

The Connector

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SC DEPARTMENT OF TRANSPORTATION

WINTER 2007

SCDOT leadership changes

Mabry retires, Chapman named acting director

By Pete Poore

A significant change in leadership took place at the December 2006 SCDOT Commission meeting on the 19th of that month. Commission Chairman Tee Hooper announced that the Commission had accepted Elizabeth S. Mabry's offer to retire on December 31, 2006, thereby stepping down as SCDOT's Executive Director.

The Commission also announced that State Highway Engineer Tony Chapman had been appointed as Acting Director of the agency effective immediately, in addition to his normal duties.

When Mabry retired on December 31, she concluded a 23-year career at SCDOT. Prior to being appointed Executive Director in 1997, she served as the agency's legal counsel.

The Commission did not appoint a stranger to direct SCDOT's day-to-day operations for the time being. Chapman has served for more than 30 years in a number of positions at SCDOT.

He was appointed State Highway Engineer in 2005, after serving as the Deputy State Highway Engineer since 2001. Prior to that position, Chapman worked his way up through the ranks as Director of Maintenance, District Engineering Administrator for District 1. He also held the positions of Resident Construction Engineer, Resident Maintenance Engineer and Project Engineer, after beginning his SCDOT career as a summer employee in 1975.

Chapman is a graduate of Mid-Carolina High School in Newberry County. He earned a Bachelor of Science degree in Civil Engineering from the University of South Carolina in 1976. He is Registered Professional Engineer in the state of South Carolina.



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Tony Chapman has been named Acting Executive Director. Chapman, the State Highway Engineer, now serves in both capacities at SCDOT.

A retrospective of Elizabeth S. Mabry and her career at SCDOT is on page 3.

Overall results of employee survey favorable

By Mary Gail Monts-Chamblee

The SCDOT Employee Survey was administered in September 2006. It consisted of 63 questions, grouped into 23 dimensions of employment.

The survey was offered to all employees in a structured administration and nearly 3,900 responses were received. The University of South Carolina and the State Office of Human Resources analyzed the results of the survey, and these were released to Human Resources in January.

The overall results of the Employee Survey were favorable. On balance, employees generally had a positive view of their work situation. There was no significant variation by work location, length of employment, or gender. Overall scores were higher than neutral on 21 of the 23 dimensions.

Strongly positive responses were received on questions relating to the mission and direction of the Agency and regarding employees' co-workers. There were solid positive scores on issues related to recognition, overall job satisfaction,

help with one's job from supervisors, job design, and the support received by employees (i.e., having the tools to do the job).

Less favorable responses dealt with employees' perception of fairness and human resources policies and practices, not being rewarded for innovation, and inconsistent application of policies and procedures.

Focus group meetings will be held in each District and in Headquarters in order to obtain more information concerning the responses.

A copy of the survey results has also been placed on the Human Resources intranet website. All employees are encouraged to review the results. Supervisors have also been asked to provide this information to employees who do not have access to e-mail and to provide them with a copy of the results upon their request.

We appreciate your taking the time to complete the survey. Employees' thoughts and concerns are important to us. Management will be reviewing the results of the survey and the focus group meetings.

SCDOT

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Human Resources polled SCDOT employees with an opinion survey in September 2006.

Employees can see complete results by visiting the Human Resources page on the SCDOT intranet at: <http://iwww.dot.state.sc.us/humanresources/default.htm>

DIRECTIONS

**By Tony Chapman
Acting Executive Director**

The recent retirement of Elizabeth Mabry signals the beginning of change in leadership for SCDOT. The exact nature and extent of these changes are not yet known, but most things will not change for our agency. Our mission remains the same, which is to provide and maintain a safe and efficient transportation system, which includes mass transit, for the state of South Carolina.

We must put distractions aside and focus on our mission, which is demanding especially in these times of limited funding. I am very optimistic about our future because our professional, hard-working

employees, who do their very best every day, ensure our success.

Our offices may close in the evening, but the 42,000 miles of roads and bridges in the state transportation system are open and used 24 hours a day, seven days a week. SCDOT employees work hard during normal working hours, but employees also work almost every hour, every day, assuring that our transportation is maintained and constructed with as little disruption to the public as possible. As emergencies occur around the state, SCDOT employees are always responsive.

Over the past several months, as I have provided testimony and information about SCDOT to the General Assembly, one comment that I have heard constantly is that everyone knows and appreciates the

work that SCDOT employees do for the state.

I've had the good fortune to be an SCDOT employee throughout my entire career, and I've seen first hand the dedication, the willingness to go above and beyond the call of duty, and the quality of work performed by present and former employees of SCDOT. This aspect of SCDOT's public service has not wavered in the 31 years that I've been a part of this agency.

I know your dedication to the citizens of South Carolina will not diminish. The leadership at SCDOT may change, but there is work that still needs to be done. We still have our jobs to do, and the people of South Carolina depend on us more than they will ever realize.

I depend on each and every one of you, and I want to take this opportunity to thank you for a tremendous job that you do every day. You ARE SCDOT.



Tony Chapman



Thad Brunson
SCDOT Engineering District 1



Phillip Brooks
SCDOT Engineering District 2



Steve Gwinn
SCDOT Engineering District 3



Stan Bland
SCDOT Engineering District 4



Dennis Townsend
SCDOT Engineering District 5



Robert Clark
SCDOT Engineering District 6

District Engineering Administrators

The South Carolina Department of Transportation's District Engineering Administrators (DEA) manage the construction and maintenance work on the state's roads and bridges in their respective districts. Each DEA supervises the Resident Maintenance and Resident Construction Engineers in their district's counties.

The following is a listing of all the District Engineering Administrators's counties and phone numbers:

District 1 DEA Thad Brunson
Aiken, Kershaw, Lee, Lexington, Richland and Sumter counties. Phone: 803-737-6660

District 2 DEA Phillip Brooks
Abbeville, Edgefield, Greenwood, Laurens, McCormick, Newberry and Saluda counties. Phone: 864-227-6971

District 3 DEA Steve Gwinn
Anderson, Greenville, Oconee, Pickens and Spartanburg counties. Phone: 864-241-1010

District 4 DEA Stan Bland
Cherokee, Chester, Chesterfield, Fairfield, Lancaster, Union and York counties. Phone: 803-377-4155

District 5 DEA Dennis Townsend
Darlington, Dillon, Florence, Georgetown, Horry, Marion, Marlboro and Williamsburg counties. Phone: 843-661-4710

District 6 DEA Robert Clark
Beaufort, Berkeley, Charleston, Colleton, Dorchester and Jasper counties. Phone: 843-740-1665

District 7 DEA Jo Ann Woodrum
Allendale, Bamberg, Barnwell, Calhoun, Clarendon, Hampton and Orangeburg counties. Phone: 803-531-6850



Jo Ann Woodrum
SCDOT Engineering District 7

The Connector

Winner of awards from S.C. Division, Public Relations Society of America; Carolinas Association of Business Communicators; S.C. Press Association and AASHTO.

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Tony Chapman is Acting Executive Director of the S.C. Department of Transportation.



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Elizabeth S. Mabry

Retired Executive Director discusses her SCDOT career

By Pete Poore

When Elizabeth Mabry looks back on her years at SCDOT, including the last ten years as Executive Director, she can point to many accomplishments that would be recognizable to the public; the Ravenel Bridge in Charleston, the Carolina Bays Parkway and the completion of the Conway Bypass in Horry County, many interstate improvements all across the state and the "27 in 7" program that brought hundreds of projects to completion long before they would have been started had not the program been in place. In addition, Mabry played a major role in the organization of the State Infrastructure Bank following its creation by the state legislature.

However, Mabry rates more subtle accomplishments just as highly. "I'm just as proud that SCDOT is able to provide uniforms for Maintenance workers, as I am the big highway projects," said Mabry, referring to a program she was able to put in place during her time as Executive Director.

She also lists the studies that were conducted with a goal of raising salaries for Maintenance employees. "It was important for me to invest time in getting the salaries of our Maintenance people raised," said Mabry. "I believe my personal visits to the State Office of Human Resources to talk about these studies made them more willing to consider doing them," she added.

Mabry also counts the preservation of Sandy Island, the creation of the STTAR and STEP-21 leadership programs, the series of Women's Forums, the recognition given SCDOT employees by the Legislature for snow and ice removal during winter storms, the systems put in place for SCDOT's role in dealing with hurricanes and the advancements in computer technology agency-wide as being significant accomplishments.

Highway safety was also a top priority for Mabry. She pointed to the Intelligent Transportation Systems (ITS) that have been installed on South Carolina's interstate highways. She credits the series of traffic cameras, message boards and Emergency Responders who patrol the interstates as making major contributions to saving lives.

"You can do more with your dollars in technology than you can with construction," Mabry said. However, she noted that there is much more work still to be done. "It saddens me that the 27,000 miles of secondary roads in our state are not a safe

place to be," Mabry added.

Mabry pointed to the "27 in 7" program as being a project that was a major project throughout the length of her career as Executive Director. "We spent three years getting ready for it, and seven years seeing it through," said Mabry.

Beyond the projects built with concrete, asphalt and steel, Mabry stated that the people she came in contact with were the source of her job satisfaction. Mabry said, "I learned something from everyone I ever met; legislators, congressmen, Maintenance workers in the field, consultants, contractors, mayors, and of course my staff." "I had a great staff at DOT, and behind great accomplishments is a great staff that got the job done," said Mabry.

When asked what motivated her to come to work each day, Mabry said, "I like to solve problems." "When I see something that needs to be done, I like to fix it." Mabry said bringing people together from different interests and background to focus on a problem or a project that could improve lives was what kept her going, and the most satisfying moments were when those efforts paid off.

Mabry said that one source of pride throughout her years as Executive Director was that there was always a vision. "We had a plan." "We knew what we were trying to accomplish each day," she said. "Accomplishing the vision meant that we had to go beyond traditional thinking, which sometimes worked, and sometimes it didn't, so we had to find new ways to get things done," Mabry added.

Mabry enjoyed making many visits to the field offices to meet the employees, and to learn about creative ways that were being used locally to solve problems. "It was a pleasure to meet young engineers who explained their innovative methods that were more efficient and cost-effective, and I was so glad that they were being allowed to try their new methods," said Mabry.

"Innovation" and "vision" are two words that are often used by those who commented on Mabry's tenure at SCDOT. SCDOT Commissioner Bobby T. Jones represents the 5th Congressional District. He said that Mabry dedicated her whole life to SCDOT. "I was impressed with the vision Ms. Mabry had for the Department." Jones added, "She spent as much time as possible in



PHOTOGRAPHS BY ROB THOMPSON/THE CONNECTOR

Mabry is enjoying spending more time with her family and friends. Photographs of her grandchildren are in the background.

the Districts to speak with as many employees as she could, so that he employees concerns and suggestions could be given honest consideration."

Jones said one of Mabry's top attributes was her ability to get work done despite funding limitations. "She did a masterful job of running the Department on a 20-year-old budget," said Jones. He added, "Ten years from now, South Carolina will realize what a masterful job she did as Executive Director."

Commissioner Marion Carnell represents the 3rd Congressional District. He pointed to the leadership Mabry provided to SCDOT during the last ten years, as the reason for the all that the agency had accomplished. "SCDOT's accomplishments could not have happened without our hard-working, dedicated workforce," said Carnell. "Those successes could not have been achieved without a tireless leader." "Elizabeth Mabry herself was a tireless, dedicated leader and role model," Carnell added. "She and all SCDOT employees were on duty an available at all times, day and night, no matter what the situation." "No one met the challenges faced by SCDOT over the last decade better than Elizabeth Mabry," said Carnell.

Bob Lee, South Carolina Administrator for the Federal Highway Administration, observed that SCDOT's successes under

Mabry's leadership are now being mimicked around the country.

"Picture a dynamic leader and innovative visionary and you'll see what I saw working side-by-side in partnership with Ms. Betty Mabry for the past nine years. Since 1997, she led the SCDOT family to national prominence in many professional disciplines including safety, environmental stewardship, leadership programs, quality construction and maintenance initiatives, and innovative contracting and financing just to name a few. Her true measure of success, however, is that so many her highly effective programs are now being emulated by other state DOTs across the country," said Lee.

SCDOT Acting Executive Director Tony Chapman said, "I have known Ms. Mabry for many years and in the past six years had the pleasure and opportunity to work with her on transportation related projects."

"She was my direct supervisor for the past two years. I have been blessed with having great supervisors over my career and Ms. Mabry was one of the very best. The trust, support, and confidence she showed in me allowed me to realize my potential and made my job enjoyable. Her trust, support, and confidence in all SCDOT employees have enabled our agency to become one of the top Department of Transportation in the nation."

Mabry said she has no regrets after completing her SCDOT career. She said that decisions that were made were based on "the best we could do at the time." Mabry said that if there is one regret, it would be missing the day-to-day contact with the SCDOT family, but that speaks to many employees on the phone.

What does life hold in store for Elizabeth Mabry after SCDOT? The Kingstree native noted that her health has improved since December, and that she hopes to "feel like my old self" by the summer. At that time, she hopes to get more involved in activities outside her home and family, which would include some consulting work in the transportation arena, but only on a part-time basis.

The former Executive Director is enjoying retirement, and the opportunity to "regain the balance" in her life with family and friends. A long time friend of Mabry's called her shortly after she began her retirement. Mabry said they had not been in contact very much for the past seven years. The day that the phone rang, Mabry heard a voice on the other end of the line say, "I want to hit the resume button." The two women talked and reconnected for a long time. Mabry described the conversation as "seven years melting away in a matter of minutes."

The former Executive Director said she's working on her next "vision" after SCDOT. Mabry said that everyone needs a vision, whether it's a business, a church group, a scout group or a family. "You have to know where you're going," said Mabry. Elizabeth Mabry may be moving on with her life, but she said she will always remember the people who were her SCDOT family.



