

Employee Recognition Ceremony 2013

PERFORMANCE

Doreen Blondin is a General Supervisor's Aide, currently assigned to the Glastonbury Maintenance Garage. Previously she worked at the Bridge Maintenance Facility in Hartford. This unit is tasked with maintaining approximately 1,200 bridge structures within District 1. When Doreen was part of that unit, all 27 employees regarded Doreen as a helpful, well organized and extremely dedicated aide. She was not only responsible for the daily activities of this busy unit, but also coordinated several state construction projects and several VIP projects within the District. Doreen also found time to perform a winter assignment with the Glastonbury garage, as their supervisor's aide. She would complete her winter tasks, then come over to "Bridge" and begin her daily work, sometimes after working long hours, and at times, on consecutive days. Doreen has an excellent demeanor, is always willing to help fellow employees, even outside of her assigned garage, and pitches in whenever needed. This department is fortunate to have such an employee to rely on. She is one of a kind, prompt, and always willing to go the extra mile. Doreen was nominated by William Morrison, General Supervisor for Bridge Maintenance. Please join me in congratulating Doreen Blondin for her recognition award for Performance.

Peter Calcaterra is a Transportation Planner in the Policy and Performance Measures Unit for the Bureau of Policy and Planning. He was involved in the recently passed federal act, "Moving Ahead for Progress in the 21st Century" or MAP-21. With a minimum of supervision, Peter showed tremendous initiative in tracking the legislation as it was moving through Congress. After MAP-21 was passed, he became the single point of contact for the Department, providing "up to the minute" information, comments and preliminary guidance to the Commissioner, Bureau Chiefs and the legislative liaison. He was able to simplify and ease the department into the new requirements of MAP-21 and took time to explain and answer questions. He also provided valuable information on the DOT MAP-21 webpage, which he created, and delivered guidance on programmatic changes. Peter was nominated by David Elder, Supervising Planner. Congratulations to Peter Calcaterra on his recognition award in the area of Performance.

Matthew Cegielski is a Transportation Planner 2. Although overseeing Air Quality Transportation Conformity analysis is one of Matt's many responsibilities, he has displayed a high degree of

excellence in his work during the implementation of new EPA-maintained air quality emission software. He has worked diligently with EPA software staff to seek resolution to correct scripting errors. He has also closely coordinated with DEEP staff in the development of the numerous required input files and debugging of files. He has worked with DOT Information Technology staff to develop a DEEP/DOT shared drive, which has greatly facilitated access and the ability to share extremely large data files between the two agencies. He has revised several EPA files for DOT use, which has resulted in streamlining processes, saving time and reducing the chance for error. Matt has also instructed the unit staff in all aspects of the process. His excellent work attitude, of going above and beyond expectations, has resulted in the department implementing the new software in-house, where other states have had to rely on consultants. Congratulations to Matt Cegielski for his recognition award for Performance.

Vincent D'Aleo is a Transportation Engineer 3 in District 4. When Vincent accepted new duties at District 4, he was unfamiliar with the different aspects of his new responsibilities. In order to become more familiar, he often stayed after hours to make sure he fully grasped his duties. Vin always takes great pride in his job and does not pass any work along, unless he fully understands it. He is proactive and always accepts assignments and does them to the best of his abilities. Vin is currently assigned to CTfastrak, where he is a Project Engineer as well as being the utility coordinator for the entire busway project. To Vin, this means new assignments, new duties and more phone calls while again working late. Vin's answer to why he was working late was, "There are a lot of things I'm not familiar with, and since I have to attend meetings on a daily basis, I need to know the answers to any questions that may come up because I'm representing DOT." The following comments were provided by Ken Fagnoli, District Engineer and Matt Cleary, Supervising Engineer: "Vin has a strong professional work ethic and strives to do everything in a fair, impartial and ethical manner. He has good leadership skills, is respectful, and successfully resolves issues." Vincent was nominated by Albert Rizzuto, Transportation Engineer 2 for District 1. Congratulations to Vincent D'Aleo on his recognition award for Performance.

David Daley, Transportation Maintainer 3 and Skilled Tree Climber, is assigned to the Wethersfield Maintenance Garage. David has been with DOT for approximately 10 years and always gives 100% at whatever job he is doing. In addition to his regular maintenance assignments, he also fills in as back up crew leader for the tree crew. He does an excellent job in making sure his crew and the public are safe. He is consistently proactive, productive, and strives for perfection. When David is on any job, the maintenance garage supervisor is totally confident that it will be complete and perfect. David is being nominated by Kenneth Rulnick, Maintenance General Supervisor, Wethersfield Maintenance Garage. Please congratulate David Daley on his recognition award for Performance.

