

# Operations Connection

## Message from the Director

Scott A. Rogers

- **Message from the Director** 1
- **Kudos** 2-7
- **Retirements** 8-9
- **New Hires, Promotions & Transfers & Years of Service** 10
- **Employees of the Month** 11
- **Announcements** 12-14
- **Special Interest** 15-16
- **Bridge Crew** 17-19
- **The Lighter Side** 20

*I was recently asked a question by somebody who is important to me. The gist of it was – “What do you want to be remembered for when you leave VTrans?” Or, in other words, what do I really want to accomplish during my time here in this role. That’s not something we all think about every day. Usually we are focused on what’s directly in front of us or on the immediate horizon. Sometimes we’re focused on a particular project. But rarely do we take the time to think that far down the road and to think about what our legacy might be. And I’ve still got another 15+ years until retirement, and the notion of leaving VTrans is really a long way off. So this was an interesting question.*

*But as it turned out, for me it was a really easy answer. Without hesitation, I was able to say that I want to leave our workplace better than I found it.*

*For the past decade, we’ve been focused on our “Workplace Improvement Initiative” and our “Respectful Workplace Commitment”. We’ve talked about this and focused on it in a number of ways, but by now you’ve all heard about it or talked about it in meetings, trainings, or during garage visits. And it’s really important. When you stop to think about it, life is really short. The vast majority of us are here, at work, because we need to be to support our families and our lives outside of work. But in doing so we spend a significant amount of our time here, together. So why not make it as fun, productive, and fulfilling as possible – for everybody? Why waste that significant amount of time being unhappy, or being angry? Life is too short. And our time is too valuable. Let’s not waste it.*

*And it’s more than just how we treat each other that matters to me. I want our workforce to be the best it can be. This means supporting our employees to learn and grow and challenge themselves and advance. This means diversifying our workforce so we’re stronger and better prepared to face the challenges that come our way. And it means working together to change the culture so these ideals and values are supported from the inside. Not just from some manager like me saying this is how it’s going to be, but from every single person who is part of this amazing team.*

*And make no mistake, some of our work has already become part of the culture. One shining example of that is the VTTC, which is something I’m extremely proud of. Through the VTTC we have dedicated more resources to employee development and training than ever before in the history of this agency. And there are many other examples of how we’ve all worked, together, to help improve our workplace over the past decade.*

*There is still work to do, and that’s ok. I find this work fulfilling, and want to continue to focus on it. And when I retire, at some point way down the road, I want to be able to look back and say that I worked hard to try to make our workplace better. I’d encourage each of you to think about that same question. What do you want to be remembered for when you leave VTrans? What do you want to accomplish during your time here? Whatever it may be, I hope it’s something you enjoy.*



## “Kudos!” from your fans

### The MOB in the community

Members of the MOB care about their community. Your work makes a safe and efficient transportation system available to our neighbors. We are well aware that our friends, mothers, daughters, cousins, fathers, sons, nephews, nieces, aunts, uncles, teachers, doctors, firefighters, and more, use our roadways and we are always mindful of their safety as they travel our state. Since I've been working in Civil Rights I've learned just how far we take that sense of belonging, responsibility, protectiveness and care into the communities. I've been able to talk to many members of the MOB and know you choose to volunteer your time as coaches, at food shelters, at schools, at churches, and many other places. That's on your own time. We count on that sense of service when we try to connect VTrans to the community.

We often ask for volunteers to cover a number of events – and the MOB always comes through. Here are just a few examples over the last few months:

**Touch a Truck:** Communities often host events where children of all ages can check out a wide variety of trucks. (Trucks are cool!) I have learned that VTrans has been attending these events across the state for many years. I remember seeing you when I brought my kids 12+ years ago, so this wasn't a shock. The communities tend to reach out directly to their local garage and you always come through. Both D2 and D5 have participated in these events in the last few months. These events are usually on evening or weekend hours when you could be spending time with your family, or doing something for you. But you volunteer to share what you do with your fans young and old.

**Job Fairs:** The MOB are trusted partners in VTrans Job Fair representation! You bring enthusiasm, knowledge, friendliness, authenticity, and cool tools & trucks to job fairs across the state. This gives you a chance to meet your future coworkers, often before they've even left school! Events range from those drawing over 500 job seekers and students, to those limited to one school, or one small region, with a few dozen in attendance. You come to technical schools, to high schools, to big arena events, and everywhere in between. You go both by yourself, and you partner with Civil Rights, or other sections of the Agency, depending on availability and the event. You make it happen. You volunteer to provide tours of your facility, you answer countless questions about the vehicles you drive, you volunteer to be interviewed for print and for promotional videos, and you connect with our visitors in ways that are more meaningful than you might imagine.





