DEPARTMENT RECOGNIZES TEAM MEMBERS IN AWARD CEREMONIES
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PENNDOT’S VIRTUAL PUBLIC INVOLVEMENT EFFORTS HIGHLIGHTED BY AASHTO

The American Association of State Highway and Transportation Officials (AASHTO) Center for Environmental Excellence recently held a Public Involvement Peer Exchange to foster peer learning among selected state DOTs from across the U.S. The peer exchange was funded through a cooperative agreement with The Federal Highway Administration (FHWA), and conducted with support from WSP. Originally envisioned as a domestic scan tour, due to the pandemic the program was restructured as a series of virtual workshops.

AASHTO selected four lead states to provide examples of practice and lessons learned for the peer exchange: Minnesota, North Carolina, Pennsylvania, and Utah. An additional eight states have been invited to participate in the exchange: Colorado, Georgia, Louisiana, Montana, New York, Ohio, Oregon, Rhode Island, and Washington State. In addition to interaction and discussion with the lead states, these states had opportunities to contribute examples and lessons learned as well.

Three half-day virtual workshops were structured around topics of interest, with PennDOT’s Planning Deputate tapped for the session on Planning and Project Development Frameworks that Shape Public Involvement.

Division Manager Planning and Contract Management Jessica Clark presented on PennDOT’s Public Participation Plan and 12-year Program.

PennDOT Program Center Director Brain Hare presented on the department’s innovative planning approach called PennDOT Connects. Through PennDOT Connects, the department tasks PennDOT staff and our planning partners to consider community needs at the beginning of the planning process to ensure the best allocation of our resources.
SECRETARY GRAMIAN RECEIVES WOMEN OF DISTINCTION AWARD

PennDOT Secretary Yassmin Gramian was honored by the Philadelphia Business Journal with the Women of Distinction Award for 2020.

The program honors highly accomplished women in the Greater Philadelphia region who are blazing a trail in their respective company or organization, give back to the community, and are sought out as respected advisors and mentors within their field of influence. Secretary Gramian was one of 31 honorees selected among a pool of 250 nominees; she was celebrated with other honorees at a virtual event on Nov. 12, 2020.

Since being named Secretary earlier last year, Secretary Gramian has risen above the challenges posed by the COVID-19 pandemic. Under her leadership, PennDOT moved swiftly during early stages to close buildings and transfer essential functions to remote operations - decisive actions that helped to mitigate the spread of COVID-19 and protect citizens, employees and partners. PennDOT continued to engage maintenance teams to ensure roads were kept safe, and crews remained available for responding to weather events.

Noted for their ability to lead the way and drive change across the region, many of Secretary Gramian's fellow honorees share the distinction of working in mostly male-dominated industries.

Throughout her career, Secretary Gramian has been a staunch advocate for equity and inclusivity in the workplace, specifically for women and women of color in traditionally male-dominated fields. In fact, she was given the "Relentless Award" from a previous employer for expanding the organization’s presence in the region and recruiting more female engineers to join the organization.

In her role at PennDOT, Secretary Gramian continues to build upon PennDOT’s commitment to diversity and inclusion. She is nurturing a diverse organization and workforce through innovative thinking, job-specific training, and fostering an inclusive environment that encourages, supports and celebrates all similarities and differences. She is a strong proponent of having people with various backgrounds at the table to help tackle the most pressing transportation challenges, and her senior leadership team at PennDOT reflects these core values.

For more information please visit our website: www.PennDOT.gov. Or find us on social media at:

- www.facebook.com/PennsylvaniaDepartmentofTransportation
- www.facebook.com/penndotsec/
- www.twitter.com/PennDOTnews
- twitter.com/penndotsec
- www.instagram.com/pennsylvaniadot
- www.linkedin.com/company/penndot
Each year, PennDOT recognizes select employees for their outstanding performance in providing the very best transportation services to Pennsylvanians every day. In 2020, 29 employees from around the state were given a Star of Excellence Award – the agency’s highest recognition – during a virtual ceremony.

These recipients represent a variety of organizational positions, spanning from highway maintenance and driver and vehicle service workers, to traffic control specialists, communications staff, and design and engineering specialists.

"For most of us, [last year was] unlike any other, however, we need to look forward and celebrate our successes," said PennDOT Secretary Yassmin Gramian. "I’m proud that even though the circumstances that we’ve all been living under for the last several months have been challenging, we’ve been able to make some positive changes for the organization."

From the descriptions of our Stars’ achievements, you will see how the day-to-day work of exceptional individuals spells great success for PennDOT: significant savings for taxpayers, improved service delivery, and advancements in safety and productivity.

More information on the selection process can be found in a Nov. 13, 2020, article on the PennDOT Way blog at www.penndot.gov/blog. The article includes links to the Star of Excellence ceremony program and a slideshow of winners.
Secretary Yassmin Gramian, P.E., welcomed the winners.

"COVID-19 has forced us to rethink how we do our business," she said. "With our large transportation network and our always scarce resources, we have built a strong legacy of creativity to meet our day-to-day mission and goals. But COVID-19 has challenged us to stretch even further. And today, we honor members of our PennDOT team for their outstanding innovative contributions."

Deputy Secretary for Administration Robert L. Chiappelli added that "the challenges we are all facing in the pandemic environment have shown why it is so important for PennDOT to have embraced innovation through IdeaLink and WorkSmart and the Lean PA initiatives. We simply could not allow the precautions needed to fight the pandemic to thwart our service delivery. And our award winners are a testament to the innovation, ingenuity and problem-solving abilities of our staff to meet these changing circumstances."

Executive Deputy Secretary George W. McAuley, Jr., P.E., recognized each of the winners:

**IdeaLink Winners**

Kristi Smith, now retired from Highway Administration, Central Office, recommended that Safety be added as a separate IdeaLink category and that any safety IdeaLink suggestions undergo an expedited review. Daryl St. Clair, special assistant to the Highway Administration deputy secretary, accepted the award on Kristi's behalf.

Daniel Carpenter, a highway foreman, and Andrew Eickholz, an equipment operator, both in PennDOT's District 8 Lebanon County operation, came up with an idea to add a spray bar to dump trucks for winter de-icing. The innovation allows PennDOT’s maintenance forces to pretreat more roads, save salt costs and make winter services more efficient.

Julie Stickler, artist illustrator in the Bureau of Maintenance and Operations, works in PennDOT’s Sign Shop in Harrisburg. She noticed that the rolls of sign sheeting have two thick plastic holders on each end. She noted that her operation goes through 25 to 50 rolls a day and was not recycling the plastic holders. She suggested PennDOT recycle the plastic holders, which it now does.

Stacey Renee McMullen in District 1 - Mercer County, suggested replacing the 5-, 10- and multiple-year references in the roadside signs thanking highway clean-up volunteer organizations with a one-time sign that refers to the year the volunteer group started clean-up work. The change means the thank you signs do not have to be replaced every five years.

**WorkSmart Winners**

**District 1**

Highway Equipment Manager, Matt Semian, in the Crawford County Maintenance Office accepted the award on behalf of the county garage staff for their Snowplow Refurbishment Program. Each year, county staff thoroughly assesses plows for refurbishment or replacement. Plows that can be refurbished are disassembled, repaired, and sent to a vendor for sandblasting and refinishing with...
When the pandemic hit in March and many PennDOT employees began teleworking, District 8’s Traffic Unit hit the ground running and never missed a step.

It just so happened that several years before, in 2012, the Traffic Unit started working diligently to reduce paper records, improve the electronic traffic study and permit review process as well as trying to embrace telecommunication technology.

By the time COVID-19 affected Pennsylvania, not only could they maintain productivity, they were able to provide guidance to other district traffic units in issuing electronic permit plans.