Facundo Dominguez is a Transportation Planner 2. He is being recognized for the diligent, cooperative and professional relationship he has developed with the Federal Highway Administration, Regional Planning Organizations and towns, primarily related to development and enhancement of the Highway Performance Monitoring System. This system is a mandatory FHWA annual reporting mechanism, which is a major factor used in the delegation of transportation funding that states are eligible to receive from the federal government each year. Facundo exhibits unparalleled cooperative and technical expertise in HPMS subject matter. He has been repeatedly recognized by FHWA for his exhaustive efforts in troubleshooting recent updates to the new database. His consistently excellent work ethic and uncanny attention to detail has garnered the respect and admiration from those he works with. His efforts have made life easier for other states as well as his co-workers, through his coordination with the Federal Highway Administration. Please join me in congratulating Facundo for his award in the area of performance.

Anthony Estanislau is a Transportation Engineer 3 in the Highway Design, Local Roads Section. Tony was involved in the replacement of a bridge over the Scantic River in the Town of Enfield. He was the project engineer who worked closely with the consultant engineer, as well as the Town of Enfield. This project was the first fully precast bridge built in Connecticut. The construction on this project began late in the construction season. If construction proceeded in the conventional manner, the detour the town had agreed to, would continue through the winter and the following season. He realized that this would not serve the town residents well, so he lobbied to redesign the project to take advantage of accelerated construction techniques. He worked in conjunction with DOT staff, DEEP and FHWA team members to redesign the plans. Final plans were completed in June 2010. The road was closed in August and back open to traffic in November. This was attributed to the partnership between the owner, the Project Engineer, the consultant and precast designers, the inspector, the contractor and fabricator. Tony is being recognized for his role in making the South Maple Street Bridge the first example of a successful precast bridge project. He was nominated by Mary Baker, Transportation Engineer 3 in Bridge Design and Jon Hagert, Supervising Engineer in Bridge Design. Congratulations to Tony Estanislau on your recognition award for performance.

Seamus Flannery is a Transportation Engineer 1 in District 3. Seamus was chosen to assist the staff on the Moses Wheeler Bridge Construction Project. While doing so, he became very much involved in the implementation and use of GPS technology for measurements, as-built verification, and the calculation of quantities. He has recommended changes that may soon be implemented into the Construction Manual for other projects. Although others have used the technology with great success,

Seamus, through endless math computations and comparing the electronic surface provided by the GPS software, discovered a glitch in the software. The GPS software company reviewed Seamus's findings, acknowledged the problem and has since corrected the issue. They will be re-releasing the software and have agreed to provide DOT a corrected version free of charge. His attention to detail and hard work is extraordinary. Seamus was nominated by Greg Sardinkas, Transportation Engineer 3 of the Engineering Applications Unit. Please congratulate Mr. Flannery on his recognition award for Performance. _____

Connie Gilbert is a Property Agent 2 in the Division of Rights of Way, Titles Section. As a DOT employee with almost 30 years of service, her knowledge and experience are invaluable. Connie is an employee who takes pride in her work and the results are title reports of the highest caliber. Since the majority of her time is spent working in the town hall land records, researching properties needed for Rights of Way acquisitions, the hard work she does can go mostly unrecognized. Her thorough, accurate and neat title searches are very much appreciated by those who depend on the Titles Section work, such as the staff in Central Surveys. She has done an exemplary job working on high priority DOT projects with very complex and difficult property acquisitions, such as the New Haven-Hartford-Springfield Rail Program and CTFAstrak. Connie was nominated by Stephen Gray, Supervising Property Agent. Please congratulate Connie Gilbert on her recognition award for Performance.

Jim Heroy, Transportation Maintainer 3, is assigned to the Old Saybrook Repair Garage, Service Patrol. Jim has made it point to have a positive attitude through the workplace. His hard work and dedication to his job has been recognized through numerous thank you notes from traveling motorists. He is a real team player and always steps up when needed. He has also made it a point to stress safety on the roadways during work operations. The Old Saybrook Repair employees are thankful and blessed to have an employee like Jim. He was nominated by Craig Fargo, Transportation Garage Supervisor, Old Saybrook. Please join me in congratulating Jim Heroy for his recognition award for Performance.

