

# Road Business

A quarterly newsletter from New Hampshire's Local Technical Assistance Program

Fall 2022 – Volume 37, Number 4

## Positively Motivating Personnel

Written by and shared by Matheu J. Carter, P.E.

You want to attract and keep the most creative, innovative, energetic, smartest people, right? Of course, you do; everybody does. So how do you create the environment at your agency that puts that little mission statement into action? You've told yourself you can't pay your people more. Okay, let's stipulate to that. So, what, now you're out of ideas? That's it? Good grief, let's dig into our manager's training notes and see what we can find.

First, create a positive, encouraging, supportive work environment free of all the toxic waste that tries to find its way in. Just look around and you'll probably see six webinars and news articles a week with tips on how to do that.

Second, sit back and take a good long listen for clues about what is frustrating your employees. Is there equipment that is always broken down? Can't get it fixed right now? Ok, say that. Tell them that. Make them feel heard. Tell them what you do have in mind. Maybe you're programming it into next year's budget or some other longer-term plan. Share that information and keep them updated.

Are there processes or rules that hamper their progress or make it unnecessarily hard? Is it possible they are outdated and can be updated or just go away? Why not solicit their thoughts on how they should be evolved? Ok, you will have to sift through some griping and moaning a bit, but you might be surprised to learn some of the road blocks your team encounters as well as their ideas for what could be done to clear them. Chances are you will find a few solutions in there – why not try one or two?

Are team members not getting opportunities to take on new challenges they believe they can handle? Are you outsourcing work to contractors that your crews have the time, equipment, and expertise to perform? Why aren't you reinforcing their skillset with these tasks? Perhaps you have good reason, but they will feel a lot more respected if you address it with them. Again, the discussion might help you see it in a new light. Of course, the opposite could be true – the crew might feel that there are certain activities that could be more efficiently handled by a specialty contractor and thereby free them up for the things that they can uniquely address.

Continues on pg. 4

*Are there processes or rules that hamper their progress or make it unnecessarily hard? Is it possible they are outdated and can be updated or just go away?*

**CDL ELDT  
on your mind?**

DON'T MISS APWA's  
**November 17th**

**CDL Training Implementation  
Idea Exchange**

[Details & Registration Info at t2.unh.edu](https://t2.unh.edu)



# IT'S WHAT YOU DO BEFORE THE SEASON THAT MAKES YOU A CHAMPION.

-Unknown

Happy Fall everyone! I hope amongst all the big and small summer projects, paving schedules, and other work you had before you this summer, you and your families were also able to find some time to take in an outdoor concert or movie under the stars, cast a line, lounge on the beach, or just fire up the grill and sit on the deck relaxing.

We've enjoyed seeing many of you in-person at workshops this summer, and although the 2022 training season is winding down with just a handful of sessions on the calendar, we are well-underway in planning the 2023 Training Calendar. If your team is interested in hosting a 2023 workshop with UNH T2 (and earning four free host seats!) please [respond to the Host Survey by 10/15](#), or contact me to chat.

I'm thankful to everyone who's joined us at a Snowfighters' Seminar recently, as well as thankful to those who shared feedback about the program. Butch, Scott, Kira, and Frank have taken all of your feedback into consideration in continuing to shape and evolve the workshop, to continue improving it with the goal of being a full day of all things "winter operations" - to help prepare your snowfighters to work safely, efficiently, and effectively. Missed out on enrolling in the first several sessions? There's still time to [register](#) for the Keene session being held November 17th! In addition to training like Snowfighters' Seminar, we know many of your teams are making time for critical winter preparation right now. I wanted to share a few resources, and a reminder of some of the ways UNH T2 would love to help you in these efforts. Read on...

**Preparing your crew.** Review policies and levels of service, and discuss how storm events will be planned for and managed. Be sure to ride your plow routes to make note of any changes since last year, hazards, and potential opportunities for efficiency as well as safety including in turnaround locations. Allow new team members additional time in the seat. There is a wealth of training available for winter operations professionals, including through TC3, on-demand videos on YouTube, and from UNH T2. Please reach out if we can help connect your team with training!



Calibration demonstration & practice at Snowfighters' Seminar in Lebanon, 2021

**Calibrating your equipment.** Calibration is critical to identifying opportunities to save money through materials while reducing impact on the environment. We have several resources to assist with calibration, including documentation and videos, and would also be happy to provide Technical Assistance to towns calibrating!

**Preparing your community.** Use social media (effectively and appropriately), municipal communications, or other avenues to share Levels of Service, operating procedures, updates, and general public awareness with your community. Whether it's educating the public how to [avoid the dreaded 'second shovel'](#) or encouraging a [good mailbox shake](#) before the ground freezes, there are lots of great visuals, videos, and existing content you can easily share from our [Facebook page](#), as well as others, to your own Department's page.

But for now - enough about you-know-what... it, too, will have its time and season. Until then, I hope you get to enjoy the cooler weather, fewer bugs, and some of Fall's pleasures. Please give me a call or send me an email to let me know how we can support you and your highway team. Thank you for all you do, every day!

~Marilee

Road Business is a quarterly publication. The editorial content, opinions, findings, and recommendations expressed in this newsletter do not necessarily reflect the views of our sponsors. To contact or subscribe, email us at [t2.center@unh.edu](mailto:t2.center@unh.edu), call 603-862-0030, or visit our website, [www.t2.unh.edu](http://www.t2.unh.edu).