"The process changes in the District 8 Traffic Unit were not championed by one person," said Christopher Flad, P.E., the intelligent transportation systems manager. "It started with the assistant district executive for maintenance and district traffic engineer’s decision to empower the team and encourage everyone's open-mindedness to seek new ideas and to rethink how we do business."

"Chris is our resident expert on electronic solutions, so we work smarter," said Jason Bewley, P.E., the district traffic engineer.

According to Bewley, Flad’s philosophy that "everyone is important" helps create "a culture of positivity and system ownership." He added that it also encourages "independent thinking and innovation."

Specifically, under Flad’s direction, the traffic unit:

Developed a process for electronic signatures and professional engineer seals. They also trained other staff statewide on this process.

Moved to an all-electronic submission system for traffic studies and traffic signal permits. The original goal was to reduce paper usage and the physical space required to manage the documents, but it also improved customer service by shortening and simplifying the entire permit process.

Began using teleconferencing technologies for some internal meetings with consultants. The meetings were easier to schedule once travel time was eliminated from the process.

As the quality of scanners improved and server-based storage became more affordable, staffers began digitizing existing paper records, such as traffic studies and permits. Not only were the paper files taking up physical space, but they were susceptible to destructive elements, such as water damage and deterioration. Electronic files are also more accessible, allowing for quick access to data, even in remote environments.

Another great success during the past six months, Flad said, was the transition of the District’s Traffic Management Center (TMC) to a telework environment. The District 8 TMC routinely covers District 8 roadways 24/7, but also Districts 4 and 5 during nights and weekends.

With the help of necessary equipment, which IT quickly delivered, TMC operators in every district were able to perform essential functions, maintain critical operations and manage traffic operations without missing a beat.

"We continue to adjust as necessary to adapt to the changing times," Flad said. "Our sustained success in maximizing customer value and minimizing waste is a testament to those dedicated, hard-working individuals in the District."

As a result of the district’s quick thinking and swift technological response, Christopher Flad and his team will be given a 2020 Innovation Award.

District 8 shared this smart practice through PennDOT WorkSmart, an online system, accessible 24/7, that provides all PennDOT employees with a forum to share their smart practices, or things they are already doing as part of their normal workday, with their fellow PennDOT employees.
PENNDOT EARNS NATIONAL RECOGNITION IN THE REALM OF HIGHLY AUTOMATED VEHICLES

If you are like many Pennsylvanians, you probably have an awareness of automated vehicles; whether it be through unfortunate events such as the driver who was recorded sleeping behind the wheel of his Tesla, or by way of your own experience with vehicle automation though lane assist or automatic breaking.

What you may not be aware of is just how pivotal PennDOT has been in developing the framework for the safe testing and deployment of highly automated vehicles (HAVs).

At the center of the department’s efforts is the development of testing guidance for automated vehicle stakeholders. Following discussions and meetings with the state’s Autonomous Vehicle Policy Task Force and more than a dozen automated vehicle technology companies, PennDOT issued updates to its guidance (PDF) to enhance safety oversight of HAVs in Pennsylvania. This months-long effort included several rounds of internal and external reviews, and roughly 40 hours of discussions with the testers. The changes reflect advances in the industry and best practices.

PennDOT was tapped by the National Highway Traffic Safety Administration (NHTSA) to join nine companies and seven other states as the first participants in a new web pilot of the U.S. DOT’s initiative to improve the safety and testing transparency of automated driving systems: the Automated Vehicle Transparency and Engagement for Safe Testing (AV TEST) Initiative. The states included are California, Florida, Maryland, Michigan, Ohio, Pennsylvania, Texas, and Utah. The participating companies are Beep, Cruise, Fiat Chrysler Automobiles, Local Motors, Navya, Nuro, Toyota, Uber, and Waymo.

In addition to joining the national AV TEST initiative, PennDOT was asked to join the Partners for Automated Vehicle Education’s (PAVE) Public Sector Advisory Council, a group of public sector organizations that will assist with PAVE’s campaign to educate consumers about automated vehicles and their societal impacts.

Pennsylvania’s Highly Automated Vehicle Advisory Committee recently published its first annual report available on PennDOT’s Highly Automated Vehicle Advisory Committee webpage under "Resources."

SEVENTEENTH FUELING STATION OPENS AS PART OF PENNDOT’S CNG PUBLIC-PRIVATE PARTNERSHIP (P3) PROJECT

On October 28, 2020, Mercer County Regional Council of Governments (MCRCOG) held a ribbon cutting for the opening of the Hermitage Compressed Natural Gas (CNG) fueling station, the 17th transit agency station to be opened as part of PennDOT’s CNG Public-Private Partnership (P3) project. In total, 19 stations have been completed to-date. Completed in July 2020, the project included construction of the CNG compressor compound and fueling island and building modifications to maintenance and storage areas to accommodate CNG vehicles. Currently, Hermitage has one CNG vehicle, operation of which could result in an annual $10,000 in fuel savings when compared to the price of diesel fuel.

The Bureau of Public Transportation manages a $70 million P3 that will provide CNG fueling infrastructure for 24 transit agencies throughout the state.

In June 2016 PennDOT contracted with a private developer, Trillium CNG, to design, build, operate, and maintain fueling sites until April 2037. This project allows participating transit agencies to convert vehicle fleets to CNG, saving more than $5 million annually. Six sites will allow for public fuel sales where consumers can access CNG fuel. PennDOT will receive a 15 percent royalty, excluding utilities and taxes, for each gallon of fuel sold to the public at public sites over the 20-year contract.

To date, more than six million Gas Gallon Equivalents (GGEs) have been pumped into transit agency vehicles across the project. This has resulted in nearly $3 million in savings when compared to the cost of purchasing diesel fuel, enabling transit agencies to direct fuel savings to providing additional operations.
Recently, the Pennsylvania Department of Transportation (PennDOT) announced the start of the Workforce Development Pilot program in partnership with rabbittransit, Chester County Transportation Management Association (TMACC), and Urban Outfitters. The Workforce Development Pilot that began on February 8.

The Workforce Development Pilot program will provide public transportation services that connect jobseekers with employment opportunities that were previously unreachable due to a lack of transportation options.

"Transit is about connecting people with their communities and to jobs," said PennDOT Secretary Yassmin Gramian. "Through this pilot, we aim to expand transit in support of economic growth at the local level, and we’re proud to help facilitate this important partnership."

"This is an excellent example of how the public and private sectors can work together to bring job opportunities to more residents and families," said State Senator Carolyn Comitta. "I want to thank PennDOT, TMACC, and Urban Outfitters for launching this pilot program and assisting residents of Coatesville and the surrounding region in overcoming obstacles to employment and accessing the promise of job and career advancement. I look forward to seeing what the future holds for this important program and partnership."

The pilot program launched in two corridors in Pennsylvania: Gettysburg to Hanover and Coatesville to Gap. The pilot will run for up to 24 months to determine local transportation needs and future feasibility. Participating employers have agreed to pay a portion of the costs of public transportation while aligning shift schedules to maximize the number of riders that can use the service.

Rabbittransit is partnering with the Adams County Community Foundation to provide new transit service in central Pennsylvania. This portion of the pilot seeks to connect Gettysburg area residents to businesses in Hanover, including Pella Windows and Doors, Yazoo Mills, Winter Gardens, Packaging Corporation of America, Cross Keys Village — the Brethren Home Community, Adams County Rescue Mission, and Adams County Prison.

"Employers working in collaboration with transit is critical to the development of a model for a sustainable workforce solution," said Executive Director of rabbittransit Richard Farr. "It is our mission to aid in the creation of such partnerships that advance mobility for our communities to thrive. The Workforce Development Pilot Program is an example of such a partnership."