Mabry's golden retriever, Cody, also enjoys the backyard garden.



Mabry is looking forward to spending more time in her garden. Here, she removes a few dead leaves from a loquat tree given to her by STEP-21 class members.



Mabry displays a part of her collection of animal statuary.

AMBER alert system helps capture criminals

By Bob Kudelka

As a traffic engineer, Dan Campbell never thought his job would involve helping catch criminals.

But that's what Campbell finds himself doing at different times throughout the year, usually at night or on weekends. As SCDOT's Intelligent Transportation Systems (ITS) Coordinator, Campbell directs the agency's critical role in notifying the public of AMBER Alerts through SCDOT's electronic message signs.

AMBER (America's Missing: Broadcast Emergency Response) Alerts are emergency messages broadcast when a law enforcement agency determines that a child has been abducted and is in imminent danger. The broadcasts include information about the child and the abductor, including physical descriptions as well as information about the abductor's vehicle, which could lead to the child's recovery.

The AMBER Alert program began in Texas in 1996 when Dallas-Fort Worth broadcasters teamed up with local police to develop an early warning system to help find abducted children, in memory of nine-year-old Amber Hagerman of Arlington, Texas who was abducted while riding her bicycle and later found murdered.

The program has spread nationally from four states in 2001 to all 50 last year, according to the US Department of Justice.

Campbell acknowledged he was at first skeptical of using the Department's message boards for criminal cases. After all, the main purpose is traffic management.

But that changed when Campbell attended his first AMBER Alert training, led by law enforcement giving detailed grim case histories of child abductions.

"After going to my first training, that made me want to do it - when you find out what happens to these kids," Campbell said.

What's more, using SCDOT's electronic message boards with AMBER Alerts has led to at least one confirmed capture due to a motorist seeing a sign and the suspect and calling 911.

"The fact that we definitely saved one child, that's worth doing it from now on," Campbell said.

The Department has 124 signs statewide used for Amber Alerts. This includes 70 portable signs and 54 permanent signs, said Liz Carpenter, Incident Response Management Coordinator.

Campbell said AMBER Alerts seem to come in bunches; they average eight to 10 a year. Usually, it's on a weekend or in the middle of the night, but Campbell and Carpenter said they don't mind coming to work to supervise the effort.

"We know we can make a difference, and we have made a difference," Campbell said.

Campbell is a member of the SC AMBER Alert Oversight Committee, which reviews the program regularly.



ROB THOMPSON/THE CONNECTOR

Dan Campbell says the AMBER alert system is activated eight to 10 times a year. Above, Campbell demonstrates a typical AMBER alert message on one of the portable message boards that can be placed on any of our highways. The sign alternates the above message with a 'Tune To Local Media' message.

He said one thing the Committee wants to avoid is using the program when it's not needed, which could make the public pay less attention to the messages. There are many missing person reports but only a small percentage are abductions.

For that reason, there are criteria that must be met for an AMBER Alert to be issued:

- The law enforcement agency believes that the child has been abducted (taken from their environment unlawfully, without authority of law, and without per-

mission from the child's parent or legal guardian).

- The child is 17 years old or younger, and the law enforcement agency believes the child is in immediate danger of serious bodily harm or death.

- The individual is 18 years old or older, and is believed to be at risk for immediate danger of serious bodily harm or death due to a proven physical or mental disability.

- All other possibilities for the victim's disappearance have been reasonably excluded.

- There is sufficient information available to disseminate to the public that could assist in locating the victim, suspect, or vehicle used in the abduction.

The State Law Enforcement Division (SLED) distributes AMBER Alerts to broadcast stations and SCDOT.

"The success of the Amber Alert program is a direct result of the partnership between the Department of Transportation, law enforcement and the media," said Glenda D. Booth, Amber Coordinator at SLED.

Fairfield County celebrates new exit on I-77

By Bob Kudelka

SCDOT and its partners held a dedication ceremony Dec. 8 for the new Interstate 77/Peach Road interchange in Fairfield County.

The new interchange, located at Exit 32, provides improved access to the county's industrial park and airport, Fairfield County officials said.

Speakers from SCDOT were Commissioners Bobby T. Jones, 5th Congressional District, and John N. Hardee, 2nd Congressional District.

Both Jones and Hardee thanked US Congressman John Spratt for spearheading the project. Spratt was in Washington and unable to attend the ceremony.

"In my heart, I know this is something I am proud of and the Department of Transportation is proud of," Jones said.

Hardee said: "This project's important, not only for Fairfield County but for all of South Carolina. It's an economic development interchange that will help provide new jobs for our people."

Robert Hopkins, District Director for Spratt, said the Congressman was pleased to know the project was completed.

"We think it's an ideal location," Hopkins said. "Growth is coming from Columbia, and this puts Fairfield County in a good position for new development and more jobs."

Fairfield County Council Chairman David Ferguson said the interchange would encourage new companies to locate at the industrial park as well as benefit existing ones.

"This is a godsend to us," Ferguson said. "This has been a longtime dream."

The new diamond interchange project includes 3.6 miles of roadway, and the reconstruction and improvement of a portion of Peach Road. The total cost was



PHOTOGRAPHS BY ROB THOMPSON/THE CONNECTOR
ABOVE: Dignitaries cut the ribbon opening the new Peach Road exit near Ridgeway. Local officials spoke about the new exit's importance to a nearby industrial park.

RIGHT: The new exit signs were erected immediately after the ribbon-cutting ceremony.

approximately \$8.2 million dollars.

SCDOT employees attending the opening included Robert Pratt, Mark Lester, Lindy Hallman, Cole Page, Stand Bland, John McCarter, Jeremiah Bradley, Juanita Abercrombie, Craig Rivers, Brandon Trout, Greg Williams, Keith Ward and Jamie Johnston.



SCDOT engineers beaming over new concrete girder test

By Bob Kudelka

With his pocket-sized digital camera, Merrill Zwanka zoomed in on cracks forming in front of him on a 60-foot-long concrete girder.

Zwanka, SCDOT's State Materials Engineer, and other engineers from SCDOT kept a close eye on how the girder was performing under stress during a test at USC's College of Engineering and Information Technology in Columbia.

The girder was made with a new type of concrete, called self-consolidating concrete, and a successful test would be a big step toward using the concrete in South Carolina.

"It pours like water but it's got the strength of full concrete," Zwanka said, explaining why the concrete mixture is different. "You get a nice, smooth project."

Because it can pour like water, self-consolidating concrete can fill the formwork and gaps in the reinforced steel. It does not need to be vibrated, a labor-intensive and

potentially dangerous step in setting forms. Less labor translates into a cost-savings.

"Suppliers are already calling and asking if they can use it," Zwanka said.

Bener Amado, SCDOT Bridge Project Engineer, said he hopes to use the concrete on a bridge project in Williamsburg County to be let in April.

"The real issue for us is durability," Amado said. "We plan to use these girders in concert with regular girders to ensure that the durability is the same or better."

"This is an innovation for South Carolina," Amado said.

SCDOT approached USC about developing the new mixture of concrete about four years ago.

Dimitris Rizos, Associate Professor of Structural Engineering at USC, Paul Ziehl, Assistant Professor of Civil and Environmental Engineering, and 20 graduate and undergraduate students, have been working on the self-consolidating concrete project.

"The toughest thing is to come up with the proper mix design," Rizos said. "Because this is a research project, we tried



USC Engineers monitor the 12-inch bend in the 59-foot concrete girder after 221,000 pounds of pressure is applied.



Milt Fletcher, left, talks with USC Engineer Dr. Paul Ziehl at one end of the girder where steel rebar is monitored.



Merrill Zwanka photographs the cracks in the girder. Steel reinforcement rebar through the bottom of the girder also add strength to the structure.

PHOTOGRAPHS BY ROB THOMPSON/THE CONNECTOR

a lot of different designs and ruled out a bunch of them."

The testing began in February and led up to the critical test on Feb. 21 that brought SCDOT engineers from the Office of Materials and Research, Bridge Design and other areas.

A hydraulic jack was used to increase the load from the rated amount of 32,000 pounds all the way to 221,000 pounds – a huge amount on a single point and much more weight than would ever be encountered on a bridge.

"We're going to take it all the way and see what the ultimate strength is," Rizos said.

The first cracks occurred at 171,000 pounds. Additional pressure was added. The girder bent but withstood the top amount of 221,000 pounds. Rizos couldn't help but crack a smile.

"We didn't see a catastrophic failure even at such a high load," Rizos said.

SCDOT engineers were also pleased. "That's what we wanted to see," Zwanka said.

Zwanka said there are additional tests to be done, including controlled tests in the lab on standard concrete.

"So far, it's looking good," Zwanka said.

Minority contractors learn how to do business with SCDOT



Participants in the 2007 Entrepreneurial Development Institute pose for a group photo with instructors and sponsors during the four-day conference in Columbia Jan. 30 - Feb. 2.



1 Near the conclusion of the conference, the participants were broken up into teams for an exercise in the 'Nuts and Bolts of Financial Management.' Above, Martha Monjo, left, and Curtis Smalls, center, hand out supplies to the teams.



2 Each team uses the supplies to construct a toolbox. But if they didn't follow the proper steps of good business practices, they were short supplies and tools, which is a costly mistake.



3 The winning team finished the task with a properly constructed toolbox, the least amount of money paid out in fines and a product that passed inspection.

Red Dress Day

SCDOT headquarters observed Feb. 2 as "Red Dress Day" to focus on heart disease in women. Heart disease is the number one cause of death of women in the United States.

Both men and women participated in the event which included a 'Lunch 'n' Learn' session on Healthy Hearts.

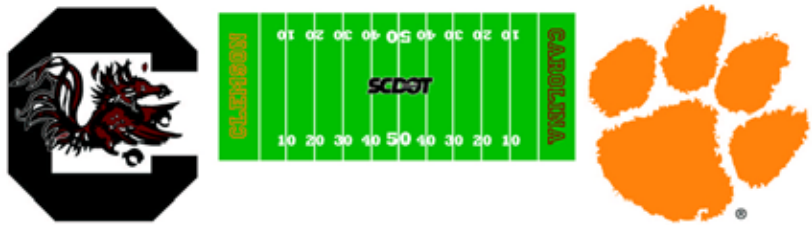
Employees participating in the event included, front row, from left: Cynthia Freeman, Jennifer Brown, Dale Thomas, Donna Price, Christine Wright, Karen Scott, Thelma Bush, Veronica Merriman, Chris Zeigler, Michelle Walker, Charlene Cornwell.

Back row, from left: Emma Broadwater, Brenda Spann-Wallace, C.J. Garling (student), Myron Singleton, Gloria Wilson, Aliza Bolton, Levaris Jacobs, Kimberly Murdaugh, Steven Perry, Gloria Thomas, Louise Haggerty, Gwen Goodwin, Margaret Liu and Sandra Castor.



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1st Down Food Drive



CODY CROUCH/THE CONNECTOR

Boxes were placed in SCDOT offices across the state with Carolina and Clemson logos to turn the annual football rivalry into something that benefitted the Harvest Hope Food Bank.



ROB THOMPSON/THE CONNECTOR

Mike Barbee, Tina Hembree, Shirley Johnson and Wanda Livingston count items in the boxes to see how each team 'scored.'

By Rob Thompson

The STTAR and STEP-21 classes sponsored a Thanksgiving food drive using the USC and Clemson football rivalry as a way to encourage employees to donate food to local charities over the holiday season.

The final score for the Nov. 25 football game was 31-28 with USC winning, but the food drive had a different result.

Employees donated 1,178 items for Clemson and 913 items for Carolina.

"The Thanksgiving Food Drive was a huge success," said Tina Hembree, who organized the event.

"The STTAR and STEP-21 classes would like to thank all SCDOT employees who gave food items in support of their teams this year. All items were donated to the Harvest Hope Food Bank and local charities around the state."



Planting and transplanting

A guide to planting seeds, transplanting outdoors

By Ernest Jones

The best day to plant or transplant is one that is overcast, but not windy, when temperatures are moderate.

If you want to plant on a sunny day, particularly in a warm climate or during the summer, do the planting in the morning when the sun will not be as hot and stressful for the young plants as it will

be closer to noon.

Do not plant when heavy rain is expected, or when the ground is still wet from earlier rains. If a late cold snap has made the weather harsher than is normal for the time of year, wait an extra week or two before setting out or seeding tender plants.

If you will be planting seedlings you raised indoors or bought from a garden center where they

were kept in a greenhouse, be sure they are "hardened-off" before planting.

Before seedlings started indoors can go to the garden, they must be gradually acclimated to the harsher conditions of the outdoor garden – a process known as hardening-off.

Hardening-off is important because seedlings damaged by cold (or heat in the case of seedlings started indoors in summer) will at best suffer growth setbacks. They may even be killed, and all your hard work will have gone to waste.

To harden-off seedlings, place them outdoors in a sheltered spot for a couple of hours the first day, then bring them back indoors. Each succeeding day, leave the plants outdoors for two to three hours longer than the day before. After seven to ten days, let the seedlings stay outdoors overnight.

By this time, the seedlings should be tough enough to survive outdoors, if bad weather strikes during the hardening-off period, leave the seedlings indoors or un-

der cover, and extend the process for several more days.

Late in the afternoon of the day before you expect to transplant, water the seedlings and the garden area where you will plant them.

Make the necessary drills and furrows if you are sowing seeds, or holes for plants. Space planting holes at the distance the plants will need when they reach their mature size.

Holes should be large enough to allow the plant to sit at the same depth at which it was growing in the container.

Exceptions must be made to this rule. If you are planting in warm climates where summer weather will be quite hot – or when transplanting seedlings that are spindly and elongated from lack of light – it is usually best to position these plants deeper than they were previously growing.