#### **Our Team**

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**Chris Dowd**, SADES Manager

**Butch Leel**, Senior Training Instructor

**Scott Kinmond**, Technical Specialist

**Tyler Tommila**, Technical Specialist

**Erin Bell, Ph.D.**, Principal Investigator

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##### ***NHDOT Representatives***

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Vacant

#### **About UNH T2 and NHLTAP**

The UNH Technology Transfer Center fosters a safe, efficient, and environmentally sound surface transportation system by improving skills and increasing knowledge of the transportation workforce and decision makers. As the site of the state's Local Technical Assistance Program, it works to enable local counties, cities and towns to improve their roads and bridges by supplying them with a variety of training programs, an information clearinghouse, new and existing technology updates, personalized technical assistance, training videos and materials, and newsletters. LTAP Centers nationally are able to provide local road departments with workforce development services; resources to enhance safety and security; solutions to environmental, congestion, capacity and other issues.

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## ***WORD SCRAMBLE!***

Unscramble the following words from this issue  
& submit your answers to [Marilee.Enus@unh.edu](mailto:Marilee.Enus@unh.edu)  
by 12/1/2022 for a chance to win a **free  
workshop seat!**

NOOIIANNTV

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PFRTDIAECRAEB

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IPNRDESAET

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OICRCATDNIEAT

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RAJSTUPMT

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HDREAEWTS

\_\_\_\_\_

Congratulations to Janice Pack with the town of Wilton for solving the  
Summer issue word scramble and winning a free workshop seat!





Sharing "ice cream for innovation" with our 2022 Build a Better Mousetrap "Smart Transformation" honorees from Bedford DPW (left to right: Brandon Boisvert, Jess Reade, & Kevin Hodgdon)

Do they perceive that there are rules that apply to some but not others? Maybe their perception is off. Or perhaps they've stumbled upon the truth and you're too close to see it? Dig in a bit, attempt an honest evaluation, and if there's some truth to the matter, make some corrections...and find an appropriate time to thank them for bringing it to your attention.

Do team members worry about the security of their job, regardless of how dedicated they are? Do they feel respected? By you? By their colleagues? By higher ups? By the public? By contractors? Being respected isn't the same thing as being agreed with. All of us want to be heard when we think we have an innovative approach, a new idea, a concern. We could be wrong and may be told so, and we'll accept that. But if we can't even get an audience, we can feel disrespected. Now, granted, there is the occasional Michael Keaton with 30 ideas a day ("Why don't they just FEED mayonnaise to the tuna?!" – name that movie), but even a chucklehead like that will, statistically speaking, come up with a good one here and there. It's just the law of averages.

Here's an idea. Once a quarter, once a year, whatever, maybe pull the crew together for a pizza lunch (throw in

some of those parmesan bread bites, and you are gold) with a little agenda. Call it Turbo Tuesday or something corny like that and tell them that the smartest ideas (while you're waiting for the pizza to arrive) eat first. Maybe you have a couple of those Wawa gift cards on hand when someone throws out a particularly thoughtful challenge with an equally thoughtful idea for a solution.

In your organization, do you do those annual reviews? Let's face it – ah, never mind; it's not worth the rant. Suffice to say, these can too often be an exercise that doesn't yield much. Turn it around and make it into something that can unearth limiting factors for a crew member or the team at large. Ask questions. Do you think your skills are being put to the greatest use and if not, how should they? Are you getting the kind of training and opportunities to expand your skills and if not, what are you hoping for? Which piece of equipment frustrates you the most and what do you think we should do about it; is your solution financially realistic and how do you think it will improve the operation? Is there a policy or operating procedure that limits the team's effectiveness and what do you suggest? Do we have the right kind of safety procedures in place and the correct personal protective equipment; if not, what do you suggest?

“

The best organizations encourage innovation and educated risk taking. A crew that is paralyzed by fear of failure won't put forth new ideas and innovations. A crew that is supported to try new approaches, even when the idea doesn't pan out, will be motivated to think in those terms and if thoughtful ideas are tried, more will work than fail. When an idea works, the win should be celebrated – we don't take enough time out to celebrate wins.



Dave Bennett (left) and Don Vachon (right) receiving their NH Roads Scholar achievement certificates.



These kinds of discussions, either as a team or one-on-one can be very proactive management. Done right, they can demonstrate the respect you have for crew members, their experience, their skills, and their insight on the operation. They can reveal limiting factors that you weren't aware of or didn't recognize the significance of. They can teach you who on the team is most wired to propel the operation to greater excellence (and yes, who likes to gripe but doesn't have any solutions).

You won't be able to correct every challenge or deploy every good idea, because you have your own limitations (budget, optics, politics, etc.), and you should be as transparent as you can with the team about those things. But even if you implement a suggested solution here and there, you are going to encourage a positive approach to improving the organization. Think of the satisfaction that anyone enjoys when they put forth a suggested improvement and it is tested -



for most of us, it encourages us to look for the next opportunity because we don't think our energy will fall on deaf ears.

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Speaking of celebrations, what about the tried-and-true concept of the employee of the month? Okay, it can be annual or quarterly (anything but bi-monthly, because no one knows if that's every two weeks or every other month and who needs that confusion?),

but why not create a couple of awards or recognitions that recognize the crew or team member that has achieved excellence? These don't need to be elaborate or costly – it's the recognition that really matters. If awards are aligned with organizational goals and the winners are chosen in a way that the rest of the crew recognizes as legitimate, it reinforces the notion that good habits are noticed, are appreciated, and are important.

Depending upon your approach, these can take the form of a wall plaque with the monthly, quarterly, or annual winner, they can be a trophy, they can be a framed certificate, or even a gift card for a local restaurant or sporting goods store. You can throw a crew lunch – maybe bring in one of those food trucks everyone seems to love these days. For the big one, maybe the winner is the honorary Mayor for a day (how much damage could they do in a day). Recognizing these champions in front of the City Council is a way to elevate the team's good works for the elected officials and residents to witness.

