Ministry Win Leads to Provincial Premier’s Awards
Submitted by Nancy McLeod, Road Runner Editor

The DriveBC Mobile Team received a 2011/12 Premier’s Award amid cheering from colleagues, at an April 18 webcast for the Vancouver Island awards.

The team was named the winner for organizational excellence on the webcast, by Deputy Minister to the Premier and Head of the BC Public Service John Dyble (also Transportation Deputy Minister from 2005 to 2009) who read from a card contained in an envelope. Chief Operating Officer Dave Byng and Highways ADM Dave Duncan officiated in person at HQ and presented framed awards to the DriveBC Mobile Team members.

The crowd of about 60 employees who watched the webcast at HQ expressed lively approval at the DriveBC win. They also applauded the news that Field Services’ Occupational Health and Safety Advisor Tracy Wynnyk was named a provincial finalist, in the emerging leader category.

The DriveBC Mobile Team and Tracy were chosen from among 118 nominations of B.C. public service employees, work units, branches and ministries. Both will go on to the provincial awards, which take place on June 11, at the Victoria Conference Centre.

Meeting the Demand for Mobile Service
The DriveBC team created the DriveBC mobile site last year, to meet public demand and align with an expanding view of how access to essential government services is provided. The mobile site incorporates DriveBC’s traveller information system data in a simple, accessible format, ensuring reliable highway information is available 24 hours a day, from any location. They created a mobile-friendly site that is accessible to any device, rather than develop multiple mobile applications that would require updates be made to multiple operating systems.

Continued on Page 3…

Dave Duncan (left) and Dave Byng (right) present a Premier’s Award certificate to DriveBC Mobile Team member Robin Windels.
Editor’s Note

In this issue, you’ll see employees going further in their professional and personal lives.

In the Peace Region, employees cheerfully come together to amass 374 journal vouchers that document the labour, supply and equipment costs from last summer’s major flooding (and bring some money back to the ministry). Commercial Vehicle Safety and Enforcement inspectors act fast to head off a train collision in Chilliwack. Employees working on the ministry’s new Transportation Management Centre in Coquitlam meet some tough deadlines, and keep the construction progressing at a rapid pace. David Retzer swims, cycles and runs a total of 226 kilometres in just over 13 hours.

Perhaps looking back on their successes, these employees will share some of David’s thoughts.

“It was an amazing once-in-a-lifetime accomplishment that will stay with me forever.”

David Retzer, on completing Ironman Canada 2011.

Nancy McLeod, Editor

The RoadRunner is an employee newsletter, published four times a year, on the Ministry of Transportation and Infrastructure Internet.

We welcome your story submissions. Email your article as a Word document (approx. 500 words maximum) and your high-resolution photographs as jpegs to: RoadRunner@gov.bc.ca.

In the email for your story, please attach the Word document and graphics (photos, charts, etc.) separately. Please DO NOT embed graphics in the article — this compromises reproduction quality and the images may not be useable by our graphic artist. Photos supplied should be one megabyte.

Check out the Employee Advisory Forum website for regular updates: gww.th.gov.bc.ca/EAF/home_intra.asp.

For @Work – the Public Service Community Website, visit: gww.gov.bc.ca.

Ministry Win Leads to Provincial Premier’s Awards Page 1
Transportation Management Centre Takes Shape Page 4
Pooling Skills for Peace PEP Recoveries Page 5
Stop the Train! CVSE Averts Rail Disaster Page 6

Employee Advisory Forum
From “Me” to “We” to “Us” Page 7
Test Your Knowledge – Ministry Service Plan Page 8
Science and Tech Jobs Offer Challenging Field, Office Work Page 9
Stuart Anderson – Special Projects Technician (Radio and Electronics) Page 11
Shadows Stuart Anderson Page 11
Melanie Robbestad – Regional Director’s Assistant Page 12
Sparking Discussion: A Guide for Supervisors and Employees Page 12
Ironman Accomplished Page 13
Thompson Nicola Among the 10 Best Workplaces Page 14
SIR Team Top 10 Again! Page 15
B.C. Forgave My Loan So I Could Forget It Page 16
Did you Know? Page 16
Healthy Travels Page 17
The Velomobile – A Sheltered, Self-Powered Ride Page 18
AGM Propels Professional Growth For EITs Page 19

Submarine Transporters Make Big Impression Page 20
EIT to DTM: The Start of a Toastmasters Career Page 21

TRAN Who’s Who
Ode to Ernst Boeder Page 22
Crystal Moment in Time Page 22
Clinton AAH Group Honoured for Efforts Page 23
South Coast Region a Sea of Pink Shirts Page 24
Pink Shirt Day in HQ Page 24
Two-Enders Bonspiel in Southern Interior Region Page 25

You Never Know What You’ll See
Sasquatch Investigated at Hunter Creek Page 26
Nordel Doubles as Helipad Page 26

Community Events
District Supports Autism Network Page 27
Auction Puts Extra Day to Great Use Page 28
Team Dons Top Hats for Tykes Fundraising Page 28

Onto New Vistas
Bill Rose Retires and “A guys walks into a bar...” Page 29
Denise Brummel Retires After 35 Years Page 30
Employee Names Revealed (Crossword Answers) Page 30
Members of the team came together from different branches, from different departments within the ministry, to contribute business, technical and graphics expertise to the project. Effective collaboration between these groups meant requirements were met without overlap or conflicting visions. Teamwork also enabled the group to work quickly – delivering a single technology, accessible to all mobile devices in just months – at a tenth of the initial development cost estimate.

The team’s proficiency and cohesion is humorously portrayed in a video produced for the webcast. The production shows the group purposefully striding down a narrow hall, in unison, with the DriveBC site displayed on each team member’s handheld mobile device.

**Tracy Wynnyk a Safety Winner**

Tracy Wynnyk was named as one of the top three emerging leaders in the public service, who will move on as finalists at the provincial level. She was selected by employees from across government who voted from among six finalists, in early March. The award recognizes an employee under the age of 40, below the level of director, who has made a significant impact on their ministry, division, workgroup or the public service as a whole.

Tracy is credited with building a culture of safety consciousness in Provincial Field Services, and reducing accidents and incidents by 25 per cent. Safety documentation has increased in quality and quantity, and all accidents and incidents are now reported to provide learning opportunities. She has instituted annual safety awards, rewritten the Provincial Field Services Safety handbook in a user-friendly format, updated the Traffic Management Plan template and developed a web-based orientation for new workers. During emergencies, she’s on site to ensure worker and public safety. For more, see the video about Tracy on @Work.

Stay tuned after June 11, to hear how the organizationally excellent DriveBC Mobile Team and emerging leader Tracy Wynnyk do at the provincial Premier’s Innovation and Excellence Awards.
Transportation Management Centre Takes Shape
Submitted by Maria Ciarniello, Project Manager

In addition to their regular jobs with the ministry’s Operations and Procurement Branch in Victoria, Bruce McAllister and Maria Ciarniello are doing double duty as project director and project manager for the Transportation Investment Corporation. They are responsible for planning, architectural and engineering design, procurement, construction and commissioning of the 24,384-square-metre Transportation Management Centre now under construction in Coquitlam, just west of the new Port Mann Bridge, at the junction of Highway 1 and Highway 7. The building is being constructed to LEED Gold, Wood First and post disaster recovery standards.

Bruce and Maria are managing this complex building project on an accelerated schedule. In late 2010, the site was still home to the legendary Bargain Castle. It was necessary to take down the old building, remove waste, geotest the site, excavate 29,300 cubic metres of peat and clay, put in 544 stone columns to a 15.24-metre depth, and then cover the entire site with fill, about 11 metres deep, to compact the area and accelerate settlement. By April 2011, we had our general contractor, EllisDon, on site and building. And on Jan. 4, we met our next deadline of a completed server room. Whew!

By June 2012, the building will be ready for Transportation Investment Corporation tolling and operations staff to move in. Six months later, the top two floors will be completed so ministry staff can start calling it home. This will include employees from the South Coast Region, Lower Mainland District, Commercial Vehicle Safety and Enforcement and the Passenger Transportation Board.

In addition to these operations, the new building will house the multi-agency Regional Traffic Management Centre, to monitor and control traffic on regional highways plus Metro Vancouver’s major roadway network, managed by TransLink. The centre will provide data and information exchange services to support federal, provincial and regional transportation initiatives, and incident and emergency response management. It will consolidate operations for Port Mann/Highway 1, Golden Ears Bridge, Lions Gate Bridge, Massey Tunnel and the Provincial Highway Conditions Centre. These will be integrated with the systems for DriveBC and TransLink. In addition, a number of municipalities have expressed interest in partnering on transportation efforts in the regional centre.

Bruce McAllister (far left) as the new Transportation Management Centre is built, in Coquitlam.
Pooling Skills for Peace PEP Recoveries
Submitted by Sheila Smith, Transit Branch Administrator

Last year’s major floods in the Peace Region meant dealing with a deluge of documentation so the ministry could recover some of its costs from Emergency Management BC (EMBC) through the Provincial Emergency Program (PEP).

It was an onerous job at the Peace District’s office in Fort St John. Record-setting rainfalls in 2011 had damaged more than 280 sites, on 140 roads. The documents required to recover funds through PEP include journal vouchers, service contracts, emergency work orders, employee expense information, engineer reports, and invoices for supplies and equipment owned by the ministry and purchased or rented elsewhere.

Peace District Clerk Kathy O’Neill started on the PEP project on Sept. 17, and in early January, Amy Norman was hired as an auxiliary to assist. Kathy says that shortly after, it was realized that more help was needed still, and the call for assistance went out to other employees in the province. A second auxiliary was hired, plus two temps from a local agency.

