

# Translines

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By Secretary  
Deb Miller

## Where will it stop?

A photo that ran in some Kansas newspapers last month showed a San Mateo, Calif., gas station posting a price of \$5.11 a gallon for unleaded gasoline. “Finally,” I thought, “a reason to feel good about paying \$3.87 a gallon in Topeka.”

Actually, it really didn’t make me feel good at all. It made me shake my head and wonder where it will stop. While we’re probably all starting to get a little numb to seeing gas prices we couldn’t have imagined last summer, most of us have either made some concessions to the soaring prices or are trying to figure out how we can offset the increase by changing our behavior.

Nationally, more and more commuters are trading the convenience of driving a car to work for mass transit options. People are leaving their SUVs and large pickups parked in the garage and driving the family’s smaller vehicle or joining carpools. Rather than filling up when getting gas, many drivers are putting less in the tank – then coming up empty on the highway. In Philadelphia, calls from out-of-gas AAA members doubled between May 2007 and May 2008.

I hear more people talking about buying and/or riding bicycles (maybe more talk than action), and walking is looking more and more like a better option in some cases.

In many offices at KDOT, we’re having similar conversations about how to do the work we need to do as fuel prices take a larger chunk of our available resources (don’t

worry field crews, we haven’t talked about putting you on bicycles yet). It’s a discussion we’ve been having for some time.

So what are we doing? We’ve cut back on our mowing. We’re parking our dump trucks more often and driving pickup trucks when possible. We’re putting off some maintenance actions when we can. We’re buying less concrete and asphalt. We’re scrutinizing schedules and budgets.

Of course, rising fuel prices hurt KDOT in two ways: our expenses go up and our revenues likely drop as drivers find ways to purchase fewer gallons of gasoline. The motor fuels tax is our largest source of income and we don’t get more revenue from more expensive gasoline and diesel. And, there is evidence that vehicle miles traveled is leveling off and starting to decline. While transportation finance experts believe the motor fuels tax will continue to be a viable revenue source for another 15 years or so, our industry must develop other dependable revenue streams to maintain and improve our infrastructure. Revenue sources will be at the heart of discussions over the next year and beyond as lawmakers in Topeka and Washington consider new transportation programs.

At the risk of sounding like Pollyanna, I don’t think that what’s going on at the gas pump these days is all bad. Our nation is seriously dependent on other nations for our oil supply and this is forcing us to be more creative. There’s a lot we can do as a nation to increase the mileage standards of the vehicles we drive. There are alternative sources of energy we haven’t fully tapped. At KDOT, we’re planning to put wind turbines at some of our Subarea offices to offset energy costs.

We are a resourceful nation capable of great innovation, even if sometimes in the past we have solved our problems simply by throwing more money at them. We must be more clever, open and creative about what we do and where we look for efficiencies. That goes for us as a nation and for us as the Kansas Department of Transportation.

No one can say where this energy crisis will take us, but it’s going to shape our industry and our economy.

Stay tuned.



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### Calendar of Events

**July 4** – State employees off for Independence Day holiday.

**July 7-10** – Mississippi Valley Conference, Westin Crown Center, Kansas City, Mo.

**July 11** – 9:30 a.m. - Highway Advisory Commission meeting.

**July 16** – 1 p.m. Construction bid letting, Fourth Floor, West Wing, Eisenhower State Office Building.

# New K-7/U.S. 24 interchange under construction

A new interchange and roadway expansion are key features of a \$35.7 million project to improve the highway system in western Wyandotte County.

Work began in March to reconstruct the K-7/U.S. 24 interchange. The project will include construction of new northbound and southbound K-7 bridges, all new ramps at the K-7 and U.S. 24/40 interchange, and all new roadway pave-

ment on K-7 and U.S. 24/40.

The existing cloverleaf interchange will be replaced with a new partial cloverleaf or folded diamond interchange and the addition of auxiliary lanes on K-7 and U.S. 24/40. The lane addition will provide traffic with acceleration and deceleration lanes for the new interchange on and off ramps. When completed, the new interchange will provide a safer and

more efficient driving experience for the traveling public.

