

# AGENDA

Wednesday, May 17, 2017

Governor's Residence

Harrisburg, Pennsylvania



**11:00 a.m. RECEPTION**  
Music provided by Beverly Klinger

**11:30 a.m. INDIVIDUAL AND GROUP PHOTOS**  
Outside-weather permitting

**12:00 Noon WELCOME**  
Deputy Secretary Suzanne H. Itzko  
Administration Deputate

**INVOCATION**  
Rich Kirkpatrick  
Communications Director

**LUNCHEON**

**1:15 p.m. SECRETARY'S REMARKS**  
The Honorable Leslie S. Richards

**2017 STAR OF EXCELLENCE AWARDS PRESENTATIONS  
DEPUTY SECRETARIES & DISTRICT EXECUTIVES**

**2:25 p.m. CLOSING REMARKS**  
Deputy Secretary Kurt J. Myers  
Driver and Vehicle Services Deputate

**2:30 p.m. TOUR OF GOVERNOR'S RESIDENCE**





Welcome to the 2017 Star of Excellence recognition ceremony.

Those of you gathered here today are the Stars of what we all know is an exceptional organization. We all take to heart our mission of providing the most effective and efficient transportation services for the roughly 12 million people of Pennsylvania. We tackle this work in the face of tough circumstances, both natural and man-

made, and the record shows that no matter the obstacles, the people of PennDOT overcome them to deliver the very best services.

As you read through the descriptions of our Star's achievements, you will see the tremendous impact individual care, dedication and initiative have on PennDOT's overall success. Significant dollars are saved for taxpayers, new innovations are developed to improve our service delivery and the condition of our system, and safety and productivity are enhanced. You can experience what I do every day overseeing this organization: There is a strong culture of service and caring that makes a big difference for the people of Pennsylvania.

Thank you for the outstanding service you provided that merited you the distinction we bestow on you today. You serve as a model for your colleagues and help us to reach greater heights as we strive each day to do our very best.

Sincerely,

A handwritten signature in dark ink that reads "Leslie S. Richards". The signature is written in a cursive style.

Leslie S. Richards  
Secretary of Transportation

Message from Leslie S. Richards



## OUR VISION

A better quality of life built on transportation excellence.

## OUR MISSION

To provide a sustainable transportation system and quality services that are embraced by our communities and add value to our customers.

## VALUES

PennDOT operates under a basic set of values.

*Safety* — We promote the delivery of a safe work environment and a safe transportation system in our products and services.

*Modernization* — We consistently evaluate our processes and procedures to encourage innovation and remain competitive.

*Customer Service* — We are committed to providing the highest level of public service and value to our customers.

*Communication* — We are committed to effective communication with our customers, employees, and the legislature.

*Workforce Development* — We value and respect one another while promoting teamwork and workforce development.

## **Press Office**

Steve Cowan



## **Administration**

Shane P. Daniels

Sara McFadden



## **Planning**

Brian D. Hare, P.E.

## **Highway Administration**

Mark Kopko

Thomas P. Macioce, P.E.

## **Multimodal Transportation**

Robert Sharp

## **Driver & Vehicle Services**

Timothy L. Singleton

## **District 6**

John P. Clancy

Brian A. Early, P.E.



## **District 8**

Kris Feldmeyer

Brian Glass

## **District 9**

David S. Kammerer, E.I.T.

Kevin M. Gnegy, P.E.



## **District 10**

William J. Moorhead, Jr.

Steven M. Vasbinder



## **District 11**

Cheryl A. Solosky, P.E.

Timothy B. Hann, E.I.T.

## **District 12**

Robert C. Dean, P.E.

Tammy Kiger



## **District 1**

Darrell R. Chapman

Jimmy Jones

## **District 2**

Matthew P. Lama

Shawn E. McFarland

## **District 3**

Betty L. Conner

Roberta J. Boyles



## **District 4**

Paul R. Smith

Richard G. Summa



## **District 5**

Michael R. Haney, Jr.

Owen Wilcox



**2017 STAR Recipients**



## Central Office

### Steve Cowan

#### *District 11 Press Officer*

Steve single-handedly covered the District Press Office for six months while two communications positions in the District were vacant. This was exceptional service on his part. Pittsburgh is the state's second largest media market and pays very close attention to PennDOT. As such, the District Press Office is constantly bombarded with media requests and a variety of communications issues. Steve never missed a beat, keeping communications flowing during this period he was flying solo, whether it was one-on-one customer concerns or handling media calls while on vacation.

