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**October is National Breast Cancer Awareness Month**



This month's *Transcript* bears a pink ribbon and color theme to remind readers that October is National Breast Cancer Awareness Month. 2011 marks 25 years that the NBCAM organization—a partnership of national public service organizations, professional medical associations, and government agencies—has worked to promote awareness and education about a disease that has affected the lives of so many.

Visit [www.NBCAM.org](http://www.NBCAM.org) in October, and throughout the year, for up-to-date breast cancer information and resources.

**'Safe Routes to School' campaign kicks off with video, contest**

Joel Hunt, Central Office



OCTOBER kicks off "Every Move You Make, Keep It Safe,"

ODOT's new Safe Routes to School educational campaign. It is the largest, most comprehensive effort to date to educate people about school safety.

The campaign—whose 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—coincides with October International Walk and Bike to School Month and will continue through the 2012-2013 school year.

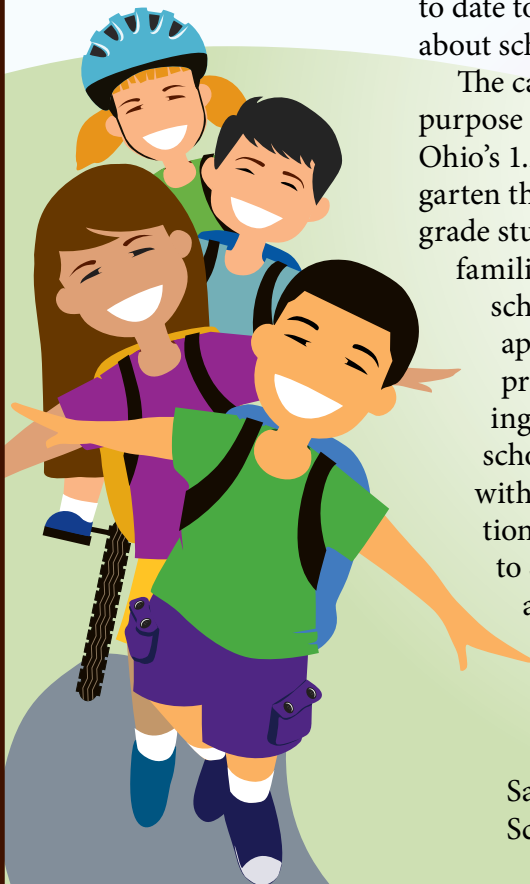
"The goal of Safe Routes to School projects is

to combine health and fitness with safety," said ODOT SRTS Program Manager Julie Walcoff. "It is an opportunity to work closely with schools and communities to create a healthy lifestyle for children and a safer, cleaner environment for everyone."

Since the SRTS program began in 2004, ODOT has awarded more than \$31 million in SRTS projects. The federal funding is to construct safer school crossing signals and sidewalks, provide new educational materials, enhance police enforcement in school zones, and create school travel plans to encourage more students to consider walking and biking.

Ohio's First Lady,

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## Campaign kicks off with video, contest

Karen Waldbillig Kasich, who serves as ambassador for Ohio's SRTS program, and the "All-Ohio Safe Routes to School Show Choir" produced a six-minute music video titled "Be Safe Out the Door" to further promote the benefits of walking and



biking to school. The 40-member choir was formed exclusively for the campaign from 11 of ODOT's 12 districts.


"I believe that active kids are healthy kids," said Waldbillig Kasich. "Biking and walking are activities that children can do that not only provide them health

and fitness benefits, but it has also been shown that physical activity before and after school improves their performance in the academic world."

Every Move You Make, Keep it Safe also features a contest with more than \$25,000 in prizes, including new Trek bicycles and running shoes.

Teachers and schools—36 from around the state—can win a \$1,000 award to support school safety education. Plus, schools will receive opportunities to attend walking school bus and crossing guard trainings.