"The new interchange addresses tight cloverleaf ramps that restricted ramp and traffic volume," said Kansas City North Metro Engineer Jim Pickett. "The existing interchange also had limited merge sections for traffic to use

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*Girders are placed during construction work on a new K-7/U.S. 24 interchange in Wyandotte County. Photo by Larry Katsbulas*

## ***New program a win-win situation***

**By Stan Whitley**

A new program starting at KDOT should prove to be a win-win situation for employees and the agency.

After more than two years of extensive work, the Engineering Technician Progression/Engineering Technician Senior Training Program is ready to begin this summer. The program was developed to provide opportunities for upward movement within the ET classification series through a combination of training and job proficiency.

"The program provides a well-defined career path employees can use to broaden their knowledge base and increase their salary," said Curt Niehaus, Chairman of the ET training team. "For the agency, it provides a higher

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**On the...**

**COVER**

*Fireworks displays can be seen all across Kansas in early July such as this one at Lake Shawnee near Topeka. Photo by Sonya Scheuneman*

## **Questions on new state pay structure answered**

**By the Bureau of Personnel Services**

**Q:** Who decided and how was it decided as to which classifications would receive a market adjustment this year?

**A:** The legislature hired a consulting firm, the Hay Group, to conduct a pay study and make proposals for a new pay structure. This included conducting a salary survey among both private and public employers to determine how State of Kansas classifications measure up to the market rate.

**Q:** Where can I find the market comparisons that were

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# Employees share knowledge with African attorney

By Jessica Leiker

KDOT employees have recently been able to share their knowledge as well as learn from a visiting African attorney.

Barbara Sackey, who has been working in the Chief Counsel's Office, comes to Kansas from Ghana, Africa, through an exchange program between the Attorney General's Office in Ghana, where Sackey works as a prosecutor, and Washburn University Law School.

During Sackey's six-month visit to Kansas she will spend time in a variety of state agencies to learn how state government in the U.S. operates. She began her visit in the Kansas Attorney General's office, where she spent two months. She recently completed a month with KDOT, and will spend a month with the Department of Commerce and then a month with the Kansas Association of School Boards.

During her time at KDOT, Sackey sat in on a condemnation trial from beginning to end and attended a mediation workshop in Newton, where she gained first-hand knowledge on some different ways to handle workplace disputes.

Sackey was also interested in how the Bureaus and Divisions work together within the Department and the role of each, so she spent time observing in the Bureau of Computer Services and the Division of Public Affairs.

Sackey says that the biggest difference she noticed between Ghana and Kansas is how quickly things get taken care of.

"Here technology is easy to find, it is available. Computers and Internet allow work to get done much quicker, but in



*Ghana attorney Barbara Sackey, center, spent a month at KDOT observing the operation of the Chief Counsel's office. Working with Sackey during her visit were Staff Attorney Gelene Savage, left, and Public Service Administrator Heather Salerno. Photo by Sonya Scheuneman*

Ghana we do not always have the tools that we need available," she said.

As for her time spent at KDOT, Sackey says that she very much enjoyed it.

"KDOT is like one big family. Everyone is open and ready to teach you and show you around, even if that extends

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## New program

**Continued from page 3**

skilled, better trained workforce and hopefully increased retention because if employees work hard and satisfy the program requirements, career advancement awaits them."

The first part of the program is a progression for employees in the Engineering Technician Associate classification to become ET's. It requires all new ETA's and some existing ETA's to successfully complete the progression in one year.

The second, voluntary, part of the program is training for employees in the ET classification to become ET Seniors. It allows new ET's to successfully complete the program in no less than three

and no more than six years.

"Proficiency will be demonstrated through a combination of hands-on tasks, and performance and/or written tests," said Niehaus. "Each ET participating in the voluntary training program will be mentored by their supervisor and will meet with a review team at least three times. After completing the program requirements, the employee will meet with a review team to confirm program completion."

At the district level, the review team will consist of the immediate supervisor, District Construction Engineer or the District Mentor and the District Engineer. At Headquarters, the review team will consist of the immediate supervisor, a mid-level manager, and the Bureau Chief. Niehaus said besides the neces-

sary technical training, the program is designed to create leaders, communicators and employees who can work with internal and external partners.

Initial work on the program began in April 2006 when a core team, chaired by Dan Scherschligt, began developing requirements and eventually the program manual. The training team then took over for program implementation.

