

Operations Connection

Message from the Director Scott A. Rogers

A few weeks ago, I moved my office into the Dill Building. I was the last person from the MOB to leave the Dewey Building and when I got to Dill, it meant that for the very first time since I took this job, roughly a decade ago, all our HQ team is under the same roof. This may not sound like a big deal, but in the short amount of time I've been at Dill I've had countless impromptu discussions and "meetings" with folks that were possible because we were all here together. I am already feeling like this will be a very good thing for our team.

To be candid, I wasn't sure how I'd feel about a new location. It's not that my commute got about 10 minutes longer, I can live with that, but I'm a creature of habit. I love my routine and sometimes change can be hard; but change can also be good. Routines can get stale, even sometimes without realizing it and sometimes a change can breathe some energy and life back into the daily grind. I'm feeling some new energy since moving to Dill and I'm looking forward to the opportunities that come with it; for example, I'm looking forward to working in person with some folks who I previously only "worked with" primarily via email or phone; I'm looking forward to new routines and I'm looking forward to seeing what new benefits will be realized by being all together.

In short, I took this as a good reminder of the importance of keeping an open mind to change. We can't always control what happens around us, we can't always control what happens to us, but we CAN always control how we react to it and we can control how we each chose to move forward.

Wishing you all a great summer. Please be safe.

Scott

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“Kudos!” from your fans

From: Town of Westfield [<mailto:townofwestfield@comcast.net>]
Sent: Saturday, April 08, 2017 12:19 PM
To: Pope, Eric <Eric.Pope@vermont.gov>; Morin, Shane <Shane.Morin@vermont.gov>; Sevigny, Jason <Jason.Sevigny@vermont.gov>
Subject: Re: FW: Flashing speed limit signs

Thank you for all the information. We are fortunate to have such a great team in our district! I really appreciate how you get the materials requested to us so quickly. Have a wonderful week and Happy Easter.
 LaDonna
 Town of Westfield

From: Pauline McArthur [<mailto:pmcgarfield@gmail.com>]
Sent: Tuesday, April 18, 2017 2:52 PM
To: Blackmore, David <David.Blackmore@vermont.gov>
Subject: Thank you

Please pass on my thanks to the highway crew in Morrisville who have already greened up Rt 15. I do appreciate it and know how hard it is, as I also green up some of the Garfield Rd off of Rt 15. The area they greened up is a road I travel often and I want to recognize them for performing great work for a task that often is very discouraging. The area looks great to have Spring arrive. Unfortunately 4 tires have already appeared at the pull off by turn to 15A. This always happens prior to Green Up.

Polly McArthur

From: Rebecca Cassel [<mailto:bc@trappfamily.com>]
Sent: Friday, April 28, 2017 10:11 AM
To: Gamble, Amy <Amy.Gamble@vermont.gov>; Schultz, Joshua <Joshua.Schultz@vermont.gov>
Subject: Trapp Family Lodge, Stowe, VT - re von Trapp Brewing Bierhall Directional Signs

Dear Amy and Joshua,

Late last year I was given the task of investigating the possibility of arranging state directional signs for our new von Trapp Brewing Bierhall. The process which I fully expected to be a struggle was anything but that. My initial outreach to the highway department was followed up with a quick reply from Toni May who sent me the "how to" list with support documents. I read the information and still had trepidation about how this was going to go. Toni was fabulous; she answered all my questions in great detail to make sure I fully understood what was needed and how long the process usually takes to complete. Part way through the planning I asked about adding a business logo to the signs. Again, Toni was fabulous! She not only clearly explained the process but gave me names of graphic artists who had done work for the department and understood the drill. From the time we submitted the application and approved the artwork to when the signs were erected was a stunning six week period - months ahead of what we expected. To say we are pleased is an understatement and to work with professionals who know their product, are available for questions, understand follow-through and respect project needs is almost unheard of these days. I also want to give a shout-out for the work the rep from your department who did the site visit (I apologize for not remembering his name); he was also very professional and friendly and assured me I did not have to worry about mileage calculation information for the signs - he would do this. End result: awesome looking signage with the logo done perfectly. Please let Toni and crew know how much their hard work was appreciated.

Sincerely,

Rebecca Cassel, Executive Assistant
 Trapp Family Lodge www.trappfamily.com

From: May, Toni
Sent: Friday, April 28, 2017 1:06 PM
To: Schultz, Joshua <Joshua.Schultz@vermont.gov>; Cleveland, Richard <Richard.Cleveland@vermont.gov>
Cc: Rogers, Scott <Scott.Rogers@vermont.gov>; Portalupi, Alec <Alec.Portalupi@vermont.gov>; Gamble, Amy <Amy.Gamble@vermont.gov>; McCool, George <George.McCool@vermont.gov>; Devins, William <William.Devins@vermont.gov>
Subject: RE: Trapp Family Lodge, Stowe, VT - re von Trapp Brewing Bierhall Directional Signs

I would also like to add that Bill Devins played a huge role in this. I brought the logos over to him late Tuesday afternoon. He did a couple before leaving for the day and attached the rest the next morning then drove to Stowe and installed all 5 signs!! In other words, he attached 5 logos and installed all 5 signs less than 24 hours after receiving them!



“Kudos!” from your fans ... Continued

Dear AOT Staff -

4-21-17

The use of this facility has been extremely beneficial. Without your generosity, we may have been stuck in any number of lesser locations. Thank you so much for opening your building and your kindness up to us. It was a joy seeing all your friendly faces even if ours were not sometimes! We look forward to the next time we get to interact with any of the professional, courteous and kind folks at Vermont AOT. Thank you -

Prescott Nadeau

**On behalf of the Williston Professional
Firefighters**

Thank You



“Kudos!” from your fans

From: Kristine Keeney
[\[mailto:kristinemrvpd@gmavt.net\]](mailto:kristinemrvpd@gmavt.net)
Sent: Thursday, May 18, 2017 6:38 PM
To: Snelling, Randy <Randy.Snelling@vermont.gov>
Cc: Kaplan, Jon <Jon.Kaplan@vermont.gov>; Hosking, Dick <Dick.Hosking@vermont.gov>; Valerie Capels <townadmin@gmavt.net>; Joshua Schwartz <joshua@mrvpd.org>
Subject: Re: Vtrans Maintenance on Route 100

Hi Randy,

I just wanted to say thank you to you and your crews for clearing the shoulders/bike lanes on Route 100 in Waitsfield earlier this week. They look great! We know you guys are busy, especially this time of the year, so we appreciate you getting to this.

It's actually perfect timing as tomorrow is Bike to Work & School Day and we're planning a local event to incentivize people to ride their bikes by partnering with Canteen Creemee Company in Waitsfield to offer a discount on food and creemees for those that bike there after work.

Thanks again,

Kristine

Kristine Keeney, Community Planner
 Mad River Valley Planning District
 PO Box 471 | Waitsfield, VT 05673
 p. 802.496.7179 | kristine@mrvpd.org
www.mrvpd.org

From: Shively, Andy
Sent: Thursday, June 15, 2017 1:05 PM
To: Ruzzo, Joseph <Joseph.Ruzzo@vermont.gov>; Rogers, Scott <Scott.Rogers@vermont.gov>; Patnoe, Ernie <Ernie.Patnoe@vermont.gov>
Cc: Ellis, Tammy <Tammy.Ellis@vermont.gov>
Subject: RE: Chester 103 Haz mat

Joe, I left a message on your voice mail to express my appreciation personally. I also wanted to follow up with a more formal appreciation.

Scott and Ernie, I would like to formally express my appreciation for the District Forces that assisted with the chemical waste spill incident that occurred between Tuesday afternoon and Wednesday on Rt 103 in Chester.

District forces rallied to get Traffic Control in place as quickly as possible and to maintain those outposts all night and into the next day. I would like to specifically acknowledge the efforts of Mike Davis and Chad Carey.

Mike was on scene from the beginning and throughout the course of the event acting as my eyes and ears on the ground. Mike's role on scene was noticed by more than a few responders and I received many positive words from folks ranging from DMW and Local Fire to EPA when I was on scene Wednesday morning. Mike's role on scene during the most critical moments of the event were noticed and appreciated by the most important folks. The professional boots on the ground.

