



*Message from Olivia Yang,  
Associate Vice President*

*It seems like we just started 2022 and now its December.*

*Looking back its been an eventful year with many changes and challenges for Facilities and for WSU.*

*Perhaps many of you, like me, do miss the more innocent days before the pandemic when zoom was a verb.*

*Do not forget while the challenges have continued, how we have met these challenges have grown stronger: more resolute, more creative, more resilient.*

*Seeing all of you meet and channel change makes me proud to serve with all of you.*

*Thank you. Happy holidays.*

*Olivia*



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Enter the Safety  
Question  
Contest on the last page  
of this  
Newsletter and you  
could win a  
**PRIZE!**



# Managing Winter with Technology & Old Fashion Hard Work

By: Ian Allen, Eric Lynch, Derrick Reynolds & Rick Finch

All of Facilities Services is finding innovative ways to continue to be the “Service Provider of Choice” despite unintentional reduced staffing. They say that “necessity is the mother of invention”. So, as we get by with less, we find ways to be more effective.

Plant Services has responded by using technology to improve effectiveness in clearing snow and ice. Last season we purchased four sets of winged snow blades. These blades have additional smaller blades on both ends that can be adjusted. This was a move that has given us the ability to reduce labor and equipment resources in a snow event. The advantages of these blades are.

- They can be manipulated to widen the path of the snowplow.
- They transform into a scoop to carry the snow further without leaving a long trail on each side that will need to be re-plowed.
- The wings fold backwards for back blading and carrying snow in reverse.



One of the blades for our biggest loader is the largest snow plow we've ever fitted. We use this application in large lots such as the indoor practice facility, south Beasley and various other large lots and have reduced the time required to clear these lots by 50%.

The Grounds Shop transitions their equipment to handle the winter elements in early October. It consists of removing all implements and attachments that handle lawn and landscape care to handle snow and ice removal. There are 7 different machine

routes assigned to our personnel, including plows, sweepers, and deicing applicators. The newest addition is the yellow plows which attach to our ToolCats. They have a center pivot pin which allows the blade to float over uneven surfaces and sidewalk joints to remove more snow and ice more effectively.



There are many areas on campus where technology has not been able to eliminate hard work. The hand shovel crew which consists of 8 people faces the most challenging job due to being out in the direct elements of winter. The stairs and walks are shoveled off then de-iced unless the temperatures are likely to be above freezing.

They do their best to get through all the stairs and walkways they have been



assigned before campus opens, starting with the most heavily traveled areas. The custodial staff also play an important role in the battle against snow and ice, having primary responsibility for clearing building entry's and cleaning up the water from melting snow and ice inside the buildings. One of the hardest parts of this job is dealing with compacted frozen snow or ice which accumulates as new snow gets walked on. This can become very hazardous and requires a lot of effort to remove. De-icing agents are used to reduce the build up and melt through built up ice. Another strategy we use is the closure of some

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## Managing Winter...continued from page 2

stairways and sidewalks during the winter that are less used and have alternate routes to reduce the workload allowing more time to focus on high priority areas.

Last season Heavy Equipment and Grounds tested different methods and products for ice prevention and deicing. We found that Magnesium Chloride Solution that we have used for several years is effective and a good value. However, we learned from networking with other experts that we could apply the liquid in a more targeted manor and reduce the amount of solution we needed to apply. We are updating our liquid applicators with pumps, meters and nozzles that are like those used in precision applications of agricultural herbicides. This is reducing the amount of material we need to apply without sacrificing effectiveness. We also experimented last season with the application of rock salt with the gravel that was applied for traction. We had very good results melting packed snow and ice at some of the worst hills and intersections. For this season we have added a salt only spreader to our fleet of snow equipment so we can apply salt only in a targeted manor to specific areas to prevent or melt ice.

As we all know, different tasks require different tools to do the job effectively. These additions give WSU Plant Services the best technology, tools, and products to keep campus as safe as possible for winter driving and walking. Even with the newest technology, it still requires people getting up early and staying late to operate the equipment and physically shovel building entry, stairs, and walks. It is hard work and a big task so please be do your part to prepare for winter conditions by following the advice from our experts.

### Winter Driving

- During the winter reduce speeds and take a little extra time when driving. Plan your trip before leaving
- While driving slow down and give yourself extra space between other vehicles. It takes longer to

stop and to start moving

- Look at your tires, make sure they have adequate tread and sufficient air, you should have a tire designed for winter use.
- Clear all your windows from frost or snow.
- Make sure your windshield wipers are working correctly

All motor pool vehicles that are not all wheel drive are supplied with tire chains to provide extra traction. All daily rental vehicles are supplied with emergency safety kits, and ice scrapers.