"The ability to advance in the program is a function of the employees' own initiative, hard work, and skill," said Niehaus. "They are basically responsible for their own career path."

More information about the program can be found on the KDOT intranet at [http://kdotweb.ksdot.org/KDOTOrg/BurMatrRes/EngineeringTraining/ETT\\_Manual.htm](http://kdotweb.ksdot.org/KDOTOrg/BurMatrRes/EngineeringTraining/ETT_Manual.htm).

## Partnering effort on bridge inspections saves money

Partnering with the Missouri Department of Transportation (MoDOT) on equipment needed to inspect three fracture critical bridges in Kansas has saved more than \$20,000.

In order to complete the 2008 fracture critical inspections, KDOT would need a particular piece of equipment - the Mark IV Snooper, according to Special Bridge Inspection Engineer Jim Leaden. The cost to rent the Snooper was \$21,060.90 for mobilization and rental for one week.

Leaden was aware that MoDOT had a vehicle that could be used to complete the inspections, so he contacted Ken Foster, MoDOT Supervising Bridge Inspection Engineer, and explained the situation. Foster spoke with MoDOT staff and determined

this was a good partnering opportunity and also a great chance to cross-train both MoDOT and KDOT bridge inspection employees, Leaden said.

MoDOT provided the vehicle and an operator. They also sent an inspector to work with KDOT and learn how the agency performs fracture critical inspections.

The only cost to KDOT for the use of MoDOT's vehicle was hotel stays and per-diems for the MoDOT employees for the one week that the inspections took place

"By partnering with colleagues, KDOT will be able to complete these inspections on time and the relationship between the two DOTs can continue to develop," Leaden said. - *J.L.*

## Interchange

**Continued from page 3**

in exiting the ramps and entering into mainline traffic."

Pickett said the new interchange is designed with two larger loop ramps which will eliminate short weaving sections. Traffic signals will be installed on U.S. 24 for eastbound U.S. 24 to northbound K-7 vehicles and for westbound U.S. 24 to southbound K-7 vehicles to provide the left turn opportunity needed for those movements.

The new interchange is part of a System Enhancement project to make improvements from 118th Street near the Kansas Speedway west to 142nd Street. Work has already been completed to widen U.S. 24 to five lanes between 118th and 134th Street.

APAC Kansas, Inc. is the primary contractor for the project, which is scheduled to be completed by early winter. - S.W.



## An overview of U.S. 59

*Grading and bridge work is more than half completed for the first of four projects that will expand U.S. 59 to four lanes between Lawrence and Ottawa. The photo was taken Feb. 29 north of Ottawa in Franklin County. The 7.6-mile project, which began in June 2007, has a completion date of March 2009. Photo by Sonya Scheuneman*

# Summer Softball Tournament



*Six teams participated in the Employees' Council Softball Tournament on June 14 at Felker Park in Topeka with games for kids and a picnic also taking place. Photos by Kurt Weaverling*



## LETTERS TO THE EDITOR

**Dear Catherine Patrick,**

I was recently in an emergency situation and I would like to thank the two employees who were there to help me. On May 15, about 2 p.m. I was on highway 235 northbound. I was having some serious trouble breathing and I was hyper-ventilating. The two KDOT employees were on the median mowing the grass when they noticed my distress. I waved them over when I couldn't see my phone to call 911. They came over and helped me. They risked their lives crossing the busy highway to come to my rescue. I'm so very thankful for their quick thinking and unmeasurable help.

Please give them a BIG THANK YOU. I don't know what would have happened to me if they wouldn't have come to my aid.

Lorilyn Kinder

**Editor's Note:** Hillside Subarea Equipment Operator Trainees Doug Hill and Justin Pedrow were mowing in the area and helped this traveler.

**Good morning Deb,**

I wanted to send a quick email this morning to thank KDOT for all the support in the past few days here in Manhattan in response to the tornado we had here in town.

I appreciate the quick response during the initial few hours to provide traffic control for K-113, then the vigorous work throughout the night to get K-113 open by 8 a.m. for the morning traffic. I appreciate all hard work Mark Karolevitz and his staff has done for assistance to the City of Manhattan in the past few days.

Once again, simply – THANK YOU.