Chad, was there as a resources for Traffic Control right from the start. Chad provided quick assurance that they would make it work to provide TC all night. It became pretty clear early on that this was going to be a complex and lengthy response. Chad mustered the forces to be a real asset for VEM and Local fire.

There are plenty of other positive things I could say regarding these gentlemen's effort to assist with this incident. I also do not want to lose sight of the fact that a spectrum of other District Forces that pulled hard to be an asset in the incident. They all deserve special thanks and acknowledgement for their efforts. I consider their efforts extraordinary.

Andy Shively
Hazardous Materials and Waste Coordinator II
Environmental Program, HazMat Unit
Vermont Agency of Transportation (VTrans)
Highway Division – Maintenance & Operations Bureau

Good afternoon.

I attended the Touch a Truck event at Montpelier High School with my daughter on Saturday and Jody Bailey was working the event. As I was waiting in line to let my gal sit in the truck, the family in front of me thanked him for being there and he replied that he was happy to be there and if he could make one kid happy that day it was a success. I just wanted to say how nice that was to hear, he did a nice job with this event and he represented the Agency professionally.

Thank you!

Heidi K. Dimick
 DHR, HR Manager
 Agency of Transportation
 Agency of Education
 Agency of Commerce and Community Development

~ Postables ~

~ Green Up Day ~
Ernie Patnoe & Scott Rogers ready for the rain



Office of the Secretary

Agency of Agriculture
116 State Street, Drawer 20
Montpelier, VT 05620-2901
www.VermontAgriculture.com

May 4, 2017

Secretary Joe Flynn
Vermont Agency of Transportation
One National Life Drive
Montpelier VT 05633-5001

Mr. Secretary

What a wonderful event on Friday as we picked up trash along Route 2. Your staff was outstanding and so professional.

Please extend our appreciation to your team, our thanks for Friday and what they do for us every day.

Be well

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

Anson Tebbetts



Rewards & Recognition

I just wanted to inform all of you that the N. Montpelier garage was recognized by the VFW, Post 792 at a recent dinner for their efforts in erecting a new flag

pole with lighting at their N. Montpelier facility. Doug Bolles represented the garage at the dinner and was presented with a certificate that will be hung at the garage as well as a new American Flag. Please see pictures above of the certificate and Doug accepting.

Great job Joe!! Please share with the rest of your crew.

-Kevin

Kevin Gadapee
District 7 General Maintenance
Manager



Rewards & Recognition

VTRANS 2016 Divisional Awards

DMV 2016 EMPLOYEE OF THE YEAR

CRYSTAL BOWMAN, MONTPELIER COUNTER SERVICES

Crystal Bowman exemplifies the meaning of Customer Service. Crystal is an outstanding employee who brings to her job a high degree of knowledge, commitment, and flexibility. As a Customer Service Specialist she goes above and beyond with her clients, using her in-depth DMV knowledge and problem solving skills to help customers through difficult transactions all while maintaining a pleasant attitude. In addition to her superb customer service skills, Crystal is called upon regularly to participate in DMV projects, most recently being the spokesperson for Counter Services for the new Point of Sales system. Customers, co-workers, and agent employees alike, know they can go to Crystal with a question and receive accurate information with a smile. Crystal has a positive attitude and always finds a way to get the job done.

DMV 2016 TEAM OF THE YEAR

The AAMVA Region 1 Conference Leaders:

NANCY PRESCOTT, JEN PITTSLEY & PATRICK MCMANAMON

In July of 2016 the Vermont DMV hosted the AAMVA Region 1 conference in Burlington. Jurisdictions from the northeast United States and eastern Canada attended. This group of leaders worked the longest, the hardest and during the five-day event, virtually around the clock. All three of our Divisions are represented on this team, and their cohesiveness was evident every day. Nancy was her social self, Jen was our chief organizer and Pat headed our program activities. We were able to showcase Vermont at its absolute best and future conferences will be compared to the efforts of each person these three invited along for the journey.

DMV 2016 MANAGER OF THE YEAR

BRUCE BIERBAUM, AUDIT MANAGER

The DMV Audit Unit conducts and monitors the auditing of entities that handle or distribute fuel. Their audit expertise is applied and demonstrated when reviewing tax returns, examining customer records, and determining tax liability amounts due to the State of Vermont. Bruce is the leader of this unit that validates the operation of dealer and rental companies to ensure the appropriate amount of tax due is being remitted. Bruce's most significant accomplishment this past year was to bring the State of Vermont back into compliance with the standards set in the International Fuel Tax Agreement (IFTA) and the International Registration Plan (IRP). Under Bruce's supervision, the Audit Unit did a tremendous job in updating audit procedures, completing reports, and addressing the volume of audits that needed to be completed in order to return to 'good standing' with IFTA and IRP. Bruce was also instrumental in helping pass important legislation to reduce and eventually remove the distributor's alternative basis for computing tax for the one percent shrinkage allowance. Bruce attends the annual

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IFTA and IRP meetings and participates at the Federation of Tax Administrators (northeast region) Motor Fuel Meetings to work on ways to combat fuel tax evasion and ensure reporting compliance. Bruce is a great ambassador for the State of Vermont.

FINANCE & ADMINISTRATION DIVISION EMPLOYEE OF THE YEAR

DOREEN CARMINATI

Doreen Carminati is being recognized for her ongoing efforts, positive attitude, and hard work in the office of Contract Administration. Over the past year, the office of Contract Administration has experienced limited staff due to intra-agency changes. In addition, the workload of contracts and grants has increased sharply. Doreen continually steps in whenever asked, to make sure the work is completed -- accurately, efficiently and with the most optimistic approach.

Recently, the office of Contract Administration reorganized, with two of the supervisors leaving and duties shifting. Doreen, voluntarily and eagerly, stepped up to take over all of the agreements previously handled by others, on top of maintaining her already heavy work load. Within a matter of weeks, she had cleared the backlog of Railroad and Finance and Maintenance Agreements. Not only that, she organized all the files and made several monumental improvements to the tracking and organization of all of these agreements.

She is always willing to jump up and offer to help when needed. She does so all the while not only maintaining her own work load, but making improvements to process, creating procedures, being closely attentive to details of purpose and substance, assisting others when needed, and having the most positive attitude. On too many other occasions to mention she has gone above and beyond her current duties to ensure all of the work in the office is completed. She is a true team player who provides the office with an incredible sense of comradery, enthusiasm, and optimism. She was awarded the Finance and Administration Employee of the Month for her customer service. It is a common weekly occurrence for to receive feedback throughout the agency of how wonderful it is to work with her, and what a fantastic job she has been doing.

I'm very pleased that the Finance & Administration Employee of the Year for 2016 is Doreen Carminati.

HIGHWAY DIVISION 2016 EMPLOYEE OF THE YEAR - MAINTENANCE

MARK GERRISH

Mark Gerrish fills many roles within the TSMO Section to include overseeing Fiber Optic installations, the Traffic Management Center, Intelligent Transportation System efforts, Road Weather Information Systems and Variable Message Signs. When it comes to technology related to TSMO within VTrans, Mark is the expert. For years, he has led our Agency's efforts to design, implement and manage many devices statewide within the above categories.

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Mark embodies the idea of doing what it takes to get the job done, often above and beyond the call of duty. Many examples of Mark's work ethic in the area can be seen at the Dill Building. He has worked tirelessly to ensure that fiber optics, communications networking and other critical systems were up and running before the building could be occupied. Mark is not afraid to jump in himself, get dirty and get the job done. With minimal staff, you will often find Mark shoveling, laying conduit, and spreading concrete or erecting RWIS towers.

Mark is a go to employee and someone that deserves this recognition.

HIGHWAY DIVISION 2016 EMPLOYEE OF THE YEAR SERVICE

CHRISTINE HETZEL

VTTC Program Manager Christine Hetzel enjoys her job and it shows. She believes in serving her customers and in making the VTTC the best it can be. She pours her heart and soul into the VTTC every day and in doing so has earned the respect of her staff, her customers, and all those with whom she comes in contact.