Remove the plant carefully from its container. If the plant does not slide out easily, tap the bottom and sides of the pot with the handle of a towel to loosen the soil.

Turn the pot over with one hand supporting the top of the root ball at the base of the stem with your other hand. Slip the plant out of the pot. Support the root ball underneath, and set the plant in the hole. If you are working with young seedlings, hold the plant gently by two upper leaves (not the stem) and provide support under the root ball with a spoon or your finger when transferring the plant from pot to garden.

Fill the hole with soil – firming it around the plant but not packing it hard. Water well. To settle the soil around the roots, fill the hole again, and water again. If you live where dry weather is likely, make a saucer-like depression in the soil around the base of the plant to capture and hold water around the roots.

If you are transplanting seedlings in peat pots, tear the sides of each pot to make it easy for roots to grow out into the garden soil. Be sure the rim of the pot is completely buried after planting, or it may act as a wick and draw the moisture from the walls of the pot in dry weather.

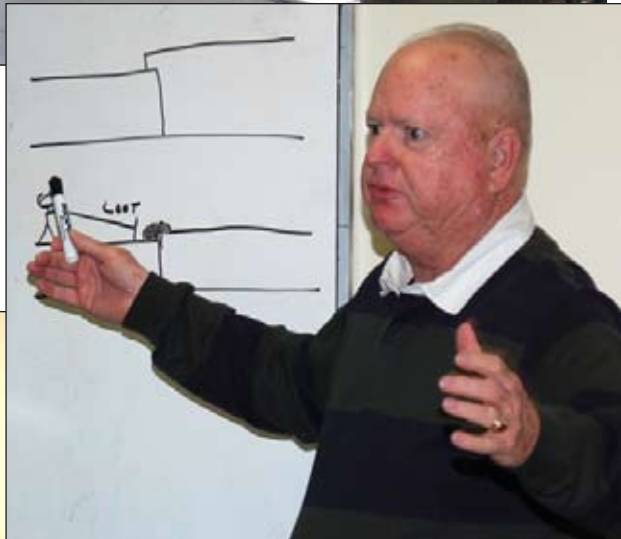
District Maintenance engineers meet quarterly to discuss policy, issues



Huley Shumpert and Peter Reinhart talk with Michael Black and Cal Murray before the meeting begins.

ABOVE and BELOW: Director of Maintenance Jim Feda discusses pavement preservation issues with SCDOT Engineers.

RIGHT: Bill Lee shows how joints in paving should be rolled.



District 2 Engineering Administrator Phillip Brooks discusses maintenance issues with Mark Dezurik and Dusty Turner.

PHOTOGRAPHS BY ROB THOMPSON/THE CONNECTOR

District Maintenance employees from across the state met Jan. 30 for their quarterly meeting on statewide maintenance issues and policy. The meeting began with a dis-

ussion on pavement preservation which included a presentation by representatives from Reclamite, an asphalt rejuvenator, and Joint-Bond, a longitudinal joint stablizer.

The engineers also discussed putting together a guardrail inspection program to manage the upkeep of the guardrails along South Carolina highways.

SCDOT unveils new GIS system in SC



ROB THOMPSON/THE CONNECTOR

ABOVE: SCDOT Archaeologist Wayne Roberts, center, shows off a few of the finds the SCDOT Environmental Office has found at various projects around the state to State Archaeologist Jonathan Leader, left, and U.S. Forest Service Archaeologist James Bates, right.



RIGHT: A close-up examination shows the detail of some artifacts found in South Carolina.

SCDOT Archaeologist Wayne Roberts spoke at the Dec. 8 quarterly meeting of the Council of South Carolina Professional Archaeologists. Roberts' presentation was on the new Geographic Information Systems project funded by SCDOT and the Federal Highway Administration. The project provides funding for the South Carolina Department of Archives and History and the South Carolina Institute of Archaeology and Anthropology to develop digital data bases for all historic sites and archaeological sites in South Carolina.

These data basis can then be accessed remotely by the SCDOT archaeologists, SCDOT Planners, SCDOT consultants, researchers at MPOs and COGs, and other researchers. Roberts added, "This will be a great planning tool and results in great time savings as well." Most of the funds come from a historic preservation enhancement grant from the FHWA. The Dec. 8 meeting was an "unveiling" of the project for the professional archaeologist in South Carolina.



Roberts, left, discusses his presentation with Council of South Carolina Professional Archaeologist President Eric Poplin, center, and SCDOT Archaeologist Chad Long.

Who is SCDOT?

SCDOT is a group of professionals working together to accomplish our agency's mission

One of the 'big rocks' in SCDOT's Strategic Plan is Employee Development.

Our employees are our biggest assets. We are not just a group of individuals; we are a team of people where our diversity not only makes us a stronger team, but an overall stronger agency.

Here are just a few offices and committees that are working to provide the best roads, bridges and mass transit in the nation.



LEGAL DIVISION

The Legal Division provides legal services for SCDOT and its partners. The Legal Division also handles the processing of Freedom of Information Act requests. The office includes six lawyers: Chief Counsel Linda McDonald and five Assistant Chief Counsels: Natalie Moore, Barbara Wessinger, Deborah Durden (who also serves as Legislative Liaison), Beach Brooker and Amanda Taylor. There are three paralegals on the support staff: Mary Bradford, Dana Ammer and Robin Coleman. Benjamin Byrd, SCDOT's Freedom of Information Act Officer (FOIA) Benjamin Byrd is also a member of the Legal Division.

The Legal Division provides legal representation and/or support and advice for all areas of SCDOT's business including but not limited to: construction, maintenance, mass transit, right of way, environmental, traffic engineering, utilities, outdoor advertising, procurement, personnel, information technology, oversize/overweight permits, State Transportation Infrastructure Bank, damage claims against the public, DBE matters, railroad matters, ethics issues and FOIA issues. The Division assists in preparing contracts, drafting and reviewing legislation, and Commission matters. The lawyers represent SCDOT before the Supreme Court, Court of Appeals, Circuit Courts, and Administrative Law Court.

WOMEN'S FORUM COMMITTEE

The Women's Forum Committee held a follow-up meeting in February to look at feedback and discuss last year's statewide meetings.

Last year's forums were successful with more than 800 SCDOT employee attending the training that focused on the financial, spiritual, emotional, physical and nutritional needs of women.

The meetings are held statewide every two years.



PHOTOGRAPHS BY ROB THOMPSON/THE CONNECTOR

OFFICE OF MATERIALS AND RESEARCH

The Office of Materials and Research (OMR) offers numerous engineering services to various units within the DOT as well as to contractors and consultants statewide. OMR is comprised of engineering offices and a central laboratory in Columbia and three satellite laboratories located in Charleston, Florence, and Greenville.

A primary OMR responsibility is testing of highway materials included in construction and maintenance projects statewide.

Other responsibilities in the materials area include inspection services for precast/prefabricated concrete and steel items, troubleshooting material issues, specification writing, the technician certification program, maintenance of material approval sheets and policies, forensic investigations, pavement evaluation, and pavement design.

The Research Unit at OMR administers the State Planning and Research Program as well as the In-House Investigation Program.

The primary purpose of all research is to aid the various units in SCDOT in meeting their goals pertaining to the mission of the Department.

Other responsibilities of the Research Unit include managing the Department's New Products Program, administering the Transportation Technology Transfer (T3) Service, and



Office of Materials and Research January 2007

coordinating research activities involved with national research programs such as those administered by USDOT, FHWA, AASHTO, Transportation Research Board, and National

Cooperative Highway Research Program.

The Research Unit handles the day to day operations of the research program. Their tasks include managing the

contracted research projects of the SPR program, managing the Department's New Products Program, administering the In-House Research program, and coordinating research activities

involved with national research programs such as USDOT, FHWA, AASHTO, Transportation Research Board, and National Cooperative Highway Research Program.

Albert Groves Jr., 72-year-old employee: 'I still go full blast'

By Bob Kudelka

Albert "Junior" Groves, trades specialist II at Anderson Maintenance, is going strong and working full-time despite his age - 72.

"I run motor graders, bulldozers, backhoe, rollers... You name it," Groves said. "I can do about anything they want done here. I've done a lot, and still do."

Groves said he enjoys operating the motor grader too much to retire.

"That's my hobby," he said and laughed. "I just like to operate it."

SCDOT records show Groves began with the Department in January 1953, although Groves said he actually began three years earlier, at age 16, before records were kept.

There's no doubt, however, that Groves holds the lowest active SCDOT employee number, which starts "03."

The oldest of nine children, Groves grew up in Iva, SC. When his father got ill, Groves quit school and went to work with Daniel Construction finishing concrete. He quit there to join SCDOT at Anderson Maintenance.

Groves is the only employee at his shop who was working when I-85 was cut through Anderson County.

"US 29 was the main route here when I came here," Groves said.

Groves, who started out earning 60 cents an hour, gets a kick out of younger employees who grumble about how hard the work is.

"I say, 'Man, it ain't hard - you ought to have come in when I came in,'" Groves said. "Machines do most all the work now. It was pick and shovels when I came in."

Groves recalled his first day on the job. His tough as nails superintendent, the old title for RME, called Groves and five other new employees together for a meeting on how things worked.

"Who all can drive a new pickup?" the superintendent asked.

Each of the six men raised their hands. At the end of the meeting, the superintendent gave each of them a new pick and shovel.

"Pick it up and drive it," he told them, explaining their "new pickup."

"That was something," Groves said,



PHOTOGRAPHS BY ROB THOMPSON/THE CONNECTOR

Albert Groves Jr. started working on a motor grader as soon as he could convince his supervisor to let him operate one. Before they assigned him to one, Groves would 'run off' with an unattended one to learn how to operate it.

laughing. "That was kind of embarrassing."

Some of his co-workers lasted two or three hours. A few others quit after two weeks.

Groves stuck with it, but not without some bumps in the road.

He first quit in 1956 for a higher paying construction job, luring him away at 90 cents an hour, before coming back 1 1/2 years later when the highway department matched the salary.

He was gone again in 1966 after leaving

again over salary but returned eight months later.

"I kept hanging in there with it," Groves said. "I made it this far."

Instead of retiring when reaching 28 years, Groves said he chose to stay on to help put his four children through college.

Assistant RME Ned Wentzky, who was born a year after Groves started with DOT, said Groves has a great attitude on the job. He insists on working litter pickup days with the rest of the shop even though Wentzky offered him a pass due to his age and an old leg injury.

"It's a refreshing work ethic," Wentzky said. "He's a good man."

Groves is also willing to take young employees under his wing, Wentzky said. As for slowing down, it's not even an option.

"Every day that we're ditching and it's dry enough to ditch, Mr. Groves will be running the motor grader," Wentzky said. "He loves to run that grader. He takes care of the equipment and he does a wonderful job."

Groves said he's not the type of person to slow down. When he's not at SCDOT, he can usually be found working in his yard or tinkering with two old cars he keeps, a 1973 Chevrolet and a 1976 Pontiac.

"I bet my TV doesn't play 2 hours every six months," Groves said. "My wife and I don't care anything about it unless there's something big happening on the news."

As for how long his career at SCDOT might go, Groves said he is thinking of working 2 1/2 more years. That would put



him at age 75.

Groves said any advice he would give younger employees would be about working hard.

"From Monday to Friday, I give them an honest day's work," he said. "I don't try to beat around the bush. I still go full blast."

Albert Groves Jr.

Title: Trades Specialist II, Anderson Maintenance

Wife: Marie J. Groves

Children: Julia, Albert III, Mary Elaine and Larry Lee

Church: St. Paul First Baptist Church in Anderson



Gary Reese, left, and Albert Groves look at a photograph of them together in the early 1990s. When Reese started at SCDOT 19 year ago when he was 17-years-old. Groves 'adopted' him, 'kept him straight,' and showed him the ropes. They joke about being more like family than coworkers.

A letter we liked

To: Ed Eargle, Road Design

On behalf of the SC Urban and Community Forestry Council, I wish to acknowledge the contributions of **F. Timothy Edwards**. By serving on the Board of Directors, he has contributed to the operational efficiency and future growth of the Council. This non-profit statewide organization has a clear mission to provide stewardship for South Carolina's urban

forests and relies heavily on the expertise of its volunteer Board of Directors.

F. Timothy Edwards is an elected member of the Board of Directors. In this capacity he attends quarterly Board meetings, works with other Board members to increase membership and supports the awards and educational programs of the Council.

F. Timothy Edwards served on the Educational Committee in

2006. This committee dedicates its efforts to plan the successful annual conference. In this capacity, he assisted Ms. Sandra Korbelik in planning the Community Solutions track for the conference. In addition, he served as a speaker for the Community Solutions tracks and presented two PowerPoint presentations (with **Tesa Griffin**) concerning SCDOT landscaping projects and setback standards.

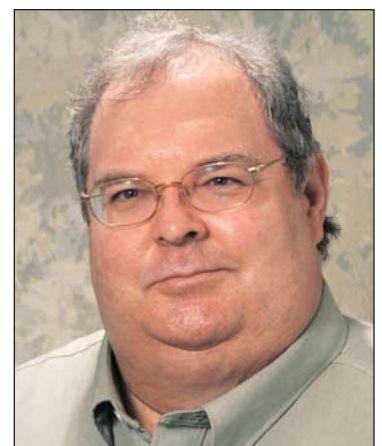
In addition, F. Timothy Edwards sold Council shirts during the conference. He also served as an evaluator for the 2006 South

Carolina Urban and Community Forestry grant applications.

F. Timothy Edwards has contributed time and talent to the SC Urban and Community Forestry Council. His attention to detail, ability to deliver on his commitments, and his keen understanding of urban forestry issues makes this council successful. For his efforts in 2006, we are grateful.

