

# Crossroads

The Quarterly Journal of the County Road Association of Michigan

Volume 3 | Issue 4

Summer 2018

## INCOMING!

Invasive species in  
the right-of-way

Page 24

Phragmites



### IN THIS ISSUE:

- Putting a Constructive Spin on Performance Evaluations
- No Sign, Better Than Warning Sign?





# » One Team — One Goal. Serving You!



**16 FULL SERVICE LOCATIONS**  
**24/7 FIELD SERVICE**  
**125+ FIELD SERVICE TRUCKS**  
**20+ PARTS DROP LOCATIONS**  
**24/7 ONLINE PARTS ORDERING**  
**160+ DEDICATED SERVICE BAYS**  
**400+ SERVICE TECHNICIANS**  
**50+ PARTS EXPERTS**  
**15,000+ RENTABLE UNITS**  
**24/7 RENTAL SUPPORT**



## **BROWNSTOWN TWP.**

19500 DIX-TOLEDO HWY.  
BROWNSTOWN TWP., MI 48183  
(734) 479-5800

## **KALKASKA**

3990 U.S. HIGHWAY 131  
KALKASKA, MI 49646  
(231) 258-8265

## **GRAND RAPIDS**

7700 CATERPILLAR CT.  
GRAND RAPIDS, MI 49548  
(616) 827-8000

## **KALAMAZOO**

5140 MEREDITH ST.  
PORTAGE, MI 49002  
(269) 383-7880

## **NOVI**

24800 NOVI ROAD  
NOVI, MI 48375  
(248) 349-4800

## **MACOMB**

12550 23 MILE ROAD  
SHELBY TWP, MI 48315  
(586) 997-5300

## **SAGINAW**

3141 WOLF ROAD  
SAGINAW, MI 48601  
(989) 752-7300

## **LANSING**

7650 MILLETT HWY.  
LANSING, MI 48917  
(517) 699-4800

## **BYRON CENTER**

6190 CLYDE PARK AVE SW  
BYRON CENTER, MI 49315  
(616) 530-2233

## **BROWNSTOWN TWP.**

2625 W. SIBLEY CT.  
BROWNSTOWN TWP. MI 48193  
(734) 225-2292

## **NILES**

2147 S 11TH ST,  
NILES, MI 49120  
(269) 262-4600

## **TRAVERSE CITY**

4195 MEADOW LANE DR  
TRAVERSE CITY, MI 49685  
(231) 932-2255

## **GALESBURG**

144 N. 33RD ST.  
GALESBURG, MI 49053  
(269) 665-7608

## **MIDLAND**

3213 SOUTH SAGINAW RD  
MIDLAND, MI 48640  
(989) 496-7511

## **WIXOM**

52700 PONTIAC TRAIL  
WIXOM, MI 48393  
(248) 714-8300

## **LANSING**

7825 NORTHPORT DR  
LANSING, MI 48917  
(517) 394-2233

**1-888-CAT-RENT** **www.michigancat.com**

## Crossroads

*Crossroads* is the quarterly publication of the County Road Association (CRA) of Michigan. The 83 county members of CRA represent the unified, credible and effective voice for a safe and efficient local road system in Michigan.

The Association, headquartered three blocks north of the State Capitol, is dedicated to helping members promote and maintain a safe, efficient county road system including stewardship of the county road right-of-way in rural and urban Michigan.

### CRA BOARD

PRESIDENT:	Joanna I. Johnson, Kalamazoo
VICE PRESIDENT:	David Pettersch, Gladwin
SECRETARY-TREASURER:	Burt R. Thompson, PE, Antrim
DIRECTORS:	John M. Hunt, Huron James M. Iwanicki, PE, Marquette Dennis G. Kolar, PE, Oakland Bradley S. Lamberg, PE, Barry Michael A. Maloney, PE, Ontonagon Douglas J. Mills, PE, Baraga Larry Orcutt, Alpena Dave Pettersch, Gladwin Douglas Robidoux, Mason Walter J. Schell, PE, Macomb Richard B. Timmer, Chippewa Steven A. Warren, Kent Joyce Whisenant, Muskegon
DIRECTOR:	Denise Donohue, CAE, APR
PUBLISHING TEAM:	Christina Strong, <a href="mailto:cstrong@micountyroads.org">cstrong@micountyroads.org</a> Dustin Earley, <a href="mailto:dearley@micountyroads.org">dearley@micountyroads.org</a>

## Oops – Our Mistake!

The Spring 2018 *Crossroads* included a Legal Issues Corner article on “Who Owns that Tree?” Zausmer, August and Caldwell (ZAC), PC, of Farmington Hills generously agreed to write the article. Your *Crossroads* team failed to credit the article to attorneys **Mischa Boardman** and **Devin Sullivan** of ZAC. Our apologies, and thank you ZAC!

No part of this publication may be reproduced without permission of the editor and the County Road Association of Michigan. Opinions expressed by columnists and contributing authors are not necessarily those of the County Road Association of Michigan, its officers, employees or the editor.

Advertisers and sponsors are solely responsible for the accuracy of information in their ads.

© 2018, County Road Association of Michigan

## IN THIS ISSUE

- 4 **PRESIDENT’S CORNER**
- 6 **MEMBER PROFILE**  
Arenac County Road Commission.
- 10 **COMMUNICATION CORNER**  
Online reputation management for county road agencies.
- 13 **ASK OXCART**  
21st century online permit platforming saves time and money for county road agencies.
- 15 **LEGISLATOR PROFILE**  
Sen. Jim Ananich discusses road funding challenges.
- 18 **REQUESTED VS. REQUIRED SIGNS**  
Is no sign, better than warning sign?
- 20 **BRIDGING THE GAPS**  
Putting a constructive spin on performance evaluations.
- 22 **HIGHWAY CONFERENCE RECAP**  
Highlights from the 2018 Highway Conference and Road Show.
- 24 **INNOVATION ALLEY**  
Invasive species in the county road right-of-way.
- 28 **AWARD WINNER SPOTLIGHT**  
2018 award winners.
- 30 **EDITOR’S NOTE**

## Next Publication

Winter haters, avert your eyes. Snow lovers, rejoice! Summer is almost underway and *Crossroads* is thinking of the Fall 2018 issue that will highlight county road infrastructure in economic development.

*Crossroads’* editorial team wants to hear from you. Call CRA at 517.482.1189 and share your ideas for future issues!

### Downloading *Crossroads* is easy!

Downloading issues of *Crossroads* magazine is just a click away. To download an issue of *Crossroads* magazine, simply **head to [micountyroads.org/Newsroom/Crossroads-Magazine](http://micountyroads.org/Newsroom/Crossroads-Magazine)**, and click “Download” next to the issue you want to save.

## PRESIDENT'S CORNER



Our mission at CRA is to continue to help our members promote and maintain a safe, efficient road/bridge system and stewardship of the right-of-way.

After all, we are the leaders in our industry and experts in our field. Throughout our long history, our mission and knowledge is challenged with many competing interests.

Through it all, we remain dedicated in working together in public service.

I am so excited and grateful to work with our members and to work with those who have spent countless hours giving back to the association. I am looking forward to traveling this great state and having great conversations, but most importantly listening.

I will ask that if you have questions about our association please ask them, if you have ideas share them and most importantly, please make the time to get involved in our association.

As we look to our future, we can learn from our past; however, we must remember that our association is successful through communication and teamwork.

In 2018, we anticipate our board will undertake a strategic planning session and continue to focus forward on CRA's mission. When we come back together again in March of 2019, I want to reflect on a successful year and that we have all grown better together.

We continue to look forward to working and celebrating our efforts together. Thank you for all you do!

Joanna I. Johnson  
CRA President  
Managing Director  
Road Commission of Kalamazoo County

## CROSSROADS EVENT Calendar

### June 6-7

#### UP Road Builders Summer Meeting

Featuring educational seminars and networking fun in beautiful Brimley, the 2018 UP Road Builders Summer Meeting will be held at the Bay Mills Casino.

### June 4, 29 and July 27

#### Roads+™ Summer Golf Outings

Join fellow co-workers and CRA Associate Members at Roads+™ golf outings this summer!