To participate, students and teachers must develop and submit a creative project—such as an essay, video or song—that demonstrates they know the rules for walking and riding bikes to school safely.

More safety campaign and contest details are available at [www.everymove.ohio.gov](http://www.everymove.ohio.gov). 

## Salt: How sweet it is

David Rose, *Central Office*



FOR MOST OF US, picking up a box of salt at the store is easy and cheap: A typical one-pound box costs about \$3.

Now imagine you are ODOT's Office of Contracts, and have to buy many tons of salt at a price considerably more than three bucks. You're going to need a lot more than a coupon and the family minivan!


Salt is vital to the department's core winter service. During the 2010–2011 winter season, ODOT used more than 726,000 tons of salt for removing snow and ice from the state's highway system at a cost of around \$43 million.

The need to purchase salt in the most economical way possible is an annual challenge for the department. The Office of Contracts usually develops an invitation for salt bids in May. This year, however, they waited till June to release the invitations in an effort to create a more competitive environment. And it paid off: This simple change in the salt invitations resulted in the department saving nearly \$2 million on its yearly bill.

"In a time of tight budgets and fiscal constraints we are committed to providing real value and return on investment to taxpayers," said Division

of Construction Management Deputy Director Megan O'Callaghan. "The savings from our salt contract will be reinvested into maintaining our highway system."

According to ODOT's Division of Facilities & Equipment Management, the \$2 million saved would be enough to purchase 16 new snowplows. That's sweet!

And sweeter still—more than 400 local municipalities and other government entities will receive the same salt price, allowing them to invest more money for much needed infrastructure projects. 

# Aircraft owners to fly through registration

Tom Terez, *LEANOhio*, with Ron Poole, *Central Office*

Photo courtesy of LEANOhio



IF YOU HAPPEN to own an airplane, helicopter, hot-air or helium balloon, blimp, dirigible, auto-gyro, powered parachute, or home-built sport aircraft, you must have your vehicle of choice registered with the Office of Aviation. Trouble is, registration in Ohio can mean a long wait.

In 2010 there were more than 6,000 registrations in Ohio: an 18 percent increase from 2009. The current system, built around manual mailing and processing paper applications and payments, is unable to handle the volume. The result is a backlog that at one point reached 12,000 applications, taking 275 to 375 days to process.

The department tackled the problem by creating the “Aircraft Registrars” Team. Made up of members from ODOT’s divisions of Operations and Finance; offices of Aviation, Quality Assurance & Organizational Development, and Training; plus the president of the Ohio Aviation Association and Kaizen facilitators from the LeanOhio Office, the team has rapidly developed a new system to dramatically speed registrations and renewals.

When implemented, paper-and-postage will be replaced by online registration and fee submission. Far fewer steps in the process will mean fewer hand-offs between personnel. Once

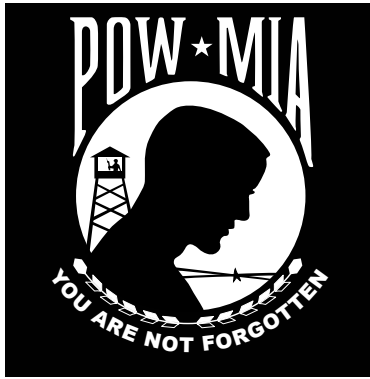


The Aircraft Registrars team (left to right): Daveen Goodman, ODOT Office of Quality Assurance; James Gregory, DoIT; Michael Buerger, Office of Training; Alan Harding, an Ohio-based pilot and President of the Ohio Aviation Association; James Bryant, Office of Aviation; Robin Chambers-Dersoon, Office of Aviation; Karen McDaniel, Division of Finance; Stephanie Eich, Office of Aviation; Sue Grundey, Office of Quality Assurance; Dushon Johnson, Division of Operations; Sue Kirby, Kaizen Facilitator, LEANOhio; Kevin Rogge, Office of Aviation; Rich Martinski, Kaizen Facilitator, LEANOhio.

the improvements are in place, registration processing is expected to take 11 to 75 days. The new system will collect fees faster, reduce errors, and eliminate the current backlog in just three months, saving the department *and* customers time and money.

