

# MILEPOST

GEORGIA

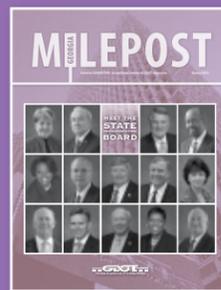
Includes CONNECTOR...of particular interest to GDOT employees

Spring 2013



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**On the cover:** State Transportation Board (L-R)  
 1st row: Ann R. Purcell, Johnny Floyd, Sam M. Wellborn, Robert L. Brown, Jr.  
 2nd row: Stacey J. Key, Dan Moody, Rudy Bowen, Jay Shaw, Emily Dunn  
 3rd row: James T. Boswell, Jeff Lewis, Don Grantham, Dana Lemon, Roger Williams

## Commissioner's Column

GDOT springs ahead.



**S**pring. It's a time for renewal - for new opportunities, new challenges and new beginnings.

With this issue of MILEPOST, we welcome new State Transportation Board members Ann Purcell, Stacey Key, Dan Moody, James Boswell and Roger Williams. We also congratulate re-elected members – Chairman Johnny Floyd, Vice Chairman Jay Shaw, Emily Dunn and Dana Lemon.

There are familiar faces in new roles at GDOT - like Russell McMurry, chief engineer; Monica Ivey, director of human resources; Jeff Baker, director of construction; and Mike Bolden, state utilities engineer. Plus, we're pleased to have with us new EEO Director Kimberly King and new Director of Engineering Joe Carpenter.

In MILEPOST, you'll read how Georgia DOT is on track with development of projects like the Northwest Corridor Express and management of the TIA program in three regions. You'll see how we're ramping up our transportation system with innovations that address congestion, safety and cost - like variable speed limits and roundabouts (read what local government officials say about how roundabouts have reduced serious and fatal crashes in their communities). You'll also learn about Avondale Burial Place, an amazing cemetery relocation project - be sure to view the video.

In CONNECTOR, you'll see how Georgia DOT employees endeavor to improve themselves personally, as well as professionally. Groups across the state are engaging in healthier lifestyles as a result of our Shape-Up Challenge. We're also formalizing a comprehensive knowledge management program to capture and share the tacit knowledge lost when people leave GDOT (that's the undocumented knowledge that we get from experience). And don't miss the remarkable story about Paul Liles, who's been with GDOT for 43 years – imagine the tacit knowledge he's acquired about bridges!

While spring generally brings a unique energy and vitality, at GDOT we strive to feel that passion throughout the year. With efficient solutions, increased transparency, and projects done on time and within budget – to make a real difference for the people of Georgia.

With spring road construction up and running, please slow down as you approach a work zone.

I hope that you experience the wonders of spring.

Keith Golden, P.E.



**ADMINISTRATION**  
**Keith Golden, P.E.**  
 Commissioner

**Todd Long, P.E.**  
 Deputy Commissioner

**Russell McMurry, P.E.**  
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**Mohamed Arafa**, District Six  
**Mark McKinnon**, District Seven

# ACROSS THE BOARD

The State Transportation Board (STB) saw an unusually high volume of elections this year. Reasons include the normal conclusion of a few terms; plus newly overlapping districts, resulting from congressional redistricting; as well as the addition of a 14th Congressional District stemming from Georgia's population growth as reflected in the last census, which added a board member.

## STB welcomes five new board members.



**ANN R. PURCELL**  
1st Congressional District

Former legislator **Ann Purcell** of Rincon, who served over 17 years in the Georgia House of Representatives, will serve on the STB for four years. She replaces Jay Shaw, who— due to congressional redistricting—now represents the 8th Congressional District.

“As the 1st District includes the vitally important ports of Savannah and Brunswick, as well as all of Georgia's coastline, Purcell said, “its growth and transportation infrastructure are critical to the entire state.”

Purcell serves on the board of the World Trade Center Savannah. The retired legislator is a businesswoman, retired teacher and former member of the State Board of Technical and Adult Education.



**STACEY J. KEY**  
5th Congressional District

Business executive **Stacey Key** succeeds Emory McClinton, who served for 20 years.

“I am honored to be selected for this awesome responsibility,” Key said. “There is no more vital element to Atlanta's and Georgia's economy than our transportation.”

Key is president and CEO of the Georgia Minority Supplier Development Council (GMSDC), the state of Georgia's leading organization for supplier diversity and small business development. She is also president of GBK Enterprises, an entrepreneurial family-owned business. She has more than 20 years of management experience in sales, marketing, operations and customer satisfaction for global brands including IBM and Bellsouth.

Key has a bachelor's degree from Western Kentucky University and an MBA from Kennesaw State University.

The 14-member State Transportation Board determines policy and generally governs Georgia DOT. Each member is elected by a caucus of Georgia General Assembly members from their specific congressional district. Board members serve staggered five-year terms.



**DAN MOODY**  
6th Congressional District

Electrical engineer, retired U.S. Army Reserves captain, and former legislator Dan Moody will serve the remaining year of the term of Brandon Beach, who resigned when he was elected to the General Assembly.

Moody served in the State Senate for eight years and was elected Senate Majority Caucus Chairman. He also chaired the Senate Education & Youth Committee and the Senate Ethics Committee.

“Georgia has serious transportation challenges,” Moody said. “I'm excited to be a part of the process to find long term solutions to the issues we are facing.”

A small business owner for many years, he recently sold his business that provided process control instrumentation products and services for the world market. Moody has a bachelor of science in electrical engineering from the University of Oklahoma.



**JAMES T. "JAMIE" BOSWELL**  
10th Congressional District

Athens businessman and former city council member **Jamie Boswell** represents the 10th Congressional District, which was reconfigured due to congressional redistricting. He succeeds Bobby Parham.

“Transportation is critical to economic development and prosperity and also to quality of life,” Boswell commented. “We have a great transportation system in Georgia; our challenge is to maintain and grow it as our state continues to grow.”

Boswell is president and owner of Boswell Group, which includes a commercial real estate company, an insurance agency and an appraisal company. He received his BBA degree from the University of Georgia.



**ROGER WILLIAMS**  
14th Congressional District

Dalton businessman **Roger Williams** served 22 years in the Georgia House of Representatives and now represents the new 14th Congressional District on the STB.

“The things that make Northwest Georgia such a beautiful place to live and work,” Williams noted, “are the same factors that give it such unique transportation challenges.”

Williams was one of the General Assembly's most powerful figures. He chaired the House's Regulated Industries Committee and was named one of *Georgia Trend's* “100 Most Influential Georgians.”

Williams is president of Credit Services, Inc., in Dalton. He is on the board of directors of the Family Support Council and the board of the Creative Arts Guild.

## Four board members re-elected.



**JOHNNY FLOYD**  
2nd Congressional District

STB Chairman **Johnny Floyd** was re-elected to his second five-year term.

“I am excited about where we are headed in improving Georgia's transportation. We have challenges for sure, but we are working with Governor Deal and the General Assembly to address them,” Floyd commented. “Economic development for rural Georgians, mobility for commuters in urban areas and the development of freight routes for Georgia's ports and logistics industry are issues on which I intend to focus.”

Floyd served nearly 20 years as a member of the Georgia House of Representatives. He is a prominent Cordele businessman.



**JAY SHAW**  
8th Congressional District

Long-time South Georgia public official and STB Vice Chairman **Jay Shaw**, who has represented Georgia's 1st Congressional District on the STB for three years, now represents the 8th District due to congressional redistricting. He replaces Jim Cole of Forsyth, who resigned. Shaw will serve the remaining two years of his five-year term.

“Regardless of what congressional district we are in, we all share the same mission - to keep Georgia's transportation system the best in the nation,” Shaw said.