“We had a total of three batches of journal vouchers to process,” says Kathy. “Batch one was 64 journal vouchers with a value of $7.8 million, batch two was 172 with a value of $16.3 million and batch three was 138 with a value of $8.2 million.”

Financial Officer Heather Weir and I, who work at HQ, went up from Victoria on Feb. 19, and stayed the week. West Kootenay Senior District Clerk Heather Syfchuck was already there for a week or two prior to when we arrived.

While I was there, we were helped along by Norm the Gnome, who resides at the Northern Grand Hotel in Fort St John. I spotted the cheerful 8-inch ceramic gnome on the Sunday when we were checking in. He just had to be a part of our PEP adventure! Lawrence Brown, the hotel’s guest services manager, generously released Norm into our care so Norm could join us on a temporary assignment.

Heather Weir and I were impressed at Kathy’s work to train the many volunteers who pitched in. “I don’t know where she found the patience when she was under the gun to meet tough deadlines,” says Heather. “She was nothing if not kind, friendly and incredibly hospitable to all of us interlopers. Sheila and I didn’t want to leave Fort St John; we felt quite at home there.”

After the journal vouchers were compiled in the Fort St John office, they were sent to the Prince George regional office where they were reviewed and scanned. Then they were either sent to EMBC directly or to the Business Management Services Branch in HQ, for a final review before going to EMBC. Many people across the province from all different positions volunteered to help in various parts of the journal voucher process, and hopefully all of their names are included below:

Journal voucher assembly team: Kathy O’Neill, Donna Akers, Amy Norman, Kari McKeel, Heather Syfchuck, Sheila Smith, Heather

Continued on Page 6...
Stop the Train! CVSE Averts Rail Disaster
Submitted by Pete Handler, CVSE Portable Inspector

On Dec. 13, Commercial Vehicle Safety and Enforcement (CVSE) was conducting a check on Arnold Road, in Chilliwack, to ensure the safety and licensing of vehicles leaving the Ritchie Bros. auction yard.

At 6:02 p.m., a driver of a pickup truck stopped at the inspection location to report that there was a vehicle driving on the railway tracks. Mobile inspectors Pete Handler, Ron Sanderson, Bill Sherman and Rob McDermid immediately sprang into action. They can move pretty fast when called upon in an emergency!

Pete immediately contacted the CN railway police. He has an excellent working relationship with the group, and had their number on his cell phone’s speed dial. The four inspectors drove to the location, and saw a black 1991 GMC van on the track. The nearby railway traffic control signal showed green, indicating there was a train approaching from the east, a short distance away. Once the train reached that point, the green light would be signalling to the train that the track was “all clear to proceed.” And the train would be coming along that flat stretch at 80 kilometres an hour!

Immediately, Pete headed for the nearest railway crossing signal to the east. He prepared to signal the train to stop with the flashers on his CVSE vehicle, and by waving, in case it arrived before CN could tell the crew to stop. There may not have been enough time to halt the train before it hit the van, but the train could be slowed enough to reduce the damage.

Happily, CN was able to contact the train (which was only about three kilometres away) before it reached Pete’s location and the parked van. CN also stopped another nearby train.

Meanwhile, Ron, Bill and Rob discovered the van was stuck in the tracks. The truck’s driver was seen walking in the westbound lanes of Highway 1, which parallels the railway, wearing a traffic vest, carrying a flashlight and attempting to flag down vehicles. Rob picked him up and took him to a safe location until the RCMP took the man into custody.

CN’s engineering staff went to where the black van was, and spent an hour inspecting the tracks for damage and alignment, and supervising the vehicle’s removal. The tracks were re-opened to trains at 7:21 p.m. Considering the many issues to be dealt with from the time the problem was reported, this was a relatively short time for the trains to be stopped. Everyone understood the enormous costs involved while trains are stopped – $150,000 to $200,000 an hour – especially when containers are bound for the next ship at Deltaport and Port of Vancouver.

The quick, coordinated actions of these four CVSE inspectors very likely prevented a derailment – and with it the threat to life and limb, as well as a huge

Pooling Skills for Peace PEP Recoveries
…Continued from Page 6

Weir, Catherine Deol, Deborah Moore, Lisa Canfield, Patty Nixon, Nikki Hogg, Chrystal Jones, Susheela D’Souza, Leah D’ykeman, Lynn Norman, Hank Glover, Cathy Heroux, Oliver Schuchow, Tammy Anderson, Maria Butts, Hali Davenport and Stephanie Mancha.

Journal voucher review team: Nicole Folk, Denzil Amor, Mary Laing, Deanna Ramsey, Sarah Clark, Deanne Ouellette, Joyce Grant, Peter DeWith, Bonnie Fadden, Cheryl Lawrence, Jeanne Reeves, Shirley Fisher, Carla Cerina, Jeanette Grant, Lesley Nicholl, Keri Laughlin, Elisa Silvestrini, Laura Silva, Tammy Donison, Yvonne Peters and Linda Pengelly.


Kathy is pleased that all the paperwork for the deadline of March 31 was completed and sent in on time. The Northern Region would like to thank all of the volunteers from across the province (and their supervisors for allowing them to help) for their invaluable assistance in getting the journal vouchers assembled, reviewed, scanned and submitted to EMBC last fiscal year. It was an amazing team effort that could not have been accomplished without the help of everyone involved.

Work to repair flood damage in the Pine Pass continues, and invoices for the work will be processed throughout this fiscal year, with more journal vouchers to be prepared and submitted so that the ministry is able to recover the costs.

PEP Recovery Coordinator Kathy O’Neill receives the paperwork for a completed journal voucher (one of 374 prepared) from Heather Weir, who came to help from HQ.
Focusing on shared rather than personal goals is a key factor in developing an engaged workforce. This fundamental philosophy is at the core of the initiatives and programs developed by our Employee Advisory Forum (EAF). Focusing on recognition, work-life balance, professional development, empowering employees through change, and connecting the dots between the everyday and the big picture, our EAF works behind the scenes to provide support and create opportunities for improving our shared experience—from “me” to “we” to “us”.

And this applies to everyone; we’re all employees, regardless of classification and this includes our Executive team. True engagement is in our collective best interest. This is why the EAF brings the interests and ideas of employees to the Executive table and vice versa—bridging gaps in communications, priorities and matters of interest.

“The EAF is all about us, each and every employee,” says EAF Chair Glenn Olleck. “Developing and delivering on our collective thoughts and ideas, and working hard to ensure all employees are aware of initiatives that address areas of interest; and we’re positioned well with our Executive being very supportive of everything the EAF is up to.”

This diverse group of volunteers is all about TLC, but not in the traditional meaning of “tender loving care.” For us, “talk, listen, care” is the new TLC. When you talk, you have the opportunity to communicate and invite dialogue. When you listen you have the opportunity to build trust and respect. When you care, you have the opportunity to act with purpose and work together to achieve shared goals and celebrate successes.

With five teams and more than 50 members from all organization chart levels and regions, the EAF has the people power to make change. Some recent projects include the 2012 calendar, Own the Cone, Health and Wellness Lunch and Learn Speaker Series, emPOWERment Station web page, as well as a variety of work tools, such as the agenda template, employee accomplishments log, and the Bite of the Apple library. And, EAF members are active contributors to the Road Runner.

Continued on Page 8...
Test Your Knowledge – Ministry Service Plan
Submitted by Dawn Hinze, EAF Member

1. The ministry publishes a new service plan...
   a. Every year
   b. Every two years
   c. Every three years

2. How does the service plan describe our vision for B.C.’s transportation system?
   a. Dedicated, effective, integrated, economical
   b. Competitive, reliable, efficient, safe
   c. Innovative, coordinated, dependable, environmental

3. The service plan sets out ______ main goals:
   a. 3
   b. 5
   c. 7

4. Which of the following is NOT one of our ministry’s goals:
   a. Sustainable use of British Columbia’s environmental resources.
   b. Improved infrastructure drives economic growth and trade.
   c. Excellent customer service.

5. According to the service plan, the ministry’s target is to deliver _____ of projects on time and on budget?
   a. 75%
   b. 85.5%
   c. 91.5%

You will find a link to the service plan on your ministry’s homepage, [here](#).
You’re encouraged to scan the plan for answers. But in case you get stuck, the answers are on page 9.

**BONUS QUESTION: Does the ministry have more goals or snow sheds?**

Email your answer to the bonus question above to Tim Woolnough, team lead for EAF Team Walk the Talk, with “Service Plan Quiz” in the subject line. Your name could be drawn to win a hardcover copy of the ministry’s book, *From Wagon Trail to Super-Highway: A History of Roads in BC.*

We’re looking for stories and photos for the summer RoadRunner. Please email them to RoadRunner@gov.bc.ca.
Science and Tech Jobs Offer Challenging Field, Office Work

Submitted by Karen Andrews, EAF Member

If you like challenges, interaction with a wide variety of internal and external stakeholders, and a varied work environment both inside and outside of an office, the scientific and technical officer (STO) job stream may just be the place for you, in the Ministry of Transportation and Infrastructure.

It’s estimated that about 115 STOs will be eligible for retirement over the next two years, with an additional 66 eligible in the next three to five years. This equates to 49 per cent of current STO positions possibly becoming vacant over the next five years.*

Those in the STO job stream are employed in a diverse range of activities related to the analysis and evaluation, monitoring, planning, programming, design and construction of our highways, as well as the maintenance and operation of equipment to manage these activities. Through various approval and contracting processes, STOs determine and monitor compliance to acts, regulations, specifications and guidelines related to the management and construction of highways and transportation systems. These employees often use a broad variety of technologies, including those for mapping, design, remote sensing, analysis, surveying, computer systems and geographic information systems. The people in these positions all play a vital role in delivering ministry programs and ensuring the province has a safe, reliable and functional transportation system.