On the Parkway West project alone, he issued 220 press releases and updated the project website, which is consistently in the top-10 most visited pages on the entire Department website.

During the first three quarters of 2016, most of which he was operating alone, his office issued 856 press releases and fielded 673 media inquiries. He also managed communications for 16,000 email subscribers. The time he invested in not only providing proactive communications, but in also responding to the region's demanding media market was staggering.



*Press Office*



### Shane P. Daniels

#### *Senior Application Developer*

#### *Supervisor*

In 2016, Shane led several successful priority projects within the Highway Assets Section, including an effort to modernize the Bridge Management System (BMS2) to meet the new FHWA mandated requirements. Shane also was involved in our Tunnel Management initiative, adding or vastly improving the capabilities within BMS2 for tunnel structures, including element inventory and inspections.

Shane volunteered to lead efforts to enhance and maintain our Highway Administration Deputate's common components. Leveraging these common components enables PennDOT to develop future enhancements at a much faster pace. These components are used in some of our highest volume services.

Shane was pivotal in the development of a new application development framework. It's anticipated that all new system development projects written in Java, one of our core application development programming languages, will use this framework. PennDOT will benefit with the use of this type of sustainable, innovative technology investments.



*Administration*





## Sara McFadden

### *Human Resource Analyst 3*

Sara was hired by PennDOT in 2014 as a Human Resource Analyst 3 within the Bureau of Human Resources, Workforce Development Division. Her primary responsibilities include overseeing and managing PennDOT's Corridor of Leadership programs which encompasses the PennDOT Leadership Academy for Supervisors and Foreman.

*Administration*

In 2016, Sara continued to perform her responsibilities at a high-level of performance, making a significant contribution by scheduling, coordinating, and delivering 11 PennDOT Leadership Academy for Supervisors (PLAS) training sessions commonwealth-wide impacting nearly 383 supervisors and managers. This was in addition to the 102 supervisors who also attended three sessions in 2016 of PLAS for Foremen. Typically, PLAS is held only four or five times a year. An exceptional trainer, Sara drew much constructive feedback from many participants, which reflected positively on the Bureau of Human Resources and the Department overall.



## Brian D. Hare, P.E.

### *Division Manager, Planning & Contract Management*

Through the development of the Planning Catalyst Team and coordination with Executive Staff in 2016, Brian has worked tirelessly to formulate the "PennDOT Connects" policy. The policy establishes that PennDOT is committed to improving our

*Planning*

transportation system and our communities through collaborative planning.

The PennDOT Connects policy tasks PennDOT staff and our planning partners to consider community needs at the beginning of the planning process to ensure the best allocation of our resources. The new approach to project planning and development expands the Department's requirements for engaging local and planning partners by requiring collaboration with stakeholders before project scopes are developed.

One of Secretary Richards' top three priorities, PennDOT Connects will step up our level of service to the public through enhanced collaboration.

In addition, Brian is leading the effort to educate Department staff and professionals at municipal and rural planning organizations.



**Central Office**



## Mark Kopko

### *Manager, Traveler Information & Advanced Vehicle Technology*



Mark is the lead for PennDOT's 511 traveler information service, where he oversaw the effort to enhance the service by developing project-specific websites to share information about key construction projects and major special events. Mark also worked to provide congestion trends over a three-year period to assist motorists through heavily traveled holidays.

Mark led his team in developing a cutting-edge 2-way communications tool for contacting people stuck in the trapped-queue of a major incident. Through this system, PennDOT, the PA Turnpike Commission and the Pennsylvania Emergency Management Association (PEMA) can get information directly to the cell phones of motorists in the stopped vehicles to ensure they are kept aware of important information and the status of the incident ahead.

As PennDOT's lead for connected and automated vehicles, Mark has helped position the Department as a leader in this fast-developing technology.

Additionally, Mark was named Valedictorian of the 2016 I-95 Operations Academy, known as the best training available in regards to traffic operations.

Highway Administration



## Thomas P. Macioce, P.E.

### *Chief Bridge Engineer*



On September 2, 2016, a serious fire was ignited during construction rehabilitation operations on the Liberty Bridge in Pittsburgh. The intense heat from burning plastic piping caused the compression chord of a steel truss to distort and buckle, to such a degree that a large portion of this 2,663-foot-long bridge was later estimated to have been within minutes of collapse into the Monongahela River. The bridge was immediately closed to traffic.