Shaw was mayor of Lakeland for 10 years and spent 18 years in the Georgia House of Representatives. He was first elected to the STB in 2010. In addition to serving as Board vice chairman, he also chairs the Finance Committee and serves on other committees.



**EMILY DUNN**  
9th Congressional District

Business and civic leader **Emily Dunn** was re-elected to a five-year term. She was first elected in 2011 to fill the remainder of an unexpired term. She chairs the Equal Access and Property Utilization committees, and serves on other committees.

“Georgia has tremendous transportation needs,” Dunn commented. “Those in North and Northeast Georgia are especially pressing given the natural beauty of our area, its transportation network challenges and its excellent potential for growth and thoughtful economic development.”

Dunn is president of Tom's Amusement Company and board director of the Amusement and Music Operators Association. Dunn is a registered nurse with a BSN from North Georgia College.



**DANA LEMON**  
13th Congressional District

**Dana Lemon**, chair of the STB's Intermodal Committee and a force behind the proposed Georgia MultiModal Passenger Terminal (MMPT), was re-elected to her third, five-year term.

“I'm very grateful to have been honored with a third term,” Lemon said. “I look forward to continuing to work to advance the MMPT. And there are many other important projects on the horizon in the 13th District. Mobility on the Southside should be greatly improved during the next five years.”

In addition to her committee chairmanship, she also serves on the Equal Access, Program Delivery and Transportation Agency Partners committees.

Lemon is co-owner of W.D. Lemon and Sons Funeral Homes in Clayton and Henry counties. She is a graduate of Davidson College in Davidson, NC.

## And five continue existing terms.



**SAM M. WELLBORN**  
3rd Congressional District

Business and civic leader; over 20 years on STB; re-elected 2012; chairs Administrative and Gateways committees.



**ROBERT L. BROWN, JR.**  
4th Congressional District

Architect and civic leader; eight years on STB; re-elected 2011; chairs Statewide Transportation Planning Committee.



**RUDY BOWEN**  
7th Congressional District

Civic leader and former Board chairman; six years on STB; re-elected 2010; chairs Program Delivery Committee.



**JEFF LEWIS**  
11th Congressional District

Served 16 years in Georgia House of Representatives; elected to STB 2011; chairs P3 Committee.



**DON GRANTHAM**  
12th Congressional District

Former Augusta/Richmond County Commissioner; elected to STB 2011; Legislative Committee chair; redistricting change 2013 from D10 to D12.



**Jeff Baker** was named division director of construction. He was most recently utilities administrator. The 24-year GDOT veteran began his career as a transportation engineer 2 and worked in various positions including construction project engineer in District 7 and state bridge inspection engineer. Baker has a bachelor's in civil engineering from Georgia Institute of Technology. He is a licensed professional engineer.



**Mike Bolden** was selected state utilities engineer. The 28-year GDOT veteran was most recently assistant state utilities engineer. He has previously held various positions in the Office of Road Design and the Office of Utilities. Bolden has bachelor's degrees in civil engineering technology and mining engineering technology from Bluefield State College.



**Joe Carpenter** was appointed Georgia DOT's division director of engineering. Carpenter has over 30 years of transportation engineering experience. He was most recently director of transportation for Little John Engineering in Nashville, Tenn. Carpenter previously held assistant commissioner and assistant chief engineer positions with Tennessee Department of Transportation, as well as engineering positions with Texas DOT. Carpenter has a bachelor's in civil engineering from University of Arkansas and is a licensed professional engineer.



**Monica Ivey** was appointed Georgia DOT's director of human resources. Ivey, a career GDOT employee, has been with the Department for over 18 years - most recently as deputy HR director of operations. Her previous positions include research analyst, personnel analyst/operations specialist, and section manager. She was instrumental in implementing GDOT's statewide compensation initiatives and workforce planning programs; was a participant in GDOT's first succession planning program; and was the 2012 chair of the executive committee for the Council for State Personnel Administration. Ivey is a graduate of Georgia State University.



**Russell McMurry** was named Georgia DOT's chief engineer. He was most recently director of engineering services. McMurry was district engineer for Northeast Georgia for five years and has held several other positions since joining GDOT in 1990. He is a licensed professional engineer and a cum laude graduate of Georgia Southern University with a bachelor of science in civil engineering technology. McMurry succeeds Gerald Ross, who has retired.



**Kimberly King** was named GDOT's director of Equal Employment Opportunity (EEO). She was most recently with the Office of Institutional Research, Assessment and Planning at Spelman College. Her previous experience is in labor relations, employment law, human resources and EEO for the municipality of Peoria, Illinois. King has a bachelor's degree in political science and a juris doctorate from Southern Illinois University School of Law.



**Thomas Howell** was named District 3 district engineer, a position he held prior to serving three years as Georgia DOT's director of construction. Howell began his 25-year GDOT career as a transportation engineering trainee. He was district engineer for D3 for seven years prior to his appointment as director of construction at the Department's headquarters in Atlanta. Howell has a bachelor's degree in civil engineering from Georgia Institute of Technology and is a registered professional engineer. He replaces David Millen, who has retired.



**Joshua Waller** was named director of policy and government affairs. He was most recently policy analysis coordinator in the Physical & Economic Development Division of the Governor's Office of Planning & Budget. He was Gov. Nathan Deal's transportation policy advisor, and served in the same role with Deal's Gubernatorial Transition Team. Previously, he also served as deputy chief of staff in the office of U.S. Congressman Phil Gingrey. Waller has a bachelor's degree in government from Georgetown University with a minor in classical archaeology.

**A**t the international **Institute of Transportation Engineers (ITE)** meeting in Atlanta, the ITE Board issued a **resolution recognizing GDOT** for undertaking "innovative transportation management and operations initiatives for the benefit of the safety and mobility of Georgia's transportation system users." The resolution commends GDOT, our partners and staff, and cited Navigator 511, HERO, Regional Traffic Operations (RTOP) signal timing program, and the continued application of ITS technologies.

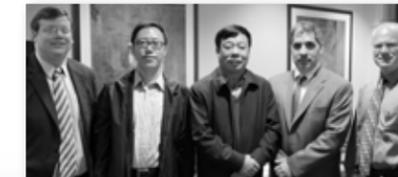
Georgia DOT was recognized by the Georgia **Intelligent Transportation Society (ITS)** with the 2012 **Outstanding Public Member Agency** award for leadership in promoting ITS and ITSGA goals. The award inscription reads: "The leadership of **Keith Golden** in his position as Director of Operations and Commissioner; **Gerald Ross** in his position of Chief Engineer and **Kathy Zahul** and **Grant Waldrop** of the Office of Traffic Operations for the implementation of the Regional Traffic Operations Program phases 1 and 2."

A **Freight & Logistics Plan** by Georgia DOT and other agencies—to help bolster the state's flourishing logistics industry over the next four decades—received the **Federal Highway Administration (FHWA) 2012 Transportation Planning Excellence** award. In collaboration with Governor Nathan Deal's office, the Department of Economic Development's Center of Innovation for Logistics and Cambridge Systematics, Inc., Georgia DOT developed a framework to continue growing the state's \$50 billion per year (in sales) freight industry. The biennial award—given by the FHWA in conjunction with the Federal Transit Administration (FTA) and the non-profit Transportation Research Board (TRB)—was presented to Georgia DOT Assistant State Planning Administrator **Tom McQueen**.

**Office of Right-of-Way** received the 2012 **FHWA Excellence in Right of Way** Judges Award for development of the ROW Cost Estimation Tool.

The **Ashford-Dunwoody Road & I-285 diverging diamond interchange**—Georgia's first DDI—received **Best Innovative Solution** and **Grand Design** awards from the **Georgia Partnership for Transportation Quality**. The project also received the 2012 **Innovation in Transportation** award from the **Institute of Transportation Engineers (ITE)** Georgia Section.