"I am elated to have PennDOT, TMACC, and Urban Outfitters joining together to help my constituents obtain jobs," said State Senator Carolyn Comitta.
Representative Dan Williams. "For too long, communities like mine have had a hard time obtaining work because of transportation issues. This new partnership will allow residents in my district to be gainfully employed and provide businesses with a ready-and-able workforce. I hope this partnership becomes the model for other employers to help Pennsylvania "build back better".

"TMACC is excited to participate with URBN in this PennDOT pilot public transportation project to bring high quality reliable fixed route service between the City of Coatesville and URBN’s distribution center in Gap, PA," said TMACC Executive Director Tim Phelps. "Transportation is one of the key ingredients for any successful workforce development efforts. We are thankful that the governor has committed to this transportation initiative which reduces one of the barriers to employment and will provide opportunities for the residents of Coatesville and surrounding municipalities."

"Available jobs are of no use if there isn’t a means to get to those jobs," Chair of Chester County Board of Commissioners Marian Moskowitz said. "That’s why this workforce development agreement between PennDOT and Urban Outfitters is so very important. We applaud both organizations’ commitment to funding, and for their willingness to align transit needs with Urban Outfitters’ shift schedules.

Our thanks also goes to the Transportation Management Association of Chester County for bringing 'The Outfitter' shuttle service together so quickly. This is a win-win for Coatesville and for Chester County."

"When the pilot comes to an end, we will evaluate the needs of the communities involved and determine future feasibility for these locations and possibly others across the state," said North American Logistics Executive Director Melinda McClure. "We are very excited to work with TMACC and PennDOT to expand the transportation opportunities for our current and future employees, from the Coatesville area. Providing safe and reliable transportation to work is a fundamental responsibility that PennDOT excels at throughout the region and this further enhances its current offerings. At URBN we strive for a culture of creativity and innovation and we are passionate about our employees. We have a competitive total rewards package, which allows us to bring additional offerings to our workforce. As we continue to grow this year and, in the years, to come no matter how sophisticated the automation is in our facilities, it always comes down to people."

Interested riders and jobseekers can find Pennsylvania public transportation options by visiting the Travel in PA section of PennDOT.gov.

### PENNDOT’S WARRANTY PROGRAM

During the 2020 fiscal year, PennDOT’s Warranty Program has recovered $219,488.67. This amount is comprised of warranty reimbursements received for completion of in-house warranty repairs, as well as credits received from vendors for repairs that were not initially submitted to warranty at the dealer level. Some of these credits were issued under manufacturer’s goodwill policy due to the repairs being slightly outside of the standard coverage timeframe. Requests for warranty reimbursement are submitted by the field and reviewed based on the information entered in A1 notifications, via SAP-Plant Maintenance.

The program is also responsible for overseeing the completion of manufacturer issued Product Improvement Campaigns and Safety Recalls, ensuring that the Department’s equipment is performing as designed and is as safe as possible. Nearly 1,000 A1 notifications were created for tracking purposes and sent to the field during the past fiscal year.

With the vast amount of repair data that is reviewed, it also allows the warranty administrator the ability to provide technical information and support to county garage personnel.

To the right is a summary of previous warranty recovery amounts. With the funding going back to the county which has completed the warrantable repairs, it gives them the option to complete repairs in-house or to send their equipment to the vendor. Not only a monetary savings, but in a lot of cases, completing the repair in-house can help to reduce unnecessary equipment downtime.

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WAYNE MEARS’ PASSION FOR CYCLING BROUGHT HIM TO PENNDOT

Drivers must give bicyclists 4 feet.

Wayne Mears works full time in PennDOT’s communications department, but during his off hours, he is back in his saddle. No, Wayne isn’t a cowboy—he is a bicyclist. His passion for biking and safety led him to a job at PennDOT 8 years ago.

“I don’t remember a time when I didn’t bike,” Wayne said. He has ridden the Sea Gull Century twice, starting at Salisbury University and riding to Assateague and back. Generally, Wayne leads a group 2-3 times per week and they average 30-40 miles per ride. He likes to show others the joy of riding, talk to other’s about bicycle safety and lead groups. Gung Ho Bike shop sponsors a Facebook page that Wayne manages to engage and educate other riders.

Wayne also has an intensive background in illustration, layout and design. Before PennDOT, he worked mostly with direct response advertising. He was responsible for over 70 million mailers per year plus the insertion planning and buying of media. “At times, we would print enough to fill three train cars of paper per month,” Wayne said.

Wayne continues to work with his art in his spare time, mostly airbrushing cars or motorcycles for friends and family. His most memorable project was a Honda Civic he rebuilt from a total and went on to win second place out of 10,000 cars at the NOPI Nationals in Atlanta. That project was done for his daughter and later was passed onto his son who completely rebuilt and redesigned it—with dad’s help, of course. The Civic is now well on its way becoming the center of attention at next year’s import car shows.

Last year, Wayne was instrumental to the creation of PennDOT’s worker’s memorial housed in the Keystone Building Atrium, which won the Display category of the 2019 AASHTO TransComm Subcommittee awards. Wayne is unofficially known as the “brand compliance” expert for PennDOT and was a Star of Excellence recipient this year.
**COST SAVINGS AND INCREASED PRODUCTIVITY**
By Tina Gibbs, Community Relations Coordinator, District 10

COVID-19 has impacted many things about the way we do business, but we’ve used creative solutions to work within guidelines while saving money and increasing employee productivity.

In PennDOT District 10, Indiana and Jefferson counties implemented alternate work schedules with the Sealcoat Operations crews to continue completing jobs efficiently without overtime. Using this solution, crews increased production by 17 percent while showing an overall 56 percent reduction in overtime costs based on the 2019 costs.

"Even with the challenges we’ve faced with COVID-19, our employees continue to step up and get things done," said Matt Burkett, assistant district executive for maintenance. "The crews and management in Jefferson and Indiana counties understand the importance of sealcoat to preserve our roads and were willing to step out of their comfort zone to ensure success."

"They should be proud of the work they completed and the flexibility in negotiating the terms of the side agreement to make it all happen," Burkett added.

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**VISIT OUR WEBSITE TO LEARN ABOUT PENNDOT’S HISTORY**

At PennDOT, we’re always looking for innovative solutions to improve transportation across the state. Despite this forward-thinking mindset, we realize that looking at the past can sometimes inform solutions to modern challenges.

As part of Act 120, the Pennsylvania Department of Transportation (PennDOT) was created on July 1, 1970. To honor PennDOT’s 50-year anniversary, we created a timeline of events to highlight some of our most important milestones over the years.

From the early 1900’s through 2020, Pennsylvania’s transportation industry has gone through changes that influence how we do business today.

Did you know that the Rural Roads Program of the 1930’s had a significant impact on Pennsylvania’s economy? Or that our Medical Re-Examination Program for drivers 45 and older began in 1960?

In more recent history, public transportation in Pennsylvania received its own dedicated funding source in 2007. Our state’s first Active Transportation Plan was completed just last year, outlining a vision and framework for improving conditions for walking and bicycling across Pennsylvania.

See the full timeline at PennDOT.gov/50years to learn more about our history. We’ll be adding future milestones to our website as we continue to improve Pennsylvania’s transportation operations in the coming years.
Salvatore Galante is the Luzerne County Manager in PennDOT's District 4. He has been with PennDOT for 40 of our 50 years as a department.

As a field employee, Galante found it gratifying to do hands-on work, completing a project from start to finish. As a manager, he enjoys giving other employees the tools and training needed to perform high-quality work within budget. What does he find most rewarding overall? Being able to help customers by rectifying any problem that arises.

Salvatore Galante's PennDOT Journey

Advice from Galante's father and grandfather ultimately led him to PennDOT. They told him to think long term when it comes to employment, looking at benefits and opportunity for advancement.

"I started in 1980 as a highway maintenance worker at $4.54 an hour, knowing that pay would increase with longevity and promotions," Galante said.

