

PUBLIC WORKS & UTILITIES

PAVING THE WAY FOR A BRIGHTER FUTURE BY EDUCATING, ENGAGING AND EMPOWERING OUR EMPLOYEES.

<http://lincoln.ne.gov/city/pworks/docs/newsletter/>

2013 June / July

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City Resources

If you need assistance with workplace or personal issues resources are available:

If you witness questionable conduct, behavior or acts by employees, you are encouraged to report such acts to your immediate supervisor.

Benefits Information

555 S. 10th St., room 302
Phone: 402-441-7883

E-mail: wthoreson@lincoln.ne.gov

Classification and Compensation

555 S. 10th St., room 302
Phone: 402-441-7731

E-mail: ngross@lincoln.ne.gov

Continuum

1135 "M" St., Suite 400
Phone: 402-476-0186
E-mail:

easpecialist@4continuum.com

Risk Management Division

555 S. 10th St., room 302
Phone: 402-441-7671

E-mail: bkostner@lincoln.ne.gov

Safety & Training Coordinator

555 S. 10th St., room 302
Phone: 402-441-6010

E-mail: rnemecek@lincoln.ne.gov

Employee Assistance Program information can be found in [Personnel Policy Bulletin 2000-1](#).

UPCOMING CONSTRUCTION PROJECTS

Construction projects and street closures can be found at lincoln.ne.gov (keyword: closures).

RESPECT AND CIVILITY AT WORK

In April, PWU Director Miki Esposito reasserted the Department's commitment to serving the public while maintaining a safe working environment. Employees are encouraged to reach out if needed for any workplace or personal situation that may complicate an employee's ability to meet the Department's mission.

One support resource available to City employees is Continuum. Valuable information on a variety of topics and services can be found on their website (<http://www.4continuum.com/>).

"Respect and Civility at Work," an article originally published in 2008, reads, "Many behaviors commonly exhibited by employees can be detrimental to the well-being and productivity of coworkers. A lack of respect in the workplace, if left unchecked, will drag down morale, create higher turnover and increase risks to the employer."

The article mentions the signals we send towards others: "Each of us has personal power, and with it, we affect others around us, whether we know it or not." What we do matters, and having this awareness can increase the potential for mutual respect for one another and our customers. The article suggests that the following issues can have a large effect on how we are perceived:

- **Communication** - Try not to interrupt or criticize. Compliment others. Say hello, please and thank you.
- **Privacy** - Respect other's privacy. They may not want to share personal information or space.
- **Boundaries** - Avoid standing too close to others or borrowing without asking.
- **Environmental** - Cleanup after yourself. Keep your work area tidy. Be aware of loud conversations or music.
- **Differences** - Do not participate in what might be considered inappropriate behavior.
- **Interpersonal** - Avoid gossiping, labeling and criticizing others. Share in the workload.
- **Macro issues** - Recognize that others may not share your political and religious views.

The Respect and Civility at Work article concludes: "Being respectful of others isn't about censorship or walking on egg shells. It's about awareness so you can practice self-discipline – knowing the powerful impact we all have on each other and knowing that each person has a vital role in creating the type of workplace we all want to share."



STRONG LINGS

"THERE IS NO 'DIVISION' AMONG OUR DIVISIONS."

Miki Esposito

PWU Director Miki Esposito is pleased to announce the June/July Strong Linc Award recipients for the workplace principle of optimism. Please congratulate these Strong Lings for their valued service:

Many hardworking, dedicated employees from Engineering Services Street and Traffic Operations have shown a great deal of professionalism and optimism. They continue to provide excellent customer service to the residents of this community while managing the additional burden of planning and preparing for the entire 901 N. 6th Street facility move to the Municipal Service Center.

Traffic Signal Shop - **Greg Stohs, Jeff Felty, Steve Koch and Benjamin Cosier**

Traffic Sign Shop - **Jim Tompsett, Marty Meyer, Colin Schumacher, Paul Rodriguez, Wayne Harpin, Bob Kunath and Don Gunning**

West District Shop - **Dave Campbell, Steve Bussen, Jay Edmiston, Kevin Stangl, Shane Bottorff, Ben Glantz, Charlie Craig, Tim Brabb, Josh Blake, Dennis Hall, Ed Gleason, Tim Eliker, Jim Farwell, Francis Massa, Eric Ross, Greg Stubblefield, Jon Binkley, Mickey Griffin, Dave Predmore, Alan Shockey, Dave Buzby, Casey Dunn, Elpidio Rodriguez and David Wurtz**

Fleet Services Shop - **Jim Chiles, Fred Fleming, Rick Scholl, Randy Benes, Guy Lahners, Terry Ryan, Steve Matulka, Ken Kuhle, Jerry Ronhovde, Del Moormeier and John Cuba**

Administration Office - **Bub Edwards, Amber Null, Nancy Nelson and Iris Weger**

Kirk Drake (Engineering) - Kirk is a shining light of optimism for everyone. His work with the public on infrastructure projects such as Antelope Valley from "K" to "Q" streets, the downtown resurfacing project and city rehab. He has been an example for his fellow employees to follow. He has a great sense of humor and never seems to be in a bad mood.

