



**MISSOURI HIGHWAYS AND TRANSPORTATION
COMMISSION**

Official Minutes

TABLE OF CONTENTS

August 4, 2017

VOTE TO CLOSE MEETING 4

COMMISSION/DIRECTOR ITEMS

Consent Agenda..... 5

Commission Committees and Commission Related Boards 5

Director’s Report 7

PUBLIC PRESENTATIONS

Partnerships Are Contagious 8

MODOT PRESENTATIONS

State of the Southwest District..... 12

Medical Plan Funding Recommendations for Calendar Year 2018 15

Employee Development Update 18

Total Solar Eclipse..... 20

Recent Federal Discretionary Grant Applications 22

RESOLUTIONS

Resolution Expressing Appreciation to Gregory J. Horn for Outstanding Service
to the State of Missouri..... 7

STATEWIDE TRANSPORTATION IMPROVEMENT PROGRAM

Request for Approval of Location and/or Design of Highways 25

REPORTS

Financial – Budget – Reports: Year-to-Date Financial Report, Period Ending June 30, 2017 26

Consultant Services Contract Report..... 26

**MINUTES OF THE REGULARLY SCHEDULED HIGHWAYS AND
TRANSPORTATION COMMISSION MEETING HELD IN SPRINGFIELD, MISSOURI,
FRIDAY, AUGUST 4, 2017**

A regularly scheduled meeting of the Missouri Highways and Transportation Commission was held on Friday, August 4, 2017, at 4653 South Campbell Avenue, Springfield, Missouri. Michael B. Pace, Chairman, called the meeting to order at 10:30 a.m. The following Commissioners were present: Gregg C. Smith, Mary E. Nelson, and John W. Briscoe. Commissioner Michael T. Waters, Jr. was absent.

On January 30, 2017 Governor Eric Greitens withdrew the appointment of Commissioner Edward D. Hillhouse; at the time of the August 4, 2017 meeting, a replacement had not been appointed.

The meeting was called pursuant to Section 226.120 of the Revised Statutes of Missouri, as amended. The Secretary verified that notice of the meeting was posted in keeping with Section 610.020 of the Revised Statutes of Missouri, as amended.

* * * * *

* * * * *

Patrick McKenna, Director of the Missouri Department of Transportation; Rich Tiemeyer, Chief Counsel for the Commission; and Pamela J. Harlan, Secretary to the Commission, were present on Friday, August 4, 2017.

* * * * *

*“Department” or “MoDOT” herein refers to Missouri Department of Transportation.
“Commission” or “MHTC” herein refers to Missouri Highways and Transportation Commission.*

-- CLOSED MEETING --

VOTE TO CLOSE MEETING

The agenda of the closed meeting was posted in keeping with Sections 610.020 and 610.022, RSMo, including the following statutory citations allowing the meeting to be closed:

1. Section 610.021(1) – Legal actions and attorney-client privileged communications.
2. Section 610.021(3), (13) – Personnel administration regarding particular employees.

Upon motion duly made and seconded to convene in closed session, the Chairman called for a voice vote of the members. The vote was as follows:

Commissioner Pace, Aye
Commissioner Smith, Aye
Commissioner Waters, Absent
Commissioner Nelson, Aye
Commissioner Briscoe, Aye

The Commission met in closed session on Friday, August 4, 2017 at 8:00 a.m. and adjourned at 10:00 a.m.

* * * * *

-- OPEN MEETING --

CONSENT AGENDA

Consent Agenda Process

In order to make the most efficient use of Commission meeting time and to ensure Commission members are well informed on issues requiring their action, staff prepares and submits to the Commission members, in advance of their meeting, internal memoranda consisting of advice, opinions, and recommendations related to the items of the Commission meeting agenda. Those items considered by staff to be of a routine or non-controversial nature are placed on a consent agenda. During the meeting, items can be removed from the consent agenda at the request of any one Commission member. The items that are not removed from the consent agenda are approved with a single motion and unanimous vote by a quorum of the members.

Minutes reflecting approval of items on the consent agenda are singly reported herein and intermingled with minutes reflecting action on related subjects that were openly discussed. Reference to “consent agenda” is made in each minute approved via the process described in the paragraph above. Minutes reflecting action on items removed from the consent agenda and openly discussed reflect the open discussion and vote thereon.

Consideration of August 4, 2017, Consent Agenda

No items were removed from the consent agenda. Upon motion by Commissioner Briscoe, seconded by Commissioner Nelson, the consent agenda items were unanimously approved by a quorum of Commission members present.

* * * * *

COMMISSION COMMITTEES AND COMMISSION RELATED BOARDS

The Commission has two standing committees: Audit and Legislative. In addition, it elects Commission representatives to two boards: Missouri Transportation Finance Corporation Board of

Directors and MoDOT and Patrol Employees' Retirement System Board of Trustees. The following committee and board reports were made during the August 4, 2017, meeting.

Audit Committee – Commissioner Nelson stated there was no report. The next Audit Committee meeting will be in November.