“The amount of paper and filing that this will eliminate is tremendous,” said Stephanie Eich, administrative assistant with the Office of Aviation. “We will perform the same functions but in a much shorter time, resulting in much better customer service.”

The online registration system is expected to be implemented by March 2012. 🌱



## Sharing a sense of hope

David Rose, *Central Office*



You are not forgotten: a simple, yet powerful message to the servicemen and women who have yet to come

home from duty. Now, this message will be seen by thousands of travelers at ODOT rest areas.

On the afternoon of Sept. 15, ODOT Director Jerry Wray joined Department of Veteran Services Director Tom Moe to raise the first-ever POW/MIA flag at the Licking County Interstate 70 east rest area. ODOT is placing the flags at all 45 Ohio rest

areas along state and interstate highways.

As fellow veterans watched the Ohio National Guard honor guard slowly raise the POW/MIA flag, a sense of hope seemed to radiate from the reverberating black and white emblem, as if it were a beacon, on the never ending search to find and safely bring home all POWs and MIAs.

Director Wray said it best in his speech:

“The National League of Families, the organization responsible for the creation of the flag, meant for it to be continually visible as a way to keep the issue of those captured or missing in the thoughts and wishes of the citizens of this country—we can think of no better way to achieve this goal than to make the flag a part of our state’s roadways.” 🌟

## Health & Wellness Corner

### Early detection is the best protection

Carrie Kirkland, *Central Office*



ALL WOMEN ARE AT RISK for breast cancer, and though rare, men are, too.

Not counting skin cancer, breast cancer is the most common cancer in women of all major racial and ethnic groups in the United States.

**KNOW YOUR RISK** Be familiar with your family history of breast cancer and inform your health care provider so that your risk level may be better assessed.

**KNOW WHAT IS NORMAL FOR YOU** Be familiar with your body and report any changes to your health care provider immediately.

**GET SCREENED** *Do not hesitate* to get screened. Mammograms are recommended for every woman after

the age of 40 and may be recommended earlier depending on their risk level. Clinical breast exams should be performed routinely beginning at the age of 20.

If you work at Central Office—or your district duties sometimes take you there—you may be able to take advantage of the mammography shuttle that runs on the first Wednesday of every month to the Grant Breast Health Center. The shuttle departs Central Office at 11:50 a.m. and returns about an hour later. This is a great opportunity to get screened in the time it takes for a lunch break. And, under your State of Ohio health plan, there is **no copayment** for one routine mammogram and one medically necessary mammogram per year.

The best defense against breast cancer is to detect it in its earliest stages. By knowing your body and receiving the proper screenings, breast cancer is less likely to go undiscovered. 🌟

# Meet the DDD: Kirk Slusher, District 1

Rhonda Pees, *District 1*



ORIGINALLY FROM Antwerp, Ohio, Kirk Slusher graduated from Ohio Northern University with a bachelor of science in civil engineering. Immediately following graduation, Slusher started working for ODOT District 1 as a design engineer. He also served as a construction monitor in the district construction department.

In 1997 he was named District 1 planning administrator, responsible for managing a capital allocation budget averaging \$30 million per year, and leading pre-

liminary development efforts for all the district's major projects, including the U.S. 24 Fort-to-Port and Allen County I-75 reconstruction projects.

When asked which job or profession he would least want to try, he said, "snow plow driver," adding "I'm really thankful we have people in this organization who are willing and very capable with this duty. It appears at times to be a thankless job, but we have people that do it well and love to do it."