- 21st Annual Northern Roads+™ Golf Outing  
June 4, Blue Pelican Nest
- Urban Council Roads+™ Golf Outing  
June 29, Links of Novi
- Southern Mid-Michigan Roads+™ Golf Outing  
July 27, Emerald Golf Course

Register at [micountyroads.org/Taking-Care/Roads-Plus](http://micountyroads.org/Taking-Care/Roads-Plus).

### September 12-13

#### 6th Annual Northern/Southern Joint Conference

The Northern/Southern Joint Conference is headed south! Join county road agencies from across Michigan for two days of meetings, educational sessions and networking at Firekeepers Casino in Battle Creek.

For details on these and other CRA events, visit [www.micountyroads.org/events](http://www.micountyroads.org/events).



# Advanced Infrastructure Solutions for Michigan



**30"-60" HIGH  
PERFORMANCE  
FIBER REINFORCED  
POLYPROPYLENE PIPE**

- Superior Results With Less Than Ideal Backfill
- Decreased Inspection & Maintenance Costs
- Long-term Joint Performance
- 100-Year Design Service Life
- Exceptional Pipe Stiffness
- Meets ASTM F2764



**12"-60" HIGH PERFORMANCE  
POLYPROPYLENE PIPE**


- Chemically Resistant to Soils with pH Ranges 1.5-14
- Faster Installation with Standard 20' Length
- Smooth Interior Provides Excellent Flow
- Meets ASTM F2881 and AASHTO M330

**THE MOST ADVANCED NAME IN WATER MANAGEMENT SOLUTIONS™**

**www.ads-pipe.com  
1-800-821-6710**

## MEMBER PROFILE

# ARENAC COUNTY



**+** Blair Dyer, ACRC superintendent-manager walking one of ACRC's garages

## *A Small County Building a Strong Road Commission Base*

Arenac is Michigan's third-smallest county, its curved Lake Huron shoreline arcing into the mainland with plenty of beachfront second homes, along with significant tribal holdings of the Saginaw Chippewa Tribal Nation. It has 12 townships, nine with road millages; and six cities and villages.

The county's name was created by Henry Schoolcraft, a noted 1800s US geographer, geologist and ethnologist who put together "Arenac" as a

combination of the Latin word "arena," and the Native American term "ac." Together, they mean "A sandy place for a good footing."

As it turns out, the **Arenac County Road Commission** (ACRC) is working on some very good footings these days.

### Let's Make a Deal

One cannot tell the story of ACRC without describing the deal-making that has led to consolidation and renovation of all its buildings since 2014.

Four years ago, ACRC was headquartered in Omer in a classic brick road commission building (ca. 1941), said **Blair Dyer**, superintendent-manager, who has spent 31 years in the county road agency business, the last 12 in Arenac.

That year, ACRC had the opportunity to purchase a

25-year-old building from Consumers Energy in the Standish Industrial Park

"Consumers was going to get tax credits to tear the building down and return it to grass," Dyer said. "For \$211,000 from our fund balance, we bought the garage building and nine acres – it was almost 50 years newer than our facility in Omer, which was leaking and too small for modern equipment."

At the same time, ACRC sold its Standish garage that fronted on M-61 to a plastics manufacturer for an equal amount. Then they added a board room and renovated the front offices.

But what about the dated garage, which was still back in Omer with much of the equipment?

ACRC took a hard look at its limestone quarry, which was no longer used since aggregate preparation is now best handled by a private contractor. They sold the quarry for \$530,000 and built a new 19,600 square foot garage for \$550,000.



**+** Map of Arenac County.



## JUST THE

## Facts:

### Arenac County Road Commission

<b>Office headquarters:</b>	Standish
<b>Staff:</b>	17 full time; 6 seasonal
<b>No. of commissioners:</b>	3 (elected)
<b>Miles of paved roads:</b>	Total: 228 Primary: 179 Local: 49
<b>Miles of unpaved roads:</b>	Total: 408 Primary: 6 Local: 402
<b>MDOT contract:</b>	Yes (238 lane miles)
<b>No. of bridges:</b>	49
<b>Annual budget:</b>	\$7,500,000 (FY 2017)*
<b>Local revenue:</b>	\$472,253 (FY 2017)
<b>Annual snowfall:</b>	89 inches
<b>ACRC established:</b>	1917
<b>No. of garages:</b>	1
<b>Office built:</b>	1989, renovations in: 2017

\*ACRC had two critical bridge grants in 2017.

#### FUN FACT:

The Arenac County Road Commission has donated its grounds in Omer, Michigan's smallest city, every year to accommodate the Sucker Festival during the Rifle River's annual sucker fish run.

At about this time, a longtime Lake Huron cottage owner came to a road commission meeting to inquire about ACRC's intentions for its 100 feet of Lake Huron frontage, which many years ago was a developer's payment for putting in a road.

The road commission sold the neglected lake parcel, allowing it to buy seven acres adjacent to the new Standish garage, where a modern MDOT salt shed is planned in the near future.

And that deal-making is how Michigan's third-smallest county came to have all new (newer) buildings, with a truck hoist, truck wash bay, outdoor truck shelter with block warmers, enough space for all its equipment, in a centralized location with no debt.

The staff now has more pride in the facility as well as greater efficiency, Dyer

said. Because of the proximity of the Omer garage to the Rifle River, ACRC will no longer pull DEQ permits to haul water that melted off trucks in the garage to a designated wastewater treatment facility in the city.

"We traded assets that we weren't using for ones we could use," said **Ken Stawowy**, ACRC board chair. "It just worked out. We believe in keeping what you're good at and getting rid of what you're not."

Messaging new buildings to the community was a special challenge.

"All this happened when we were going for a new county-wide millage, and it was our second attempt," Dyer said. "We didn't want people to think the millage was going to be used to buy new buildings – it was for fixing the roads. We did a lot of talking and educating about how we were able to fund updated buildings from unused assets, and where the millage would go."

The five-year millage passed, and ACRC is now in its fourth year of work focused on the primary road system.

### Working with the Locals

The County Road Association, ACRC and most county road agencies have put a premium on improving relationships with their local road partners.

"For a long time here at the road commission our job was very easy – there wasn't any money to get anything done," Dyer said. "But now we have funds coming in, and we need to get our partners to understand and support the work we're doing."

With nine townships that have road millages for local roads, Arenac – like many county road agencies – must find ways to take care of the primary roads, which are very important but do not receive township millage dollars.

The countywide road millage is targeted to the primary road system. Dyer added that the Chippewa tribe and its local casino have been very good to the road commission.

"We have much better relationships with our townships in the last few years," Stawowy said. "It's all about education. We've brought them in, showed them our budgets to spend in each township and explained the process of the Michigan Transportation Fund revenue that comes in."

"In a county, it's a group effort to get things done," Stawowy said. "We attempt to educate about our revenue sources including township money, or the critical bridge money or the millage money, and Saginaw Chippewa Indian Grants. We talk about sharing the cost of things."

"The average citizen doesn't realize where specifically their tax dollars are going so now we put up signs when we're working with the millage money to let people know," Stawowy said.

### Taking complaints seriously

People flock to Arenac in the summer, and some downstaters stay year around.

"Everybody wants to live in the countryside with the same level of service they knew back in their city," Dyer observed. But if someone calls with a complaint they certainly deserve to be heard and you need to pay attention to them."

ACRC has a complaint log, and one of its foremen follows up on every single call.

"Some are legit, some are frivolous," Dyer observes. "A lot of times we just have to explain to them why we are doing what we are doing, or not doing," Dyer said. "Many times it is for legal or financial reasons and most people come around. Being a small county, I think we have a better opportunity to communicate one-on-one with the citizens."

Selling off unneeded assets, changing business practices and treating the public with respect, keep Arenac County Road Commission on a good footing in a sandy, lakeside place. ---

PROVIDING TRANSPORTATION  
SOLUTIONS THAT TAKE  
**YOU FURTHER**



800.494.5202  
www.fveng.com

**FLEIS&VANDENBRINK**  
DESIGN. BUILD. OPERATE.

## Penetrate, Protect, Restore



### WHY TREAT NEWER ASPHALT?

There are never enough monies or resources to build and rebuild roadways. We are serious about preserving and maintaining this important asset.