Legislative Committee – Commissioner Smith reported July 14, was the last day for Governor Greitens to take action upon legislation that passed during the 2017 session of the Missouri General Assembly. Governor Greitens signed three transportation-related measures into law. These proposals included priority initiatives supported by the Commission and MoDOT.

The first proposal was required by federal law that would allow commercial motor carriers that haul automobiles the opportunity to increase their overall length. Specifically, the 2015 federal transportation authorization act, known as Fixing America's Surface Transportation (FAST) Act, changed the definition of automobile transporters and expanded their allowed length by five feet. The measure also granted natural gas-powered commercial vehicles a small weight increase to account for the equipment necessary to operate them. The bill was especially important to the taxpayers of the state because they stood to lose up to \$65 million per year in federal funding for the failure to pass appropriate legislation.

Another commission and department priority was the passage of "clean up" legislation surrounding a federal requirement as it relates to Missouri's ignition interlock employment exemption law. Specifically, changes were necessary to ensure the business entity is not owned or controlled by a person (employee) required to have the ignition interlock device. This law change was necessary to help ensure Missouri has discretion over the spending of federal-aid transportation funds.

Finally on July 11, Governor Greitens signed Senate Bill 64 into law. This bill designated the Bridge over Big Boeuf Creek in Franklin County on State Highway 100 as the Lyndon Ebker Memorial Bridge. Lyndon was a 30 year MoDOT employee who lost his life in 2016 while working in the area.

Legislative proposals that were not vetoed will go into law effective August 28, unless the legislation contained an emergency clause which allows the proposal to take effect upon receiving the governor's signature.

MoDOT and Patrol Employees' Retirement System – Commissioner Pace stated there was no report. The next meeting is scheduled for September 28.

Missouri Transportation Finance Corporation (MTFC) – Commissioner Smith stated there was no report. The next MTFC meeting will be held in October.

* * * * *

DIRECTOR'S REPORT

During the August 4, 2017, Commission meeting, Director Patrick McKenna provided the following report:

Long-Range Planning – MoDOT is in the process of updating the long-range transportation plan. The department updates the long range plan periodically; the plan was last updated in 2014. The department wants to accomplish three goals with this update: to come into compliance with the federal FAST Act requirements; to include an advanced technology component; and to communicate consistent with messages expressed in the Citizen's Guide to Transportation Funding in Missouri.

Missouri State Fair – The state fair starts next week in Sedalia, running August 10 – 20. At the state fair, MoDOT will have a number of volunteers who will work at the Highway Gardens that will be adorned with displays that highlight the transportation system and promote highway safety.

Buckle Up Phone Down – The state fair provides an opportunity for the department to sign up Missourians for the Buckle Up Phone Down challenge. The department has challenged employers and individuals in Missouri to join the effort and change their own behavior. It's an extremely important campaign that the department is using to help reduce fatalities and injuries due to crashes on roadways. The recent increase in fatalities and crashes is due to the behavior of the individuals operating the vehicles. MoDOT adopted a policy that bans the use of cell phones when operating a vehicle or equipment doing MoDOT work. The department is also challenging its employees to take the pledge personally to ensure they buckle up and put their phones down every time, regardless of whether they are at work or on their personal time. Currently, MoDOT has over 153 companies that have signed the pledge. These companies include many partners in transportation, the healthcare industry, and consultant engineering groups. This campaign was brought to the Mid-America Association of State Transportation Officials (MAASTO) conference last week and MoDOT challenged the ten state partners in MAASTO. The director anticipates this effort will take on a regional, if not national, significance in trying to improve safety on the transportation network.

Transportation Task Force – The task force met for the second time last week in Kansas City. This meeting focused on transportation funding initiatives that have been going on across the country, as well as other options for funding transportation infrastructure improvements. A guest presenter from the National Council of State Legislatures surprised the panel by informing them that 26 states have raised

their fuel tax since 2013. Another guest speaker from HNTB discussed what other states are doing in terms of tolling and tolling infrastructure. Additionally, Brian Kidwell and the director presented on the condition of the state highway system. The next task force meeting will be August 23, 2017, in Springfield.

MAASTO Meeting/Awards – Last week, two MoDOT projects won regional awards in the America’s Transportation Awards competition. These projects will be considered for inclusion in the nation’s top 10 projects of the year.

The Central District’s Columbia I-70 Bridges Design-Build Project won on the “Best Use of Technology and Innovation, Small Project” category. Travis Koestner, now the Southwest District Engineer, was the project director, and the Design-Build team was Emery Sapp & Sons and Parsons Transportation Group.

The Southwest District’s Project Freeway US 60 Rogersville Design-Build project won in the “Quality of Life/Community Development, Medium Project” category. Sean Matlock was the project director and the project was designed and built by Ozark Regional Road Constructors, a team of contractors and engineering companies. This project also won a National Award of Merit from the Design-Build Institute of America and now moves on to compete for the project of the year award.

Also at this meeting, Director McKenna began his service as MAASTO president. He thanked the commission for allowing him to assume this leadership role and stated that it is an honor to represent Missouri. He noted that the department’s membership and leadership roles with MAASTO benefits the transportation network, because we are all connected in Missouri, regionally, and nationally. Together we will solve transportation problems in Missouri, the region, and the nation.