When asked what has changed the most about his job during his time at PennDOT, he said safety protocols have drastically changed over the years for the better. There was a time when incidents of unsafe behavior weren't thoroughly investigated in an attempt to prevent similar incidents in the future, but those days are long behind us.

"[PennDOT's] safety division has put an emphasis on accident prevention, such as Safety Stand Down days," Galante said. "At the county and district level, all accidents are reviewed for cause and prevention."

He also commented that technological advancements over the past 40 years have had a significant impact on his job.

"Technology has become a way of life from payrolls to computerized spreaders," he said.

Galante would like Pennsylvanians to know that PennDOT employees are dedicated to their work, and it is not unusual for them to go above and beyond to get projects completed.

"I wish the general public knew how many miles of road we have to maintain with a limited number of employees, along with having a real budget and not an open check book," Galante said.

Galante's most memorable day at work occurred during a blizzard in 2017. He was contacted by the Pennsylvania State Police when there was an infant in need of emergency surgery at Geisinger in Danville. The request was for three plow trucks to escort the ambulance and state police.

"I contacted Doug Yacuboski, the assistant manager in the Hazleton area, and I tasked him with coordinating with PSP and accompanying our plow trucks to Geisinger," Galante said. "I took over snow removal operations in Hazleton, and Doug called when the ambulance arrived at Geisinger. The operation was successful the infant had a full recovery."

Governor Wolf acknowledged the situation at a news conference and later visited the PennDOT stockpile in Dupont to meet and thank all employees involved.

When he eventually retires from PennDOT, Galante says he'll miss working daily with his PennDOT family within his county and district, as well as PennDOT's central office staff in Harrisburg.

"Over the years I have met and worked with some very caring, involved people always working towards creating safer roads. What I will not miss is WINTER!"

Watch the video at youtu.be/96APvsWGIDg to hear more about Salvatore Galante's PennDOT career. Visit PennDOT.gov/50years to learn about PennDOT's 50-year history.
One could say that when Pamela Molison likes something, she sticks with it. There is something to be admired about her loyalty – to her job, her home, and her cars.

After high school, Pam was working at Hills Department Store in East York as a cashier when she received a postcard in the mail from a computer school in Pittsburgh. She filled it out and a representative from the school visited her at home. She completed the one-year program in Pittsburgh, but before returning home, she remembered her instructor advising the class to take a Civil Service test to gain a stable job through the state system. Once home, she accepted a job at the Susquehanna Broadcasting Company, but took a Civil Service test in Harrisburg. Within a few months, she was interviewed by PennDOT and accepted their offer. That was in January 1979, just 9 years after the Pennsylvania Department of Transportation was created in 1970.

Punch cards were on the way out when Pam started working on PennDOT’s mainframe. She worked in application programming for her first six years with PennDOT and then transferred to the software section. She spent over thirty years there where she would install and test software on the mainframe.

When she first started, she had to solve the problems on her own and now, there are application tools to debug programs. Application programmers write programs using IMS software. Business Users use IMS to enter transactions that come into the mail counters and she runs performance reports using IMS Performance Analyzer and Problem Investigator to track down where a problem lies. “We can track what a clerk enters, drill down into the IMS logs and find their problem,” Molison said. Despite her title of an Information Technology Administrator, she is essentially a professional problem solver. “I like helping folks figure out their problems and help to get them resolved. I write automated tasks,” she said.

In 2017, she received the PA Excellence in Technology Award at the PA Digital Government Summit. "Pam’s expertise with IBM Mainframe technologies is extraordinary. She played a major role in starting up PennDOT’s future-state infrastructure (x86/Linux) for the Vehicle and Driver’s License System modernization project. This establishes the foundation for all future Vehicle and Driver License Systems modernization efforts,” Philip Tomassini, CIO said. Other career highlights that Pam had was receiving the Secretary’s Award of Excellence in 1990 from Secretary Howard Yerusalim.

Her most memorable time while working for PennDOT was after the fire closed the T&S building in 1994. After the fire, she and a co-worker would travel once a week to a disaster recovery site in Gaithersburg, MD and ran backups to restore the mainframe system. They took the mainframe backup tapes and restored the data to disk. They made this trip for eight weeks. She restored the operating system and the other employee would restore the IMS system.

Pamela Molison with Governor Tom Wolf

We thank Pamela for her dedication to the department for more than four decades.

Molison’s 2014 Harley Sportster - Pam’s dedication continues beyond her job. She has lived in the same house for over 50 years. She owned a 1985 Honda motorcycle for 29 years until it was beyond repair and now owns a 2014 Harley Sportster. She is just as consistent with the care of her cars. She first had a 1979 Firebird Formula and a 1989 Trans AM. In 2010, she sold her Firebird to an IBM employee and he put a lot of time and money into it. His friend put a new engine in it and he drove it to Florida where he resided. After a few years, he passed it on to his son who lived in Pittsburgh. Recently, he sent Pam a photo of his granddaughter driving the Trans AM! His son added, "I guess since they trust my daughter with a 30-million-dollar jet, I can trust her to drive the Trans AM!" The granddaughter was a sky diver in the Air Force and moved on to be a jet pilot.
Elmer Shemeley has been a PennDOT employee since the very beginning. Three years before the Pennsylvania Department of Transportation was formed, he began working for PennDOT’s forerunner, the Pennsylvania Department of Highways. Today, Shemeley is a Senior Civil Engineer Supervisor in Montgomery County-based District 6. He’s been serving the commonwealth for more than 53 years.

A graduate of Penn State University, Elmer Shemeley’s first day with the Department of Highways was in 1967. He started in an 18-month training program to become a Civil Engineer 3, the equivalent to his current position.

"It’s been a good job and I’ve enjoyed it," Shemeley said. "I've been offered to move up, but I like being out in the field working and running jobs. I don't like working in the office that much."

Aside from all the modern technological advancements, Shemeley says the biggest change in the past 50 years has been a shift in the kind of projects we complete. During his early years on the job, they mostly constructed new roadways and bridges. Today, he’s involved with more rehabilitation and preservation projects, such as the rehabilitation of an historic truss bridge on Route 413 in Sellersville.

Shemeley has contributed to many large projects over the years. The most memorable was the Dannehower Bridge in Norristown, Pennsylvania. He was also involved with constructing the Norristown Interchange.

Shemeley feels that the biggest misconception about PennDOT is that people underestimate employees’ work ethic. He’d like the public to know that there are different departments with different responsibilities who work together to get the job done.

"The joke is that it takes 6 guys to fill a pothole, and that's not true," Shemeley said. "There’s different divisions. Construction is different than maintenance, which is different than right-of-way, which is different than design."

For Shemeley, completing a project is always the most rewarding part of his job. He enjoys being able to look back and see the new bridge or new roadway, knowing it’ll be there for years to come.

What will he miss most about working for PennDOT when he retires? The work itself, the people he’s worked with, and the friendships he’s made along the way.

We’re proud to acknowledge Shemeley’s experience and dedication as part of our 50-year anniversary celebration. Learn more about PennDOT’s history at PennDOT.gov/50years.
a high-quality urethane primer and topcoat. During reassembly, wear items, such as pins, bushings, hydraulic rams, chains, and hoists are replaced or rebuilt. Since 2016, the county has refurbished 32 front plows. County leadership expects this effort extended the life of the plows from 14 years to 24 years. The three-year cost savings already total nearly $288,000.

District 2

Clinton County Manager, Peter Kempf, and Office of Performance and Operations (OPO) Regional Manager, Damon Wagner, developed a process mapping idea while working together in PennDOT’s OPO. They thought it would be helpful to learn how the counties operated as well as being able to show new employees why things are done a certain way and where assigned tasks fall in the overall operation. They decided to analyze each county process, identify all the steps and look for any Lean opportunities as they created documents to outline each process. In the end, not only will the process mapping help new employees adjust, the documents will serve as a guideline for all staff members to ensure consistency and efficiency. It will define roles and responsibilities for the employee.