*Our Rejuvenator/Construction Sealer fills the gap.*

- Increase Lifespan of Asphalt
- Reduce Cracking, Raveling & Water Permeation
- Protect Existing Pavement Markings
- Minimize Road Closure Time

**100% Natural  
Bio-Based  
Agricultural Oils**



(260) 248-1075

[lisa@roadwaybioseal.com](mailto:lisa@roadwaybioseal.com)

[www.roadwaybioseal.com](http://www.roadwaybioseal.com)

## DURABILITY. RELIABILITY. PRODUCTIVITY.

Introducing the latest in paving from LeeBoy and your Michigan CAT dealer.



### MAXIMIZER 3

The Maximizer 3 features an EZ-Spray extendible spray bar. This makes radius and taper spraying, along with maneuvering for obstacles such as bridges, a smooth and efficient operation.



### RA-400

One person controls all patching functions from the safety and comfort of the RA-400's cab. The industry-leading hydraulic Patch-on-the-Go system allows for patching on the move.



### 3000

Leeboy's 3000 Force Feed Loader is a year-round workhorse, picking up snow, soil, milling and other materials for fast, low cost material loading.

**FOR MORE INFORMATION: CALL OUR PAVING SPECIALIST TODAY!**

**Contract Pricing Available!**



**Tom Wietor**  
586-651-3878  
[tom.wietor@michigancat.com](mailto:tom.wietor@michigancat.com)

STATE OF MICHIGAN  
**MiDEAL**  
www.michigan.gov/mideal

**NJPA**  
National Joint Pavers Alliance

**Michigan CAT**

**LeeBoy**



## Pavement Preservation, Paving & Specialty Emulsions



**MICHIGAN**  
PAVING & MATERIALS CO

*Binding Our Roads & Communities Together*



## QUALITY YOU CAN TRUST.

- Chip Seal
- Micro & Slurry Emulsions
- Polymerized Tack
- Quick Set Fog Seals
- Patching
- Specialty Interlayer

- Innovation
  - Manufacturing
  - Service
  - Technical Support
- ...& SO MUCH MORE!**

**Award Winning  
ASPHALT PAVING  
& SUPPLY**  
Since 1959

### Alma Contact:

Russ Milan (989) 402-5932

### Monroe Contact:

Frank Azzopardi (734) 322-1934

[www.michiganpaving.com](http://www.michiganpaving.com)

**IF YOU USED UPM® MIX,  
THIS POTHOLE  
WOULD NOT EXIST.**



**THE GOOD STUFF®**  
Repair Material

UPM® is a reregistered trademark of UNIQUE Paving Materials Corp.

**Once and Done  
Permanent  
Pavement  
Repair Material**

**Cut cost and save time by using  
UPM THE GOOD STUFF® MIX**

**Stop fixing the same potholes! UPM mix is a permanent cold mix solution.  
Learn about our pothole prevention products today!**

**FLANAGAN SALES 231.266.8090 CELL 231.883.3030**

[flanagansales@aol.com](mailto:flanagansales@aol.com)

The makers of UPM® mix  
**unique**  
Paving Materials Corp.

Corporate Office | 800.441.4880 | 3993 E. 93rd Street, Cleveland, OH 44105 | [uniquepavingmaterials.com](http://uniquepavingmaterials.com)



# HAVE YOU CLAIMED YOUR LISTING?

## 1st steps to social media and Google reputation management for county road agencies

Online reputation management is how others see an organization when they look online.

County road agencies may be surprised to learn they have an unmanaged Google or Facebook listing complete with photos and reviews. And they may be showing resident complaints.

**Zach Russell**, communications administrator for the **Ottawa County Road Commission (OCRC)**, described the steps he took to monitor OCRC's online reputation.

"I made sure we had a list of all of our social media accounts and verified our business on Google," Russell said. "People can still leave reviews even if you haven't claimed your business. Verifying ownership of our online pages was one of the first things I did when I started working at OCRC."

### Actual reviews from Google online:



Here's a short guide to verifying ownership of a county road agency with popular social media sites and Google, and then addressing complaints.

### Start with Google

A road agency first needs to verify its "business" on Google. To find instructions on how to claim a business go to [support.google.com](http://support.google.com) and type in the search bar: "How to claim a Google listing."

Once a business is claimed, the next step is responding to reviews online with short, courteous responses.

### Monitor social media in 10 minutes a day!

Social media is an instant way for someone to dump on the road agency. Complaints from residents can come in at any time of the night, but so can support.

Managing social media sites can be simplified into three steps:

1. Set aside 10 minutes a day to monitor what is being said.
2. Reply to every comment. State the facts and provide more information if necessary. If you must constantly go back and forth with a resident online, offer your phone number and take it offline.
3. Make sure each platform has community guidelines that indicate when someone is blocked and why in case it's necessary.

### When should you respond?

OCRC's rule is to respond to every review or comment on its Facebook page.

"We respond to every review. OCRC has all five-star reviews on our Facebook page," Russell said. "We had three one-star reviews. I replied to each reviewer and asked them to 'direct message' us to resolve the issue. After solving the problem — without us asking — the individuals deleted their one-star reviews."

Top photo: CRA's official Facebook page.

Bottom photo: A Facebook-generated page for CRA. (CRA has since claimed it.)



Russell also recommends making sure to claim any automatic pages generated by Facebook and consolidate them into your brand page, to monitor all comments on the social media platform. To find automated pages, login to Facebook and in the search bar type the name of the road agency. The results will bring up any pages related to your page.

"The thing to keep a look out for on Facebook is Facebook-generated pages. OCRC had three to four automated pages," Russell said.

There are paid reputation management tools available online like [getmorereviews.com](http://getmorereviews.com) or [reputology.com](http://reputology.com), but the above steps are free or inexpensive ways to get started.





Jeff Ely  
SouthWest MI  
517-204-2127  
jely@aisequip.com

Chris Robinson  
SouthEast MI  
248-866-3168  
crobinson@aisequip.com

Dan Novak  
Northern MI  
231-631-6168  
dnovak@aisequip.com

[WWW.AISEQUIP.COM](http://WWW.AISEQUIP.COM)

## SERVICE

ON SITE IN 4 HOURS OR LESS  
COVERING THE ENTIRE STATE OF MICHIGAN  
ALL MAKES, ALL MODELS, ALL THE TIME  
65 SERVICE TRUCKS IN OUR FLEET

## SALES

JOHN DEERE C&F AND CWP EQUIPMENT  
STATE CONTRACT PRICING AVAILABLE  
PARTS AND SERVICE SUPPORT AT 6  
BRANCH LOCATIONS

## RENTAL

LARGEST RENTAL FLEET IN THE MIDWEST  
HIGH QUALITY RENTAL EQUIPMENT  
19 LOWBOY AND DELIVERY TRUCK DRIVERS

## PARTS

PARTS AVAILABLE FOR  
ALL MAKES AND ALL MODELS  
EXTENSIVE USED PARTS WAREHOUSE



# RAISE YOUR STANDARDS



*For your complete  
cooling needs!*

**ALUMINUM FABRICATION  
AND WELDING**

Radiators • Condensers  
Charge Air Coolers • Oil Coolers

**PICK UP, DELIVERY AND  
SAME DAY SHIPPING**

**SERVICE**  
Beyond the Surface



**CIR**  
Cold In-Place Recycling



**217.429.4444**

**www.DunnCo.com**



**How do you resurface an aging  
road, protect the environment,  
plus save time and money?**

**Call Gallagher.**



We'll show you how to dramatically reduce your pavement resurfacing program's budget, and do your part to help protect the environment.

Hot-in-Place Recycling is not only a very green process that reduces the carbon footprint by 28% versus mill and overlay, it also reduces congestion and user-delays with far less trucking required.



Gallagher Asphalt Corporation  
18100 S. Indiana Avenue  
Thornton, IL 60476

800.536.7160  
**hotinplacerecycling.com**





# Ask Oxcart

*Less paper + online route mapping = 21st century platform for permit renewals*



Oxcart is a new permit-holder funded online platform that lets local road agencies e-issue transportation permits and secure route notification information.

The software was introduced in Michigan last December and tested by county road commissions in Antrim, Saginaw, Leelanau and Washtenaw. The feedback and results were positive and the County Road Association is now rolling it out statewide.