Sincerely,

Ellen Vincent
President 2006
SC Urban and Community
Forestry Council



Timothy Edwards
SCDOT Landscape Architect

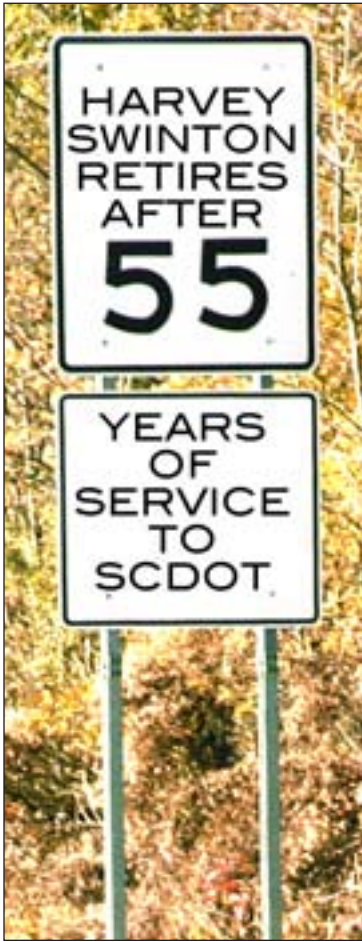


PHOTO ILLUSTRATION

Harvey Swinton retires from Jasper Maintenance

By Bob Kudelka

Harvey Swinton Sr. started his workday by walking through the gate at Jasper Maintenance.

He has made that walk about 13,000 times over six decades.

Fifty-five years after Swinton began his career at SCDOT, he finally decided it was time to retire. Swinton said he wanted to retire while his health was still good.

"They could take me out of this gate several ways, but now I've got the chance to walk out," Swinton, a senior foreman, said on his last day of work, Dec. 15. "I'll miss my job but I feel good about it. I'm 100 percent for the highway department. I really do like it. I come every day and I love the people."

How do you say farewell to a co-worker who began his career when Harry S. Truman was president and the Korean War had two years left?

Jasper Maintenance employees said goodbye with a celebration luncheon that featured family members, former co-workers, awards, songs, laughter and a few tears.

One of the maintenance shop's newest employees, 6-month veteran BouBou Barry, took in the event with amazement.

"To be in the same company 55 years – he could write a book!" said Barry, a native of Senegal. "In my country, you retire when you're 55, so if I tell them somebody has been here 55 years, they would say, 'He started working when he was a baby?' I say, Mr. Harvey, you are a blessing."

Swinton's supervisor, Assistant RME Oliver Brown, was born one year after Swinton began working.

"He's gained a lot of wisdom over the years," said Brown, who fought back tears when he spoke at the luncheon. "I'm impressed by his dedication and I'm sad to see him go."

Michael Utsey, who is beginning his 36th year at SCDOT, joked that he was just a newcomer.

"36 is nothing compared to 55," said Utsey, of District 6.



Harvey Swinton, at right, retired from SCDOT after 55 years of service. A retirement luncheon was held Dec. 15 at the Jasper Maintenance office in Ridgeland.



"That's a lot of years."

John White, representing the Director of Maintenance's Office, said Swinton was one of seven employees whose 5-digit employee number begins with a zero. (The zero is followed by the number 4).

"Your name's not going to be forgotten," White said.

Cornelius Gathers, Swinton's supervisor in the early 1990s, returned to SCDOT for the event to pay homage to Swinton.

"You really taught me a lot," Gathers said. "I think about you all the time. I was a scared kid from New Jersey coming here to the South, but you really took me in and showed me the ropes."

Former Highway Commissioner H.C. Lawton Sr., who served in the early 1970s, joked that Swinton's next job will be at home.

"When you get home, if you haven't started now, you're going to join a club, the 'Honey-Do' club," Lawton said.

Swinton's career with South Carolina State Highway Department began on Dec. 5, 1951, when he was 16. Back then, jobs were scarce in Jasper County and he figured he'd either get a job with the railroad or the highway department. He chose to stay close to home.

The first piece of equipment issued to him was a bush ax. His job: clearing right of way, nine hours a day for 60 cents an hour.

"Back then, everything was done by muscle," Swinton said. Over the years, he went from using a model "A" tractor and sickle mower – mowers that were as narrow as 6 feet wide to ones that are 15 feet.



PHOTOGRAPHS BY ROB THOMPSON/THE CONNECTOR

Harvey Swinton and his wife, Aremethia, display a shovel presented him at his retirement celebration. The handle of the shovel had been emblazoned with his employment date, name, employee number and retirement date.

Early in Swinton's career, Jasper County consisted of dirt roads, except for US 17 and US 321, Swinton said. I-95 hadn't been built.

Swinton remembers working to build the first dock for a ferry to bring people to and from Hilton Head in the early 1950s. It was dangerous work, and one of his co-workers was electrocuted during the job.

Safety on the job was important for Swinton during his career, and he retired with the distinction of never having an accident in a state vehicle.

For his spotless safety record, Swinton received awards from the SCDOT Safety Office and the SC Budget and Control Board's Fleet Management.

When the State Fleet Management heard of Swinton's record and his upcoming retirement, they had to scramble to order a safe driving pin. They didn't have a 55-year pin.

"To be able to avoid accidents for 55 years tell us there's something special Harvey Swinton Sr. is doing," said Jeff McCormick of Fleet Management. "Harvey has managed to apply the safe driving

principles we try to teach in our defensive driving classes. I only wish we had more state employees like Harvey Swinton Sr."

Swinton said he tried to live up to the ways his mother taught him: "Be good, be honest to people, have manners."

With tears in his eyes, he had one more person to thank – his wife of 51 years, Aremethia, who retired in May after 30 years with the Jasper County schools.

"I didn't make it by myself, she had to stand by me," Swinton said. "I'm happy. I'm a highway man."



Swinton's family pose with him on his special day. Shown, from left, are: Gerald Swinton, Rene Swinton, Charles Swinton, Harvey Swinton, Aremethia Swinton, Billy D. Swinton and Tarris Swinton.

Moving Up

Robert W. Keeyes, of Bishopville, from engineering assistant to program manager I at Lee Maintenance.

Mack D. Suggs, of Loris, from maintenance helper (spec) to trades specialist V at Horry Maintenance.

Benjamin L. Norris, of Georgetown, from trades specialist II to trades specialist III at Georgetown Maintenance.

Arthur L. Godbolt, of Mullins, from trades specialist III to trades specialist IV, at Marion Maintenance.

Cecil J. Hegger, of Conway, from trades specialist II to engineer/geodetic technician II, at Horry Construction.

Roberta B. Mack, of St. Matthews, from procurement specialist II to program manager I, office of Director of Construction.

Van B. Forrest, Jr., of Saluda, from senior geodetic technician to chief geodetic technician, Road Data Services.

Johnson B. Dean, of Mullins, from engineer/associate engineer I to engineer/associate engineer II, Dillon Construction.

Jocelyn A. Covington, of Leesville, from administrative specialist II to program assistant in Office of Construction.

Alisa J. O'Neill, of Columbia, from administrative specialist II to administrative assistant, Construction.

Terrance G. Huffman, of Greenville, from engineer/associate engineer I to engineer/associate engineer II, Greenville Surveys.

Kathryn E. Copeland, of Lexington, from right of way agent I to right of way agent II, Rights of Way.

Terry Davis, of Hartsville, from trades specialist II to trades specialist IV, Darlington Maintenance.

Isaac L. James, of Bamberg, from trades specialist II to trades specialist IV, Bamberg Maintenance.

Charles E. Reynolds, Jr., of Fair Forest, from trades specialist III to trades specialist V, Spartanburg Maintenance.

Laura B. Beaver, of Marion, from supply specialist II to administrative specialist II, Marion Maintenance.

George O. Pickering, of Branchville, from trades specialist III to trades specialist IV, Orangeburg Maintenance.

Frederick M. McCrae, of Bennettsville, from trades specialist II to incident responder I, District 5.

Willie E. McConnell, of Columbia, from engineer/associate engineer II to engineer/associate engineer III, Traffic Engineering.

Christopher D. Trivette, of Landrum, from trades specialist II to trades specialist III, Spartanburg Maintenance.

Paulette C. Morphy, of John-

ston, from administrative specialist I to administrative assistant, Bridge Design.

Jerry D. Driggers, of West Columbia, from equipment operator III to mechanic III, Equipment Service Depot.

Isaac C. Green, of Reesville, from trades specialist III to trades specialist IV, Dorchester Maintenance.

Julie P. Barker, of Columbia, from engineer/associate engineer III to engineer/associate engineer IV, C-Project Development.

Brenda F. Green, of Kingstree, from administrative specialist I to administrative specialist II, Williamsburg Maintenance.

Thomas E. Tisdale Jr., of Greenville, from engineer/associate engineer I to engineer/associate engineer II, Greenville Maintenance.

Jeannette Kyzer, of Lexington, from trades specialist III to trades specialist IV, Central Sign Shop.

Mark W. Callaway, of Greenville, from trades specialist II to trades specialist III, Greenville Maintenance.

William T. Forrest, of Saluda, from engineer/geodetic technician II to engineer/geodetic technician III, Saluda Maintenance.

Brian O. Motley, of Elgin, from engineer/associate engineer I to engineer/associate engineer II, Richland Construction.

Christopher W. Green, of Port Royal, from trades specialist IV to incident responder II, District 6.

Lyle W. Davis, of Bowman, from engineer/associate engineer I to engineer/associate engineer II, Orangeburg Maintenance.

Tina B. Hembree, of Columbia, from program coordinator I to program coordinator II, Administration.

David Brown, of North Charleston, from trades specialist II to trades specialist III, Charleston Maintenance.

Michael W. Barbee, of Columbia, from engineer/associate engineer III to engineer/associate engineer IV, Program Development East.

Clyde H. Lee Jr., of Anderson, from supply specialist II to supply specialist III, Anderson Maintenance.

James Brown Jr., of Columbia, from maintenance helper to trades specialist IV, Building Maintenance.

Joey R. Mills, of Boiling Springs, from trades specialist II to trades specialist III, Spartanburg Maintenance.

Tammy C. Hodge, of Sumter, from engineer/associate engineer II to program manager I, Sumter Maintenance.

Eric M. Minshew, of Latta, from engineer/geodetic technician III to engineer/associate engineer I, Florence Maintenance.

Westley J. Chandler, of Warrenville, from trades special-

Gwinn named District 3 Engineering Administrator

Steven W. Gwinn, of Spartanburg, has been named District Engineering Administrator for District 3, succeeding Cyril B. Busbee, Jr., who retired.

Gwinn joined SCDOT in 1985 as a Civil Engineer Associate I. He was promoted to assistant resident construction engineer in Spartanburg in 1986; to resident construction engineer in Greenville in 1992, and to District 3 Construction Engineer in 1998.

He is a native of Spartanburg and a 1980 graduate of Dorman High School. He received a BS degree in Civil Engineering from Clemson University in 1984. He is a Registered Professional Engineer in South Carolina.

He is married to the former Donna Schmidt, of Canton, Ohio. They have two children, Ashley, 19, and Brandon, 15. Gwinn is a member of First Baptist Church, Spartanburg.



Steve Gwinn

Miller is Oconee Resident Construction Engineer

Ryan Douglas Miller, of Piedmont, has been named Resident Construction Engineer in Oconee County where he will oversee construction projects in the county.

Miller began his career at SCDOT in March 1999. He was previously the Assistant Resident Construction Engineer.

Miller was born in Fort Madison, Iowa, and moved to

Seaford, Del., at an early age. He moved to Anderson in 1982 and graduated from Westside High School in 1992.

He received a B.S. degree in Civil Engineering from Clemson in 1997. He is registered as a P.E. in South Carolina.

Miller is married to the former Juli Dickerson from Elberton, Ga., and they are expecting a daughter, Kirsten, in April.



Ryan Miller

WHO IS THIS?



This little sailor is wearing a suit made from his father's original naval uniform from World War II. But he's all grown up now. Can you figure out who this SCDOT engineer is? Take a guess and then turn to page 14 to see if you're correct.

Event Planning Workshop to be held April 20

The SCDOT Special Events Committee will hold a workshop on April 20 to inform agency event planners on the guidelines and legal requirements surrounding the planning and administration of SCDOT sponsored conferences, national conferences co-sponsored by

SCDOT and special events.

All employees involved in the planning of upcoming conferences should take part in this one-day training opportunity.

Topics will include: the event approval process; reporting requirements; choosing locations; attendee

requirements; legal concerns; budgeting; procurement; coordinating communications and IT support; establishing training credits and conference wrap-up.

Please contact Tina Hembree at (803) 737-5022 if you are interested in this workshop.

Have an idea for THE CONNECTOR?

Send us an email:
ShealySE@SCDOT.org
or call (803) 737-1270

Construction updates



PHOTOGRAPHS BY ROB THOMPSON/THE CONNECTOR
The Highway 72 widening project is near completion. The project runs from Interstate 26 through Laurens and Abbeville counties, through Calhoun Falls and to the South Carolina/Georgia line.

RIGHT: The Clemson Road project is in the final phase in the construction of a high-capacity primary artery in northeastern Richland County. This will extend from the current end of the four-lane portion of Clemson Road near Killian Elementary School to connect with Killian Road near the Interstate 77 interchange.



BELOW: SCDOT made extensive use of incentive/disincentive pay and a 'no-excuses' clause on its \$50.6 million Ashley-Phosphate Road widening project in the Charleston area. The project was aimed at relieving significant congestion and related safety problems. The first part was to widen approximately four miles of Ashley Phosphate from Dorchester Road to Rivers Avenue. The second part was building the major interchange with I-26.