District 3

Controlling drainage is an important aspect of PennDOT’s roadway maintenance program. David Shearer, maintenance manager in Snyder and Union counties in District 3, has championed the installation of underdrains to help curtail premature roadway base failure. He teamed up with Maintenance Assistant District Executive Eric High and Maintenance Services Engineer Ken Bair to arrange for a rented trencher to expand underdrain installation. It took about a year to find a vendor with the right trencher, and in 2016, the district performed the first three pilot projects. Productivity improved from 0.21 workhours per foot to 0.55 workhours per foot. All counties within District 3 now have a goal of using a rented trencher for at least one underdrain project a year. This has led to significant reductions in the quantities of base repair and patching needs. For example, from 2007 to 2014, Union County averaged almost 7,000 tons of base repairs annually. That was cut to an average 3,200 from 2015 to 2019.

District 4

Five years ago, the only way to track construction costs during a project was to manually add data to an Excel spreadsheet. Acting District 4 Maintenance Services Engineer, Jonathan Eboli, led a team for Central Office and District 2 that developed an online, automated version of the construction cost sheet. After two pilot programs and a few adjustments, a fully functional cost exposure report is now available on the PennDOT Data Integration Facility (PDIF) site for every district to use. Instead of taking an hour to complete, the process can take as little as four minutes per project and accuracy is greatly enhanced. District 4 alone anticipates $72,000 per year in personnel cost savings.

District 5

Northampton County’s Senior Maintenance Manager, Rodney Vanscavish, created a winter checklist to help ensure his team is ready for the first snowfall. The checklist covers everything from preparing equipment and supplies at stockpiles to updating plow routes and emergency contact information. Beginning in September each year, the list is reviewed weekly at staff meetings, identifying what needs to be done, who is responsible for each task, and making sure it is all completed by winter. Rodney also created a Snow Fighters Handbook for operators, foremen and assistant county managers. Each handbook contains phone numbers, fueling station locations, route maps, directions and simple answers to every imaginable question from handling irate customers to the amount of salt needed in a snowstorm. The handbook is updated every fall and placed in every snow removal vehicle. Before the handbook, Rodney noted, loose notes were being placed in trucks and the chances were good that scattershot approach would mean lost information.

District 6

Senior Traffic Manager, Francis Hanney, played a key role in developing Virtual Inspection for PennDOT projects. This innovation allows contractors to coordinate with and submit documentation to PennDOT to verify projects are complying with PennDOT policies, standards and regulations. The COVID-19 emergency dictated this tool to help verify compliance with all required policies, standards and regulations. The Virtual Inspection packet includes full instructions, process guidance, and places to provide required construction documentation. It also includes applicable standard PennDOT forms for compaction, nuclear density testing results and inspection cost reimbursement. The packet also contains clear, concise instructions for the contractor and ensures clear, daily communication and coordination of all projects.

District 8

A culture of innovation in District 8 has made a big difference in how its traffic unit has met and exceeded the pandemic challenges. Under the direction of the district’s Intelligent Transportation Systems Manager, Christopher Flad, the Traffic Unit started working diligently to reduce paper records, improve the electronic traffic study and permit review process, as well as try to embrace telecommunication technology. By the time the COVID-19 pandemic hit, not only could they maintain productivity, they were able to provide guidance to other district traffic units in issuing electronic permit plans. Under Chris’ direction, the traffic unit developed a process for electronic signatures and professional engineer seals and trained other staff statewide on this process; improved customer service by moving to an all-electronic submission system for traffic studies and traffic signal permits; shifted to teleconferencing for internal meetings with consultants; and transferred paper records to digital formats. Chris also headed up the transition of the District’s Traffic Management Center (TMC) to a telework environment.

Continued on page 15
District 9

As PennDOT maintenance forces know well, overhead power lines can pose a significant hazard for dump truck operators. PennDOT saw that firsthand in Blair County on May 20, 2019. During a department­force mill and fill operation, a vendor truck was dumping into the widener when its cab protector hit a power line. The truck bed arced off the power line and left a burn mark on the side of the truck. During the After Action Review, it was discovered that a vendor employee had been electrocuted in a similar incident in 2008. Borrowing from the vendor’s response, Sean Homan, roadway programs manager, advocated for a mandatory policy to place pink flags on each side of the roadway directly under any overhead wire crossing. There is also an option to paint pink lines across the roadway directly under the overhead line.

District 10

To meet the objective of promoting open communication, Paul Koza, assistant district executive for construction, and Seth Marshall, senior civil engineer supervisor, developed construction project and winter services electronic customer surveys. The district’s Construction Unit and then Community Relations Coordinator Deborah Casadei worked with PennDOT’s Bureau of Innovations to develop the new surveys using SurveyMonkey. The electronic survey replaced paper surveys mailed to residents in the project areas. The survey listed 18 projects under construction in 2016 within District 10’s area of Armstrong, Butler, Clarion, Indiana, and Jefferson counties. There also was an option to list "Other" projects respondents wished to rate. The first annual survey resulted in 183 responses from residents and travelers. The change replaced a paper survey process that had a low response rate. In 2017, the winter services survey was live from mid–November to the end of December, and the district received 149 survey responses from residents and travelers. The winter services survey replaced previous, unsuccessful attempts to reach customers by phone.

District 11

Landslides continue to be an ongoing issue in southwest Pennsylvania. But Allegheny County Maintenance Manager, Lori Musto, has pushed the idea of using sheet piles to address this recurring problem. Lori used sheet piles in 2015 to address a missing shoulder wall issue on the I-376 Parkway West and felt it would work with slide issues. Working with the Geotechnical Unit, the maintenance staff identifies slides that may fit the criteria for sheet pile usage. Geotech conducts core drilling operations to determine if subsurface conditions allow for use of sheet piles. One advantage to using sheet piles is cost savings. The repair of a slide on Harrison Hollow Road in Lincoln Borough was estimated at approximately $1 million. By using this innovative technique, the repair cost has been lowered to about $250,000.

District 12

Responding to a request by Pennsylvania State Police (PSP), PennDOT District 12 developed an innovative paving application for truck safety enforcement pull off areas on state routes. A contractor, Golden Triangle Construction, suggested the use of Roller Compacted Concrete (RCC) for the pull off areas. To accommodate PSP's need for a smooth surface so they could slide beneath the trucks for inspections, a power trowel finish was added to the RCC. The District Construction Unit, Pavement Designer and the Materials Unit all were involved in adopting the innovation. Accepting the award for this innovation was Assistant Construction Engineer, Len Kubitza.

Deputy Secretary McAuley extended his thanks to the winners.

“Your creativity and willingness to innovate help us in our ongoing, challenging mission to keep Pennsylvania on the move to a better future.”

- Deputy Secretary George McAuley

Closing out the ceremony, which was coordinated by PennDOT’s Bureau of Innovations (BOI), was Melissa Batula, P.E., Deputy Secretary for Highway Administration.

"Your effort to make sure we are constantly thinking up new ideas really propels us forward as an agency," Deputy Secretary Batula said. "You are always striving to make us better and improve what we do."
Updates on automated work zone speed enforcement and bridge construction and maintenance were among the highlights discussed at the November virtual meeting of the State Transportation Innovation Council (STIC).

PennDOT Secretary Yassmin Gramian, P.E., who co-hosted the meeting with Alicia Nolan, Pennsylvania Division Administrator for the Federal Highway Administration (FHWA), noted that continued innovation is crucial to transportation agencies' ongoing success.

Despite the challenges presented by the COVID-19 pandemic, Secretary Gramian said, "We are going through a renaissance and continue to get stronger, more resilient and more efficient. Innovation is built on being flexible, maintaining a clear vision and embracing change in general."