Quite fortunately, Tom was in PennDOT's District 11 office that day and, together with the District, initiated various actions to stabilize the bridge and prevent other detrimental actions that could have created even more problems for the compromised bridge.

In the ensuing weeks, Tom worked constantly and tirelessly to lead PennDOT's team involved with the complex engineering, fabrication, and construction solutions for repair of the damaged truss.

Highway Administration





# Robert Sharp

## *Acting Mass Transit Manager 2*

In addition to his role as Acting Chief, Urban Transit Division in PennDOT's Bureau of Public Transportation, Bob serves as the project manager for the Department's CNG P3 project. The project will build Compressed Natural Gas (CNG) fueling stations at 29 public transit agency sites and will provide transit agencies and the public with access to more cost-effective, cleaner burning fuel.

When complete, the CNG fueling stations will supply gas to more than 1,600 CNG buses at participating transit agencies.

As the project manager, Bob was integral in developing the request for proposals, in evaluating the proposals and in negotiating agreements over a two year period. Now that the Public-Private Partnership (P3) partner has been selected, Bob leads internal staff, the external P3 team of developers and consultants, and the affected transit agencies in project implementation. He is responsible for keeping the many components of the project on-track.

*Multimodal  
Transportation*



# Timothy L. Singleton

## *Lancaster Driver License Center Supervisor*

Tim has been instrumental in promoting outstanding customer service and effective communication at the Lancaster Driver License Center. Thanks to his efforts, Tim reduced the wait times in 2016 from an average of 59 minutes to 30 minutes and enhanced the level of service for everyone.

Additionally, Tim has leveraged iPad technology, allowing credential validations for customers taking the driver skills test to be conducted by the examiner outside, no longer requiring the applicant to go inside the center to have their documents verified. This efficiency has been implemented in many Driver License Centers across the commonwealth. Tim understands the importance of good communication skills and provides accurate information to ensure the most favorable outcome. Tim shares his working knowledge with his staff, encourages them to ask questions, and continues to look for ways to improve efficiencies and provide better customer service.

*Driver & Vehicle  
Services*



**Central Office**





# John P. Clancy

## *Highway Foreman 2*



John is an exceptional employee who takes tremendous pride in his work and always strives to deliver the best product to PennDOT customers. John is a committed leader who takes ownership for the performance and results of his crew and fosters a team-first attitude that has influenced others to perform at their very best.

John has a long list of achievements, but the implementation of the nighttime crack sealing program in 2016 stands out above the rest. The program exceeded expectations with the crack sealing of 400 miles across Montgomery County, 100 more than the designated objective. The nighttime hours allowed John's crew to operate in a cooler and safer environment with less traffic on the highways. Because only one crew was needed for the crack sealing operation, the Department could redirect other crews to different maintenance operations throughout the County to provide additional value to customers and save taxpayers about \$265,000.

*District 6*



# Brian A. Early, P.E.

## *Senior Assistant Construction Engineer*



Brian is a dedicated employee whose leadership and construction management skills exemplifies what it means to deliver high-quality service to PennDOT customers in the Philadelphia region. Brian has managed several multi-million-dollar construction projects, including improvements on U.S. 202, U.S. 422 and Route 309 that have impacted hundreds of thousands of travelers.

Brian has a long list of accomplishments, but it is his attention to detail and high professional standards that stand out most. Brian has created a culture of accountability among his staff, and deeply understands the value of Department personnel, helping develop character and consistently working towards establishing a diverse and inclusive staff.

In addition to being a strong leader and role model to senior professionals, Brian has gone above and beyond to save taxpayers more than \$2 million through efficiency and the development and implementation of project modifications which have reduced construction costs.

*District 6*





## Kris Feldmeyer

*Maintenance Manager*



The District 8 Stormwater Committee consists of members from design, construction, and maintenance under the chairmanship of District Maintenance Manager Kris Feldmeyer. They review proposed stormwater control measures on projects; discuss limitations on design, right-of-way, construction, and maintenance of the proposed Stormwater Control Measures (SCMs); and identify and standardize the long-term operations

*District 8*

and maintenance obligations. This is no small task as the District currently has 438 SCMs in place, a number estimated to increase to 1,533 by 2020.

