FEEDBACK** District 3 Deputy Director Biehl created and promoted an employee feedback loop by holding one-on-one conversations with employees to discuss process and work environment improvements in order to help improve the quality of work life.

**HIRING PROCESS BROADENED** The hiring process for all new employees and promotional opportunities are conducted by an interview panel, which includes the direct supervisor and representatives of the Business & Human Resources Department.

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## District 4

**Justin Chesnic, District 4**

**TOW PLOW/EPOKE** District 4 became the first district to use the Tow Plow, a new piece of snow and ice equipment that can plow and treat two lanes of pavement at one time.

District 4 is also the first to use EPOKE, a new snow and ice technology that can effectively treat up to three lanes of pavement at once, while creating a salt slurry to effectively treat the roads.

**RELOCATION ACHIEVED** The Portage County garage relocated from Rootstown to Ravenna, utilizing the same garage area as the city of Ravenna's street department. The district also helped erase boundaries by adding a salt storage facility in the village of Wilmot in the southwestern corner of Stark County. This will make it much more efficient for districts 3, 4 and 11 to get salt for their snow and ice routes in rural Wayne, Tuscarawas and Stark counties

**PUBLIC OUTREACH** The Public Information Office took the Distracted Driving simulator to five different high schools located throughout the District in October. As a result, more than 3,500 high school students were able to learn the dangers of distracted driving.

## District 5

**Michelle Croom, District 5**

**EMPLOYEE SAFETY**

District 5 initiated a new safety program, aptly named "Peer to Peer Coaching." As a result of the implementation of this employee-driven program, PS-1 injuries have been reduced by 59 percent when compared to 2010 statistics and by 39 percent when compared to 2009 statistics (through No-

vember). District 5 has seen a significant 84 percent reduction in Workers Comp claim costs this year (through November). The PS-2 injuries have been less severe than in previous years.

**QUALITY RECOGNIZED** At the 49th Annual Flexible Pavements Conference, District 5 was recognized with the 'Quality Award for Asphalt Paving' for work on four projects: State Route 161 in Licking County; Interstate 70 in Muskingum County; Interstate 70 in Licking County; and Second Street in Coshocton County. This achievement recognizes the tremendous team in place that truly believes in quality, paying attention to details, and working with our partners in the contracting industry to achieve well-constructed and long lasting pavements.

**EMERGENCY REPAIRS** District 5 successfully completed more than 20 emergency landslides 'slip' projects. To secure 100 percent FHWA funding, plans had to be out within 120 days and have the project completed by the designated deadline.

## District 6

**Nancy Burton, District 6**

**FIRST DESIGN-BUILD PROJECT**

Construction began on interstates 71 and 670, the first of the Columbus Crossroads Project. In the first six months, the design build team has added enhancements to the bridge over Cleveland Avenue at no extra cost, saved millions of dollars in utility relocation by moving the cultural wall to the other side of the Long Street Bridge and reduced the time Long Street will be closed from months to days. The three-year mega project is expected to be complete by 2014.

**SOCIAL MEDIA** Based on a popular Christmas song, District 6 launched "The 12 Days of Safe Holi-

# ACCOMPLISHMENTS 2011

day Driving,” as a social outreach effort on Twitter. The project was designed promote safe driving practices and to increase the number of social media followers. Along with the ODOT safety messages, the public was invited to share their favorite safe tips. The district gained 79 new Twitter followers in just 12 days.

**TEAMWORK PAVES THE WAY** Using 4,459 tons of asphalt for paving in all eight counties in 2011, the District Paving Team coordinated the efforts of technicians from all counties and special projects to gain a high degree of cost-efficiency and effectiveness. During the month of November, crews from different counties worked together for perform night bridge deck patching in Franklin County to reduce claims and prepare the decks for winter.



## District 7

**Mandi Abner, District 7**

### **I-75/CENTRAL AVENUE INTERCHANGE IN WEST CARROLLTON**

The district broke ground on this exciting project that will complete the interchange with all the necessary movements and create a desirable area for business growth.

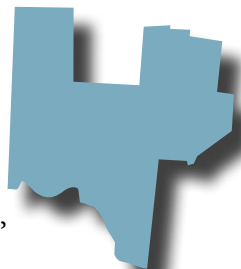
**NEW PRODUCT TEST** Montgomery County just ordered its first two loads of a product known as BEET HEET, which will help in the snow and ice effort. The product will work in lower temperatures, and when combined with salt brine may be used as a pretreatment that will stay on the pavement surface longer.