* * * * *

PARTNERSHIPS ARE CONTAGIOUS

Matt Morrow, President of the Springfield Area Chamber of Commerce; Tom Dancey, Traffic Engineer for the City of Springfield; and Marc Lewis, MoDOT Traffic Center Manager, jointly presented about partnerships in the community and region.

The Springfield Area Chamber of Commerce has been partnering with MoDOT over the last 30 years. In 1996, the city of Springfield passed a 1/8th cent transportation sales tax and the primary purpose of that sales tax was to partner with MoDOT on transportation projects. In 1988 MoDOT

created the statewide cost-share program and Springfield has utilized that program consistently, 22 projects over the past 30 years.

The Springfield model has been replicated over the years in the region as well. Neighboring communities of Nixa, Republic, Ozark, and Marshfield have also passed transportation sales taxes to fund essential projects to improve safety and relieve congestion. These cities, which are part of the Ozarks Transportation Organization (OTO), have used the statewide cost share program nine times.

The region has been able to leverage taxpayer dollars to build a total of 88 projects in the last 20 years through use of the statewide cost share program and the Southwest district cost share program. Many of these projects included the use of OTO federal funds for safety, congestion, and pavement improvements. Mr. Morrow shared a map of the larger projects that were accomplished over this period of time which represents the scope of the regional impact of these partnerships.

When the region learned that the statewide cost share program was suspended a few years ago, the OTO recognized the continued need for safety improvements at intersections on MoDOT's system. As a result the OTO created the intersection cost-share program using federal and local funds to partner with the southwest district and eleven intersections are planned for safety improvements totaling over \$24 million in investment. Half of that cost was paid with local funds.

Mr. Morrow explained that partnerships have helped the region tackle large and small transportation challenges. He gave the example of the current project on the railroad crossing at Chestnut Expressway as a big challenge. This project will address traffic congestion that impacts US 65. This project cost \$18 million and will be completed by the end of 2017. He gave the example of the installation of traffic signals at I-44 and Highway 125 at Strafford as a smaller challenge. This project will address traffic congestion that impacts I-44. This project cost \$400,000.

Springfield had the first Traffic Management Center (TMC) in Missouri and provides integration of shared traffic management systems operated jointly by the city and MoDOT. Mr. Tom Dancey,

Traffic Engineer for the City of Springfield, explained the traveling public does not know who maintains what parts of the road network they use in Springfield, but wants to have seamless driving experience. The TMC partnership helps provide that experience for the public.

In 1989, the community entered into an agreement with MoDOT to form and implement the multi-jurisdictional traffic signal system. It is very unique to have two agencies tie their systems together into one. In 1998, steps were taken to work together to operate the system and established the first Transportation Management Center at the Discovery Center which was a working exhibit in the museum. Here engineers from MoDOT and the city worked together to develop traffic signal timing across jurisdictional boundaries.

In 2011, these entities partnered on the design and construction of a new facility. At this new facility both the city and MoDOT were able to bring in more personnel to work together on a traffic management system that has grown over the years as well as expand services to the traveling public with incident response. The system today includes over 125 traffic monitoring cameras, 48 dynamic message signs, 85 Wi-Fi traffic sensors, and 268 traffic signals all of this is connected to the TMC through over 105 miles of a fiber-optic communication network.

The system is now integrated with the Springfield Greene County 911 computer radio dispatch. Any traffic related incident that occurs within the county sends an alert to the TMC so that the appropriate response may be provided by the city and MoDOT. In addition, the media is informed, messages are posted on the dynamic message boards and the OzarksTraffic.com website. This website had over 27,000 traffic related incidents posted in 2016. These incidents include crashes but also planned events. A planned event may include a parade or a construction project. Mr. Dancey gave the example of the Route 65 rebuild project and how together the city and MoDOT have managed routes throughout the city to minimize impact to the traveling public.

Marc Lewis described how the TMC is used to monitor the I-44 corridor throughout the Southwest and Central districts. He also explained the TMC will dispatch emergency response crews to the scene of an accident to protect law enforcement on the scene, provide advance warning to motorists approaching the scene, and to clear debris and vehicles to allow traffic to flow freely and efficiently.

Two years ago the department and the city partnered on a signal and controller upgrade of 300 traffic signal controllers which provides consistent operations and standardized equipment. This upgrade also improved communication of the signals with the TMC so signal timing changes can be made from the TMC without having to dispatch engineers to visit the controllers in the field.

The city, MoDOT, and OTO partnered on a Wi-Fi traffic sensing project that deployed 85 Wi-Fi sensors in the OTO region at key intersections and interchanges. These devices gauge travel times, provides information regarding travel trends for origin and destination of trips, which allows for better planning of future traffic needs.

The most recent partnership occurred with the Advanced Traffic Management System; this system is currently in place in Kansas City and St. Louis and allows the TMC to integrate its components consistently on a statewide basis. This project will be implemented in September 2017.

Mr. Morrow noted the TMC partnership was recognized by the American Public Works Association recently as a model best practice for partnerships between cities and departments of transportation.

