



KDOT

Translines

Bureau of Transportation Information

October 2003

Be a wise health care consumer

By Jim McLean

Gov. Kathleen Sebelius and Secretary Deb Miller are urging state health plan participants to educate themselves about changes being made in the 2004 plan.

In an open letter to state workers, Sebelius said she was pleased that the state was able to increase its contribution to the plan in difficult budget times. She said while premiums are scheduled to go up in 2004, they aren't rising as fast in Kansas as they are in other states and many private-sector companies.

"While you may see an increase in premiums, it is still below the national trend for health care," Sebelius wrote in a letter published in the 2004 Open Enrollment booklet being distributed to state employees. "I am asking participants to become wise health care consumers and active partners with the state of Kansas in controlling health care costs."

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Expo offers valuable training

After four successful years, the Kansas Winter Training Expo has been expanded to include four-season road surface maintenance training. For 2003 the annual event was appropriately called the Kansas Maintenance Training Expo. Held in Salina at the Bicentennial Center September 3 and 4, more than 700 KDOT maintenance workers and other participants from Kansas cities, counties, and the states of Colorado, Oklahoma and Texas spent one and a half days learning about the



Attendees at the Kansas Maintenance Training Expo in Salina check out the different vehicles on display.

latest technology and practices. Learning took the form of class room sessions, "ride and drive" opportunities to become familiar with equipment through hands-on experience and vendor displays and

latest technology and practices. Learning took the form of class room sessions, "ride and drive" opportunities to become familiar with equipment through hands-on experience and vendor displays and

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Stacks named Director of Administration

By Stan Whitley

Bob Stacks brings a wealth of experience in both the public and private sectors to his new position as KDOT's Director of the Division of Administration.



Bob Stacks

Stacks began his duties as the new Administration director on September 2. He will be responsible for overseeing the operation of the Bureaus of Personnel Services, Fiscal Services, Computer Services and Support Services. Stacks succeeds Bob Haley, who recently left the agency.

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- ◆ ANDERSON CELEBRATES 50 YEARS AT KDOT



Miller's Time

*By Secretary
Deb Miller*

PBFD

It averages about once every 13 minutes... 116 times a day... nearly 43,000 times a year in our country. It's the rate at which people are dying on our nation's roadways and it's just plain too high.

Traffic crashes are the leading cause of death in the U.S. for people ages 6-33 and the real tragedy is people are dying in what are most often preventable accidents.

Here at home, 511 people lost their lives on Kansas' roads in 2002 alone. So I asked KDOT's accident report gurus to do some number crunching for me. Here's what they found: 99 percent of the crashes in our state are the result of driver error. Their data also showed driver inattention was the greatest contributing factor followed by speed and alcohol.

Three years ago, KDOT joined with traffic safety partners across the country for the first "Put the Brakes on Fatalities Day" (PBFD). KDOT's own Larry Emig helped spearhead the project. The idea was to set aside a day to try and get people to focus on what they could do to prevent traffic deaths.

But with the rate at which people are dying, it's clear that setting aside just one day will not be enough to turn

the tide. So this year, October 10 will mark more than the annual observance of "Put the Brakes on Fatalities Day," it will also be the kick-off to a new KDOT initiative working to bring the state's traffic fatality rate down.

Here at KDOT, we'll continue to look for ways to make our roadways safer through design, materials, construction, and maintenance. We'll also continue our push to increase the use of safety belts. The Kansas numbers show that about 70 percent of the people who died in traffic crashes last year weren't wearing safety belts. As a result, most of them were thrown from their vehicles.

If the sheer human toll doesn't send you reeling, check out the financial impact: nationally, these crashes have an economic cost estimated to be \$150 billion a year. That's 2.2 percent of the U.S. gross domestic product (GDP).

So, our goal is to cut these numbers down, but if we're going to succeed we'll need your help. Here are some ideas on what each of us can do from the national PBFD committee:

- ◆ Adults and children over age four should always wear a safety belt. About 135,000 lives were saved between 1975 and 2002 by using safety belts.
 - ◆ Children under age four need to be in a child safety seat. When used correctly, they are 71 percent effective in preventing fatalities.
 - ◆ Don't drink and drive. Every 32 minutes, someone dies in an alcohol-related crash.
 - ◆ Be alert when driving. Falling asleep while driving causes at least 100,000 crashes a year and more than 1,500 fatalities.
 - ◆ Don't speed, especially in work zones. On a 25-mile trip, driving 65 instead of 55 saves only about four minutes.
- So, please join me in making October 10 the beginning of a new drive to cut the number of Kansas' traffic fatalities down. As the PBFD folks like to say, "Drive as if your life depends on it because, the truth is, it does."