Jim Stolley (Wastewater) - Jim is confident that Wastewater Collection staff possess the skills and determination necessary to take on the unexpected and be successful at it, especially when dealing with home owners' property issues.

Bonnie "Lou" Campbell (Solid Waste Management) - Lou is the most optimistic individual in the Solid Waste Operations work group. Her focus is always on the most hopeful aspects of any situation, and she expects the best possible outcome. She epitomizes the Optimist Creed in that she is enthusiastic about the success of others, she forgets about mistakes of the past, she is not critical of others, and she always looks for ways to improve herself and her contributions to the team.

Tom Lawson (Solid Waste Management) - Tom is an optimistic individual who approaches each day, customer and co-worker with an "all is good" attitude. He speaks positively when interacting and avoids criticism of others. He provides direction to customers in a cheerful, enthusiastic manner.

The next workplace principle for June/July will focus on conscientiousness. Nominations are due to Miki no later than July 19.

A Farewell Note...

Best wishes to Wayne Burcham on his recent retirement from Public Works and Utilities Engineering Services after 41 years.

After 43 years of service with Public Works and Utilities Wastewater, Jim Stolley is retiring. We wish you both the best as you retire.

Thank you Wayne and Jim for your dedication and service to the City of Lincoln!

Condolences to Jeff Grove's Friends and Family



Jeff passed away Saturday, May 11. His wife Tina expressed her appreciation for the outpouring of support:

"Thank you again. The City was a great place for Jeff. He made many friends and enjoyed his days at work. And when your life is cut short, at least he was happy doing what he was doing."

As employee of Water, Wastewater and Engineering Services, Jeff's attention to detail, dedication to his work and family, humor and kindness will be dearly missed by all of those who knew him.

In harmony with Jeff's wishes that people perform random acts of kindness for a stranger, Shannon Ideus in Engineering contacted Rustad Dermatology to have a Melanoma cancer screening for employees of the City, Lincoln Public Schools and others currently at the Municipal Services Center June 18 and 19. This action could save lives and is the perfect example of Jeff's wish. Shannon's caring efforts are truly appreciated!

Service Awards

The City of Lincoln Service Awards ceremony honors employees who have completed 10 or more years of City service. Employees were recognized June 4 at this year's ceremony at Windsor Stables. Five were honored for 40-plus years of service:

45 Years – Andrew Edwards
40 Years - Charles Baker,
Byron Blum, Rex Cornell
and Jay Edmiston

In addition, Public Works and Utilities recognized 67 employees for their service.

Number of employees	Years of service
16	35
11	30
3	25
4	20
11	15
22	10

Thank you and congratulations to all of our award recipients!



Wednesday, July 3

Uncle Sam Jam
Oak Lake Park

Saturday, July 6

Oak Lake Cleanup
10 a.m. to noon

ON THE WEB

Cost-share grants are available through October 31, 2014 for qualifying property owners who want to incorporate water quality practices, including rain gardens, into their landscapes. Find out more at lincoln.ne.gov (keyword: [landscape](#)).

MAYOR'S AWARD OF EXCELLENCE FOR APRIL

Robyn Cruse-Miller of Lincoln Water System was presented the Mayor's Award of Excellence for April at the May 13 City Council meeting. She was nominated in the category of loss prevention. Robyn supervises six Office Specialists and is always striving to make sure they have the resources they need to work in a safe and efficient environment.

Robyn took action when she noticed that the noise level in the open work space at the Service Center was interfering with customer calls. She found that surplus modular furniture was available at the Municipal Service Center to provide a cost-effective solution.

New furniture would have cost about \$9,000. Robyn's vision provided cost savings and an efficient workplace.

Congratulations, Robyn!