#### GDOT Hosts International Visitors



Representatives from the transportation department of Liaoning Province of China with GDOT's Director of Policy and Government Affairs Josh Waller; Commissioner Keith Golden; and Chief Engineer Russell McMurry.



Commissioner **Keith Golden** was named 2012 **Transportation Professional of the Year** by the **Georgia Section of ITE**.



Deputy Commissioner **Todd Long** received the **ITS Georgia Larry R. Dreihaupt** Award for outstanding service in his previous role as director of planning, his leadership for the Transportation Investment Act, and his championing of ITS to improve the state highway system. **Georgia Trend** also named Long to their **100 Most Influential Georgians** list for 2013.

**Office of Communications** received the 2012 **AASHTO TransComm Design Graphic** Award in photography. Creative & Design Project Manager **Cedric Mohr** shot the twilight photo of the Fort Benning Gateway Bridge in Columbus.



Fort Benning Gateway Bridge in Columbus, GA  
Cedric Mohr Photography

## Northwest Corridor Express bids due in June.



**H**ighway construction teams—representing leading engineering and construction firms—have been invited to submit bids to design, build and partially finance the **Northwest Corridor Express** (NWC) project along Interstate Highways 75 and 575 in Cobb and Cherokee counties. The NWC is a Public Private Partnership (P3) - the private sector is expected to finance 10-20 percent of the estimated \$750-\$850 million design/build cost. Bids are due in June, with selection of the “best value” contractor in July. A \$270 million low interest federal Transportation Infrastructure Finance and Innovation Act (TIFIA) loan guarantee is under review. Construction would begin summer 2014, with completion in 2018.

**What is Design-Build?** Design-Build is a streamlined and cost-effective method of program delivery where preconstruction and construction phases are combined in one contract. Since activities may occur concurrently, design-build can dramatically accelerate project completion compared with the traditional design-bid-build process where preconstruction and construction occur sequentially. Design-build procurement includes a prequalification process to select teams who are eligible to bid. In Georgia, design-build projects are legislatively limited to 50 percent of the previous year's total amount of awarded construction contracts.

## Gearing up for TIA Program Delivery.



Georgia DOT, local governments and regional commissions are preparing for a smooth delivery process in the three regions that passed the 10-year one percent special transportation sales tax to fund their regional transportation projects. With total estimated revenues of \$1.8 billion over the 10 years, the regions of Central Savannah River Area (Augusta), Heart of Georgia Altamaha (Dublin, Jesup, Vidalia) and River

The teams are:

- C.W. Matthews Contracting Co., Inc., and the Michael Baker Corp.
- Georgia Transportation Partners – comprised of Bechtel Infrastructure Corp., Kiewit Infrastructure South Co., Dewberry and Davis, LLC, and STV Inc.
- Northwest Express Road Builders – comprised of Archer Western Contractors, The Hubbard Group and Parsons Corp.

The Northwest Corridor Express project will build two new managed lanes along the west side of I-75 between I-285 and I-575. The lanes will be barrier-separated from the existing interstate and be reversible to carry traffic southbound during the morning commute and northbound in the evening. Above the I-575 interchange, one new reversible lane will be added in the I-75 center median to Hickory Grove Road and a similar new I-575 lane will extend to Sixes Road. A variable-rate toll, based on traffic volume, will be assessed for lane access. For information, visit [www.dot.ga.gov/P3](http://www.dot.ga.gov/P3).

Valley (Columbus) will fund 871 projects. Georgia DOT is responsible for efficient on-time and on-budget project delivery. The Department of Revenue began tax collection January 1; fund disbursements by Georgia State Financing and Investment Commission (GSFIC) started in March and project construction will likely start in the summer. GDOT's TIA program management team includes Administrator **Mike Dover**; and Regional Coordinators **Kelvin Mullins** and **Tim Matthews**. For more information, visit [www.dot.ga.gov/transportationreferendum](http://www.dot.ga.gov/transportationreferendum).

Cemetery relocation project.

## Avondale Burial Place

By **Liz Rothman**

**“Avondale Burial Place” is the site of an unmarked graveyard in Bibb County.** Identification of a heavily vegetated area as a graveyard began with a comment by a property owner to Georgia DOT during right-of-way negotiations for the Sardis Road extension project (GDOT PI. #0000566). This ignited an effort that resulted in the recovery of 101 burials.

Historical research and archaeological recovery and analysis by GDOT's Office of Environmental Services and their consulting partner, New South Associates, suggests that

Avondale Burial Place was a late 19th/early 20th century cemetery for African-American tenant farmer families and, possibly, African-American slaves. As a result of the project, a connection has been established between the burial community and their descendants. With re-interment of the burials at the nearby Bethel AME Church, descendant families now have a tangible connection to their heritage.

**The project won a 2012 FHWA Exemplary Human Environment Initiatives award.**

**I Remember. I Believe.** Georgia DOT, in association with the Federal Highway Administration, New South Associates, and Georgia Public Broadcasting, produced a 33-minute film, “I Remember, I Believe,” that documents the Avondale Burial Place project. The film has been chosen as an official selection for screening at the Archaeology Channel's International Film and Video festival to be held in May in Eugene, Oregon. GDOT Historian, Chad Carlson, will also present a paper on capturing cultural history through film.

View the video on GDOT's YouTube channel - <http://youtu.be/YuodoORsC70>. For a look at archaeology, genealogy, and African-American burial traditions, visit [www.avondaleburialplace.org](http://www.avondaleburialplace.org).

## Outsmart traffic. With 511 and the Waze app.

By **Liz Rothman**



**Y**ou know that GDOT's traffic information system—**Georgia NaviGator 511**—provides free 24/7 real-time traffic information by phone **dial 511** or online [www.511ga.org](http://www.511ga.org).

But now, we've partnered with **Waze**—a **crowdsourced social GPS traffic and navigation app**—to provide enhanced real-time traffic data that can save you time and money.

Waze creates a community-based Georgia 511 user group, collects traffic data from participants who have the app turned on, and shares the local traffic and road data it collects. Georgia DOT also verifies the data and sends it to NaviGator 511's website and phone system.

“Navigator has provided traffic information to motorists for a long time. But now, with the advent of smartphones

and social media, the methods have truly changed,” explains Assistant State Traffic Engineer Mark Demidovich. “Instead of information being one-way from DOT to motorist, traffic data now comes to us *from* motorists as well as *between* motorists.”

Waze is hands-free and provides voice-guided turn-by-turn navigation around traffic tie-ups; voice-activated user reporting of road hazards, construction, incidents, congestion; and verbal notification of upcoming incidents or conditions. Waze has 30 million users worldwide (called Wazers).

Get the free Waze smart phone app from the App Store or your favorite app source.

“It's a whole new game,” said Demidovich. “And Navigator is excited to be a part of this cutting-edge trend.”

**What is Crowdsourcing?** Crowdsourcing is social information sharing that relies on data from users. Now that mobile technology has created the ability for huge amounts of data to be shared in real time, crowdsourced traffic data is an innovation that can help motorists avoid congestion, get there quicker and reduce stress.

Speeds reflect road conditions ahead.

## Variable Speed Limits Coming To The Perimeter

By **Liz Rothman**

Georgia DOT continues to seek creative solutions that address congestion and safety. One low cost innovation—the **variable speed limit (VSL)**—is a cutting-edge technology coming to the **north end of I-285** above the I-20 interchange (the southern half of I-285, which has less traffic, is not included).

### Based on what's happening down the road.

GDOT will install electronic variable speed limit signs to slow down traffic ahead of congestion or bad weather. "Smoothing out traffic flow reduces stop-and-go situations — where drivers change lanes, shoot ahead briefly, and then slam on the brakes," explains GDOT Commissioner Keith Golden. "We anticipate VSLs will reduce crashes, delay the onset of gridlock and keep traffic flowing freely for longer."

