

# Operations Connection

## Message from the Director

Scott A. Rogers

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Hello Colleague's,

I just got off the phone with one of our TAMS. Today was his last day of employment with the State and tomorrow he will be retired. As I spoke with him and heard the excitement in his voice about being able to spend more time with his family, I felt really happy for him. He said he had always given 100% at his job and that he truly felt the Agency of Transportation had given back to him as well. Not only did the State help him get his Associates degree, but now he is able to retire with great benefits. To hear how truly thankful he was for his time with the Agency reminded me that this is not just a place to work; it is a career.

After talking with the TAMS, this also made me think about how many other retirements are likely on the horizon, not just due to the recent retirement incentive, but as we have been saying for some time, we have a lot of folks with very long tenures at the Agency and in Maintenance and Operations in particular. We have a number of folks with more than 30 years of service, and they represent a tremendous amount of knowledge, skill and experience. While an increased number of retirements will create lots of opportunity for other staff in terms of advancement and career growth, it will also create some challenges. We can expect an increasing number of vacant entry level positions, and that's an area we still struggle with in some parts of the State. We need entry level candidates to look at this Agency the way the TAMS I spoke with this morning did; as a career, not just a job.

I know that things are not always perfect and they never will be. Any job, any career, will have its own unique set of challenges. When times are tight financially, as they have been recently, it makes the challenges seem that much bigger and tougher. Sometimes you'll get a reminder that this Agency is a pretty darn good place to be. I got my reminder today; on the phone with a thankful TAMS.

Have a great summer. Be safe!

Scott



## “Kudos!” from your fans

**From:** "Cleveland, Richard" <[Richard.Cleveland@state.vt.us](mailto:Richard.Cleveland@state.vt.us)>  
**Date:** April 27, 2015 at 8:22:58 AM EDT  
**To:** "Faley, Robert" <[Robert.Faley@state.vt.us](mailto:Robert.Faley@state.vt.us)>  
**Cc:** "Rogers, Scott" <[Scott.Rogers@state.vt.us](mailto:Scott.Rogers@state.vt.us)>, "Nichols, Bruce" <[Bruce.Nichols@state.vt.us](mailto:Bruce.Nichols@state.vt.us)>, "Waite, Jeremy" <[Jeremy.Waite@state.vt.us](mailto:Jeremy.Waite@state.vt.us)>  
**Subject:** Castleton garage crew

Dear Mr. Faley:

I want to commend Jeremy Waite and his crew at the Castleton garage for their assistance with an OBDS assembly in Bomoseen. Last fall I was made aware that the Castleton fire department planned to build a new station on VT 30 between US 4 and VT 4A, an area where we have several OBDS assemblies. I met with the fire chief at the site to review the situation, and two of the assemblies were removed temporarily by the Castleton crew to allow for clearing; when that was completed, the crew reinstalled the signs. Jeremy kept me advised of progress, and on April 20 I met him at the site to see what things looked like; as the fire department is scheduled to move their trucks in May 1, there was some urgency in the matter. At my request, Jeremy asked the assistant chief, Brent Clark (a former D3 employee) to bring one of the trucks to the garage so we could determine visibility. The northerly of the two assemblies posed no problem, but the southerly one obscured the view to the south. The area is so congested that it would have been impossible to relocate the assembly, which contained signs for a local attorney, Bomoseen State Park and the Kehoe Conservation Camp. When Jeremy advised me that the right-of-way was 66', I asked the crew to pull the southerly assembly out of its bases, set it over four feet, and hold it in place while Brent checked visibility. Fortunately, the additional distance was sufficient to provide an unobstructed view to the south. The crew then replaced the signs in the bases. I was concerned about getting the assembly moved before May 1, even though the operation only required the installation of a new base, as one of the existing pair would remain where it was. Jeremy came to the rescue again and said his crew did a lot of sign installations and could take care of the move. I was delighted to accept his offer.

I can't say enough in praise of Jeremy's cooperation and initiative throughout this process. Not only did his offer to install the new base speed the process, it saved our office from having to advise three businesses that they would lose their signs because there was no room for them. Toni and I are very, very grateful to the Castleton crew.

Richard Cleveland  
 Business Sign Program

### Subject: Information plaza work

Good morning. I wanted to express my thanks for the fine work performed by the Berlin sign crew, Bill Devins and Tom Vivian, and by the draftees from the Bradford garage, Andy Martin and Eric Lang, in installing two travel information plazas last week. Bill is an old hand at plaza removals and installations and Tom has some experience with them, but Andy and Eric are new to the work. Having the use of a D7 dump truck and 20-ton trailer made it possible for us to pick up three new plazas at the Newport prison and transport them to Derby, Berlin and Londonderry, thus saving us two trips with a smaller trailer.

As always, Bill operated the auger truck with the skill of a surgeon, maneuvering in tight spaces to remove the old structures and install the new ones. Because the work requires four people on the ground to guide the plaza (I made the fourth), Andy's and Eric's presence was vital to successfully complete the job – and they came through like the troupers they are. (In fact, Andy says to sign him up for the next trip!)

Many, many thanks to Bill, Tom, Andy and Eric for their help, and to those of you who allowed them to devote two days to making the moves possible.

Richard Cleveland

All,  
 As many of you know, Railroad bridge 502 over Route 4 in Hartford was struck by a truck this afternoon. The bridge was moved off alignment by 8". District 4 forces assisted the Washington County Railroad in realigning the bridge so the awaiting train could pass.

I cannot say enough great things about all those in the district that helped. This was a great effort and a job very well done. I want to extend a well deserved Thank You to District 4!

It is nice to know we have such a fantastic team!

Dan Delabruere



## “Kudos!” from your fans ... Continued

May 18, 2015

Dear Mr. Perron:

Please don't think for a minute that the thorough shoulder sweeping of US 5, from St J's GMP garage southwards, went un-noticed. Badly needed, it was well-done and is highly appreciated.



Thank you.