The form of these awards or recognitions should be shaped by the goals of the organization, which is to say they should be aligned with the things that are important to the community. For example, you could recognize the most productive crew – maybe with a hoagie (sub, grinder, hero, blimpie, whatever you call them) lunch for the crew. How about best at dealing with a concerned resident? The most innovative crew or team member can encourage positive approaches (maybe, for instance, someone who was a finalist in the Build a Better Mousetrap competition) that saves money, increases safety, or just makes things easier. You can recognize those with the least sick time – maybe with a day off. You can recognize the most improved skill set for a team or an individual. To encourage positive team dynamics, you can recognize the most supportive crew member. Look at what is important to your organization and then get creative. Perhaps even ask the teams what their ideas are for meaningful and achievable awards that anyone in the organization can aspire to.

These are just a sampling of ideas to get your creative juices flowing. The point is that management should be a proactive endeavor. As a manager at any level, take some time out to think about ways in which you can draw the best out of your most energetic and innovative team members and recognize them for their good work. Look, more pay can certainly be a positive motivator and you should do your best to compensate employees appropriately, but your managerial toolkit shouldn't end there. The more you can remove frustrations of the job from the equation (be them faulty equipment, caustic team members, outdated policies, or procedures that don't work) and recognize excellence, the better environment you will create to attract and keep team members that will shine.

Get creative. Be proactive. Build a great team. Make a great team even better. It is within your power and as a manager, it's an important part of the job.

*Matt Carter, PE is the Engineering Circuit Rider at Delaware T2/LTAP Center and can be reached at [mattheu@udel.edu](mailto:mattheu@udel.edu).*

*We appreciate his contribution and sharing of this article!*

# UHPC for Bridge Preservation and Repair

Ultra-high performance concrete (UHPC) offers enhanced durability and improved life-cycle cost performance for bridge preservation and repair.



Source: FHWA

*Keeping bridges in a state of good repair is essential to keeping the transportation system operating efficiently. Agencies at all levels can deploy UHPC for bridge preservation and repair to maintain or improve bridge conditions cost effectively.*

## **Stronger Repairs, Extended Service Life**

UHPC is a fiber-reinforced, cementitious composite material with mechanical and durability properties that far exceed those of conventional concrete materials. This has made it popular for bridge construction, especially for field-cast connections between prefabricated bridge elements (PBE). Bridge infrastructure preservation and repair (P&R) is a new application of UHPC that offers enhanced performance and improved life-cycle cost over traditional methods. Because of its strength and durability, UHPC can be an optimum solution for some repairs. UHPC can be used in situations that normally use conventional concrete or repair mortars, and in some cases those that use structural steel. Some UHPC mixes gain strength rapidly, so bridges could be opened to traffic 24 hours after completing the necessary repairs. Additionally, UHPC repairs are long lasting and resilient, requiring less maintenance and fewer follow-up repairs than conventional methods. In some cases, they can outlive and outperform their conventional counterparts—UHPC repairs could be the strongest and most durable part of the bridge.

## **Applications**

A few examples of UHPC P&R applications include bridge deck overlays, girder end repairs, expansion joint repairs, PBE construction joint repairs, and column or pile jacketing. Some applications, such as bridge deck overlays and replacing expansion joints with UHPC link slabs, can extend the service life of bridges well beyond that of traditional repair strategies and are more cost-efficient than bridge replacement.



*Repair of a deteriorated steel bridge beam end using UHPC.*  
Source: University of Connecticut



## Benefits

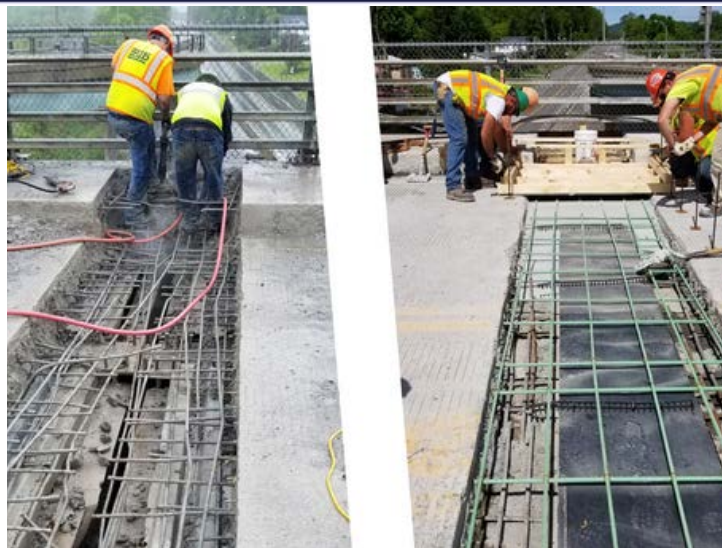
- **Versatility.** UHPC can generally be used anywhere other types of concrete would be used, and due to its strength and durability, it can be the optimum material for many applications.
- **Durability.** UHPC-based repairs are long-lasting and require less maintenance and fewer follow-up repairs.
- **Cost Savings.** UHPC repairs can outlive and outperform their conventional counterparts, resulting in life-cycle cost savings. UHPC bridge deck overlay and link slabs can extend the service life of bridges well beyond that of traditional preservation and repair strategies.
- **Accessible.** UHPC-based solutions can be used by both local and State transportation agencies, and although some new knowledge is required, designers and contractors will be able to leverage their existing skillsets to deploy this solution.

