

Iowa LTAP Mission

To foster a safe, efficient, and environmentally sound transportation system by improving skills and knowledge of local transportation providers through training, technical assistance, and technology transfer, thus improving the quality of life for Iowans.

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Train for today AND tomorrow

by Bob Sperry, Iowa LTAP safety liaison

How are YOU, as a county or city employee, trying to improve your abilities and qualifications to perhaps move into a better paying position when the opportunity avails itself?

Or how are YOU, as a county or city employer, providing the training that your leaders need, so that they can help you operate in as efficient and economical manner as possible? Providing the opportunity for leadership training to potential leaders of the future is an excellent way to ensure more consistency and provide continuity of operations during times of transition.

Obviously, YOU are very busy and would prefer that training could be taken at YOUR convenience. Your budget and staff are very limited and you would like training to involve minimal expense, including travel, meals, and lodging. Perhaps your staff is looking at retirement (or moving on in a few months) and you have good people to move up, but they lack the knowledge and experience to jump directly into a leadership role and you want to help.

series of training courses would be an excellent program to have available for Iowa's public workforce and employers.

Following the example of a recently developed (at the time) APWA outline, this committee of city, county, and Iowa DOT representatives teamed up with the Iowa LTAP. With funding from the Iowa Highway Research Board, together they developed the series of 14 courses that are now known collectively as Iowa's "Leadership Institute."

Details about the institute

Each of Iowa's Public Employees Leadership Institute courses covers a specific topic and consists of 5–8 separate and independent modules. The instructors are (or were when the courses were recorded) working Iowa city, county, and DOT professionals and experts in their subject areas.

Each module requires 30–60 minutes to complete, so users can adjust their progress to the time they have available.

The cost of each of the 14 courses, listed below, is \$75.

- » Supervisory Techniques and Skills
- » Team Development
- » Effective Communication
- » Leadership Skills
- » Community Service/Customer Orientation Skills
- » Legal Understanding
- » Fundamentals of Government
- » Finance
- » Resource Management Skills
- » Operations and Maintenance
- » Basic Management Skills
- » Emergency Management
- » Project Management
- » Winter Maintenance Management



Public Employees Leadership Institute: background

These are all questions and issues that, several years ago, a foresighted committee thought of, discussed, and took action on when they decided that a low-cost, online

New intersections move traffic efficiently and safely

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The courses may be taken in any combination or order. Users can take one course or a few to hone some or many specific skills, as they are needed with additional responsibilities. Persons finishing the entire 14 courses are awarded a certificate of completion and, if they are enrolled in the APWA program noted below, their completion is forwarded to APWA national.

Because the APWA Institute model was followed during development of Iowa's Public Employees Leadership Institute, the Iowa program was submitted to APWA national for accreditation. Iowa's leadership institute was approved by ACPA national in July 2011 to fulfill the academic requirements for its Level I and II managers in its own Donald C. Stone Leadership and Management Program.

A proven training resource

Since 2011, the popularity of Iowa's Public Employees Leadership Institute has grown gradually but steadily among city and county public employees in other states. In the 15-month period from January 2013 through March 2014, there were 370 course registrations from 19 U.S. states and Canada.

An overall total of 892 course registrations and 14 graduates from six states, plus Canada, are strong evidence that this program can be a very useful tool in YOUR individual promotion or agency's succession planning.

For more information

If you are interested in learning more about Iowa's Public Employees Leadership Institute, please see our website, www.iowaltap.iastate.edu/leadershipinstitute/. Or for more information, call Keith Knapp, Iowa LTAP director, 515-294-8817, kknapp@iastate.edu. ■

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Innovative intersection and interchange geometrics are gaining momentum across the country. The Federal Highway Administration is promoting them through its Every Day Counts initiative to accommodate traffic volumes more efficiently while enhancing safety for motorists, pedestrians and bicyclists.

These proven techniques increase the safety of intersections—where about half of the nation's severe crashes occur—by eliminating or relocating left-turn conflicts that can cause problems. FHWA recommends that highway agencies include these designs in their evaluation processes for intersection projects and use them where appropriate.

Every Day Counts is focusing on four designs:

- The diverging diamond interchange eliminates the signalized left-turn phase at the two intersections in the interchange by shifting the cross-road traffic to the

left side of the road between the ramp terminals. This enhances safety by reducing the number of traffic conflict points and improves traffic flow by decreasing the number of signal phases.

- The displaced left turn intersection enhances safety and operations by eliminating the main intersection conflict between left-turning vehicles and oncoming traffic. Left-turning traffic makes a coordinated signalized turn before the main intersection into left-turn bays on the opposite side of oncoming traffic.
- U-turn intersections are a family of intersection geometrics that share a similar strategy for using indirect left turns. Those promoted through Every Day Counts include the restricted crossing U-turn intersection, sometimes called a J-turn, the median U-turn intersection and the ThrU-turn intersection. These strategies boost safety and improve traffic flow by eliminating, relocating or modifying intersection conflict points.

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Aerial view of a diverging diamond interchange at I-270 and Dorsett Road in Springfield, Missouri