Administrator Nolan added that "the innovation demonstrated in Pennsylvania has been exceptional." The advances "really showcase what innovation and the STIC is all about."

Clint Beck, P.E., director of Programs and Performance Management in the FHWA Pennsylvania Division, said a virtual meeting is planned for Dec. 8 to 10 to discuss and showcase Every Day Counts Round 6 (EDC-6) innovations, and PennDOT and FHWA leaders will be meeting in mid-December with the goal of identifying the EDC-6 innovations Pennsylvania plans to pursue.


Randy Albert, P.E., municipal services supervisor in PennDOT's Clearfield-based District 2, said 33 GRS-IBS bridges have been built so far, including 16 on the PennDOT system.

"Pennsylvania has been at the forefront of this technology," he said. "The specifications developed are among the most comprehensive in the nation."

He added that the program has especially helped local governments address their bridge issues economically and effectively.

Kristin Langer, P.E., PennDOT's assistant chief bridge engineer, said FHWA STIC Incentive Funding allowed PennDOT to engage Penn State University for research into the specifications for the deployment of GRS-IBS bridges.

The findings, completed in March and now under review, called for changing the specifications. But Langer said PennDOT feels it wants to take a middle road on any changes.

Among the recommendations were that no limits are needed for traffic volumes and stream velocity, the maximum span length can go from 70 to 140 feet and GRS-IBS can be used for overpasses rather than just waterways.

"We are not ready to dive in headfirst and go all the way to extreme limits just yet," Langer said.

PennDOT is considering allowing GRS-IBS on bridges with traffic volumes up to 2,000 vehicles per day instead of 400 vehicles, stream velocities of 15 feet per second instead of 12 feet and span lengths of 100 feet instead of 70 feet.

Langer said PennDOT has had good experience with the existing 33 GRS-IBS bridges, including ones that experienced significant flooding and microburst storms.

Tim Scanlon, P.E., Traffic Engineering and Operations director for the PTC, and Dan Farley, P.E., PennDOT's Traffic Systems Management and Operations section chief, reviewed the pilot program for Automated Work Zone Speed Enforcement.
According to Deputy Secretary for Multimodal Transportation, Jennie Granger, introduced sessions on unmanned aerial systems or drones, PennDOT’s ongoing efforts to develop a Pennsylvania Active Transportation Plan to promote options that include bicycling and walking and Public Transit steps to use improved data technology to enhance efficiencies at both fixed route and shared ride transit providers. The day also featured points for developing local traffic safety plans, innovations in crash data collection and PennDOT’s use of sequential lighting chevrons to reduce crashes at a curving ramp connecting Interstates 86 and 90 in Erie County.

"Ensuring safety and a better quality of life for the people of the Commonwealth is embedded in what we are trying to accomplish," Granger said.

Audience reaction to the virtual event was very positive. Ninety-one percent said they were very satisfied or satisfied with the sessions and many said they liked the ability to select just the sessions they were interested in attending. Some noted that the virtual format opened the sessions to far more than could have come to an in-person event. Eight three percent of respondents said they learned an innovation that they could use in their organizations.
With work zone crashes increasing 2 percent a year since 2012, and 23 fatal work zone crashes in 2018, PennDOT and the PTC felt a camera-based enforcement system would be an effective supplement to Pennsylvania State Police enforcement in work zones, Scanlon said.

When the two speed timing devices at each site agree, cameras take photos of the front and back of the speeding vehicle to capture the license plate. The enforcement is activated only when the vehicle is exceeding 11 mph over the work zone limit.

The first offense brings a warning; the second offense results in a $75 fine; and the third and subsequent offenses bring $150 fines.

Farley said there are 10 units deployed on PennDOT projects and seven on PTC projects.

There has been an average of 138 violations per deployment, Farley said.

The pilot, which runs until 2024, was deployed in March, and in April, speeding hit a peak, with 45 percent of vehicles observed exceeding the work zone speed limit and 10 percent driving at excessive speeds. By June, the percentages had dropped to between 20 and 25 percent speeding with under 5 percent excessively speeding.

Mark Nicholson, P.E., PennDOT’s bridge engineer in its northwestern Pennsylvania-based District 1, reviewed the STIC’s Bridge Link Slab innovation.

Over the years, he said, bridges were built with multiple spans with joints between the decks that were subject to water and salt infiltration that triggered premature deterioration of bridge members. The link slabs innovation calls for the use of Ultra-High Performance Concrete in a more solid but still flexible joint that is virtually water proof.

The innovation was piloted on a 180-foot long bridge over Lake Wilhelm in Crawford County and so far, the joint is holding up well, Nicholson said. Another installation is planned this summer on a deck where there will not be a pavement overlay, and the joint can be monitored for a longer period of time.

Brian Link, P.E., project manager for Michael Baker International, updated ongoing work in the Transportation Quality Initiative (TQI).

He noted that TQI is not duplicating STIC efforts but is looking at other areas that need innovation. They include early contractor involvement, the construction review process, structural coatings, alternative procurement approaches and dispute resolution and storm water control measures.

For more information on the STIC, visit www.penndot.gov/stic.

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**PENNDOT STAFF IN ALLEGHENY COUNTY OFFER HELP AFTER CRASH**

On October 26, 2020 around 7:00 AM, a collision occurred near the Fort Pitt Tunnel Garage on the Parkway West, involving multiple vehicles. One of the vehicles hit the end of the guiderail at the exit of the garage parking lot, went over the hillside, and landed on its side in Saw Mill Run Creek.

Employees at the tunnel and garage heard the crash and immediately responded. Ed Hart and Brian Henze were first on scene, immediately climbing down the hill to the vehicle. Dante DeMatteo and new Tunnel Maintainer Van Purcell were right behind them. Rich McQuillan, Brian Gidos, Keith Imhoff, and Denny King all came out of the garage to help as well. DeMatteo, Purcell, and McQuillan all went down the hillside to assist.

The motorist was injured and unable to get out of the car. A medical professional who was driving by stopped and climbed down the hill but couldn’t talk to the motorist since the doors wouldn’t open. DeMatteo stabilized the car with nearby rocks and tree branches and Henze removed the windshield so the medical professional could assess the motorist.

City of Pittsburgh Emergency Medical Services (EMS) and the Pennsylvania State Police arrived at the scene and set up access with a rope line down the hill. Everyone assisted EMS with removing the motorist, carrying the motorist on the backboard basket, and helping pull them up the hill. After the motorist was taken by ambulance, they worked on getting access for McGann and Chester Towing to remove the vehicle. Several of the Tunnel staff assisted McGann & Chester with removing the vehicle from the creek.

"I have got to say we should be very proud of our employees’ efforts. I know our staff always help motorists, but I think this was well above the high standard they already have,” said Ben DeVore, Tunnels Maintenance Manager.
PENNDOT WORKSMART ‘SMART PRACTICE’: DISTRICT 2’S POSITION PROCESS MAPPING

By PennDOT Bureau of Innovations

Starting a new job is usually just a matter of learning how things should be done. But, two county managers in PennDOT’s District 2 thought it would be helpful to learn how the counties operated as well as being able to show new employees why things are done a certain way and where assigned tasks fall in the overall operation.

Peter Kempf, Clinton County manager, and Damon Wagner, Centre County acting maintenance manager, came up with the idea in June while working together in PennDOT’s Operations and Performance Office (OPO).

"Since we were both going into positions where we did not completely know the staff, and there was a lot of staffing turnover within each county, we needed to better understand everyone’s roles and responsibilities," Kempf explained.

They decided to analyze each county process, identify all the steps and look for any opportunities for increased productivity as they created documents to outline each process.

In the end, not only will the process mapping help new employees acclimate, the documents will serve as a guideline for all staff members to ensure consistency and efficiency. It will define roles and responsibilities for the employee.