Crossroads sat down with Bryce Baker, owner/chief operating officer of Oxcart Permit Systems, to talk about the technology and how it can benefit county road agencies.

## **CRA:** What is Oxcart?

**BB:** Oxcart is an online, cloud-based application platform designed specifically for local government to process oversize/overweight vehicle permits. It was developed by people with career experience in local government, trucking, law enforcement and the technology industry.

## **CRA:** Why was Oxcart developed?

**BB:** Over the last five years, the specialized transportation industry has seen a rapid increase in online, automated permitting at the state DOT level across the nation. This functionality has left carriers with an expectation that local government will provide the same service level, although locals cannot afford multi-million-dollar systems.

Oxcart was developed not only to provide trucking a new way to make their operations more profitable, but also as a means for local government to answer the modern technology demands from their customers at no cost to the local agency. We believe firmly in all levels of government working together cooperatively in one space, but not consolidating authority.

## **CRA:** How can Oxcart help county road agencies?

**BB:** Oxcart streamlines the entire permit process for county road agencies. The application, payment, review, approval (or denial) is all managed within the site.

All staff needs to do is click “approve” or “deny” from any internet capable device. No more faxing paper applications, emailing form-fillable PDFs, keeping permit logs, mailing invoices, etcetera. The automation of Oxcart returns permits to carriers quicker than before with little staff effort. The ease of application provides greater compliance and being online gives those in the field (law enforcement, weighmasters) the ability to see permits instantly.

## **CRA:** How is the route mapping done with Oxcart?

**BB:** Currently, Oxcart permit applicants use Google Maps to identify intended travel routes. In the future, CRA plans to use the 2018 Michigan Framework data. Also in the future, local road agencies will be able to indicate in real-time any short- or long-term road closures, bridge weight restrictions and other route restrictions to allow applicants to identify the best routes for their particular vehicle while online. ---

IF A CAR DRIVES ON THE ROAD AND NO ONE HEARS IT, THAT'S

# DRIVABILITY



\* World Road Association (PIARC). Quiet Pavement Technologies. Report 2013R10EN, 2013  
\*\* Edelman Berland Survey, 2013

To reduce road noise and help keep neighborhoods quiet, asphalt pavement engineers have developed special mixes like open-graded/ fine-graded surfaces, as well as polymer-modified and stone-matrix asphalts that can lead to pavement-tire noise reductions as great as 7 decibels.\* No wonder 83% of engineers, developers, transportation officials and other key stakeholders chose asphalt as the quieter ride.\*\* Smoother, quieter, fewer delays... that's drivability. That's asphalt.

LEARN MORE AT [WWW.DRIVEASPHALT.ORG](http://WWW.DRIVEASPHALT.ORG)

**Asphalt Pavement Association of Michigan**  
800.292.5959 [WWW.APA-MI.ORG](http://WWW.APA-MI.ORG)

The APA is a partnership of the Asphalt Institute, National Asphalt Pavement Association and the State Asphalt Pavement Associations.







## LEGISLATOR PROFILE

# SEN. JIM ANANICH

State Senator Jim Ananich has been an outspoken critic on the lack of road and infrastructure funding in Michigan. A lifelong resident of Flint, Sen. Ananich represents the 27th Senate District covering Genesee County.

CRA's **Ed Noyola** recently talked with Sen. Ananich about road funding, one of the hottest topics this election year, and Michigan's infrastructure issues.

**CRA:** Can you tell us about your career path to the Senate and your history with transportation issues?

**SEN. ANANICH:** Prior to serving in the Michigan Legislature, I was a high school teacher and worked as a coordinator for Priority Children. I also served four years on Flint City Council, including one year as its president.

Transportation has been a factor in every role I've had. Whether it's helping youth figure out how to get to their internships safely and on time, or working to improve roads and expand access to public transit as a city council member.

**CRA:** After Governor Snyder signed the \$175 million supplemental for roads, you made a statement about

how much more funding is needed to fix the roads. Can you elaborate?

**SEN. ANANICH:** Years of neglect and underfunding have let our roads slip into a shameful state — so bad that it is no longer safe to drive on many of them. Michigan spends less per capita on its roads than any of our neighboring states, and we have some of the most aggressive freeze-thaw weather that exacerbates their poor condition.

A patchwork funding plan only leads to patchwork roads.

**CRA:** How do you see MI securing additional funding in the future?

**SEN. ANANICH:** Michigan motorists pay an average of \$865 per year for fixing

road damage to cars, according to *Crain's Detroit Business*. Most people are willing to pay a little bit more to have to avoid the cost of new tires or fixing bent rims. Michigan needs to do more.

**CRA:** Outside of funding what other transportation-related issues are on your radar?

**SEN. ANANICH:** We also do a lot of work in the state Legislature to attract new jobs to our state. When we didn't even make the short list in our bid to draw Amazon's next headquarters to Detroit, lack of robust regional transit was cited as one of several reasons. There is a lot of opportunity to grow our transportation systems so Michigan is on every big employer's short list.

**CRA:** Can you describe your relationship with the county road agencies in your district?

**SEN. ANANICH:** I have a positive working relationship with the **Genesee County Road Commission**. All of us share a goal of improving our roads, and as a state lawmaker, I am keenly aware of the needs of our commission so I can advocate for them in Lansing.



**BRIDGE & SUPPLY CO**

Corrugated Steel Pipe • Waterman Gates • Geotextile Fabric

400 Stoney Creek Drive | Sandusky, MI 48471  
(810) 648-3000 | Fax: (810) 648-3549 | [www.jensenbridge.com](http://www.jensenbridge.com)

Vegetation control methods vary.  
Our results don't.  
**Guaranteed!**



UTILITY HIGHWAY INDUSTRIAL PIPELINE DRAINAGE

**DALTONS** INC.  
chemical vegetation control  
weeds • bareground • brush • invasives

p.o. box 724  
north webster, in 46555  
phone 574.267.7511  
fax 574.267.7043  
cell 574.453.1229  
email [lex@thedaltonsinco.com](mailto:lex@thedaltonsinco.com)

GUARDRAIL ROADSIDE OFF-ROAD RIGHT-OF-WAY since 1972

# LIQUIDOW™ CALCIUM CHLORIDE

Controls dust, improves & stabilizes gravel roads



**Dust Control**  
**Base Stabilization**  
**Full Depth Reclamation**  
**DOWFLAKE™ Xtra**

TM The Dow Chemical Company

TM Occidental Chemical Corporation

## Bay Dust Control

Division of Liquid Calcium Chloride Sales

2715 S. Huron Rd., Kawkawlin, MI 48631  
Ph: 989-684-5860 Fx: 989-684-9953  
[www.LiquidCalciumChloride.com](http://www.LiquidCalciumChloride.com)



**616.531.8705**  
[www.gebsafety.com](http://www.gebsafety.com)

Pledged To Traffic Safety Excellence

GRAND RAPIDS • JACKSON • MARQUETTE • SAGINAW • TRAVERSE CITY

Give 'Em A Brake Safety is Michigan's premier provider of traffic control services and equipment for both rental and sale.

We specialize in designing traffic plans and mobilization of equipment to maximize work zone safety while maintaining efficient traffic flow.

With our team's significant industry experience and wide variety of traffic control devices, we offer a fresh, progressive approach to road and commercial construction projects. Additionally, with our large volume of inventory, we offer just-in-time products and services to exceed your expectations.



### GRAND RAPIDS

2610 Sanford Ave.  
Grandville, MI 49418

**1.616.531.8705**

Jamie Lemke • President

Marc Van Til • Chief Operating Officer

Shane Lemke • Estimator

Mike Rempalski • Local Contract Estimator

Chris Heyboer • Branch Manager

Brett Wainwright • Assistant Branch Manager

Larry Booth • Inside Sales

Sean Mooney • Outside Sales

Mike Heyboer • Tech Specialist

### JACKSON

3201 W. Michigan Ave.  
Jackson, MI 49202

**1.517.459.0643**

Eric Hamilton • Branch Manager

Brad Ingersoll • Branch Manager

### MARQUETTE

100 Industrial Dr.  
Marquette, MI 49855

**1.906.249.1892**

Larry Kitchen • Branch Manager

Bruce Langridge • Assistant Branch Manager

### SAGINAW

3302 West Sawyer Dr.  
Saginaw, MI 48601

**1.989.752.6333**

Paul Kennedy • Branch Manager

Jim Hardy • Assistant Branch Manager

### TRAVERSE CITY

6502 M-37 South  
Kingsley, MI 49649

**1.231.263.6625**

Jeff MacDermid • Branch Manager

Jeremy Wallender • Assistant Branch Manager

# ST REGIS

CULVERT INC.