### Improved mobility and increased safety. Or is it increased safety and improved mobility?

It's like the chicken or the egg. As congestion ebbs and flows on the highway ahead, variable speed limit signs reflect the fluctuation and let drivers know that a speed change is coming. As congestion builds, the probability of a crash increases (crashes are— of course—one of the chief causes of traffic jams). Decreasing the speed disparity between the fastest and slowest cars decreases the chance of a crash, which in turn decreases congestion. By replacing an ACCELERATE-SLOW-STOP pace with a steady traffic flow, variable speed limits improve safety by reducing congestion-related collisions.

### The key is decreasing speed disparity – keeping traffic moving at uniform speeds.

"Moving traffic at 40 mph without incident is preferred to moving traffic at 60 mph until a crash occurs, and then moving at stop-and-go speeds because of the crash," said Golden. "Studies show that VSLs help motorists arrive at their destinations quicker – even at a reduced overall speed."

### Like rice through a funnel.

Project Manager Andrew Hoenig likens the concept to pouring rice through a funnel - with rice as the cars and the funnel as the roadway. "If you pour all the rice into the funnel at once, it gets congested at the bottom of the funnel and takes time to work its way through," says Hoenig. "But if you slowly and steadily pour the rice into the funnel, the rice moves through evenly and doesn't get congested. Though the rice enters the funnel slower, it gets through the funnel faster."

The project, which includes installation of fiber optics and VSL signage along the 36-mile section of road, is anticipated to cost \$4.9 million, with completion by September 30, 2014.

While variable speed limits have been long used in Georgia to slow traffic ahead of a worksite or icy road, the I-285 system will be the first permanent one in the state. Depending on its results, VSL technology may expand to other Atlanta highways. At least five states use VSLs - a similar system on I-270 in Missouri shows a reduction in crashes. In Europe, VSLs have proven effective at reducing collisions, improving traffic flow and increasing roadway capacity.

### Speed limit to increase across I-285 corridor.

While the variable speed limit is for the north end only, there is a change coming to the entire 63-mile roadway - the maximum speed limit will increase from 55 mph to 65 mph. The 55 mph limit remains in place until the top end VSL project is completed.

# GDOT idBits



### Georgia is a top state for business.

CNBC's 2012 **America's Top States for Business** special report ranks Georgia #3 in Infrastructure & Transportation based on access to transportation modes; getting products to market and people on the move; value of shipped goods by air, land and water; the availability of air travel; and the quality of our roads. Georgia ranked #1 in Workforce and #9 Overall.

### No distracted driving - hang up and drive.

Every time you take your eyes off the road or talk on the phone while you drive—even for a few seconds—you put yourself and others in danger. According to the National Highway Traffic Safety Administration (NHTSA) texting while driving creates a crash risk 23 times worse than driving while not distracted.

Georgia bans texting while driving. You can be ticketed for breaking these Georgia distracted driving laws:

**NO texting – all drivers**

**NO cell phone (hand-held or hands-free) - drivers under age 18** (and bus drivers)



### Distracted walking is a growing danger.

Yes, that's right. Distracted pedestrians are walking into fountains, falling into ditches and getting hit by cars and bikes. On city streets, in parking lots, and on university campuses, people are walking while talking, texting, and playing games on their phone. And headphones drown out the sounds around them. The dangers are not obvious, but they are real. People have been seriously injured and killed.

### So ... heads up.

Editor's note: I am guilty of - **distracted standing!** While I was standing on a MARTA platform reading my email, a blind man walked into me - cane first. I learned the hard way – pay attention! (No injuries were reported!)

### Crumb rubber meets the road.

What does one do with the 10 million vehicle tires discarded in Georgia every year? Now that Georgia DOT has amended the state's road construction specs to include recycled rubber as an alternative to oil-derived polymers for asphalt production, millions of pounds of recycled scrap tire rubber may find home on many GDOT construction projects for the 2013 paving season. Ground tire rubber (GTR) can be blended with asphalt to beneficially modify the properties of the asphalt for highway construction. Benefits of using rubber-modified asphalt (RMA),

according to the United States Environmental Protection Agency, include:

- Longer lasting road surface
- Reduced road maintenance
- Long term cost effectiveness
- Lower road noise
- Shorter breaking distance

"Ground tire rubber provides a long-term supply and is a cost effective way to increase the robustness of asphalt, while also serving as a productive outlet for end-of-life tires," said Peter Wu, PE., Ph.D. from GDOT's Office of Materials and Testing. "The department is always looking for ways to provide taxpayers with a greater value and the use of rubber-modified asphalt can do that while also contributing to the state's sustainability efforts."



### Georgians may be fat. But 26 states are fatter.

Georgia's ranking on the **national obesity scale** has improved. A 2012 report ranks Georgia as the 24th most obese state in the nation with an obesity rate of

28 percent, while the 2011 report ranked us 17th with an obesity rate of 28.7 percent. That's according to an analysis by the Trust for America's Health (TFAH) and the Robert Wood Johnson Foundation (RWJF) using state obesity rates from the U.S. Centers for Disease Control and Prevention (CDC). Mississippi has the highest obesity rate at 34.9 percent while Colorado has the lowest at 20.7 percent.

### Work zone safety - we're all in this together.

National Work Zone Awareness Week is over, but the safety message continues – slow down, pay attention and be prepared to stop as you approach a work zone.

GDOT marked the annual observance of National Work Zone Awareness Week in April with a ceremony at OGC memorializing the 57 GDOT workers killed in work zones in the 40 years since record-keeping began. Commissioner Keith Golden stressed that safety is GDOT's top priority and that work zone safety is a vital issue not only for workers on the roadways, but also for the traveling public. Joining the Commissioner were Steve Luxenberg, Georgia division of Federal Highway Administration (FHWA); Ricky Rich, Governor's Office of Highway Safety; David Moellering, Georgia Highway Contractors Association; and emcee Van Mason, Georgia DOT Engineers Association.

The 2013 theme **We're All In This Together** highlights the complexities of work zones, and the need for awareness and planning on the part of everyone – DOTs, road workers, drivers, bicyclists, motorcycles, pedestrians, emergency response, law enforcement and utility workers.



## Significant reduction in injury crashes

# Modern Roundabouts: Focus on Intersection Safety Making a Difference Across Georgia

By **Carla Murphy**

**W**hen its first roundabout was installed in Dawson County eight years ago, motorists had some initial reluctance, but moved through it just fine. Today, says Public Works Director David Headley, response to the roundabout has been “great,” with no complaints about the circular intersection on Dawson Forest Road at Lumpkin Campground Road. “And the good news is that we’ve also seen a reduction in serious crashes,” he added.

The national research on modern roundabouts—more than 120 of which have been installed in Georgia—is consistent with findings in Dawson County, where there has been a 77 percent reduction in injury crashes since the installation of the roundabout

### The numbers are clear.

Nationally, at intersections where roundabouts have been installed, accidents of all types have been reduced by over 35 percent; and injury accidents have been reduced by over 76 percent, according to the National Cooperative Highway Research Program (Report 572).

Modern roundabouts—circular intersections where traffic flows counter-clockwise around a center island—are common throughout the U.S. They can be significantly safer and can operate more efficiently than traffic signals, transportation experts say.

With the adoption of its roundabouts policy in 2004 (with subsequent revisions

in 2008 and 2009), Georgia became one of the Southeast’s leaders in developing guidelines for roundabouts and encouraging them as alternatives for new and existing intersections. Additionally, Georgia DOT’s policy underscores the Department’s commitment to making safety or operational improvements where needed on interstates as well as state routes, said State Traffic Engineer Kathy Zahul PE.

“Across the country, and certainly here in Georgia, roundabouts are being used under various conditions, including at highway interchanges; in high speed rural areas; and in high pedestrian or high volume areas or near schools,” she said, noting that the Department completes comprehensive analyses before a decision is made to install a roundabout.