## District 8

**Sharon Smigielski, District 8**

### **INTERSECTIONS**

**COMPLETED** District 8 dedicated three new “superstreet”



intersections along the State Route 4 Bypass in Butler County. The first of this design in Ohio, the superstreet intersection eliminates through traffic and left turns onto the bypass from several intersecting side streets. The intent of this improvement is to relieve congestion along the well-traveled bypass as well as reduce accidents, and is also expected to be a catalyst for future economic growth in the region.

**NEW ROADWAY OPENED** District 8 opened six miles of a brand new section of highway with the completion of Phases II and III of relocated State Route 73 in Clinton County. Dedication of the Wilmington Bypass took place Nov. 2.

## District 9

**Kathleen Fuller, District 9**

### **IRONTON-RUSSELL**

### **BRIDGE**

District 9 completed and filed plans for the Ironton-Russell Bridge replacement project in late 2011, putting it one year and three months ahead of the original fiscal year 2013 schedule. Bids for the project are now slated to be opened Jan. 12, 2012.



**REST AREA CLOSURES** District 9’s Business & Human Resources Department, in concert with its Facilities team, successfully closed five primitive rest areas during 2011. The antiquated rest areas did not meet state guidelines for continued operation and were expending valuable resources to maintain. The district will continue toward these efforts during 2012.

**STATE ROUTE 279 BRIDGE REPAIR** During their annual inspections, District 9 bridge inspectors discovered that a structure on State Route 279 in Jackson County needed pier repairs. The department worked quickly to make the repairs, and the county maintenance crews completed the work in one week, saving thousands of dollars.

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# ACCOMPLISHMENTS 2011

**PORTSMOUTH BYPASS – PHASE 1** District 9’s Planning & Engineering Department completed final plans for the \$64 million project on schedule. Two buildings located on a parcel of land that had been acquired for the construction project were demolished and cleared by Scioto County maintenance crews in less than a week. The structures were being used for illicit activity, and their removal addressed the growing safety and health concerns conveyed by area residents.



## District 10

**Brenna Slavens,  
District 10**

### EMERGENCY

#### LANDSLIDES

Following a rainy spring, District 10 had 99 emergency landslide sites. The district was successful in completing all federally-required natural disaster designs in house, in addition


to completing its regular projects already scheduled for the year.

**SAFETY** The employees at the Gallia County garage have almost 10 years without a lost time injury.

## District 11

**Becky Giauque, District 11**

### EMERGENCY FLOOD



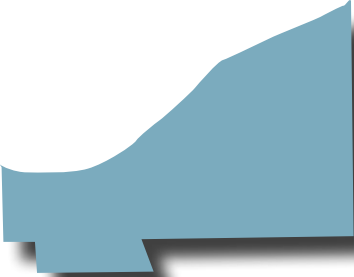
Due to the rain events in March and April and the significant damages to the Federal-aid Highway System, the department received two emergency declarations signed by the governor. For District 11, this meant taking on an additional 90 projects on top of the normal construction program. District 11’s Geotechnical Emergency Response Team, Planning & Engineering, construction and maintenance staff successfully met the challenge: identifying sites, pri-

oritizing the list of work to be performed, designing plans, meeting right of way needs, and completing maintenance items where possible.

## District 12

**Jacklyn Schafer, District 12**

### MAJOR PROJECT



District 12’s \$689 million construction season for 2011 included the start of Ohio’s largest, single infrastructure investment ever: the creation of a new, westbound Interstate 90 Innerbelt Bridge. The Innerbelt Design-Build Team completed more than \$100 million worth of work, while maintaining daily traffic in excess of 120,000 vehicles. The project schedule is on-time in spite of record-setting rain.

**SNOW AND ICE CONTROL** District 12 Maintenance crews utilized 87,000 tons of salt and traveled more than 1 million miles to manage snow and ice operations from Nov. 6, 2010 through March 31, 2011. Crews performed snow & ice operations during 130 of the 140 days.

**COST SAVINGS** District 12 Maintenance crews saved thousands of dollars in materials during a slope repair project on State Route 176 over Big Creek in Cleveland. All of the materials used on the job were recycled from the Lake County Garage, including large sandstone blocks from an old culvert on State Route 84, and sidewalk concrete from U.S. Route 20. More recycled sidewalk concrete was also used for a culvert project on Interstate 71 at Baldwin Creek in Middleburg Heights.

## Central Office

### OHIO ROADS GET MUCH-NEEDED MAINTENANCE THIS YEAR

Of the nearly 700 construction projects in 2011, 250 were devoted to bridge maintenance and replacement, 200 to reconstruction and

widening, and 150 to paving. Projects adding new lanes and general maintenance made up the difference.