Sincerely,  
Robert K. Ott, P.E.  
City Engineer, Manhattan



By

**Rick  
Kreider**
***TRANSPORTATION***
**TALK**

## ***Harmony strikes right key for success in music, career***

Happy 4th of July! The holiday is upon us and hopefully everyone will find a way to enjoy the spirited sounds and music.

Music is an integral part of my life. When I was in grade school, I started playing trombone and continued until I finished my sophomore year in high school. One of the fundamental truths about playing trombone is much of the time you're relegated to a harmony part. Within the music world, when the harmony comes together with the melody (and the universe aligns) the individual sounds appear to magnify. The scientific explanation: the frequencies match up and create greater amplitude. Yeah, I'm a geek.

In those early years, I found myself playing in a band where the instructor required members to continually strive for perfection. That gentleman had an impact on my life that remains strong within me today. We would practice, practice and practice until he said we finally did it right. And everyone could tell when the frequencies aligned! The sound would literally role out across the football field, the streets when in parade and especially in the concert hall. It was an amazing thing to be part of such a powerful group.

Of course, voices can accomplish the same effect. A

little over a decade ago, I sang in the Capital City Chorus (Barbershop style). With no instrument accompaniment, it was critical to hit the note and blend your voice with the chorus. And when the chorus synchronized, the hair would stand up on the back of my neck!

I have what I consider to be a very diverse selection of music at home: classical, jazz, bluegrass, a capella, musical soundtracks, including international CDs. A recent acquisition is from the Royal Scots Dragoon (bagpipes) in conjunction with an orchestra. With few exceptions, the common thread through my selections is harmony.

Through music, I have found two life lessons: the need for practice in order to get better and the impact harmony can have on your surroundings. Without a doubt, the Bureau of Materials and Research has provided me the opportunity to utilize these lessons.

Continuous improvement is a necessity under the big QUALITY blanket. In order to achieve a continuous improvement atmosphere, it takes lots of practice. Giving up is typically not an option in our world, thus the need to keep trying. Sometimes that means backing up and approaching from a different perspective. Even when it appears that everything is functioning well there are typically opportunities to make improvements; to achieve perfect harmony.

Working with state, regional and national groups have a special way of teaching you the need for social harmonizing. Committees have a way of bringing together a broad group of personalities. This may come as a shock, but some personalities don't always play well together. It's always intriguing to be in a group that is able to overcome the differences (or, heaven forbid, embrace those differences), and develop a harmonious environment to achieve their goal. What a difference they can make!

As we celebrate Independence Day, I wish each of you a safe and happy holiday. If you find yourself humming along to some specific song, think about the special feeling it gives you. Perhaps the next time you start getting frustrated at work you can use that song to calm your mind and start focusing on the problem. And, who knows, through the effort you might create a bit of social harmony with the others that are involved.

Now that's the way to make some great music!

*Rick Kreider is Chief of the Bureau of Materials and Research.*

## **Sackey**

**Continued from page 4**

past work hours. The work environment was wonderful."

Those who had the opportunity to work with Sackey here at KDOT were

impressed with her work.

"Despite Barbara coming from a criminal prosecution background, she understood the issues that we dealt with and asked pertinent questions about the handling of situations," said KDOT Staff Attorney Gelene Savage. "The

ability to notice the issues, even if you don't know the law, is an attribute every good attorney needs."

When Sackey returns to Ghana, an attorney from the United States will join her to get an inside look at how state government is run there.

# Sobriety Rocks contest winners announced

Winners of the second annual Sobriety Rocks contest, which is sponsored by KDOT's Bureau of Traffic Safety, were released the first week of June.

For the contest, Kansans' age 12 to 20 created an original song that discussed their own ways of dealing with the pressure associated with drinking and other drugs.

"The contest is a great way to reach kids on their own level by allowing them to express themselves musically in a way that will hopefully benefit others," said Steve Halbett, Program Consultant for Traffic Safety who oversees a portion of the bureau's underage drinking program and who has worked closely with the Sobriety Rocks contest.

The contest awards three separate college scholarships of \$1,000 in the areas of best original lyrics, best performance and best original song. One contestant can win more than one category.

For the 2008 contest, best performance was awarded to Aaron Farish of Kansas City, a senior at J.C. Harmon High School this fall. Both the best original lyrics and best original song awarded was given to Riley Voth, who has attended Garden City Community College the past two years and plans to start at Fort Hays State University in the fall.