Karen Hussey, Transportation Maintainer 3, works in the New Canaan Maintenance Garage as a Maintenance Manager's Aide, and has worked for DOT for 26 years. She has extensive CORE knowledge and is always willing to help anyone. She is very detailed and professional when working with customers. Her work last year during the Blizzard and Hurricane Sandy was invaluable. She continually worked with the vendors to get the equipment into the state. Karen always goes out of her way to solve a problem or an issue. She is well-liked by her peers and supervisors. Her communication skills and her ability to work under pressure and stressful situations is her main asset. There is a high volume of work in her office and she manages it smoothly, calmly and professionally.

Karen was nominated by Phil Zoppi, Transportation Maintenance Manager. Congratulations Karen on your recognition award for performance.

Kelly-Ann Kelley is a Transportation Engineer 2 in District 2 Construction. Two co-workers have nominated Kelly for going above and beyond to assist them. Kelly takes pride in her work and consistently ensures that information given is correct. She goes out of her way to resolve issues. No matter how busy she is, she takes the time to assist in a friendly and professional manner. Her reputation of helping others achieve, extends beyond District 2. She always gives her unfailing assistance and guidance and attempts to resolve whatever issue employees are having while placing her own work aside to help. She is very diligent, and employees feel confident they are receiving the right information when she responds. Kelly was nominated by Engineers Dawn Alciati and Joe Taylor. Dawn and Joe say that Kelly has helped them tremendously and they thank her for her diligence and efforts. Congratulations to Kelly on her Recognition Award in the area of Performance.

Darren Meyers is a Transportation Supervising Engineer in the Highway Programming and Scheduling unit. He has been described as the ideal employee, who is extremely knowledgeable, motivated, organized, professional and personable. Darren supervises a staff of five employees and oversees a very busy unit charged with creating and maintaining the Department's five-year Capital Plan, and shepherding projects through the funding process. He interacts with staff of all levels throughout the Department and with the Federal Highway Administration, to resolve financial issues affecting projects. The work done by Darren and his unit ensures that the Department utilizes its federal and state funding as fully and effectively as possible. He constantly goes above and beyond what is required in his position. During the past year, many extra demands were placed on the Capital Services area, and Darren was key to many of the successes. His engineering background, coupled with his extensive knowledge of the Federal Highway program, along with his self-taught accounting skills and expertise with the CORE system, makes him an extremely valuable member of the Capital Services team. This past year, in addition to his regular duties, he continued to provide supervisory coverage for the Federal Aid unit, took a lead role in working through the impacts of MAP-21 with the operating bureaus, continued to improve the five-year capital plan, and took responsibility for ensuring that the federal fiscal year-end was closely monitored and all federal funds were utilized. Darren is a doer. He is not one to ignore a problem and leave it to someone else to worry about or wait and see if it goes away. He tackles issues head on and does what needs to be done. Darren was nominated by Pat Hustus, Fiscal Administrative Manager, who also stated, "In all that he does, Darren strives for excellence. His contributions to the Department are invaluable. I cannot think of a more worthy recipient." Congratulations to Darren Meyers on his Recognition Award in the area of Performance.

Marci Peterson is a Supervising Rail Officer. Marci is a very dedicated and conscientious worker. She manages numerous projects, each presenting their own unique issues, yet her dedication always shines through. Her input on various subject matters is sought after and appreciated. Recently, she has begun to mentor new employees in the intricate details of the railroad business, from an equipment standpoint. With her guidance, these new members are receiving an excellent start as they embark on their DOT career paths, and her knowledge will aid them throughout their stay with DOT. Marci brings many assets to the Rail Operations Unit and always has the best interest of the Department in mind. Marci was nominated by James Fox, Principal Engineer. Please join me in congratulating Marci for her recognition award for performance.