KANSAS DEPARTMENT OF TRANSPORTATION

**Bureau of Transportation
Information
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Calendar of Events

October 6 — 10 a.m. Statewide "Put the Brakes on Fatalities Day" celebration, Kansas Speedway.

October 10 — 9:30 a.m. Highway Advisory Commission meeting, Seventh Floor Docking State Office Building.

October 10 - Regional "Put the Brakes on Fatalities Day" celebrations in Topeka, Salina, Hays, Chanute, Wichita, and Garden City. See page 5 for more details.

October 15 - 2 p.m. - Construction Bid Letting, Wichita Airport Hilton



Members of the K-61 and US-59 Field Survey Team pose with Secretary Deb Miller after being recognized as an Example of Excellence.

Team meets goals for two major projects

Maintaining the schedules for the US-59 from Ottawa to Lawrence project and the K-61 from Hutchinson to McPherson project is critical. Work to complete all parts of the survey process involved numerous people from different bureaus working together to accomplish this goal.

The K-61 and US-59 Field Survey Team was honored as an Example of Excellence for the second quarter of 2003 for their efforts on these projects. Secretary Deb Miller attended the event in Topeka on August 26.

The window of opportunity for establishing the survey ground control, setting aerial targets, and conducting the aerial photography for mapping is very constrained. The photography must be done before ground vegetation and new tree buds/leaves obscure the ground and force the photography to be delayed a year.

“The cooperation between bureaus, the positive attitudes of the employees, and the teamwork shown by everyone involved are excellent examples of the ways KDOT is working to achieve the goals of the Comprehensive Transportation Plan,” said David Comstock, Director of the Division of

Engineering and Design.

The US-59 corridor is 25 miles in length, with almost one third of the survey on new alignment. The K-61 corridor survey is 23 miles in length, with multiple flight lines through open countryside with limited accessibility for vehicles.

“The survey crews were very

KDOT **Employee** **Recognition** **PROGRAM**

efficient and maintained their focus to place targets and meet deadlines,” Comstock said. “Equally important was the ability for KDOT in-house resources to capture this critical photography on these projects. Our employees and their dedication are the keys for keeping these projects on schedule.”

Coordinating schedules and meeting tight deadlines was very important on this project, from the survey

preparations to the flight schedules. Coordinating flight planning and weather information with pilot Glenn Fager and photographer Kurt Weaverling proved to be unusual in one instance – Pat Williams coordinated the Hutchinson to McPherson flight while being treated in a hospital emergency room.

“Doing whatever it takes to meet goals is definitely a priority,” Comstock said.

A total of 174 prints on the K-61 project and 427 prints on the US-59 project were delivered quickly to ensure that there was the necessary overlap to set up the stereo models and that the targets were visible.

Members of the team include: Jonathan Baker, Don Benyshek, Matt Bleier, Larry Bohling, Tom Conkright, Mike Dillner, Brandon Espinosa, Glenn Fager, Ron Feldkamp, Alex Hammes, Bill Haverkamp, Larry Katsbubas, David Langdell Jr., Dennis Lewis, Gale Martin, Wayne Minner, Billy Morgan, Brad Parrack, David Reamer, Rob Selley, Bruce Simpson, Bryan Shaw, Spencer St. Louis, Franke Sinker, Kurt Weaverling, and Pat Williams.

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Media praises economic impact of highway program

The economic impact of highway construction in Kansas has not gone unnoticed by members of the print media in Kansas. The following are excerpts from three Kansas media.

◆*Salina Journal* - Construction on Interstate 70 north of Salina might have drivers seeing orange barrels, but it has the local economy seeing the green of money. More than \$37.3 million is being spent to renovate 9.8 miles on I-70. Much of that money is funneled back into Salina's economy by purchases from area supplier's and paying the salaries of workers, who in turn spend some of these dollars locally.

A June 1997 study by Michael Babcock and Brent Bratsbef at Kansas State University found that for every dollar spent on the Comprehensive Highway Program in Kansas, \$2.60 was generated. It also found that the program created almost 118,000 private sector jobs and added \$1.4 billion to the state economy.

In addition, a 1999 study by David Burress at the University of Kansas evaluated the highway program using a benefit-cost analysis. The ratio of benefit to cost was estimated to be at least three. In other words, money spent on the program was ultimately three times more valuable to taxpayers than returning the tax money would be.