All entries were judged by a panel of experts consisting of music instructors, music industry professionals, KDOT representatives, students and media members. Judged considered at the originality, the persuasiveness of the message and the likelihood that the song would be useful in creating next year's song to reduce underage drinking.

More information about the contest can be found at [www.sobrietyrockssk.net](http://www.sobrietyrockssk.net). Information on the 2009 contest, which may be expanded to include other means of expression, will be posted on the Web site in September. -J.L.

## KDOT Computer Training

- from the KCTC

Increase your efficiency!

The KCTC

Celebrating three years of success!

May 17, 2005 - KCTC trainer Misty Rodriguez kicked off the first class, (Microsoft Project) for KDOT employees under the newly established in-house KDOT Computer Training Component.

In just seven months, Rodriguez delivered classes to 392 students at the Eisenhower Building in Topeka. Microsoft Office 2003 and Crystal Report classes were the mainstay of the early KCTC public schedule. These first months established the cornerstone for growth and demand by KDOT employees for more.

Now three years and 3,300 students later, we enjoy a full schedule of delivering classes directly to the Districts and at the ESOB. We are most thankful for the addition of KCTC trainer Karen Ellis who has been with us more than a year, and for the continued requests and support by KDOT employees on all levels.

In response to employee needs; Adobe, SQL, HTML, Dreamweaver and .NET classes have become regular additions to the schedule. We've recently had the pleasure of assisting the Bureau of Computer Services on the educational end of the Office 2007 roll-out. We are also providing Crew Card and ET Progression classes.

Thank you KDOT for letting us serve you the past three years. We look forward to more!

Check out the shared calendar: KCTC for on-going classes. Contact the KCTC at [kctc@ksdot.org](mailto:kctc@ksdot.org) or call Ingrid Vandervort 785-296-8993.

### Step Back in Time



Traffic on U.S. 24 west of Topeka in June of 1957.

## Supervisors honored for final exam project

Richard Gardner, Supervisor in the Osage City Subarea, and Ron Swogar, Supervisor in the Emporia Subarea, have been named winners of the George C. Askew award in honor of their exceptional Capstone Project of the 2007 Kansas Certified Public Manager (CPM) program.

The Capstone Project is the final exam requirement to earn the national designation of Certified Public Manager. It requires participants to develop a comprehensive project plan and implement it in their job. The pair developed an alternate method of maintenance and repair of aggregate shoulders of highways.

Their project was selected, said CPM Program Director Terri Callahan, because it was innovative in its approach, demonstrated an improvement in quality within their work unit, showed substantial cost savings, significantly contributed to their organization, as well as being an outstanding demonstration of CPM principles.

Gardner and Swogar will be presented the award in September at the American Academy of Certified Public Managers conference in Columbus, Ohio.

## Kudos

### to KDOT employees

**Tim Cruz**, KDOT Safety and Health Specialist at Garden City, was recently selected to serve a three-year term on the seven-member board of the Kansas Health Institute. The institute was created in 1995 to conduct research on health issues and provide neutral testimony to state legislators.

## KDOT, MoDOT co-host 99th annual MVC meeting in Kansas City

Secretary Deb Miller will conclude her year as President of the Mississippi Valley Conference (MVC) of State Highway and Transportation Officials at the group's 99th annual meeting from July 7-10 at the Westin Crown Center in Kansas City, Mo. KDOT and the Missouri DOT will co-host the event.

The MVC consists of 10 state transportation agencies: Illinois, Indiana, Iowa, Kansas, Kentucky, Michi-

gan, Minnesota, Missouri, Ohio and Wisconsin.

"Pioneering Transportation: Technology – Funding – Partnerships" is the conference theme – issues that greatly affect those in the transportation field.

The MVC was organized in 1907, prior to the establishment of a national transportation organization that later became known as the American Association of State Highway and Transportation Officials (AASHTO).

## Questions

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used to develop the list of classifications receiving the adjustments?

**A:** The Web site on the postcard distributed to all employees has this information. The Web site is [www.da.ks.gov/newpayplans](http://www.da.ks.gov/newpayplans). If you do not have access to the internet, then your District HRP, Area Office Manager or Personnel Clerk should be able to access this information for you.