In fact, in Monroe County, Roads Superintendent Sid Baker points to a high accident rate on State Route 7 (US Highway 341) at State Route 74 for a decision by Georgia DOT to introduce a modern roundabout to his community.

“That particular intersection had a history of bad accidents,” he said recently. “It was pretty dangerous. It wasn’t until the roundabout was put in that we saw a significant decrease in the number of accidents there.”

Between 2004 and 2009—there were six injury crashes and one fatality at the intersection. In the three years since its installation, there have been no injury crashes or fatalities—a 100 percent decline—Georgia DOT data shows.

For Cobb County—which built its first modern roundabout in 2009 on West Sandtown at Villa Rica Road—roundabouts have been well received, with the county occasionally getting positive comments from the public, according to Traffic Operations Engineer Chris Pruitt, PE., noting that 2010 data shows crashes were reduced by 50 percent at the intersection. “There have been no significant traffic issues at the location since construction of the roundabout,” he added.

Currently, Georgia DOT has 115 additional roundabouts under design. For more information about roundabouts in Georgia, visit [www.dot.ga.gov/roundabouts](http://www.dot.ga.gov/roundabouts).

### WHAT IS A MODERN ROUNDABOUT?

- **Circular roadway around a central island, where entering traffic must yield to existing vehicles on the roadway (not a traffic circle)**
- **Traffic flows counter-clockwise**
- **Viable intersection alternative when placed appropriately**
- **Can be significantly safer and can operate more efficiently than traffic signals**
- **Operate more efficiently than 4-way stops**



# Ahead of Our Time

By Liz Rothman

**Y**ou've no doubt heard that Georgia DOT is a national leader in completing projects on schedule.

**These projects were not just completed on schedule – they were completed way early.**

**Railroad warning gates installation - completed 3 months ahead of schedule.**

*Ignico Drive rail crossing in Warner Robbins / Houston County, District 3*

Due to a history of safety issues at this location, GDOT worked with Norfolk Southern Corporation to prioritize the installation of much-needed crossing gates.

**Diverging diamond interchange (DDI) - completed one month ahead of schedule.**

*Georgia's first DDI is at I-285 and Ashford Dunwoody Road in Dunwoody / DeKalb County, District 7*

Innovative intersection design promotes safety and capacity, and minimizes construction costs.

**Design-build interchange - opened six weeks ahead of schedule.**

*New interchange on I-575 at Ridgewalk Parkway in Woodstock / Cherokee County, District 6*

Project replaced bridge to improve access to Interstate 575. For design-build explanation, see page 6.

**Highway access improvement projects - completed two months ahead of schedule.**

*Entrance ramp widening and extension on SR 400 in Sandy Springs / Fulton County, District 7*

Widen and extend entrance ramp from Abernathy Road to SR 400 northbound.

*Lane addition on SR 400 in Cumming / Forsyth County, District 1*

Add third travel lane northbound from the McGinnis Ferry Road overpass to the Big Creek Greenway Bridge - about two miles.

**Resurfacing - completed six months ahead of schedule.**

*Resurface 22 miles on I-75 in Bartow and Gordon counties, District 6*

**Interchange - completed two weeks ahead of schedule.**

*New partial cloverleaf interchange and widening of Sardis Church Road in Macon / Bibb County, District 3*

Includes interchange construction on I-75 at Sardis Church Road and widening of Sardis Church Road from just west of I-75 to Skipper Road. The typical section includes four 12-foot travel lanes separated by a 20-foot raised median, 8-foot shoulders, and 4-foot bike lanes on both sides. Plus widening of I-75 from Sardis Church Road to Hartley Bridge Road.

# AASHTO

**E**ach week, the AASHTO Journal tells the story of how state DOTs improve communities by delivering important infrastructure projects on time and on budget. In August, they showcased the work of GDOT District 6 staff in coordinating with the contractor and CSX Railroad to complete this critical project and open it to traffic nine months ahead of schedule.

**AASHTO Project Profile**

**Railroad crossing reconstruction completed nine months ahead of schedule.**

*Old Federal Road bridge over CSX Railroad in Chatsworth/Murray County, District 6*

The new bridge reduces congestion and helps improve traffic flow for its nearly 2,000 daily drivers. First responders and emergency vehicles no longer need wait for trains to pass in order to help citizens. Drivers are safer as they no longer share the roadway with trains. The project makes a difference to area residents and businesses; it's a great partnership between the Department and local stakeholders; it provides traffic congestion relief; and it clearly demonstrates on-time project delivery. Visit [www.aashtojournal.org/Pages/081012GDOTPOTW.aspx](http://www.aashtojournal.org/Pages/081012GDOTPOTW.aspx).

# CONNECTOR

News for and about Employees of Georgia Department of Transportation



## Letters of Praise

Keith,  
I wanted to take a moment to thank **Kathy (Zahul)** and **Michael Turpeau** for setting up and hosting a visit from an Israel traffic engineer at the TMC last week. While this was a multi-state visit, the engineer was particularly excited to observe the performance of the different long term pavement markings used on Georgia roadways. He commented that the weather conditions and roadway makeup in Georgia is similar to the overall roadway conditions in Israel and they are looking to replicate Georgia's ability to maintain long term lane retroreflectivity. The session provided several safety best practice opportunities in the use of pavement markings and camera based safety dispatch systems (Hero Units) across the state. Our international guests were impressed with the state's willingness to seek out and deploy a variety of innovative safety measures to ensure the safety of the motoring public in Georgia and will be implementing a similar strategy soon.

Again, I want to extend a huge thanks to the **staff of the TMC** for being such gracious hosts and I am so grateful to work with such a world-class organization like the men and women of GDOT.  
Very Best,

Charles A. Clendenen  
Government Transportation  
Safety Specialist, 3M Traffic Safety  
Systems Division

Hi, I am so impressed with the capabilities of the HERO UNIT. I had no idea they were anything more than an assist for disabled vehicles and accident victims. Reading [in the summer issue] about all the other equipment and training involved is very comforting. It feels like the safety of the citizens of Georgia is a priority of the DOT. Thank you for that article.

B. Bryman

We have been traveling through Georgia to and from Florida via Route 95 for several years and the highway has been under major construction. This time through the construction was finally completed and the road was in terrific shape. The widening really helped as we had no traffic slowdowns at all. So thanks for all your work!

D. Denison

I would like to express my sincere appreciation for the crew that came out and cleared the R/W drainage easement and storm drain at Villa Rica Hwy (SR 61) and Baldwin Drive (Baldwin Hills Subdivision) the week of July 22, 2012. They did a fantastic job. They removed the trash, pine needles and overgrown vegetation that was clogging the storm drain and drainage easement and layed down a mat of hay. I was elated when I drove into my subdivision. I have not seen that drainage easement look that good in a very long time. Thanks for a Job Well Done and a job done so quickly. Thanks again.

K. Smith

*Editor's note: The work was performed by the Paulding County Routine Maintenance Crew with assistance of the GDOT District 6, Area 5 Area Wide Crew. GDOT crew members are: **Jonathan Duke, James Ketcham, Justin Vaughn, Richard Wade, Steve Presley, Chris Yates.***

This comment is for Marco who represents the State Farm Insurance H.E.R.O department. I was stranded on I-75/85N right by the airport after I had run out of gas on 7/5/2012 on a hot summer day. My insurance company could not aide me because I had no money to pay them for road side gas service. But Mr. Marco quickly came to my aide without question and provided me enough FREE gas to drive to my bank and deposit my check so that I could stop by a gas station and fill my tank. In this economic recession to know that there are real Super Heroes such as Mr. Marco is comforting...He REALLY MADE MY DAY!!!