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

**Temporary Opportunities:** You offer opportunities to experience what we do. Informational interviews, temporary jobs, internships and more. You open your doors to those of all ages who are interested in exploring a career with VTrans. This commitment to helping the local community is not overlooked. In June District 7 and the Northwest Bridge Crew played an instrumental role in the Agency being recognized as the Business of the Quarter by Creative Workforce Solutions.

From the press release:

**“They have provided mock interviews, informational interviews, internship opportunities, and temporary positions to qualified candidates who are interested in exploring local work options through AOT, says (Todd) Gratton (CWS Business Account Manager).**

VTrans has a history of not only working with students, but also with adults who may be looking for a career change, says Gratton. Representatives have given their time to meet with Vocational Rehabilitation participants and shared with them details of the work done by VTrans and given participants goals toward which to work to become more highly qualified applicants in the competitive application process.

For several years, VTrans has also been a sought out attendee of the St. Johnsbury Job Fair; the Northeast Bridge Maintenance Team recruits many team members from the fair each year.”



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

In the schools: MOB members are also in the class room. I have heard of preschools adopting a plow driver upward through the grades to presenting at high schools and colleges. Recently, District 4 participated in Diesel Career Day at Randolph Technical Career Center and also with a Randolph High class examining careers interacting with storm water. The students from Randolph High visited the Park & Ride, meeting the construction environmental engineer, the stormwater management engineer, a research engineer, and the TAMS from the Randolph garage, to get an overview of the project (experimental application of porous concrete). All aspects of the project were explained to the class; design, construction, research, and maintenance. This site has had some deterioration which has greatly increased maintenance challenges.



The Central Garage recently responded to a request from a teacher at Hazen Union who was organizing an automotive class for their “J-Term”. (J-Term includes three-week-long elective (fun) classes which are outside the normal school curriculum.) The class was designed to as a way for students to explore career opportunities and help guide them as they make educational decisions through middle to high school and beyond. CG Berlin and CG NE region both sent a Motor Equipment Mechanic. The two mechanics each brought a vehicle (dump truck & DMV enforcement) and met with four groups of students. The enthusiasm they had connected with the students: offering them new career possibilities to consider and planting the idea that VTrans





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

**NSTI:** For more than a decade, VTrans has been running the National Summer Transportation Institute (NSTI). This is a summer camp aimed at exposing students to transportation careers and introducing them to college life. Thanks to a federal grant, it is completely free for the students. Every year a significant number of VTrans employees share their expertise, their enthusiasm, and their facilities with our students. This year holds many firsts for the program. Among them: It is our first year with a new partner (Vermont Technical College) and it is our first time running a middle school session! What isn't new is the assistance from the MOB. This year (for the high school program) the MOB participated in a number of events including: a panel discussion about career opportunities; heavy equipment sessions where students got to explore a loader, a back hoe, a dump truck, and a grader; VTrans day where the students invaded CG/VTTC/Dill and got to try their skills at texting and driving, learned about the effects and dangers of driving impaired, got to run simulators, took a tour of the garage, learned about DMV enforcement, programmed a VMS, got to operate a boom truck, toured all the labs, made their own signs, learned the history & requirements of signs in Vermont, and toured the TMC; and assisted teams of students operate the GIS collector system on site at Vermont Tech in Randolph. At Friday's graduation for the camp, VTrans employees arrived, and there were lots of us! Folks who had interacted with the students one, two, three or more times during the week came to learn about what the students had done, learned, and were excited about. Over seventy VTrans employees helped make NSTI happen – and more are stepping up to help with the middle school session. This camp would not be so successful without you! (<https://www.flickr.com/photos/vermonttech/albums/72157686780056826>) & (<https://www.flickr.com/photos/133341432@N02/albums/72157686122414126>)