**Q:** Where can I find the lists of classifications to receive future market adjustments?

**A:** The legislature appropriated money for the next five years to bring classifications up to market in phases. The future groups have not been determined, according to Department of Administration staff. Department of Administration will continue to conduct salary surveys to identify classifications that are below the market rate. Market placement from the survey results is the first criteria. Future lists will be developed by the Committee that the Legislature designated in the pay bill and future surveys will be the tool the Committee uses to make those decisions. Bureau of Personnel Services will let you know when future lists are made available.

**Q:** What was the determining factor in deciding who got market adjustments?

**A:** Positions had to be at least 10

percent below the market rate to be considered. Then other factors were taken into consideration such as their relations to classifications that were not below market and whether such adjustments would create inequities among similar types of work.

**Q:** Is Group 1 for the market adjustments the same Group 1 of classifications that are going to be studied and implemented into the new pay plans first?

**A:** No, they are different lists, although some classifications appear on both lists. Lists of Group 1 of the Market Adjustments and all three lists for Groups 1, 2 and 3 of the Classification Study and Pay Plan Implementation can be found at the previously mentioned Web site.

**Q:** If an employee gets a market adjustment do they also get the general increase of 2.5 percent?

**A:** Yes.

**Q:** Will there be funding for market adjustments over the next four years?

**A:** The Legislature appropriated the money by statute. In order to not fund the future adjustments, the Legislature would have to repeal or amend the statute through the legislative process.

**Q:** If I am in a class that received a raise this year, is this the last pay raise I could expect for the foreseeable future?

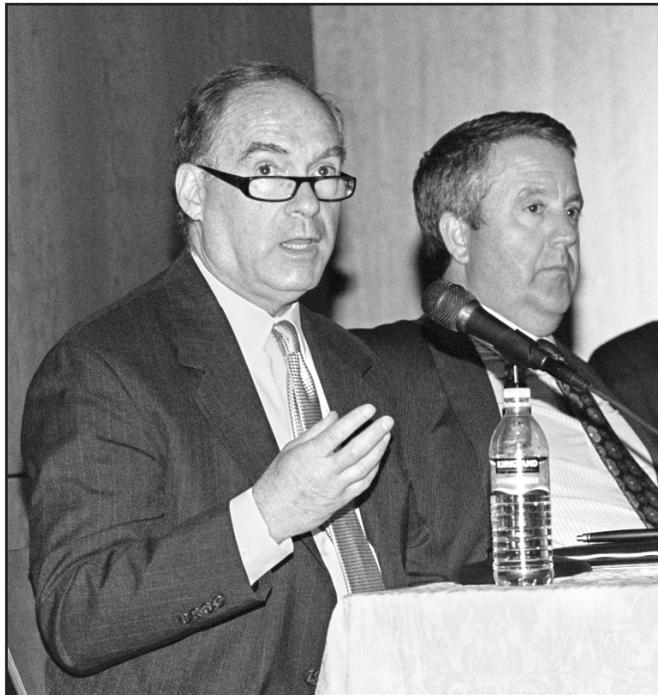
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*Fun Facts  
and Trivia*

**Do you know?**

- ◆ The U.S. has 5,400 public airports
- ◆ Each year America's transportation network makes possible more than four trillion miles of personal travel – this averages to about 15,000 miles of travel for each American.
- ◆ The U.S. has 200,000 miles of freight and passenger railroad track
- ◆ The nation's transportation infrastructure makes up about 12 percent of the value of the nation's total productive assets.
- ◆ Transportation construction is a \$160 billion per year industry that employs more than 1.6 million people
- ◆ 2.3 billion gallons of gas are lost each year to engines idling in traffic jams.

--Road Management & Engineering Journal



**Transportation Summit**  
*Washington, D.C.-based transportation expert Jack Schenendorf, left, answers a question at the National Sustainable Transportation Summit on May 28 in Kansas City, Mo. Schenendorf and BNSF Chairman Matt Rose, right, discussed their work as members of the National Transportation Policy and Revenue Study Commission. Recommendations of the commission include consolidating the 108 existing federal transportation programs into 10 functional programs. Photo by Kurt Weaverling*

**Questions**

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**A:** There are many variables that will determine whether you will receive a raise in the future. First, the classifications receiving market adjustments for the next four years will be determined based on future salary surveys and analysis. Some classifications that were included this time may receive future adjustments and some may not; and some classifications that did not receive adjustments this year may receive them in the future. Second, whether or not there is a base adjustment to the pay plan for all employees (also known as a cost of living adjustment) is determined each year by the legislature. So, we will need to see what happens each year in the legislative session so far as the base adjustment and if so, how much it will be.