The STO job stream offers an incredible variety of positions that utilize a broad range of skill sets. Positions within the ministry generally range from STO 15 to STO 27, with a corresponding salary range of $43,176 to $70,165. Here’s some of the roles in our ministry:

- Asset Condition Manager
- Avalanche System Technician
- Avalanche Technician or Assistant – Various Levels
- Bridge Construction Supervisor
- Bridge Design Technician
- Bridge Inspection Technician
- Consulting Services Manager
- Construction Consultant Liaison
- Development Approvals Technician
- Design Coordinator or Technician
- District Operations Technician
- District Program Manager
- Electrical Systems Technician
- Electrical Design Consultant
- Electrical Standards Technician
- Engineering Assistant – Various
- Environmental Electronics Technician
- Environmental Coordinator
- Environmental Services
- Field Services Assistant – Various
- Field Services – Ministry Representative

*Statistics from the Strategic Workforce Plan 2011/2012 to 2012/13 (this article does not cover positions listed in the LSO series).

Continued on Page 10…

Answers to Service Plan Quiz:
1) a
2) b
3) b
4) a – This goal actually belongs to the Ministry of Environment. In addition to b and c, our ministry’s goals include reducing greenhouse gas emissions, ensuring B.C.’s transportation industries are globally competitive, and ensuring the highway system is safe and reliable.
5) c – Projects range in size, scope and value from the very small to the extremely complex and costly, and they use a variety of procurement methods from traditional design/bid/build to public-private partnerships. Programs are continuously evolving to meet infrastructure needs and to best serve the province’s citizens. The 91.6 per cent project target demonstrates the ministry’s high level of competence in delivering projects on time and within budget.

Some science and technology employees tell us what they love about their jobs.

LISA MILLER
Regional Project Manager
Southern Interior Region

Having a technical background, the best part of my job is that I am included in all aspects of a project from start to finish. I can collaborate with geotech, environmental co-coordinators, traffic and bridge engineers, road designers, properties people and First Nations to ensure that all aspects of a project are covered and that the ministry receives a quality project at the end of the day.

MARK LOUITTIT
Engineer in Training
South Coast Region

The Electrical Engineering Centre is responsible for the design of the majority of the electrical infrastructure on provincial highways. My job has an impact province-wide. This photo was taken at the Highway 37 B.C./Yukon border after solar-powered lighting was installed on the welcome sign.

BROOKE CLASBY
Regional Project Manager
Peace District

I love my job every day because no two days are the same. I get to bring together technical expertise and land use planning with private developers. At the end of a construction season, I travel the area and I can see the changes that I was a part of.
Science and Tech Jobs Offer Challenging Field, Office Work  ...Continued from Page 10

Geotechnical Assistant
Geotech and Materials Technician
Geomatics/Survey Technician
Geometric Standards Technician
Gravel Technician or Manager
Graphic Production or Design Technician
Ground Modelling Technician
Highway Design Technician
Weather and Avalanche Specialist
Operations Technician
Operations Policy Manager
Paving Technician
Project Assistant, Technician or Manager
Project and Program Delivery Manager
Project Information Officer
Provincial Approving Officer
Quality Management Assistant
Quality Services Manager
Radio and Electronics Technician
Radio Operations Technician
Research Assistant
Roadside Development Manager
Rockwork Field or Project Technician
Rockwork Contracts Technician
/sig Design Technologist
Social Media Design Specialist
Social Media Programmer
Spatial Data Analyst
Survey Technician
Traffic Control Systems Technician
Traffic Control Design Technician
Utility Project Analyst
Wildlife and Environmental Issues Specialist

Two science and technical officers have recently been profiled — for information about Radio and Electronics Technician Stuart Anderson’s work, go to Page 11. For more about Transportation Planner Patrick Hill, see the May 2011 Road Runner. ♦

STO Trivia – Some Numbers Behind the Work

91,262 lane kilometres of road are maintained, monitored and improved by the Ministry of Transportation and Infrastructure. That distance will get you around the equator twice (the circumference of the earth at the equator is 40,076 kilometres).

1,400 avalanche paths are monitored by avalanche technicians, in 60 avalanche-prone areas, that span a total of 1,200 kilometres of highway.

6,074 development approval applications were received in 2011/12 by development approvals employees who worked with developers, citizens and various agencies, on rural land subdivision and strata developments, utilities and other works on highways, controlled access highway-related land use approvals, accesses for businesses and personal use, and special events on highways like the Whistler GranFondo.

CATHERINE DEOL
Regional Project Manager
Northern Region

I get to work with a wide variety of people from all different backgrounds. I work out in the field as well as in the office, and no project is ever exactly the same. Every day presents new challenges, new learning opportunities and a lot of fun. Here, I’m at Braden Road Phase 1, with Stephanie Mancha (right) who is currently the Peace District Services Manager.

MATTHEW MACKAY
Assistant Environmental Coordinator
South Fraser Perimeter Road

I love my job because you get to see things get built. You’re involved with the project from conceptual design through to construction, and there’s a real sense of achievement once your project is complete. I also love my job because the project team I work with is amazing.

VINCENT ONG
Assistant Design Coordinator
South Coast Region

The best part of my job is having your design constructed right in front of your eyes and knowing that you made a difference.

I love my job because I get to learn about, participate in and communicate to others the often hidden world of strategic and project planning at all levels of the public and private sectors. And the planning is not strictly confined to highway or transportation planning but encompasses all types of land use, environmental and community planning. I feel my job makes me a more engaged citizen in general.

VINCENT ONG
Assistant Design Coordinator
South Coast Region

I love my job because I get to see things get built. You’re involved with the project from conceptual design through to construction, and there’s a real sense of achievement once your project is complete. I also love my job because the project team I work with is amazing.

STO Trivia – Some Numbers Behind the Work

91,262 lane kilometres of road are maintained, monitored and improved by the Ministry of Transportation and Infrastructure. That distance will get you around the equator twice (the circumference of the earth at the equator is 40,076 kilometres).

1,400 avalanche paths are monitored by avalanche technicians, in 60 avalanche-prone areas, that span a total of 1,200 kilometres of highway.

6,074 development approval applications were received in 2011/12 by development approvals employees who worked with developers, citizens and various agencies, on rural land subdivision and strata developments, utilities and other works on highways, controlled access highway-related land use approvals, accesses for businesses and personal use, and special events on highways like the Whistler GranFondo.

PATRICK HILL
Transportation Planner
South Coast Region

I like my job because I get to learn about, participate in and communicate to others the often hidden world of strategic and project planning at all levels of the public and private sectors. And the planning is not strictly confined to highway or transportation planning but encompasses all types of land use, environmental and community planning. I feel my job makes me a more engaged citizen in general.
Have you ever wondered who keeps the ministry radio repeater system operating? Meet Stuart Anderson, a special projects technician with the Radio and Electronics Section of the Construction and Maintenance Branch.

Stuart has worked in the ministry’s radio program for nearly 20 years. When he started, most of the ministry’s remote communication systems operated on crystal radios. Over his career, he has been involved with a great deal of changing technology, and today he works on industry-specific, synthesized, microprocessor-controlled systems with solar power. The main focus of Stuart’s job is to construct radio repeaters from scratch and perform emergency maintenance for any failures to keep the repeater system functioning. Many ministry employees rely on the radio communication system daily, and so do the highways contractors.

A radio repeater is a combined radio receiver and radio transmitter. It receives a weak or low-level signal and retransmits it at a higher level or higher power, so that the signal can cover longer distances without degradation. The radio repeater system allows communication between base, mobile or portable stations that are unable to communicate directly with each other, due to distance or obstructions.

As well as being technically demanding, Stuart’s job is very physical. He diggs through metres of snow to access radio repeaters, and lifts and carries batteries that store power – most sites have 12 batteries weighing 100 pounds each! He climbs radio towers and helps assemble new buildings and com shells. (Com shells are big, green rocket-looking structures that house the radio repeaters and antennas, in harsh environments.)

Stuart started his working career at a local grocery store after completing high school, and then spent five seasons as a commercial fisherman, working the Pacific coast. He went back to school in search of a more stable career and studied electronics, including two years of the avionics program at BCIT.

Although his home office is in Cloverdale, in the Lower Mainland, with about 176 radio repeaters covering the entire province, Stuart spends about 70 per cent of his time working in the field. That means travelling away from home, where he is a husband and father of three, to repeater locations that require repairs, upgrades or new components.

When I asked him how he feels about his work, Stuart told me, “I love my job. I could not imagine doing anything else.”

I had the opportunity to job shadow Stuart Anderson for a day when I was gathering material for this profile.

We met in Prince George and drove to Smithers, then flew by helicopter to the Meziadin repeater site, which is located on a summit overlooking the intersection of Highways 37 and 37A. When we left Smithers, the weather was above freezing and sunny; on top of the mountain, it was -15 C and windy! Brrrr!

I was surprised by the amount of snow and rime ice (ice that forms when the water droplets in fog, freeze on surfaces) built up on the station. The structure that houses the radio communications equipment was covered top to bottom with 45 centimetres of rime ice and buried in about three metres of snow that had to be removed to access the door and uncover the solar panels.

The thing that impressed me the most that day was how passionate Stuart is. He speaks with great vitality and puts his heart into everything he does.