Kris and his committee considered readily available technology for reviews, documentation, and monitoring, which resulted in no additional system and technology costs. Looking ahead, with regulations expected to change in 2017, it is anticipated that increased effort will be needed to comply with sediment impairment in watersheds, municipal coordination, and development of a statewide GIS network.

The committee results, processes, and procedures were presented to the District Executive Staff and unanimously approved and recognized as a model to be implemented. The committee's structure and work was presented to Central Office and recognized as a best practice. District 8 fully implemented the committee's recommendation in 2016, which clearly established the processes, roles and responsibilities of the work teams within the District. This reduced inefficiencies associated with redundant reviews, changes of stormwater management designs, and change orders during construction.



## Brian Glass

*Assistant County Maintenance Manager*



Brian is very knowledgeable of areas in his section (central Cumberland County, which includes several miles of I-81) that need repair and how to get it done. He knows that money is tight in the County budget, but always gets the most work with correct amounts of materials ordered to get an ideal finished product.

*District 8*

Brian has a hands-on approach with his foremen and never has an issue letting his people know exactly what he wants completed and how his staff is to perform. Municipalities contact him quite often because they respect his job knowledge and know that he understands the Department's responsibilities and standards of work.

Brian has a proactive approach with his staff on handling incidents and damage on the Interstate. His response to crashes and removing queues that develop is second to none. He has a great understanding of the Incident Command Center structure and knowing how and when to act to get these issues handled, and works well with our Traffic Management staff and Pennsylvania State Police during these emergencies.

*District Office*



# David S. Kammerer, E.I.T.

## *Highway Maintenance Manager*



David has spent most of his time in Maintenance serving as an Assistant County Manager, a District Maintenance Manager, and was recently promoted to Blair County Maintenance Manager.

Last year as District Maintenance Manager, David served as District Office liaison and technical advisor for County Maintenance Organizations and managed support units. He also was responsible for monitoring county winter and summer operations and was on call 24/7 for any emergency or weather-related response. In addition to his regular duties, he was responsible for the development and management of a District-wide pilot project, a multi-million-dollar resurfacing and seal coat program, which resulted in 363 miles of improved roadways. The estimated cost savings achieved through David's efforts was over \$500,000.

Once operations commenced, communication between Dave, the crews, county management, Human Resources, Central Office and material suppliers occurred daily. These constant communications were necessary to ensure that this pilot project was a success. There were no injuries and only seven preventable accidents over the course of six months of operations involving over 60 employees.

District Office

District 9



# Kevin M. Gnegy, P.E.

## *Civil Engineer Manager*



Kevin is recognized by the District, the Department, and industry leaders in Pennsylvania as an expert in his field. This is evidenced by the fact he is routinely sought out to serve on many statewide quality improvement teams for bridge decks and pavements. He also is routinely sought out to author statewide specification revisions. He has authored or co-authored several revisions to both Publication 408 and Bulletin 27, including revisions to shotcrete, warm mix asphalt, stone matrix asphalt, tack coat, slag subbase, and job mix formulas.

Kevin leads three units in the Construction Division: Materials, Geotechnical, and Pavement Design. Kevin is highly effective in mentoring, encouraging, and leading his staff to achieve and become high performers. He is self-motivated and technically inclined, which has led to direct improvements in asphalt pavements and concrete bridge deck cracking not only in District 9, but across the state. His level of knowledge and dedication is well recognized through the transportation construction industry.

District 9



## William J. Moorhead, Jr.

### *Highway Foreman 2*

Bill is with District 10's Armstrong County Maintenance Unit. He continually demonstrates his commitment to safety with his Maintenance crews. Bill suggests innovations that improve safety for his crews that have been adopted across the organization.

Bill takes on new challenges willingly and develops methods that increase productivity. His changes to the sealcoat and paving programs increased production over the standards.

Bill has played an active role in County transformation efforts and continues to seek ways to improve efficiencies and generate cost savings. His willingness to take on challenges and adaptability make him an asset to the District and the Department.



*District 10*



## Steven M. Vasbinder

### *Transportation Construction*

### *Inspector Supervisor*

Steve has continually demonstrated a high level of quality in the District Construction Unit. He was instrumental in implementing the PennDOT Project Collaboration Center (PPCC) tool in the District. Steve continues to develop

improved internal methods and training and to suggest programming enhancements to make this tool more effective. He uses his understanding of technology and training to teach others how to use this tool more effectively.