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

**Winooski Bridge:** The Chimney Corners crew discovered their assigned projects this July included work on a bridge in Winooski that contained a memorial to Ali Muhina, a local eleven year old who had tragically drowned in the Winooski River two weeks ago. Normal procedure has these types of displays disposed of, but our crew recognized that the community was still raw. The fresh loss of a child was compounded by a language barrier between the family and first responders and law enforcement. In an effort to respect the recent loss, and offer sensitivity to the community, a plan was developed. Thanks to the Vermont Refugee Resettlement Program’s Director, Amila Merdzanovic, we were put in contact with the Winooski Superintendent of School. Superintendent McMannon assured us they would notify the community – so they weren’t surprised to see the material being taken down. He also made arrangements to set the display back up after we had finished our work. (All of this communication took place between 5:30pm Tuesday and 8am on Wednesday!) Our crew moved the banner, plants, and memorial items to the adjacent park, preserving it, prior to any work on the bridge taking place. This additional effort and sensitivity was appreciated by the refugee community, the school district staff, and the Governor’s Office, who had called to follow up on what was done. VTrans employees live and work in the communities we serve and that connection comes through in situations like this. Many thanks to those who thought to call Civil Rights for assistance, to those who answered the phone and email messages after business hours, and to those willing to stand with their co-workers and neighbors when it might have been easier to just go about business as normal.

**Thank You.** The members of the MOB are great ambassadors for the Agency. When you go to these events, please take some pictures. These photos are great memories for our visitors and our staff. Please let Civil Rights know if you have planned (or unplanned) community interactions. We are trying to get a sense of the number of events VTrans participates in. (We won’t make you stop, nor will we make you fill out any forms.) We want to capture the full picture of VTrans as a community partner and we can supply some VTrans swag like pens & highlighters to share with your visitors!

Good morning -

I just wanted to express our deepest thanks for allowing Stephen Miner to work with the NSTI campers in July and August. His excellent demeanor, patience and communication skills were really well received by the kids and he made a big impact on them. His ability to relate and share his stories helped foster a genuine connection and we continually heard that the simulation activity was one of their favorites!

We sincerely thank VTRANS for sharing his time with us!

**Maureen Hebert | Associate Dean**

**VERMONT TECH**

Office of Continuing Education & Workforce Development



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

Good morning. I want to express my thanks to several people who were involved in moving the travel information plaza from the former Wildflower Farm in Charlotte to the Jiffymart in Ferrisburgh. After 20 years of working with a Berlin sign crew that had the use of the auger truck, I was extremely doubtful about using a bucket loader to move the plaza, even after repeated reassurances by various knowledgeable people. Over a period of three years, the Agency invested over \$38,000 in 14 new plazas (to say nothing of the cost of the labor, material and equipment necessary to perform the installations), so I was concerned about the possibility of catastrophic damage occurring to the plaza during the removal, transportation and reinstallation process. However, the work went off without a hitch, thanks to the very capable crew involved – Jay DeBono and Ben Benoit of the Colchester sign crew, Kevin Lawrence from New Haven, and Lee Chapman from Middlebury. Kevin’s work with the loader and jib pole was masterly; the plaza, once hoisted, never wobbled, to my great relief. It also rode standing up in Lee’s dump truck (tightly strapped down) 7.5 miles through the construction zone between the two sites, another innovation that made me nervous in the pre-move discussions, without budging. Installation at Ferrisburgh, where electric and water lines had to be straddled, went very well, thanks to Jay’s long experience in putting posts in the ground. Everybody pitched in to finish the work of attaching the plaza’s wooden legs to the metal posts. Jay and Ben completed the project by installing directional signs north and south of the site.

I am deeply grateful to the people involved for their care, competence and can-do attitude in effecting the move, and to District 5 for making the Gang of Four available for the project.

Richard L. Cleveland  
 VT Agency of Transportation  
 Business Sign Program  
 2178 Airport Road, Bldg. A



# Retirement



John Peduzzi	34 Years
Gary Dix	19 years
Jim Stevens	30 years
Alfred DeVaux, Jr.	30 years
Jill Wood	17 years