What a fantastic day! I really appreciated the opportunity to be there.
Melanie Robbestad — Regional Director’s Assistant
Submitted by Annemarie Crawford, EAF Member

Melanie Robbestad has always been interested in administrative work. She enjoys the organizing part of it: the paperwork, the mini-projects that give her a sense of accomplishment, and having her finger on the pulse of what is happening.

Prior to joining the public service, Melanie was an office administrator and bookkeeper in the private sector. In March 2008, she began her civil service career with what was then known as the Ministry of Attorney General, in Prince George. She started as a receptionist and worked her way through to court clerk. To further her career from there, she submitted her name to the BC Public Service Agency for consideration of future administrative positions which in May 2010, led to her current role as the regional director’s assistant for the Northern Region beginning.

Melanie has acquired the skills needed for her career through a combination of education, mentorship and experience, both as an employee and as a volunteer. She took an office administration program in college that taught her the basics, and she continues to learn by taking courses offered through the BC Public Service Agency’s Learning Centre. In addition to formal learning, she recommends learning from others – especially those who have positions or experience similar to what you are interested in doing.

She has had two outstanding mentors who have been instrumental in her progress. She credits Lenora Fillon (Regional Manager, Business Services — Northern Region), a mentor she found when she started with the Ministry of Transportation and Infrastructure. Lenora encouraged Melanie to push herself to work to her highest capacity and then go even beyond what she formerly thought she was capable of. Melanie now sees herself in a career (not just a job), and believes that excellence in administrative work requires strong organizational skills, flexibility and the ability to remain calm under pressure.

Melanie has acquired the skills needed for her career through a combination of education, mentorship and experience, both as an employee and as a volunteer. She took an office administration program in college that taught her the basics, and she continues to learn by taking courses offered through the BC Public Service Agency’s Learning Centre. In addition to formal learning, she recommends learning from others – especially those who have positions or experience similar to what you are interested in doing.

Melanie loves her current position because she never knows what is going to happen when she gets to work. She enjoys the variety of tasks she is in charge of and the different people she works with, including fantastic administration and regional management teams.

Sparking Discussion: A Guide for Supervisors and Employees
Submitted by Leanne Helkenberg, EAF Member

Have a good idea? Want to talk to your supervisor about it? But don’t know where to start? Fret no more – we have just the help you need... the “Sparking Discussion” guide.

Team TRANsformers of the Employee Advisory Forum (EAF) has designed a guide that is available to all staff to assist in “sparking” discussions between supervisors and employees. The purpose is to empower ministry employees to initiate and develop a well thought-out proposal to enhance their work unit’s performance.

When bringing an idea forward, you want to make sure that you have thought about all aspects of it and are able to clearly communicate the idea to your supervisor. This guide will assist the initiating party to think through key elements of a proposal before presenting it to the other party. Elements include context, scope, schedule, budget, resources, consultations and risks.

The guide is also designed to be used by supervisors when assigning tasks to their staff. It should be especially useful for more complex tasks, or for new employees who need more guidance than colleagues with greater experience in the business unit.

You can find “Sparking Discussion,” and some examples of the form in use, at the EAF EmPOWERment Station under the Take Charge tab.
A fulfilling life in the public service not only consists of hard work Monday through Friday, but also pursuing interests outside of the workplace.

I am a Project Information Officer in the Southern Interior Region office, in Kamloops; however, when I am off the clock I enjoy training for triathlons. I started with shorter distances, and eventually, completing the ultra-distance Ironman became my goal. I successfully accomplished that in 2011.

This race consists of a 3.8-kilometre swim, 180-kilometre bike ride and 42.2-kilometre run. It starts at 7 a.m. and must be completed by midnight. In August 2010, I along with 2,800 other people, stood in line in Penticton to sign up for Ironman Canada 2011. After five hours, I was finally registered and excited to begin my year of training.

During the winter, I used a stationary bike and passed the hours watching movies. Starting late spring, I used vacation and flex days to take Fridays off, making time for long hours of training. Two days during the week I would run home from work, making efficient use of my free time.

As the Aug. 28 race day approached, my anxiety increased. It was hard to convince myself that it is possible to race non-stop for an entire day. However, as I lined up along the beach at 6:30 a.m. with thousands of other athletes, I actually started to get excited. I knew that somewhere in the crowd my family and friends were cheering for me, and I couldn’t wait to see them.

The swim in Lake Okanagan was like nothing I’d ever experienced. It was overwhelmingly crowded and I was constantly getting bumped and kicked. However, I somehow made it out of the water and started on the 180-kilometre bike ride. As I approached Yellow Lake, the weather reached its high of 32 C and the nearest aid station had run out of water bottles. Shortly thereafter, I tried to swallow too many electrolytes and had to stop for a quick vomit on the side of the road. I got some cheers from passersby, but all I could think was, “What a waste. This was at least two hour’s worth of calories!” I took down a couple of energy gels and made it to the start of the run. It felt like I was nearing the end of the race even though I still had a marathon to complete.

Having never run a full marathon, I had a strategy of running between aid stations and then walking through the stations, which were located every mile. They even had chicken broth at some of the stations. Many spectators had hoses to spray down overheating athletes. I took full advantage of this, and after 13 hours, I was nearing the finish line. It was 8 p.m. and there were crowds of people at either side of the street cheering athletes to the end. The best part was being able to high-five my friends and family, as I ran the last mile and through the finish line ribbon.

The volunteers handed me a finisher’s medal and a hat, and then I found my cheering squad and excitedly recounted the events of the day. It was an amazing once-in-a-lifetime feeling of accomplishment that will stay with me forever.
Thompson Nicola Among the 10 Best Workplaces 
Submitted by Tracy Houser, Manager of Engagement Initiatives

Congratulations to all of the employees in the Thompson Nicola District, which was named as one of the 10 best places to work in the B.C. public service! This team includes 53 employees who, through their positive attitude and commitment to continuous improvement, have created a great work environment.

So why would you want to be part of this team? Members of the group told us:

• People are cross-trained on the Incident Command System structure and step into others’ jobs when needed. When disaster strikes – a flood, a mudslide, an avalanche – our employees are often called out to other areas (even if they are on vacation) to help repair roads and bridges.

• We developed and implemented a winter safety initiative on the Coquihalla Highway involving multidisciplinary teams who work together during snow storms. When snowfall is predicted, our staff, RCMP, maintenance contractors, traffic control personnel and tow truck drivers converge on the mountain pass to keep traffic flowing on this main artery.

• We build community within our team by personalizing our break room, being active in green initiatives, and having fun social interactions (e.g. “dress up in hockey jerseys day”, bringing in goodies to eat, afterhours get-togethers, themed potluck lunches and extracurricular sports and recreation).

• Our work unit has made an exemplary commitment to regular communication. Each Monday morning, we host a 15-30 minute session during which all district staff come together and the outlying offices call in to discuss the prior week’s accomplishments and the goals for the coming week.

• We hosted four focus groups, with 100 per cent employee participation, to look at the results from the 2010/11 Work Environment Survey. Out of those sessions, we developed a 49 point action plan to leverage our successes and address areas for improvement. Every employee had the opportunity to lead one item.

• Through regular Employee Performance and Development Plan discussions, we ask employees to consider their own professional development needs and give them a short, easy-to-use training request form where they can list any desired courses, with cost estimates.

• Although our district has 10 different and very diverse work units (from enforcement to development approvals), we act as one work group without silos. The best example of this is our “worker bees” – teams of mixed work unit members voluntarily heading out to roadside or communities to perform a good deed. We have rebuilt rest areas by adding pavers, trees and amenities, cleaned up neighbourhood parks and most recently rebuilt a softball field.

In addition to their exceptional business success, this team focuses on positive outcomes while ensuring a high level of employee and workplace satisfaction. When asked “What makes it work?” the response was, “We believe our work matters and that we make a difference to the lives of British Columbians. This motivates us to be the best place to work!”

The district is one of two ministry business units to achieve top 10 ranking among government workplaces. The other is Southern Interior Region’s Corporate and Operational Services.

Congratulations Thompson Nicola – you make us proud to be part of this ministry.

Note: To be eligible for these corporate awards, business units must have a minimum of 20 employees.
SIR Team Top 10 Again!
Submitted by Rick Spanier, EAF Member

Congratulations to employees in the Southern Interior Region’s (SIR) Corporate and Operational Services, which for the second year in a row, has been identified as one of the 10 best places to work in the BC Public Service.

Hats off to these 20 hard-working and dedicated employees who have earned the Top 10 Award twice, and have been a “top work unit” four years in a row. What makes this business unit such a great place to work?

The SIR Corporate and Operational Services team:
- Consistently demonstrates a willingness to step up and help each other out (not only within the team but they also assisted their colleagues in the North with flood-related emergency response efforts).
- Focuses on communication – through formal meetings, best practice documentation and informal communication.
- Commits to continuous improvement (e.g. completed procedure reviews that resulted in identification of opportunities to enhance financial management, procurement and IT processes).
- Holds “Goodie Day” every other Wednesday.
- Has a regular walking club.
- Assists in organizing, and participates in numerous community and charity events.
- Embraces innovation (e.g. created 10 SirCast videos, including a tutorial on how to use Twitter to engage internal stakeholders).

• Offers targeted professional development (e.g. delivered four procurement and financial training sessions to educate new staff on how to navigate government financial processes).
• Has flexible work schedules with varying start and end times.

We need to recognize these people not only as a team, but individually because each and every person makes an important contribution with their creative ideas, enthusiasm and commitment toward a common goal we all share. The goal is making our province a safe place to live and work, while at the same time making our provincial economy competitive and diverse within Canada and the world.

This year, the group shares this public service distinction, with the Thompson Nicola District – also a top 10 work unit.

CHECK IT OUT!

Have you seen the 2012 EAF Calendar? Did you receive your copy?