Achieving what she has in a relatively short time has not been easy. Christine has had to weather the storm, so to speak, with a few significant changes at the VTTC since she's been there. The first, and perhaps the biggest, was the transition of the Vermont Local Roads program to the VTTC.

Christine has also had no shortage of challenges in managing staffing changes at the VTTC. Just as the Vermont Local Roads program really began to hum along and gather speed, the Program Manager took another position within VTrans. Christine was left covering the program until a new manager could be put in place. At roughly the same time, the Employee Development Branch Manager also left for another position within state government, which required Christine to fill the branch management job while ensuring continuity between the VTTC's employee development training curriculum and the DHR CAPS employee development training curriculum.

Although it may seem crazy, at the same time all of this was going on she assisted in creating a new "Technical, Engineering and Maintenance Branch" that will, hopefully, fill the last gap in our employee's training needs. The timing was not great, but the opportunity arose and rather than say, "No, I'm just too busy right now," Christine dove in head first because she knew her customers needed it. She worked to draft the job spec from scratch, write the RFR, get the position advertised, and is ready to start interviewing. All of this against the backdrop of the change in the other VTTC branches. And all of this on top of her "normal" job duties.

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Lastly, and probably most important to the VTTC and to the Agency as a whole, was Christine's driving force in implementing the Learning Management System (LMS) for the State of Vermont. Not just for the Agency of Transportation. For the State of Vermont.

HIGHWAY DIVISION 2016 EMPLOYEE OF THE YEAR - TECHNICAL

ERIC FOSTER

Eric Foster was nominated to receive this recognition based on his continued outstanding work and quality in the field of construction management as a Resident Engineer. His outstanding professional achievement and attention to detail are exemplary and are in keeping with the highest standards of professionalism.

Eric was assigned to the Brattleboro Bridge replacement project, a complex project that was riddled with well-documented challenges, demanding the attention of the highest level of management from both VTrans and FHWA. Eric embraced the challenges of the project and has remained positive and accommodating since the project began. He has achieved the goals that management asked him to complete, while expending the extra effort to develop and present weekly Governor's reports, monthly project reports, monthly photo summaries, interim progress reports, traffic analysis reports, and CPM schedule reports, all of which have been exceptional. Eric continues to facilitate a collaborative effort from the Design Build Team, Structures, Agency of Natural Resources, Management, Federal Highway, and Local and State officials.

I believe Eric's positive attitude and ability to perform above expectations reflect highly on the Material and Construction Bureau and deserve recognition.

HIGHWAY DIVISION 2016 TEAM OF THE YEAR - MAINTENANCE

District 1 Solar Array Installation Team of **CHARLES BARTLETT AND TANNER YULE**

These two employees were tasked with installing solar arrays at the Readsboro, Wilmington and Bennington garage locations.

After the specific locations were chosen, these hard working employees set the grades and laid out the sites. They were responsible for prepping the site, pouring the concrete, assembling the framework and installing the solar panels. The product at all three of these garages is of professional quality. In fact, these two did so well that they were tasked with installing other solar fields within the Region last summer where the timing of the installations was critical to get the panels installed before the energy credits expired. They have become recognized as solar installation experts throughout the MOB and their

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efforts have saved the state thousands of dollars per site. These two have enthusiastically volunteered to take on this challenge and their developed expertise merits this award.

HIGHWAY DIVISION 2016 TEAM OF THE YEAR SERVICE

*The Regional Process Manual Team of **CYNDI HASTINGS AND BRIGITTE COD-LING***

This award is to recognize the outstanding performance of two individuals who took on the enormous task of creating from scratch a Regional Process Manual.

The Construction Section of VTrans provides oversight of a \$200 million annual capital improvement program of transportation projects and is responsible for providing oversight and administering the construction contracts. An enormous responsibility comes with managing this amount of public funds and the need for clear, consistent and transparent procedures is critical. The program is managed at the regional level and with four regions, maintaining consistency statewide is a constant challenge. In addition, the contracting community needs some predictability, as a contractor will work in all four regions.

Cyndi and Brigitte began the long process of documenting the work as they understood it and worked with the other three regions to review, edit and improve the processes. They reached consensus when possible, but demonstrated leadership when decisions needed to be made. The workflows were captured both graphically and with a supporting narrative describing the steps, the position responsible for the task, the deliverables and helpful hints.

The result of their efforts is a manual that contains the 27 principle processes that the regional offices use to administer a construction contract, and 11 additional workflows to help manage the contractor's submittals as required by the contract.

This manual is truly a major accomplishment and Brigitte and Cyndi created this manual while maintaining their job responsibilities to which I might add, they perform very well. The benefits are enormous in terms of consistency across the regions, accuracy of the work products, training new employees and a critical starting point for future process improvement or automation.

HIGHWAY DIVISION 2016 TEAM OF THE YEAR - TECHNICAL

*The Pavement Design Team of **MIKE FOWLER, JONATHAN HARRINGTON, BRANDON KIPP, NICK PAPPAS, LORI BULLOCK AND KEVIN LOCKE***

The Pavement Design Team is responsible for developing plans, specifications and estimates for projects with a total value of over \$100 million annually. The primary goal of these projects is to improve the paved roadway surface; however, the projects being produced are becoming increasingly complex in terms of both development and public coordi-

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nation/communication. In fact, over the past 10 years this program's budget has doubled, while the staffing level has remained the same. The team successfully delivers with astonishing consistency one of our Agency's most valuable assets. The projects, and corresponding value, are a challenging and full workload for the Pavement Design Team.

In February of 2016 an additional seven initially unplanned projects were identified and subsequently programmed and funds obligated. These seven projects total an additional \$11 million and 34 improved miles of roadway. The goal was to construct five of these projects after July 1st within calendar year 2016 with the other two projects advanced if additional funding became available. The Pavement Design Team accepted this challenge, and by July 6th of 2016 had advertised five of the noted projects, and was actively advancing the remaining two to be ready if funds became available. Furthermore, within the first six months of calendar year 2016 the Pavement Design Team anticipated advertising seventeen projects, and succeeded in advertising sixteen of those projects within 30 days of our anticipated advertising date.

While all team members have differing roles in the advancement of projects including project management, project supervision, and project guidance development, it truly was a team effort to both advance these additional projects as well as advance the anticipated program.

HIGHWAY DIVISION 2016 MANAGER OF THE YEAR

Wayne Symonds

When the Highway Division was created in 2014, Wayne Symonds became the Structures Section Program Manager. Wayne was uncertain at the time what the new management structure roles and responsibilities were to be, however, he took full ownership of the section and made it what he felt it should be, with incredible success. He has developed a highly functional team whose procedures, processes and production record are the model for the Division. With Wayne's leadership, this team has been at the forefront of innovation, from the creation of the Accelerated Bridge Program to the adoption of Alternative Contracting Methods to the use of new age materials, like Ultra High Performance Concrete. Wayne looks for any and all ways to improve the project delivery process and the quality of the resulting projects, and encourages and supports his staff to do the same. All of these innovations have not only led to efficiencies within standard project delivery, but have also prepared this program and staff to deal with urgent and emergency projects with confidence and ease.

Wayne has also led the charge for On-Time Delivery in Structures and again has set the standard for the procedures and practices necessary to institutionalize the initiative. He and his team have exceeded the 80% goal for projects within their section for the last two years running and I anticipate they will again this year, even with sig-

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nificant "losses" because of budget decisions outside of his control.

Wayne is an outstanding manager, with the highest level of competence in accomplishing the mission of the section, while at the same time having the highest level of concern and care for the development and contentment of his staff. He knows that we, as a whole, cannot succeed without enabling every individual to succeed and be fulfilled in his or her job. This is a key attribute of a good leader, and one that Wayne possesses in ample supply,

Wayne is also an outstanding project manager in his own right. Though his goal is to empower his staff to handle every challenge, there are still those projects that require Wayne's personal involvement. These tend to be the most complicated and controversial projects, with the most recent example being the Middlebury Tunnel. Wayne has mustered the forces required, developed a plan to deliver the project in a timely manner, and is far down the path to regaining municipal and public trust. Wayne has done this in a straightforward, honest and transparent manner and with great confidence, which has been the basis of his success.