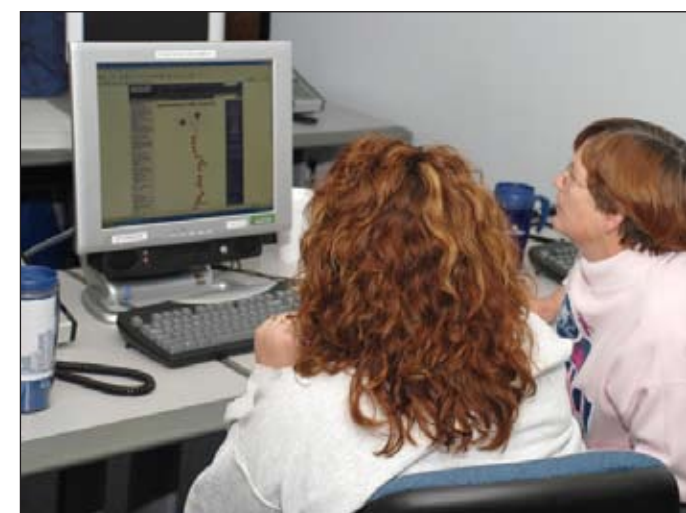
PHOTOGRAPHS BY ROB THOMPSON/THE CONNECTOR
Robert Wiggs of Safety discusses the latest updates with Kenny Eargle of the Director of Maintenance Office.

SCDOT Call Center

As snow, ice accumulate, SCDOT employees answer motorists' questions about road conditions



ABOVE: Sherry Belcher and Paul Sojourner of IT Services check SCDOT cameras, reports and the latest weather updates to answer questions.



LEFT: From left, Scott Meetze, Gwen Carter, Doug Harper and Holly Comalander work a shift on the phones.

FAR LEFT: Wendy Henke and Debbie Williams of the Safety Office check road conditions between phone calls.

STEP-21 sponsors blood drive

Members of the Step-21 Alumni Chapter sponsored the Dec. 19 blood drive at SCDOT headquarters. According to Donna Price, "We collected a record number of units of blood."



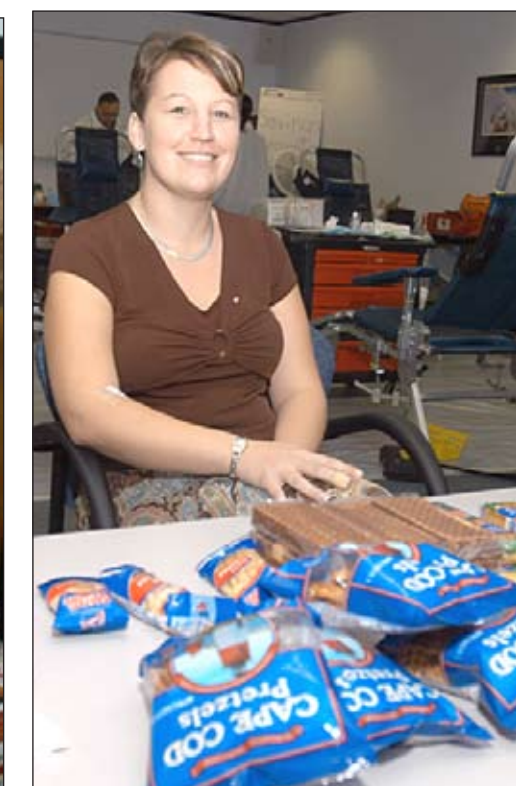
Deborah Atkinson of Road Design relaxes as Cindy Dozier of the Red Cross finds a vein.



Bryant Collins relaxes as Dozier of the Red Cross draws blood.



Mike Barbee wears a 'Kiss the Donor' apron as Donna Price pretends to kiss him, at the Dec. 19 Blood Drive.



Stephanie Aull of Human Resources follows the advice of the nurses by having a snack after donating a pint.



Beth Andrews of Road Design donates blood to Steve Snodgrass of the Red Cross. Andrews has given blood at every blood drive at SCDOT for past five years.



NO FUSS MEATLOAF

2 eggs
1/2 cup water
1 (6 ounce) package instant stuffing mix
2 pounds ground beef
Ketchup

In a large bowl, beat eggs and water. Add stuffing mix and contents of seasoning packet; mix well. Add beef; mix well. Press into an ungreased 9-in. x 5-in. x 3-in. loaf pan. Top with ketchup. Bake, uncovered, at 350 degrees F for 1-1/4 to 1-1/2 hours or until no pink remains and a meat thermometer reads 160 degrees F.

DIJON MASHED POTATOES

3 large potatoes, peeled and cubed
3/4 cup reduced fat sour cream
1/2 cup nonfat milk
2 tablespoons Dijon mustard
garlic salt to taste
ground black pepper to taste

Place the cubed potatoes in a pot with enough water to cover. Bring to a boil, and cook 15 minutes, or until tender.

Drain potatoes and transfer to a bowl. Mash with a potato masher, and gradually mix in the sour cream, nonfat milk,

and Dijon mustard. Season with garlic salt and pepper.

ZESTY SUCCOTASH

2 cups fresh or frozen corn, thawed
1 (16 ounce) can kidney beans, rinsed and drained
1 cup frozen peas, thawed
1 small sweet red pepper, chopped
1/2 cup chopped onion
2 tablespoons butter
1 teaspoon chili powder
1/4 teaspoon salt
1 dash hot pepper sauce

In a large skillet, cook and stir the corn, beans, peas, red pepper and onion in butter over medium heat for 8-10 minutes. Sprinkle with chili powder, salt and hot pepper sauce if desired. Serves 6.

CORN BALLS

1/2 cup chopped celery
1/2 cup chopped onion
1 (11 ounce) can cream-style corn
1 cup water or chicken broth
1 teaspoon salt
2 eggs, beaten
10 cups soft bread cubes
1/2 cup butter, melted

Preheat the oven to 350 degrees F (175 degrees C).

Heat a saucepan over medium-high heat and coat with cooking spray. Add the celery and onion. Cook and stir until tender. Reduce the heat to medium and mix in the cream-style corn, water and salt. Remove from the heat and stir in the eggs and bread cubes. Form into balls about the size of baseballs, and place them on a cookie sheet. Brush melted butter onto the balls.

Bake for 15 minutes in the preheated oven, or until heated through and the outside is lightly toasted.

MOM'S YEAST ROLLS

2 cups hot water
1/2 cup margarine
1/3 cup white sugar
2 teaspoons salt
1/2 cup cold water
2 (.25 ounce) packages active dry yeast
5 1/2 cups all-purpose flour
2 eggs

Melt margarine in hot water. Add sugar and salt and stir. Add cold water and yeast. Stir to dissolve yeast.

Add 3 cups flour and mix. Add eggs and 2 1/2 - 3 cups more flour. Mix, cover and let rise until dough doubles in size.

Punch down and let rise 30 more minutes or until doubles.

Make walnut size balls of dough. Place about 2 inches apart in well-buttered 9 x 13 inch pan. Bake in a preheated 350 degrees F (175 degrees C) oven for 30-45 minutes. Brush top of rolls with margarine while hot.

ICY BLENDER LEMONADE

1 large lemon, peeled and seeded
1/2 cup white sugar, or to taste
3 cups cold water
6 ice cubes

Place the lemon, sugar, cold water, and ice cubes into the container of a

blender. Blend until smooth, and serve immediately.

CHOCOLATE POUND CAKE

1/2 cup shortening
1 cup butter, softened
3 cups white sugar
5 egg yolks
5 egg whites
3 cups all-purpose flour
1/2 teaspoon baking powder
1/2 teaspoon salt
1/2 cup unsweetened cocoa powder
1/2 teaspoon ground cinnamon
1 1/4 cups milk
1 teaspoon vanilla extract
1/2 teaspoon almond extract

Preheat oven to 350 degrees F (175 degrees C). Grease and flour a 10 inch tube pan.

Cream shortening and butter until light and fluffy, gradually adding sugar. Beat well at medium speed of an electric mixer. Add egg yolks, one at a time, beating after each addition.

Sift flour, baking powder, salt, cocoa and cinnamon together. Add to creamed mixture alternately with milk, beginning and ending with flour mixture. Mix just until blended after each addition. Stir in vanilla and almond extracts.

In a clean bowl, beat egg whites until stiff peaks form. Fold carefully into cake batter, mixing only until no streaks remain. Pour batter into a greased and floured 10 inch tube pan.

Bake at 350 degrees F (175 degrees C) for 1 hour and 15 minutes, or until a toothpick inserted in center comes out clean. Cool in pan 10 minutes, remove from pan, and let cool completely on a wire rack.

These recipes are courtesy of: www.all-recipes.com. If you have a favorite recipe, send it to us and we'll share it with our readers. Send recipes via email to: Thompsonwr@scdot.org.

STEP-21 Alumni on the move

By Steven Perry

The Step21 Alumni Chapter has begun 2007 with a new slate of officers and committee chairpersons. The newly elected officers and committee chairperson's for 2007 are as follows:

Steven Perry – President
Lavern Glover – Vice President
Veronica Merriman – Secretary
Gail Dia – Assistant Secretary
Shirley Jeffcoat – Treasurer
Cindy Von Nyvenheim – Assistant Treasurer
Gwen Goodwin – Parliamentarian

Committee Chairpersons:
Annual Meeting – Michelle Walker
Special Projects – Kimberly Murdaugh
Alumni Directory – Robin Coleman
Nominations – Donna Price

SAC Alumni have been working very hard to support the American Heart Association. On Feb. 2, many members of SAC showed their support for heart disease awareness by wearing red to work for National Wear Red Day. Along with this effort, SAC is working to recruit walkers for the Midland's Heart Walk which will be held in Columbia on March 24. Other SAC Alumni will be participating in their local area's heart walk.

SAC alumni also participated in the Construction Career Days events which were held Feb. 20-22 at the State Fairgrounds. Many alumni worked hard to showcase SCDOT and the career opportunities available for upcoming high school graduates.

SAC along with the STTAR alumni are working hard on a Habitat for Humanity build in Pelion, SC. This is an eight-week project to build a home for a deserving family. If any SAC member would like to volunteer their time, please consider this project.

This year we are planning lots of events and activities for our alumni. We look forward to everyone's participation.

Don't Stop Thinking about Tomorrow!

WHO IS THIS? from page 11



It's Ron Patton. Patton is the Director of Planning and Environmental at SCDOT. He was recently presented with the State Employee of the Year Award from the South Carolina Regional Council of Governments. He was given the award for 'exceptional service and assistance on behalf of South Carolina's Regional Council of Governments.'

ROB THOMPSON/THE CONNECTOR

Employee Development offers variety of courses

Employees at SCDOT are offered a wide variety of courses and training. Below is a listing of courses offered to SCDOT employees.

If you have any questions, please visit the SCDOT website on the intranet at: www.dot.state.sc.us/ETAD/inside/inside.html.

Education Programs

- Adult Education Program
- Tuition Assistance

Employee Reward and Recognition

- Employee of the Year
- On-the-DOT
- On-the-DOT Extra

Professional Development

- Engineering Development Program (EDP)
- Maintenance Foreman Training
- Leadership Development for Supervisors
- Strategic Training and Education Program for the

21st Century (STEP-21)

- Strategic Training for Transportation Agency Representatives (STTAR)
- Associate Public Manager (APM)
- Certified Public Manager (CPM)
- Public Professional Development (PPD)

There's a lot happening within the SCDOT Employee Development Department and we are excited to announce the SCDOT University! Through the SCDOT University, employees will pave the way to professional development and career growth. We encourage you to participate in this new educational program!

Polly McCutcheon

Course designed to make workplace safer

By Cody Crouch

Workplace violence has recently been a big issue in today's news. You hear and read about verbal disputes, fights, shootings, and even deaths in the workplace.

One of the mandatory new employee courses offered at SCDOT focuses on workplace violence. It is a crucial aspect of a good, everyday work environment.

Human Resources knows this is a very serious matter and has taken steps to inform employees of the severity of the situation and of the concept of

workplace violence.

The workplace violence course held for new employees is run by the Employee Development segment of Human Resources several times each year and is presented by SCDOT employee Dennis Copeland.

The course lasts two hours and includes: a course introduction, a description/discussion of the idea of workplace violence, listing of violence statistics in today's workplaces, video vignettes of issues that may arise in your workplace along with discussion of each issue, and closing with a group activity where, given a situation your group must answer a few questions about what or what not

to do relevant to what you had learned in the course.

SCDOT is a safe place to work, with very few workplace violence incidents having occurred to date. Let's keep it that way so that all employees can enjoy a safe and friendly environment throughout their career at SCDOT.

If you would like to learn more about Employee Development, of the courses offered, or if you have yet to attend the workplace violence course you can contact the Employee Development office at (803) 737-1344 or visit their website at <http://www.dot.state.sc.us/ETAD/default.htm>.



CODY CROUCH/THE CONNECTOR

Dennis Copeland, center, teaches a workplace violence course in the 5th floor auditorium at SCDOT headquarters. The course is available for all employees.

EDP

Engineering Development Program

Group 44 and Group 45



RENEE GARDNER



KRISTINE GRAHAM



SARAH HAMRICK



RICHARD GREGORY



RONALD MIDDLETON JR.



RYAN ROSS

The Engineering Development Program is a 12-month training designed to orient engineers early in their careers to the major functions of all divisions within SCDOT with a heavy emphasis on engineering.

The new class consists of: Renee Gardner of Bridge Design, Kristine Graham of Hydrology, Sarah Hamrick of Charleston Construction, Richard Gregory of Road Design, Ronald Middleton Jr. of Charleston Construction and Ryan Ross of Colleton Bridge

Construction.

Individuals interested in participating in the EDP must be an Engineer/Associate Engineer I or II (Band 6/Level B or C: class code: hd65) and in a non-supervisory position. They must have completed their initial 12-month probationary period and have a B.S. degree in Engineering or Engineering Technology.