Steve's strongest skill is his customer service, both internally with District and field staff and externally with consultant inspectors and contractor office staff. He looks for ways to expedite processes and to improve the quality of documentation. Steve assisted in the District's cost savings effort through reviewing cost justifications to find potential savings.

Steve's willingness to assist others and his dedication to quality and excellence make him a valuable asset to District 10 and to the Department.



**District Office**



# Cheryl A. Solosky, P.E.

*Bridge and Structural Design  
Supervisor*



*District 11*

**District Office**

In her role, Cheryl was instrumental in ensuring that District 11's largest project in 2017, the \$87.94 million I-279 Parkway North Improvement Project, remained on schedule and budget.

Through her project delivery experience and exceptional management skills, Cheryl will save the Department nearly \$2 million from the negotiated cost when completed. She reviewed over 100 structures on the project to determine the scope of work at each location.

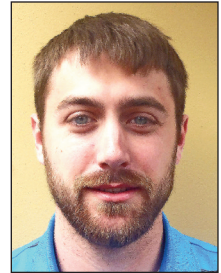
Additionally, she led her team to deliver three in-house bridge projects and currently oversees the Transportation Investment Generating Economic Recovery (TIGER) grant SR 579 CAP project in the City of Pittsburgh.

Cheryl is also the District Value Engineering Coordinator in which she leads a team to review all major projects in the District to ensure funding is being used in the most efficient manner. She also volunteered for the statewide team to develop Risk Management Draft Policy through FHWA's Strategic Highway Research Program (SHRP2) initiative.



# Timothy B. Hann, E.I.T.

*Civil Engineer*



*District 11*

Tim, works in District 11's Work Zone Traffic Control Section and is known for his deep involvement in major projects in the region.

During a portion of 2016, due to a co-worker's military leave and another vacancy, Tim handled the work for all three jobs in the section. While the timing was difficult, as it occurred during the height of construction season and several high-profile jobs were included, Tim seamlessly filled in to ensure all work was accomplished in a timely and effective manner.

Fellow employees recognize his commitment to safety when reviewing traffic control plans and work zone set-ups. Tim often works evenings and weekends to confirm work zones are set-up properly and safe. He consistently goes above and beyond to be helpful and provide sound technical advice. Tim also assisted in preventing an individual from jumping from the Fort Duquesne Bridge in Pittsburgh.





## Robert C. Dean, P.E.

*Westmoreland County, Acting County  
Maintenance Manager*



Rob stepped in from his role as District Traffic Engineer to serve as the acting manager for Westmoreland County and dealt with many issues and helped make many improvements. He is able to analyze multiple situations across a large geographic area, and make split-second decisions to protect and enhance the safety of the traveling public.

Rob has introduced an additional four maintenance crews, which allowed for additional work to be completed while sectional crews can focus on complaints and other routine maintenance.

Because of the workload and available personnel, the Sign Foreman was not able to complete the sign reviews in a systematic fashion. Rob's leadership developed a sign review program that incorporated the entire County's roadway network onto a five-year cycle, which gives the Sign Foreman a period plan to complete each review.

Rob is keenly aware of job costs and has saved \$240,000 in bridge replacements by using Department personnel alone over estimated contract prices.

*District 12*



## Tammy Kiger

*Washington County, Highway Foreman 2  
-Sign Foreman*



Tammy excels in creative problem solving and confidently directs her staff in the implementation of needed action to ensure success on the job. Job quality and cost savings are top priorities for a Highway Foreman. Tammy often meets with the Roadway Programs Coordinator to analyze job costs and seek out potential savings.

Tammy schedules timely material deliveries and monitors crew overtime to complete projects in an efficient and cost effective manner, while maintaining the highest standard of excellence.

Tammy contributed to an estimated cost savings of \$75,000 through inventory control, performing quality work and ensuring the job is done correctly the first time. Tammy has a strong work ethic and places herself at the forefront to provide assistance when needed to any co-worker. Tammy is highly respected by her superiors, her peers and the crew that she supervises.

*District 12*

**District Office**



# Darrell R. Chapman

## *Senior Highway Maintenance Manager*

Darrell's leadership ability was recognized as soon as he walked in the door as Mercer County's new Acting Maintenance Manager. That was in September 2015. Four months later, Darrell was named District 1's newest County Maintenance Manager.