Michael Piteo is a Transportation Supervising Engineer in the Utilities Section. Mike consistently demonstrates a high level of performance. He is part of a LEAN Team and recently developed a much needed “Utility Work Schedule form” for the Department, which all utilities and railroads are required to submit with their construction cost estimate for a project. The “Utility Work Schedule” will be incorporated into both the designer’s schedule and ultimately the contractor’s schedule. Mike is one of the Department’s best negotiators. He uses his technical knowledge, respectable reputation, and excellent communication skills to the Department’s advantage. As a result, he developed and executed two Master Agreements with Amtrak to cover all projects under CTFAstrak and the Double Tracking of Rail Lines. These Agreements have streamlined the process and ultimately have saved the Department time and money. As an active and involved member of the Best Practice/Lessons-Learned Group and the Section’s team, he is working with FHWA to review, analyze, and adopt best practices related to utility issues. He has also modified and implemented the Utility Conflict Matrix form, a critical tool for tracking utility conflicts during the design and construction phases of a project. Mike’s enthusiasm and diligence toward his work assignments shows daily, and his persistence for perfection is commendable. He has been nominated by Sohrab Afrazi, Principal Engineer. Please congratulate Mike on his recognition award for Performance.

Vitalij Staroverov is a Transportation Engineer 2 in the Highway Design Unit. Vitalij frequently identifies, promotes, and facilitates training opportunities for staff in the State Design Section of Highway Design. He implemented and completed a video and photo library for Highway Design. The library serves to document, by photo and narrative, construction processes including innovative design and construction procedures. Although another engineer had the idea, he moved to another unit and wasn’t able to implement it. Vitalij volunteered to continue the work, developed spreadsheets, procedures, and trained staff on its use. This library assists design staff in understanding and visualizing how things are built, stage construction and types of equipment needed. This has proven to

be a good learning tool for new staff. He has hosted learning sessions on improving presentation skills and has conducted 8 sessions over a two month period with 5-8 Highway design employees attending each session. He has also identified web-based training opportunities, such as Federal Aid-101, an 8-hour free on-line course, and coordinated group training sessions for staff. Vitalij was nominated for this award by Scott Bushee, Supervising Engineer, Highway Design. Congratulations to Vitalij Staroverov for his recognition award for performance.

Jaymes Tanski is a Transportation Engineer 3 in the Highway Design Unit. Jaymes developed and maintained the “Digital Manual Bookshelf” located on the department’s Intranet. The Digital Manual Bookshelf is an innovative idea which is responsive to the needs of the entire Office of Engineering. It is a central location where digital copies of design resources are stored and updated for use. Previously, only a few resources were available on the intranet and were stored in various locations. Jaymes has assembled a number of design manuals and additional useful information in one convenient location. The digital bookshelf will increase the availability of design resources for staff and result in a higher quality of work. It is also a great tool to assist in the career development and training of new staff. The Digital Manual Bookshelf is expected to continue to grow with the availability of new information and provide a lasting benefit for the foreseeable future thanks to Jaymes’ efforts. Mr. Tanski was nominated by Scott Bushee, Supervising Engineer. Congratulations to Jaymes on his recognition award for Performance.

Ava Torello is an Associate Accountant in the Project Fiscal Management unit. This unit was created in 2012 to enhance and streamline the project closeout process. Ava was responsible for developing the methodology and gathering of data for the unit to track the project milestones and contracts of every active project. In its first year, the unit was able to forward 350 projects for closeout, resulting in the release of millions of dollars of unexpended balances back into the capital program. Today, the unit’s role is expanding and evolving to meet the changing needs of the Office of Finance. The unit continues to greatly benefit from Ava’s 28 years of experience in the Department and her overall dedication. The unit would not have achieved nearly the level of success in its first year without her “involvement and commitment” to the project closeout effort. Ava was nominated by her supervisor, Elizabeth Manna, who also stated, “As her supervisor, it has been a pleasure working with her. She fosters a true sense of teamwork and is always willing to share her wealth of knowledge with the other staff members in the unit.” Congratulations to Ava on her Recognition Award in the area of Performance.

TEAMWORK

Janice Snyder is the Assistant Director of Purchasing and Materials Management, and Sina Ball is an Associate Fiscal Administrative Officer in Fuel Control Operations. Last year, Janice and Sina were placed on the Governor's Fuel Task Force to assist in resolving emergency fueling issues that may arise during emergency situations and weather-related crises. When Connecticut was hit with Hurricane Sandy and again with Storm Blizzard Charlotte, the Governor's Emergency Operations Center, in conjunction with the Department, immediately activated the Storm Procedures.