For the reasons noted above and many others, along with Wayne's continual outstanding performance, Wayne deserves the 2016 Highway Division Manager of the Year award.

POLICY, PLANNING & INTERMODAL DEVELOPMENT 2016 EMPLOYEE OF THE YEAR **KRISTA CHADWICK**

As the Financial Manager for the Rail Section, Krista has made significant contributions to the Agency of Transportation over the past year, going above and beyond to assist others in the Policy, Planning and Intermodal Development Division, as well as volunteering for assignments outside of her Division to further the mission of the Agency. In the past year Krista automated the budget development process for the Rail Section, a project over two years in the making. Krista is the key person for the management of Federal Emergency Management Agency grants to the Rail Section, which has included several years of grants management following the Spring Flooding in 2011 and Tropical Storm Irene. Krista is our resident expert when it comes to financial matters, budget development, FEMA financial and closeout issues as well as contracting methods and is a very valuable asset to the Rail Section Team. Krista assisted the Public Transit Section staff in the submission of a key federal grant, coming in after hours to submit the grant prior to deadline. Over the course of the summer of 2016, Krista worked with the new Aviation Business Manager, training her and revamping the Avia-

Rewards & Recognition

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tion Contract Management system. Recently Krista was selected as a lead member in the Business Office Consolidation Project, bringing her years of expertise at the Agency to assist in this critical governmental efficiency effort. Krista recently completed her Bachelor's Degree, working long, hard hours, in addition to her full-time responsibilities at the Agency and will begin work on her Graduate Degree later this year.

POLICY, PLANNING & INTERMODAL DEVELOPMENT 2016 TEAM OF THE YEAR

Vermont Rail Discretionary Grant Application Team – a Cross-Divisional Team from PPAID and the Highway Division comprised of:

COSTA PAPPIS, DAN DELABRUERE, JOSH SCHULTZ, DEREK LYMAN, JAMES BRADY, JUDITH EHRLICH, BRENNAN GAUTHIER AND GLENN GINGRAS

There is no dedicated funding source for the Rail Program in Vermont. To do major capital improvements VTrans has to compete nationally. The programs that fund rail projects often also fund other modal projects and come with very specific program goals.

In 2015 Vermont applied to the U.S. DOT TIGER VII discretionary grant program for funding to benefit the Western Rail Corridor. This national program routinely awards only 5% of the projects submitted for consideration. VTrans pulled together a team that invested hours of creative, arduous work to make the VTrans application competitive. As a result, the State of Vermont was awarded \$10 million for upgrades that will bring Amtrak passenger rail service from Rutland to Burlington, a major focus of the Agency for the past 5 years.

This group was instrumental in getting this application completed in a manner that allowed us to be successful!

Costa Pappis took the lead on organizing the application and was the principle author of the grant. His skills have allowed us to be successful on multiple grants Agency wide. Costa's relationships with our delegation in Washington, DC allowed him to develop a plan for the application and assemble it in a successful manner.

Daniel Delabruere developed project components to ensure they accomplished the stated goal of extending the Amtrak Ethan Allen Express service to Burlington. He oversaw staff who developed the project designs and coordinated application requirements with Costa.

Josh Schultz and Derek Lyman developed the project designs, cost estimates and scheduling for the TIGER VII grant under serious time constraints. They also coordinated

Rewards & Recognition

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project design with the environmental section to develop the necessary environmental clearance documents.

James Brady coordinated the environmental clearances and documents among multiple parties within the environmental section with a very constrained timeline. He also provided guidance on project design needed to conform with environmental requirements to get approvals.

Judith Ehrlich, Brennan Gauthier and Glenn Gingras provided expedited review clearance of historical, archaeological, and biological requirements.

All of these staff working together under tight deadlines in a collaborative manner gave us the edge we needed to be successful in obtaining the \$10 million grant award.

POLICY, PLANNING & INTERMODAL DEVELOPMENT 2016 MANAGER OF THE YEAR

TRINI BRASSARD

Trini Brassard oversaw the execution of all negotiations with Michael Goldberg, the Receiver of Q Resorts, following the assignment of the Receivership when owners Bill Stenger and Ariel Quiros were removed from the ownership of Q Resorts holdings. These negotiations included a contract with VTrans for Fixed Based Operations (FBO) at Northeast Kingdom International Airport (NEKI), development of a fuel farm for NEKI, lease of various properties, and the execution of an agreement to utilize the NEKI facilities for a Porsche Rally on June 23, 2016.

Trini was able to successfully close out the FBO agreement, effectively removing Q Resorts as the FBO at the airport, move the ownership of the fuel farm into state control securing that resource for airport users and ongoing operations at the airport and negotiating the terms of the agreement for the Porsche Rally with the Receiver.

The Porsche Rally was a huge success for the greater Newport area. A few statistics- The Jay Peak Resort had an estimated \$1.2 million in business.

The community around the area saw an influx of approximately \$3 million.

Of those who attended, approximately 65% would not have attended if the autocross event at the NEKI Airport was not offered.

Trini's efforts in conducting the high-level negotiation with the Receiver, working with the FAA, assuring that there were no contract violations, and assuring that there would be no interference from former leadership at Jay Peak were all integral to the success

Rewards & Recognition

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achieved on advancing the activities at NEKI on behalf of the Agency and the State.

2016 ALL-AGENCY AWARDS

EMPLOYEE OF THE YEAR – KRISTA CHADWICK

TEAM OF THE YEAR - Vermont Rail Discretionary Grant Application Team COSTA PAPPIS, DAN DELABRUERE, JOSH SCHULTZ, DEREK LYMAN, JAMES BRADY, JUDITH EHRLICH, BRENNAN GAUTHIER AND GLENN GINGRAS

JOHN T. GRAY MANAGER OF THE YEAR – WAYNE SYMONDS

SECRETARY'S INNOVATION AWARD – MATT LOFGREN & JOSIAH RAICHE for Development of the 2017 Legislative Bill Tracking System

The Legislative Tracking System addresses Strategic Plan goal 4: Cultivate and continually pursue innovation, excellence and quality customer service. Matt and Josiah worked with employees to creatively address the perennial issue of keeping track of bills which may impact the Agency, managing bill reviews across numerous staff members and assuring that the Secretary and other staff would be able to efficiently, effectively and accurately find the bill reviews and status information required by the Governor's staff. The new system saved countless back and forth emails, staff time looking for bill reviews, confusion related to the status of bill reviews and improved our ability to respond - saving staff time and increasing productivity.

2017 PUBLIC SERVICE RECOGNITION WEEK AWARDS FOR VTRANS

DMV OUTSTANDING TEAM

AAMVA Region 1 Charitable Event Team – **CAROL HARRISON, KELLEY LAWRENCE, JENNIE BROE, KATHY CODLING, JASON DEFORGE**

The 2016 AAMVA Region 1 Charity Event held in conjunction with the July Regional Conference in Burlington had one objective, which was to raise as much money as possible to feed our hungry neighbors in Vermont. The VT DMV charity event presented all attendees with an opportunity to donate a Food Gift Box to the Vermont Foodbank at one of 4 donation levels: Platinum, Gold, Silver, Bronze. Charity events have traditionally been of the silent auction variety. Unlike a silent auction, the overall success of this event was built from one donation at a time, leaving no amount behind. The momentum of generosity from the AAMVA Region 1 community resulted in providing the Vermont Foodbank with \$10,850 – the ability to purchase 32,550 meals.

FINANCE & ADMINISTRATION DIVISION OUTSTANDING TEAM

BPM ROW Process Team – **JUNE BURR, DAVID GESCHWIND, ROB WHITE, RYAN CLOUTIER, BRUCE MELVIN, GREG HITCHCOCK**

In 2015 the VTrans ROW Section and BPM Solutions Group collaborated on an innovative solution to improve Right of Way and Survey business processes. The goal was to update and automate manual, paper-laden processes to achieve higher efficiency, productivity, and customer satisfaction, and lower operational costs. Specific objectives included the elimination of duplicate data entry, centralization of documents, integrated information

Rewards & Recognition

VTRANS 2016 Divisional Awards

delivery, and most importantly, to exceed expectations of product delivery to project managers. To date, an estimated 55% efficiency gain has been realized across related processes. This team accepts this award on behalf of the many other dedicated VTrans staff involved in the on-going success of this project.