## GARY DIX RETIREMENT CELEBRATION





# RETIREMENT... Continued

**JILL WOOD, 17 YEARS OF SERVICE**

**HAPPY RETIREMENT**



## Personnel Updates

### *New Hires, Promotions & Transfers*

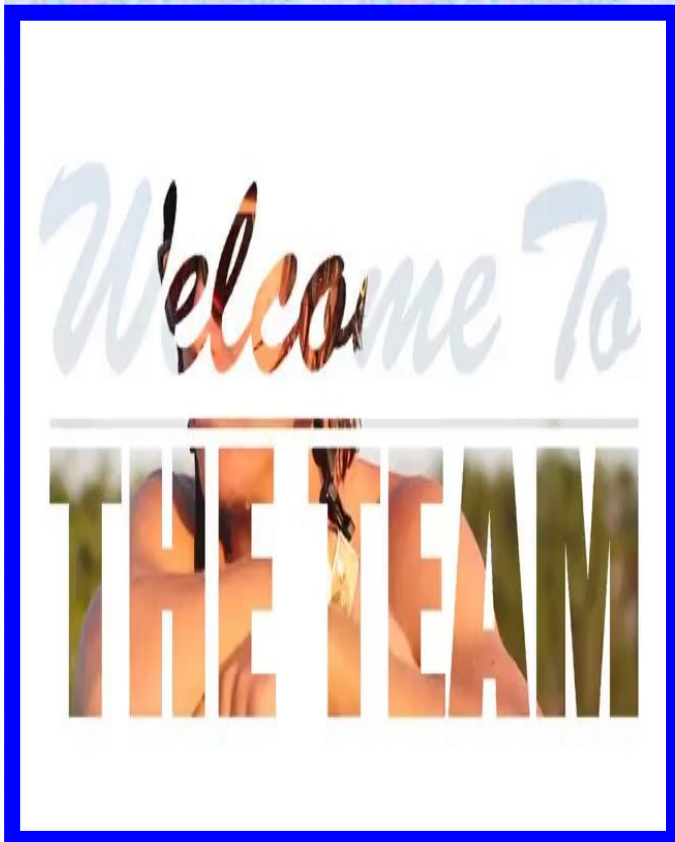
D2 - Angela (Angie) Rounds, Exec. Office Manager

D8 - Tracy Zeno, Exec. Office Manager

MOB - Rosa Mastrocola, Hazardous Materials & Waste Coordinator

MOB - Michael K. Johnson, Stormwater Tech I

MOB - Dexter Puls, Stormwater Tech.



### Years of Service

HQ - **Ernie Patnoe** - 20 Years

MOB - **David Martin** - 15 Years, **Tim French** - 20 Years

D1 - **Timothy Bortell** - 10 Years, **Tracey Cassano** - 10 Years, **David Sargent** - 40 Years

D2 - **Gerold Davis** - 35 Years, **Joe Ruzzo**, - 15 Years, **Dale West** - 5 years, **Timothy Bills** - 5 Years,

D4 - **Eric Brown** - 15 Years, **Joseph Miller** - 5 Years, **Gregory Hayes** - 30 Years,

D5 - **Debra Newcombe** - 40 years, **Alfred Churchwell, Jr.** - 5 Years,

D7 - **Thomas Gilman** - 30 Years, **Shawn Ainsworth** - 10 Years, **Brody Burke** - 30 Years

D8 - **Gregory Sargent** - 10 Years, **Justin Mashtare** - 15 Years

D9 - **Mark Blais** - 10 Years, **Shane Morin** - 15 Years, **Joseph Geoffroy** - 10 Years

CG - **Jason Umbach** - 20 Years, **Reginald Brown** - 20 Years, **Myles Farrar** - 5 Years, **Danny Coffin**, - 20 Years,

## Operations Employees of the Month

Maintenance and Operations Bureau,

**With apologies for the tardiness of this email, I'm very pleased to announce that the Maintenance and Operations Bureau's Employee of the Month for August is Dan Shepard.** At the time of his nomination Dan was the TAMS in the New Haven garage, District 5, Northwest Region. Since that time, Dan was promoted to General Manager of District 5.

Dan's nomination from one of his coworkers said in part: *"On July 1st we got a call for flooding on Rt 125 in Ripton. Dan was filling in as GM at this time. Over the Next 24 hours Dan helped organize and reopen Rt 125. He was a great asset to the District Team that weekend. Dan was calm and worked thru every bump in the road as we came to them. Dan passed along ideas and got a plan of "attack" as soon as we could start to see the damage. We had the road reopened by dark to one lane and he made sure we had staff on location thru the night to help our customers. Dan also got a contractor onsite the next day and we had the road opened back up to two lanes by 4 pm Sunday. Without his great teamwork it would be hard to get things done from time to time. Dan has always been a person you can call to pick his brain."*

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

Scott



Maintenance and Operations Bureau,

**I'm very pleased to announce that the Maintenance and Operations Bureau's Employee of the Month for September is Meghan Brunk,** district technician from District 2, Southeast Region.