The CONNDOT Storm Procedures, developed by Janice and Sina, included the advanced delivery of fuel to DOT fuel stations, opening DOT fuel stations early and closing late to accommodate deliveries, coordination with fuel vendors to ensure continual resupply throughout the storms and post storm cleanup, identifying DOT operated fueling facilities close to critically-impacted municipalities in need of fuel for their emergency vehicles and equipment, and the coordination of fuel deliveries directly to municipalities' emergency communication generators. Early preparation and the immediate response performed by the Department supported the positive efforts during these storms. Janice and Sina were nominated by Sue Donlon, Purchasing and Materials Manager. Please join me in congratulating Janice and Sina on their recognition award for Teamwork.

Keith Schoppe, Transportation Engineer 3, and Brent Church, Transportation Engineer 2, worked on the Mystic Drawbridge project. They were chosen for this difficult assignment because of their technical expertise and construction experience. The Mystic Drawbridge was a three year, 16.5 million dollar project, which called for the installation of new mechanical and electrical systems. Both Keith and Brent were heavily relied upon by the Department for their daily interaction with the local community. They had to consider the local politics, businesses, public safety, Coast Guard and the Contractor's schedule to coordinate the work. Keith also went to Tampa, Florida to receive the "George Campbell Award," which was "for a single, recent, outstanding achievement in the completion of a difficult or complex industrial or commercial coatings project." Both these individuals demonstrated the highest standards of professional conduct throughout this project. Keith and Brent were nominated by Robert Obey, Assistant District Engineer for District 2. Please congratulate Keith Schoppe and Brent Church on their recognition award for Teamwork. Unfortunately, Brent was unable to attend today, so we will accept this award on his behalf.

Kurt Von Hone, Gregg Hendrickson and Greg Chhabra are Transportation Engineer 3s, in the Design Services-Utility section, who were nominated for their outstanding performance and teamwork related

to the CTfastrak projects. These employees have shown “team spirit” while working on all the utility and railroad-related issues affecting the various CTfastrak contracts, with a total relocation cost of over 36 million dollars. These individuals steadily handle and reconcile the vast array of issues and challenges that arise with the utility and railroad companies on these contracts, both in the design and construction phases. Their extensive coordination efforts, performance of various complex tasks to meet the aggressive schedule, and the relocation of the utility and railroad companies’ facilities, are critical to ensure the successful completion of the design, and smooth transition to the construction phase for each of the projects. These employees continue to perform their duties with due diligence to uphold the construction and financial interests of the Department. They represent the Department professionally, achieve a profound rapport, and have gained the respect of their colleagues for their tireless efforts and commitment in carrying out the Department’s goals. This team of individuals was nominated by Sohrab Afrazi, Principal Engineer. Congratulations to these three employees for their Recognition Award for Teamwork.

The Bureau of Policy and Planning recently initiated a new streamlined process that substantially reduces the time it takes to conduct historical and archeological reviews for many of its projects. The new process greatly lessens the amount of review required by outside agencies. This eases uncertainty about project approvals, shortens project review time, and helps the Department deliver projects on schedule. Development and implementation of the process was completed by a team that included Robbin Cabelus, Mark Alexander, and Robert Cless. Each of these individuals played a pivotal role in developing the process, and coordinating with state and federal partners to gain their support and approval. They are being recognized for their exceptional efforts, unflagging commitment through the lengthy process of negotiating a programmatic agreement, and subsequent efforts to implement the business practices and staffing adjustments required for the new process. Bob was a Transportation Planner 2 and the Department’s expert in historical and archeological reviews. Prior to his recent retirement and subsequent passing, he played the lead role in crafting the proposal for improving the project review process. The team relied on his expertise in cultural assessment methodology, to draft a streamlined process that satisfied both regulatory requirements, and supported appropriate historical and archeological assessment practices. More importantly, Bob’s strong personal commitment to preserving our state’s cultural heritage, ensured that steps taken to streamline the process did not compromise the goal of preserving important cultural resources. Without his commitment and expertise, the programmatic agreement would not have been as successful in streamlining the process of protecting our cultural resources. Mark, who is Assistant Transportation Planning Director in the Bureau’s Environmental Planning unit, performed an important role in supporting Bob’s proposal, and with negotiating the programmatic agreement with state and federal agencies. An experienced environmental manager, who is well-respected by his peers in the state and federal agencies, Mark was able to negotiate an agreement that achieved the desired process improvements while also satisfying the requirements of the regulatory and funding agencies. Robbin, as the Bureau’s Transportation Planning Director, completed a critical task in developing the staffing resources necessary to

implement the new process. She faced numerous challenges in getting the approval of DAS and OPM, to create two new staff positions that required special certifications in historical and archeological assessment, and in getting those positions assigned to DOT, rather than in the State Historic Preservation office. This team was nominated by Bureau Chief Tom Maziarz. Congratulations to this group for their Recognition Award for Teamwork. Robbin Cabelus will be accepting on behalf of this team.