HIGHWAY DIVISION OUTSTANDING TEAM

VTrans Learning Management System Selection & Implementation Team – **CHRISTINE HETZEL, MARY BORLAND, JO ANN STEVENS, HOLLY HAYDEN, TAMMY KELLY, GRETCHEN KING, SHAWN NAILOR, JAYNA GUILFORD, CHRIS BRYNGA, DENISE SAF-FORD**



The Learning Management System (LMS) project was very complex and each team member worked tirelessly to ensure project success. Although it began as a VTrans project, mid project it grew into a statewide implementation. Balancing the needs of VTrans, while maintaining a statewide perspective proved to be extremely challenging.

VTrans piloted the LMS implementation. In order to support additional state agency implementation, we adopted a very rapid, three-month configuration and implementation schedule. This schedule was 75% shorter duration time than an “average” implementation. Due to this team’s efforts, this project was completed in scope, on time and under budget!

We have received countless thank yous from other agencies, for the significant amount of work we have saved them, how their interests were considered, and the lessons learned that were shared. All state employees have been positively affected by this team’s efforts and the LMS project.

POLICY, PLANNING & INTERMODAL DEVELOPMENT DIVISION OUTSTANDING EMPLOYEE

KRISTA CHADWICK

Krista Chadwick has made significant contributions to the Vermont Agency of Transportation over the past year, going out of her way to assist others in the Policy, Planning and Intermodal Development Division, as well as volunteering for assignments outside of her Division to further the mission of the Agency. In the past year, Krista automated the budget development process for the Rail Section, a project over two years in the making. Krista is the key person for the management of Federal Emergency Management Agency grants to the Rail Section, which has included several years of grants management following the Spring Flooding in 2011 and Tropical Storm Irene. Krista assisted the Public

Rewards & Recognition

VTRANS 2016 Divisional Awards

Transit Section staff in the submission of a key federal grant, coming in after hours to submit the grant prior to deadline. Over the course of the summer of 2016, Krista worked with the new Aviation Business Manager, training her and revamping the Aviation Contract Management system. Krista recently completed her Bachelor's Degree, working long, hard hours, in addition to her full-time responsibilities at the Agency.

CROSS-AGENCY TEAM (CHOSEN BY THE SECRETARY OF ADMINISTRATION FROM ENTRIES FROM ACROSS STATE GOVERNMENT)

Better Connections Team – **JACKIE CASSINO** (VTrans, Policy & Planning), **RICHARD AMORE**, (ACCD, Dept. of Housing & Community Development), and **NEIL KAMMAN** (ANR, DEC Watershed Division)

Comprised of members from ANR, VTrans and ACCD, beginning in January of 2014 the team developed and implemented an innovative multiagency competitive grant program that aligns state and local investments to increase economic vitality in Vermont's communities. The Better Connections program addresses a statewide issue of the lack of coordinating land use planning with transportation and infrastructure investments, serving as a national model to align state, regional and local policies and goals to support economic development. The project improves the effectiveness of state agency programs in local communities by delivering better and more integrated services and resources to plan and build infrastructure in communities across Vermont. To date, six communities have been selected to participate in the program.

<http://vtrans.vermont.gov/planning/projects-programs/better-connections>

Operations Employees of the Month

Maintenance and Operations Bureau,

I'm very pleased to announce that the Maintenance and Operations Bureau's Employee of the Month for May is John Alexander, the TAMS in the Londonderry garage, District 2, Southeast Region.

John's nomination from his coworkers said in part: *"We would like to nominate John Alexander for Employee of the Month. John has a wealth of knowledge of the Agency and its mission. He has the ability to look at the little things that affect our work, and teach us to be more productive. His knowledge allows us to maximize our resources and time. John's patient demeanor allows him to coach us respectfully. He is extremely helpful with any questions asked. John has a great personality and smile that can lighten the hardest of days."*

Please join me in congratulating John. His daily attitude, work ethic, and efforts to make our workplace better have clearly been noticed by his coworkers.

Scott

Announcements

Hi Everyone,

It gives me great pleasure to announce that Brian Roberts has accepted the position of General Manager for District 1. Brian most recently held the position of garage supervisor for the Clarendon and Brandon garages in District 3. In that role he oversaw all operations out of those facilities and has consistently taken on additional challenges including: large rehabilitation activities, brine production for the district, and brine and equipment transport for much of the Southwest Region. He has 19 years of maintenance experience with VTrans and has frequently filled in for the D3 General Manager in his absence. Brian has a proven track record as an effective supervisor and leader and I look forward to continue working with him in his new role. Brian will start on Monday, May 1st and work closely with existing D1 GM Bill Leach during the transition until Bill's retirement on May 27th.

Please join me in congratulating Brian on his new assignment!

Rob Faley

VTrans District Administrator – SW Region

Good Morning,

I am pleased to announce that Mandy Clark has accepted the Financial Administrator I position in the MOB Business Office – that was vacated by Megan Stoeckel. Her first day will be May 1st. Mandy comes to us from the Department of Public Safety, where she supervises their Accounts Payable/Accounts Receivable Department. She possesses a positive attitude, strong work ethic and excellent financial system knowledge. Mandy will be great addition to the MOB team.

Please join me in congratulating Mandy and welcoming her to the MOB upon her arrival. Thank you.

Chris MacRitchie
Maintenance and Operations
Bureau – Business Office
Highway Division



Welcome

Good Afternoon,

I am pleased to announce that Jessica Lance has accepted the position of Financial Manager I in the MOB business office. Her first day will be Monday, May 22nd and she has been hired as Ashley Barnhart's replacement. She will be working very closely with Ashley over the next month until Ashley's departure. Jessica was most recently the Operations Manager at Blue Flame Gas in South Barre, VT for several years. In that position, she managed a customer service team of four and was responsible for budget management, processing payroll, accounts payable and new hire processing in addition to providing excellent customer service.

Please join me in congratulating Jessica and welcoming her to the MOB upon her arrival. Thank you!



Amy Mercier
State of VT – Agency of Transportation
Maintenance & Operations Business Office

Announcements

Good Afternoon,

I am pleased to announce Kyle Carpenter has accepted the General Managers position in District 8. Kyle has worked in Vtrans MOB for 4 years. For the last 2 years Kyle has been the area supervisor at the St Albans garage. Kyle has experience in district maintenance, supervision and leadership skills. Kyle has a Bachelor degree of Science/Construction Management. Kyle is a welcomed addition to our management team, and he brings both experience and a skillset that will be an asset to MOB group and Vtrans. Kyle starts his new position on May 28th.

Please join me in congratulating Kyle in his new promotion!

David Blackmore
District Administrator
N.W. Region

Please join me in welcoming John Alexander to his new position as the Londonderry/Jamaica Transportation Area Maintenance Supervisor. John has over 26 years of service here in District 2 with experience in jobs such as Tech IV, Tech VI, District Project Manager, and Area Supervisor. John has a wealth of knowledge concerning the northern end of the district, he is very experienced with all types of heavy equipment operation and is well versed in proper safety measures needed to get work done without incident. His experience and leadership skills will be a great benefit to the Londonderry/Jamaica crews.

Congratulations John!

Joseph R. Ruzzo
Transportation General Maintenance Manager
District 2

Michael Yannoti from the district one tech staff has taken the position of TAMS in the Clarendon garage effective 5/28. Mike brings a great deal of construction experience as well as his knowledge as a Tech to this position. We are all very excited to have him join our team here in district 3.

