

CODE OF FAIR PRACTICES

Department activities, programs, functions and practices will be accomplished so as not to deny their benefits to anyone on the basis of race, color, religion, sex, age, non-job-related handicap or marital status. This includes, but is not limited to, activities associated with employment, training and maintenance, research and planning, services provided to the public, use of Department facilities and the execution of contracts.

The statutes and orders listed below require submission of reports. The report, due date and responsible person are on the reverse side of this policy. Designated supervisors submit their completed reports on or before the specified date.

All employees are responsible for monitoring Department and practices to ensure that system benefits are equitably distributed to the Board and to the Governor each August.

Keith V. Riebert
Director

- This policy based on:
- 8-18-07, CODE OF FAIR PRACTICES
 - Titles VI and VII, CIVIL RIGHTS ACT
 - Equal Employment Opportunity Act
 - Comprehensive Employment and Training Act
 - Congress Discrimination in Employment Act
 - Age Rehabilitation Act of 1973
 - Executive Order 11246, Affirmative Action
 - Executive Order 11490, CFR
 - Title 41, 60-1.5, CFR
 - Title 41, 21-23 Appendix
 - Title 49, Chapter 59
 - Title 49, Chapter 85

**CRITICAL BRIDGES
6-YEAR DEVELOPMENT PROGRAM**

KEY NO.	ROUTE	PROJECT LENGTH (MILES)	LOCATION	TYPE OF WORK	AVERAGE DAILY TRAFFIC	ACCIDENTS (3-YEAR AVERAGE)
0597	SH25	0.7	SNAKE RIVER, DONARD	BRIDGE REPLACEMENT	1251	0 HIGH
0598	SH3	0.3	UPRR CROSSING CO'ALENE RV. BR.	BRIDGE REPLACEMENT	1083	0 VERY
0603	SH39	0.6	KOOKIA BRIDGE	BRIDGE REPLACEMENT	2309	1 AVERAGE
0792	SH13	0.0	KUNA - I-84	BRIDGE REPLACEMENT	2332	2 HIGH
1490	SH69	0.0	MORE'S CR. BRIDGES, N. OF BOISE	BRIDGE REPLACEMENT	1633	0 VERY
1492	SH21	0.0	NOBEL - B LATERAL CANALS	BRIDGE REPLACEMENT	1483	0 AVERAGE
1571	SH52	0.0	BURTON RD. BR., WASHINGTON CO.	BRIDGE REPLACEMENT	1380	0 VERY
1631	LOCAL	0.0	ROCK CRK. T. FALLS	BRIDGE REPLACEMENT	150	1 VERY
2012	SH74	0.0	FALLS RIVER BRIDGE, KOOTENAI CO.	BRIDGE REPLACEMENT	13766	1 X X
2559	OFF	0.0	ROCKFORD BAY BRIDGE, SE. OF ASHTON	BRIDGE REPLACEMENT	X	X X
2759	OFF	0.2	LOWER PAYETTE DITCH	BRIDGE REPLACEMENT	X	X X
2826	SH52	0.6	GOFF BR. N. OF RIGGINS	BRIDGE REPLACEMENT	X	X X
2836	SH52	0.4	L. PAYETTE CANAL, E. OF PAYETTE	BRIDGE REPLACEMENT	X	X X
2845	SH52	0.0	PAYETTE RV. SLOU, E. OF PAYETTE	BRIDGE REPLACEMENT	X	X X
2851	OFF	0.0	FALL RV. CANAL, CHESTER	BRIDGE REPLACEMENT	X	X X
2980	US20	0.0	CALDER BRIDGE, SHOSHONE CO., SR 0-0	BRIDGE REPLACEMENT	X	X X
3199	OFF	0.0	SAND CR BR., WILLOW CR INN RD, NE. OF IONA	BRIDGE REPLACEMENT	X	X X
3202	OFF	0.0	SAND CR BR., SNARR RD., W. OF I.F.	BRIDGE REPLACEMENT	X	X X
3203	OFF	0.0	GR. WESTERN CAN. BR., SNARR RD., W. OF I.F.	BRIDGE REPLACEMENT	X	X X
3268	STATE	0.0	EAGLE RK. CAN. BR.	BRIDGE REPLACEMENT	X	X X
3276	OFF	0.0	FY 89 BRIDGE INSP. (OFF-SYS)	BRIDGE REPLACEMENT	X	X X
3366	LOCAL	0.1	TETON RV. BR., NICKERSON RD., SW. OF TENDY	BRIDGE REPLACEMENT	X	X X
3541	OFF	0.0	MCDVITT CR. BR., LEHNI CANAL	BRIDGE REPLACEMENT	X	X X
3573	OFF	0.0	LINDER ROAD, PHYLLIS CANAL	BRIDGE REPLACEMENT	X	X X
3595	OFF	0.0	BLACKCAT RD., INDIAN CR.	BRIDGE REPLACEMENT	X	X X
3598	OFF	0.0	HATTER CR. BR., S.E. OF PRINCETON	BRIDGE REPLACEMENT	X	X X
3741	OFF	0.0	KING LAKE BRIDGE	BRIDGE REPLACEMENT	X	X X
3802	OFF	0.0	ASPEN DRIVE BRIDGE	BRIDGE REPLACEMENT	X	X X
3853	OFF	0.0	NITER BRIDGE, SW. OF NITER	BRIDGE REPLACEMENT	X	X X
4171	SH52	1.1	FARMERS CO-OP CANAL, EMMETT	BRIDGE REPLACEMENT	X	X X
4210	STATE	0.0	FY 89 BRIDGE INSP. & ANAL.	BRIDGE REPLACEMENT	X	X X
4223	US20	0.0	CAREY HEST	BRIDGE REPLACEMENT	X	X X
4228	STATE	0.0	FY 90 BRIDGE INSP. (OFF-SYS)	BRIDGE REPLACEMENT	X	X X
4229	STATE	0.0	FY 90 BRIDGE INSP. (OFF-SYS)	BRIDGE REPLACEMENT	X	X X
4230	STATE	0.0	FY 91 BRIDGE INSP. (OFF-SYS)	BRIDGE REPLACEMENT	X	X X
4231	STATE	0.0	FY 91 BRIDGE INSP. (OFF-SYS)	BRIDGE REPLACEMENT	X	X X
4232	STATE	0.0	FY 92 BRIDGE INSP. (OFF-SYS)	BRIDGE REPLACEMENT	X	X X
4233	STATE	0.0	FY 92 BRIDGE INSP. (OFF-SYS)	BRIDGE REPLACEMENT	X	X X
4234	STATE	0.0	FY 93 BRIDGE INSP. (OFF-SYS)	BRIDGE REPLACEMENT	X	X X
4235	STATE	0.0	FY 93 BRIDGE INSP. (OFF-SYS)	BRIDGE REPLACEMENT	X	X X
4236	OFF	0.0	N. JOHN'S AV. BRIDGE OVER FARMERS COOP CAN	BRIDGE REPLACEMENT	X	X X
4237	OFF	0.0	KENNELLY'S BRIDGE	BRIDGE REPLACEMENT	X	X X
4240	LOCAL	0.1	HCCREAY'S BRIDGE - CHANNEL, BOISE RIVER	BRIDGE REPLACEMENT	X	X X
4242	LOCAL	0.1	LINDER ROAD, PHYLLIS CANAL	BRIDGE REPLACEMENT	X	X X
4243	STATE	0.0	FY 94 BRIDGE INSPECTION	BRIDGE REPLACEMENT	X	X X