Jamie Dietrich, another OPO employee, helped with mapping the processes, and asked questions along the way to make sure the process was accurately portrayed, Kempf said.

They have been working through the most common processes (reimbursable activity process, lowboy move, good receipts, purchase order creations, customer care center workflow, etc.) and plan to do a few each week until all have been mapped.

"When an employee can see the whole process and realize how their work is used by another employee, they understand their role in the organization," Kempf said.

District 2 shared this smart practice through PennDOT WorkSmart, an online system, accessible 24/7, that provides all PennDOT employees with a forum to share their smart practices, or things they are already doing as part of their normal work day, with their fellow PennDOT employees.

TRANSPORTING A DECOMMISSIONED GRUMAN A6 INTRUDER JET FROM MONTOURSVILLE TO WILLIAMSPORT

On Wednesday, October 28, a decommissioned Gruman A6 Intruder left the Williamsport Airport in Montoursville on a flatbed truck on its way to the Veterans Memorial Park in Williamsport, where it will be on display for the rest of its days. To move the 93,000-pound airplane took collaboration from a number of supporting partners, including organization from the Department of Transportation (PennDOT) District 3’s permit unit, bridge unit and traffic unit to ensure the plane could reach the destination.

The Gruman A6 Intruder is nearly 100-feet long (including the carrier), is 25-feet, 4-inches wide, and 14-feet, 6-inches tall. The trip to the Veterans Memorial Park in Williamsport would be approximately 15 miles and would travel through five municipalities and include a turn-around. At 9:00 pm, the superload left the Williamsport Airport and traveled through Montoursville Borough into Fairfield Township where it would enter onto Interstate-180 westbound and continue through two municipalities until it reached Pine Run Road in Woodward Township, where the superload turned around and traveled northbound on Route 220, exiting onto Route 2014 (West Fourth Street) in the City of Williamsport where it would continue until it reached the Veterans Memorial Park. The move took a total of two hours and there were no issues.

The airplane will be placed on a concrete slab, which is scheduled to be constructed in the spring of 2021. The A6 Intruder will be on display with a M60 tank and torpedo. Prior to being on display at the Veterans Memorial Park, the airplane belonged to the Pennsylvania College of Technology Aviation Maintenance Program.

Collaborating partners include: 5XO Pilot Car Service, Inc.; Allison Crane & Rigging, Inc.; the City of Williamsport, PA; High Steel Structures, LLC; High Transit, LLC; Office of Pennsylvania State Representative Jeff Wheeland; the Pennsylvania State Police; PennDOT, District 3 the Pennsylvania College of Technology; Pressure Connections, LLC; Savoy Contract Furniture; Shirk Trucking, Inc.; Veterans Memorial Park Committee; the Williamsport Bureau of Fire; and Williamsport Municipal Airport Authority.
In Mid-December, PennDOT announced that it had issued its 1 millionth REAL ID product, a major milestone in its work to issue REAL ID-compliant products to customers.

REAL ID is a federal law that affects how states issue driver’s licenses and ID cards if they are going to be acceptable for federal purposes, such as boarding a domestic flight or entering a federal building that requires ID upon entry. It is a federally acceptable form of identification (whether it’s a Pennsylvania REAL ID driver’s license or ID card, a valid U.S. Passport/Passport Card, or a military ID, etc.) must be used for these purposes on and after October 1, 2021. There is no requirement that any resident obtain a REAL ID; PennDOT continues to offer standard-issue driver’s licenses and photo IDs.

Based on data from other states with optional REAL ID programs, PennDOT anticipates that 2.5 million Pennsylvanians will choose to get a REAL ID-compliant driver’s license or ID card, with 1.3 million obtaining them by October 1, 2021. Now that the million-product threshold has been crossed, PennDOT is positioned well to reach this target by the federal enforcement deadline.

The REAL ID issuance was paused in March 2020 due to COVID-19, out of an abundance of caution and in the interest of public health. Additionally, the federal Department of Homeland Security postponed the enforcement date for REAL ID from October 1, 2020, to October 1, 2021, in response to COVID-19 and the national emergency declaration. PennDOT resumed issuing REAL IDs in September 2020.

Customers can obtain a REAL ID by presenting documents for verification and processing at any driver license center. Federal regulations require that to be issued a REAL ID-compliant product, PennDOT must verify the following documents:

**Proof of Identity:** Examples include original or certified copy of a birth certificate filed with the State Office of Vital Records/Statistics with a raised seal/embossed or valid, unexpired, U.S. Passport;

**Proof of Social Security Number:** Social security card, in current legal name;

**Two Proofs of Current, Physical PA Address:** Examples include a current, unexpired PA driver’s license or identification card, vehicle registration or a utility bill with the same name and address; and

**Proof of all Legal Name Changes** (if current legal name is different than what is reflected on proof of identity document): Examples include a certified marriage certificate(s) issued by the County Court for each marriage, court order(s) approving a change in legal name or amended birth certificate issued by the State Office of Vital Records/Statistics. If current name is the same as what is reflected on proof of identity document (usually birth certificate or passport), a customer does not need to show proof of legal name changes.

Customers have three options for obtaining a REAL ID product:

- Customers may order their REAL ID online if they have been pre-verified and their REAL ID product will be mailed to them within 15 business days; they can visit any PennDOT driver license center that is open for driver license services, have their documents verified and imaged, and their REAL ID product will be mailed to them within 15 business days; or they can visit one of 12 REAL ID Centers and receive their REAL ID product over the counter at the time of service.

When a customer gets their first REAL ID product, they will pay a one-time fee of $30, plus a renewal fee (current renewal fee is $30.50 for a four-year non-commercial driver’s license and $31.50 for a photo ID). The expiration date of their initial REAL ID product will include any time remaining on their existing non-REAL ID product, plus an additional four years, unless the customer is over 65 and has a two-year license. This expiration date structure means that the customer won’t "lose" time that they’ve already paid for. After the initial REAL ID product expires, the customer will pay no additional fee, beyond regular renewal fees, to renew a REAL ID product.

REAL ID-compliant products are marked with a gold star in the upper right corner, standard-issue (non-compliant) products include the phrase "NOT FOR REAL ID PURPOSES," per federal regulations. Sample images can be viewed on PennDOT’s website.

More information about REAL ID in Pennsylvania, including frequently asked questions and information on documents required for REAL ID, can be found at www.penndot.gov/REALID.
**PENNDOT WORK SMART ‘SMART PRACTICE’: DISTRICT 1 SNOWPLOW REFURBISHMENT PROJECT**

By PennDOT Bureau of Innovations

Annual preventive maintenance for seasonal equipment, including snowplows, is policy at PennDOT.

Matthew Semian, highway equipment manager in District 1’s Crawford County, said he just “took that directive a few steps further.”

Four years ago, faced with a limited budget and higher priorities, Semian knew he just couldn’t afford to keep replacing snowplows. He came up with an idea to thoroughly refurbish the snowplows each year.

"We begin in April each year by assessing which plows need to be refurbished after winter," Semian said. "The plows are completely disassembled, repairs are made, and then they are sent to a vendor for sandblasting and refinishing with a high-quality urethane primer and topcoat."

When the plows are returned to the county, they are reassembled, and parts such as pins, bushings, hydraulic rams, chains and hoists, are replaced or rebuilt.

Since the project began, 32 snowplows have been completely refurbished, extending their life by about 10 years and saving the county nearly $300,000. As a bonus, this program has provided a valuable learning opportunity for welding students enrolled in PennDOT’s School to Employment at PennDOT (STEP) program, which assists with long-term recruiting efforts.

"This is a big win for the county and has enabled us to put an additional quarter of a million dollars into roadway repairs or toward the purchase of needed equipment over the last three years," said Crawford County Maintenance Manager Aaron Fox.