Bruce Nichols
Transportation General Maintenance Manager
District 3 Rutland VT

Personnel Updates

New Hires, Promotions & Transfers

D1 - **Brian Roberts** - General Manager - Bennington

D2 - **John Alexander** - Transportation Area Maintenance Supervisor - Londonderry/Jamaica

D3 - **Michael Yannoti** - Transportation Area Maintenance Supervisor - Clarendon

D7 - **Logan Abbott** - Transportation Apprentice Maintenance Worker - Lunenburg, **Brian Duff** - Transportation Journeyman Maintenance Worker, Bradford, **Dan Ehlers** - Transportation Journeyman Maintenance Worker - St. Johnsbury, **Stephen Herbert** - Asset Inventory - St. Johnsbury, **Peter Johnson** - Transportation Area Maintenance Supervisor - St. Johnsbury, **Gary McGinnis** - Transportation Senior Maintenance Worker - St. Johnsbury, **Christopher Meyer** - Transportation Journeyman Maintenance Worker - North Montpelier, **Kelsey O'Donnell**, Transportation Apprentice Maintenance Worker - Newbury

D8 - **Kyle Carpenter** - General Manager - St. Albans

Business Office - **Mandy Clark** - Financial Administrator I - Berlin, **Jessica Lance** - Financial Manager I - Berlin

Central Garage - **Reginald Brown** - CG Regional Supervisor - Berlin, **Andrew Casavant** - Motor Equipment Mechanic - St. Johnsbury, **James Sanso** - Motor Equipment Mechanic - White River Junction

Retirements

D1 - **Bill Leach** - 43 Years

D4 - **Howard Boutwell** - 20 Years

D5 - **Paul Kirby** - 22 years, **John Peduzzi** - 34 Years

D8 - **Sharon Resseguie** - 43 Years

D9 - **Arthur Aulis** - 27 Years

Central Garage - **Raymond Martin** - 16 Years

HQ - Environmental HazMat - **Mike McAllister** - 5 Years

Traffic Shop - **Sam Burke** - 30 Years

Years of Service

D4 - **Kelly Linton** - 20 Years

D5 - **Richard Brosseau** - 10 Years, **Mathew Bryant** - 5 Years

D7 - **James Stevens** - 30 Years

D8 - **Jim Cota** - 15 Years

D9 - **Jason Sevigny** - 5 Years

Bridge - **Bill Sargent** - 30 Years, **Jody Tanner** - 15 Years, **Dan Whitehead** - 5 Years

CG - **Robert Gammell** - 35 Years, **William Putnam** - 30 Years, **Terry Towle Sr.** - 15 Years

VTTC - **Todd Eaton** - 5 Years



Together
Working ^ to get you there!

Operations Connection is on the web:
<http://vtrans.vermont.gov/operations/newletters>
January 1st, April 1st, July 1st, and October 1st

Questions/ Comments/ Suggestions
Karen Brouillette, Admin. SVC. Coord.
Karen.brouillette@vermont.gov

~ Celebration ~

Jake Gauthier,
TSMW-Rockingham

Graduated with his
as Associates Degree
on June 3rd.

Congratulations
Jake!!



William Leach - District 1 - General Manager Retired
on May 26, 2017 after 43 years of service.

A retirement party was held at the District 1 garage to celebrate and honor his career. He was extremely grateful for the gathering, gifts and attendance of so many co-workers throughout the State. To make his last day even more memorable his daughter blessed him with the birth of a beautiful granddaughter.

~ Celebration ~



← Sharon Resseguie (L) retired from District 8 with 43 years of service & Ashley Barnhart (R) who is leaving State Government with 5 years of service. We wish both Sharon & Ashley the best of luck and they will both be missed by many.



↑ Ashley Barnhart (L), with Amy Mercier (R)



← Mike McAllister (L) retired after 5 years. Pictured with Digi & Scott Rogers

Special Interests

Labor Management Committee Meeting Minutes

AOT Labor Management Minutes;

Meeting Held On: 4/27/17

Minutes Composed On: 5/1/17

Approved By Both Labor & Management

Present From Labor: Jason Heath (Chair, Georgia Garage D8), Shawn Ainsworth (Vice Chair, East Montpelier Garage D7), Peter Boyd (Marlboro Garage D1), Brian Labounty (Dummerston Garage D2), Nick Davis (The Fort D5), Diane Dargie (Lyndon Garage D7-filling in for vacant D3 & 4 seats), Alain Pion (Barton Garage, Springfield Garage D9), Paul Meoli (Bridge Crew, Springfield Garage D2).

Absent From Labor: Justin Irish (Central Garage, Chimney Corners Garage D8)

Present From Management: Scott Rogers (Director of Operations), Ernie Patnoe (Maintenance Transportation Administrator), Ken Valentine (Superintendent of Central Garage).

Absent From Management: Todd Law (State Maintenance Engineer).

1. Review of agenda items and action steps from previous LM:

Discussion: Labor and Management reviewed the actionable agenda items from the previous meeting and the following was reported:

Equipment Committee: Management's Ken Valentine reported that he provided the recommendations from this committee to the Districts. **Ken Valentine will check in with the Districts to see where we are at in implementing these recommendations.**

Defeating Discrimination In The Garages: After a lengthy review process and much consideration, Management has declined to agree with Labor's proposal to implement mandatory union trainings on this subject. **Labor and Management remain fully committed to overcoming any vestiges of discrimination in the Garages and both expressed a willingness to work with each other on this issue where appropriate. Management will continue to hold its own trainings (through AOT Civil Rights and DHR) and Labor will continue to address this issue within its ranks.**

A Predictable System of Garage to Garage Transfers: Labor previously proposed that a system be built that, in part, would rely on Seniority as one of the factors. **Labor and Management acknowledged that this issue will likely be discussed through the regular Bargaining Process. Bargaining for the next Contract will begin in the fall of 2017.**

AOT Shirts: Management reported that they believe all Districts have now distributed the contractual amount of shirts to workers. Labor asked about D8, where the Highgate Garage may not have received shirts. Management clarified that they received shirts for 2016, and the shirts for 2017 are being ordered now. Both Labor and Management bemoaned how the shirts tend to be late in many Districts each year, often due to problems with vendors. **Both Labor and Management expressed that they would like to find a way to fix the problem, and are committed to working together on a solution.**

2. Hiring of New Maintenance Transportation Administrator:

Labor would like to welcome Ernie Patnoe to the job, and would like to affirm that the hiring process was transparent, fair, and innovative.

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Discussion: Labor congratulated Ernie in getting the job and stated that they look forward to working with him in his new role. Ernie, who himself came up through the ranks, thanked Labor. Labor and Management also agreed that the hiring process went well, and that it was great to have Union Member (and Supervisory Unit Steward) Jerold Kinney on the Hiring Committee. This likely marks the first time that a Union Member took part in the hiring process at such a high level in AOT. Jerold previously reported to Labor that he was very pleased serve the Agency in this role, and that he was very happy with the hiring outcome.

Resolution: Labor and Management were happy to welcome Ernie Patnoe into the position of Maintenance Transportation Administrator. Both were also pleased with his the hiring process went, and Labor's constructive participation on the Hiring Committee.

3. Guardrail Work:

Both Labor & Management would like to discuss this issue. Labor in specific would like to encourage Management to have union workers do this work.

Discussion: Management again confirmed that there is MUCH work that needs to be done concerning guardrail maintenance (30,000 feet of rail needs to be repaired). Labor recognized this challenge, and confirmed that they want to work with Management to meet this challenge. Labor also stated that they are opposed to any new privatization of the work they currently perform. Management confirmed that two private companies have been retained by contract to assist with this repair. In past years AOT has also had two contractors on call for work as needed; however this time those bids also allow the contractors to provide materials, and they are not contractually limited to the Interstate (although Management expressed that the focus of the contractors would be the Interstates). Labor stated that they do not want to see a slippery slope whereby more of their work is taken over by contractors. Management recognized this concern, but stated that they envision these contractors being used to get caught up, and for AOT Union workers to continue to do guardrail maintenance. Management also stated that there is lots of other work to be done this spring/summer (patching, ditching, litter picking, etc.), and that it would be very hard to get caught up on guardrails (without private contractors or hiring more workers) while also getting all the rest of the work done. Labor and Management recognized the challenges of having only one operational post pounder for much of the last year (the second one is being fixed). Labor stated that the post pounder(s) may not always be used to their maximum efficiency (i.e. sitting at a Garage for too long and not being used). Management stated they are looking at this, and will seek to make the use of the post pounders more efficient and make sure they get to Garages that need them. Some talk then occurred about the possibility of forming a special guardrail Maintenance Crew (like the Bridge Crew), but this aspect of the conversation did not reach a resolution. Labor also asked if it is thought that the private contractors would do guardrail work on the bridges. Management responded that that is not the focus, but based on their contracts it is possible. Management again stated that the primary use of the contractors will be to get caught up. Labor again stated that privatization of their work is not agreeable, then suggested that the objective should be (at minimum) that the Garages will put in (roughly) the same amount of labor as they have in past years on guardrail work while aiming to get more done. Management agreed that the Garages should continue to do guardrail work. Labor also stated that we cannot allow ourselves to get behind on this important maintenance work, and that the DTA's and GM's should make sure there is a priority put on guardrails. Perhaps standard metrics can be designed to gage progress on guardrail maintenance? Labor also stated that they are ready and able to bust a*s on this, but they need to be directed to do it, as managing the day to day operations of any given Garage is beyond their immediate power. Labor therefore suggested that each Labor Management meeting for the next year include a District by District (or Region by Region) update on ongoing guardrail maintenance. Management Agreed.