EXHIBIT B

**IDAH0 TRANSPORTATION DEPARTMENT
CERTIFIED PAY GRADE SCHEDULE**
Effective July 10, 1988

- C - Cover for 1-1/2:1 overtime. Comp. time off or cash.
- E - Exempt - Meets requirements of the definitions of Administrative, Professional, or Executive employee and is eligible for overtime on a 1:1 basis and compensatory time off only.

HAY GRADE	HWY CODE	PC CLASS CODE	OVER-TIME CODE	POSITION TITLE	SCH	STEP A	STEP B	STEP C	STEP D	STEP E	STEP F	STEP G	STEP H	STEP I	STEP J	STEP K	STEP L	STEP M
17	523 (182) 838)	06230	C	LABORER	A	4.66	4.78	4.89	5.01	5.13	5.26	5.39	5.52	5.66	5.80	5.94	6.09	6.24
		01116	C	OFFICE CLERK	B	4.78	4.89	5.01	5.13	5.26	5.39	5.52	5.66	5.80	5.94	6.09	6.24	6.40
					C	4.89	5.01	5.13	5.26	5.39	5.52	5.66	5.80	5.94	6.09	6.24	6.40	6.55
					D	5.01	5.13	5.26	5.39	5.52	5.66	5.80	5.94	6.09	6.24	6.40	6.55	6.71
					E	5.13	5.26	5.39	5.52	5.66	5.80	5.94	6.09	6.24	6.40	6.55	6.71	6.88
19	583 148 522 553 850)	02010	C	CUSTODIAN	A	5.13	5.26	5.39	5.52	5.66	5.80	5.94	6.09	6.24	6.40	6.55	6.71	6.88
		01260	C	OP. COMP. OPERATOR TRNE	B	5.26	5.39	5.52	5.66	5.80	5.94	6.09	6.24	6.40	6.55	6.71	6.88	7.05
		95000	C	GROUNDWORKER (TMP)	C	5.39	5.52	5.66	5.80	5.94	6.09	6.24	6.40	6.55	6.71	6.88	7.05	7.22
		92024	C	MTCE./ENGR. AIDE (TMP)	D	5.52	5.66	5.80	5.94	6.09	6.24	6.40	6.55	6.71	6.88	7.05	7.22	7.40
					E	5.66	5.80	5.94	6.09	6.24	6.40	6.55	6.71	6.88	7.05	7.22	7.40	7.58
		01152	C	POSTAL CLERK														