Slusher enjoys spending time



with his family, volunteering, golfing, ice hockey, basketball and rock climbing. ☺

## Spotlight on ODOT Works Communications critical in road-building

Joel Hunt, *Central Office*



JIM CLARK IS A 22-YEAR VETERAN of District 1's Planning & Engineering Department. Having designed and



Jim Clark, *right*, discusses the I-75 reconstruction project in Allen County with a constituent at a public meeting in Lima.



managed several mega-projects, he is no stranger to public meetings.

"I think public meetings are beneficial to the public and ODOT alike," said Clark. "Not only are they informational to the public, the feedback we get back allows us to remedy unforeseen problems before we go to construction."

Clark and his colleagues are currently meeting with freight carriers, schools and manufacturers to discuss maintenance of traffic for the I-75 reconstruction so they can prepare to reroute deliveries and students.

"We're meeting with anybody and everybody to get the word out," he said.

Clark says the highlights of his career have been the design and project management of the recently completed U.S. Route 24 Fort-to-Port project and the U.S. Route 30 new alignment project in Allen and Crawford counties. ☺

# Effective partnering about mutual respect, common goals

Joel Hunt, *Central Office*



NEARLY TWO DECADES AFTER HE instituted a partnering program with the construction industry, ODOT Director Jerry Wray was back at the table with the Ohio Contractor's Association (OCA) this month to reaffirm ODOT's commitment to the practice.

"Partnering is about having respect for the construction industry and them having respect for us," said Wray.

Effective partnering can reduce delays, avoid misunderstandings and create positive relationships that encourage the achievement of common goals. Larry Bonine, former director of the Arizona DOT and chairman of AASHTO—also known as the "Father of Partnering"—spoke to the new 15-member ODOT/OCA Partnering Steering Committee at OCA's Columbus headquarters about

establishing effective safety, quality and scheduling through partnering.

"DOTs need to get away from the 'you bid it, you build it' way of thinking," Bonine said. "You need to put in place the right people, then give them the right tools and tell them it's okay to ask for help."

Megan O'Callaghan, ODOT's deputy director of the Division of Construction Management, said the steering committee will review the ODOT/OCA partnership, identify the strengths and weaknesses, and discuss what can be learned.

"Successful partnering should deliver projects on time and on budget," O'Callaghan said. "ODOT sees this as the right and expected way of doing business."

O'Callaghan said updating outdated policies and procedures is a main goal of the committee. 🌱

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## New division head's experience to benefit districts statewide

Ron Poole, *Central Office*



A FORMER LONG-serving district deputy director returned

to the ODOT team in August. David Coyle, deputy director for District 12 from 1997 to 2007, is the new deputy director for the Division of Facilities & Equipment Management.

"Serving in a district for 10 years gives one an acute appreciation of the need for reliable equipment as well as updated and properly maintained facilities," said Coyle.

Even with a 30-plus year career that has bridged the public and private sectors—including stints as deputy director and then director of Parks, Recreation and Properties for the city of Cleveland; director of Public Works

for the city of Milford, Delaware; and senior program manager/planning director for the URS Corporation's Cleveland-area office—Coyle is pleased to be back:

"It is certainly an honor to return to ODOT to serve the citizens of Ohio, as well as the hard-working members of the ODOT Team," he said, adding—in a way that clearly denoted his years of district experience—"Facilities and Equipment Management will endeavor to meet the needs of districts by providing equipment on a predictable replacement schedule, and master-planning services that optimize facilities on a statewide basis." 🌱



# Quality team pools resources, produces savings

Rebecca Akosi, District 2



THE MULTI-COUNTY MAINTENANCE Task force is a new quality team of ODOT highway technicians who cross county lines and pool their resources to tackle assignments for Fulton, Lucas, Northwood and Wood county facilities. By creating a regional team, the MCMT has found efficient ways to complete maintenance operations while making critical safety improvements to the highway system.

The concept of sharing county employees and equipment took shape this year, when budget constraints, equipment issues and temporary personnel shortages caused a number of county garages in District 2 to struggle with completing preventive maintenance objectives, like crack sealing, berming, tree trimming and pavement repairs.