A. Adadey

*Editor's note: the HERO referenced is **Marco Neal***

Dear Gina,  
We wanted to send you a quick note of thanks for returning our son's stuffed animal last week. He has been very attached to his "doggy" since he was a baby. We got home Sunday night, and the dog was in the stack of held mail delivered on Monday. Thank you very much for making sure it was returned. Sincerely,

The Woodfins "especially Evan"

*Editor's Note: **Cissy McNure** (D2) forwarded this thank you and provided background information. The stuffed animal was left at the I-20 eastbound Morgan County Rest Area. **Gina Sheppard**, Highway Maintenance Management Clerk received a call from the dad asking if we could locate the dog, which he thought might be in the parking area. Gina contacted **Steve Cannon**, District Roadside Enhancement Coordinator and **Tifton Lamb**, Assistant District Roadside Enhancement Coordinator, who contacted our janitorial contract workers for the rest area. The janitorial staff found the lost dog. The dad asked that Gina mail the dog, as it would be a 3-hour trip to go back for it.*

I want to thank HERO truck driver #588 for his assistance in getting me going. He put safety first. He got me to a safe location while in the medium on I-75 south where my car stalled. He stopped traffic and pushed me and my vehicle to the right side of the highway. He was courteous, compassionate and helpful and went the extra mile to find out what was wrong with my vehicle, to find that he could fix it and I was on my way. Thanks a lot for your help. Thank you.

*Editor's note: the HERO referenced is **Hadley Brown***

People are quick to complain, but I want to take a moment to say thank you for the road resurfacing on GA 400 from GA 306 to GA 53. My wife and I travel this road often and it is so nice now that we can actually have a conversation while driving to and from Cumming to our home off of GA 53. Please extend our thanks to all that participated in this improvement.

P. Haffner

HERO Unit 577 changed my tire on the shoulder of 17th street exit during morning rush hour Oct 31. The team was timely and professional. I cannot thank them enough for their service. Thank you, S. Morris

*Editor's note: the HERO referenced is **Michael Basemore***

State Transportation Board Vice Chairman **Jay Shaw** shared this email from a citizen

I am writing to tell you about a GREAT experience I had with GDOT. My wife and I were driving to Atlanta when all of the sudden my back right tire...well... exploded! I could only get over in the far left emergency lane as there were too many lanes and too many cars to get over to the right. I had no idea what to do. It would be impossible to change a tire in the left lane! I called 911 and they connected me to 511 and soon - and I mean soon - a HERO truck showed up. He stopped traffic so I could get over and then pulled in behind me. Up walked Andy...jack and tire tool in hand...he changed my tire and even noticed that my spare didn't have enough air! So he fixed that as well. I offered him a little tip for his GREAT help...he refused!!! I tried all sorts of ways to get him to take the tip but he would not. Kept saying it was his job! WOW we need more Andys! Please pass this on to the folks at GA DOT or anyone else for that matter. What a great service!

*Editor's note: the HERO referenced is **Andy Childs***

**Please share your letters and emails with CONNECTOR. Email [erothman@dot.ga.gov](mailto:erothman@dot.ga.gov).**

## Above & Beyond: Customer Service Award

By **Julette Carter**



(Left to Right) Front Row: Alex Jenkins, Ruby McCall, James Thornton, Kevin Herrin. Back Row: Darrell Henderson, Mark Bennett, James Spradley, James Wallace

There were issues when temporary employees were required to get their Commercial Driver's License (CDL) as a condition of employment. Most had no experience with heavy equipment and, as a result, were failing the driving portion of the exam. Ken Kelley, a third-party tester for Districts 4 and 5 recommended Darrell Henderson from D5 Asphalt to help train employees on the equipment before they re-took the exam. Darrell traveled to Tifton to review the testing set up to ensure that training covered all aspects of the test. He and Mark Bennett put together a training team. When Darrell had to step down due to other priorities, James Spradley took the lead. In preparation for the exam, employees practiced on dump trucks and lowboys for pre-trip inspection, driving skills, parallel parking and straight-line backing. Over a six-month period, 16 employees passed their CDL exams after going through the training program.

**The District 5 CDL Training Team** demonstrates Georgia DOT's customer service commitments. They were courteous by showing respect and being professional; helpful by taking the time to train employees and to answer questions; accessible by maintaining their job duties and making themselves available to trainees; responsive by making employees aware of the training and implementing the program immediately; and knowledgeable, sharing their experience with the trainees. With their help, employees received their CDLs within the required time frame to keep their jobs.

Vicki Thornton, District Training Officer and Melvin Johnson, Assistant Area Engineer in Maintenance nominated the D5 CDL Training Team for the **Commissioner's Commendation for Excellence in Customer Service**. They say: *These Asphalt employees went above and beyond to take on the role as instructors. Team members worked well with each other and were committed to providing quality customer service. They practiced teamwork and displayed a high standard of work ethic and commitment to their jobs and colleagues.*

**Recognize someone doing something exceptional!** The Commissioner's Commendation for Excellence in Customer Service recognizes Georgia DOT employees or teams who consistently perform at a high level or go "above and beyond" in providing customer service to internal or external customers. **To submit a nomination, contact Customer Service Manager Julie Carter at 404.631.1835 or [jucarter@dot.ga.gov](mailto:jucarter@dot.ga.gov).**

### Commissioner's Commendation Winners

June 2012

**Loren Bartlett**, Project Manager, Office of Innovative Program Delivery  
**Willie Joe Carson**, Equipment Operator 3,  
**Jaime Collazo**, Ecologist, Office of Environmental Services  
**Commercial Drivers License (CDL) Training Team**, District 5  
**Jill Goldberg**, Deputy Press Secretary, Office of Communications  
**David Hedeem**, Ecologist, Office of Environmental Services  
**Tonia Hinton**, Contract & Pay Coordinator, Office of Utilities  
**Mandy VanHouten**, Support Assistant, District 3

September 2012

**Lisa Dover**, Clerk II, Safety Office, District 3  
**Sara Gale**, Archaeologist, Office of Environmental Services  
**Meghan Hedeem**, Ecology Team Leader, Office of Environmental Services  
**April Meeker**, Accounting Clerk 2, Dist.4  
**Alesia Norman**, Accountant Paraprofessional, District 4  
**Sam Pugh**, Transportation Planner Associate, Office of Environmental Services  
**Sharman Southall**, Historian, Office of Environmental Services  
**Edward Temple**, Assistant Area Engineer, Maintenance, District 3  
**Latania Webster**, Cost Accounting Specialist

"...the work here is still fun."

## Paul Liles: Still Thriving at GDOT

By **Carla Murphy**

**W**hen **Paul Liles, Jr.** began his engineering career at the State Highway Department, the average cost of a gallon of gasoline was 36 cents. Jimmy Carter was elected governor. And Georgia's four major interstate highways – I-20, I-75, I-85, and I-95 – were not yet completed. That was 1970.

Forty-three years later, the State Highway Department is now the Georgia Department of Transportation. Average gas prices are above \$3. Georgia's highway and state route systems have expanded to accommodate more than 9 million residents and millions of others who use it every year. And Liles continues to serve the Department and the people of Georgia.

With a career and institutional knowledge that span four decades, Liles is in an enviable position – as dedicated to his job today as he was when he entered a two-year training program at what is now the Office of Materials. From there, he has held more than a half dozen positions. "I came to GDOT during a time when you would go from office to office – OMR, Urban Design, Bridge Design and Planning – to get a sense of where you wanted to work permanently," he says. "You really didn't have a home. You would float from office to office."

For more than 30 years, home has been in Bridge Design (in the Engineering Division), where Liles is the assistant

division director. There, he leads with the same passion and enthusiasm for the job that was shared with him over the course of his career. His fondest memories are rooted in "the work" – how over the years "you just did what was necessary to get things done."