MAY 20 2015

District 7

May 21, 2015

Department of Transportation  
Crew Advisor  
Ross Riley  
143 Vermont Route 141  
Canaan, VT 05903

Dear Mr. Riley:

Thank you for taking the time out of your busy schedule to let me job shadow your occupation. I am very grateful for the information you have presented to help me understand what exactly your job responsibilities are, such as documenting every activity you do and also keeping track of machine operation.

The following Friday I shared the experience I had at Department of Transportation with classmates and inspiring teacher. They were very grateful of the work we did, such as picking litter to keep our town clean and keeping our roads safe and not hazardous.

Once again, thank you for the opportunity to job shadow you and also on behalf of everyone in Canaan thank you for the dedication to keeping our town clean and safe.

Sincerely,

Justin Lindor  
99 School Street  
Canaan, VT 05903

May 21, 2015

Agency of Transportation  
Canaan Garage  
143 Vermont Route 141  
Canaan, Vermont 50903

Dear Mr. Riley:

Thank you for letting me job shadow at your work. It was interesting seeing what happened to the snow trucks when spring comes. Learning about what goes on during the winter when the roads are plowed, knowing where to drop the salt and always keeping in mind to always think about where the plow is, because braking things can happen quick.

Having this kind of job I think I would like to do it when I'm a little older, maybe in my 40s or 50s. The kinds of things that go on at the state garage seem pretty cool and maybe in the future I could have the chance to work at one. Thank you once again for taking time out of your day to let me shadow you.

Sincerely,

Eric Howarth  
99 School Street  
Canaan, VT 05903

**From:** Whitlock, George  
**Sent:** Wednesday, June 10, 2015 8:05 AM  
**To:** Valentine, Ken  
**Cc:** Benda, Chris; Habel, Amanda  
**Subject:** Central Garage

Ken,

I would like to take a few minutes of your time to tell you about the true professionalism and team spirit exemplified by your Central Garage staff and single out two key personnel, David Carslaw and Roy Demers for their exceptional work.

The Geotechnical Engineering Section recently purchased box trailer and requested Central Garage to outfit it with LED warning lights and VTrans signage. Dave Carslaw designed the lighting and laid out the project and within a couple of days I received the estimated cost. Once everything was approved and all material need had arrived Dave called and said he could take the trailer any time. I took the trailer in on Tuesday mid-morning on June 2nd, I was called to pick up the completed trailer on Wednesday June 3rd midafternoon. In most cases you would say he turnaround time is the topic of this this letter; however, I would like to bring to your attention the workmanship, true pride and professionalism. The attention to detail that Roy Demers used while detailing this trailer is phenomenal. Every little detail was considered including going around every rivet by hand to ensure the VTrans logo sat flat on the trailer wall, His craftsmanship and attention to detail is outstanding. It looks perfect. 100% customer satisfaction was achieved. Thanks to your entire staff for the continuous support we've received. Although this project stands out it is typical of the work and cooperation I've received from Central Garage over the past year.

**G.D."Scott" Whitlock**

Drilling Supervisor  
VAOT, Geotechnical Engineering Section  
(802) 828-6921 - Office  
(802) 272-3867 - Cell  
[george.whitlock@state.vt.us](mailto:george.whitlock@state.vt.us)



## “Kudos!” from your fans ... Continued

### Adopt-A-Truck

**From:** Heath, Jason [<mailto:Jason.Heath@state.vt.us>]  
**Sent:** Thursday, June 25, 2015 10:45 AM  
**To:** Kathi Apgar  
**Cc:** Curtis, Brent; Patnoe, Ernie; Rogers, Scott  
**Subject:** Adopt-A-Truck

Hello Everyone,

I wanted to thank you all for inviting me into your class rooms and sharing your time with me. I have had a great time sharing what I do and how I do it with you. This is my last letter to you for now, but I want to wish all of you a safe and happy summer. Remember when you see an orange truck, wave it might be me, I will keep my eyes out to see if it is one of you.

**Jason K. Heath**  
**Transportation Journeyman Maintenance Worker**  
**AOT District 8 Georgia, VT**

**From:** Kathi Apgar [<mailto:KApgar@gbymca.org>]  
**Sent:** Thursday, June 25, 2015 3:03 PM  
**To:** Heath, Jason  
**Cc:** Curtis, Brent  
**Subject:** RE: Adopt-A-Truck

Dearest Jason,

We have so enjoyed developing this wonderful friendship with our very own “Truck and Driver.” The children and teachers value all of your patience, communication and generosity and wish you the very best in the coming years.

Thank YOU for understanding the needs and interests of very young children with such respect, humor and joy!

Kathi and Crew



~ Projects & Postables ~

District 9 -

**District relocated and reset the Holbrook Memorial Stone / Plaque on VT 105 in Island Pond. Everyone was happy.**



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L-R Shane Morin, Dennis Bingham, Richard Gilbert, Robert Gunn, Dennis Sample, Nicholas Ming & Robert Rivers



From: Myra Ellingwood [mailto:freckleselling@gmail.com]  
 Sent: Monday, June 01, 2015 9:33 PM  
 To: Morin, Shane  
 Cc: Jewell, Bill; Perron, Dale; Gunn, Rob

Subject: Re: question about Holbrook Memorial site Hi Myra,  
 The team plans to perform the work first thing tomorrow morning 7am, approximate mobilization/ start time. I'm planning to be there at 8am for/if you have questions or suggestions. Look forward to meeting up.

Yes, I would. When is this going to happen? thanks, Myra Ellingwood, Lemington

On Mon, Jun 1, 2015 at 5:29 PM, Morin, Shane <Shane.Morin@state.vt.us> wrote:  
 Hi Myra,  
 Following up with the memorial relocation. We plan is to reset the memorial this week. Would you like to be involved in the final setting and placement of this memorial?

Shane M. Morin  
 AOT District 9  
 4611 US Route 5

Good Morning, It was great to meet you today at the Holbrook site! Dawn and I were impressed with the interest and respect for the site that was expressed by the crew members. I wonder if you would kindly send me the names of the crew members who posed in the photos we have. Thank you again sincerely for everything! Myra and Dawn

# ~ Projects & Postables ~

## District 5-



On Friday 4/10/2015 at @ 3:00 AM in the morning it was reported to **District 5** that we had a rock slide on I-89 North-bound around MM 80.5 French Hill area. After inspection by Tom Eliassen our Geologist was called in to determine the safety and to inspect the area of concern. Tom instructed us to take down a couple areas of ledge that were deemed unsafe. G.W. Tatro was called in with a large excavator and hammer to break up the large rocks and take down ledge that was unsafe.