If you are interested in the EDP program, contact James Cassidy at (803) 737-1587 or email him at CassidyJA@scdot.org

EDP classes 40 and 41 listen as Acting Executive Director Tony Chapman speaks during their graduation ceremony. Class members from left are: Thomas Tisdale, Richard Pleasant, Chad Elledge, Jeff Elliott, Brian Dix and Lyle Davis.



District 1 News



Teresa Harley

Aiken, Kershaw, Lee, Lexington, Richland and Sumter counties

District Engineer: **Thad Brunson** (803) 737-6660
 FAX (803) 737-6401

Got news?

Contact Teresa Harley at:
 803-737-6715 or email
 her at HarleyTL@scdot.org

District 1's Resident Maintenance Engineers

By Bryan Jones

The Resident Maintenance Engineer position, in my opinion, is the most challenging position in SCDOT. On a daily basis the RME is asked to

balance a myriad of tasks ranging from office management to public relations, then from engineer to supervisor. All of these different "hats" that the RME must wear are interchangeable at a moments notice.

In my job as District Maintenance Engineer, I truly depend upon each one of these individuals to meet the needs of their county, the needs of the District, and of the Agency on a daily basis.

District One recently received the "Quality Maintenance Excellence Award" for having the highest average score based on reviews performed by the Director of Maintenance Office. I can honestly tell you that this

was one of the proudest moments of my career here at SCDOT, and was due largely in part to the leadership provided by the outstanding individuals that you are about to meet below.

Kelvin Oglesby Acting, Aiken County

Kelvin Oglesby joined SCDOT in June, 2005, as the Contracts Engineer for Aiken Maintenance.

He was promoted to Assistant RME in June, 2006. He is a graduate of Jackson High School and the Citadel.

His hobbies include gardening, grilling and model trains.

He is married to the former Sandra Hurt. They have a son and a daughter. They are members of Matlock Baptist Church in Jackson.



Kelvin Oglesby

Tom Hammond Kershaw County

Tom Hammond graduated from the University of South Carolina with a BS in Civil Engineering.

He joined SCDOT in 1974 and started out working in West Columbia as the Assistant Resident Construction Engineer to John Corley. He was promoted to RME in 1976.

He has three sons and five grandchildren and is a member of Beulah United Church. He's a sports fan, especially Carolina baseball and football.



Tom Hammond

Wayne Keys Lee County

Wayne Keys joined SCDOT in

1969. He spent 14 years in construction and transferred to maintenance in 1983 where he worked as Assistant RME in Richland County. He is currently the RME at Lee Maintenance. He graduated from Edmunds High School and Sumter Area Technical College. He married Margaret Andrews. They have two children and three granddaughters. His hobbies are hunting, fishing, softball and playing pool.



Wayne Keys

Lorena Boger Lexington County

Lorena Boger is a graduate of University of South Carolina with a degree in Mechanical Engineering.

She has been working with SCDOT for almost seven years. She was promoted to Lexington Resident Maintenance Engineer nine months ago.

She enjoys traveling, going to Carolina football games, spending time with friends and family, taking care of her dog, Molly, and watching Law & Order.



Lorena Boger

Tony Magwood Richland County

Tony Magwood is a University of South Carolina graduate who majored in Mechanical Engineering.

He joined SCDOT in May 1997. He became the RME in November 2003. Tony is married to Deborah Magwood and has two children. He enjoys playing basketball and golf. In his spare time, he participates in various projects including Habitat for Humanity-building and home improvement projects.



Tony Magwood

Tammy Hodge Sumter County

Tammy Hodge has been with SCDOT since 2004 and has a BS in Mechanical Engineering from Clemson University.

She worked in Sumter Construction prior to her appointment as RME in Sumter Maintenance. Prior to joining the Department, she was part owner of a construction company. She lives in Sumter on a farm with her husband, daughter and son. She enjoys hunting, fishing, traveling and raising numerous farm animals.



Tammy Hodge

Meet Joe Butler

Name: Joe Butler
Title: Trade Specialist IV
Unit: District 1 Electrical Shop

Joe Butler was born and raised in New Orleans. After graduating high school, he joined the Army but returned to New Orleans after his tour of duty. Butler survived Hurricane Katrina and was rescued from rising water and sweltering heat by the Marines.

Like many from New Orleans, Butler

found himself displaced in Columbia knowing only his two brothers. He had been in Columbia before as a young soldier at Fort Jackson.

Butler found North Trenholm Baptist Church and they helped him get back on his feet and start some semblance of a normal life.

Two really good things have happened since moving to Columbia. He met his fiancée, Felicia, and was employed by

SCDOT. He has been employed with the District One Electrical Shop for a year. He enjoys his job and the friends he's made on his journey to a normal life in South Carolina.

"I must give kudos to Curtis Singleton who has also been very supportive to me and my transition to South Carolina and the DOT."

-- Joe Butler



A letter we liked

Dear Mr. Junkins,

On behalf of the B&CB, Division of the Chief Information Office, we would like to commend the work crew that you sent

to open the street at the corner of Huger and Hampton Streets on Sunday, October 1, 2006. This crew, headed by James Hubbard, came fully prepared to do the

complete job. James knew exactly what was to be done and he had a carefully prepared plan to get the job done with the greatest emphasis on the protection of the CIO fiber optic cable that he was to move from the top of the DOT

storm drain pipe.

Each member of the crew seemed to have a specific part of the operation but they all worked together to get the work done. There was no lost motion on anyone's part.

Please pass on our thanks to each of these DOT employees.

Sincerely,

Barry Sanford
 Cable Planning & Design Mgr.
 SC Budget and Control Board

District 2 News



Dwayne Scott

Abbeville, Edgefield, Greenwood, Laurens, McCormick, Newberry and Saluda counties

District Engineer: Phillip M. Brooks (864) 227-6971
FAX (864) 227-6567

Got news?

Contact Dwayne Scott at 864-227-6222 or email him at ScottDE@scdot.org.

New employees take flagging, safety training



Several employees in District 2 attended New Employee Flagger Training in Saluda County on Jan. 23.



The training class was taught by Kendell 'Butch' Bedenbaugh at the Saluda Maintenance Shop.

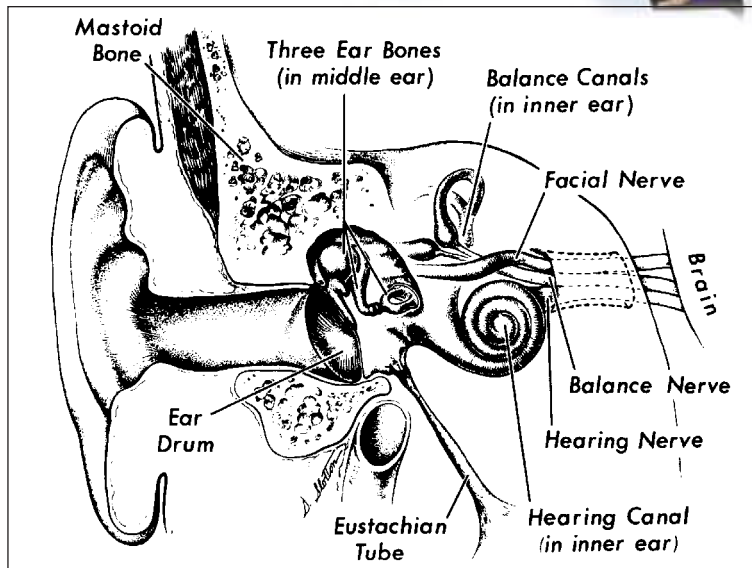


The participants learned proper procedures for flagging and safety precautions to use when flagging. Those in attendance were Kenneth Griffin, Jeff Livingston, Lance Rodgers, Christopher Ponder, Joe Hawkins and Tommy Forrest.

Hearing tests offered to district employees



Members of District 2 participated in the SCDOT Hearing Conservation Program in December. A total of 204 employees from the district went through audiometric testing held by Henderson and Associates in their four-booth mobile unit. Testing was completed in three days for the seven counties.



Employees test new cleaning chemicals



Jackie Dorn and Lucas Robertson are taking an inventory of the products delivered to their county.

Testing of chemical cleaning sample products with the Procurement Department was held throughout the state in each District during January. Many employees from Saluda and

McCormick counties were involved in the testing process for District 2. A big "thank you" to those involved for their extra efforts to complete this project.

Meet Robert Childs

Name: Robert Childs III
Title: Trades Specialist II
Location: Greenwood Maintenance
Years of Service: 8
Hobbies: Playing Pool, Weight Lifting and Watching Sports.



Abbeville employees clear right of way



Like a well-oiled machine, the Abbeville Maintenance crew clears brush along the right of way.

District 3 News

Anderson, Greenville, Oconee, Pickens and Spartanburg counties

District Engineer: Cyril B. Busbee Jr. (864) 241-1010
 FAX (864) 241-1115

District 3 enjoys holiday luncheon



Steve W. Gwinn, DEA for District 3, hosted a Christmas Luncheon for the District Office Staff, Right of Way, Survey's and Retiree's on December 12, 2006. A catered lunch was brought in for those attending. After lunch, a little bit of fun was added with a White Elephant Christmas Gift Exchange.



Volunteers plant seedlings in upstate



On Jan. 13, approximately 45-60 volunteers took part in the first "reforestation" project in the upstate.

This was not just another landscaping project. Reforestation is the process of re-creating natural forests for the sake of the environment.

Volunteers included members of Trees Greenville, Greater Greenville Master Gardeners, Hands on Greenville, Carolina Association of Lawn and Landscapers, Council of Garden Clubs and others interested in the environment.

The group purchased 1000 seedlings from the South Carolina Forestry Commission and planted them on a site sponsored by Whole Foods Market, Schneider Tree Care and SCDOT.

Employees from Greenville Maintenance plowed an area between US 25 (White Horse Road) and US 123. Sammy Kiser, Barry Earl Freeman, Danny Crisp, and David Bridwell were just a few of many from Greenville that are always eager to work and assist with the landscaping projects and Colorful Spaces projects. Scott Carlson of Schneider Trees Services and Marti Thompson of Greenville Maintenance marked off the site prior to the volunteer work day to ensure the boundaries were identified and unmistakable.

Carlson was the driving force and the coordinator for much of the work involved in getting two state agencies and 60 volunteers all at the same place and time with the same goal.



Food and beverages were furnished by Whole Foods Markets, but their contribution did not start or stop with this. The project came to fruition on the dedication of Whole Foods Markets.

Because of the large number of volunteers, it would be impossible to thank all of them by name. Many people helped without signing the volunteer book.

SCDOT and the upstate appreciate their participation in this environmental endeavor.

Got news?

Please contact Joyce Gardner at 864-241-1010 or by emailing her at GardnerJR@scdot.org



Joyce Gardner

Engineering Development Program:

A 'Pleasant' experience for Greenville Construction employee



On January 26, 2007 Richard Pleasant of Greenville Construction graduated from the Engineer Development Program.

Meet Lynne Finley



Lynne Finley

Name: Lynne Finley

Job Title: Administrative Specialist, Assigned to the District Office

Years of Service: 20 years

Personal Information: She

is married with a 10-year-old son, Jacob. During the summer, she and her family can be found at the lake or having fun outside enjoying the sunshine. However, the winter months are preferred on a ski slope!

District 4 News

Cherokee, Chester, Chesterfield, Fairfield, Lancaster, Union and York counties

District Engineer: Stan Bland
(803) 377-4155
FAX (803) 581-2088

Got news?

Contact Edward Moore with your ideas at 803-377-4155 or by emailing him at MooreEO@scdot.org

Edward Moore



February starts with a mix of wintry weather

District 4 crews spread salt, sand to frozen roads



SCDOT was ready for old man winter as he awoke Feb. 1 with frozen precipitation falling in the upstate areas. ABOVE, Lancaster crews scrape off accumulations of ice and snow from the highway.



York Maintenance's new salt and sand shed was ready for the winter storm. York crews load a spreader truck before spreading the mixture on bridges and roads.



L. B. Cannon retires after 38 years of service

Chesher Resident Maintenance Engineer L.B. Cannon was honored with a retirement luncheon on Dec. 21. Cannon began his career in 1965 as summer help in the survey party. District 4 Administrator Stan Bland presented L.B. with an engraved state seal watch and thanked him for his many years of dedicated service. Over 80 present and former SCDOT workers attend the celebration.



District Engineering Administrator Stan Bland, right, presents L.B. Cannon with a plaque for his years of service to SCDOT.

Chester employees donate food to charity



Will Lindsey of the District 4 Traffic Office and member of the STEP-21 Class of 2007 is shown with donated food items that went to the Chester Food Pantry. The 2007 STTAR and STEP-21 classes conducted a statewide Thanksgiving food drive to benefit local charities. The District 4 Office, Chester Construction and Chester Maintenance donated more than 200 items to the Chester Ministerial Food Pantry.

District employees donate 63 units of blood



District 4 employees rolled up their sleeves and donated blood to the American Red Cross. Shown, seated from left, are: James Wilkes, Keith Ward, Scott Lovelace and Dee Totherow.

Meet Joel Powers



Joel Powers

Name: Joel Powers
Title: Trades Specialist IV
Unit: Lancaster Maintenance
Years Worked at SCDOT: 20 years
Family: Wife, Amy, and son Robbie.
Hobbies: In his spare time, Joel enjoys attending dirt track and NASCAR races.
Job Certifications: Work Zone, Backhoe, Motorgrader and Roller.

Powers is the foreman in charge of driveway installation and work requests. He enjoys all the challenges of being a crew foreman, especially helping the public and working with fellow crew members.