Partnerships are a part of the region's culture, it's an expectation of the community and the region, and it is an example of what we look like when we are operating at our best. For nearly three decades partnerships have really helped build an excellent transportation system for the citizens and visitors of southwest Missouri.

Commissioner Nelson commended the region for leveraging limited resources to get the best bang for the buck while working to keep people safe and continuing to identify transportation priorities.

* * * * *

STATE OF THE SOUTHWEST DISTRICT

On behalf of the Director, Travis Koestner, Southwest District Engineer, reviewed with the Commission the transportation system in the southwest district. This district has over 6,500 miles of roadway with over 1,100 bridges and 27 of those are major bridges.

He also shared about the district's employees. He noted while the Rogersville Project Freeway Design Build project received awards and accolades that are well earned, there are many other projects the team works on daily that are just as impressive and impactful to the safety of the public. The district held an employee engagement summit in December 2016 and learned that employees wanted more information and the district is working to implement that through distribution of District Meeting Minutes and a District Bulletin Board. Additionally, supervisors wanted more training and an all supervisor training was held in April and another training session will be held in September. These efforts to help employees stay informed and trained will help improve employee satisfaction. The district employees also won in the Innovations Challenge, three teams won their category and one innovation is being implemented statewide. This innovation is the armadillo traffic counter, which is a traffic counting device that can be placed on the side of the road so staff does not have to enter the roadway to place the counter. Anytime the department can get staff off the roadway and gather the same information brings a tremendous safety benefit, plus this innovation is very cost effective. The district's employees like to be involved whether it is for charity events, or pancakes with the District Engineer. While the district takes the business of work very seriously, it is also important to get together and enjoy

conversation where input is sought about the information that employees are hearing from the public and their fellow employees on the direction of the department.

The southwest district was also impacted by recent flooding and spent over \$1.4 million in response to the flood. One roadway in McDonald County had gravel that had washed down from the hills above and resulted in the maintenance forces removing over 100 loads of gravel from the roadway.

The district continues to take care of the system through both the STIP and operating budget. The STIP budget provides about \$130 to \$140 million per year to the district. Of that, about \$105 to \$110 million is used simply to take care of the system. The condition of the major roadways today are about 96 percent good condition, the minor roadways are about 80-85 percent good condition. The operating budget is used for winter operations, flood response, traffic incident management, mowing, signing, striping as well as the routine maintenance work that needs to take place on roads and bridges.

While the district has been able to keep the roadways in good condition, there are a lot of bridges that need to be taken care of. The district currently has 81 bridges in poor condition, 158 weight restricted bridges, and 30 that are posted for load or poor condition. The most concerning bridges are along I-44, all of the bridges were built around the same time and are wearing out at the same time. MoDOT's crews are out there doing emergency work all too frequently. These bridges are getting to the point where heavy rains affect the bridges as much as snow and ice. There is going to be a lot more effort to get these bridges on I-44 replaced over the next few years.

There are many needs in the district, including work on Route 65, I-44 and Route 60 to address congestion and safety. Mr. Koestner commended the partnerships for their involvement with the work that is taking place on Route 65 to replace the concrete pavement on all lanes through Springfield. This joint effort with the chamber, local media, county commissioners, the city, and MoDOT has helped this project proceed as smoothly as possible with minimal impact to traffic.

Another project in the region is on Route 13 from Springfield to Clinton at about thirty different intersections. MoDOT has been working with a consultant to seek public input. The department will do some work at about eleven of those intersections. There are some locations where the community did not support the use of J turns or modified intersections, so the funds for that potential project are being used at another location where the public supports it. Ideally, the department would use interchanges and outer roads, but there simply is not the funding available for that type of work, so the department must resort to these life-saving measures such as J turns instead.

Community outreach is very important for the southwest district. There are three programs the department partners with others to reach different community members. Project Lead the Way is a program with the Springfield public schools where engineers go to the class room every two weeks to discuss engineering principles focusing on structures and the use of innovation in engineering. The inaugural Build My Future event took place in Springfield in April to expose area high school students to potential careers in the construction and building trades. MoDOT worked with the city, the Home Builders Association, and many other partners who contributed time and resources to introduce over 900 students with a hands on learning experience. GoCAPS is a teacher externship administered by the Springfield Area Chamber of Commerce where high school teachers from the region participate in a three-day immersive opportunity with MoDOT to experience all aspects of the department's work.

The district continues to take care of its part of the transportation system while working with the community on the next plans to keep traffic and commerce flowing in the southwest part of Missouri to connect with the rest of the world.

Commissioner Briscoe thanked Mr. Koestner for his presentation and the district's efforts to continue to take the best possible care of the roads and bridges in southwest Missouri.