## Central Garage Work Day -



Rodney Morin, Bill Putnam, Sue Minter, Ashley Brown, Dave Carlsaw, James Sabens, Scott McDonald.

On June 2nd, Secretary Minter got her hands greasy during a workday with the mechanics and technicians at the Central Garage in Berlin. Sue helped disassemble a paint-truck compressor and inspected the wear and tear one of our hard-working plow trucks --- she showed real enthusiasm for the work! We appreciate her interest in our important mission and in our great staff who keep the trucks running. She's welcome back any time!



Sue Minter, Secretary, Agency of Transportation Hard at work!!



James Sabens, CG, Sue Minter, Secretary, AOT, Ashley Brown, CG.

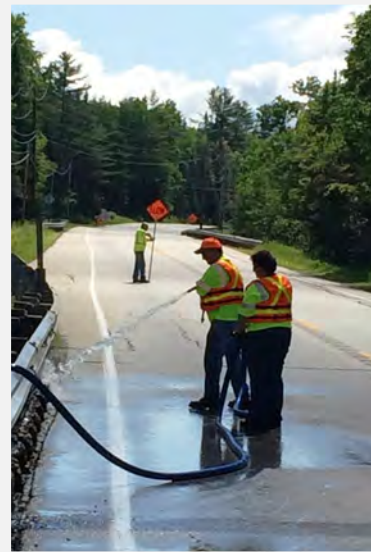
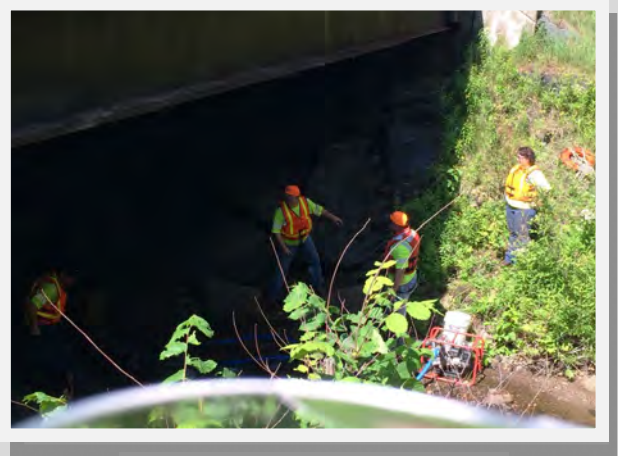
From: Minter, Sue  
 Sent: Tuesday, June 02, 2015 6:55 PM  
 To: Rogers, Scott; Gammell, Wayne; Valentine, Ken  
 Cc: Filkorn, Erik  
 Subject: Central Garage visit

Thanks all, I had a great time at the Central Garage today! See attached photos for a flavor. I only wish I had spent more time (or, that I had more time to spend!). I learned a great deal, most of all I learned how incredibly smart, knowledgeable, skilled, hard-working, and essential our employees are at CG. Wow.

Thanks for sharing a bit of time with me and the opportunity to learn more about all that we do. Now... I have a LOT to learn about auto mechanics!  
 Best,  
 Sue

# ~ Projects & Postables ~

## District Work Day Ludlow-



**L-R Pic 1: - L-R Pat McDonnell, Todd Law, Pic 2: - L-R Scott Roger, Mark Jones, Pic 3: - L-R Mark Jones, Scott Rogers  
Pic 4: - Mark Jones, Wayne Symonds, Scott Rogers & Christine Hetzel, Pic 5: - Scott Rogers, Pic 6: L-R - Joe Terounzo, Wayne Symonds, Christine Hetzel**

# Rewards & Recognition

**Operations - Employee of the Year, Manager of the Year & Statewide Service Recognition!!!**



L-R Scott Rogers, Director of Maintenance and Operations, **Amy Mercier** - Business Manager, Maintenance and Operations **Manager of the Year** & Sue Minter, Secretary of Transportation



L-R Sue Minter, Secretary of Transportation, **Myles Farrar**, Central Garage, Operations **Employee of the Year**, Chris Cole, Deputy Secretary of Transportation, Scott Rogers, Director of Operations



L-R Justin Johnson, Secretary of Administration, **Ashley Jonas**, Financial Administrator II, Maintenance & Operations Bureau & Governor Peter Shumlin  
**Public Service Recognition Award**



# Rewards & Recognition

## Operations - Team of the Year!!!

*Operations Team of the Year - The crew of Wilmington, Readsboro and Marlboro garages from District 1 in the SW Region. One team covering three garages!!*



L-R Sue Minter, Secretary of Transportation, Russ Carrier, Tanner Yule, Travis Bolte, Chris Oldham, Ben Boyd, Scott Moore, Jacob Wilkins, Calvin "Kelly" Ulitsh, Peter Boyd, Steve Williams, Scott Rogers. Missing from photo: Charlie Bartlett

## Marv Kingsbury - Celebrating 55 years!!!!



Congratulations - **Marv Kingsbury** - F&A - 55 Years!!!!!!  
With Sue Minter, Secretary of Transportation



# Rewards & Recognition

Vermont Certified Public Manager Program Graduation held at the Center for Achievement in Public Service. Congratulations to **Ralf Bullock, Joe Ruzzo & Trevor Starr.**



L-R Justin Johnson, Secretary of Administration, **Ralf Bullock**, Tech Services, Maribeth Spellman, Commissioner of Human Resources



L-R Justin Johnson, Secretary of Administration, **Joe Ruzzo**, General Maintenance Manager, District 2, Maribeth Spellman, Commissioner of Human Resources



**Trevor Starr**, District 4 General Manager



Group photo of all the graduates: Other VTRANS graduates were **Costa Pappis, Patti Coburn**