## State of the Practice

State departments of transportation (DOTs) and other highway agencies have repaired or strengthened more than 20 bridges using UHPC in recent years, with half of these completed in 2019. These projects used multiple repair techniques and strategies to return the bridges to a state of good repair and extend service life. Examples are listed below.

- **Bridge Deck Overlays:** Iowa DOT, Buchanan County(Iowa), Delaware DOT, New York State DOT.
- **Link Slabs:** New York State DOT, Maryland DOT, New Jersey DOT.
- **Beam End or Girder Repair:** Connecticut DOT, Rhode Island DOT, Florida DOT, St. Clair County(Michigan) Road Commission.

To see more examples of UHPC deployments, [visit the interactive map](#) on the Turner-Fairbank Highway Research Center website.



Replacement of an expansion joint with a UHPC link slab.

Source: New York State Department of Transportation



Installation of a UHPC overlay.

Source: FHWA

## Resources

FHWA EDC-6 UHPC for Bridge Preservation and Repair

Advancing Bridge Repair and Preservation Using Ultra-High Performance Concrete, Aspire, Spring 2019

FHWA TechNote: UHPC for Bridge Deck Overlays (February 2018)

North American Deployments of UHPC in Highway Bridge Construction



U.S. Department of Transportation  
Federal Highway Administration

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# High-Visibility Apparel

AN NLTAPA TAILGATE TALK COURTESY OF NORTH DAKOTA LTAP

*The need to be seen is critical for worker safety. Low visibility is a serious hazard for all workers who perform work tasks near moving traffic.*

High-Visibility Safety Apparel (HVSA) is defined as any garment meeting the American National Standards Institute (ANSI) 107-2015 Class 2 or 3 standard. The previous HVSA minimum standard was ANSI 107-2004. Check with your local safety officer for the updated version of this standard, however; all HVSA should be updated to the newest standard.

In order to verify your HVSA meets the standard, check the label. The label must clearly show the Type and Performance Class, as well as other information about the garment. See below for sample label.

The updated 2015 edition combined ANSI/ISEA 107 with ANSI/ISEA 207 (high-visibility vests) for simplification; users can now easily select garments for a particular application. Garment Types based on work environment have been added: **Type O (Off-road)**, **Type R (Roadway)**, and **Type P (Public Safety)**. Type O corresponds with Performance Class 1 and Types R and P can be either Performance Class 2 or Performance Class 3. To accommodate for smaller-size workers, the minimum area of material for a Type R (roadway and temporary traffic control zones) Class 2 or 3 was reduced for the smallest size offered.

**Acceptable**



New HSVA has vivid color contrast & high reflectivity.

**Marginal**



Good reflectivity, although the vest has some soiling and light fading.

**Unacceptable**



Little or no reflectivity, soiled and faded material

**Acceptable**



HSVA apparel that is used but in like-new condition has excellent color contrast & excellent reflectivity, and is not faded or soiled.

**Marginal**



Good reflectivity but has some soiling & light fading of material. \*This picture was taken with a flash and simulates night conditions.

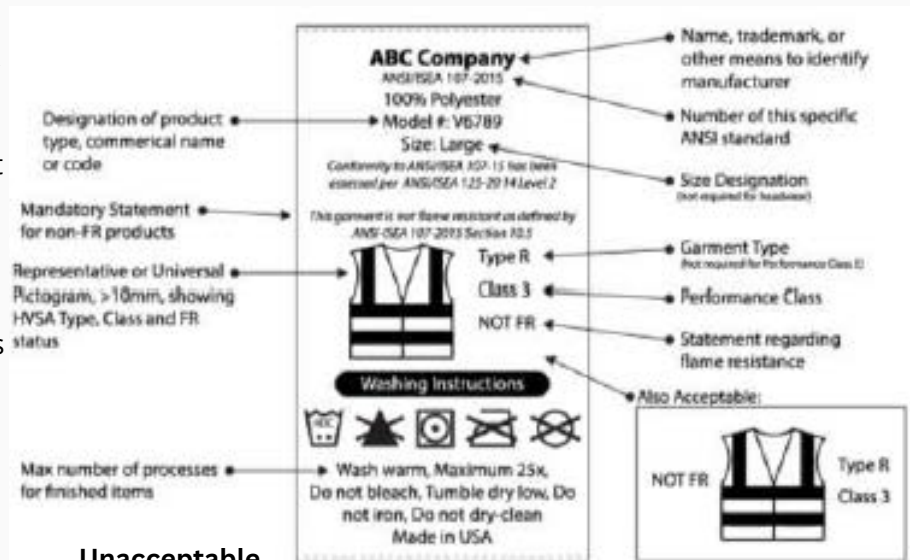
**Unacceptable**



Poor color contrast, low or no reflectivity, significant fading or soiling, & deteriorated reflective strips.

According to the Federal Highway Administration (FHWA) Worker Visibility Final Rule;

***"All workers within the right-of-way of a Federal-aid highway who are exposed either to traffic (vehicles using the highway for purposes of travel) or to construction equipment within the work area shall wear high-visibility safety apparel."***



As a general rule of thumb, here are some images of HVSA that are considered acceptable and unacceptable. This image does not reflect the latest approved garments, it is simply a reference.

It is a good practice to keep your HVSA clean and free from excessive dirt. HVSA may be laundered, however, be sure to refer to your label for the number of times a HVSA can be washed before replacing.

This is your safety, don't give it away. Be seen, be safe!