202 Morrell St. • Charlotte, MI 48813  
**(517) 543-3430 • (800) 527-4604**

## PRODUCTS WITH PRIDE

- Corrugated Steel Pipe
- Storm-water Detention Structures
- Culvert Liners
- CSP Fabrications
- Custom Window Wells
- Campfire Rings
- Aluminum & Steel Structural Plate
- Aluminum & Steel Box Culverts
- Erosion Control Fabric
- Guard Rail
- Snow Plow & Grader Blades





## GO AHEAD, ADDRESS THE ELEPHANT ON THE SIDE OF THE ROAD

Control a large variety of roadside weed species with Bayer.

Go to [BayerVM.com](http://BayerVM.com) to access our powerful portfolio of selective weeding products.

Maintaining desirable vegetation along your roadways while managing line-of-sight obstructions and preventing roadway deterioration is no small feat. Controlling weeds can require a mixture of multiple products and repeated treatments to get the desired results. Fortunately, Bayer has a comprehensive portfolio of effective and long-lasting herbicides to keep roadsides clear. With this portfolio, you'll lead the charge. Go ahead, be a driving force for vegetation management.



[Update Preferences](#) | [Privacy Policy](#) | [Unsubscribe](#) | [Official Rules](#)

ALWAYS READ AND FOLLOW LABEL INSTRUCTIONS CAREFULLY.  
Bayer CropScience LP, 217 W. Alexander Drive, Research Triangle Park, NC 27709, 1-800-331-2887.  
[www.backedbybayer.com](http://www.backedbybayer.com). Bayer, the Bayer Cross, Derigo®, Espalade®, Method® and Perspective® are registered trademarks of Bayer. Not all products are registered in all states. ©2016 Bayer CropScience LP.

## World Class! Built to Last! FLX-1510 Flex Arm w / XH1500 Series 4 Rotary Cutter

*Having the tractor operate from the top of the road reduces rollovers and wear and tear on the tractor, improves operator visibility and comfort. The Schulte FLX-1510 Flex Arm hold its position on a steep ditch bank better than any competitive offset arm.*



(517) 669-8391

13619 S. Dewitt Road, Lansing MI

**FARMCO DISTRIBUTING**

*New technology now available from Schulte / Farmco for your county and DOT mowing to improve efficiencies while mowing ... check out the benefits on [www.schulte.ca](http://www.schulte.ca)*

**SCHULTE**



## THE ROAD STARTS HERE



**Preservation**



**Construction**



**Specialty Applications**

## THE ONE STOP SHOP FOR ALL YOUR ASPHALT NEEDS

VISIT OUR WEB SITE AT:  
**[WWW.ASPHALT-MATERIALS.COM](http://WWW.ASPHALT-MATERIALS.COM)**



940 North Wynn Road  
Oregon, Ohio 43616  
(419) 693-0626  
[www.asphalt-materials.com](http://www.asphalt-materials.com)

# Requested vs. Required Signs

## THE ROAD AGENCY CONUNDRUM

### When no sign is better than a warning sign

Every county road agency has experienced a situation when a community group wanted a particular type of warning sign, yet it wasn't really in the best interest of safety. Most road agencies now agree that less is better, when it comes to non-regulated warning signs along the local road system.

### "Children Playing" sign: Sounds helpful but is it really?

All road agencies in Michigan follow the *Manual for Uniform Traffic Control Devices*,

a US Federal Highway Administration publication. It outlines three categories: Required signs such as stop or yield county road agencies must supply; advisory signs such as street names that townships must purchase; and optional signs such as speed limit or pedestrian crossing signs.

Any other signs are not required.

Road agencies interviewed by *Crossroads* indicated their road commissioners had adopted sign policies addressing non-regulated road signs.

"The second policy that the **Emmet County Road Commission** (ECRC) ever passed was a sign policy, back in 1999," said **Brian Gutowski**, PE, engineer-manager in Emmet. "We were getting tons of requests for all different types of signs. We now will only accept requests for signs that are part of the *Manual for Uniform Traffic Control Devices*."

"There are still some stragglers out there, like 'Children Playing.' When those signs get hit or taken down, they will not be replaced," Gutowski said.

ECRC has had fewer requests for special signs in recent years, Gutowski said. "Because the township will have to pay for non-

regulatory signs, we send all requests to the appropriate township and they usually decline an optional sign at the time of application."

"Allegan County doesn't have any deer, duck or other animal crossing signs, no tractor or truck crossing signs and no watershed signs," said **Larry Brown**, PE, recently retired managing director of the **Allegan County Road Commission** (ACRC).

"We also do not have any 'No Passing' signs or the 'Pass with Care' pennant signs," Brown said. "The law states that as long as you have pavement markings you don't need signs ... and we have had zero complaints about eliminating them."

### What's the harm?

The non-regulatory warning signs "only give comfort to the property owner who requested the sign. The traffic does not pay attention to these signs," said Gutowski.

When a group has come into the ACRC requesting non-regulatory signs, Brown asks whether there is any statistical data that the sign will improve safety.

"The standard response is: They couldn't hurt. In my opinion, they actually could hurt because it makes your remaining signs less effective," Brown said.

While many groups have requested that the road agencies install special signs over the years, usually no one comes back to request their removal.

"We have a 'Slow Deaf Child Area' sign that has been up since I took over the road commission 23 years ago. I'm pretty sure that child is grown now," Gutowski chuckled.

### A few exceptions for bicycling and tourism

The road agencies interviewed indicated that many requests for non-regulatory road signs came from bicycling groups for routes rather than driver caution.

When it comes to bicyclist-requested signs, "we listen to the community, and see what the numbers of bicyclists in that area and whether it is really a bike route," said **Roy Townsend**, PE, managing director of the **Washtenaw County Road Commission** (WCRC). "Washtenaw has allowed signs for the border-to-border trail along the Huron River, and will consider signs for other bicycle trails the County Parks Department is working with."

"The engineer in me says follow the *Manual*, but things can get political," Townsend said. 🚗





# CTT EQUIPMENT LLC

## HEAVY DUTY LIFTING SOLUTIONS

SALES - SERVICE - DISTRIBUTION



**steril KONI**

Leaders In Heavy  
Duty Vehicle Lifts



## *SERVICING ALL OF MICHIGAN*

**989-832-2116**  
[WWW.CTTEQUIPMENT.COM](http://WWW.CTTEQUIPMENT.COM)

**TOMLINSON**

**ONTARIO TRAP ROCK (OTR) IS A SUPPLIER OF  
HIGH QUALITY MDOT APPROVED AGGREGATES  
FOR YOUR CHIP SEAL NEEDS**

MDOT SOURCE #95-10  
MDOT AGGREGATE WEAR INDEX (AWI): 306  
PRODUCTS: CS-2, 34CS & CS-T

**OTR'S PRODUCTS CAN REDUCE  
EMULSION APPLICATION RATES  
AND LOWER OVERALL  
MAINTENANCE COSTS.**

### **CURRENT MICHIGAN DOCKS SUPPLIED:**

Benton Harbor // Cheboygan // Detroit  
Ferrysburg // Ludington // Marysville  
Muskegon // Saginaw



**JIM FORBES, VICE PRESIDENT**  
(519) 878-4161 // [jforbes@tomlinsongroup.com](mailto:jforbes@tomlinsongroup.com)

**BILL SANDERS, REGIONAL SALES MANAGER - US**  
(219) 775-5783 // [bsanders@tomlinsongroup.com](mailto:bsanders@tomlinsongroup.com)

[www.tomlinsongroup.com](http://www.tomlinsongroup.com)



## BRIDGING THE GAPS

# Putting a constructive spin on performance evaluations

The annual performance review can be the most stressful meeting for employees — and maybe the manager as well. But a well-planned performance review can turn the stress into a positive productive experience for both sides.