Leading by example, focusing on doing the right thing, and treating people with integrity and honesty are traits that quickly earned Darrell the respect of his team. Darrell holds his team to task and expects the best. He encourages and celebrates the team's successes; and morale has seen a steady increase.

From May to August 2015, Darrell served on a task force that was assembled to help District 6 overhaul its maintenance operations.

As County Manager, Darrell revamped Mercer's planning process – emphasizing cyclic preventive maintenance and fact-based systems to plan and budget road improvements.

Mercer County continues to boast excellent Interstate Roughness Index (IRI) numbers in the state. It has the fifth best overall (IRI) ratings and the fourth lowest dollar needs per lane mile. Mercer is so efficient at seal coat work that it saved 1,190 workforce hours on those operations, compared to the statewide average.

District Office

District 1



# Jimmy Jones

## *Highway Drafter*

If Jimmy has down days, his colleagues in District 1 don't see them. Cheerful, upbeat, and enthusiastic is the way most people describe Jimmy. But innovative, motivated, and effective also describe Jimmy, who was recently promoted from Transportation Technician to Highway Drafter.



As District 1 Print Room Operator, Jimmy built excellent working relationships with customers, stakeholders and employees, providing fast and accurate responses to inquiries and requests. He organized the print room to improve operator safety, and in the process improved efficiency – minimizing repetitive actions and reducing unnecessary moving of heavy boxes.

In 2016, Jimmy processed 793 right-of-way requests, a significant increase over the 500 to 600 requests processed in 2014 and 2015. Such requests can take one to two hours each, but Jimmy was able to complete them and his other print-room duties with no projects delayed.

Jimmy saved District 1 an estimated \$30,000 over the cost of having right-of-way requests performed by design consultants.

District 1





## Matthew P. Lama

*Transportation Construction Inspection  
Supervisor*



Matt was the Inspector in Charge for District 2's 51-mile upgrade project on Routes 44 and 144 in Potter County. This job spanned the 2015 and 2016 construction seasons and featured full-depth reclamation on 31 of those 51 total roadway miles. Completion of the project

also lifted a 10-ton weight restriction that was in effect on large sections of both roads.

Matt was first involved with the project during the Design Phase, working on the project scope and obtaining design field measurements. Having Matt work on the project during design and then manage the job in construction was instrumental to the overall success of the project.

Matt's diligence, oversight, customer service, forward thinking, and problem solving skills played important roles in producing a high-quality, finished product. District 2 is extremely proud of the new roadway and that is in large part due to Matt's work ethic and commitment to excellence.

*District 2*



## Shawn E. McFarland, P.E.

*Civil Engineer Manager*



Shawn follows the Strategic Theme of Effective Partnerships but his actions and work protocol are all about Innovations.

Shawn has been instrumental in developing innovative tools to assist in the documentation and monitoring of pile driving operations, has assisted in

developing a measuring process for internal concrete temperatures during cold-weather curing of bridge decks, and has assisted on developing new bridge demolition specifications. Shawn also developed a payroll data input streaming tool that uses a drop-down menu that saves employees time when inputting payroll coding.

Shawn's efforts have been recognized by the State Transportation Innovations Council (STIC) and contractors have recognized him for the expediency of his reviews. His innovative ideas continue to save the Department time and money and increase our efficiencies.

Shawn's ability to see an issue and devise a solution in a short time frame is extremely helpful in delivering District 2's construction program with zero structurally-related delay claims.

*District 2*

**District Office**



# Betty L. Conner

## *Roadway Programs Coordinator*



*District 3*

Betty oversees planning and budgeting for District 3 as well as maintenance of District and County facilities. Betty excels at these aspects of her job, but it is as a teacher and mentor that she truly stands out.

She coordinated trainings for County and District employees, including the implementation of the E-payroll system for County Foremen. She provides planning training for County Roadway Programs Coordinators and Assistant County Maintenance Managers, and has mentored new County Roadway Program Coordinators.

Betty led efforts to upgrade facilities within the District. She and her staff also coordinated improvements at County stockpiles and construction field offices.

She served on a statewide group working to update the Highway Foreman's Manual and implement County modernization efforts.

Betty is highly regarded for her knowledge of Plant Maintenance, SAP reporting, procurement and budgeting. She represents District 3 well and serves as a mentor to others across the state.

