



# The Highway Employee Association Newsletter

February, 2003

## Membership Drive for New Members Continue!

*Patty Bates in the Lead!*

Any current member that signs the most new members up for the Highway Employee Association will receive a \$24.00 reimbursement on their one year membership. Although we are 622 members strong, even more members show a greater strength. This drive ends February 28, 2003, 4 p.m. Currently, Patty Bates of the HQ Sign Shop has the most new members. (Current members are automatically re-enrolled annually in October.)

**President**  
Coleen Welter-D5 GS

**Vice President**  
Duane Kliethermes-D5 CO

**Secretary**  
Paul Samson-D5 Design

**Treasurer**  
Lance Tipton-D5 B&B

**Delegates:**  
Dale Glenn-HQ MA  
Chris Engelbrecht-D5 Safety Officer  
Mark Zacher-HQ Multi Modal  
Kathi Bishop-HQ Trans Planning  
Joe Taylor-D5 Jeff City CO  
Jacob Ray-D5 TR  
David Horton-D5 Eldon Shed  
Rita Fester-HQ CC  
Randy Kelley-HQ GS  
Cindy Morff-HQ HR  
Betty Pannell-D5 MA  
Leann Kottwitz-HQ GS

**Lobbyist Harry Hill**

## I Will Be There for Lobby Day!

## Lobby Day March 11 & 12 *POWER IN NUMBERS—WE NEED YOU!*

Lobby day starts off Tuesday evening, March 11th, with the meeting beginning at 7:30 p.m. at the Capital Plaza Hotel.

Invitations are being extended to:  
*Henry Hungerbeeler-Director*  
*Norm Robinson-Retirement*  
*Mikki Knudsen-Human Resources*  
*Roberta Broeker-Inspector General*  
Invitations have also been extended to our Commissioners.

This is your time to show and voice your support of what Legislative items are important for not only MoDOT employees, but for all State employees. Also, as discussion of the possible creation of a Secretary of Transportation position continues, this would be an excellent opportunity to express our support of the current structure. As our current structure fairly distributes the funding statewide, benefiting all tax payers without a political agenda.

*Dress attire for that evening is business casual, no jeans.*

### **Meet your Representatives and Senators at Breakfast**

Wednesday, March 12th, begins with Breakfast with Legislator's beginning at 7:00 a.m. at the Capital Plaza Hotel. Time has been allowed for mingling with the members of the legislation and after breakfast we will go over to the State Capital to visit one on one with other Representatives and Senator's. We may even have an opportunity to hear some Bills being introduced!

This is where your support in numbers is needed. As we team up with fellow Association Members from the other Districts, we will conduct ourselves in a manner that shows we care and are concerned about our State benefits, especially at a time of economic hardship for the State. We are bringing up items that have little or no Fiscal Costs associated with them as well as items that benefit all of the tax payers in the State of Missouri.

To show the MoDOT support, all members that attend Lobby Day on March 12th will receive a free Association T-Shirt to wear that day. Please return this form to:

Paul Samson % D5 Design  
Central Chapter  
P.O. Box 601  
Jefferson City, MO 65102

Name \_\_\_\_\_

### T-Shirt Size

- Medium: 38-40
- Large: 42-44
- X Large: 46-48
- XX Large: 50-52
- XXX Large: 54-56

Must return this form before Feb. 28th.

# Updates on Legislation for 2003

Each day the following items may be updated or the items may be tabled due to the fiscal note cost and then the focus will be drawn to the Bills that we feel we can get through. \* = Items to focus on this year.

\* **1. Salaries & Cost of Living - Rep Dan Ward HB 86.**

◆The Department would be required to complete a comprehensive job study of all salaried job titles at a maximum interval of five years.

◆A maximum of three salary brackets would be established for each salary grade with a 8% salary range within each pay grade with the mid-step bracket of each pay grade being market value for that pay bracket. Overlapping of salary grades would be eliminated.

◆At the beginning of each new Fiscal Year, the previous years Consumer Price Index (CPI), not to exceed 5%, would be applied to each salaried step.

\* **2. Eighty and Out— Sen. Harold Caskey SB 100 and Sen. Charlie Shields SB 188.**

◆Completely eliminate all age requirements for reaching the 80 and out rule.

◆Allow the flexibility of accrued sick leave to count towards reaching the 80 and out rule

**3. Increased Contribution to Deferred Comp—**Three year mailings to both the House and Senate. ***This proposal has a Fiscal Note Cost.***

◆Asking for additional appropriations for individual employee accounts.

◆Employee option of using future pay increases to fund the un-funded portion of the States share in Deferred Compensation.

\* **4. Public Services Act—**Rep. Tom Greene HB 383.

Outsourcing services and/or commodities would not be approved unless it could be done for at least 10% less than what MoDOT can do it for. Contracts could be granted for no more than five years.

\* **5. Flexible Benefit—**Rep. Jerry King and Rep. D.J. Davis HB 443 AND Sen. Chuck Gross SB 479.

◆Allow employees the option to use a portion of their accrued vacation time as;

1. Share Leave Contributions.
2. Retirement Credits.
3. Deferred Compensation.

**6. Increase Vacation Rate—**New item for 2003. ***Has a Fiscal Note Cost. Will be tabled***

◆Increase vacation rate of accrual to 16 hours after 25 years of service.

**7. Health Insurance Paid after 30 Years—**First introduced in 2002 by Rep. Dan Hegeman © HB 1560. ***There is a Fiscal Note Cost. Will be tabled***

◆Employer would pay the monthly Medical Insurance Premiums for all retirees that have retired with a

minimum of 30 years of creditable service, at the same rate that would be paid for active employees. ◆Once established, any future rate increases could not be more than 80% of the previous years' COLA for any given retiree.

\* **8. COLA Increase to 100% of CPI—**First introduced in 2002 by Rep. Dan Hegeman HB 1529

◆Increase the COLA percentage that is applied to all Retirement Benefits from 80% of the CPI to 100%, however in no case shall a yearly increase exceed 5%.

\* **9. Sick Leave Compensation—**Rep. Esther Haywood HB 456. ***No Fiscal Notes***

◆Change from the current formula of 1/12 of a calendar year of creditable service for each 168 hour, to a day of creditable service for every eight hours of accrued sick leave.

\* **10. PEHP Plan—**New item for 2003. ***No Fiscal Notes***

◆Establish a new optional benefit package that would allow all State Employees to redirect their existing \$10/month into an approved Post Employment Health Care Plan.

Additional Item:

\* ◆**Resetting the Clock:** We would like to see the date changed when employee's vacation time is expunged from October 31 to January 1 of each calendar year. ***This has been brought to Office Administration and Total Compensation. There is not a cost associated with resetting the clock. Looks good.***

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## Web Site—Update

Check it out!! Now you can see:

- ♠ Harry Hill's Lobbyist Report
- ♠ Retirement Systems Minutes
- ♠ Insurance Board Meeting Agenda
- ♠ GA-Governmental Affairs Report
- ♠ Missouri Commission on Total Compensation Minutes
- ♠ 489 MoDOT employees are eligible for retirement as of 02-01-2003
- ♠ Coming Soon—Legislative tracking capability

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