Meghan's nomination from one of her coworkers said in part: *"Meghan Brunk is our district Tech VI. She is always willing to help out anyone when asked, whether it's in her job description or not. She often assists others with challenges other than her own. Meghan is very organized and provides great attention to detail. She is very creative and is helpful in any type of presentation work needed by the district. Her professional commitment to working with towns is greatly appreciated and the community welcomes her support. She is well liked by her co-workers, managers, public and town officials and we consider her a true "team player" as everyone who works with her receives her best effort at all times. She is also a super "baker" of wonderful goodies that she often spoils us with!"*

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

Scott

## ANNOUNCEMENTS

Hello All,

Over the past two years the Maintenance and Operations Bureau (MOB) has partnered with the Asset Management and Performance (AMP) Bureau and made great strides with incorporating GIS into our everyday work. This partnership is enabling us to quantify the assets that we maintain, and GIS will be one of the tools used in measuring our performance. This partnership has also helped us develop our own District GIS Power Users Group.

MOB staff have always taken great pride in finding new and better ways to do things, and this is no different. Our Bureau is continually finding processes that can be made more effective and efficient with the use of GIS. This is truly a grass roots effort and our management team wants to keep this movement going and support it along the way. We have seen that for GIS to work effectively for the Bureau as a whole, some consistency and harmony is needed. Failing to provide consistency can lead to data that isn't useful for us in the long run. We have decided that having a GIS coordinator would help provide for that consistency, making us more effective in our GIS implementation.

Prior to joining District Two, Sarah Linn had done extensive work with GIS for the Regional Planning Commission and has already been a great asset to our efforts in this area. Therefore, I would like to announce that in addition to her regular duties, Sarah Linn from D2 will be the GIS Coordinator for the Maintenance and Operations Bureau. Sarah will be closely supported by (and work in concert with) Michelle Redmond from D4 as well as the other members of the District GIS Power Users Group.

We have also asked Sarah to assume the role as the Chair of the District GIS Power Users Group.

I ask that you support Sarah in her new role, as well as supporting the other members of the GIS Power Users Group. And I ask that you join me in embracing GIS as a new tool that will make us more effective.

Scott

I am pleased to announce that Adrienne Gil has accepted the position of Lean Program Manager in the Continuous Improvement Unit. Adrienne brings with her valuable experience in program development and operations, strategic planning, process and continuous improvement, and training program creation. In these areas, she has built collaborative relationships with key stakeholders in achieving program objectives. Most recently, Adrienne has performed great work in the nonprofit sector with a focus on the well-being of children and families, with both the Permanent Fund for Vermont's Children and the Alliance for a Healthier Generation. Prior to this work, Adrienne served as the State's Safe Routes to School Coordinator for the Georgia Department of Transportation.

Adrienne joins VTrans at an important time in not only the continued development and stabilization of our own Agency Lean program, but also in coordinating with the statewide continuous improvement initiatives that are high priorities of Governor Scott's administration. Her energy, enthusiasm, and can-do attitude make her a great fit to advance Lean and continuous improvement here at VTrans and statewide, and I am excited for her to join the Performance team!

Adrienne's first day with VTrans will be this coming Monday, September 25<sup>th</sup>. Please join the Performance Section in welcoming Adrienne to VTrans!!

Thanks,

**Michael Lozier – MBA, PE** | Continuous Improvement Manager

# ANNOUNCEMENT

I am happy to announce Brigitte Codling has accepted the assignment to lead the newly developed Construction Management System Unit (CMSU) for the Agency. This unit will reside within the Construction Section of the Construction and Materials Bureau and will be responsible for the procurement, implementation, and long term management and support of a new Construction Management System (CMS), which will replace the current client server AASHTOWare suite of products currently used throughout VTrans.

Brigitte has worked for the Agency for 17 years. She started her career testing asphalt samples in the binder lab, moved on as the Certification Technician, served on a Bridge Design Squad as a Specification Writer, the Online Bidding Administrator, a Regional Construction Technician, a Resident Engineer, and most recently as the Materials Acceptance Program Manager and the SiteManager Coordinator.

Brigitte served for five years on the AASHTOWare Project Task Force, which is the board that manages the AASHTOWare Suite of products for AASHTO and its member Agencies. During her time on the PTF she chaired the Construction, Materials, and Civil Rights Technical Review Teams and worked closely with AASHTO's hired vendor InfoTech Inc. through the development of the web based AASHTOWare suite of products.