## Operations Employees of the Month

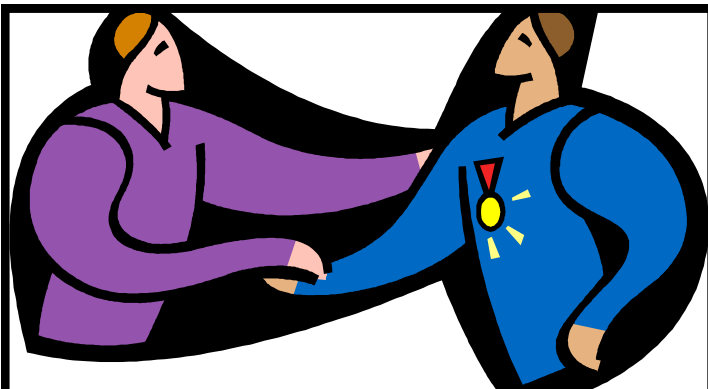
Maintenance and Operations Bureau,

**I'm very pleased to announce that the Maintenance and Operations Bureau's Employee of the Month for April is Jim Weston**, from the Logistics and Facilities Group located at the Central Garage complex.

Jim's nomination from a group of VTTC employees said in part: "Jim has been doing the job of 3 people for several weeks, maybe months now. He not only takes care of his responsibilities at the Central Garage, but has been taking care of the maintenance of our building at the VTTC as well. We have also been without a janitor for a long time. Jim has taken on these duties without a problem or a complaint. Jim comes in with a smile, a joke and good humor every day (and usually shares a story or two about his mud truck!). He goes about cleaning and maintaining our building with a great attitude and never complains about how much is on his plate. He has made it a point to learn more about what goes on here at the VTTC so he can adjust his tasks without interruption of our work flow. He is always respectful of what our needs are – he always asks what rooms have trainings going on in them. And if the rooms are busy, he comes back later to take care of things. Jim has not only gone the extra mile, he has gone many extra miles. We appreciate Jim's willingness to take on all the extra duties so that our building is presentable to all the folks that come here for training and for us that work here. Jim will do whatever is asked of him. Whether it is repairs, figuring out why we don't have heat, painting, plumbing, and keeping our building clean. We all look forward to seeing Jim on a daily basis because he is always pleasant and easy going."

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

Scott



Maintenance and Operations Bureau,

**I'm very pleased to announce that the Maintenance and Operations Bureau's Employee of the Month for May is Marguerite Moore**, from the MOB Business Office.

Marguerite's nomination from a coworker said in part: "I would like to nominate Marguerite as the MOB employee of the month. She has been a wonderful addition to the Maintenance and Operations Bureau, with a personality unlike any other. She is always willing to help others with absolutely anything from timesheet questions to copier jams. If she doesn't know how to do something, she isn't afraid to ask questions or turn to others for help. She is eager to take on new responsibilities, learn new things, work with others, and train new staff as necessary."

Please join me in congratulating Marguerite. Her daily attitude, work ethic, and efforts to make our workplace better have clearly been noticed by her co-workers.

Scott

Maintenance and Operations Bureau,

**I'm very pleased to announce that the Maintenance and Operations Bureau's Employee of the Month for June is Bert Tenney**, the Senior Maintenance Worker from the District 8 Morrisville garage.

Bert's nomination from his coworkers said in part: "In addition to Bert's Senior Maintenance Worker duties, he is also the lockout tag out person in the garage and keeps track of the brine and Ice B Gone tanks. Bert is also the go to guy if anything needs repair and is always willing to help. He's an excellent fabricator and is now building a welding table for the shop with movable vices and storage for steel underneath. Bert takes his senior maintenance duties very seriously and is very knowledgeable about all aspects of winter maintenance and all the other things that go with job. Bert is a good people person and gets along with everyone in the garage. All of us in the Morrisville garage agree that Bert should be employee of the month."

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

Scott

## Announcements

Good afternoon,

I am pleased to announce that Megan Stoeckel has accepted the Financial Specialist III position in the MOB Business Office. Her first day will be April 27<sup>th</sup>. Megan received an Economics degree from UVM. She has been working at People's United Bank as a Financial Control Representative. She possesses excellent customer service skills and will be great addition to the MOB team.

Please join me in congratulating Megan and welcoming her to the MOB upon her arrival. Thanks!

Chris MacRitchie  
Maintenance and Operations Bureau  
Highway Division  
Vermont Agency of Transportation  
(802) 249-7473  
[Chris.MacRitchie@state.vt.us](mailto:Chris.MacRitchie@state.vt.us)

Good afternoon,

I am pleased to announce that Marguerite Moore has accepted the Financial Specialist III position in the MOB Business Office. As many of your know, "Margy" has been a temp in the Business Office since Hurricane Irene. She is already a key member of the Business Office, and we are excited to add her as a full timer.

Marguerite is already familiar with payroll, invoice processing, contracts, and several other Business Office functions. She also has experience using MATS, Query DB and STARS.

Her first day will be May 18th . Please join me in congratulating Marguerite. Thanks! Chris MacRitchie

My pleasure to announce that Christine Emmons has accepted the D7 DIT position and will be starting in this capacity on June 1<sup>st</sup>. She brings a wealth of computer and District knowledge with her and will be a big part of the D7 Team. Please include her in all appropriate correspondence, thanks.  
Dale Perron

**From:** Gilbert, Shannon  
**Sent:** Thursday, May 28, 2015 11:38 AM  
**To:** Dixon, Sandra  
**Subject:** Rockingham Senior Maintenance worker

It is with pleasure that I wish to announce that Benjamin Moffit has accepted the position of Senior Maintenance worker for the Rockingham garage. Ben came to AOT in October of 2009 as a TMW series worker. He advanced to a MES and to a MES II position through the ensuing years. Ben brings extensive construction and road maintenance experience to the district, as well as a excellent working knowledge of the three sander control systems we have in use.

Please join with me in congratulating Ben on his new position. He can be reached at 802-477-2029 or at [Benjamin.Moffit@state.vt.us](mailto:Benjamin.Moffit@state.vt.us)

Shannon Gilbert  
Rockingham TAMS

I am pleased to announce that Rebecca McGurl has accepted the District 8 DIT position and will be starting June 15<sup>th</sup>. Rebecca joins the team with a wealth of computer and administrative knowledge. Please include Rebecca in all appropriate correspondence.