**Q:** Some employees have been moved into the same classification as their supervisors in order to provide market adjustments for those employees. An example is that Storekeeper Seniors became Storekeeper Specialists which is the same class as their supervisors. Can supervisors continue to supervise those employees?

**A:** Although this is not what is normally desirable, the Department of Administration recognizes that we are in a transition for the next five years and that some rules and practices will be out of alignment (but still legal)

during that time. So, yes, the supervisors may continue to supervise their subordinates who have moved into the same classification. Senior Managers may choose to differentiate between supervisors and subordinates through the use of working titles.

**Q:** Some employees were moved to new steps of 17 or 18 on the pay grade. Can those steps be used for placing employees who are voluntarily demoted, transferred with additional responsibilities, etc.?

**A:** No, these steps were created solely for the purpose of market adjustments and cannot be used for other personnel transactions.

**Q:** Is it true that any positions in classifications that are in Group 1 cannot be reclassified anymore?

**A:** That depends. Positions that are in Group 1 of the classification study cannot be reclassified by KDOT personnel staff on or after June 15, 2008. However, if KDOT has a compelling reason to have the position reviewed, the Bureau of Personnel Services may submit a request to the Department of Administration to have a classification team review and make a determination on the position.

Positions that are in Group 1 of the market adjustments but NOT in Group 1 of the classification study may still be reviewed and determined for classification by KDOT personnel staff until such time as those positions are studied in Group 2 or Group 3.

## Deaths

Condolences to the family and friends of two former KDOT employees and one KDOT employee who recently passed away.

**John B. Kemp**, 89, former KDOT Secretary of Transportation, died June 6 in Louisville, Ky. Kemp had 63 years of public service, including serving as the agency Secretary from 1979-1987. He also worked for the U.S. Bureau of Public Roads, the FHWA as Regional Administrator and was a Regional Representative of the U.S. Department of Transportation during the administrations of Presidents Nixon, Ford and Carter.

He is survived by two daughters, one son, two stepdaughters, four grandchildren, three great-grandchildren, twin sisters and one brother.

Memorial contributions may be made to Easter Seals,



*John Kemp*

230 West Monroe St., Suite 1800, Chicago, IL., 60606 or Parkinson's Foundation of the Heartland, 7800 Foster, Overland Park, 66204.

**James E. Bowman**, 89, died June 7 in Topeka. He began working for the State Highway Commission and retired as an Engineer in Right of Way after 42 years of service. He is survived by one daughter, a daughter-in-law, seven grandchildren and five great-grandchildren.

Memorial contributions may be made to Most Pure Heart of Mary Catholic Church or Midland Hospice Care Inc., and sent in care of Brennan-Mathena Funeral Home, 800 SW 6<sup>th</sup> Ave., Topeka, 66606.

**Patrick H. Laha**, 54, died May 16 in Topeka. He served as an Engineering Technician for the agency for 28 years. He is survived by his wife, Megan, two daughters, one son, four brothers and one grandchild.

Memorial contributions may be made to the Helping Hands Human Society, Meals on Wheels or Boy Scouts of America and sent in care of the Kevin Brennan Family Funeral Home in Topeka.