### Pedestrians

- Do not step into traffic in front of moving vehicles. Cars and trucks may not be able to stop suddenly when roads are slick.
- Wear proper footwear and look where you are walking. Despite our best efforts there will be icy areas where snow and ice melt and re-freeze.

### Everyone

- Snowplows and snow removal equipment should be afforded the right of way. Pedestrians and vehicles should allow a wide safety area around plows and equipment. Walking or driving too closely behind equipment can create unsafe conditions. Stay safe... Stay back.
- Sign up for WSU emergency notifications [Emergency Notification \(wsu.edu\)](https://wsu.edu/emergency-notifications). During inclement weather WSU administration may delay opening campus or suspend operations for the day.

### Links

- For more winter driving tips please look here: <https://hrs.wsu.edu/wp-content/uploads/2018/07/HowtoGoonIceandSnow.pdf>
- Current State of Washington road conditions can be seen at: <https://wsdot.com/travel/real-time>
- Facilities Services Snow Removal: [Winter Snow Removal | Facilities Services | Washington State University \(wsu.edu\)](https://wsu.edu/facilities-services/snow-removal)

THANKS FOR WORKING SAFELY WINNER.....**Dale Clark** !  
Dale was chosen for the Working Safely Award for his proper use of  
an extension ladder to safely get into a trench to do work.  
CONGRATULATIONS DALE!





# ***Length of Service Awards***



**Shelly Jacobs**  
**5 Years**



**Miranda Ferry**  
**15 Years**



**Danna Medlock**  
**15 Years**



**Derrick Rogers**  
**15 Years**



**Eric Reichmuth**  
**15 Years**



**Rich Kramlich**  
**15 Years**

# Length of Service Awards

(Full List of Service Awards on Page 7)



**Eldon Loe**  
20 Years



**Jay Harrison**  
10 Years

**Joe Semler**  
20 Years

## Promotions! Congratulations!

(September, October, November 2022)



**Doug Revord** (second from right)  
Promoted to Program Coordinator



**Forrest Gilchrist** (center)  
Promoted to Maint. Mechanic 2

Name	Promoted to Position	Division
Donavon Novotny	Custodian 4	Custodial
Steve Line	Maintenance Mechanic 2	Steam Plant
Forrest Gilchrist	Maintenance Mechanic 2	Maintenance
Amanda Goucher	Grounds & Nursery 3	Grounds
Doug Revord	Program Coordinator	Custodial



# ***Length of Service Awards***

**Learn more about Service Awards at:**  
**<https://hrs.wsu.edu/recognition/length-service-awards/>**

Name	Division	Years
Sara Keifer	Administration	5
Jolee Wilcoxson	Custodial	5
Shelly Jacobs	Custodial	5
Zhong Wang	Custodial	5
Marla Haskell	Custodial	5
Jay Harrison	Custodial	10
Miranda Ferry	Facilities Information Resource Mgt.	15
Danna Medlock	Custodial	15
Derrick Rogers	Grounds	15
Eric Reichmuth	Custodial	15
Rich Kramlich	Maintenance	15
Jim Antoine	Plumber/Pipefitter/Steam Fitter	15
Colleen Naylor	Administration	20
Eldon Loe	Custodial	20
Joe Semler	Custodial	20
Kevin Cochran	Custodial	30

## **HONOR COIN AWARDEES!**



**Brett Stapleton and Bill Morris** were awarded the TEAMWORK Honor Coin for their outstanding teamwork displayed during a power outage over the Memorial Day weekend. They were able to isolate the faulted cable and make the repairs prior to personnel coming back over the long weekend. They worked a long 13 hour day but saw the repair through until the end, in a safe and methodical manner. This is not the first time they have gone above and beyond to solve

electrical problems for the University in all types of weather and during challenging off hours.

**Welcome New Employees!**  
**(September, October and November 2022)**

<b>Name</b>	<b>Position</b>	<b>Division</b>
Krista Stebbins	IT Support Technician 2	Administration
Mark Steinle	Custodian 1	Custodial
Daliantaie McNeil	Custodian 1	Custodial
Isabella Maldonado	Custodian 1	Custodial
Tyler Druffel	Custodian 1	Custodial
Jessica Antonowicz	Custodian 1	Custodial
Kaylee Tate	Custodian 1	Custodial
William VanDyke	Custodian 1	Custodial
Jerry Johnson	Custodian 1	Custodial
Jacob Mendez	Custodian 1	Custodial
Mykenzi Realme	Custodian 1	Custodial
Robert McCurdy	Custodian 1	Custodial
Stephen Jeffers	Custodian 1	Custodial
Jacob Mutchler	Custodian 1	Custodial
Robbynn Blacketer	Custodian 1	Custodial
Sophie Smith	Custodian 1	Custodial
Daniel Ewing	Custodian 1	Custodial
Ethan Miller	Custodian 1	Custodial
Toby Ely	Grounds & Nursery 3	Grounds
Jordan Wolf	Equipment Tech 3	Motor Pool
Justin Sturgess	Truck Driver 1	Supply Mgt. Services
Nic Baldwin	Maintenance Mechanic 1	Steam Plant
Tyler Perez	Maintenance Mechanic 1	Steam Plant
Chris Nilson	Maintenance Mechanic 1	Trades and Shops
Mark Holm	Truck Driver 1	Waste Management