CUSTOMER SERVICE

Lucy Nadeau, an IT Analyst, is assigned to the DOT Information Systems Help Desk. Lucy provides unfailing assistance in resolving computer related issues. She always shows a professional and pleasant demeanor. Whenever there is a problem with access to an off-site computer or a problem accessing or printing important information, in every instance, Lucy has helped mitigate the problem so the information could be obtained. She has always been very helpful and courteous. Lucy was nominated by Joseph Taylor, District 2 Engineer. Congratulations Lucy, on your recognition award for Customer Service.

John Longo, is a Maintenance Supervisor 2 in Property and Facilities. John's commitment and dedication to supporting the mission of the agency is inspiring. He works hard to ensure the staff has the necessary tools and materials to complete tasks in a timely and cost effective manner, while always following applicable guidelines and established protocols. Performing this task well, requires an in-depth knowledge of the building trades, life safety, building codes and a solid understanding of the purchasing process. John takes the time to understand, evaluate and respond in a positive manner to what the trades people and vendors need in order to be successful. He is quick to "lend a hand" when needed, and has responded to numerous after hours emergencies, always with a positive attitude. When a new supervisor transferred from another state agency, he was extremely supportive and gave the supervisor a greater understanding of DOT, thus helping his transition. The opportunity to have a dedicated team player like John, willing to share all that he has to offer, has been greatly appreciated by the Supervisor. John possesses excellent customer service skills which are evident in the friendly, caring manner in which he handles numerous calls from a wide range of people. He clearly understands that we are all part of a team, and works hard to ensure that our "customers" are satisfied. John was nominated by his supervisor, Jeffrey Tedesco, Plant Facilities Engineer. Please congratulate John Longo on his recognition award for Customer Service.

Ann Januszewski is the Human Resource Specialist for District 2. In an extremely complex and hectic environment, Ann performs her tasks in the most professional, respectful, courteous, and pleasant manner. She regularly deals with Department staff as well as the public, providing information and guidance in a timely manner with respect to the endless spectrum of Human Resources issues. These issues include recruitment and interviews, to handling sensitive, and many times, emotional matters, which concern the well-being of the Department's employees, and accountability of the Department itself. Ann has worked for the Department for over 27 years. She began in Highway Maintenance as a General Supervisor's clerk. She first helped out in the Human Resources office, and then took the initiative to learn all that she could, including taking and passing exams, to be in the position she holds today as the only Human Resources staff member for the District. She handles her heavy workload while providing the utmost customer service to her coworkers and the public. Ann was nominated by Julie Casagrande, Secretary for District 2 Construction, who has described Ann as an inspiration to us all, and someone who comes to work each day ready to give 100 percent. Congratulations to Ann on her Recognition Award in the area of Customer Service.

Kim Jamieson is the Principal Human Resources Specialist for the Payroll unit. She has been nominated for efficiently managing a "significant year of activity" for the Payroll unit, which involved ensuring all DOT employees were aware of changes, educating employees regarding their options and making sure that processes were implemented appropriately. Her ability to manage multiple large projects and guarantee accuracy and timely completion is unmatched. Other agencies look to DOT as a resource for best practices. State auditors indicate her consistent good work practices, have proven successful in our annual audits. Some of the projects Kim and her staff accomplished, included processing retirements, where retirement was offered in lieu of layoff, obtaining grandfathering retirement benefit signoffs from almost every DOT employee, as well as several adjustments and calculations for negotiated increases. Kim has also assisted the Assistant Human Resources Administrator with major investigations related to benefits, the rollout of E-pay, two health-benefit open enrollments this year, and the CAA transition. Kim is committed to cross-training and staff development. She has implemented systems and transfer opportunities to maximize payroll coverage and succession planning. Kim is well-versed in state business rules and regulations, and is committed to making sure DOT employees have the most accurate payroll and current benefit information. She works tirelessly to verify that CORE is correct and tries to identify solutions to computer glitches before employee paychecks are affected. For this reason Kim is being recognized in the area of Customer Service. Kim was nominated by Human Resources Administrator Vicki Arpin. Congratulations to Kim on her Recognition Award in the area of Customer Service.