Semian said he came up with the idea when, "I realized the price of replacement plows had skyrocketed around 2016, about the time foreign steel tariffs went into effect."

One of his duties, Semian said, is to replace the equipment when necessary, while staying within budget. The process becomes more challenging with limited funding and rising equipment costs.

"I began looking for ways to stretch those funds to the max," Semian said. "Cutting snowplows from capital equipment funding allows me to order additional core equipment pieces such as crew cabs or possibly a loader."

Including labor, parts and vendor repairs, refurbishment costs about $1,600 per snowplow, compared to buying a new snowplow, which costs more than $18,000.

Semian credited Jeff Hershelman and Randy Calvin, the county’s mechanic supervisors, with helping to implement and expand the plan by evaluating the snowplows, scheduling the repairs and refinishing. Steve Zoria, the county’s welder, leading the team in managing the repair process.

Each summer, Crawford County has refurbished up to eight snowplows.

"Eventually, we will have refurbished all of our plows, or at least all of the plows in need," Semian said. "We will then evaluate how well these plows have performed, along with the possibility of a second round of refurbishment for some."

District 1 shared this smart practice through PennDOT WorkSmart, an online system, accessible 24/7, that provides all PennDOT employees with a forum to share their smart practices, or things they are already doing as part of their normal work day, with their fellow PennDOT employees.
WINTER HELP TURNS FULL TIME: MEET RYAN COLEMAN

Ryan Coleman was a coal miner for 12 years with a small, family-owned blasting company. It was through coal mining that he learned how to drive a triaxle to get his class B CDL. He loaded and transported materials to job sites, helped with the labor of mining and took his PA Blasters exam given by DEP. Even with all the cross training, coal mining still wasn't a stable job.

"I wanted to work at PennDOT ever since I learned how to drive a truck," Coleman said.

Coleman was hired as a seasonal employee in October 2016 and for six months, he worked daily with veteran operators. He learned various tasks – anything from mixing materials for winter maintenance, to plowing snow, or patching potholes. He knew it was seasonal work but felt when the call would come to join full time, he would be ready. Luckily, he only had to wait a couple of months.

"Being a full-time employee at PennDOT is very exciting for me. Every day I learn different jobs with different scenarios and get to work with many different people. With all the people I am surrounded by, there is no end in the amount of knowledge I am able to gain. Learning from people with 30 years at PennDOT, to the people with 5 or 6 years. Every day is a learning experience," said Coleman.

Coleman recalls the first time he plowed snow on Route 219. He was nervous, but a seasoned veteran told him to take his time and not rush. "It opened my eyes to what the guys plowing snow had to deal with!" he said.

Even as a seasonal employee, Coleman claims that applying to work at PennDOT was the best decision he has ever made for his family and for himself. He would not hesitate to tell others that, too, "...[PennDOT] is a career with so many opportunities to choose from!"

WISHING PENNSYLVANIA A SAFE HOLIDAY SEASON WITH ‘12 DAYS OF SAFETY’ ON SOCIAL MEDIA

"On the twelfth Day of Safety PennDOT reminded me…"

'Tis the season to practice safety, and PennDOT District 11, based in Allegheny County, found a new and creative way to share this message with our customers.

In an effort to spread some holiday cheer, the district created "The 12 Days of Safety" social media campaign, allowing PennDOT employees to wish the public a happy and safe holiday season. Beginning Dec. 7, 2020, a different district employee was featured in a short video presenting a safe driving tip for the holiday season. Topics ranged from impaired driving, plow trucks, seat belts, checking tires to distracted driving.

The video was a great collaboration between the different units within District 11, many of whom work with the impacts of local crashes daily. Introducing the video and kicking off the first day is District 11’s District Executive, Cheryl Moon-Sirianni, followed by the three Assistant District Executives: Jason Zang, Doug Seely and Angelo Pampena, who each discuss a safety tip.

The team is proud of how the project turned out and hopes it helps motorists think about safety above all.

The thirteenth and final day of the video series features all of the participants saying their respective safety tips consecutively. Viewers will also see the participants virtually come together to wish them well during the united message. Just as each of the employees stated in the safety video, each time you get behind the wheel, "make safety the priority!"

The videos can be viewed on many of the department’s social media outlets, including www.twitter.com/511PAPittsburgh and the Greater Pittsburgh Area PennDOT Facebook Group.
PennDOT will distribute $8.2 million in Automated Red Light Enforcement (ARLE) funding to 13 municipalities statewide to fund 16 safety projects.

Pennsylvania’s ARLE program aims to improve safety at signalized intersections by providing automated enforcement at locations where data shows red-light running has been an issue.

Grant funding is supplied by fines from red light violations at 31 intersections in Philadelphia. State law specifies that projects improving safety, enhancing mobility and reducing congestion can be considered for funding. Municipalities submitted 123 applications, totaling almost $39.5 million in requests.

Projects were selected by an eight-member committee, and selections were based on criteria such as safety benefits and effectiveness, cost, and local and regional impact.

This investment brings the total dollars awarded through the ARLE funding program to $99.79 million, funding 473 transportation enhancement projects since 2010.

The 16 approved projects are as follows:

**Allegheny County:**
- Municipality of Penn Hills - $328,803 to modernize and update traffic and pedestrian signals and equipment at the intersection of Frankstown Road (SR 0400), Spring Grove Road, and Shenandoah Drive.

**Berks County:**
- Reading City – $812,416 to replace the outdated traffic signals with new signals with multiple heads and improved traffic control features, and to install ADA curb ramps and crosswalks along North Front Street at the intersections of Greenwich Street, Oley Street, Douglass Street and Windsor Street.

**Blair County:**
- Taylor Township - $60,000 for the installation of "Cross Road Ahead" signage with advisory speed plaques and solar-powered flashing warning devices along SR 36 (Woodbury Pike) prior to the intersection of SR 2004 (Cross Cove Road).

**Bucks County:**
- Bristol Township – $199,315 for replacement of all existing signal equipment at New Falls Road and Woodbourne Road, Edgely Road and Emilie Road.

**Columbia County:**
- Town of Bloomsburg – $359,231 to retime the nine existing signals within the Town, Modernize the existing Main Street signal system, and establish remote connectivity that can be accessed by the Traffic Management Center (TMC).

**Montgomery County:**
- Borough of Hatboro – $74,028 for upgrades to the pedestrian crossing at the Williams Lane & York Road intersection, safety will be improved by installing an overhead flashing beacon for the existing intersection.
- Hatfield Township – $300,000 to improve accessibility and safety at four existing traffic signals in alignment with a recently completed a sidewalk connections plan.
- Trappe Borough - $607,314 to improve intersection pedestrian safety along Main Street by intersection design and signal upgrades to include current pedestrian standards.
- Upper Moreland Township - $288,750 for modifications to traffic signals along York Road at Davisville Road and Easton Road to improve the operation and safety of the interaction between the at-grade SEPTA rail crossing.

**Northampton County**
- Borough of Wilson – $717,691 for traffic signal upgrades at 23rd Street and Butler Street including Push buttons for pedestrians, new traffic signals, pedestrian crossing signs, and ADA ramps.

**Philadelphia County**
- City of Philadelphia – $4 million for the following activities: Broad, Germantown, and Erie (BGE) Transportation Safety Project; High Quality Bicycle Network; Citywide Neighborhood Slow Zones; and Citywide Intersection Modifications.

**Westmoreland County**
- Penn Township – $325,000 to existing obsolete signal equipment at the intersection of State Route 130 and State Route 993/Walnut Street.

**York County**
- Springettsbury Township - $143,539 to modernize the intersection at Haines Road (SR2005) and Eastern Boulevard (T-982).

For more information, visit the traffic signals page under “Travel In PA” at [www.penndot.gov](http://www.penndot.gov), or email ARLE@pa.gov.