"I remember under Mr. [Tom] Moreland, when we were working to open the interstates, the completion date for those interstates never changed," he recalls. "Mr. Moreland would say, 'Once you get plans done, get earthwork done. Get bridges in.' And then you would move to the next thing and phase in some of the work until you got everything done. But the opening date didn't change. Within one week, we cut ribbons at the openings for four major interstates completed across the entire state."

He similarly recalls major projects with significant impact to metro Atlanta's reputation as the Southeast's transportation hub, including the relocation of the interstate highway and several bridges that led into Hartsfield Atlanta International Airport, as well as the reconstruction of the entire Downtown Connector under our "Freeing the Freeways" Project. "That was huge," he says now.

Other major projects included reducing the number of load-posted state route bridges from about 400 to fewer than 10," he adds, noting that the timber piles were replaced with steel or concrete.

He also is proud of the Talmadge Memorial Bridge in Brunswick and the Sidney Lanier Bridge in Savannah, two cable-stayed bridges built during his time at GDOT.

And then there were the floods of 1994 (in Central and Southwest Georgia), perhaps one of the most challenging times of his career. "After the floods in Albany and Macon, we replaced 47 bridges in six months. And we were able to do it all using federal emergency funds." That, he remembers, was another major accomplishment for the Department, considering the devastation caused by the severe storm.

A longtime Georgia resident (he was born in Washington D.C.), Liles grew up in a military family. His father was a commissioned officer in the U. S. Army, as was he during a two-year break from GDOT in the 1970s. He spent his college years at Georgia Tech, receiving a degree in civil engineering. And upon graduation, he made his way to GDOT, where he has worked under the leadership of a dozen commissioners.

"I can say that the work here is still fun," he says today in response to a question about retirement. "I have enjoyed the people I have met and had the opportunity to work with. I still enjoy it here – doing the work and remembering the projects you've worked on. It's neat."

# CONNECTOR

## SHORTS



Gerald Ross and Board Member Robert L. Brown, Jr.

**No one wears a bow-tie quite as well.** Chief Engineer **Gerald Ross**, who retired Jan. 1, was widely respected and admired. The STB and Department staff honored Ross with a resolution for his 30 years of outstanding service, which—in addition to chief engineer—included director of

Public Private Partnerships (P3), deputy commissioner, and interim commissioner.

**Help improve GDOT.** The **Employee Advocacy Team** wants your suggestions, comments and questions! Boxes are located at the District/Satellite Offices and at One Georgia Center. Mail: GDOT Employee Advocacy, 600 W. Peachtree St., 18th floor, Atlanta, GA 30308. Or email: [EmployeeAdvocacy@dot.ga.gov](mailto:EmployeeAdvocacy@dot.ga.gov). Note: email submissions are not anonymous.

A fun twist on a serious issue:

**Moustaches raise awareness for men's health.**

**D1 Traffic Ops** encourages men to get annual physical exams. To call attention to the importance of annual **prostate screenings**, more than 20 of them grew moustaches to help

spread the word about prostate cancer - the most common non-skin cancer in America. **Prostate cancer will affect one in six men in their lifetime.** If detected and treated early, there is a 95 percent success rate. It is recommended that men begin annual screening at age 50 (age 40 if there is a family history). Be sure to ask your doctor.

### License/Certification Course Fee Reimbursements

Do you know that fees you pay for license or certification refresher courses are eligible for **up to \$1,000 reimbursement?** This applies to refresher courses taken since July 1, 2011 and as long as federal funds are available. For information, visit [mygdot](http://mygdot) - click TRAINING; then click PROFESSIONAL LICENSE in right column.

### GDOT's Heath wins Georgia Half Marathon

Well done, Andrew Heath - winner of the March Georgia Half Marathon! His time of 1 hour, 9 minutes, 55 seconds was well over a minute faster than the second place runner, who finished at 1:11:11. There were 8,742 participants in the 13.1 mile event. Heath is an urban planning engineer 4 and East Georgia branch chief.

## Commissioner's Shape-Up Challenge

# GDOT employees resolve to shape-up.

Over 225 people at GDOT office locations across the state participated in Georgia DOT's **Shape-Up Challenge**, a voluntary three-month program that wrapped up on March 31. Thirteen groups—with names like **Road Trackers, Goal Busters, and Bridge to Health Highway**—participated in activities ranging from increased walking to aerobic workouts, and from strength training to recipe sharing. Goals included losing weight, stress reduction, lowering cholesterol and blood pressure, and improving overall fitness. Winners will be announced during **State Employee Recognition Week (SERW), which begins May 6.**

A Shape-Up Challenge kickoff event was held in January at OGC with 200 in attendance. Between sampling the Collard Green Ice Supreme ("different," "cold and savory," "like a sorbet") and the Veggie Cake ("moist," "delicious," "cake with cabbage and carrots"), participants enjoyed yoga and Zumba demos, and received healthy lifestyle tips.

"The focus of GDOT's Shape-Up Challenge is for folks to be more conscious of living a healthier lifestyle," said Commissioner Keith Golden. "Hopefully, even when the formal wellness program ends, some of the healthy habits will remain."



## Plugging the (tacit) knowledge drain.

By **Liz Rothman**

**T**he last quarter of 2012 saw 70 employees retire from GDOT. That's a whole lot of knowledge out the door. To address this brain drain, GDOT is developing a **knowledge management (KM)** program to capture, document and share vital information.

### It's the tacit knowledge.

The aim is to capture tacit knowledge - the information acquired by experience. Not the explicit knowledge, which can be learned from a training course or how-to manual.

"Tacit knowledge is the stuff you know, but don't necessarily know that you know - and you don't realize how valuable that knowledge is to others," explains Deputy Human Resources Director Rick Smith. "It's not how to operate the machine. It's more like how to tell the health of the machine from its hum."

**Some people are indispensable. KM ensures that no one is irreplaceable.**

### Capture - Document - Share

While working to formalize a KM program, GDOT increasingly captures, documents and shares tacit knowledge through a variety of methods. District 2 uses cross-training and shadowing; D7 uses cross-training and job sharing; D3 conducts its own "lunch and learns;" Utilities created a "Guideline Manual" for subsurface engineer positions; and succession planning and knowledge profile interviews are used throughout the Department. A SharePoint site is being developed to provide accessibility to the collected knowledge.

**Community of Practice (CoP)**—a group of people with common interests who share their tacit knowledge among members—is also seeing increased use. Among its members, a CoP shares tips and tricks, lessons learned and problems solved.

"CoPs lead to stronger group level knowledge and less dependence on a single person. Members openly discuss and brainstorm, which helps colleagues strengthen their job skills," says Georgia Tech researcher Eric Boyer, PhD. "For example, one person can share the best way to handle a situation based on his experiences, which may enable another person to avoid mistakes and 're-inventing the wheel.'"

### COMMUNITIES OF PRACTICE AT GDOT

- GIS (Geographic Information System)
- Practical Design Training
- Environmental Procedures
- RAID (Roundabouts and Alternative Intersection Designs)
- Innovative Program Delivery

KM can increase innovation and productivity, and improve relationships and job performance. Through KM, knowledge isn't lost when someone goes on vacation, gets sick, or leaves the Department. And it can result in substantial savings to the bottom line.

For information on knowledge management, starting a Community of Practice or joining an existing one, contact **Rick Smith** at **404.651.6509** or [rsmith@dot.ga.gov](mailto:rsmith@dot.ga.gov).