The Second Annual District 4 Blood Drive was held at the Chester District Office Conference Room on Nov. 14. Juanita Abercrombie, District 4 STEP 21 Alumni coordinator, planned and coordinated the drive. Abercrombie wished to thank all who participated in the event and gave the "gift of life." A total of 63 employees rolled up their sleeves and donated. Of the donors, 17 were first time donors. Abercrombie stressed the importance of blood donations, saying the U.S. requires 38,000 units of whole blood each day.

District 5 News

Darlington, Dillon, Florence, Georgetown, Horry, Marion, Marlboro and Williamsburg counties

*District Engineer: Dennis Townsend (843) 661-4710
FAX (843) 661-4704*

Got news?

Contact Kay Williams at 843-661-4710 or by emailing her at WilliamsKH@scdot.org



Kay Williams

Darlington Maintenance builds brine system



PHOTOGRAPHS BY MARLENE H. CAIN/DARLINGTON MAINTENANCE

Darlington Maintenance has constructed its own brine system. The system includes two 1100-gallon storage tanks, a 250-gallon mixing tank and a 125-gallon test tank.

Darlington Maintenance was asked to build a "Brine System" to treat the new type open graded asphalt placed on portions of interstate in District 5 during icy weather.

The District contacted the Office of Maintenance at the Iowa Department of Transportation which had constructed their "Brine System" at the cost of \$7,250. When this cost was relayed to DEA Dennis Townsend for approval, he suggested building one.

Resident Maintenance Engineer Ronnie P. James and Shop Supervisor William Cross began to create a similar design and to collect the needed materials. The shop personnel started to work and within 24 working hours they had completed the new "Brine System."

This system cost \$2,578.20 instead of the projected price of \$7,250.00, saving SCDOT \$4,671.80.

With one ton of salt the system produces 1,000 gallons of brine in four hours. We now have 2,200 gallons in stock to treat our 14 miles of interstate. This system is a plus for Darlington and Florence County interstates.

Brine comes out of the mixer tank into a smaller tank to be checked with a Hydrometer to achieve the ideal concentration of 23.3%.



A 250-gallon mixing tank has three rows of 4" PVC pipe with quarter-inch holes in the bottom of the tank. A sock is placed over the pvc to keep debris out of the pipe. The water comes out the holes and mixes the water and salt. It takes one ton of salt to make 1000 gallons of brine.



Meet Tony, Darlene and Reggie

George A. Lee, better known as "Tony" was born in Lake City in 1947. Lee is married to his lovely wife, Gwen, and has one son Channon and a grandson Jordan. Away from work he spends the majority of his time with family, church and taking care of the 2.5 acre pond in front of his house.

Lee is presently working with the Florence Bridge Construction Office as the Assistant Resident Bridge Construction Engineer.

He has been employed with SCDOT for 32 years, 27 years with Bridge Construction, and 5 years with the Florence Electrical Shop. He has been an excellent role model for the employees not only in the Florence Bridge Construction Office, but all of the counties located in District #5.

Lee states that over the years with the SCDOT he has had the opportunity to work with a lot of good people.



George A. 'Tony' Lee

Darlene Poston has been with SCDOT since January 18, 2005. She is an Admin Spec. II with the District 5 Traffic Signal Shop. She is married to Jamie Poston, who is also employed with the Department as the RCE for Florence County.

She spends most of her spare time enjoying her grandchildren, Katelyn and Wade. She loves the outdoors, reading, and horseback riding with her husband.

She is a very important part of the District 5 Team and can always be seen with a smile on her face and the willingness to help her co-workers.



Darlene Poston

Reggie Poston has been employed with SCDOT since June 1996, when he began working in the Florence Repair Shop as a Supply Specialist II.

Currently, he oversees the day to day operations of the Florence Repair Shop office and is responsible for purchasing repair parts, purchasing shop and office supplies, maintaining inventory, preparing property transfers as well as a variety of other job duties.

Poston also acts as the staff psychiatrist for the Florence Maintenance Unit giving a lending ear to any employee with problems to share. When he is not at work, he enjoys watching sports, reading and is a gun enthusiast.



Reggie Poston

District 6 News

Beaufort, Berkeley, Charleston, Colleton, Dorchester and Jasper counties

District Engineer: Robert Clark (843) 740-1665
 FAX (843) 740-1663

Mt. Pleasant project gets landscaping work



The Town of Mount Pleasant recently completed the median portion of the streetscape on US 17.

The project was initiated due to the widening of this road, which was completed last year. The landscaping was funded through an Enhancement Grant from the SCDOT and the Town of Mount Pleasant.

Throughout numerous partnering sessions, agreements were made between the SCDOT and the town on tree selection and placement, root barrier installation (to protect highway structures), and maintenance of this project.

The town's landscape architect, Eddie Bernard, did an excellent job preparing numerous drafts and ultimately the final landscape master plan.

Some of the tree selections



The funding for landscaping projects is administered through SCDOT's Enhancement Program Outreach office. For more information, visit: <http://www.scdot.org/community/tep.shtml> online, or call Cathy Rice at 803-737-1952.

Bernard made for this project were: Southern Magnolia 'Alta,' Sand Live Oaks and Red Buckeye. Shrub selections included: Dwarf Yaupon Holly, Fragrant Tea Olive, and Sweetgrass.

The Town of Mount Pleasant will maintain the landscape and have plans for additional tree plantings along the shoulders of the road.



Janet Hendrix

Got news?

Contact Janet Hendrix at : 843-740-1667 ext. 128 or by emailing her at HendrixJL@scdot.org

Gruber joins SCVMA



Jennifer Gruber is the District 6 Vegetation Management Program Coordinator. She is in charge of the district's mowing and wildflower planting activities.

Jennifer Gruber was recently selected to the South Carolina Vegetation Management Board of Directors.

The South Carolina Vegetation Management Association (SCVMA) facilitates the networking, education and professional development of persons interested in vegetation management in the State of South Carolina.

The mission of the SCVMA

is to act as a vehicle for furthering the knowledge of individuals who have expressed interest and have experience in the management of vegetation.

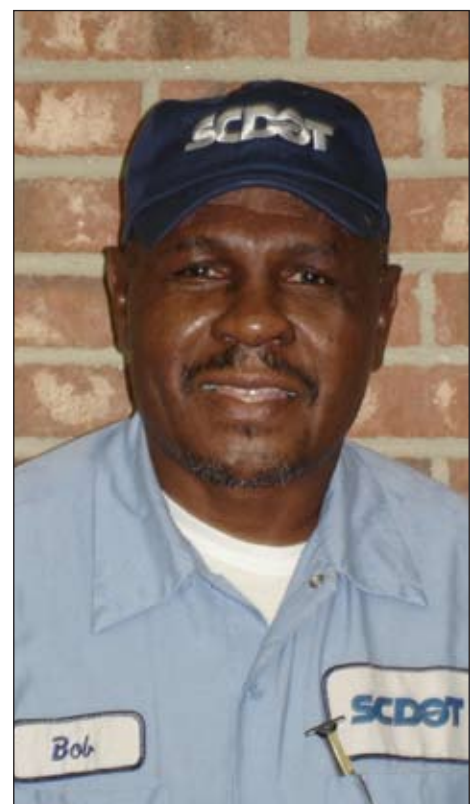
The SCVMA subscribes to the core belief that each vegetation manager is also an environmental caretaker and shall take all valid environmental concerns into consideration when making vegetation management decisions.

Meet Robert Allen

Robert Allen has been employed with the SCDOT for 32½ years. He is a Mechanic in the Beaufort Maintenance Shop and is considered by his peers as a "jack of all trades."

As part of his duties, he oversees the gas facility, tires, minor maintenance of vehicles, and assists with oil changes.

He and his wife, Maybelle, of 36 years have five children and three grandchildren. Robert attends the Community Bible Church where he serves as an usher. In his spare time he enjoys walking and lifting weights.



Robert Allen

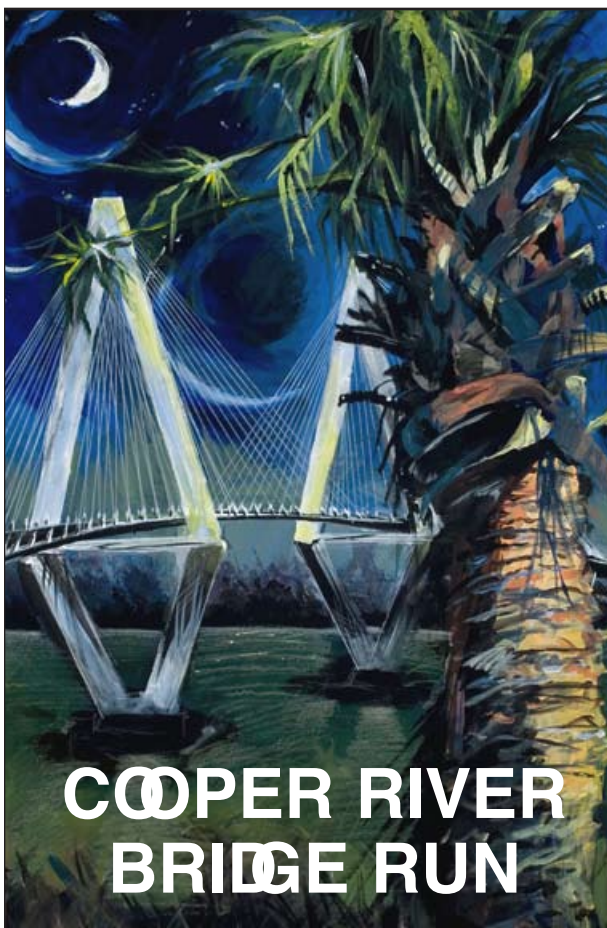
Runners ready for annual event

30th Annual 10K Run and Walk
 Charleston, SC March 31, 2007
 Cooper River Bridge Run celebrates 30th anniversary

Come join us here in the Lowcountry for the 30th Annual Cooper Bridge Run on March 31. In honor of this, all finishers will receive the commemorative medal, shown below, when they reach Marion Square. You will see Charleston as you never have before.

For more information and register, you can access their website: www.bridgerun.com

LEFT: The winning artwork for the 2007 Cooper River Bridge Run was submitted by Mark Gettys of Greenville. He is 20-year-old junior at Clemson, and is the youngest and first non-local winner of the contest.



District 7 News

Allendale, Bamberg, Barnwell, Calhoun, Clarendon, Hampton and Orangeburg counties

District Engineer: Jo Ann Woodrum (803) 531-6850
 FAX (803) 531-6854

Janitorial Products Testing

Calhoun and Holly Hill units test new cleaning products



Got news?

Contact Deborah Berry at: 803-531-6850 or by emailing her at BerryDS@scdot.org

Deborah Berry



In an effort to reduce cost and numerous material safety data sheets associated with various like cleaning products, Calhoun and Holly Hill Maintenance participate in janitorial products testing. Above, Calhoun Maintenance's Resident Maintenance Engineer Charles Jones and Shop Foreman Rick Carter sort the products, and read the instructions and personal protective equipment requirements to prepare for testing.



Holly Hill Maintenance employees Oscar 'Chico' Pratt and Leroy Council tests cleaning products on grease, oil and tack with Shop Foreman Thomas Breland.

District 7 welcomes 'Crossroads'



Above, former Executive Director Elizabeth S. Mabry interviews the barbecue chefs during the filming of Crossroads. On hand were Wendy Walton, DEA Jo Ann Woodrum and Mabry.

District Seven started celebrating Christmas early this year. On Nov. 15, DEA Jo Ann Woodrum, Orangeburg Maintenance and Construction employees welcomed Elizabeth S. Mabry for the filming of the December Crossroads. Christmas was in the air and everyone enjoyed the atmosphere, food and fellowship.

District Office staff, engi-

neers and clerks from the Maintenance and Construction offices and Robert Wiggs from Safety met for a Christmas dinner at Antley's Barbecue. Bonnie Martin was able to be with us in spite of her golf cart accident earlier in the week. 'Crash' is on the mend!

District 7 employees adopted a family for Christmas this year. The response resulted in gener-

ous giving to a family in need. Once the money was collected, Jo Ann, Amy, and Amanda Woodrum went shopping. When the wrapping was done, District Office staff loaded the sleigh for delivery to headquarters for distribution to our adopted family. Imagine the smiles on Christmas morning! Special thanks to all who contributed.

Meet Hampton's Interstate Crew



Front row, left to right: Chris Brunson, Cynthia Myers. Second row, left to right: David Smalls, Jerry Gosnell, Kolinda Isham and Debra Capers.

Hampton Maintenance's interstate crew picks up tire debris, repairs washouts, concrete, some guardrail, and checks for bridge deficiencies. This crew is also responsible for setting up work zones as needed.

Chris Brunson has been employed with DOT for six months. He enjoys writing poetry.

Cynthia Myers, lead person, has been with DOT for eight years. She enjoys shopping in her spare time.

David Smalls has been employed with SCDOT for 11 Months. He enjoys playing music.

Jerry Gosnell, foreman, has been with SCDOT for 13 years. He likes to trap furbearing animals.

Kolinda Isham has been employed with DOT for five months and she enjoys the outdoors.

Debra Capers has been with DOT for seven years. She enjoys reading.

Employees participate in hearing tests



Clarendon Maintenance employees participate on-site with Bamberg Maintenance and Construction employees during the testing.

Audiometric testing took place in District 7 on Jan. 10-12. Criteria for employees selected for testing included review of

the type of jobs performed and the amount of noise exposure related to those jobs.

Management Tips

1 Fix the problem, not the blame. It is far more productive, and less expensive, to figure out what to do to fix a problem that has come up than it is to waste time trying to decide who's fault it was.

2 Tell people what you want, not how to do it. You will find people more responsive and less defensive if you can give them guidance not instructions. You will also see more initiative, more innovation, and more of an ownership attitude from them develop over time.

3 Manage the function, not the paperwork. Remember that your job is to manage a specific function within the company, whatever that may be. There is a lot of paperwork that goes with the job, but don't let that distract you from your real responsibility.