Brigitte will report to Ann Gammell, Construction Engineer, and start her new position on October 1st. She will relocate to the Dewey Building. Throughout implementation of the new CMS, this unit will continue to manage, maintain, and support AASHTOWare SiteManager, Materials, and LIMS; the Construction and Materials Dashboards; as well as continue to collaborate with IT and ADS as needed. The Materials Acceptance Program will remain within the Materials Section and be administered by Phil Pelouquin, Quality Assurance Manager.

Please join me in congratulating Brigitte as she takes on this new endeavor.  
Ann

*Ann L. Gammell, P.E.*

Good day everyone,

I am pleased to announce that Mary Kelly has joined the District 3 MOB Technical Team and has accepted a permanent position as an AOT Technician III.

Mary has been a member of VTrans for the past year and was assigned to the Castleton Garage as a TMW.

Mary is a confident self-starter and brings to the table a willingness (and eagerness) to learn all the job aspects expected of an AOT Technician.

Mary was integral in helping the Tech Team complete it's 20% Small Culvert Inventory last year as she eagerly accepted the challenge of collecting and entering data into the ArcGIS program.

Her experience with construction, maintenance, safety and public interaction will truly be an asset to our team and the Agency.

Mary started with us this morning and I look forward to the progress we will make with Mary as part of D3's Technical Team.

Please join me in welcoming Mary!

**Brian Sanderson**  
VTrans Project Manager – District 3



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  
Marguerite Moore, Financial Specialist III  
Marguerite.moore@vermont.gov

# ANNOUNCEMENTS

I am pleased to announce Tanya Whitney has accepted the TAMS position for the St. Albans and Georgia Garage here in District 8. Tanya has worked in Vtrans, within the MOB, for 4 years. Tanya has most recently been the Senior in this garage and has been the Acting TAMS for the past 3 months. Tanya has worked her way up the Maintenance Worker chain and brings a great deal of "boots on the ground" Agency knowledge to her new position. Tanya is a welcomed addition to our District 8 supervisory team and she brings both experience and a skillset that will be an asset to the MOB group and Vtrans. Tanya officially starts her new position on August 20<sup>th</sup>.

Please join me in congratulating Tanya on her new promotion!



Good Morning,  
I am pleased to announce that Tracy Zeno has accepted the Executive Office Manager position for District 8. Tracy brings 28 years of administrative assistance experience to this position. Tracy begins her position July 10. Please join me in welcoming Tracy to the District 8 team!

David Blackmore District Administrator  
N. W. Region



Chris Bump, D4 Project Manager just completed the VT Certified Public Manager's Program. We congratulate him on this accomplishment.

# SPECIAL EVENTS



**Central Garage Summer Get Together**

**August 9, 2017**

# SPECIAL EVENTS





# BRIDGE CREW AT WORK



Northeast Bridge Maintenance Team and Lyndonville Garage working to repair Bridge 23 in Newark which had damage due to flooding.

# Bridge 23



# Bridge 30



This was on the Districts critical needs list for some time. Depression on west side that was patched a few times in the spring. Rainy spring didn't help things. Failing 8' multi plate culvert. Late spring things worsened. Late July D8 needed to come up with a plan in collaboration with bridge and Traffic shop. Two weeks went by and the West side was failing forcing us to remove guardrail and place barriers and steel plates along west bound lane. After much thought and discussion, plans went into effect to repair structure. D8 Enosburgh crew gave support to bridge and implemented early construction ( removing asphalt, excavating, etc ) while bridge prepared to prep for concrete poured in place top to support structure. Large rebar was tied in on one side at a time and 15" of concrete poured. ( see pics ) mirrored construction for the other side. After that the District reset guardrail and paved area 5" deep. Shaved the shoulders to dissipate water evenly. We scarified pavement at the joints as well. Total dimensions 28' wide by 100'. Collaboration started Aug 21st and construction ended Sep 14th.

Folks involved:

Traffic shop ( Jay Debono and Co. )

NW bridge ( Hobie and Co. )

D-8 Enosburgh and some help from other units ( Tim Wilson and co )

D-5 gave support with barriers and labor

Lets not forget the tech team, Managers from D8 and Bill for coming up with the major plans.

Many thanks to Pam Thurber for her technical advice and concrete slab plans/ideas!!!!

# THE LIGHTER SIDE

Artwork Courtesy of Rob Faley