Pictures provided by Michigan Department of Transportation & Washington Department of Transportation





## Expanded Road Safety Champion Program

**UNH T2 CENTER LOOKS TO EXPAND NH ROADS SCHOLAR ACHIEVEMENT THROUGH ADDITION OF NATIONAL ROAD SAFETY CHAMPION PROGRAM**

*The National Center for Rural Road Safety recently announced the relaunch of the Road Safety Champion Program (RSCP).* The RSCP is a nationally recognized certificate program for practitioners in transportation, public health, and law enforcement. It is designed for people without deep road safety knowledge. "Think of the RSCP as a 'Roadway Safety 101' course," said Jaime Sullivan, director of the center. "This program is the best tool we have to equip local road practitioners with the knowledge base they'll need to save lives in rural communities."

The program covers seven core safety topics with an additional 5-7 courses that correspond to a participant's career field and provide more targeted information in maintenance and construction, planning and engineering, public health, or law enforcement.

The Road Safety Champion Program (RSCP) is designed to build a knowledgeable, safety minded

workforce, responsible for operating, maintaining, and designing local roads. Road Safety Champions prioritize safety and are motivated to implement safety improvements that reduce fatalities and serious injuries on rural and local roadways.

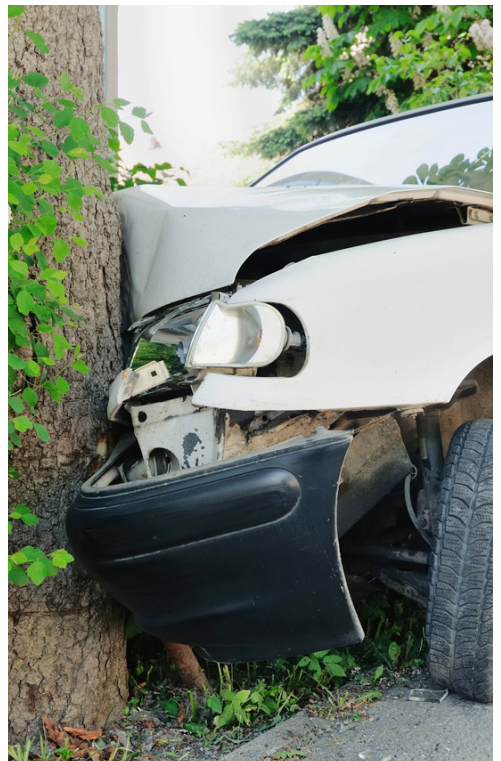
Training participants complete a series of courses in core and specialized safety issues. When all requirements are met, participants will be awarded a Road Safety Champion Program Certificate. Although the certificate is not a degree or professional certification, it is a nationally recognized certificate of achievement for transportation professionals, and if implemented in New Hampshire, would be recognized as part of the NH Roads Scholar program.

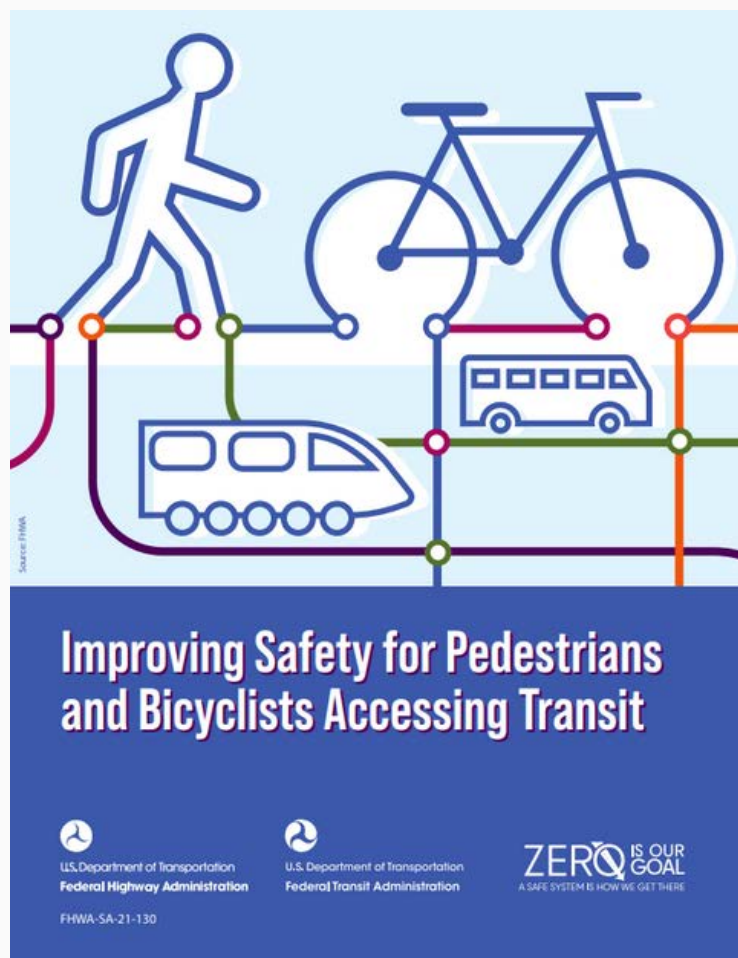
Learn more about the Road Safety Champion Program at the National Center for Rural Road Safety website [ruralsafetycenter.org/road-safety-champion-program](https://ruralsafetycenter.org/road-safety-champion-program), and ***if you might be interested in working towards achieving your RSCP certificate, contact us at [t2.center@unh.edu](mailto:t2.center@unh.edu).***

“

The RSCP is made for staff who want a basic understanding of roadway safety but are not full-time safety practitioners. The goal is to equip everyone across disciplines with a safety mindset and skills.”