Agreed Upon Action: Labor will seek to instill a sense of mission to its Union Members concerning the importance of guardrail maintenance. Management will communicate to DTA's the need for Districts to stay on top of guardrail maintenance (so we do not get behind again). Each Labor Management

Special Interests

Labor Management Committee Meeting Minutes

meeting for the next year will include a review of ongoing guardrail maintenance by District. Management agreed that the Garages should expect to have a similar amount of hours doing guardrail maintenance as they have in past years (if not more). Labor will seek to get more work done with these same hours (as part of meeting the mission). Contractors will be used to get caught up, and not to permanently take this task away from the Garages, or to prevent Garages from doing this work themselves this year.

4. Hot Box License Plates?

Labor would like Management to clarify if Hot Boxes should have plates.

Discussion: Labor would like to know if plates are required on Hot Boxes? Labor would also like to confirm that no worker will be disciplined by Management if they are ordered by their boss to take a Hot Box or trailer on the road if it does not have a plate (if later it is determined that plates are required by law). Management believes that plates are required, but agrees that no worker will be disciplined for following their bosses order on this specific subject.

Agreed Upon Action: Management will talk with DMV, review what Hot Boxes or trailers currently do not have plates, and will seek to be in compliance with the law. No worker will be disciplined for taking an unplatd Hot Box or trailer on the road, if that worker is following the orders of their boss.

5. Hiring Under 18 Years Old:

Management would like to discuss this issue with Labor.

Discussion: Management discussed the interest in hiring persons under 18 in order to provide our youth real work experience and in order to teach them core aspects of the trade. However, workers under 18 are restricted in what they can and cannot do. Workers under 18 cannot operate equipment (for example). Management is interested in creating a new position that would reflect these limitations (something under Apprentice). Labor welcomes the opportunity to bring young people into the crews to teach them work skills and suggested that the position be called "Junior Apprentice." Both Labor and Management agree that the specs could be written so as they would automatically become an Apprentice when those restrictions no longer apply (i.e. when they become 18).

Agreed Upon Action: Both Labor and Management support the creation of a Junior Apprentice position for workers under 18 (who are subject to legal limitations). Management will continue to explore this possibility.

6. Update On Operation SEE:

Management would like to discuss this issue with Labor.

Discussion: Management explained that this is a work zone safety program whereby law enforcement go undercover as flaggers, AOT truck drivers, etc., with a radio at the ready to report cell phone use (by the public while driving) in work zones. Management informed Labor that this is aimed at increasing work zone safety, and that crews should expect possible law enforcement participation in their work zones throughout the warm months. Labor expressed support for this, and any other program that will increase their safety while on the job.

Resolution: Law Enforcement will go undercover in select AOT work zones in order to protect workers against distracted drives using cell phones.

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7. Update On HCAP / Performance Management:

Management would like to discuss this issue with Labor.

Discussion: Management informed Labor that it is always looking to find ways to do a better job and to find means to measure the quality of the job they are doing. The four legs of this effort is 1.) Asset Inventory, 2.) Planning Budgeting, 3.) Performance Measures, 4.) HCAP (Highway Condition Assessment Program). The HCAP is a once a year assessment of a random stretch of highway. Factors that may be used to judge this highway section could be the paving, roadside trash, etc.. The object here is to give AOT's the tools to judge their ongoing maintenance and to paint a picture of their progress (or challenges) that can be used with the public, legislators, etc.. Presently Management is working with their counterparts in New Hampshire and Maine on developing a more formal criteria to judge the highway sections. Labor expressed interest in this effort and asked to be updated with further developments.

Agreed Upon Action: Management will provide Labor with a draft of this plan when it is ready for review.

8. PIVOT And GMET:

Management would like to discuss this issue with Labor.

Discussion: Management explained GMET is an initiative of the Governor aimed at modernizing government, finding efficiencies. PIVOT is also an initiative of the Governor that asks Agency Secretaries for 3-5 things that could be improved. In AOT the first step in providing such recommendations is to take inventory of all the work we do. Management's Ken Valentine is serving on the PIVOT team. Management reported that they do not foresee these programs having a direct impact on front line Garage workers, but if anything does, Management will be happy to keep us informed. Labor asked that any decisions or recommendations that may affect Garage workers be placed on a future Labor Management meeting agenda. Management agreed.

Agreed Upon Action: Management agreed that if any recommendations from these initiatives look like they will have an impact upon Garage workers, those recommendations will be brought to the Labor Management Committee for discussion.

9. Availability Of Torque Sticks And Torque Wrenches:

Labor would like to discuss the availability of these tools in the Garages.

Discussion: Labor expressed that torque wrenches may not be available in all (main) Garages. Labor pointed out that these are required to ensure safety of the fleet, and requested that wrenches or torque sticks be made available in all the main Garages (not necessarily satellite Garages). Management stated that in the past all main Garages had torque wrenches, and they support torque wrenches being in all the main Garages.

Agreed Upon Action: Management agreed to take inventory of torque wrenches. All main Garages should have torque wrenches. Management will report back to Labor on this issue at our next Labor Management meeting.

10. Police Presence At AOT Accident Scenes:

the state. Labor recognizes Labor would like to discuss the need for police to attend to accident scenes involving AOT vehicles. Labor would like to ask Management to communicate these concerns to police forces.

LMC: “Column”

Discussion: Labor stated that having law enforcement fill out paperwork on accidents they are involved in (and which are not their fault) provides a degree of protections to themselves and that AOT does not control law enforcement, and recognizes that they may not always be able to come to a minor accident (where there are no injuries). Even so, Labor would like to ask Management to encourage police to be responsive to these requests. Management was agreeable to this suggestion.

Agreed Upon Action: Management will bring this issue up at the next TAMS meeting, and will encourage police to be responsive to such requests. However, Management cannot mandate the police to show up. But Management can (and will) call when appropriate, and will work to document everything (to include photos) when the police can't come.

11. Garage Foremen Moving To Higher Pay Grade?

Labor and Management would like to discuss this issue.

Discussion: Previously Management agreed that no action would be taken on this issue until spring and that a group Reclass would be pursued if that is what the Foremen want. Based on the new Contract, PG 23 & 24 get time-and-a-half OT. PG 25 and above gets straight-time OT. Foremen are currently at PG 23 & 24. It is now spring... Management reported that this issue would be discussed (and voted on) at the 4/28 TAMS meeting [note that this is vote is akin to a straw poll and not a final means to make a binding decision—5/1/17 the result of this vote was 72% in favor of pursuing a higher PG, and 28% against.] Labor pointed out that in the long run moving to a PG 25 or higher would potentially increase ones pension benefits (as OT can only count for 20% of your retirement calculation), but in the short run losing time-and-a-half OT may mean Foremen lose money from their paychecks. Management agreed that there are good arguments for both changing the PG and against changing the PG. Labor is pleased that Management is holding a vote on this issue (as opposed to making a unilateral decision). Labor offered to have its staff analyst, Adam Norton, work up a fact sheet on the change vs keeping it the same, and how that could impact ones paycheck and pension benefits. Management welcomed this additional info.