If you’re new to the ministry or just missed the first round of distribution, here’s your chance to grab a copy of the best edition yet. The calendars are useful, feature our people and recognize the amazing work we do. Plus they’re free! But don’t wait – supplies are limited.

Contact Seana van der Valk in Strategic Human Resources today to reserve your copy – you definitely don’t want to miss out!
**FACTS ABOUT PAY AND BENEFITS – PACIFIC LEADERS SCHOLARSHIP**

Submitted by Daniela Pricope, EAF Member

There are three programs available to assist employees and their children to further their education, through the Pacific Leaders Scholarship:

1. **Loan Forgiveness Program**
2. **Scholarships for Public Servants**
3. **Scholarships for Children of Public Servants**

**Loan Forgiveness**

The Pacific Leaders B.C. Loan Forgiveness Program promotes the B.C. public service as a potential employer to new post-secondary graduates, and a progressive employer to current employees, by forgiving their outstanding B.C. student loan debt at a rate of one third per year. If employees continue to work for the B.C. public service for three years, their B.C. student loan will be paid off in full. The program not only benefits freshly graduated students, it also benefits the B.C. public service as a whole by attracting skilled employees.

The program is open to all new recruits and any full-time or part-time regular employee of the provincial government who has a B.C. student loan in good standing. Employees’ loans will be interest-free once they are enrolled in the program, and a third of their outstanding principal will be paid at the end of each year of service.

**Scholarships for Public Servants**

Pacific Leaders scholarships have assisted many B.C. public service employees in getting the support they need to build a rewarding and dynamic career. These scholarships offer an opportunity to assist talented and motivated public servants to further their education in areas related to government’s priorities. Employees may access up to a maximum of $5,000 per year for certificate, diploma and undergraduate degree programs and $7,500 per year for master’s or PhD programs. This funding can be used for tuition and books in areas that align with government’s current and future skill needs.

If you are interested in finding out more about this program please contact, SHR.OfficeManager@gov.bc.ca or check out information about the Pacific Leaders Scholarships for Public Servants on the ministry’s Strategic Human Resources website.

**Scholarships for Children of Public Servants**

Research shows that children exposed to the public service through their families, consider it for their future. With that in mind, a $2,500 scholarship is available to up to 60 qualified students each year who have a parent who has been a provincial government employee, for at least three years. To be eligible, applicants must be full-time students taking a bachelor’s degree program, or trade, technical or vocational training. That $2,500 would go a long way toward student expenses.

For information on all three programs, please visit the Pacific Leaders web site.

---

**B.C. Forgave My Loan So I Could Forget It**

Submitted by Stephanie Semchuk, EAF Member

Like many others, I was a starving student barely scraping by in order to forge a future for myself. Soon after graduation, I was fortunate to be offered a position through the Technical Entry Level Program as a Field Services Engineering Aide. I was ecstatic. When those dreaded but inevitable education re-payment letters began arriving, my elation was tempered by the thought of continuing financial challenges. I began to explore opportunities for grants and bursaries — whatever I could think of to lessen the blow to my cheque book. Ends up I didn’t have to look very far.

It was as simple as filling out an application form and it saved me thousands of dollars. The Loan Forgiveness Program is one of the many benefits that often get overlooked.

Stephanie Semchuk, who stands as an example of science and technical careers in the B.C. public service, benefitted from the Pacific Leaders Loan Forgiveness Program.
**Healthy Travels**
Submitted by Desiree Lantenhammer, EAF Member

**Travel** is part of our jobs in the Ministry of Transportation and Infrastructure. We must leave the comfort of our daily lives and put our bodies through a battlefield of unfamiliar food and close contact with strangers. Even when travelling for pleasure, there are ways we should be protecting ourselves from illness. Whether it’s work or play, don’t we always want to be feeling our best?

**Food** is the first consideration for people who travel for work a lot. Those restaurant meals will increase your calorie intake, and the excess salt doesn’t help either. But with a little planning and preparation, you can avoid the unknown and ensure you are eating a balanced diet.

- **Bring backup** – Bring along healthy homemade bars or muffins so that you can avoid the fatty, sugary foods that are so readily available.
- **Fridges and coolers** – If you are staying in a hotel, a fridge is a huge asset. Find a local grocery store and fill your fridge with fresh foods. Don’t hesitate to pack around your lunch cooler of healthy foods because your body will thank you by staying happy and regular.
- **Germs** are always around us; that is a fact of life. But when we leave our usual surroundings, there is a whole world of new germs waiting to test our immune systems.

- **Wash and sanitize often** – We sometimes do things without thinking. Think about how many things you touch in an airport...and do you wash your hands before eating that bag of peanuts? Hand sanitizer is your best friend when travelling via planes, trains or ferries.
- **Keep your immunity strong** – ensure your body gets the full spectrum of vitamins and minerals. You can also give your body an extra boost with green tea or probiotic yogurt.

**Vacations** are an important part of our benefit package. They are times away from the daily schedule, an important opportunity for us to recharge. When you are on vacation you can truly relax and be free to enjoy the sights and sounds of life. But many of us don’t make the best choices while on vacation. I agree that letting lose is part of the experience, but keeping in mind a few things will ensure you are well enough to enjoy that precious time to the fullest.

I recently took a trip to Mexico with my mom. We have both changed our lives this last year and have become fitter and much more health conscious. We noticed many interesting things while on this trip but the most surprising is how few people consider their health while travelling. I found that the bartenders were very puzzled when I asked for ice water instead of alcohol. We all have preferences. Some people may want to relax by lounging in beach chairs, but we like to explore and be active. We realized the best thing of all...that by staying healthy, eating in moderation and getting plenty of exercise, we were able to jump out of bed in the morning feeling amazing and ready to enjoy anything and everything around us. There were no limits to what we could explore and we returned feeling even better than when we left. There is no other way to travel!

Desiree Lantenhammer and her mom Lesley Lantenhammer feeling healthy and energized on their holiday, north of Puerto Vallarta, Mexico.

**Fresh fruit with a small treat makes a perfect dessert when away from home.**
The Velomobile – A Sheltered, Self-Powered Ride
Submitted by Rob Sarrazin, Project Analyst


A velomobile (velo) is a tricycle with a carbon-fibre shell around it to protect the rider from the elements. The rider sits in a comfortable reclined position which allows for streamlined design of the front area. The front two wheels are enclosed and covered for aerodynamics. The price for this improvement is a turning radius of 11 metres. Due to this limitation, some velos have their front wheels exposed.

Velo Has Velocity
Wind tunnel testing was used when designing the velo, to maximize the impressive speed it can achieve under pedal power. (See the amazing research from Sweden, “Velo and Bicycle Speeds in Differing Conditions”).

It happens that the world’s fastest human-powered vehicle record was set by Sam Whittingham, from Victoria, using a two-wheel version of the velo, called a streamliner. Sam achieved an astonishing 132.5 km/h average using a bike built here in B.C., on Gabriola Island, by Georgi Georgiev.

Velo and Bicycle Speeds in Differing Conditions*

<table>
<thead>
<tr>
<th>(Speed in km/h)</th>
<th>(Neglected bicycle)</th>
<th>Good regular bicycle</th>
<th>Standard Velomobile (Flexobike Allweder)</th>
<th>Racing bicycle UCI compliant, deep racing posture</th>
<th>Best Practice Velomobile (Velomobiel.nl Quest)</th>
</tr>
</thead>
<tbody>
<tr>
<td>Flat road, 250W</td>
<td>(23,5)</td>
<td>29</td>
<td>41</td>
<td>37.5</td>
<td>50</td>
</tr>
<tr>
<td>Flat road, 100W</td>
<td>(15)</td>
<td>20,5</td>
<td>28</td>
<td>27</td>
<td>34</td>
</tr>
<tr>
<td>5% uphill, 150W</td>
<td>(6,5)</td>
<td>9,7</td>
<td>8,6</td>
<td>11,6</td>
<td>9</td>
</tr>
<tr>
<td>2% downhill, 100W</td>
<td>(25)</td>
<td>29,5</td>
<td>50</td>
<td>38,5</td>
<td>63,8</td>
</tr>
<tr>
<td>Strong head wind, 150W</td>
<td>(3,9)</td>
<td>5,5</td>
<td>12,1</td>
<td>9,3</td>
<td>17,4</td>
</tr>
<tr>
<td>Power required to ride 30 km/h</td>
<td>(444W)</td>
<td>271W</td>
<td>115W</td>
<td>137W</td>
<td>79W</td>
</tr>
</tbody>
</table>


Like a Mini Mini Cooper
A velo is the most visible bike on the planet. When riding in traffic, motorists treat you like one of them. You are like a mini Mini Cooper. The drivers give you the road; sometimes they are even a little too nice, stopping and waiting for you even when you shouldn’t go. It’s amazing.

It’s inspiring to experience people’s reaction when they see the velo. They wave at you, give you the thumbs up, or the cool sign. They smile, laugh and point. They take pictures and videos and sometimes want to pose, or have you pose, with the velo.

The velomobile is a transportation solution for shorter trips, by allowing you to get there faster and with less effort than a regular bicycle, while protecting you from the elements.

For a look at my velo in action see: [www.youtube.com/watch?v=sIXT1NWaGm8](http://www.youtube.com/watch?v=sIXT1NWaGm8)

Rob Sarrazin is sheltered in his carbon-fibre Quest velo but still gets the exercise and fresh air of being on a bicycle.
“Hello, Papa G here.”

“Papa G”, who was played in a skit by Regional Traffic Engineer Graeme Cross, was one of many interesting and inspiring people who participated the annual general meeting for Engineers-in-Training (EITs).