David Blackmore

## Personnel Updates

### New Hires, Promotions & Transfers

D1 - **Brett Crawford**, TAM, Bennington

D2 - **Benjamin Moffit**, Senior Maintenance Worker, Rockingham

D4 - **Pete Lynds**, TMES II, White River Junction

D7 - **Jody Bailey**, TJMW, North Montpelier, **Doug Bolles**, TJMW, North Montpelier, **Anthony Carpenter**, TJMW, Newbury, **Kristin Driscoll**, Tech IV, St. Johnsbury, **Christine Emmons** - DIT II, St. Johnsbury, **Brian Robinson**, TJMW, St. Johnsbury

D8 - **Rebecca McGurl**, DIT, St. Albans

D9 - **Jason Sevigny**, Tech IV, Derby

Bridge - **Kyle Carpenter**, NW Regional Bridge Supervisor, **Zach Willey**, BMW, NE Region

HQ - **Marguerite Moore**, Financial Specialist III, **Megan Stoeckel**, Financial Specialist III

### Retirements

D2 - **Glenn Massey**, retired on June 30th with 25 years of service

D4 - **Paul Stratton**, retired on May 29th with 30 years of service

D5 - **Daniel Champney**, retired on April 17th with 33 years of service. **Laurence Roy**, retired on May 30th with 15 years of service.

D9 - **Russell Deslandes**, retired on May 1st with 40 years of service, **William Locke**, retired on May 1st with 45 years of service.

CG - **Dan Morse**, retired on April 30th with 30 years of service

## Years of Service

D1 - **William Center** - 10 years

D2 - **John Alexander** - 25 years, **Ronald Colgrove** - 35 years, **Michael Davis** - 10 years, **David Jarvis** - 15 years

D3 - **Dick Brunell** - 30 years, **Stephen Evans** - 25 years, **David Miller** - 10 years, **Edward Olsen** - 5 years

D4 - **Timothy Hebb** - 10 years

D5 - **Francis Oldenburg** - 5 years

D7 - **Michael Derosier** - 30 years, **Albert Potter** - 5 years, **Jason Potter** - 5 years

D8 - **Benjamin Boucher** - 5 years, **Buck Furlow** - 15 years, **Donna Howard** - 20 years, **James Marshall** - 5 years, **Michael Martin** - 15 years, **Robert Tenney** - 5 years, **Auther Young, Jr.** - 15 years

D9 - **Robert Descheneau** - 10 years, **Mark Lamotte** - 20 years, **Nicholas Ming**, 15 years

CENTRAL GARAGE - **Jaylene Lamberti** - 15 years, **Scott McDonald** - 5 years, **Ken Valentine** - 20 years

BRIDGE - **Hobert Gates** - 15 years

TECH SERVICES - **Tom Anderson** - 15 years, **Steph Magnan** - 25 years, **George McCool** - 25 years

TSMO - **Joe Kelly** - 25 years, **Colin Philbrook** - 25 years



**Together**  
**Working ^ to get you there!**

Operations Connection is on the web:  
<http://www.aot.state.vt.us/maint/Operations.htm>  
January 1st, April 1st, July 1st, and October 1st

Questions/ Comments/ Suggestions  
Karen Brouillette, Admin. SVC. Coord.  
[Karen.brouillette@state.vt.us](mailto:Karen.brouillette@state.vt.us)

# ~ Celebration ~



William Locke retired with May 1st with 45 Years of Service!! District 9

Friday April 17th is my last day with the State of Vermont, I am retiring. During my 33 plus years with the Agency of Transportation, I have worked with a lot of wonderful people and had many opportunities. I have worked with a great group in District 5 and appreciate what my DTA Dave Blackmore has contributed to my career.

Thanks,  
Dan Champney  
TAMS Colchester District 5  
Agency of Transportation



Russ Deslandes retired on May 1st with 40 years of Service!!  
L-R Russ Deslandes with Dale Perron DTA District 9



Mr. and Mrs. Scott Dillon and Christopher.  
Married on Saturday May 23, 2015 in Wallingford VT at the Wallingford Lodge on the lake.

Morgan - District 3

## Retirements!!!



L-R Tammy Ellis, DTA, Trevor Starr, GM & Warren Pratt - District 4 - 12 Years of Service!!

Paul Stratton, TAMS of the Royalton garage retired on May 29<sup>th</sup> with 30 years of service. On April 30<sup>th</sup>, the District held a dual retirement party at the Royalton garage for both Paul and Warren Pratt, the Royalton TSMW, who retired on March 31<sup>st</sup>. There was a great turnout to wish the guys well including 12 District retirees.



L-R Tammy Ellis, DTA, Trevor Starr, GM & Paul Stratton - District 4 - 30 Years of Service!!



Past Retirees - Len Amell, Baxter Doty, Ted Durkee, Leon Higgins, Mike Orticari, Stan Russ, Paul Stratton, John Bowley, Skip Brown, Warren Pratt, Larry Parmenter. (Missing from photo are Reg Hull, Brad Striker and Dustin Roberts.)



Warren Pratt & Paul Stratton - D4

## ~ Special Interest ~

Hello All,

At the end of 2013, the former OPS Division hired a consultant and embarked on the journey of making a promotional video. The goal was to develop something that we could show at job fairs when we're trying to recruit new employees, or perhaps at new employee orientations when we're trying to show people a little bit about the team they are now a part of. In essence, this would be a video that would give people a little glimpse into who we are and what we do.

Well... the editing and production process took a lot longer than we'd anticipated, and we recently received the final version of our video. It has been posted to YouTube so it could be easily shared and viewed. Please click on the following link to view it, and please share it and use it as needed:

<https://www.youtube.com/watch?v=MMB8AP40h2Q>

You will notice that we're referenced as the "OPS Division" and not the "MOB" because most of the footage was shot before we knew we were going to merge into the Highway Division. And there are a few employees featured who don't work for us any longer. But that's ok. It doesn't change the job we do. And it doesn't change the fact that whether you call us "OPS" or "the MOB", our work force gets things done.