4 Lead by example. If you ask your employees to work overtime, be there too. Just because company policy allows it, don't fly first-class if your associates are in coach on the same plane. Be a leader - it's tougher than being a manager, but it's worth it.

5 'Quality' is just conformance to requirements. You get the behavior you critique for, so set your standards and then require conformance to them. Quality will come from that effort, not from slogans, posters, or even threats.

6 Get out of your office. Management By Walking Around (MBWA) does work. You make yourself more approachable. You get information firsthand. You find out what's really happening.

7 You never have to make up for a good start. If a project or a job gets off to a bad start it can be difficult to catch up. Do your planning up front so you get a good start and you won't regret it.

8 Delegate the easy stuff. The things you do well are the things to delegate. Hold on to those that are challenging and difficult. That is how you will grow.

These management tips were gathered from "About: Management" located on the web at <http://management.about.com>

Retirements

HEADQUARTERS

Harry Green Jr., of Columbia, engineer/associate engineer in Road Design, retired Nov. 2, with 33 years of service.

Norma J. Hall, of Lexington, Director of Procurement, retired Nov. 15, after 32 years of state service.

Linda L. Shealy, of Irmo, program coordinator I in C Project Development, retired Dec. 1, after 36 years of service.

Ronald M. Joye, of Columbia, program manager III in office of Deputy Director of Construction Engineering Planning, retired Dec. 1, after 33 years of service.

Linda S. Frick, of Little Mountain, fiscal technician I in Accounting, retired Dec. 15, after 24 years of service.

Theodore F. Jones, of Lexington, right of way agent II in Rights of Way, retired Dec. 31, after 26 years of state service.

Macie M. Gresham, of Lexington, program manager I in Rights of Way, retired Jan. 1, after 20 years of service.

Lucy K. Hines, of Camden, right of way agent II in Rights of Way, retired Jan. 1, after 27 years of state service.

Russellette M. Swygert, of West Columbia, applications ana-

lyst I in Information Technology Services, retired Jan. 2, after eight years of service.

James R. Rea, of Lexington, auditor IV in Agency Audits, retired Jan. 16, after 21 years of service.

Ronald M. Welsh, of Sumter, engineer/associate engineer in Road Design, retired Jan. 16, after 33 years of service.

DISTRICT 1

John L. Hood, of Dalzell, engineer/associate engineer at Sumter Construction, retired Dec. 1, after 37 years of state service.

Albert McKnight, of Pine-wood, trades specialist II at Sumter Maintenance, retired Dec. 31, after 41 years of service.

Martin H. Gunter, of Leesville, trades specialist IV at Lexington Maintenance, retired Dec. 31, after 22 years of service.

Chester Allbright, of Aiken, trades specialist II at Aiken Maintenance, retired Jan. 1, after 15 years of service.

Sarah F. Parker, of Columbia, trades specialist II at Richland Maintenance, retired Jan. 31, after 27 years of service.

DISTRICT 2

Walter J. Herlong, of Pros-

perity, trades specialist III at Saluda Maintenance, retired Nov. 2, after five years of service.

Samuel Crawford, of Calhoun Falls, trades specialist II at McCormick Maintenance, retired Dec. 29, after 10 years of service.

DISTRICT 3

Charles J. Whiten, of Westminster, trades specialist III at Oconee Maintenance, retired Nov. 1, after 29 years of service.

Hammond L. Meyers, of Marietta, engineer/geodetic technician, District 3 Office, retired Nov. 15 after 10 years of state service.

James W. Marr, of Spartanburg, trades specialist III at Spartanburg Maintenance, retired Nov. 26, after 10 years of service.

Henry J. Thompson, of Anderson, trades specialist II at Anderson Maintenance, retired Dec. 1, after 18 years of service.

Charles W. Thomason Jr., of Greenville, trades specialist IV at Greenville Maintenance, retired Dec. 29, after 32 years of service.

James M. Hawkins, of Greenville, trades specialist IV at Greenville Maintenance, retired Dec. 29, after 25 years of state service.

Floyd B. Gilree, of Spartanburg, trades specialist I at Spartanburg Maintenance, retired Feb. 1, after nine years of service.

DISTRICT 4

Johnny B. Barnette, of Sharon, trades specialist III at York Maintenance, retired Nov. 17, after 33 years of state service.

Ronnie J. Burgess, of Rock Hill, trades specialist II at York Maintenance, retired Dec. 13, after 14 years of service.

Rebecca C. Bryant, of Darlington, administrative assistant at Darlington Maintenance, retired Dec. 15, after 33 years of state service.

Paul G. White, of Sharon, trades specialist II at York Maintenance, retired Jan. 2, after 11 years of service.

Emma R. Abercrombie, of Chester, administrative assistant in District 4 Office, retired Jan. 5, after 34 years of state service.

DISTRICT 5

Victor Bethea Jr., of Dillon, trades specialist II at Dillon Maintenance, retired Nov 6, after 13 years of service.

Kenzie L. Miles Jr., of Latta, trades specialist II at Dillon Maintenance, retired Dec. 1, after

23 years of service.

Don R. Chandler, of Kingstree, mechanic III at Williamsburg Maintenance, retired Dec. 31, after 12 years of service.

DISTRICT 6

William Brown Jr., of Yemassee, trades specialist II at Beaufort Maintenance, retired Nov. 1, after 10 years of service.

Irvin W. Elsey Jr. of Charleston, trades specialist IV at District 6 Office, retired Nov. 14, after seven years of service.

Kenneth S. Mich Jr., of Summerville, engineer/associate engineer in District 6 Office, retired Dec. 31, after 33 years of state service.

DISTRICT 7

Alonza Johnson, of Blackville, trades specialist III at Barnwell Maintenance, retired Nov 29, after 21 years of service.

Floyd L. Williams, of Springfield, trades specialist V at Orangeburg Maintenance, retired Dec. 1, after 28 years of state service.

Gwendolyn J. Edwards, of Manning, trades specialist II at Clarendon Maintenance, retired Dec. 14, after eight years of service.

Deaths



Raymond B. Dorman

Raymond B. Dorman, of Lexington, mechanic III at Lexington Maintenance, died Nov. 19.



Joseph E. Dunbar

Joseph E. Dunbar, of Beech Island, trades specialist II at Aiken Maintenance, died Nov. 9.



Andreas Harczuk

Andreas Harczuk, 57, of Lexington, inspector of highways and bridges for SCDOT, died Jan. 24.

Eric Brice Boozer, 39, of Prosperity, SCDOT employee at West Columbia Construction office, died Dec. 30.

Henry Adolph Hutto, 80, of Reevesville, retired SCDOT maintenance employee, died Dec. 30.

Willie John Irick, 86, of Orangeburg, SCDOT retiree, died Dec. 17.

To A Most Loved Son, Brother, Uncle, Grandson, Nephew and Cousin

*God saw you getting tired,
And a cure was not to be,
So he put his arms around you,
And whispered, "Come to me."*

*With tearful eyes we watched you,
And saw you pass away.
Although we loved you dearly,
We could not make you stay.*

*A golden heart stopped beating,
Hard working hands laid to rest.
God broke our hearts to prove to us,
He only takes the very best.*

By Debra Lynn Wise



Eric Brice Boozer
1967 - 2006

Vivian Lynette Jackson, of Bowman, Administrative Assistant at Orangeburg Maintenance, died March 4.

Harold Shuler "Babe" Smith, 80, of St. George, an SCDOT retiree, died Jan. 21.

Assets Management

Mr. Customer Service *Harry Bell offers service with a smile*

By Carl Chase Jr., Assets Manager

When you want service with a smile you see Harry Bell. Bell processes and delivers rental cars from the SCDOT Equipment Pool.

Your day becomes brighter when you deal with Bell. Below is a photograph of him receiving an On the DOT Extra Award from Capital Improvements Manager Suzette Porter. Harry has been with SCDOT for almost eight years.



TONY GARMON/CAPITAL IMPROVEMENTS

Suzette Porter presents Harry Bell with an On the DOT Extra Award from the Capital Improvements Office.

Headquarters Spring Cleanup: April 20

Rid your office of excess stuff during annual event

By Carl Chase Jr., Assets Manager

Spring Cleanup is around the corner. The day to rid your office place of excess paper and broken furniture is just around the corner. The Headquarters Building will have its Annual Spring Cleanup on April 20th.

Building Services will strategically

locate trash containers around the building and an extra vehicle will be provided to haul recyclables.

There is a plan to clean blinds and do major dusting.

This cleanup will make our building a healthier place to work.

For more information call Stan Keels at 737-1023.

Book Review

We Don't Make Widgets

Overcoming the Myths that Keep Government from Radically Improving

By Carl Chase Jr., Assets Manager

You have heard the rhetoric of why government should operate more like a business. Many political campaigns hinge on the promises of making government operate more efficiently and the quest to root out fraud, waste and abuse.

Ken Miller points out that government employees are recruited from an excellent talent pool and work hard constrained by a system that doesn't promote efficiency.

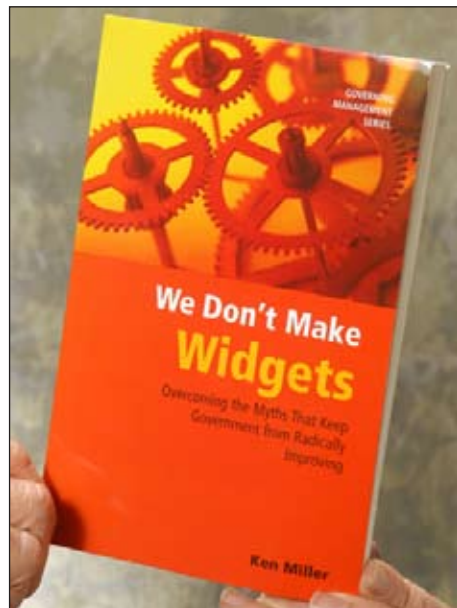
He addresses the latest and greatest cure alls such as Blue Ribbon Commissions staffed with people who have never worked in a system with the constraints of government. Shelves in Schools of Public Administration contain dusty copies of the findings of many of these august bodies.

Don't buy this book if you expect to have all your management and leader-

ship skills validated. Don't buy this book if you want a book that will make you feel comfortable. This book will stimulate your thinking about performance management.

This book focuses on the nuts and bolts of measuring performance in government organizations.

This is a must read for people who devote their lives to public service.



Human Resources

Training updates access system *Employees to view training records online*

By Dale Thomas, RN, BSN
Medical Services

Human Resources Development has partnered with ITS Application Development to update the Employee Training System on Entire Connection.

This is the first update of the Training System since its 1980 inception. The updated system went into production on November 1, 2006.

Please be aware of the following new procedure: a security form will need to be

completed for each assigned employee to give them access to view or update training records in the new system. In addition, a new procedure for the registration of outside classes and processing of training 608s has been implemented. Finally, to add a course to the system, a Request to Create a New Course Code form must be completed and forwarded to the HRD Office.

For additional information regarding the new updated system, forms and procedures, or to request training on the updated system, please call the HR Development Office at 803-737-1344.

Supervisors — Are you ready for a challenge?

The State Office of Human Resources (OHR) recently developed a new interactive e-learning tool, Supervisor Survival Challenge, for all state agencies.

"The Challenge" is a just-in-time program for new supervisors who need critical skills as they transition into their new role.

It will still be necessary for supervisors at SCDOT to participate in Fundamentals of Human Resources Management upon assuming a supervisory position; however, "The Challenge" can help prepare supervisors to make a positive impact immediately.

We also recommend that current supervisors take the time to complete Supervisor Survival Challenge to refresh their supervisory skills.

You can access Supervisor Survival Challenge and other e-learning programs through the e-learning curriculum at the SCDOT University website (<http://iwww.dot.state.sc.us/ETAD/>). Remember that you can also register for a variety of classroom courses at this site. If you have questions pertaining to this e-learning program or any of the other courses offered by SCDOT University, please contact the Human Resources Development Office at (803) 737-1344.

Paving the Way

New course for Trades Specialist IIIs is now available

A one-day course, "Paving the Way for Foremen," has been developed for Trade Specialist IIIs.

This course will enhance skills in dealing with conflict, coaching and communication. It will also improve leadership traits and increase performance through teambuilding.

Paving the Way for Foremen contains

numerous exercises that facilitate the learning process. Upon completion of the course, participants take with them a tangible "How to Guide" regarding each topic presented.

For available training dates in your district, contact your Human Resources Coordinator or go to the SCDOT University website at <http://iwww.dot.state.sc.us/ETAD/>.

Idea Express

Got ideas? We want to hear from you!

We are pleased to announce that 13 suggestions were submitted to Idea Express in 2006, and two were adopted.

The ideas selected for implementation were the publishing of the work effort of SCDOT employees in the local newspaper and placing a reminder sticker on the rear view mirrors of our dump trucks for drivers to turn their heads when backing up.

The employees who submitted the ideas were rewarded with an On the DOT Extra.

We encourage employees to continue

using the Idea Express program which provides employees the avenue to submit suggestions and ideas for improving SCDOT operations and performance.

Also, ideas that improve methods, procedures, reducing costs and improves safety are encouraged as well.

Employees whose ideas are approved for implementation will be recognized at the appropriate time.

If you have any ideas that you think would be good for SCDOT, please fill out form "Ideaxpr:frp" on Delrina to submit the ideas to Terri W. Barr in the Assets Management Office.

DID YOU KNOW?

Tommy Scott's financial training class,
"The Butterbean Solution to Financial Freedom"
has openings!
Contact Linda Snead in Training
at 803-737-1344 to sign up for one of these classes.

Headquarters employees

can attend:

April 17
June 12
August 14
October 9
December 4

District and County Employees

can attend:

March 7
May 8
July 10
September 11
November 6