◆*Hutchinson News* - Maintaining an interstate highway isn't cheap. But in Kansas, it's worth the investment. Between 1992 and 2002, Kansas spent an average of \$1.7 million per mile on I-70 or about \$625 million total.

KSU researcher Michael Babcock found that for every dollar spent on the state's 1989 highway program it generated \$2.60, so spending an average of \$6.25 million a year to maintain I-70 could be worth as much as \$16.25 million annually in Kansas. In a slumping economy, Kansas would be hard-pressed to find a job machine as powerful as a good highway program - specifically, I-70 maintenance spending.

Spending money on I-70 and other highway projects is an investment that allows the state to continue funding schools and social services even during a recession. I-70 helps keep the state alive.

It's worth the investment.

◆*Harris News Service* - Trucks carrying cars, cattle and carpet along with vans of families on summer vacation

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Robin (Andy) Anderson celebrated 50 years of state service on September 1. He has spent his entire career at KDOT working at various offices in District Two.

Anderson reaches major milestone

Most of you probably don't remember much about 1953. Some were not yet born while others were too young to recall specifics.

Here's a quick refresher on the major events of '53. Dwight David Eisenhower became the 34th President of the United States, Joseph Stalin died, the Korean War came to an end, Watson & Crick published the structure of DNA, and Robin (Andy) Anderson went to work for the Kansas State Highway Commission.

Of all of those mentioned above, only Andy still stands watch at his post. He reached this milestone on September 1.

Raised in Roxbury, Andy established a reputation early on as a survivor and an independent man. Andy survived a childhood illness the doctor said would cost him his life before he reached 20. Having reached the age of 19 1/2 and feeling pretty good, Andy decided to go to work for the Highway Commission, if they would have him. His first job took him to Salina where he trained for and became a Storekeeper in the District

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Settling in at KDOT

By Krista Roberts

KDOT's new Chief Counsel is wasting no time getting out and familiarizing herself with what this agency has to offer both at headquarters and around the state. Sally Howard took over as chief litigator and senior legal advisor for KDOT at the end of April. Before that she was a partner with the law firm of Parkinson, Foth, Orrick & Brown, L.L.P. In her time there, she worked with KDOT on a number of projects including environmental impact statements, condemnations, relocation appeals, salvage yard cases and the South Lawrence Trafficway.

In addition to her legal duties at KDOT, Howard has also taken the opportunity to join the Secretary on trips to Districts One, Two, and Six. She said it's given her a better grounding



Sally Howard

in the work that KDOT does.

"You have to understand a business to be able to give it sound legal advice," she said. For example in District One, Howard had an opportunity to learn more about how concrete is cured. She said shortly after the trip, a case came up involving cure times and it was easier for her to understand the issue having seen it firsthand.

Howard said the trips have given her a better feel for the different districts as well as the sheer size of the agency. Another thing that has impressed her is the dedication of KDOT employees.

"I was surprised by how many people have worked for KDOT for a long time," Howard said. "They are people who are dedicated to their communities and proud of the reputation KDOT has."

It's a feeling she wants to foster among her staff in the Chief Counsel's office.

"I want to do everything I can to have this office work as a team and to take pride in the work that they do for KDOT," she said. "There's a lot of talent here and I hope they keep striving to do their best."

Organizations work to 'Put the Brakes on Fatalities'

By Kim Stich

Raising awareness on the need to increase safety on our nation's roadways is the goal for Kansas' Put the Brakes on Fatalities Day (Pbfd) statewide and regional events in October.

Numerous transportation-related organizations will kick off the week at the statewide Pbfd event on Monday, October 6, at Kansas Speedway. Secretary Deb Miller and Col. William Seck are two of the featured speakers for the safety event.

The media event will have safety demonstrations including the Kansas Highway Patrol's roll-over display, the Kansas Motor Carriers No Zone semi, and the Safe Kids Van, and more which will give people the opportunity to actually participate and see how critical it is to always be alert, wear safety belts, use child safety restraints, and follow the speed limit.

The winners of the statewide Put the Brakes on Fatalities poster contest

will be announced at the statewide event. Three children ages 1-14 will each receive a grand prize family package to the Great Wolf Lodge.

Put the Brakes on Fatalities Day safety information can also be picked up and the KHP rollover will be demonstrating at Kansas Speedway during the Busch and Winston Cup races from October 3 to 5 in the Fanwalk area before the races begin each day.