This video should make all of you pretty darn proud. I know it does me.

Scott



District work day Route 100, Eden - District 8  
L-R Ken Robie, Scott Rogers, Todd Law, Erik Filkorn

Hi Folks,

The Maintenance and Operations Bureau (MOB) is pleased to announce that there is now an "App" for VTrans. In the future we'll be making it available to the general public, but for now we wanted to start with just VTrans employees and some of our selected partner organizations. The goal is to help us "beta test" the App, both in terms of user experience as well as how the information gets to us, how we utilize the information, and then how we close the loop with the originator of the information.

The App is called "VTrans Click2Fix", and it allows people to report non-emergency infrastructure problems using their desktop computers or smart devices. From this App, we will get a better understanding of the nature of issues and their locations from the start and be able to make sure the right people know what they need to know to fix things. Since the App can use the camera and GPS in your smart phone we can have photos and exact locations of issues... which is very valuable information for us to have when making decisions. In theory, the App will be a replacement for some of the many calls, emails, tweets and facebook posts we get telling us about problems people encounter on the highway.

For all the times the corner office (or the webmaster) gets an email saying "There's a pothole in Sunny Hollow," and whoever receives the complaint is left wondering where it really is, how big it is, is it an emergency or not, is it even our road or not, who they need to forward the email to, etc... now the App will handle that all for us. And if "sunny hollow" is off the state system and not our responsibility, the App will know that as well. If somebody tries to report a problem that is not on the state system, the App will tell them that. At least that's the theory.

We want to be sure that we are good at working with the system before we open it up to the general public. Let's be honest, "beta tests" are all about finding problems... And we KNOW there will be problems. Our "Click2Fix Task Team" includes Erik Filkorn, Todd Law and Ashley Jonas. Please let them know if you encounter problems or if you have questions. There will be plenty of both... and by reporting problems and asking questions you'll be greatly helping us fine tune the App before it's released publically.

There are a couple of ways you can participate in the "beta test":

Download the app and try it yourself when you're out and about. If you see a faded sign or broken guardrail or bad pothole (and you're not driving at the time), snap a picture and report the problem. You can download the iPhone app by clicking <https://itunes.apple.com/us/app/vtrans-click2fix/id977837829?mt=8>, or the Android version by clicking <https://play.google.com/store/apps/details?id=com.seeclickfix.vtransclick2fix.app>.

If you're someone who receives a lot of complaints or comments by phone or email when you're in the office, go to [www.seeclickfix.com](http://www.seeclickfix.com) and log them in the system as they come in. The Task Team can also get you access to some of the other management functions if you find them helpful.

In addition to the ability to report problems with the infrastructure, the App also includes buttons that will bring you to 511, Twitter, Facebook, VTrans YouTube as well as to the smart work zones in Brattleboro and Waterbury. Please try this functionality as well and let our team know if you have issues or suggestions for improvement.

Burlington, South Burlington and Essex are already using this service. We are only the second state (after Utah) to try it so we are breaking new ground.

As an FYI to MOB staff - the "beta test" is only currently set up to feed information to Maintenance District 5 in the NW Region. They volunteered to be first to test it internally (thanks D5!) and if things go smoothly we will soon adjust the App to feed information out to the other districts as well and it will be statewide. In the interim, any issues reported outside of the D5 area will be forwarded to the MOB headquarters staff and farmed out accordingly.

Again, this is an internal test so please refrain from sharing this with the general public until we're ready for a proper launch. We'll let you know when it can be shared broadly.

Thanks for participating.

Scott

# Special Interests

## Labor Management Committee Meeting Minutes

**AOT (Operations) Labor Management Committee Minutes**

**Meeting on April 30<sup>th</sup>, 2015;**

**Submitted By David Van Deusen, VSEA Senior Union Rep**

**Approved by Labor & Management on May 12<sup>th</sup>, 2015**

**Present: From Labor/ Jason Heath (Chair), Jerry Comstock (Vice Chair), Brian Labounty (District 2), Brad Carriere (District 8); Allan Pion (District 9), Dave Van Deusen (VSEA-Senior Union Rep-AOT). From Management/Wayne Gammell (Deputy Director), Todd Law (State Maintenance Engineer), Heidi Dimick (DHR Manager).**

**LM Minutes Sent By Managers To Managers/From Workers To Workers;**

Labor will continue to distribute LM Minutes, but Labor would also like to request that Management forward the minutes to Managers and Supervisors.

**Discussion:** Labor stated that they continue to distribute Labor Management Minutes by having Union leaders post them up in the Garages, on VSEA bulletin boards, and through direct email. VSEA will continue to facilitate this. However, Labor has heard that a small number of AOT Managers and Supervisors do not believe the Minutes are official unless/or until they are sent to them directly by Management. Management reminded Labor that they print the Minutes in the AOT newsletter (which is a Management publication). Labor expressed support for the Minutes being printed in the newsletter, but also expressed interest in having Management send the official Minutes out directly to Managers/Supervisors directly.

**Agreed Upon Action:** Management will email the official Minutes out directly to Managers and Supervisors within AOT Operations.

**Position Cuts/Transportation Bill Shortfall:**

Labor would like to know the status of the Transportation Bill and possible effects upon Operations.

**Discussion:** Management and Labor discussed the fact that thus far the Transportation Bill that passed out of the VT House included a one million dollar cut to “personnel” expenditures. The version that passed out of the VT Senate included a one and a half million dollar cut to “personnel.” Labor expressed concern that the Garages (and AOT as a whole) could not continue to provide quality public services if they also suffered mass job cuts. Management expressed support for the great quality work done by AOT employees. Labor further informed Management that the Retirement Incentive being negotiated between the VSEA and the Administration could potentially affect over 100 AOT workers (providing long term AOT workers who already qualify for Retirement a cash incentive to voluntarily take Retirement this year); Labor stated that it could be expected that this Retirement Incentive program could achieve the “personnel” saving that may be part of the final Transportation Bill [Note: *As these Labor Management Minutes are being written and finalized, 5/12/15, the VT House agreed to the VT Senate’s Bill, which includes a 1.5 million cut in “personnel.” Politicians are informing VSEA that the intent of the Bill is to achieve these savings through not filling select vacancies.*] Management expressed that they have not yet been briefed on the Retirement Incentive by the Administration, but welcome information from VSEA. After more discussion Management told Labor that if they need to deal with a reduced budget for “personnel” the Secretary of Transportation’s plan is to find this savings through vacancy savings and not layoffs. Labor expressed firm support for this intent.