Janet Leli, Training Manager at National Center for Rural Road Safety





In an effort to improve safety for pedestrians and bicyclists accessing transit, the Federal Highway Administration (FHWA) and Federal Transit Administration (FTA) have released a new guide, which includes a variety of approaches to address common safety issues that are likely to arise near transit stations, bus stops and other places where transit (bus or rail) is operated.

The new guide, Improving Safety for Pedestrians and Bicyclists Accessing Transit, provides agencies with a thorough look at pedestrian and bicyclist safety considerations in accessing and using transit. The guide can help transit agencies, state and local roadway owners, and regional organizations by providing a comprehensive understanding of how to address pedestrian and bicyclist safety concerns related to accessing transit.

Additional resources and information on FHWA efforts to improve safety for all road users can be found at <https://safety.fhwa.dot.gov>.



## *MUTCD Update*

### **MAINTAINING MINIMUM PAVEMENT MARKING RETROREFLECTIVITY**

On August 5th, FHWA published a final rule on Maintaining Minimum Pavement Marking Retroreflectivity. This rulemaking amends the MUTCD, adding provisions for minimum maintained levels of pavement marking retroreflectivity to Revision 3 of the 2009 MUTCD.

Additional information and resources will also be posted at FHWA's nighttime visibility website as it becomes available.



WE'RE  
*Hiring!*

*Virtual!\**

FT PROGRAM  
COORDINATOR

As well as **"ad hoc" (flexible schedule!)**  
**INSTRUCTORS** for heavy equipment, drainage,  
traffic signal, environmental & many other  
technical and maintenance topics!

**T2.UNH.EDU**

\*from your home in New Hampshire

# FROM THE RECENT PW.NET ARCHIVES

## NOTICE FROM NHDOT REGARDING CHANGES TO CONSULTANT'S DIRECT AND INDIRECT LABOR RATES. & LPA TRAINING

Local Public Agencies (LPA's) and consulting firms interested in working on both Federal and State funded LPA projects should review the communication from NHDOT regarding recent changes to the consultant's Direct and Indirect Labor Rates.

[Letter](#)

[Self-certification form](#)

NHDOT also announced LPA Training will be held virtually on [November 15th and 16th](#).



## NEW WEBSITE AND TRANSITION TO PW.NET GROUP

Have you seen our new website?

Our website was recently updated, to improve navigation and provide the most-requested information more easily. Scroll the main page for quick access to the (more searchable) training calendar, newsletters, and the latest Headlines, or head over to the greatly-improved and searchable Resource section (which we're still populating but should have completed by mid-October).

Take a peek! <https://t2.unh.edu>

[Pw.net@unh.edu](mailto:Pw.net@unh.edu)

The prior [pw.net@lists.unh.edu](mailto:pw.net@lists.unh.edu) is no longer in service, and users were moved to the new [pw.net@unh.edu](mailto:pw.net@unh.edu) group in August. Visit [t2.unh.edu](https://t2.unh.edu) for more information on [pw.net](https://pw.net).

[MY STUDENT ACCOUNT](#)[MY GROUP ACCOUNT](#)

Learning

Resources

Newsletters

About Us

Help & FAQ

NH's PW Community

### Registration open!

## SNOWFIGHTERS' SEMINAR

Fall 2022  
Several NH locations!

This seminar's first class prepares your team for the upcoming cold season.  
Register to join snowfighters from throughout NH's public works community for this important class!

### Training Calendar

SEPTEMBER 26, 2022 | 9:00AM - 12:00PM  
**Flagger Certification Workshop - Fall 2022**  
Municipal Cost: \$130 Private Cost: \$200  
Credits: 4 Safety Hours Location: Bedford, NH

SEPTEMBER 29, 2022 | 9:00AM - 3:00PM  
**Snowfighters Seminar**  
Credits: 6.5 Technical, 1 Safety Municipal Cost: \$40.00 Private Cost: \$200.00  
Location: Merrimack

OCTOBER 4, 2022 | 7:30 - 9:00AM  
**Grader Operation & Safety virtual classroom**  
Credits: 2 Technical Municipal Cost: \$0.00 Private Cost: \$15.00 per fee for any nonresident handle fee

## NOT SUBSCRIBED TO PW.NET?

[LEARN MORE ABOUT PW.NET](#) AND HOW HUNDREDS OF NEW HAMPSHIRE PUBLIC WORKS PROFESSIONALS USE IT TO COLLABORATE AND SHARE TIMELY INFORMATION

PREFER JUST THE HIGHLIGHTS? SUBSCRIBE TO T2 UPDATES AT [HTTPS://T2.UNH.EDU/STAY-DATE-UNH-T2](https://t2.unh.edu/stay-date-unh-t2) TO RECEIVE OUR PERIODIC NEWSLETTER AND EVENT INFO.