SOMETHING FOR THE KIDS

Lincoln City Libraries' Summer Reading program, "Dig Into Reading," has collaborated with Street Maintenance and Parks and Recreation to display equipment of all types for kids to view, "Dig Into Reading" and see the equipment at the following City libraries:

Tuesday, July 9 - 10:30 to 11:30 a.m.
Victor E. Anderson Branch
3635 Touzalin Avenue
402-441-8540

Wednesday, July 10 - 10:30 to 11:30 a.m.
Bess Dodson Walt Branch
6701 South 14th Street
402-441-4460

Loren Corey Eiseley Branch
1530 Superior Street
402-441-4250

DIG into READING

MAY 24
TO
JULY 31, 2013



Thursday, July 11 - 10:30 to 11:30 a.m.
Charles H. Gere Branch
2400 South 56th Street
402-441-8560

Monday, July 22 - 2:30 to 3:30 p.m.
Dan A. Williams Branch
5000 Mike Scholl Street
402-441-8580

Wednesday, July 24 - 10:30 to 11:30 a.m.
South Branch
2675 South Street
402-441-8570

For more information, visit lincolnlibraries.org

STORMWATER RUNOFF



In [urban areas](#) like Lincoln, rainfall runoff either soaks into the ground or drains overland into drainage inlets and streams. The runoff that reaches storm drainage inlets, such as the curb inlets along a street, drains through underground storm drain pipes to creeks. All of the runoff draining to inlets is untreated.

In a non-urbanized natural area, 90 percent or more of stormwater soaks into the ground. The process of soaking into the ground cleans stormwater through a natural process, which provides a steady base flow in streams and reduces frequent flooding events. In an urbanized area, typically only 10 percent to 30 percent of stormwater runoff soaks into the ground, with the remainder draining rapidly to local streams. The stormwater drains to the creeks more rapidly and there is more runoff due to pavement, rooftops and compacted soils typical of urban areas. This leads to increased flooding, reduced water quality in local streams and lakes and increased stream bank erosion.

The City has regulations in place to reduce major flooding events. Staff is currently working on standards to manage smaller rain events. The goals are to have cleaner stormwater runoff to local streams and lakes to reduce localized flooding and stream bank erosion. These new standards, known as water quality standards or post-construction standards, and are not only a benefit to the City, but are also required by State and federal regulations.

For additional information on proposed water quality standards for stormwater runoff, visit lincoln.ne.gov (keyword: [clean water program](#)) or contact watershed@lincoln.ne.gov.

DOLLARS & CENTS

City Council Approves Drought Rates

A new water rate structure was adopted by the City Council on May 13 to assist the Mayor and Public Works and Utilities staff in managing droughts and other emergency conditions. Rates will increase whenever water is in short supply.

LWS water rates have encouraged conservation for years, with an increasing block rate structure. Basic domestic water is provided at the lowest rate, with higher rates applied to customers who use larger amounts of water for outdoor use.

In the future, when water restrictions are implemented, water use fees will increase proportionally to the level of reduction desired. If the City requests a 10-percent reduction in water use, residential rates remain the same in the first block and increase in the second and third blocks. In subsequent phases of water restrictions, all water rates are adjusted upward to encourage even more conservation. "Having an economic incentive to reduce water use will aid in management of drought conditions," said LWS Division Manager Jerry Obrist. For the customer who is willing to reduce water use, their bills will remain nearly the same.

To view the full Drought Rate Study prepared by HDR Engineering, Inc., visit <http://lincoln.ne.gov/city/pworks/business/wtswbill/pdf/drought-rates-report.pdf>.

Water Conservation Poster Contest Winners

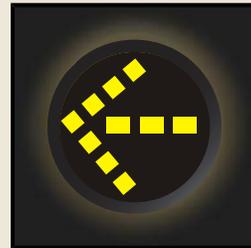


A total of 442 Lincoln fifth-grade students participated in the annual "Be Waterwise" poster contest sponsored by the Mayor's Water Conservation Task Force. The top two entries were submitted by Evan Spring, Morley Elementary, whose artwork is displayed on a StarTran bus, and Brooklynn Wiedmyer, Holmes Elementary School, whose artwork is displayed on billboards at various Lincoln locations.

Congratulations to all the winners! Thank you for your help in promoting good water conservation practices.

For additional information on water conservation and contest winners, visit lincoln.ne.gov (keyword: conservation).

Flashing Yellow Arrows



Engineering Services is investigating the use of flashing yellow arrows (FYA) for permitted left turns at traffic signals. A permitted left turn is when a motorist is allowed to turn left through gaps in opposing traffic, but where no green arrow is provided to protect the turn.

Studies have shown that motorists have a better understanding of the FYA than of the typical "green ball" operation. The FYA makes people more likely to yield on their turns, resulting in fewer right-angle crashes, which can often be serious and lead to injuries and fatalities.

PUBLIC WORKS & UTILITIES

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Marketing Team Wants You!

Are you a PWU employee interested in becoming a member of the Marketing Team? If so, please contact Ellen Wright at 402-441-7075.