* * * * *

MEDICAL PLAN FUNDING RECOMMENDATIONS FOR CALENDAR YEAR 2018

On behalf of the Director, Jeff Padgett, Director of Risk and Benefits Management, shared the funding recommendations for the medical and life insurance plan. The recommendations are based upon projected funding necessary to provide medical and life insurance benefits to employees and retirees of MoDOT, the Missouri State Highway Patrol (MSHP), and the MoDOT and Patrol Employees' Retirement System (MPERS). The MoDOT and MSHP Medical and Life Insurance Plan board of trustees (Board) provides recommendations based upon an actuarial review. AON Hewitt Consulting conducts an actuarial review and analysis of medical plan funding on a semi-annual basis. Based upon the June 28, 2017 review, the Board made recommendations for plan funding for calendar year 2018. The recommendations are projected to maintain adequate funding for medical plan costs.

Mr. Padgett explained the prescription drug plan costs continue to increase at an alarming rate. The overall increase is largely due to specialty drugs, drugs that are used to treat viral infections, cancer, rheumatoid arthritis, and multiple sclerosis. Specialty drugs are less than .5 percent of total claims, but account for over 41 percent of total plan drug spending. The department will continue to use the specialty co-payment assistance program which allows the plan to use the manufacturer's rebates and incentives that saved \$1.3 million in 2016. The plan continues to increase the generic drug utilization by sending targeted letters for generic opportunities in savings for the plan and members. The plan will continue to seek potential strategies to reduce costs and find solutions going forward.

Mr. Padgett shared information on medical plan trend costs. The numbers in 2016 were high, the number of claims increased by five percent but the cost increased by nearly seventeen percent. This increase cost the plan over \$100 million in medical claims alone. The claims exceeding \$100,000 increased by 48 percent, and that was \$24.5 million of the total claims. There were 20 plan members whose claims exceeded \$250,000. That is why the plan is available, those members benefited from the

plan tremendously and the department is pleased the plan could be there to provide those services. He also noted these costs appear to be stabilizing in 2017.

Mr. Padgett provided a report regarding healthcare reform, or the Affordable Care Act (ACA). He noted the department had no significant increase in costs that are connected directly with the ACA. However, there have been fees and taxes that are paid due to the ACA. The annual payment to the patient centered outcome's research institute fund of a little over \$50,000 was made in July. That payment amount should remain about the same for the next couple of years; the program is scheduled to expire in 2019 unless it is extended by Congress. A final payment to the transition reinsurance program of \$445,000 was made in December 2016. The department received \$3.5 million early on under the ACA through the retiree reinsurance program. That amount exceeds what the department has paid in total for fees and taxes under the ACA by about \$1 million. The department will continue to monitor all of the requirements of the ACA and keep the Commission informed of the requirements that the plan must continue to meet.

Mr. Padgett explained the plan has expanded its wellness programs in partnership with the Wellness Coordinator. The plan conducted surveys of employees to gain feedback on the wellness programs that are in place. There are wellness champions at each district and troop office. There is also a social media presence that continues to grow. MoDOT's Central Office received the American Heart Association Fit Friendly Workplace designation. Additional wellness benefits are being planned including a 5K run, health fairs, and flu shots.

Mr. Padgett noted that employees continue to help manage costs by receiving the majority of services from participating providers as well as using generic drugs when possible. He also expressed his appreciation to the Commission for their commitment and support of the medical plan even when resources are scarce. While this is an expensive benefit it is an important benefit for employees and retirees on the medical plan.

The recommendations are projected to provide adequate funding while maintaining an appropriate plan premium stabilization reserve. The premium stabilization reserve goal is established based on guidance from the plan actuary and is set aside to prevent dramatic fluctuations in necessary Plan premiums. This recommendation is projected to increase the employer contribution by approximately \$8.9 million for calendar year 2018. The projected total annual cost to the employers are approximately \$95 million total (\$66.2 million for MoDOT and \$28.8 million for the Missouri State Highway Patrol). The projected amount of contributions to be paid by subscribers is \$41.9 million.

Mr. Padgett recommended the Commission support the medical care plan as follows:

- Continue offering two plan options: Preferred Provider Organization (PPO) and High Deductible Health Plan (HDHP) with a Health Savings Account (HSA).
- Approve an increase of eight and one-half percent in total medical plan premiums for active employees in the PPO and HDHP as well as the Medicare retiree categories.
- Approve an increase of eleven and one-half percent in total medical plan premiums for pre-Medicare retirees in the PPO and HDHP for calendar year 2018. This is necessary to make these categories more self-sufficient, compared to the other Plan rate categories.
- Increase the PPO annual deductible and annual out-of-pocket maximum. No plan design changes are recommended for the HDHP design.
 - For the PPO annual deductible: subscriber only increase by \$150, for subscriber/spouse and subscriber/child increase by \$300, for family and subscriber/two children increase by \$450.
 - For the PPO annual out-of-pocket maximum in-network provider: subscriber only increase by \$350, subscriber/spouse and subscriber/child increase by \$700, family and subscriber/two children increase by \$1,050.
 - For the PPO annual out-of-pocket maximum out-of-network provider: subscriber only increase by \$530, subscriber/spouse and subscriber/child increase by \$1,060, and family and subscriber/two children increase by \$1,590
- Absorb the entire premium increase for active employees and subscribers in the work related disability categories.