Agreed Upon Action: Management will ask the Foremen to vote on this issue at their 4/28 meeting [5/1/17 the vote was 72% yes, and 28% no]. This vote will not be binding, but it will be informative of where there is and is not support. In the coming weeks Labor will work up a fact sheet on this issue (both pros and cons) and will get it to the Foremen. It is also important to note that Management can't change a PG on its own; such changes must go through an official reclassification review by DHR. Also, while Management can recommend a change, it cannot dictate what that change will be. Any change in PG would be determined by DHR staff responsible for said reviews.

Jason Heath (Chair)
fyrfytr14@comcast.net
 District 8

Shawn Ainsworth (Vice Chair)
Shawn.ainsworth@vermont.gov
 District 7

Peter Boyd
Peter.boyd@vermont.gov
 District 1

Brian LaBounty
Brian.labounty@vermont.gov
 District 2

Nick Davis
Nicholas.davis@vermont.gov
 District 5

Diane Dargie
Diane.Dargie@vermont.gov
 District 7-filling in for the vacant
 D3&D4 seats

Alain Pion
Alain.Pion@vermont.gov
 District 9

Paul Meoli
Paul.meoli@vermont.gov
 Bridge Crew

By: Jason Heath, Chair, District 8

VTTC News

VTTC Moves to Finance and Administration

On May 15, 2017, Secretary Flynn announced that the VTrans Training Center (VTTC) would be moving its reporting relationship from the MOB to the Division of Finance and Administration, under Wayne Gammell. As many of you know, the VTTC was born and raised under the guidance and leadership of the MOB. The MOB is a leader in training, developing and supporting its staff. Scott and Wayne's vision and commitment to the value of the VTTC has allowed it to flourish and expand. Hundreds of employees have been positively impacted by the various programs that have been offered. Currently, the VTTC has an Employee Development Branch, a Safety Branch, and a Technical Branch all focused on serving the needs of you, our customers. VTTC also houses the Vermont Local Roads Program which supports municipalities. Although the VTTC transition is underway, we anticipate no changes in the services provided to the MOB. We wanted to say THANKS to all of you for your support of the VTTC. Regardless of where we report, the MOB will always be near and dear to our team's hearts. And remember, you never really leave the MOB!

Christine Hetzel

News from VTTC Finance and Logistics:

- ◆ All certificates from FirstNet (The State Online University) and the new PMA/ResourceNow online trainings and anything from FEMA (ICS Classes) will be uploaded on a monthly basis starting June 1, 2017. You will no longer have to upload them yourself in the LMS. Monthly updates will be done by the Department of Human Resources (DHR) and the Department of Public Service (DPS). If you have any questions about training certificates, please contact the Training Center at AOT.VTTCRegistration@Vermont.gov
- ◆ Public Service Recognition Award for VTrans LMS Project Team awarded on May 8, 2017.
- ◆ Vermont Local Roads close to implementation and integration with the VTrans Learning Management System.
- ◆ VTrans Learning Management System Mobile App job aids are under development and testing will begin so that users will soon be able to view transcripts, register, view e-learning, and managers/approvers can approve training - all on the run!

Kudos to our staff:

Was the training environment clean and comfortable?

Yes, always Gretchen & Tommy are awesome

Was the VTTC staff pleasant and helpful?

VTTC News

Vermont Local Roads News



VMHA Fair and Field Day

This lucky kid's Dad (Derrick Poginy, of Glover) brought him along to the VMHA Fair and Field Day.

Conventional wisdom tells us it's never too soon to start Knowledge Transfer and succession planning so the VLR staff offered him the chance to try out the excavator simulator. Let's just say he held his own when compared to some of the other talent in the building.

Vermont's LTAP center, Vermont Local Roads, hosted the Northeast Regional LTAP conference at the Lake Morey Inn, May 22-24, in Fairlee.

Participants from the six New England states plus New York and New Jersey attended. The current NLTAPA president, Matt Enders from Washington state and Denise Brown, the next president from North Dakota joined the group as well.

There was a great deal of discussion and sharing of ideas at all levels. Rhode Island is making a comeback after a period of dormancy with a new staff of one, so there were many thoughts and ideas discussed to help her that we might also be able to incorporate. It is interesting to hear how many different ways these different units, charged with the same objectives, perform their missions based on the needs of their customer base.

Each LTAP did a short presentation on a few of the initiatives or workshops that they have produced recently. A great source of ideas, experience, talent and knowledge from a group of people extremely dedicated to serving their municipalities.

Matt and David Orr (NY), briefed us on the changes that took place last fall at FHWA. These changes included both structure and all new personnel in the division that now administers the LTAP program. After a less than graceful rollout of some new protocols, everybody seems to have come to an understanding and agreement as to what the goals are for accountability of the programs and how to measure it, knowing that there needs to be flexibility due to the wide variety of services each LTAP needs to provide their state.

Our guests were appreciative and impressed by their short stay here and were sent home with a few remembrances such as Vermont syrup, chocolate and socks.



VTTC News

DATE(S)	TIME(S)	SUBJECT(S)	LOCATION(S)
JULY			
July 18-20	9:30-2:00	CSA #55	VTTC- Berlin
AUG			
Aug 1-2	8:00-12:00	Trenching & Shoring	Middlesex VTrans, 1170 US Route 2, Middlesex, VT
Aug 9-10	8:00-12:00	Trenching & Shoring	St. Johnsbury VTrans
Aug 15-17	9:30-2:00	CSA #55	CANCELLED
SEPT			
Sept 5,6,7	9:00-2:30	WOW	1 day class offered on 3 days, VTTC
Sept 13	9:00-2:00	LOTO	Brighton Town Hall (VLR Sponsored)
OCT			
Oct 17-19	9:30-2:00	CSA #55	AOT - Mendon Conference Room

Once again, August and September CSA sessions are cancelled due to scheduled training on other topics, such as the Trenching and Excavation class.

The Safety for Supervisors sessions for all TAMS were conducted by Region in May and early June. Based on the positive feedback and requests, this class will be rolled out to SMWs and others throughout the regions.

Thank you,
The Safety Team

VTTC News

Technical Branch News

There are currently 60 TC3 courses available through the AOT's LMS. These courses cover various topics in Construction, Materials and Maintenance. Take the opportunity to invest in your technical learning! Here are a few classes that are recommended for this month:

Improving the Daily Diary Online TC3 Training (1 hour)

All too often someone is asked what happened at a location or on a project years after the project or incident. This training is intended to assist you with proper documentation on a construction project or during maintenance activities. It is important that information in the daily diary kept for projects or daily work are accurate, correct and factual to ensure proper payment and to avoid or mitigate lawsuits.

Earthwork Series Online TC3 Training (10 hour long series can be completed in less)

This is a five part series covering the topics of site preparation, excavation, grades and grading, fill placement, and Engineering Materials. This series is great for anyone working in the Construction, Maintenance or design fields. Its is designed for technical workers who will be inspecting work on construction sites and gives knowledge of what to look for and expect on the job.

Pipe Installation, Inspection and Quality Online TC3 Training (7 hour)

Course overview: This course is focused on the three basic pipe materials: concrete, metal, and plastic. It contains important instructional material, procedures, and guidance that has been developed to maintain uniformity among pipe inspectors. This course will cover what you need to know, do, and look for during the inspection of pipe installation.

Employee Development Branch News

[Pathway to Supervision](#) This has been a very popular training and we have just added two new sessions!

New Dates:

- ◆ July 20, August 1, 15, 29 and September 13, 2017
- ◆ October 17, 31, November 14, 28 and December 11, 2017

Congratulations to our third group to successfully complete Pathway to Supervision!



L-R: Robert Walker, Jason DeForge, Ellen St. Marie, Mark Vincelette, Christopher Achilles, Tanya Whitney, Adam DuPrat, Robert Whitcomb, Bruce Crockett, Ashley Bishop, Matthew Booska, Jay Miner, Daniel Whitehead, Joseph Kelly, Matthew Gamelin, Jeremy Salvatori, Michael Longstreet, Jordan Quilliam, Gregory Smith (William Crowther, not in the picture)

VTTC News

COMING SOON



TRAINING CENTER
Learning Management System