# 2023 CALENDAR PHOTO CONTEST

#NHROADS

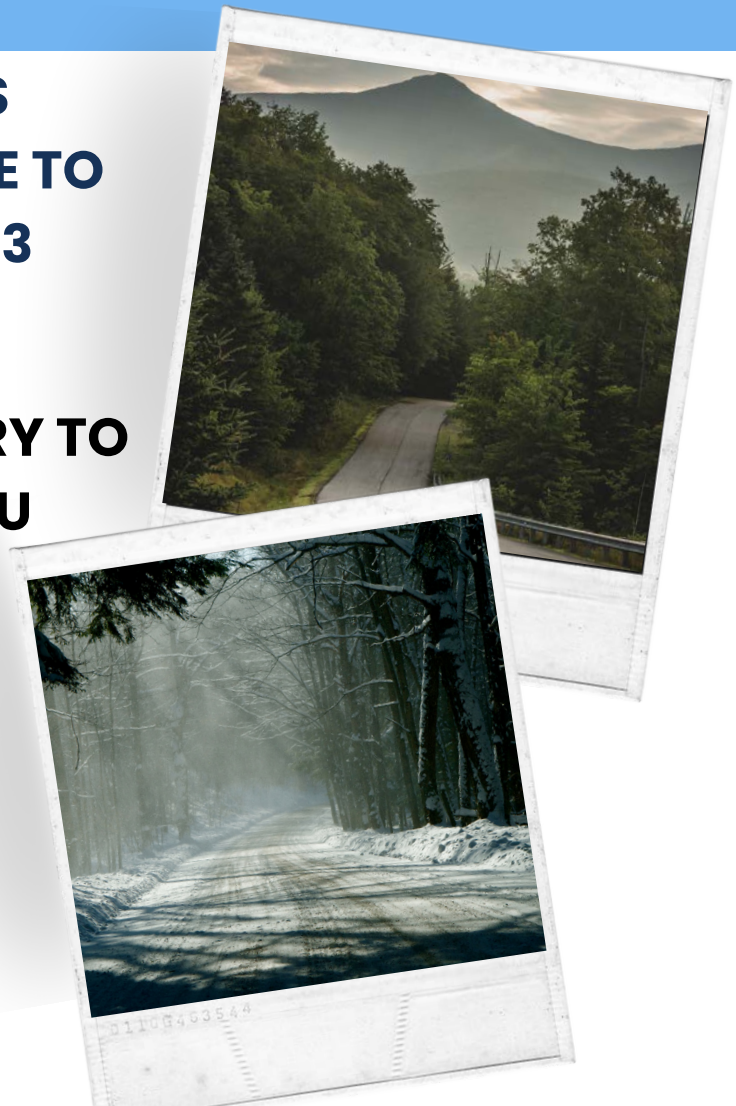
**SUBMIT YOUR NH ROADS  
PICTURES FOR A CHANCE TO  
BE FEATURED IN OUR 2023  
CALENDAR!**

**SEND YOUR PHOTO ENTRY TO  
MARILEE.ENUS@UNH.EDU  
BY OCTOBER 20TH.**

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**PRIZES INCLUDE**

**FREE WORKSHOP  
SEAT FOR THE 12  
PHOTOGRAPHERS**





# CONGRATULATIONS *Bedford DPW!*

FIRST-IN-NEW HAMPSHIRE TO  
ACHIEVE AMERICAN PUBLIC  
WORKS ASSOCIATION (APWA)  
ACCREDITATION!

The Bedford, N.H., Department of Public Works recently received full accreditation by the American Public Works Association (APWA). This accreditation formally verifies and recognizes that the agency is in full compliance with the recommended management practices set forth in APWA's Public Works Management Practices Manual.

Formally awarded the prestigious accreditation by APWA's Accreditation Council this year, the Bedford Department of Public Works is the first agency in the State of New Hampshire to receive this distinction, and one of only 176 nationwide.

The purpose of accreditation is to promote excellence in the operation and management of a public works agency, its programs, and its employees. Accreditation is designed to assist the agency in continuous improvement of its operations and management, and provide a valid and objective evaluation of agency programs as a service to the public and the profession.

#### **APWA's accreditation process includes five major steps:**

1. **Self-Assessment:** Using the Public Works Management Practices Manual, there is an internal review of an agency's practices combined with a comparison of the recommended practices contained in the manual;
2. **Application:** Once the decision has been made to commit to the Accreditation Program, the agency submits a formal application;
3. **Improvement:** After the agency has completed the self-assessment and identified areas needing improvement, the agency works to bring all practices into an acceptable level of compliance with the recommended practices;
4. **Evaluation:** Following the completion of the improvement phase, the agency requests a site visit. The site visit consists of a review and evaluation of the agency to determine the level of compliance with all applicable practices.

“

"I could not be prouder of the efforts over the past few years that the entire team has put into documenting, updating, and modernizing over 400 policies, practices, and procedures.

**This was truly a team effort;** seeing the dedication of individuals from every level of the organization contribute was truly inspiring. **This achievement shows that the Department of Public Works wants to provide the best services for Bedford in everything they do."**

*Rick Sawyer, Bedford Town Manager*



5. Accreditation: The Accreditation Council reviews the site visit results and gives a recommendation from the team, voting to award or deny accreditation.

Open to all governmental agencies with responsibilities for public works functions, initial accreditation from APWA is for a four-year period, during which time semi-annual updates are required to demonstrate continuing compliance. After that time, there is a re-accreditation process which builds on the original accreditation, encouraging continuous improvement and compliance with newly identified practices. For more information about APWA Accreditation, please contact Senior APWA Accreditation Manager, Jeanette Klamm at [jklamm@apws.net](mailto:jklamm@apws.net) or (816)595-5295.



#### About APWA

The American Public Works Association ([www.apwa.net](http://www.apwa.net)) is a not-for-profit, international organization of more than 30,000 members involved in the field of public works. APWA serves its members by promoting professional excellence and public awareness through education, advocacy and the exchange of knowledge. APWA is headquartered in Kansas City, Mo., with an office in Washington, D.C., and 63 chapters in North America.

Reminder  
**CHECK OUT THE 2022  
BUILD A BETTER MOUSETRAP  
NH WINNERS VIDEO!**

Close

View

Build a Better  
**MOUSETRAP**  
National Recognition Program  
for Transportation Innovation

**2023  
SUBMISSION  
DEADLINE  
MAY 12TH**



# Make UNH T2's **PW Jumpstart** part of your onboarding and orientation to help new hires get started – and grow – a safe, meaningful career in PW!