# Roberta J. Boyles

## *Labor Relations Coordinator*



*District 3*

When labor issues arise in District 3, Roberta can be counted on to handle them professionally and with expertise.

Roberta has successfully negotiated a wide range of crew agreements, including paving, surface treatment, mill and fill, base repairs and shoulder cutting.

She takes quick action to mitigate potential grievances, and when they do occur, she looks for innovative solutions to minimize their impacts to the Department.

Roberta assists new County Maintenance Managers with labor relations and helps them fill positions and broaden candidate pools during staffing shortages. She supports direct recruiting and has performed outreach to employment agencies and schools.

Her efforts to streamline processes, especially related to payroll and leave, have reduced the amount of time staff spends preparing reports.

A consummate team player, Roberta helped carry the workload during vacancies in the HR Unit.

She is respected by her co-workers, management and the union.



## Paul R. Smith

### *Transportation Construction Manager 2*

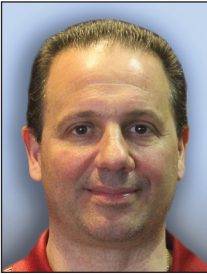
Paul Smith recently served as the construction inspector for a \$42 million interchange project at the Wilkes-Barre/Scranton International Airport. Because the project involved extensive nighttime work on the interstate, Paul used his 35 years' experience to ensure the safety of workers and motorists. By making safety a top priority, the project was completed with no safety incidents.



*District 4*

During the construction of the three roundabouts that were part of this project, Paul worked extensively with the Community Relations Office to help inform the public of the benefits of roundabouts as well as the proper way to navigate through them.

One additional feature of the project was a new access road leading to an industrial park. A portion of this mile-long roadway was built over a Geosynthetic Reinforced Soil (GRS) slope. Because of Paul's negotiations with the contractor, the Department saved \$400,000 in the construction of this slope.



## Richard G. Summa

### *Bridge and Structural Design Supervisor*

Richard is a bridge design squad leader in District 4 who has developed techniques and processes that are used to prepare large-scale interstate rehabilitation projects. By preparing the necessary plans and specifications in-house, he has been able to save the Department thousands of dollars each year.

Recently, Richard oversaw the design of an entire multiple interstate bridge preservation project in less than one year. To have a consultant design this project would have cost the Department \$850,000, yet he was able to complete this with his design squad.

Richard works closely with the District's Bridge Maintenance Coordinator to allow counties to reach bridge cleaning goals at an affordable cost. Richard has excellent customer service skills, troubleshoots field issues when they arise and has tirelessly worked to improve the Department's aging infrastructure at a significant cost-savings to the Department.



*District 4*

**District Office**

## Michael R. Haney, Jr.

### *Equipment Manager*



Over his career with PennDOT, Mr. Haney held the positions of Northampton County's Tradesman Helper, Diesel Mechanic, Mechanic Supervisor, and then served for a period as the Acting County Equipment Manager. For the last 1-1/2 years he has been working in the District Maintenance Office as District Equipment Manager.

Mr. Haney's knowledge, experience and excellent management style have enabled him to step right in as the District Equipment Manager and make the job look easy. In the first few months in his new position, he solved issues regarding Mack Truck frame rails, the Automatic Vehicle Location (AVL) system, truck idle times and capital/County equipment budgets without hesitation.

Mr. Haney's dedication, leadership, and superior work performance, while keeping the best interests of the Department in mind, is unsurpassed. The strengths and qualities that Mr. Haney displays daily add great value, allowing us to increase PennDOT's efficiency and productivity to provide necessary services to the motoring public.

*District 5*

## Owen Wilcox

### *Roadway Program Coordinator*



As a relatively new Roadway Programs Coordinator in Lehigh County, Owen has taken the lead and developed a strong understanding of the County's budget. By monitoring spending and taking ownership of inventory, he can wisely develop a plan to use resources in a conservative manner.

His diligent budget reviews uncovered discrepancies in payments made for highway lighting agreements. In working with the municipality to resolve the issue, he allowed PennDOT's Lehigh County operation to realize a \$30,000 annual savings.

Owen is without a doubt one of the main cogs in the Lehigh County Maintenance wheel that can be counted on to help move our organization forward. From serving as a "Branch Director" during winter events to monitoring the progress and results of a mowing contractor, he works tirelessly to help make Lehigh County shine. He is truly deserving of this award and recognition, and has proven to be an invaluable asset to his County Maintenance Manager.

*District 5*