# Congrats To All!

## Retirees

(July 1, 2012 – January 1, 2013)

Robert Michael Adams  
Sharlene A. Adams  
Jason B. Andrews  
Henry Grady Askew  
Irene A. Belinfante  
Wayne James Blackmon  
Billy Lenual Blocker  
Nancy L. Bolen  
Falisa S. Bradford  
Nicky Lee Brinkley  
Gregory B. Britton  
Barbara Francis Brown  
June E. Brown  
Floyd R. Burch  
Leonard Burch  
Lennon Carswell  
Carla T. Cheeks  
Timothy S. Christian  
Roy Franklin Clark  
Leslie H. Collins Jr.  
Larry J. Cooper  
Lawrence A. Copelan Jr.  
Kenneth D. Crabtree Jr.  
R. Joyce Cravey  
Patricia Ann Davis  
Ruth A. Diggs  
Pamela G. Digsby  
Anthony S. Ferguson  
Ralph A. Ferguson  
Ricky Fort  
George O. Franklin III  
Marlene Garrard  
Jerry M. German  
Raymond A. Gordon  
Angela Jane Griffin  
Margaret Mary Griffin  
Terry Louis Guffey  
Roger G. Hardenbrook  
Bobby Warren Hardinger  
Mary E. Harris  
Marshall Haynes  
Gideon Henley Jr.  
Michael E. Henry  
Willie C. Holley  
John Willie Howard  
Joseph G. Jabaley  
James Croley Jackson  
Victor E. James  
Alex Johnson  
Larry Johnson  
Linton V. Johnson  
Wellmer Don Kelley  
Kenneth Noel Kelly  
Richard V. Kinard Jr.  
Richard L. Knight  
Tammie B. Land  
Daniel Laughlin  
Alva K. Ledford  
Clarence Lowe Jr.  
Robert W. Mahoney  
Michael D. McDonald  
Izell McGruder Jr.  
Bobby Gene McKissick Jr.  
David B. Millen  
Vincent L. Mims  
Harold D. Mitchell Jr.  
Harry D. Morris  
Albert M. Mulkey  
Billy Arnie Nelms  
Doris Clarke Osby  
David W. Owens  
Salahuddin Pirzad  
Karen L. Quarles  
Jerry Ranew  
Lydia Rawls  
Willie B. Reid  
Susan T. Reynolds  
Diane R. Riccione  
Robby B. Roberson  
Gerald M. Ross  
Richard E. Sawyer  
Dennis Steven Schreiber  
Billy D. Scrape

Thomas E. Scruggs  
Gloria J. Shaw  
Patsy Lee Shelley  
Smith Shorter Jr.  
Raymond Simmons  
Russell L. Smith  
William D. Snooks  
Annette Henderson  
Stewart

Roy Columbus Stewart  
Mitchell Neal Stone  
Robert E. Talley  
John W. Tench  
Billy R. Terry  
Creighton E. Toole Jr.  
Gayla E. Trice  
Jeanie Everett Wheeler  
Danna H. Whisnant  
Jeff Lamont Wilkes  
Jan H. Williams  
Johnny Robert Williams  
Richard D. Williams  
Roy D. Williams  
Harrison B. Winkler Jr.  
David D. Zoeckler

## Service Anniversaries

(August 1, 2012 – January 30, 2013)

### 33 YEARS

Carolyn K. Echols  
Dewey P. Mowatt

### 32 YEARS

Ralph C. Allen  
Dennis F. Carter  
Richard L. Crowley  
Robert W. Dickens  
Cynthia M. Marshall  
Hattie E. McClure  
Mary A. Mitchell  
Eugenia B. Phillips  
Robert L. Turner

### 31 YEARS

Sandra M. Cobb  
Virginia Carol Cochran  
Dimas Hall  
Stanley Hill  
J. Scott Kordys  
Tammi S. Mullen  
Joe G. Odom Jr.

### 30 YEARS

Sidney M. Blackston  
Henry Grady Jones  
Keith J. Ledford  
Alfred Brown Mitchell Jr.  
John A. Poindexter  
Patrick Spellman  
Creighton E. Toole Jr.

### 25 YEARS

Crystal Jewel Albright  
Kerry D. Bonner  
John W. Bowers  
Robert Dale Chappell  
Ruby C. Deal  
Larry E. Doss  
Donald Keith Edge  
Henry Edwards Jr.  
Kevin M. Ellis  
Venita L. Epps  
Lister Leon Franklin  
John David Graham  
Donald G. Jackson  
Emanuel Jackson  
Angela Woodliff Jones  
Earl Jones  
Karen C.B. Mims  
Johnny Allen Muns  
Eric K. Murray  
Charlene S. Nelson  
Padgett F. Odum  
Timothy M. Railey

William T. Ray  
Marcus Rolling  
Donna W. Stinson  
Thomas B. Stokes  
Keith E. Waldron  
Jack Gregory Walker  
Douglas Lee Wallace

### 20 YEARS

Thomas L. Allen  
Michael H. Anderson  
Boyd B. Ashworth  
Darrell Keith Baldwin Sr.  
William Earnest Bass  
Alvin Jerome Bennett  
Laurie Bennett  
Willie J. Carson  
Ryan K. Champion  
Frank Childs Jr.  
Willie Fred Clay  
Lee R. Cooper  
Pietro Despirt  
Jose Andres Elicier  
Walter Freeman  
Kathy Regina Golden  
Carrie Battle Hart  
Charles Derek Hartmeyer  
Donald Lee Hawkins  
Billie S. Heard  
Edward Ralph Heath  
Robert L. Hickman Jr.  
Otis L. Hicks  
Robert D. Hodge  
Steve Cecil Hubbard  
Robert Hudson  
David Edward Jackson  
Christopher J. Jordan  
Michael W. Long  
Stephen A. Malcolm  
Willie Clyde Mathis  
Johnny B. Mays  
David Christopher Medlock  
Johnny Arroyo Moss  
William Ralph Murphy Jr.  
Cynthia Yvonne Phillips  
Michael Todd Pilkinton  
William K. Poole  
William S. Pridgen  
Tammy Jayne Raypush  
Bobby Gene Renfroe  
Walter Larry Rhett  
Danny Michael Roberson II  
Rufus Sealey  
Jerome Smith  
Timothy Smith  
Doris R. Swann  
William Ritchie Swindell  
Mike J. Thompson  
Alphonso Travet  
Glenda F. Waters  
Craig Steven Wiley  
Andre Bernard Williams  
Ricky Antonial Wright

### 10 YEARS

Archie Warren Adams  
John L. Alexander  
Lawrence Irven Alford  
Aaron Dean Allen  
Henry Grady Askew  
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Thank you **Cheryl Legall-Moore/Human Resources** for providing this information.

# Then & Now in Georgia Transportation

The **Dixie Highway System**—the predecessor to the state highway system—was an important early network of roadways extending from Michigan to Florida. It was built around 1914 to connect the Midwest and the Southern states. Early twentieth century travelers heading to Florida often traveled the Dixie Highway through Georgia. Interstate-75 replaced Dixie Highway as the main north-south thoroughfare.



**Then:** The Dixie Highway (circa 1915) in the city of Fitzgerald (Ben Hill County).

Photo source: *Vanishing Georgia*, Georgia Division of Archives and History

## The Dixie Highway in Georgia: Statewide Context Study

Georgia DOT and New South Associates, a cultural resources management firm, are consulting on a statewide context study of the historic Dixie Highway. The study includes archival research into the history of the highway; how towns and communities influenced its route; mapping routes to a Geographic Information System (GIS), and public outreach.

Visit The Dixie Highway in Georgia Facebook page at [www.facebook.com/pages/The-Dixie-Highway.../350040005075562](https://www.facebook.com/pages/The-Dixie-Highway.../350040005075562). Contact Madeline L. White at 404-631-1421 or [madwhite@dot.ga.gov](mailto:madwhite@dot.ga.gov).

**Now:** This 2012 photo of I-75 shows a location just north of Windy Hill Road in Cobb County.

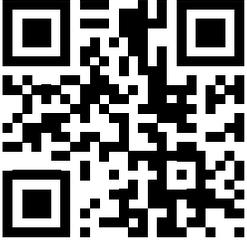
Photo source: Cedric Mohr Photography



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