*By Scott Kinmond, UNH T2 Technical Specialist*

As we continue to refine and improve our PW Jumpstart curriculum to assist Public Works Departments with providing basic orientation for newly hired public works employees, one may ask, “Why should we send a newly hired employee to PW Jumpstart?” Well, with my first career being in law enforcement, I compare what we did with newly-hired police officers to newly-hired public works employees. Newly hired police officers receive training first and foremost in officer safety, firearms proficiency, Emergency Vehicle Operation, First Aid, customer service – verbal judo, report writing, state and local laws, health, wellness and department policies, and procedures i.e., ethics. **We all know these areas of training are vital for a police officer’s safety and wellness to serve and protect the community he or she serves.**

**So how does this align with PW Jumpstart curriculum,** and how’s it, why is it, compared with a Police Officers training?

The PW Jumpstart training strives to provide orientation to many general knowledge areas for new public works employees. These trainings **provide vital safety training** and orientation to personal protective equipment, i.e., safety wear for Class 2 & 3 levels, work zone safety with basic set up, basic first aid, garage safety, chainsaw safety, evasive plant species awareness, and ethics in Public Works.

This type of training assists us in the beginning stages of field training of our staff and provides core safety trainings to **help us keep our staff safe, reduce injuries and possibly death, and minimize supervision negligence.** Sign up today!!







REGISTER NOW for the next APWA - New England Chapter Connects:

## The Road to Environmentally Sustainable Winter Operations through Technology

Each Winter Storm Event operation depends upon many elements: weather conditions, staffing, budgets, material costs, and environmental impacts. In this panel, the discussions will emphasize the metrics of materials, staffing, budget & optimization. Today, the buzz words of "sustainability, optimization and efficiency" are very much a part every Public Works Agency. The panel will provide examples (including successes & failures) of how they have embraced & implemented technology, here in New England.



The panel for this event is comprised of people who have researched, embraced and implemented technology in the oldest part of our country which can be challenging, and of people who have had the challenge of working with their staffs to make the programs successful while incorporating new technology to reach their snow and ice treatment goals. We encourage you to take part in this engaging discussion of innovation, technology & sustainability!

**October 27, 2022 11:00 AM**

**1 NH Roads Scholar Hour**

**See [T2.unh.edu](https://t2.unh.edu) for registration details**



## There are several ways to access your *Course & Certification Completion!*

Check out our new [Help & FAQs](#) page for videos & instructions!  
<https://t2.unh.edu/help-faqs/student-account-learning-history>

FAQS	
Managing your group account	
Student Account & Learning History	
Getting the most from your virtual meeting	

Student Account & Learning History		expand all
ACCESS STUDENT PROFILE		+
UPDATING EMAIL ADDRESS OR CONTACT INFORMATION		+
RESET PASSWORD		+
ACCESSING LEARNING HISTORY & PROOF OF COURSE COMPLETION		+
REPORTING A TRANSCRIPT QUESTION OR ISSUE		+
NOT RECEIVING PASSWORD RESET EMAILS		+



# 2022 CLEAN WATERSHEDS NEEDS SURVEY

## NHDES REQUESTS MUNICIPAL INPUT

### What do you need to know?

- The New Hampshire Department of Environmental Services (NHDES) is collecting information on stormwater, hydromodification, and wastewater projects throughout New Hampshire for the Environmental Protection Agency (EPA) 2022 Clean Watersheds Needs Survey (CWNS). Visit the EPA CWNS webpage: <https://www.epa.gov/cwns>
- Results of this survey are used by the U.S. Congress and New Hampshire legislature in their budgeting efforts, including the allocation of federal grant and loan program funds to states.
- While EPA is interested in collecting information on capital costs only for the CWNS, New Hampshire is leveraging the opportunity to collect data on all of New Hampshire's stormwater and hydromodification needs, including non-capital costs such as operation and maintenance.

### What does NHDES need from you?

Visit the NH State Needs webpage:

<https://ceiengineers.com/cwns/> to find:

- Background information about the survey
- A description of the types of relevant projects – for this survey, we are assessing stormwater needs (e.g., gray infrastructure, green infrastructure, and general stormwater management) and hydromodification needs (e.g., dam removal and repair, streambank restoration) only.
- A link to an online survey where you can report your municipality's stormwater needs – the webpage has instructions for how to participate in the survey (e.g., what you need, how long it will take, etc.)

**Questions?** Contact [Cassie Dube](#) (CEI) at [cdube@ceiengineers.com](mailto:cdube@ceiengineers.com) (phone: 603.424.8444) or [Lisa Loosigian](#) (NHDES) at [lisa.loosigian@des.nh.gov](mailto:lisa.loosigian@des.nh.gov) (phone 603.271.1190)





# OPPORTUNITIES TO GET INVOLVED & HELP THE PW INDUSTRY



## Host a workshop!

Our 2023 Workshop Calendar is under development, so if your team would like to host (and earn 4 free workshop seats) act now!



## Join a Career & Technical Education Advisory Committee

NH high schools & CTEs are seeking advisory committee members to provide input in support of the future workforce



## Share a NH Roads Photo for the Calendar

Dig through your phone for that long-ago picture you took of NH roads looking oh-so-beautiful, and submit it to our 2023 Calendar Photo Contest



## Become an Instructor

We're hiring ad hoc (super part-time) instructors for heavy equipment, drainage, road maintenance, bridge maintenance, & other topics!

**Want more info?**  
**Contact [Marilee.Enus@unh.edu](mailto:Marilee.Enus@unh.edu)**