SAFETY

Joseph Ouellette is a Supervising Engineer in the Division of Traffic Engineering and oversees the operations section for District 3. A couple of years ago Joe volunteered to assume the role of State Safety Engineer in addition to his regular duties. Joe has embraced the challenges of this additional assignment and has worked with our federal partners and the Office of Policy and Planning, to utilize different safety funds in order to implement projects within DOT. He has also researched low cost systematic safety improvements. Some of the new methodology has resulted in improvement projects involving rural roads, warning sign flasher upgrades, school warning sign upgrades, reflective plates for traffic signals, and a statewide upgrade of wrong way signs and markings for highways. He is also overseeing preparation of a MAP-21 Strategic Highway Safety Plan for Connecticut and organizing a Safety summit to bring together federal, state, tribal, public and private partners for the development of this plan. He serves on a number of DOT committees and prepares the Annual Safety Report to FHWA, and is also working with UCONN to develop a better method of getting safety projects implemented for local roads. The enthusiastic, conscientious and diligent efforts of Joseph Ouellette are keeping Connecticut roadways safe for our citizens. Joe was nominated by Barbara Ricoszi, Principal Engineer and Chuck Harlow, Division Chief. Congratulations Joe on your recognition award in the area of Safety.

James Ritter is the Agency's Transportation Safety Director. Jim consistently goes above and beyond his duties, always putting the best interests of the Department and its employees first. He makes recommendations for process improvement and new programs, that benefit the department and its employees. He consistently anticipates needs and presents solutions prior to being asked. He recently implemented a "Fitness for Duty" program, and is working with Maintenance on Safety Training needs, and with Engineering on worksite safety. He has developed partnerships with OSHA, to effectively respond to their inquiries and to improve our safety program, as well as collaborate on training initiatives for DOT and our municipal partners. He oversees our medical contract with UCONN and the Department's Worker's Compensation program, and continually works on improving their effectiveness. He has initiated several proposals to demonstrate the Department's commitment to employee safety. He currently serves as the Chairman of the North American Association of Transportation Health and Safety Officials. Jim's passion is the safety of our employees, sharing best practices, and developing new initiatives to improve our work environment. Jim Ritter was nominated by Vicki Arpin, Human Resource Administrator. Congratulations to you, Jim, on your recognition award for Safety.

David Browning is a Maintainer 2 in Putnam and John Szruba is the General Supervisor in Groton. Highway Maintenance employees are entrusted with the responsibility of clearing the roadways during adverse winter conditions, in the safest and most proficient manner. David came up with a creative

solution for more effectively applying salt to the roadway when using the new style Viking Pro-Line Series 2 Dump Body. When John Szruba was assigned to the Putnam garage, he became aware that the truck had some limitations when applying salting materials. The conveyer chain was located in the center of the tub-style body, running the length of the body, and was discharging material onto a spinner mounted directly to the rear and center of the truck. There was a lack of ability to apply salt directly to the high side or crown of the roadway without crossing over into the opposite lane. Also, due to the design of the spinner unit, material was being dropped from a height of about 2 feet creating a scattering pattern, which became counterproductive when concentrating de-icing materials for optimal effect. Dave came up with an idea and with the support and guidance of John, designed and fabricated a salt chute made from in-house materials. This included a piece of smooth, bore plastic pipe typically used for drainage applications, some square and flat stock to build the receiving unit that attached to the rear of the truck, and a piece of rubber flap to channel and concentrate salt directly to the roadway. The original spray nozzle and hose for the pre-wet unit was re-plumbed and attached to the unit. The unit swiveled right and left giving the driver the option of what side of the road to apply material. Most importantly, it was now a safer operation. The unit was tested during actual storm conditions and performed exceptionally well. The idea was approved for use and passed on to other DOT units. Mr. Browning and Mr. Szruba's efforts have been recognized by the Technology Transfer Center as the winner of the Connecticut Creative Solution Award for 2013. These employees went above and beyond to make this operation safer and more efficient. Dave and John were nominated by Maintenance Manager Brian Brouillard. Congratulations to Dave Browning and John Szruba for their Recognition Award for Safety.