FAMOUS POTATOES



PHOTO/PRINTING ORDER

ITD-1042 1-88
27 065800 B

KIND OF WORK
INSERT ITEM NO'S IN APPROPRIATE BOX LINES

WHITE PRINTS-S223

ORDERED BY: _____ NAME: _____

APPROVED BY: _____ NAME: _____

REQUESTOR'S CONTROL NO. _____

DIST. DIV. OR SECTION DATE ORDERED _____ PHONE NO. _____

QTY	NUMBER OF ORIGINALS EACH	NUMBER OF DUPLICATES WANTED	SIZE INCHES OR FEET
1			
2			
3			
4			
5			

DESCRIBE DOCUMENTS TO BE REPRODUCED OR WORK TO BE DONE

SPECIAL INSTRUCTIONS

CHECK ONE OR MORE APPROPRIATE BOX (ES) IN BOTH COLUMNS (HOUSE BILL 366)

INTENDED AUDIENCE

GENERAL PUBLIC
 STATE LEGISLATORS
 OTHER BRANCHES OF GOVERNMENT
 FEDERAL
 STATE
 LOCAL

TRANSPORTATION USER GROUPS
 ENGINEERS, ARCHITECTS, ETC.
 BUSINESS AND PROFESSIONAL GROUPS
 CONTRACTORS
 CONSULTANTS
 VENDORS
 REFRUITLITES
 OTHER

TRANSPORTATION DEPARTMENT INTERNAL USE

PRINTING JUSTIFICATION

PUBLIC INFORMATION
 PROJECT RELATED
 REQUIRED BY FED/STATE LAW OR REG.
 USER GROUP INFORMATION
 DEPARTMENT EMPLOYEE INFORMATION
 MANAGEMENT TRAINING INFORMATION

HJR 3 - MORE THAN A LOTTERY

"Charitable" gambling clause could allow casinos, high-stakes bingo

If HJR 3 passes, it will amend the Constitution to put the state in the lottery business and give constitutional protection to pari-mutuel betting.

But HJR 3 does something else that many of us aren't aware of yet. The amendment's charitable gambling clause will open the door to full-time casinos and big-prize bingo parlors.

That's more gambling than most Idahoans would like to allow.

Legislator: We were "snookered"

HJR 3 amends our Constitution to legalize so-called "charitable games of chance." At first, this sounds like harmless entertainment - so harmless that you almost overlook it. That's apparently what the legislature did when they decided - by one vote - to put HJR 3 on the ballot.

But now many legislators agree with Senator Laird Noh that the amendment has the kind of loopholes that "professional shyster types" have jumped through in other states.

"Certainly it raises the suspicion that the legislature was somewhat snookered by the corporate lottery companies," said Noh, who voted to put HJR 3 on the ballot and is now urging its rejection (Twin Falls Times-News, 9 Oct. 1988).

Former Governor Robert Smylie called charitable gambling a "clever little provision" that "could be the real sneaker" (Idaho Statesman, 16 Oct. 1988).

What's so sneaky about church bingo? Trouble is, charitable gambling is much more than that.

Full-time, professional casinos and bingo parlors

Idaho Attorney General Jim Jones explains: "Quite frankly, I was practically floored when I learned recently that language similar to HJR 3, authorizing unrestricted charitable gaming, has been used in North Dakota to authorize casino-type games, such as poker and blackjack."

The Attorney General of North Dakota, Nicholas Spaeth, said that when charitable gambling was approved in his state, the intent was to legalize the very small-scale games already being played illegally. But, Spaeth explains: "Charitable gambling grew beyond anybody's wildest imaginations, because everybody who had a charitable cause could get in the business of



How May IDAHY Help You?

LOW-COST LOANS. EASY REPAYMENT TERMS. FAST AND FRIENDLY LOAN SERVICE.