Six regional events are then set in Topeka, Salina, Hays, Chanute, Wichita, and Garden City on Friday, October 10, at participating Wal-Marts across the state.

The times for the October 10 events and the Wal-Mart locations include:

- ◆Topeka, 1501 S.W. Wanamaker, from 3 - 6 p.m.;
- ◆Salina, 2900 South 9th Street, from 3:30 - 6:30 p.m.;
- ◆Hays, 4301 Vine Street, from 4

- 6 p.m.;

◆Chanute, 2700 South Santa Fe, from 3 - 6 p.m.;

◆Wichita, 11411 East Kellogg, from 4 - 6 p.m.;

◆Garden City, 3101 East Kansas Avenue, 3 - 6 p.m.

Safety demonstrations featuring the Kansas Highway Patrol's roll-over display, the Kansas Motor Carriers No Zone semi, and a safety seat check lane will take place.

Three regional winners at each location will each receive a bicycle donated by Wal-Mart and a helmet donated by Kansas SAFE KIDS Coalition with one entry selected from each of the three age groups: ages 1-4, ages 5-9 and ages 10-14.

For more information about this event, check out KDOT's web site at <http://www.ksdot.org/public/kdot/burtrafficsaf/index.html>. There's also information about the overall event at www.brakesonfatalities.org.

Expo

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demonstrations. More than 70 vendors were on hand to meet and visit with attendees.

The first day began with greetings from District Four Engineer Roger Alexander, Division of Operations Director Steve Woolington, Chief of Construction and Maintenance Dean Testa, and other participants. The guest speaker kicking off the conference was Wilf Nixon, Professor of Civil & Environmental Engineering from the University of Iowa, speaking on "How to get the new technology you need." For the remainder of the conference participants broke into 12 groups in which they participated in various sessions including experienced panel discussions, trenching safety, internet use in weather prediction, spreading and plowing techniques, hydraulic control systems, and more.

Response from those in attendance generally indicates that the maintenance expo is growing not only bigger, but better. -

By David Greiser and John Swihart, Public Involvement



Numerous vendors display and demonstrate all kinds of new equipment and materials at the Kansas Maintenance Training Expo in Salina.

Dear KDOT:

As an employee of the Holton Community Hospital and commuting each day, I am especially appreciative of the newly constructed turning lanes at the entrance of highway 75 into the hospital driveway.

I arrive from the north and have business in Holton, so I use the

entrance both ways and find this a safety measure for myself, and for that matter, for the many who access our hospital.

Thank you very much for your efforts and completion of this project.

Sincerely,
Esther L. Ideker
Horton

Dear KDOT:

I am writing this letter to let you know how much we appreciate the assistance of one of the KDOT employees, Jim Bennett.

While traveling I-70 on our way back to Arizona after a visit to our son in Missouri, we had the bad luck to hit an object in the road that caused a four-inch hole in the side-wall of our rear tire. This occurred about 10 miles west of Salina. By the time I got the car stopped and pulled over on the shoulder of the highway, Mr. Bennett had noticed our problem and pulled in behind us with his flashers on to alert oncoming traffic. Jim insisted on helping us by changing the tire so we could get back on

the road.

The purpose of this letter is to let you know, if you don't already, what a considerate individual Jim Bennett is and how grateful we are for his assistance. I would be willing to bet that this isn't the first favorable comment you have received concerning this young man. To say the least, he made our trip through Kansas a memorable one. We have repeated this story to many of our friends regarding the courtesy and thoughtfulness of one of your KDOT employees.

Sincerely,
Frank Housel
Sun City West, Arizona



LETTERS TO THE EDITOR

Dear KDOT:

On Monday, August 18, while returning to Lebo, we had the misfortune of having a tire split. Since my husband has a heart condition and is on oxygen, we stopped where there were KDOT employees working.

I explained our situation and Steve Reser (Equipment Operator) immediately began changing our tire. He was extremely professional and extremely helpful while getting us through our dilemma. All this while knowing he'd been out in the 102 degree temperature working. His only complaint, "It sure is hot!"

We want to thank Steve for his help. We also wanted you to know he is a tribute to the group of Area Four.

Sincerely,
John and Nancy Hawkins
Lebo

Good communication can relieve worries

*By Tom Hein, District Three
Public Involvement Liaison*

Dealing with bureaucracies is a necessary evil in this world. But that doesn't make it any easier when you come face-to-non-face with one. Just last month, I had a look at the monster. And it wasn't a pretty sight.