"In the beginning when I first started my position as manager, I thought it was a trivial process," said **Jody Norman**, manager of the **Delta County Road Commission** (DCRC). "But now I think it's a necessary tool, especially if you start having problems with an employee. You can use it to back yourself up on your actions."

## Why conduct performance reviews?

Todd Surline, President of Hiring Solutions LLC., in Okemos, and a presenter at the 2018 CRA Highway Conference cites six benefits of performance reviews:

1. Tracks employee progress toward accomplishing job duties, goals, and objectives.
2. Improves workplace productivity, training and projects.
3. Makes employees feel valued.
4. Engages employees.
5. Deals with workplace issues - Performance Improvement Plans (PIP).
6. Builds and strengthens work relationships.

To administer effective performance reviews, goals and objectives must be created collaboratively with both the manager and the employee participating.

"Limiting the number of objectives for most positions makes it more manageable, measurable, and motivating for staff members," Surline said. "Too many objectives may be overwhelming and frustrating."

"Try to group objectives where possible and only include those that are significant. Meaningless objectives regarding minor duties are ineffective and inefficient," he added.

## Determine how employee performance will be evaluated.

There are several ways to evaluate employee performance including rating scales, goals-based evaluation, 360° evaluations, self-appraisals and hybrids.

"Delta County's evaluations are focused on performance, how an employee gets along with others and the employee's work ethic," Norman said. "If an employee has a good attitude and strong ambition, this evaluation process helps us identify employees that we would be willing to train for further advancement."

However, in unusual circumstances, it may be best if a company does not perform employee reviews.

"Performance reviews create a document trail that can be used against employers in legal proceedings," Surline said. "They can give the lawyers and others ammunition to use against the employer if they are not well written, accurate, objective and done on a timely basis."

## Checklist for successful evaluations

Once you've determined measurable objectives and a performance review method, keep these tips in mind:

1. Set goals effectively: What is the connection to the strategic plan?
2. Plan for performance.
3. Ensure ongoing success.
4. Utilize multiple data sources.
5. Document feedback to support decisions.
6. Prepare and train managers.
7. Allocate quality time for the performance review.
8. Link performance with rewards.
9. Evaluate and encourage participation for success.

With some proper planning and strategic direction, performance reviews can be a great learning and management tool.

*Information for this article was derived from Todd Surline's presentation at the **2018 Highway Conference**, "Putting a Constructive Spin on Annual Performance Evaluations." The presentation is available at <https://tinyurl.com/performanceevaluations2018>.*



# YOUR **TOTAL** SOLUTION

**PLANNING > SURVEY > DESIGN > LAYOUT > EXECUTION > INSPECTION**

Every type of project, any size company, any application — We have a complete selection of precision measurement and positioning solutions to meet your needs. **Contact your local Topcon Solutions Store for more information.**

topconsolutions.com

| 866-289-1772

## SPAULDING MFG., INC.

5366 East Rd. Saginaw, MI 48601  
Phone: 989-777-4550

www.spauldingmfg.com



### Many companies say they can reclaim, but can they do it at ½ the cost?

Spaulding Mfg., Inc. has a hot patcher with the technology to save time, cost and material. With an oil jacket hot patcher you can reclaim millings and used material using only one burner. For more information and a demo contact a Spaulding Mfg., Inc. representative today. Don't wait to start saving time, man hours, material and money. Spaulding is now on MiDeal.



**PRECISION**  
computer solutions, inc.

**Road Commission  
Software Solutions  
Since 1983**



**810-987-8748**

**www.PrecisionCS.net**



The 2018 Highway Conference has come and gone. It was the largest Highway Conference on record!

### **By the numbers:**

Total Attendees: 1,075  
Road Show Exhibitors: 135  
Breakout Sessions: 23  
CEU Credits earned: 106  
IMPRESS Awards made: 19

### **Thoughts on the 2018 Highway Conference and Road Show:**

"Very impressed with the number of vendors at the Road Show."

"Food was good. Conference was well done. Kudos to all who put it together."

"Very impressive show overall."

### **Save the date for the 2019 Highway Conference!**

March 12-14, 2019 • Lansing, Michigan



Roads+™ Silent Auction at the 2018 Road Show.



Heavy equipment on display as part of the 2018 Road Show.



Vendors and attendees chat at the 2018 Road Show.



MDOT Director Kirk Steudle speaks at the Awards Breakfast at the 2018 Highway Conference.

*Photos by Patrick Yockey*





# NORTHERN CONCRETE PIPE



**BAY CITY  
CLARKSTON  
GRAND RAPIDS  
LANSING  
TOLEDO**

**989.892.3545  
248.795.2431  
616.608.6025  
517.645.2777  
419.841.3361**

**[www.ncp-inc.com](http://www.ncp-inc.com)**



**Vapourproofing Concrete. Strengthening Foundations.**

**MOXIE SHIELD PRODUCTS ARE  
THE ONLY MULTIPURPOSE WATER  
& VAPOR PROOFING ADMIXTURE  
AND SEALERS THAT DELIVERS  
BEST-IN-CLASS RESULTS.**

**Contact us today to learn more.  
[www.moxieshield.com](http://www.moxieshield.com) - (888) 680-7303**



## **Specializing in Online Auctions of Municipal Assets**



- **ONLINE AUCTION BIDDING**
- **FREE LISTINGS FOR MUNICIPALITIES**
- **ITEMS SELL FROM YOUR LOCATION**
- **PROFESSIONALLY MARKETED**

**RANGERBID<sup>®</sup>.com**  
A MIEDEMA COMPANY

Cal Yonker  
616-890-5514 | [CYonker@Rangerbid.com](mailto:CYonker@Rangerbid.com)  
601 Gordon Industrial Ct., Byron Center, MI 49315



# INVASIVE SPECIES ARE COMING FOR YOU!

## Here's what you can do about it.

There are invaders taking over sizable patches of Michigan, bursting through concrete and asphalt, peeling apart buildings with ease. It lives 10 feet underground, can survive in complete darkness for 20 years and regenerate itself time and again from almost nothing.

It's not an alien invader or a dark mythical monster: It's an invasive plant species. And it's probably coming to your right-of-way!

### Japanese knotweed: Emerging threat?

Hannah Hudson was working as the tall grass and weeds inspector for the City of Kalamazoo when she first encountered Japanese knotweed.

"When I first saw it on an abandoned property, I didn't know what it was," said Hudson, now an independent Japanese knotweed specialist and consultant. "I began researching it when a resident

called and said they had been battling this crazy plant in their alleyway for years. Whole countries are trying to fight this stuff."

Japanese knotweed can't be easily killed or eradicated, Hudson said, only controlled. It's taking over natural areas and could damage roads. In its natural habitat, it survives volcanic eruptions, pushing through hardened magma where it thrives. Crumbling asphalt is no trouble for a Japanese knotweed shoot.

"Only six counties in Michigan *don't* have official Japanese Knotweed sightings on the record," Hudson said.

### They're everywhere!

Moving beyond knotweed, there are an estimated 33 species of invasive plants in Oakland County alone, according to **Brad Knight**, environmental concerns coordinator with the **Road Commission for Oakland County (RCOC)**.

"We have invasive species originating from Europe to Japan, all growing differently requiring different methods of eradication, but all destroying property and affecting the safety of Oakland's road system," said Knight.

Knight, along with Hudson and Jennifer Muladore, an ecologist with Huron Pines presented on Michigan's invasive species at CRA's 2018 Highway Conference.

*Japanese knotweed pushes its way through asphalt in Kalamazoo County. Photo credit: Hannah Hudson, knotweed specialist.*







*Phragmites in Oakland County.*

While species vary from southern to northern Michigan, the problems are similar. Invasive plants disrupt local ecosystems, can take over rights-of-way and destroy roads.

With so many types of invasive plant species all over Michigan all requiring different treatments and control methods, knowing where to start is challenging.

## Stick together in a Cisma

RCOC helped established a Cooperative Invasive Species Management Area (CISMA) in 2014 to coordinate invasive species efforts in Oakland County.