**Agreed Upon Action:** Labor will provide information it may have on the Retirement Incentive plan, and Management will inform Labor if the current plan to deal with the budget issues through vacancy savings changes.



## Special Interests

# Labor Management Committee Meeting Minutes

### **Privatization Rumors;**

Labor is hearing rumors, again, about AOT privatizing work now done by Garages.

**Discussion:** Labor stated that it is hearing rumors, in various Garages, that all or some of AOT's core work will be privatized. Management stated that there is no plan for mass privatization. However, line striping has gone to bid, but this will not result in layoffs. Instead, those previously doing this work in-house have been trained as "inspectors" so they will inspect the contracted work. There is a desire to have an inspector per Region. AOT will also be keeping the trucks. These same guys will have plenty of work to do overall. Some will be taking part in a pilot project painting bike lane symbols in Central VT (Barre-Montpelier Road), and Southern VT (Putney Road). Painting work may also be done for the towns, on a paid-for-services basis.

In general Management did state that Vermont is the least privatized state in the Northeast when it comes to AOT related work. MASS is 90-95% privatized, NH is 60% privatized, Maine is 12% privatized. Labor pointed out that recent studies/reports indicate that privatizing AOT type work by other States is proving to be more expensive than doing this work (publically) in-house. Management agreed with this point. Management did recognize that some law makers, occasionally, talk about privatizing more of AOT, so we (together) would do well to continue to do a great quality job (as we do now) in order to not allow interest to grow in this regards.

**Agreed Upon Action:** Labor & Management agree that VT is best served by keeping AOT generally a public service provided by quality public employees. Those within AOT who previously did line painting have been trained as Inspectors and will take part in bike lane pilot projects and other needed tasks.

### **Mechanics Losing Their Trucks;**

Labor wants to know why this is being implemented, and if it is being done in a fair way.

**Discussion:** Labor asked why Mechanics will not be allowed to bring AOT trucks home anymore. Management responded that they are doing this to save money and ensure there is sufficient justification (cost savings and/or emergency response necessity) and that Mechanics will get full use of their trucks back during Snow Season. The exception here may be in Districts 7 & 9 where another pilot project is being considered whereby these Districts will have AOT vans loaded with the tools for their use. Labor expressed a desire to make sure this is being implemented in a fair way. Management stated that it would be fair, that it would apply to everyone in the job class, and that Operations Director Scott Rogers is also having this rule applied to him (and therefore has already given up his AOT issued truck. [Note -Ken Valentine, Central Garage Superintendent, although not at this Labor Management meeting provided the following statement to VSEA on this issue: "*A thorough review of all take-home vehicles was done in response to our Secretary's call to look for every possible efficiency and potential savings. We are hopeful that we can save some money, without an undue impact on responsiveness, by limiting regionally assigned mechanics to taking home their trucks during the snow season only, when they are **MOST** often called upon to respond from home. If the savings don't materialize, or if the savings are outweighed by adverse impacts to our mission, we'll re-evaluate. We'll make every effort to handle this equitably across the staff, although some locations may have circumstances that merit a different approach.*"]

**Agreed Upon Action:** Labor and Management agree to disagree (as the Mechanics would prefer to retain their AOT trucks all year), but both agree that this will be done in a fair way starting at the top (with Director Scott Roger no longer having a truck to take home).

# Special Interests

## Labor Management Committee Meeting Minutes

### **AOT Cut Wood for Garage Heat/Low Income Vermonters;**

Some Garages cut their own wood (for Garage heat), some don't. Some discard wood they cut throughout the year. Can we rationalize this effort to save AOT money, and perhaps help provide excess wood to low income Vermonters through existing State programs (to again save tax payer money)?

**Discussion:** Labor expressed that there appears to be some inconsistency in wood cutting activities in the Districts and by Garage. Some Garages cut their own wood (for heat), other buy wood, while some Garages (who presumably do not heat with wood) may discard wood they cut through their regular duties. Labor asserted that AOT should seek to cut all its own heating wood, and AOT should not discard wood as it all should be used towards AOT heat. If there is excess cut wood, perhaps that can be provided to existing State programs aimed at helping to provide heat for elderly and low income Vermonters (and this would in itself save tax payer money). Management stated in clear terms that they 100% oppose Garages buying their wood. Wood should be cut by AOT workers. Management also agreed that good wood should not be discarded. Management also agreed that wood cut by AOT should be put to use for the public, or to generate public revenue (thus saving tax payer money). Management went on to say that in District 2 and 4 AOT has some wooded land that they will be starting a pilot project on. Here the idea is to work with the County Forester to selectively cut timber in a sustainable way in order to provide for forest health and to generate public revenue. This work would be done by professional loggers, not AOT workers. Labor and Management further discussed the possibility of selling or providing wood chips to public wood powered electricity/heating facilities, and/or selling quality wood to mills where this could result in generating additional public revenue. In general Management was agreeable to the values and goals expressed by Labor.

**Agreed Upon Action:** 1. Management agreed to send memo (from Todd Law) to Supervisors/Managers confirming that AOT should be cutting its own wood for heat, and that good wood should not be tossed over the bank, but rather stored/transported for AOT heating opportunities.

2. Management will consider (and Labor will support) and explore the feasibility of providing wood to existing State heating assistance programs (for elderly and low income Vermonters) If and when AOT has an excess of wood above and beyond what is required for AOT heating purposes.
3. Management (with Labor's support) will continue to explore opportunities to create additional public revenue through sustainable logging practices on AOT lands.
4. Management (with Labor's support) will explore the feasibility of selling or transferring wood chips to public electric and heating facilities.

## LMC: “Column”

### Solar Garages/Investments/Energy Savings;

How is this effort coming along? What is the initial investment, and what is the projected savings over years?