Wood County Transportation Administrator Violet Courtney notes that scheduling seasonal equipment usage can be a big challenge if you lack a consistent number of employees.

The MCMT helps maximize production by sending seasonal equipment to hot spots while performing scheduled work in the region, pooling budget resources and producing cost-savings through



Photo by Violet Courtney, District 2

Multi-County Maintenance Task force members: Andrew Beaverson (back left), Eric Schlegel, Gary Sears, Dave Williams, Terry Norris, Jim Buehler (front left), Joseph Howard, Tyler White, Brian Abbott.

shared materials, saved time, and fixing small problems before they become big, expensive ones.

“We were able to train the employees on the equipment to provide them with hands-on, realistic experience,” said Courtney.

The team was showcased at the annual Team-UP ODOT event in August. 🟢

## Attitude is everything

submitted by the *Office of Safety*



HUMANS INSTINCTIVELY SEEK TO avoid pain and death. And yet, we may act in a way that this a threat to our personal safety and well-being. There are a couple of reasons why this happens: Lack of knowledge. What you don't know *can* hurt you. The second reason is attitude and the risky choices we make.

Now might be a good time to do a quick self-analysis. What is your attitude toward safety?

When asked, some might say they are all for a safe workplace. Others may complain about any

safety effort being made... it takes too much time and holds up the work. The difference between the two is one of attitude. Your attitude affects almost all that you do and how you do it.

Have you ever noticed that people who are successful in life, or are just happy, tend to have a positive attitude?

The same is true with safety. Look at it this way: safety rules and procedures are written to protect you from harm. They are not written to make your work life more uncomfortable or inconvenient.

If you cooperate in safety matters, not only is there a lesser likelihood of you getting hurt, you will

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# Chatting with Director Wray

Melissa Ayers, Central Office



DIRECTOR JERRY Wray travelled the state during September, talking with county managers at four regional “Chats with the Director” about how to improve ODOT.

The meetings covered topics like equipment needs, purchasing challenges, the effect of policies and how cumbersome processes can slow down productivity.

“I wanted to hear directly from employees their thoughts and ideas of how to make ODOT a better, more efficient organization,” said Wray. “We had a lot of spirited, candid conversation and

it was clear there is a lot of work ahead of us, but the good news is the people of ODOT are up to the challenge and are ready to work!”

Violet Courtney, Wood County Manager, commented, “Deep down, everyone wants to be heard and believe someone is interested in what they have to say, good or bad. It was refreshing to just be able to express your opinion; knowing that there is a possibility someone else shares your thoughts.”

There were several common threads between each chat. Districts around the state shared many of the same sentiments

and frustrations. “I’m thankful the Director took the time to meet and hear our concerns,” said Butler County Manager Mark Parsley. “It was helpful to hear best practices from other counties on how they address needs, like equipment, with a tight budget.”

This was just the first round of many chats for Director Wray. He understands that talk alone does not change anything, and the real work will come in the coming months, as ODOT works to streamline processes, reduce paperwork and remove old policies that tie employees down. ☺

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## Attitude is everything

not be doing battle with the boss who is just trying to do his job by enforcing the safety rules. In addition, you should feel more confident on the job knowing you have a better chance of making it through the day without injury.

We are not perfect. Even the best of us can forget or make errors in judgment.

To maximize your safety efforts, we must look out for one another. If someone tells you that you’re not being safe on the job, they are just looking out for your well-being. If you didn’t know you were doing something wrong, be thankful someone noticed your mistakes before you or someone else got hurt.

If you see someone doing something unsafe, speak up, but do so diplomatically. Treat others just as you would like to be treated in the same situation.

Remember, attitude affects behavior. If you have a positive attitude, odds are you will be safe.

A negative attitude toward safety will only cause conflict, stress, and ultimately, an accident. ☺



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