# M I L E S T O N E S

## KDOT salutes employees celebrating state anniversaries in June

### 10 YEARS

Donald Benyshek . . . . . Cuba  
 Warren Ebberts . . . . . Iola  
 Jeffery Harris. . . . . Hugoton  
 Leroy Lewis . . . . . Pratt  
 Kathryn Meierhoff . . . . . Marion  
 Darlene Osterhaus. . . . . Topeka  
 David Peters . . . . . Inman  
 Beverly Small . . . . . Medicine Lodge  
 Paul Splichal . . . . . Munden  
 Robert Winters . . . . . Stockton

### 30 YEARS

James Delzeit . . . . . Troy  
 Darrel Kahle . . . . . Concordia  
 Daniel Tracy . . . . . Concordia  
 Marla Walmsley . . . . . Wichita

### 40 YEARS

Rodney Frank . . . . . Topeka  
 O'neal Smith . . . . . Chanute

### 20 YEARS

Gerald Baxter . . . . . Clay Center  
 Terry Borger . . . . . Jetmore  
 Richard Coghill. . . . . Garden City  
 Harold Davis. . . . . Salina  
 Rex Flinn. . . . . Mankato  
 Michael Floberg . . . . . Berryton  
 Steven Keim . . . . . Abilene  
 Steven King. . . . . Topeka  
 Cheryl Kruse. . . . . Oakley  
 Leroy Loyd . . . . . Cawker City  
 Jeffrey Ruby . . . . . Silver Lake  
 Scott Samuelson . . . . . Quinter  
 Daniel Tapia . . . . . Winfield  
 Steven Wiley. . . . . Wellington  
 Lyle Willetts . . . . . Topeka  
 Danny Wynn . . . . . Clay Center

*State service anniversaries are compiled by Personnel Services. Employees and home towns are included in this list.*

## Retirees

The following employees will officially retire from KDOT in July.

### Headquarters

**Richard G. Adams**, Road Design Engineer, State Road Office  
**George A. Bales**, Application Developer III, Computer Services  
**David E. Boyd**, Engineering Technician Specialist, Design

### District One

**Robert F. Heinen** – Engineering Technician Senior, Topeka

### District Two

**Larry R. Groth** – Equipment Operator Senior, Russell

*Employees who choose to have retirement reception information shared on KDOT's Internet can be found at [www.ksdot.org](http://www.ksdot.org), under News and Announcements.*

## Promotions/Transfers

### Headquarters

**Michael Dillner**, CADD and Geopak Support Specialist, Design

**Shari Hilliard**, Professional Civil Engineer I, Transportation Planning

**Tammi Lower**, Applications Developer III, Computer Services

**Karen Peterson**, Engineering Associate III, Design

### District One

**Leo Perry**, Highway Maintenance Supervisor, Topeka

**Luke Perry**, Engineering Technician Senior, Olathe

**Megan Rhoads**, Administrative Assistant, Bonner Springs

**Karen Shufflebarger**, Chief Chemist, Materials and Research

**Roy Thompson**, Equipment Mechanic Specialist, Bonner Springs

### District Three

**Joshua King**, Equipment Operator, Goodland

### District Four

**Kirby Barnes**, Mechanic, Garnett  
**Curtis Graham**, Highway Maintenance Supervisor, Waverly

**Jon Reynolds**, Engineering Technician, Independence

**Ben Tush**, Engineering Technician Senior, Garnett

### District Five

**Leslie Hullinger**, Equipment Operator Specialist, Wichita

**James Welch**, Engineering Associate III, Hutchinson

**Welcome  
new KDOT  
employees!**

### Headquarters

**Erin Seymour**, Administrative Assistant, Fiscal Services

**Connie Shellhammer**, Program Consultant I, Transportation Planning

### District One

**Bradley Canfield**, Engineering Technician Associate, Lawrence

**Mathew Gibbens**, Equipment Operator Trainee, Gardner

**Curtis Headley**, Engineering Technician Specialist, Lawrence

**John Herrmann**, Equipment Operator, Topeka

**Stephen Manker**, Equipment Operator Trainee, Topeka

**Douglas Moody**, Engineering Technician Associate, Olathe

**Cassie Putthoff**, Engineering Technician Associate, Gage Const.

**Meagan Rhoads**, Administrative Assistant, Bonner Springs

**Tabitha Taylor**, Engineering Technician, Materials and Research

### District Two

**Karlton Place**, Professional Civil Engineer II, Ellsworth

### District Three

**Joshua Hansen**, Equipment Mechanic, Norton

**Lester Mizell**, Equipment Mechanic, Norton

*The Bureau of Personnel Services  
supplies information to Translines.*

**Kansas Department of Transportation**  
*Bureau of Transportation Information*  
Eisenhower State Office Building  
700 SW Harrison, Second Floor, West  
Topeka, KS 66603-3754

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