**Discussion:** Labor expressed interest in learning more about this effort.

Management therefore invited the AOT expert on this issue, Alec Portalupi, into the room to provide detailed information. Alec stated that solar projects have been completed at the North Montpelier Garage & the Orange Garage. These solar installations are tied into the power grid, and generate 21,000 KH in electricity a year. This saves the State about \$4500 a year in electricity costs. Each project breaks even (cost vs savings) at 10 years. After 10 years the projects save significant public money. Three additional solar projects are presently in the works; these projects are at the Wilmington Garage, Readsboro Garage, and Dummerston Garage. The North Montpelier installation cost \$63,000, and the Orange project cost \$54,000. AOT have been able to make these projects significantly cheaper by using AOT labor. This labor savings, by project, is an average of \$25,000. AOT intends to initiate 2-3 projects a year going forward. Labor expressed support for these projects, but asked if they could be supplemented with solar battery banks at the Garages (with inverters) in order to achieve Garage to Garage electricity self-sufficiency (in case of natural disasters, power outages, etc.). Management stated that presently the cost for such battery banks are too prohibitive, so that is not in the works (but of course the Garages do have gas generators to provide electricity when power is out). Labor then stated that the fact that AOT is saving tax payer money through these investments, while also contributing to green renewable energy (that does not contribute to climate change), is something that the public should be expected to also support. Therefore Labor and Management should work together to get these facts out to the public through the media, etc.. Management expressed interest in this possibility. Labor further stated that Hurricane Irene clearly highlighted that AOT workers are, in essence, *‘climate change first responders’* so the fact that AOT is being proactive on this energy issue (insofar as increased reliance on renewable energy decreases related carbon emissions) is admirable and makes sense.

**Agreed Upon Action:** Labor offered to work with Management in informing the public about these solar projects (specifically in regards to the long term savings accrued by the public & the positive environmental effects). Management will consider ways to make this information more available to the public and will work with labor on this effort as is appropriate.

As we go into summer 2015, the rain is falling and heavy at times. That means time to fix the washouts along the roads we take care of. Sometime it means some reoccurring problems to which you may have the answer too. Let the Labor/Management team know and let your voice be heard. Our next meet is in July so there is still time to let us know what problems you are having out there.

We are currently looking to fill seats for Districts 1, 6, 7 and Bridge Crew. If you work in one of these districts and you would like more information about this committee or have issues you would like to have discussed, please e-mail us. If you have suggestions for bargaining, you may also contact us and we can pass those ideas along to the bargaining team.

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By: Jason Heath, Chair, District 8

# Safety & Health

Ahh, Spring, we are so glad you're here!

The Hearing and Respirator Testing is almost completed. As usual, we had some issues, concerns, and scheduling confusion. It's difficult to find a vendor that can keep all of us happy during this one process. But, we keep trying...

The Northern Chainsaw Team has met and exceeded all my expectations. This team, Greg Sargent and Scott Harvey of Morrisville (D8), has successfully trained trainers for the next cycle of classes (Sept/Oct 2015). They provided training to D5, D7, Bridge Crews, and the Town of Williston. They are also ready to help me create the Phase 2 of Chainsaw Training. The Southern Chainsaw Team is still a "work in progress". Hopefully we can get a team up and running for Fall for the Phase 1 of Chainsaw Training in the southern districts. There are qualified people ready and willing to become trainers, so I intend to focus on assisting them to reach this goal and succeed.

The incentive program, "Mugged by the MOB" is still in progress. I am adding names and/or nominating people based on their contributions to the Health and Safety of their coworkers and themselves. Our wall display is kept updated with photos added as mugs are distributed. We have a growing list of those getting close to earning their 3<sup>rd</sup> card with the personalized mug. I'm anxious to see who is next! I added some details of what people did to earn their cards. It's a wide variety of actions and approaches that were recognized for improving safety. Those that have stepped up to provide training for each other and the municipalities are just some of those landing on this growing list. Others have devised new techniques or tools to improve Safety. VTrans has a wealth of clever and creative employees!

The AEDs are all distributed and installed. Scott and Kevin are checking them during the garage audits as promised.

Lt Fred Cornell of the Vermont State Police Clandestine Lab Team met with us and has offered training for us – as much as we need for the Districts and Municipalities (!!). They will provide us with this 2 hour class in how to recognize Meth, Hash Oil, and other illegal drug lab materials that we might encounter along our roadways. He will be at our July Safety Task Force (STF) Meeting to conduct the first one for these committee members, Andy Shively, and the Safety Team. Lt Cornell and the other 5 members of his team can provide this training around the state. We have not been able to hold this training for over a year, so it is great to have VSP offer this again. Please look for an announcement of this training on the latest VTTC Training Bulletin. As I learn of groups or Regions interested, I will coordinate these classes with Lt Cornell. They are looking for a minimum of 15 attendees per class. These lab materials can be very hazardous, as most of us already know. They range from flammable to explosive. This is not something we want to deal with on our own. Lt Cornell will discuss safety and notification procedures so not only we stay safe, but the proper VSP contacts are notified. I'm very excited about having this training opportunity available throughout Vermont – Districts and Municipalities.

The ever-popular Trenching and Shoring Training will be held from mid-July through August, 1 class per week. This is the 3<sup>rd</sup> year we have offered this training. Many municipal groups have been chomping at the bit for this class to come back on the schedule. Once they sampled this training last year, they wanted more – it is that useful to their normal, everyday work. I think this training season will go better than the previous years, and they were great!

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# Safety & Health

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Also in the works are the Boat Launch and Mabey Bridge landing. The gates are up and construction will start after July 1, as per the permit from ANR. The Working Over Water (WOW) and the Mabey Bridge training is scheduled for each week of September. The WOW class will be 4-5 hours long on the first day. The 2<sup>nd</sup> and 3<sup>rd</sup> day are for the delivery, construction and removal of the Mabey Bridge. This training is also open to all District Specialists and Municipalities.

Take care, stay safe, and keep your eyes open...

Camille

## Completed Mabey Gate



## Posts in place for gate



Boat Launch Gate