After further discussion and consideration, and upon motion by Commissioner Smith, seconded by Commissioner Briscoe, the Commission unanimously approved medical and life insurance plan recommendations as presented by Mr. Padgett. Commissioner Smith thanked Mr. Padgett for his presentation and commented the health care coverage is an extremely important benefit to employees

and retirees in the plan. Historically, the Commission has borne the brunt of the cost of the medical plan and he is happy the Commission is able to continue to do so.

* * * * *

EMPLOYEE DEVELOPMENT UPDATE

On behalf of the Director, Micki Knudsen, Human Resources Director, reported on the data about employees at MoDOT. She explained that approximately eleven percent of the total workforce is considered newly hired employees because the turnover rate continues to be about eleven percent. This requires bringing in a lot people and having to do a lot of employee development with that group. This comes at a cost. For fiscal year 2017, the turnover costs were about \$27 million. About \$25 million is lost productivity, time that is invested through Human Resources and supervisors and all the employees that have to do all of the onboarding of the new hires.

There is a large group of employees, about thirty percent who are preparing themselves to move through career ladder positions. For example, an entry level maintenance worker can work toward an intermediate maintenance worker position and then ultimately a senior maintenance worker position. The department likes for these employees to work through that series in about four to five years.

There are about twenty-two percent of employees that have participated in leadership development programs over the last three years. Ms. Knudsen reviewed the leadership of the department. The field supervisor's group includes maintenance, some traffic positions, motorist assist, bridge maintenance, electrician, and equipment supervisors. She reported forty-seven percent of field supervisors have less than three years in their current title. The department projected by the end of December 2019, sixty-five percent of that group will have less than three years in their supervisory title. When reviewing middle to senior management, this includes division and district management teams all the way up through senior management. This group is in a cycle of leadership transition. Ms. Knudsen reported about thirty percent of middle to senior managers have less than five years of service and in the

future that will jump to forty-nine percent. As a result the department is rehiring retirees to help with knowledge transfer and training. There are 100 retirees who have come back as retirees, and can work up to 1,039 hours in one year to help support that effort. This is similar to the significant leadership transition of the department around 2000 or 2001.

Ms. Knudsen then reviewed the employee development programs that are in place. For new employees and new supervisors there is a series of programs that work together. The adult learning style this offers includes hands on and on-the-job training as well as micro-learning where employees experience small pieces of learning through how to videos and learning things on their own. This allows the employee to work at their own pace to grasp the task and then move on to the next level or class.

Ms. Knudsen explained there are several universal programs available to employees. The MEE Zone (MoDOT employee enrichment zone) offers classes on wellness, disease prevention, and work-life balance for employees. MoDOT U is the learning management system that is a cost-effective and efficient way to roll out on-line learning that employees are using around the state.

The department spends a lot of time at leadership and professional development. These programs include Accelerated Leadership Development program, APEX (accelerated professional engineer cross training), Maintenance Leadership Academy, and Business Professional Cross training. The Professional Development Institute is a program that combines on-line learning, discussion groups, and networking. The department has cataloged all kinds of training resources that are already available and packaged it all up so these professionals can work at their own development at their own pace over a two year period.

Ms. Knudsen described the current challenges for the department. One is the department must continue to work at an employee development culture, making sure it is intentional and inclusive, giving employees time they need to work at their development while still getting their work accomplished. The

other challenge is pay, and moving the pay strategy forward to encourage employees to continue working for the department.

Commissioner Nelson thanked Ms. Knudsen for her presentation and noted if the commission and the department are going to invest in its employees and their development, then the employees need to be paid what the market supports. The Commission supports moving the pay strategy forward and working with the legislature to understand this need. Chairman Pace commented the Commission is blessed to have great Missourians, employees of MoDOT, and the outstanding work that they do every day. He commended the department for furthering the education and professionalism of its employees.

* * * * *

TOTAL SOLAR ECLIPSE

On behalf of the Director, Matt Hiebert, Assistant Communications Director, described the total solar eclipse on August 21, 2017, will cross the continental United States from west to east. Missouri has been identified as a prime viewing location for that event, partially because the length of totality, but also because of the geographical location in the center of the United States. The eclipse will enter Missouri at 1:06 p.m. near St. Joseph. It will then move southeast and exit the state at Perryville at 1:21 p.m. The department is not focused on the fifteen minutes of complete darkness that will occur, but rather on the influx of the projected 300,000 to 1.2 million out-of-state visitors that may come to Missouri to observe the eclipse.

MoDOT has been working under State Emergency Management Agency's (SEMA) coordination with about a dozen other state agencies since last December preparing for this event. While each agency's role is different, the shared goals are the same, the safety of the citizens of Missouri and the out-of-state visitors during the eclipse. MoDOT has taken a number of steps to prepare and plan for the event. MoDOT has designated district coordinators who focus on the immediate resources they will need, from personnel to portable message boards to notify people of safety issues. MoDOT anticipates

that travelers will want to pull over to the welcome centers and rest areas to view the event and that those will fill up quickly. MoDOT is working with the Highway Patrol to close those facilities if needed. MoDOT is increasing its motorist assist presence to assist the highway patrol and keep traffic moving safely and smoothly. The department will increase staff to provide customer service when someone calls 1-888-ASK-MoDOT for information about road conditions. The department is suspending work in work zones that will affect traffic during peak travel times.