In March, the ministry’s EITs and their mentors from across the province, gathered in Kelowna for a two-day annual general meeting. This gathering provided professional engineering development opportunities, showcased the ministry’s work and technical talent, and encouraged networking between EITs, mentors and members of the Executive.

“Papa G” and Technology

The meeting also included a fun demonstration, where Graeme, Civil EIT John Babineau and District Program Engineer Ryan Oakley put on a skit to show computer programs enhancing communication and efficiency at the district and regional level. John used Communicator to discuss a situation with his supervisor, Ryan, then phoned Graeme in the region, who answered the call, “Papa G” (this drew big laughs from the group). John outlined the situation requiring Graeme’s input, all the while using LiveMeeting, One Note and Snagit to share information with Graeme. The skit concluded with John saying that he’d immediately send Graeme the diagram he had just created.

The Road Ahead for EITs

A number of EITs, including myself, are approaching the end of the four-year EIT program, and are beginning to ponder what lies ahead in our professional careers with the ministry. What roles will we move into? What responsibilities, challenges and opportunities will we face?

In tune with these questions of our future, Strategic Human Resources provided a break-out session for EITs, about how to move from an EIT position into a permanent professional engineer position. It included practical examples and tips on how to gain the experience and competencies required to become a ministry engineer. Highways Department Executive Director Shanna Mason also shared her insights on how to navigate a career through organizational changes, and continually deliver value to work units.

Following that, regional roundtable discussions showcased our ministry’s interesting and dynamic work throughout the province. This informal dialogue gave EITs a deeper understanding of the diversity of current and future engineering opportunities available in HQ and the three regions.

According to Bridge EIT Bilal Bakht this was, “an excellent opportunity for EITs to meet mentors from all the regions and discuss prospects of future rotations. I also made new contacts with colleagues who shared their experiences.”

Bridge EIT Tyler Thompson said, “Even though this was my first AGM, it appears to be a very important event to all EITs within the ministry. It presents the perfect opportunity to find out what types of projects and assignments are available throughout the province.”

Learning From Each Other

Throughout the meeting, EITs saw the commitment and support the ministry’s Executive and mentors have made to the EIT program, through their investment of time and energy in developing us as leaders for tomorrow. With ample opportunities to connect with fellow EITs and network with mentors, it was wonderful to know there’s still so much to learn from each other.

“I am a graduate of the ministry’s EIT program and received terrific mentorship and training. Twelve years later, I now find it rewarding to mentor and pass on my expertise to the next generation of EIT professionals in our organization,” said Graeme (aka “Papa G”).

Continued on Page 20…
As engineers, it is always appealing to see the real-life application of our technical work in the field. At this year’s meeting, we took a trip to multiple sites along the Highway 97 Winfield to Oyama four-laning project. Ministry Representative Al Jones toured us through the $77.9-million project, allowing us to explore various structures and phases of development.

Recognizing that knowledge sharing is a vital component of professional development, EITs were asked to give short presentations on their experience in the program and the nature of their work. Carolyn Turcotte presented on winter road abrasive materials studies performed in Creston, Mathew Bond spoke about the vision for the South Coast Regional Traffic Management Centre and Travis Keegstra shared his passion for working in the north, and his knowledge of the flooding and emergency response in the Peace District.

“It was great to see the diversity of work done by my fellow EITs. It sparked new interest and excitement in what we do as professionals in the ministry,” John said.

As EITs continue to grow professionally, I think of ways for us to become better engineers and build upon the ministry’s successes. It is important for the ministry to mentor new and young employees, provide valuable training for career and professional development, and guide us in a direction that aligns with our organization’s operational objectives and goals. Personally, I found this year’s EIT annual general meeting met all of these goals and far exceeded my expectations! 

---

Submarine Transporters Make Big Impression
Submitted by Samuel F. Lam, Senior Vehicle Engineer

It is not an everyday occurrence to see a submarine being transported on land.

Christopher Rabbitt and I recently got a view of the super-specialized equipment used for such a gargantuan load. We had been invited by Mammoet Canada Inc., to the CFB Esquimalt Graving Dock to see the submarine HMCS Corner Brook being moved from a floating dry dock to the “hard dock”. Due to a timing conflict with an office priority, we didn’t actually see the move, but we did get a chance to check out the machinery used to perform it, shortly after the submarine had been put into position.

Mammoet’s self-propelled manipulator transporter is designed to do all the heavy lifting and close-quarter manoeuvring of something as massive as a submarine. It’s equipped with engine-driven hydraulic power units up front, and each unit has hydraulics that can raise the load. The units can be steered to move huge loads in various ways such as diagonally, sideways or pivoting completely around on one spot.

Moving the Corner Brook took about 12 of the transporters linked together on each side. Special cradles on the transporters supported the submarine. Most “typical” large loads, such as oil field equipment can be moved by a single line of a few transporters. Conveniently, these impressive transporters can also be towed at highway speed.

The 2,000-ton load was the heaviest heavy haul move on record for B.C.’s coast.

AGM Propels Professional Growth for EITs
…Continued from Page 20

As engineers, it is always appealing to see the real-life application of our technical work in the field. At this year’s meeting, we took a trip to multiple sites along the Highway 97 Winfield to Oyama four-laning project. Ministry Representative Al Jones toured us through the $77.9-million project, allowing us to explore various structures and phases of development.

Recognizing that knowledge sharing is a vital component of professional development, EITs were asked to give short presentations on their experience in the program and the nature of their work. Carolyn Turcotte presented on winter road abrasive materials studies performed in Creston, Mathew Bond spoke about the vision for the South Coast Regional Traffic Management Centre and Travis Keegstra shared his passion for working in the north, and his knowledge of the flooding and emergency response in the Peace District.

“We’re looking for stories and photos for the summer RoadRunner. Please email them to RoadRunner@gov.bc.ca

“...Continued from Page 20...
EIT to DTM: The Start of a Toastmasters Career
Submitted by John Babineau, Engineer-in-Training

Many have heard of Toastmasters, but not as many fully understand what it is.

Meetings are not actually flutes of champagne held high in the air. Founded in 1924 and incorporated in 1932, Toastmasters International and its more than 13,000 clubs provide a welcoming, educational environment aimed at improving the speaking skills of its members. Club members work at their own pace and are guided by literature, manuals and their fellow Toastmasters. The height of a Toastmaster’s career is completing the Distinguished Toastmaster, or DTM. Five to eight years and 40 public presentations are required to join a mere 12,000 others who have completed the program.

There is more to a Toastmaster’s meeting than writing and presenting speeches. Other speaking roles in the meetings are timers, grammarians, evaluators, jokemasters and table topics. Table topics are opportunities for Toastmasters and guests to practice their impromptu speaking skills. Our day-to-day life is all improvisation. It is a fabulous skill to practice. The title of toastmaster at a meeting is synonymous with that of chair, or master of ceremonies. Their goal is to ensure the smooth operation of the meeting, inject vigour and enthusiasm into the guests, and graciously welcome those who are presenting.

I attended my first Toastmasters meeting in December 2011, and became a full-time member in January. Recommendations from my supervisor and a personal desire to improve my stage skills, led me to accept the challenge of facing what’s reported to be the number one fear of people globally (ranked even higher than death) – public speaking.

Since joining, I’ve delivered my icebreaker (first) speech, where the subject is the speaker. It was great to be introduced to the always supportive audience of club members, by ministry employee Ryan Oakley, who served as the evening’s toastmaster.

I’ve also carried out the role of toastmaster, and chaired my club’s speech and evaluation contest. I’ve set the goal of completing the competent communicator manual by the end of this year, which means making 10 speeches.

There are many Toastmasters clubs throughout the province. For those of us who relocate frequently for work, they are a great way to get involved in a new community, practice a lifelong skill and have fun at the same time.

So far, the Nelson Freshtracks Toastmasters Club has been a welcome addition to my life in the West Kootenays. My goal is to have Toastmasters continue to benefit me throughout my engineer-in-training rotations and beyond.

More information on Toastmasters can be found at www.toastmasters.org

Glossophobia Findings

The medical term for fear of public speaking is glossophobia – from the Greek word “glossa” for tongue and “phobos” for fear or dread.

- Some surveys show that most people would rather die than talk in front of a live audience.
- Fear of public speaking has negative effects on careers and success in life, when nothing is done about it.
- Three out of four individuals suffer from public speaking anxiety.

From Speech Topics Help Advice and Ideas
Ode to Ernst Boeder
Submitted by Thomas Chhun, District Operations Manager

Ernst Boeder is operations, maintenance and rehab technician for the Sea-to-Sky Highway. He works with concessionaire Sea-to-Sky Highway Investment Limited Partnership and maintenance contractor Miller Capilano Corporation to ensure the operations, maintenance and rehabilitation (OMR*) requirements for the route are met. A few of this fellow employees wrote this rhyme in appreciation of Ernst.

There once was a German
Whose name, alas, wasn’t Hermann.
He first worked for Brian,
Who sent him flying,
To become the Sea-to-Sky guardsman.

He had to get familiar with the highway
And learn OMR* come what may.
He studied the project,
And learned to reject
Anything that wasn’t done his way.

He juggled the concessionaire
And the project team with flair.
Got Miller Cap
And everyone on the map,
And finally came up for air.

Ernst has kept the concession running just fine.
So, he decided to give up his cookies and wine.
He lost 80 and one pound,
Is a lot less round,
And now is so hot, it’s a crime!

Ernst Boeder keeps a lookout over the operations, maintenance and rehabilitation of the Sea-to-Sky Highway.