A CISMA is a regional partnership between organizations including cities, villages, townships and county road agencies working together on invasive species.

"A CISMA takes a more collaborative and widespread approach, instead of an

individual approach, to treating invasive species," said Knight. "Our CISMA has grown to almost 30 community members, all with a vested interest in invasive species management."

Michigan has 19 CISMAs covering every county in the state. The advantages of battling invasive species as a part of a CISMA recognize that pest control must look beyond a community's borders.

"In our CISMA we have seen multiple invasive species being treated on a large-scale basis, opportunities for grant

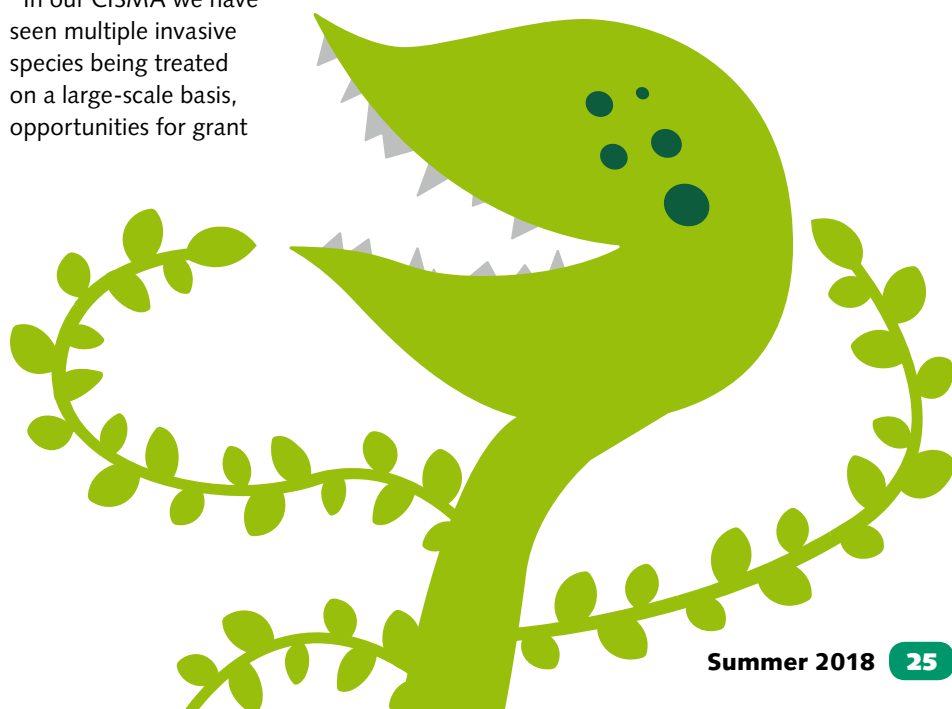
## Additional resources

"If any road agency in the state has not joined a CISMA, my advice would be to speak to a local or regional coordinator," said Knight. "Treating invasive species in the road right-of-way will benefit the road agency and the communities they serve. It's a win-win for everyone in the community."

For more information on Michigan's regional CISMAs and invasive species, visit [michiganinvasives.org](http://michiganinvasives.org).

funding, management of the program being completed by a coordinator, saving road commission time and resources, and financial and property value incentives for communities to join," said Knight.

Utilizing funding options like grants through partnerships, road agencies have been able to employ proven techniques that are more effective at a larger scale. ☺



As the fiduciary for our retirement plans, MERS has lowered costs on our participant directed accounts six times in the past five years.

- Defined Contribution Plan
- 457(b) Supplemental Retirement Program
- Health Care Savings Program

What else should a fiduciary be doing to look out for your best interest?

Find out at [www.mersofmich.com/fiduciary](http://www.mersofmich.com/fiduciary)



Pavement Maintenance Contractors  
EEO/AA Employer

## YOUR ASPHALT IS A BIG INVESTMENT

It's time to trust the experts

- Crack Sealing
- Chip Sealing
- Fog Sealing

[www.FahrnerAsphalt.com](http://www.FahrnerAsphalt.com)

989-752-9200



## THE RECOGNIZED LEADER IN THE INSURANCE AND ALTERNATIVE RISK FIELD

- Multi-Line Claims Administration
- Risk Management Services
- Self-Insured Claims Administration
- Excess Workers' Comp Placement
- Flexible Claim Reporting Options
- Local Claim Service
- Loss Prevention & Safety Consulting

Donna K. Cianciolo

810-844-3945 | [dcianciolo@mackadmin.com](mailto:dcianciolo@mackadmin.com)

[WWW.MACKADMIN.COM](http://WWW.MACKADMIN.COM)



# Krenn Timber Bridge, Inc.

COMPLETE BRIDGE PACKAGES, DECKS AND CULVERTS

- Pre-engineered
- Long Life
- Designed for any loading or ADT
- No rust, cracking, or spalling
- Aesthetically pleasing
- Serving Michigan for over 60 years

(269) 207.7483 | 6835 South 6th St. | Kalamazoo, MI 49009 | krenntimber@gmail.com



## AMERICAN HOIST AIR AND LUBE

616-475-7658 + [WWW.AMHOIST.COM](http://WWW.AMHOIST.COM)

- Above & Inground Lifts
- Alignment Equipment
- Parts & Service
- Shop Equipment
- Certified Inspections
- Tire & Wheel Service Equipment



**HUNTER**  
Engineering Company



# CRA AWARD SEASON

## HIGHLIGHTS

County road agencies and stellar individuals alike took home honors this award season at ceremonies for the Engineer of the Year Awards, IMPRESS Awards and CRA Member Awards

### ENGINEER OF THE YEAR AWARDS

The Engineer of the Year Awards kicked off this year's award season, recognizing rural and urban engineers at the County Engineers Workshop in February.

**Project Manager of the Year**  
David Greaves, superintendent  
Gladwin County Road Commission

**Urban Engineer of the Year**  
Michael Torres, PE, construction engineer  
Road Commission for Oakland County

**Rural Engineer of the Year**  
Darren Pionk, PE, manager  
Gogebic County Road Commission

### MEMBER AWARDS

This year marked the 47th annual Member Awards ceremony, recognizing outstanding individuals who have dedicated significant time to the advancement of the local road transportation network.

#### Distinguished Service Award

**Kenneth Rowe**, Commissioner,  
Houghton County Road Commission

**Doyle Donn**, Chairman,  
Gladwin County Road Commission

#### Distinguished Service Highway Industry Award

**Senator Goeff Hansen**,  
Michigan State Senate

**Senator Mike Green**,  
Michigan State Senate

Michigan CAT Team

### IMPRESS AWARDS

2017 was another stellar year for IMPRESS Awards! County road agencies submitted 16 innovative, efficient and creative projects for consideration.

New this year was the Collaboration category, highlighting the fantastic partnerships county road agencies are known for.

All nomination forms, narratives and supporting materials can be found in My CRA, the "members only" side of CRA's website, under "IMPRESS Corner."

#### Collaboration

**Road Commission of Kalamazoo County**  
*Road Projects for the City of Kalamazoo*

**Kalkaska County Road Commission**  
*Growing our Own*

**Kent, Muskegon and Van Buren County Road Commissions**  
*Public Works Academy: Cultivating Tomorrow's Workforce*

**Roscommon County Road Commission**  
*Working with the Waste Haulers*

**St. Clair County Road Commission**  
*Partnership Between County, Road Commission and Business to Provide Fleet Maintenance*

#### Communications

**Road Commission of Kalamazoo County**  
*Innovative Polling in Township Joint Meetings*

**Midland County Road Commission**  
*2017 Flood Damage Information Communication*

**Road Commission for Oakland County**  
*Communicating with our Citizens; ROADS Initiative*

#### Operations

**Grand Traverse County Road Commission**  
*Let's Rumble!*

**Road Commission of Kalamazoo County**  
*Truck Hook Lift Hoist System*

**Midland County Road Commission**  
*2017 GRS-IBS Bridge Construction Operations*

**Roscommon County Road Commission**  
*Temporary Employee Hiring Incentive Program*

**St. Clair County Road Commission**  
*Repurposing Surplus Military Vehicles for Road Commission Use*

**Washtenaw County Road Commission**  
*WCRC Dry-Run Revamp*

#### People's Choice

##### Collaboration

**Road Commission of Kalamazoo County**  
*Road Projects for the City of Kalamazoo*

##### Communication

**Road Commission for Oakland County**  
*Communicating with our Citizens; ROADS Initiative*

##### Operations

**Midland County Road Commission**  
*2017 GRS-IBS Bridge Construction Operations*

**Congratulations to all those who took home an award this year!**





Darren Pionk, PE, manager  
Gogebic County Road Commission



Michael Torres, PE, construction engineer,  
Road Commission for Oakland County



Kent, Muskegon and Van Buren County Road Commissions



Left to Right: Todd Rumball, First Vehicle Services,  
Kirk D. Weston, St. Clair County Road Commission