## **Welcome New Employees!** **(September, October and November 2022)** **(A complete list of new employees is on page 7)**



New Employees (pictured left to right): Robbyn Blackerter, Custodian 1; Chris Nilson, Maint. Mech. 1; Jordan Wolf, Equipment Tech 3; Krista Stebbins, IT Support Tec. 2; Mark Holm, Truck Driver 1; Jerry Johnson, Custodian 1; Stephen Jeffers, Custodian 1; Jacob Mendez, Custodian 1; and Nolan Beal, Project Manager 1. All were introduced and welcomed by Assist. VP, Joe Kline (far right) at the Service Awards Presentation in the Carpenter Shop on December 6.

## **KUDOS**

"Our office has been working with **Craig Gray** (Construction Project Coordinator) on several projects over the last year and I wanted to let you know that we have been impressed with Craig's attitude, expertise and diligent follow up on each project. When I work with Craig, I always have a clear picture of the project's scope and understand why each step is necessary. We recently had a lab renovation and going into the project I was very worried that it would be a constant headache. However, working with Craig was a breeze—he was extremely detailed in his estimate which meant we had a clear picture of the cost, he kept us up to date weekly so I didn't have to worry about timing and he was always willing to provide a detailed explanation when I had questions. Craig exemplifies one of the best customer service experiences I've had both personally and professionally. I don't give your team enough of the complements you deserve, but this

one is certainly past due. Craig deserves a big kudos for the work he's doing!"

A. Hoffman

"Just wanted to pass along an appreciation of the timely response and excellent service of the 2 individuals (**Kelly Kirpes and Lance Mitchell**) that arrived quickly after I placed the call for assistance with the Pharmacy overhead gate needing attention. They were able to diagnose the problem and fix it prior to the opening of the Pharmacy to student care. I apologize, I do not have their specific names. I am sure the student patients are appreciative of the facilities personnel and their attention to providing access to their medications. "

G. Hedenstrom



## KUDOS

"I am sending this email to show a great appreciation for your people (**Jennifer Holm, James Pagel, Mark Steinle, Kathie Power**). I always come to work very early in the morning your people are working hard to make our place nice especially Jenn Holm. She is a great employee and fun to work with."

M. Wilson

"I would like to provide positive feedback for our current custodial employee **Doug (Revord)**. He has been filling in until a new employee can be hired then trained. Doug has done tremendous work deep cleaning areas in College Hall that were sorely in need of attention. His efforts have been noticed and appreciated by many of us in the building including compliments from the Chair of our Department. I wanted to pass along the many compliments and shared appreciation by faculty and staff in the Dept. of Anthropology. Great job Doug!"

J. Bonner

"I met your employee, **Lars (Stoltz)**, this evening. What a great member of our Cougar family. He was friendly, efficient at his job and answered some questions for me. Your whole team does a great job here in the Carson College and they are appreciated."

M. Meyer

"I just wanted to put out a quick note and I hope it is reaching the appropriate people about your custodian in Johnson Tower. Young gentleman by the name of **Tyler (Druffel)** I believe. He is outstanding at his job, the 4th floor of Johnson Tower is where my office is and the building has never looked better including the garbage's and bathrooms. He is always very courteous and has time for a quick conversation with me. I appreciate him and wanted to pass on a few KUDO's to the custodian."

C. Hiatt

"I work in Library Systems and wanted to express how much we appreciate the work that **Shelley (Kenney)** does for us. She has gone above and beyond in keeping our space clean. She has kept our whole area clean, regularly attending to the floors, getting areas behind our desks, clearing dust, and even emptying individual workspace trashcans! It's really improved everyone's experience of our work location, especially one that is in the basement without natural light or windows! Shelley is doing an great job and we wanted to let you know. Please let her know how much we appreciate her work."

J. Anderson

"Wow! Excellent work everyone! Please pass on my thanks to the **Heavy Equipment Crew**." (LJ Smith moving project)

K. Lucas

This is Ashley at the VTH. Just wanted to say what a great job your guys ( ) did yesterday on the office floor. It looks so good! Thanks for organizing that.