The department is also reaching out to media and the public to share safety tips. While some of these tips may not be obvious, others are common sense. These tips include:

- don't take pictures of the eclipse while you are driving,
- don't rely on your automatic headlights make sure you turn them on so you can see and be seen,
- don't pull over on the side of an interstate or busy highway because you will be obstructing traffic and endangering yourself and others,
- keep a full tank of gas in case you get caught in a traffic jam,
- motorists need to keep an eye out for pedestrians who may be distracted looking up at the sky.

Additionally, the department has messages that will display on the digital message signs and social media posts. These messages reinforce the safety tips with the traveling public.

MoDOT has taken a leadership role in the eclipse on a national level. Transcomm is the communications arm of AASHTO. MoDOT is chairing a Transcomm task force that includes all 14 states directly in the path of totality and several more states who are concerned about traffic. MoDOT created the communications plan, templates for newsletters and news releases, talking points, and social media posts that have been shared with the task force. This effort has two effects, one is it makes the message consistent from Oregon to South Carolina, and two it helps smaller DOTs that do not have a robust communications division. Another interesting aspect of the national work of the department is its collaboration with NASA and a group of broadcast meteorologists. They have adopted all of the

department's safety messages and shot a video that will be shared over 100 television stations across the country giving driving and safety tips.

The department is sharing the same safety messages and tips with its employees, but is also sharing some personal safety tips. Asking employees to purchase solar eclipse glasses or use a pinhole projector method to view the eclipse. Asking employees to observe and follow all the safety guidance for viewing the eclipse. Reminding employees to stay hydrated as it is anticipated to be a hot and clear day. Mr. Hiebert concluded his presentation by sharing additional resources regarding the total solar eclipse that are available on MoDOT's and NASA's websites.

* * * * *

RECENT FEDERAL DISCRETIONARY GRANT APPLICATIONS

On behalf of the Director, Michael DeMers, Innovative Partnerships & Alternative Funding Director, explained the department submitted two applications for federal discretionary funding to the Federal Highway Administration (FHWA). The focus of one of these grants is to develop an alternative funding strategy to augment existing traditional revenue sources such as the motor fuels tax on diesel and gasoline fuels. In Missouri there are 51,000 hybrid vehicles that get up to 52 miles per gallon, plus another 2,000 electric vehicles that do not use gasoline. Increased fuel efficiency leads to a decrease in fuel tax receipts; seventy five percent of MoDOT's funding comes from the motor fuels tax. In Missouri, the loss of fuel tax revenue for 2017 is approximately \$7 million. This grant will allow the MoDOT and the Department of Revenue to work together to study this issue and come up with adjustments to the existing fee structure for vehicle registration and driver's licenses and other options that will generate revenue for transportation. The department submitted a grant to the Surface Transportation Systems Funding Alternative Program for \$2,992,500 to assist the department in this effort.

The second grant application was submitted to the Advanced Transportation and Congestion Management Technologies Deployment Initiative and requested \$4,865,400. The department is referring to this application as the I-70 smart corridor and will deploy three different types of technology. The first is to expand MoDOT's investment in the autonomous truck mounted attenuator (TMA). It is the use of technology to improve safety in work zones. This is a safer way to include the TMA in a work zone but allow its operation to occur remotely, removing the driver from a potentially unsafe situation when the TMA is struck by oncoming traffic. The second is to increase weather sensor coverage to help the department deploy winter maintenance crews and resources more accurately and efficiently, resulting in operational savings for MoDOT. The third is to broaden access to innovative Dedicated Short Range Communication (DSRC) platforms and applications. The use of these technologies will help improve traffic flow on the roadway.

Chairman Pace thanked Mr. DeMers for his presentation and noted that he has heard by 2025 over half of the automobiles will be either electric or hybrid. He noted his appreciation for the department looking to the future for other mechanisms to derive revenue for transportation in Missouri.

* * * * *

RESOLUTION EXPRESSING APPRECIATION TO GREGORY J. HORN FOR OUTSTANDING SERVICE TO THE STATE OF MISSOURI

Via approval of the consent agenda, the Commission unanimously approved the following resolution:

WHEREAS, Gregory J. (Greg) Horn began his distinguished career with the Missouri Department of Transportation on May 29, 1984, and will be retiring on September 1, 2017, with more than 33 years of service to the State of Missouri; and

WHEREAS, Greg Horn served in a variety of capacities beginning as a Construction Inspector at the Chesterfield Project Office in the former District Six, moving through increasingly responsible assignments of Resident Engineer, Assistant to the District Construction Engineer, Area Engineer, Assistant District Engineer, and Mississippi River Bridge Project Director, culminating in his promotion as District Engineer for the St. Louis District; and