Road Commission of Kalamazoo County



Roscommon County Road Commission



John Rogers, Kalkaska County  
Road Commission



Left to Right: Roy Townsend and  
Emily Kizer, Washtenaw County  
Road Commission



Left to Right: Toby Javin and  
Andrew Marek, Grand Traverse  
County Road Commission



Left to Right: Cindy Dingell and  
Craig Bryson, Road Commission for  
Oakland County



Terry Palmer, Midland County  
Road Commission



Left to right: Dave Pettersch and Doyle  
Donn, Gladwin County Road Commission



Left to Right: Ed Noyola, CRA and Senator  
Mike Green, Michigan State Senate



Left to Right: Ed Noyola, CRA and Senator  
Goeff Hansen, Michigan State Senate

## EDITOR'S NOTE



*From left to right: Ed Noyola, CRA deputy director; Jim Iwanicki, engineer-manager Marquette County Road Commission; Denise Donohue, CRA executive director; Governor Rick Snyder; Steve Warren, manager, Kent County Road Commission; Christina Strong, CRA communication manager.*

CRA was front-and-center when Governor Rick Snyder signed the \$175 million 2018 supplemental for roads in March. CRA director **Denise Donohue** was invited to speak alongside the Governor, Speaker of the House Tom Leonard, Senate Majority Leader Arlan Meekhof and Lt. Governor Brian Calley.

Also in attendance were CRA president **Steve Warren**, Kent County Road Commission; and past president and CRA board member **Jim Iwanicki**, of the Marquette County Road Commission.

Donohue thanked the Legislature and Governor for unanimously directing the unspent 2017 dollars toward restoring roads and bridges, and also talked about setting appropriate expectations for what could be achieved with road funding received to date.

Christina Strong  
Editor and Communication Manager



## Key transitions at...

### ...Road Commissions and Departments

**Jason Latham** has joined the **Berrien County Road Department** as managing director.

**Shirley Kautman-Jones** has joined the **Genesee County Road Commission** as chair.

**Brittany DeMars** has joined the **Schoolcraft County Road Commission** as HR/payroll clerk.

**Jean Frankovich** has joined the **Schoolcraft County Road Commission** as manager.

**Tanya Hoar** has joined the **Schoolcraft County Road Commission** as finance director.

**John Osterhout** is now superintendent with the **Schoolcraft County Road Commission**.

### Mile Marker

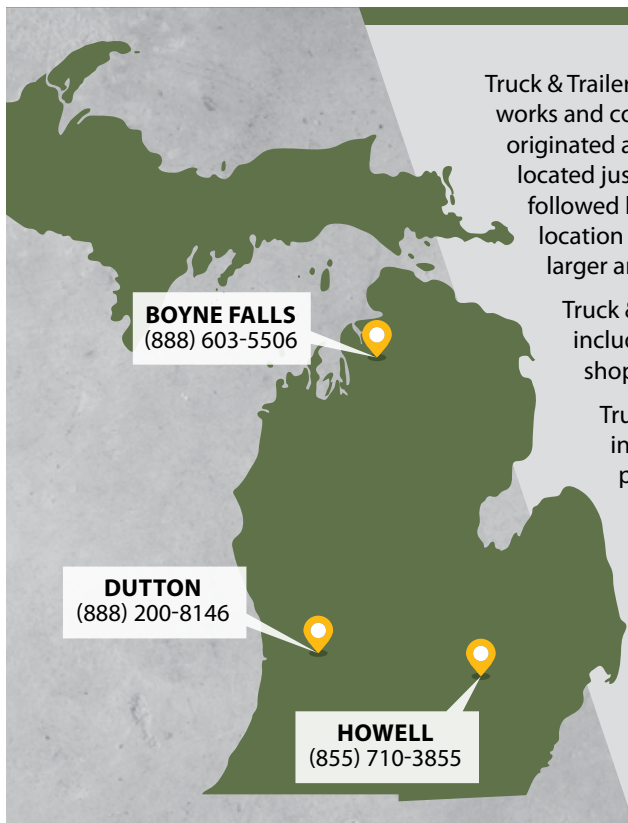
**John H. Daly, III**, PhD, managing director, retired from the **Genesee County Road Commission** after 18 years. Daly also served on the CRA board for 18 years and chaired the Legislative Review Committee.

### In Memorium

On March 22, 2018, **Charles Rhode**, commissioner for the **Presque Isle County Road Commission**, passed away. He was on the Presque Isle board for 13 years.

Do you have a staff member you want recognized in *Crossroads*? Call Alexandra Contreras at 517.482.1189, or email [acontreras@micountyroads.org](mailto:acontreras@micountyroads.org).





**BOYNE FALLS**  
(888) 603-5506

**DUTTON**  
(888) 200-8146

**HOWELL**  
(855) 710-3855

Truck & Trailer Specialties, with three Michigan locations, has been serving the public works and commercial trucking industry since 1974. Truck & Trailer Specialties originated and remains in the small west Michigan town of Dutton, Michigan, located just south of Grand Rapids. The Boyne Falls facility was opened in 1996 followed by the newest facility located in Howell in 2013. Our original Dutton location recently expanded the truck buildup operation, moving into a much larger and more efficient 24,000 square foot shop.

Truck & Trailer Specialties locations feature full service, truck set-up facilities; including a complete line of truck bodies and attachments, body & paint shops along with welding & fabricating capabilities.

Truck & Trailer Specialties mobile hydraulic system expertise specializing in closed center systems with load sense piston pumps, has become a premier service we offer with Bosch Rexroth being the foremost supplier.

Truck & Trailer Specialties prides itself on extraordinary craftsmanship, honesty, integrity, ingenuity, and loyal, long time customers.

*Come see us today!*

**TRUCK & TRAILER**  
*Specialties, Inc.*

**Bosch Rexroth Distributor**  
*Since 1996*

**Monroe Distributor**  
*Since 1990*

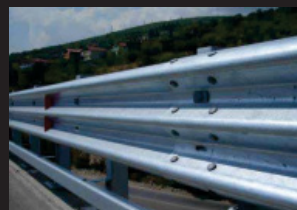
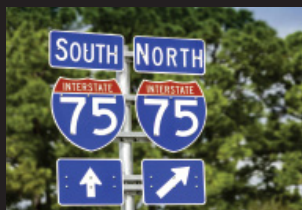
**TBEI Crysteel distributor**  
*Since 1988*



*Family Owned & Operated Since 1982*

**810.695.7516**  
**www.ActionTraffic.net**

**SALES, INSTALLATION, REPAIR & SERVICE**



**ROAD SIGNS  
& FENCE**

**GUARDRAIL &  
ATTENUATORS**

5182 S. Saginaw Rd - Flint, MI 48507

County Road Association of Michigan  
417 Seymour Ave., Suite 1  
Lansing, MI 48933-1143



***"Professionals Dedicated to Preserving  
America's Roadways"***

*Micro Surfacing*

*FiberMat*

*SAMI Interlayer*

*Overband Crack Seal*

*Chip Seal*

*Slurry Seal*

*Emulsified Asphalts*

*FDR*

*Soil Stabilized Base*

*Axys/Onyx Mastic  
Surface Treatment*

For further information please contact:  
**Malcolm Smith, Pierre Peltier, or Andrew Friend**  
[www.strawserconstruction.com](http://www.strawserconstruction.com)

**Strawser Construction, Inc.**  
1392 Dublin Road  
Columbus, OH 43215

Phone: 614.276.5501  
Fax: 614.276.0570