Highlights of the 2011 construction season were the groundbreaking of the Interstate 90 Innerbelt Bridge in Cleveland and the I-71/I670 reconstruction in Columbus, both Design-Build projects. Design-Build projects are designed and built under the same contract. The delivery method can save time and money when compared to traditional contracts.

“Ohioans deserve a reliable and predictable construction program which provides them with the highest value for their investments,” said ODOT Director Jerry Wray. “This year, we delivered just that.”

**EFFECTIVE PARTNERING ABOUT MUTUAL RESPECT, COMMON GOALS** Nearly two decades after he instituted a partnering program with the construction industry, ODOT Director Jerry Wray was back at the table in October with the Ohio Contractor’s Association to reaffirm the practice.

“Effective partnering can reduce delays, avoid misunderstandings, and create positive relationships that encourage the achievement of common goals,” said Director Wray.

ODOT will update outdated policies and procedures as a result of the ODOT/OCA committee.

**SAFE ROUTES TO SCHOOL KICKS OFF WITH GLEE-INSPIRED VIDEO** ODOT kicked off its new Safe Routes to School educational campaign with a six-minute music video titled “Be Safe Out the Door.” The program’s purpose is to educate Ohio’s 1.2 million kindergarten-through-eighth-grade students, their families, teachers and school officials about appropriate safety practices for walking and bicycling to school.

Starting this month, the completed video will be distributed to all program affiliated schools in Ohio.

**SAFETY IS ITS OWN REWARD** Members of ODOT, along with Ohio Department of Public Safety and other local and federal agencies, all shared in

a LifeSaver Public Service award from the National Highway Traffic Safety Administration during that organizations’ 29th Annual Lifesavers Conference held in March, 2011. ODOT Highway Safety Manager and Chairman of the Safety Committee Michelle May was on hand in Phoenix, Arizona to accept the plaque on behalf of her team for their combined efforts in improving road safety under the Ohio Strategic Highway Safety Plan. As a result of the committee’s work to coordinate and combine efforts among different safety groups, dozens of highway safety projects are benefitting from pooling funds and sharing expertise across organizations. Since 2002, Ohio’s total highway fatalities have dropped by 28 percent, reaching an historic low for highway fatalities of 1,022 highway deaths in 2009.

“Take the first step in faith. You don’t have to see the whole staircase, just take the first step.”

*Martin Luther King, Jr.*

**OHIO STATE FAIR EXHIBIT** “Every Move you Make . . . Make it Safe,” was the theme for ODOT’s annual Ohio State Fair display for 2011. The entire 40-by-50 foot area focused attention on the elements needed to promote safety and the efforts being employed to reduce and eliminate crashes on Ohio roadways. The display subjects included Safe Routes to School, Share the Road, Intersection Safety and Fixed Object Crashes.

The highlight of the exhibit included a multiscreen driving simulator which allowed visitors to experience how distractions while behind the wheel can lead to crashes.

Ricky Stenhouse, Jr., the 2010 NASCAR Nationwide Series Rookie of the Year, made a special appearance at the display. Stenhouse spoke to the crowd about safe driving and later signed autographs and answered questions from fans. ☺

# Meet the DDD: Tony Urankar, District 4

Justin Chesnic, *District 4*



**DEPUTY DIRECTOR**  
Tony Urankar first joined ODOT in 1991 as a public information officer in District 12 and was promoted to Business & Human Resource Administration in 1997.

His more than 26 years of public sector service includes working in local government in Cleveland and Strongsville.

He received his Bachelor of Arts degree in Mass Communication and Journalism from St. Bonaventure University in St. Bonaventure, NY. Urankar has

facilitated many quality training courses for state employees and various quality courses for the Ohio Certified Public Manager program. He served as an Ohio Partnership for Excellence Examiner and Coach from 2003 to 2007.

He and his wife Lynette reside in Richfield and have seven children: Stephanie, Danica, Michael, Julia, Rok, Anthony and Gemma. When asked what time and place in history he would like to visit, Urankar chose Jerusalem some 2,000 years ago. ☺



Tony Urankar

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## ODOT-branded apparel

intranet and have easy access to all items.”

The planned inventory will include shirts in various styles, baseball caps and fleece vests and jackets. All will feature the ODOT name and symbol. More

items will be offered seasonally, with a wider range of colors and styles. All items will be priced at \$30 and under.

“I think the store

will appeal to a wide range of people with the department, and I hope people will see it as a great way to show pride and support for ODOT,” said Kimberly.

Central Office will be sending out a department-wide messenger when the store is ready

To learn more about acquiring ODOT clothing, contact Jamie Kimberly at Central Office via e-mail, or by calling 614-466-8990. ☺





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