Crystal Moment in Time

Crystal Chenier and her husband, Gary, went to Victoria last fall, to celebrate Crystal’s 35 years with the provincial government. At Government House, Crystal was given a beautiful gold watch, and her husband told her how proud he was of her.
Clinton AAH Group Honoured for Efforts
Submitted by Michelle Schilling, Area Manager

Members of the Clinton and Area Outdoors Sports Club Association and Clinton Lions Club were presented with certificates of appreciation for their dedicated Adopt-a-Highway volunteering, on March 20.

These two organizations are the only groups that volunteer on the program on Cariboo Highway 97, and they perform a wonderful job, keeping the highway roadside clean for the community and the environment. I gave them the recognition certificates at a lovely evening at the Clinton Lion’s Hall, which consisted of an enjoyable potluck dinner, a program safety review and an overview of invasive plant management.

For more information on the Adopt-a-Highway program, visit www.th.gov.bc.ca/adopt-a-hwy/adopt-a-hwy_home.htm.

Volunteers with the Clinton Lions receive their Adopt-a-Highway certificate: Jim Thompson, Area Manager Michelle Schilling, Jim Rivet, Lois Thompson, Christine Rivet, Lee Schapansky, Bernie Nieuwenhuis, William Holt, Daryl Schapansky and Marnie Nieuwenhuis.

Area Manager Michelle Schilling honours members of the Clinton and Area Outdoors Sports Club Association with a certificate: Rolly Higginbottom, William Holt, Christine Rivet, Cathy Marcoux and Carol Higginbottom.

Submit your stories and photos to RoadRunner
If you want to submit articles, send your Word files and photos to: RoadRunner@gov.bc.ca.

To ensure the best quality possible, please email your photos as JPEGs and do not embed them in your article.
Please limit your article to 500 words or less.
On Feb. 29, the South Coast Region office was a sea of pink shirts, worn to show support for the nation-wide anti-bullying campaign, Pink Shirt Day.

Pink Shirt Day was started by two high school boys in Nova Scotia who witnessed a new student being bullied for wearing a pink shirt. The boys bought 50 pink shirts and encouraged students to wear them to school the next day to create a united front against bullying. The last Wednesday of February is now known as anti-bullying day in Canada.

Thanks to everyone who came to work wearing their pink shirts to take a stand for this very worthy cause. Anyone can prevent bullying! 

Pink Shirt Day in HQ


Catherine Grisewood, Val Fabick, Sarah Smith and Victoria Morgan.

Liz Seward, Don Garnier, Fernanda Badke, Pat Thomas, Susan Keldsen, Victoria Godsaye-Simpson and Clare Lotter.

Victoria Morgan, Val Fabick, Barbara Williams, Chantelle Gergley, Danielle Soloducha and Catherine Grisewood.
Two-Ender Bonspiel in Southern Interior Region

Submitted by Tom Freeman, Manager Programming and Project Development

Staff, retirees, family and friends gathered on Feb. 4, for the 41st Southern Interior Region Two-Ender Bonspiel, at the Kamloops Curling Club. The event was a huge success bringing together 64 people – the largest turn-out in many years.

The big winners for 2012 included:

• First place went to Len Bosch, Bill Johnson, Jason Jackson and Sher Horvath.
• Second place to Daryl Bosch, Reg Lawrence, Dave Retzer and David Borth.
• Third place was Sue Stankievech, Frank Dacho, Tyler Thompson and Jim Leguerrier.

The Plunger Awards for last place went to previous bonspiel winner Malcolm Makayev, and Cathy Veslerberghe, Barry Bergstrom and Terry Rowan.

Having a good time is our top priority and the fun awards were as follows:

• The Hog Award – Debbie Mason for rocks that failed to cross the far hog line, and thus were not in play.
• Most Valuable Player – Norm Parkes, long-time participant and great sportsman demonstrated his cleanup ability in his assistance picking up chips that the kids spilled.
• Cheerleader – Chrystal Chenier, all round great person, organizes the 50/50 draw and takes team photos.
• Most Original – Tyler Thompson for the tackiest, ugliest sweater.
• Best Presentation – Michelle Shilling for coming the longest distance, from 100 Mile House, and bringing some country fashion flair by wearing the tackiest earrings ever seen.
• Safety Cones – Team prize for the “Ugly Sweaters” made up of Garry Stankievech, Jackie Brugger, Jeanne Reeves and Lisa Miller who wore old school Saskatchewan green sweaters.
• Fancy Footwork – Sher Horvath for her gracefully executed fall to the ice.
• Skip Behind the Glass – Ray Lofgren was calling the shots upstairs.

Special thanks to the organizing committee of Sue Stankievech, Dave Shibata, Kathy Strobbe, and Tom Freeman.

First place: Jason Jackson, Bill Johnson, Len Bosch, Sher Horvath and Tom Freeman.

Second place: Reg Lawrence, David Borth, Daryl Bosch and Dave Retzer.

Third Place: Jim Leguerrier, Frank Dacho, Sue Stankievech and Tyler Thompson.

Plunger Awards (for last place team): Terry Rowan, Cathy Veslerberghe, Malcolm Makayev and Barry Bergstrom.
Sasquatch Investigated at Hunter Creek
Submitted by Cindy Hogg, Commercial Transport Enforcement Officer Supervisor

Although it is sometimes said that, “There is no hope beyond Hope,” Hunter Creek Inspection Station is in Hope, and we do have some unusual happenings.

At about 2:15 p.m., Feb. 6, we observed an SUV drive into the inspection station yard. The driver was dressed in camouflage gear, and began walking around with a stick with a camera attached to it.

He came into the station and advised us that he was investigating a recently reported sighting of a sasquatch, an ape-like animal that walks on two legs, whose existence has yet to be proven. He was looking in the bushes around the scale yard for footprints — but to no avail.

He then asked us to view the photos saved in his camera, to see if we could see anything. My colleague Paul Picco and I had a look and were unable to detect evidence of a sasquatch being on site.

The gentleman was famed Sasquatch Researcher Thomas Steenburg. As in years past, Hunter Creek has had many sightings reported, and even though nothing was found on this day, Mr. Steenburg did return approximately one week later to search again.

We must be sure to keep an eye out!

Nordel Doubles as Helipad
Submitted by Steven Bauer, Commercial Transport Enforcement Officer Supervisor

The Nordel Inspection Station was recently used as a helicopter landing and takeoff site, for a commercial filmed in the Delta area. Nordel was chosen because of its proximity to the Alex Fraser Bridge and for the size of its yard.

To ensure there were no close encounters between the helicopter and ground transportation, Delta police, the RCMP and Mainroad Contracting Ltd. shut down Highway 91 to the Alex Fraser Bridge. Commercial Vehicle Safety and Enforcement employees also kept traffic in the station’s yard away from the landing area. The filming took place on March 25, from 7 to 9:30 a.m.
District Supports Autism Network
Submitted by Ashok Bhatti, Acting District Operations Manager

The Lower Mainland District really opened their hearts and wallets to support the Canucks Autism Network (CAN) this year.

CAN is an organization that provides programs for young children and families affected by autism including sports, recreation, social, vocational and educational activities. These programs are designed to encourage inclusion, friendship and empathy toward young children affected by autism.

As someone who has personal ties to autism, I originally approached the Lower Mainland District team with hopes of simply having a pledge form at the front counter. Instead, I received overwhelming support from the entire district who took it upon themselves to host a bake sale to raise funds for this cause. Members of the district (and their talented spouses) contributed some amazing homemade delights, including delicious cookies, spring-themed cupcakes and a variety of healthy alternatives. In the end, they raised an amazing $504 in just over two weeks.

I added this generosity to the funds raised by my CAN team of family and friends. As a result, we far surpassed our expectations, by raising close to $5,000 this year, to support children and families affected by this lifelong neurodevelopmental disorder. On behalf of my team, our sincerest thanks go to the Lower Mainland District and everyone else who contributed to CAN this year. We couldn’t have done it without you.

Lower Mainland District employees contributed to autism fundraising: Bill Crichton, Zbigniew Radzimowski, Jessie Bains, Erin Moxon, Jeff Moore, Roanna Cruz, Brian Atkins, Jackie Chambers, Tricia Klein, Pamela Paul, Glenn Callander and Ashok Bhatti.

Spring-themed cupcakes were part of fundraising for sports, recreation, social, vocational and educational programs.

Ashok’s team of family and friends, at the Canucks Autism Family Festival.

I added this generosity to the funds raised by my CAN team of family and friends. As a result, we far surpassed our expectations, by raising close to $5,000 this year, to support children and families affected by this lifelong neurodevelopmental disorder. On behalf of my team, our sincerest thanks go to the Lower Mainland District and everyone else who contributed to CAN this year. We couldn’t have done it without you.

Lower Mainland District employees contributed to autism fundraising: Bill Crichton, Zbigniew Radzimowski, Jessie Bains, Erin Moxon, Jeff Moore, Roanna Cruz, Brian Atkins, Jackie Chambers, Tricia Klein, Pamela Paul, Glenn Callander and Ashok Bhatti.

Spring-themed cupcakes were part of fundraising for sports, recreation, social, vocational and educational programs.
Auction Puts Extra Day to Great Use
Submitted by Karen Coverett, Business Application Administrator

What did you do with your extra day in February?
CVSE staff in Victoria decided Feb. 29 would be a perfect day for the third CVSE Silent Auction, in support of the Canadian Breast Cancer Foundation.

During the month of February, bright pink boxes decorated the lobbies on all five floors of 940 Blanshard in Victoria. Donations for the auction came in from all over the building. One gift basket was even donated and delivered by one of the carrier safety inspectors from the Lower Mainland. From children’s toys to DVDs, housewares to framed art, handmade blankets to jewellery, clothing to gift baskets, and everything in between, there really was something for everyone. For those using their coffee and lunch breaks to check on their favourite items, yummy cookies were available by donation to satisfy hungry taste buds.