WHEREAS, his inspiring leadership and engineering knowledge brought him much success with completion of many significant transportation projects. He was the Project Director for the \$700 million

bi-state project that built a new Mississippi River Bridge for Interstate 70. The project was finished on time and on budget and was concluded with a celebration that opened the Stan Musial Veteran's Memorial Bridge to traffic in February 2014. While District Engineer, the department completed its part of the Park Over the Highway Project to improve the grounds around the Gateway Arch in downtown St. Louis. This project constructed a cover over Interstate 44 and was completed in the fall of 2015; currently a park is being constructed on the cover and will connect the Arch with the city. As a Resident Engineer in the 1980's he was in charge of building a new Missouri River Bridge between St. Louis and St. Charles counties which carries Interstate 64/Route 40. Later in 2016 he directed the completion of a new Daniel Boone Bridge as District Engineer; this project replaced the structure built in 1936. After 40 years the Page Avenue extension project reached a celebrated conclusion in 2014 with the completion of Phase III work that he led as District Engineer and created another highway option between St. Charles and St. Louis counties relieving congestion from Interstate 70 and Interstate 64; and

WHEREAS, throughout his career, Greg Horn served admirably, diligently, tirelessly, and collaboratively on behalf of the Department of Transportation and the State of Missouri, as evidenced by his ability to establish and maintain excellent relations with organizations in St. Louis for the betterment of Missouri's transportation system. As the Department's first Area Engineer in 1995 he created networks with St. Louis City government, other local agencies and major stakeholders to determine and prioritize all MoDOT activities in the City of St. Louis. He continued to build relationships throughout his career and as District Engineer has nurtured relationships with the directors of the East-West Gateway Council of Governments, Bi-State Development Corporation, and the Federal Highway Administration through regional coordination and regular meetings; and

WHEREAS, Greg Horn believed that it is important to be accountable through the wise use of resources to deliver transportation solutions of great value. As Assistant District Engineer, he developed the critical project review program that established internal review of projects to ensure the district transportation program was going to be delivered on time and on budget; and

WHEREAS, his work ethic, integrity, expertise, and caring for others have earned him the respect, admiration, and friendship of Department employees and the public he served; and

WHEREAS, Greg Horn recognized the importance of balancing family and career and is a loving husband to Linda and a devoted father all while performing his job duties with compassion, dedication, and pride;

NOW, THEREFORE, BE IT RESOLVED that the Missouri Highways and Transportation Commission does hereby publicly express its appreciation and gratitude to Greg Horn for his service to the citizens of Missouri.

BE IT FURTHER RESOLVED that a copy of this resolution be forwarded to Greg Horn so he will know of the high esteem and affection in which he is held by the members of the Missouri Highways and Transportation Commission and the Missouri Department of Transportation staff.

* * * * *

REQUEST FOR APPROVAL OF LOCATION AND/OR DESIGN OF HIGHWAYS

Intersection of Route 14, Route NN and 9th Street in Ozark and Christian Counties

Job No. J8P3015

Public Hearing Held June 15, 2017

The proposed improvement will provide additional through lanes in the eastbound and westbound direction, dual through lanes on Route NN in the northbound direction and a new 9th Street connection with Route 14. The through lane widths will be 11 feet. The turn lane widths will be 12 feet. Curb and gutter sections will be constructed along with ADA facilities. Estimated cost for these improvements is \$3.3 million including utilities and right of way. The project will have normal access right of way. The project will be completed under traffic and will require night time lane shifts and closures. The project is 0.29 miles in length.

On behalf of the Director, Travis Koestner, Southwest District Engineer, recommended approval of the design as presented at the public hearing.

After full consideration of the favorable and adverse economic, social and environmental effects of the recommended location and design, the Commission via approval of the consent agenda unanimously found and determined the recommended design would best serve the interest of the public and approved the recommendation.

* * * * *

-- REPORTS --

The Commission received the following written reports.

FINANCIAL – BUDGET – REPORTS YEAR-TO-DATE FINANCIAL REPORT, PERIOD ENDING JUNE 30, 2017

Brenda Morris, Financial Services Director, submitted a written financial report for fiscal year-to-date ended June 30, 2017, with budget and prior year comparisons.

* * * * *

CONSULTANT SERVICES CONTRACT REPORT

Eric Schroeter, State Design Engineer, submitted a written report of consultant contracts executed in the month of June 2017, for both engineering and non-engineering related projects. The department utilizes consultants to efficiently manage workload and provide specialized expertise to supplement and support department staff. Expenditures for consultant services are funded from the Commission approved Statewide Transportation Improvement Program and MoDOT Operating Budget. There were 216 active contracts held by individual engineering consultant firms prior to June 1, 2017. Eighteen engineering consultant services contracts were executed in June 2017, for a total of \$2,2695,979. There were twelve non-engineering consultant contracts executed in June 2017, for a total cost of \$2,289,362.

* * * * *

* * * * *

By unanimous consensus of all members present, the meeting of the Commission adjourned.

* * * * *

* * * * *

The Mission of the Missouri Highways and Transportation Commission is to:

- Represent the citizens of Missouri pursuant to the Constitution by providing independent and nonpartisan governance of the Missouri Department of Transportation; and
- Establish policies, exercise oversight, and ensure accountability in developing and maintaining a world class transportation system in Missouri which fosters safety and economic development.

* * * * *