Ashley

Thank you!



## In Memoriam 2022

**Gene Gourley** passed Oct. 25, 2022. Gene began his career with WSU Facilities Services (Physical Plant) in December of 1987. He has been a valued member of the Custodial team for all of his nearly 35 years of service. Gene was a reliable and dedicated co-worker. His positive outlook and commitment to the University was admired by so many and he will be sorely missed by all who worked alongside him.

**John Berney** passed Oct. 14, 2022. John retired from WSU in May 2020 after 23 years of dedicated service to WSU. John was a Custodian Lead on the Bohler crew for many years before he was promoted to supervisor. In that time, John earned respect from every one of his coworkers. As a lead you are tasked with being a floater and covering for absent employees. John, without fail, would put just as much effort into a coworkers area as he would his own. This would happen as he was covering two to three areas nightly. He was always well liked and sincerely appreciated, and he will be missed.

**Debbie Hill** passed on Sept. 4, 2022 - Debbie retired from WSU on August 30, 2019 after providing 34+ years of dedicated service to WSU. Debbie began her career at WSU in September of 1985 in the Telephone Services Department. In 1997, she accepted a position as Dispatcher and joined Facilities Services known as Physical Plant at that time. She will be missed by the Facilities Services staff and WSU community.

**Ralph Webb** passed July 21, 2022. Ralph had a long 32 year career within Facilities Services and WSU prior to his retirement. He played a key role for Operations and Maintenance when it came to Control, Refrigeration, building functions, and after hours support for the campus. He brought many years of experience and knowledge to us, and helped educate others. He will be missed by the Facilities Services staff and WSU community.

### WSU Scholarship Deadline is Approaching!

**January 31, 2023 is the deadline for completing the scholarship application.**

Do you have a student (child or grandchild) that will be attending WSU the Fall of 2023? Now is the time for them to start working on the Scholarship Applications online at:

<https://financialaid.wsu.edu/scholarships/>

To be considered for any of WSU scholarships including the Facilities Services Scholarship for the 2023-24 academic year, the application must be completed by the deadline date of January 31, 2023. If you have questions on scholarships, financial aid, and options for funding your students education at WSU, you may call the Student Financial Services office at 509-335-9711.

### WSU Holiday Schedule

Christmas	December 26 & 27, 2022	Independence Day	July 4, 2023
New Years Day	January 2, 2023	Labor Day	September 4, 2023
Martin Luther King Day	January 16, 2023	Veterans Day	November 10, 2023
Memorial Day	May 29, 2023	Thanksgiving	November 23 & 24, 2023
Juneteenth	June 19, 2023		

## Facilities Services Safety Promotion Committee

### Safety Question Contest for the Month of December 2022

**Directions:** The answer to the question below can be found in one of the chapters of the Accident Prevention Program (APP). Read the question carefully. When you think you have found the answer, you may email your answer to Jann Dahmen-Morbeck [jann.dahmen@wsu.edu](mailto:jann.dahmen@wsu.edu) or print off this page and cut out the form on the dotted lines. You may give the form to your supervisor to send in intercampus mail to Jann or drop it off at her desk in the front reception area of McCluskey Office building. The names of all employees who submit the correct answer will go into a hat for a drawing. Whoever's name is drawn will be able to pick out one of the safety awards. **This contest will be open only until 5 p.m. on January 30, 2023** so get started finding the answer now and win a nice prize! Link to APP Chapters is on the Safety Sharepoint Site. <https://sharepoint.wsu.edu/FacilitiesServices/Operations/Safety/SitePages/Home.aspx>

**Reference APP Chapter Question: Chapter 6 – Safety and Health Training. Name two things new employees should receive instruction on and four topics covered in the safety orientation.**

**Answer:**

**Employee submitting the above answer:**

**Name:** \_\_\_\_\_ **Division:** \_\_\_\_\_

**Robert Lewis  
is the Winner!**

**September's APP Question  
Contest!**

Robert's entry for the September Safety Question was randomly selected from the total entries with correctly answered questions. Those correct entries not chosen will be placed in the bucket for the annual Safety Award Drawing.

*Thank you to all  
that entered the  
contest!*



**September's QUESTION Chapter 20 : Ergonomics/Back Safety : Name 5 things that are incorporated into an employee's training for ergonomics?**

**Answer: Under section D – Training**

- Neutral vs Awkward Postures
- Proper Lifting and the Power Zone
- Allowing Time for Movement and Stretching
- Reducing Excessive Force
- Reducing Excessive Motions
- Minimizing Contact Stress
- Reducing Excessive Vibration
- Eliminating Trip/Slip Hazards
- Providing Adequate Lighting