The bidding was fast and furious. Who knew that a toy cash register would be such a hotly contested item? One unsuccessful bidder for the “Italian Dinner for six served in your own home” was so disappointed when he discovered he didn’t have the winning bid, he offered to top the winning bid if we would make a second dinner available. There was a quick consultation with the group in our office who had volunteered to provide the first dinner. Were they willing and able to donate, cook and serve a second dinner? Their answer...a very enthusiastic “yes.”

While we hadn’t set a specific goal for this year’s auction, we knew that we wanted to top the last auction where we raised more than $1,100. And, thanks to the generosity of so many people, we did. After all the items were collected, all the bids were paid in full, and all the donations were counted, the 2012 CVSE Silent Auction raised $2,035.75!

Many thanks to everyone who contributed in so many ways – from donations, to bidding, to spreading the word and inviting friends. We wouldn’t have succeeded without your support. Thanks for helping make a difference.

Team Dons Top Hats for Tykes Fundraising

The Highway Rollers put aside their traditional glitter wigs and safety vests, in favour of green top hats, when they bowled in the annual Strikes for Tykes event, March 9, in Kamloops.

Crystal Chenier changed things up this year, by decking the team out with green hats that she emblazoned with a “Highway Rollers” insignia. The hats worn by the group from the Southern Interior Region were in honour of upcoming St. Patrick’s Day.

Thanks to everyone who helped make this a special day. The group raised $1,479 for Kamloops Big Brothers Big Sisters, which provides mentoring, including on a one-to-one basis, in schools and for sports.
Bill Rose Retires and “A guy walks into a bar...”
Submitted by Rob Struthers, Peace Flood Recovery Project Director

“A guy walks into a bar...” Actually more than 100 people walked into a bar – or at least into the Prince George Sandman Inn – for Bill Rose’s retirement gathering.

It was Feb. 24, when the Ministry of Transportation and Infrastructure said “Best wishes and see you later” to long-time fixture and Northern Region Manager of Project Delivery Bill Rose. People came to celebrate with Bill and his wife Penny, and salute Bill’s 34 years of service.

The event, planned and carried off by Northern Region Project Manager Catherine Deol, was a raucous evening. Rob Struthers was the master of ceremonies and tried to keep the evening light and fun (even if he did talk too much).

The evening started with introductions then dinner, speeches, presentations and finally, dancing. There was a game that required everyone to raise a glass, when they heard the word “rose”! It turned out, that even the DJ’s wife was named Rose.

Bill had many friends there, from both the ministry and the consulting sector with which the ministry works. The number of people that showed up and spoke was a true testament to the respect and love people feel toward Bill.

A PowerPoint presentation was screened, of photos from Bill’s professional and personal years (the latter that really showed Bill as his “down to earth” self). He was smiling in every single picture.

The speeches portion of the evening required that anyone coming to the microphone to pay tribute to (roast) Bill had to deliver a “Guy walks into a bar...” joke before their speech. It was funny watching everyone tell (or try to tell) the jokes.

There were speeches from employees like Tracy Cooper and Tony Bennett, and from people outside the ministry, such as Tim Stevens (Focus Corporation), Jim Guthrie and Mike Newton (Binnie), and Phil Doddridge (IRL Supplies). There was also a presentation and good wishes from the project management support services group in HQ. Additional messages were read from Geoff Freer, Bob Corder, Errol Redman, Judy Gunderson and Shanna Mason.

The ministry presentations were given by Rick Blixrud, Mike Lorimer and Dave Duncan. These were “capped” by Bill Rose coming up and reflecting on his career and thanking his colleagues, family and friends. The evening then turned to dancing and informal fun.

The legacy that Bill leaves behind in the ministry includes construction projects since 1974, including completion of the John Hart Bridge in Prince George, and the conclusion of Phase 1 of the Cariboo Connector, where Bill was the project director for more than $240 million worth of work. Bill was also a leader in developing the project management manual that is used today as the main reference for process.

Bill leaves a legacy of people that were mentored by him, and who hopefully will strive to maintain the values that Bill exuded while working for the ministry. These include passion for the work we do, diligence in maintaining focus on objectives and always upholding responsibility for the ministry and the stakeholders.

Bill was an outstanding employee, who was second generation with our ministry. His father, Glen Rose, worked as a construction supervisor up until his retirement.

Penny and Bill Rose had planned a trip to Mexico, followed by some home renovations and then Bill will make the big decision on the next stage of his life. ♦
Denise Brummell Retires after 35 Years
Submitted by Peter Davies, Consulting Services Survey Manager

Denise Brummell recently retired after 32 years with the Ministry of Transportation and Infrastructure and more than 35 years with the provincial government.

Denise started with our ministry in 1980, after moving from her hometown of Victoria to Lillooet, where she was a draftsperson in the district highways office. In 1992, she moved to the Nanaimo highway design office as a draftsperson/designer and then to the Terrace highway design office in 1994, where she continued her design career.

Denise has been well known not just for her incredible AutoCAD and design skills but also for her positive attitude and cheerful personality. She will be moving to Sooke after she retires, to be closer to family, and will be greatly missed by her many Terrace friends. Denise’s last day with the ministry was April 30.

Employee Names Revealed

Last issue’s crossword contest was won by Darwin Tyacke, who was first to submit his crossword complete with 37 employee names.

It turns out that three clues allowed for at least two different (and correct) answers each. The clue of “poet” most often yielded “Reimer” for employee Kristen Reimer. However, the name “Herman” submitted by Darwin was also correct, being the name of both poet and author Herman Melville (who penned Moby Dick) and employee Herman Grant.

“Pearson” and “Kennedy” both fit the spaces for “major airport,” while matching the surnames of Yvonne Pearson, Darren Kennedy and Alan Kennedy. People seeking the answer for “Southern Interior Region” community might have jumped to “Nelson” (which shares its name with Harvey Nelson and Gerry Nelson). However one contestant came up with “Beaton” (described in Wikipedia as “partly inhabited”) which is the last name of employee Earl Beaton.

Congratulations to Darwin who received a water bottle imprinted with the B.C. government logo for his efforts, and to all who took on the crossword challenge.

Marni Fedoruk (her face visible this time under her fedora) provided the bonus clue for her surname that “sounds like headgear”.

Enigmatic

Submitted by Hong Nielson, Road Runner Editor

Here’s an easy light-hearted but hopefully challenging fun crossword puzzle prepared by Road Runner editors, which we encourage you to complete as part of this year’s employee appreciation program. Read the clues and fill in the crossword puzzle by matching the words to the spaces provided. To the first two answers that you correctly supply, you’ll be entered into a weekly draw each of which offers a water bottle with the B.C. government logo.

Across:

1. ______________ (a city in the province)
2. ______________ (a feature on a map)
3. ______________ (an abbreviation)
4. ______________ (a location)
5. ______________ (a town)
6. ______________ (a county)
7. ______________ (a street)
8. ______________ (a province)
9. ______________ (a city)
10. ______________ (a river)
11. ______________ (a community)
12. ______________ (an airport)
13. ______________ (a newspaper)
14. ______________ (a magazine)
15. ______________ (a computer)
16. ______________ (a country)
17. ______________ (a continent)
18. ______________ (a province)
19. ______________ (a city)
20. ______________ (a town)
21. ______________ (a village)
22. ______________ (a community)
23. ______________ (a city)
24. ______________ (a town)
25. ______________ (a village)
26. ______________ (a city)
27. ______________ (a town)
28. ______________ (a village)
29. ______________ (a city)
30. ______________ (a town)
31. ______________ (a village)
32. ______________ (a city)
33. ______________ (a town)
34. ______________ (a village)
35. ______________ (a city)
36. ______________ (a town)
37. ______________ (a village)
38. ______________ (a city)
39. ______________ (a town)
40. ______________ (a village)

Down:

1. ______________ (a country)
2. ______________ (a newspaper)
3. ______________ (a magazine)
4. ______________ (a computer)
5. ______________ (a telephone)
6. ______________ (a street)
7. ______________ (a province)
8. ______________ (a river)
9. ______________ (a city)
10. ______________ (a town)
11. ______________ (a community)
12. ______________ (a city)
13. ______________ (a town)
14. ______________ (a village)
15. ______________ (a community)
16. ______________ (a city)
17. ______________ (a town)
18. ______________ (a village)
19. ______________ (a city)
20. ______________ (a town)
21. ______________ (a village)
22. ______________ (a city)
23. ______________ (a town)
24. ______________ (a village)
25. ______________ (a city)
26. ______________ (a town)
27. ______________ (a village)
28. ______________ (a city)
29. ______________ (a town)
30. ______________ (a village)
31. ______________ (a city)
32. ______________ (a town)
33. ______________ (a village)
34. ______________ (a city)
35. ______________ (a town)
36. ______________ (a village)
37. ______________ (a city)
38. ______________ (a town)
39. ______________ (a village)
40. ______________ (a city)
41. ______________ (a town)
42. ______________ (a village)
43. ______________ (a city)
44. ______________ (a town)
45. ______________ (a village)
46. ______________ (a city)
47. ______________ (a town)
48. ______________ (a village)
49. ______________ (a city)
50. ______________ (a town)
51. ______________ (a village)
52. ______________ (a city)
53. ______________ (a town)
54. ______________ (a village)
55. ______________ (a city)
56. ______________ (a town)
57. ______________ (a village)
58. ______________ (a city)
59. ______________ (a town)
60. ______________ (a village)