My mother-in-law, a woman with a big heart but apparently a heartbeat that was too slow, was scheduled for an operation installing a pacemaker. This is a small device that is implanted in the chest to regulate the heart's rhythm. Little electrodes give the muscle electric impulses to encourage it to do its duty at a more desirable rate.

The installation procedure is rather commonplace these days and only takes about an hour. It is considered relatively minor surgery but when it is a member of your own family, nothing is classified as minor. All the "what ifs" come to the surface and you make some mental preparations for situations that are less than perfect. This kind of thinking leads to anxiety and apprehension plus a general feeling of discomfort.

To make sure that she didn't spend the night before "the procedure" alone, my family made the 3 ½ hour trip to be with her. She was surprised to see us and welcomed our company. The next morning we transported her to the hospital and arrived just before her 10 a.m. appointment. She was pre-admitted so work began immediately to prepare her for the operating table: vital signs were tested, blood was drawn for tests, and of course, she had to put on one of those funny "no back" gowns that hospitals like to use to embarrass their customers.

The point here is that we did everything we were supposed to do. We followed the rules, as we understood them.

After an hour of the preliminary drills, everyone was ready for the real work to begin. But no one came

for the anxious patient. Another hour passed and the attending nurse said we would be going any minute now. Another hour passed and similar assurances were issued.

At this point, we were getting fed up with the whole outfit and our happy patient was ready to bolt for the exit. Eventually, after searching out a person who had an idea of what was really going on, we were told of another patient whose operation had not gone as planned and the surgeon was dealing with a rather tense situation.

Now, at least, we knew why we were kept waiting.

But it also brought back the thought that sometimes things don't go as planned. More angst.

At 5 p.m., a full six hours after it should have occurred, the pacemaker was finally installed; without incident and exactly as planned (except for



Kansas Department
of Transportation

the timeframe). All of our worries and anxiety were for naught.

This brush with a large, faceless bureaucracy (the evil hospital gremlin) reminded me of how important communication is for those customers affected by the actions of the bureaucracy. If only someone had come to my mother-in-law's room and told us why the delay occurred – and how things would progress from here on out. If only we had known that another, larger problem was keeping our "contractor" from doing her job. If only we had known that complications far beyond anyone's control had altered the schedule. If only "they" had communicated with us...

Did we learn anything from our experience? Yes. We now know that there is regular time and there is secret, tucked-away-from-public-view, here's-how-it's-really-going-to-be time. It would have been so much easier on the customers if those in-the-know would have communicated some inevitable realities. Hmmm, I wonder if we could apply this to any other situations?

Communication: A Key to Success

Make the most of your opportunities

We live in a complex world where today isn't like yesterday and tomorrow won't be like today. As we work to build a stable, value-driven organization, KDOT needs the commitment of every employee. No one can be excused; everyone must do their part. Our best choice is to walk together.

Integrity, quality, teamwork, service, and productivity are everyone's job. These are the necessary qualities of a good organization, and we are all expected to represent these values in our work for KDOT. Everyone is expected to do their best work and support these values; everyone is to be measured by these values.

Most of us do not choose our actions based on our values every minute, but we don't violate our values intentionally. Doing what we know is right takes persistence, patience, courage and self-discipline. As we are bombarded with demands, pressures, and situations, we don't *always* live up to our own good intentions. So, it is important to remember that people who don't behave exactly as we would are not bad, they are just human.

We all have moments of brilliance and high achievement, but we also miss the mark sometimes. We are all important, and everyone has opportunities to make a difference. When it is tempting to think one person doesn't make a difference, just remember, "Who would be left to make that difference if each of us stopped trying because we are only one person?"

It's to our advantage to make the most of those opportunities we have to make a difference. At times we're all tempted to say, "Why bother? What's in it for me?" We should care, because it is the right thing to do! The great thing about being public servants is that we work for ourselves. When we do the right things and do those things the right way, we help KDOT move toward stability and success. Really, it is the best way to protect our job and our paycheck. Corny and

of others. As we all work to improve and do our best, we need to recognize others who are successful in their efforts whether they are peers, supervisors, or managers. By just saying "thanks" or "good job," we show encouragement and appreciation for effort and achievement. Remember, reinforced behavior is repeated behavior.

We need a change in perspective. The SOM's, KAR's, Standard Specifications, Maintenance Manual, Sign Manual, etc., are the policies and procedures of KDOT for which we are held accountable. In addition, there are the values of integrity, productivity, teamwork, quality, and service which require our devotion and attention. As we change our perspective and make these values our primary work rules, we are held accountable for value-driven behavior and KDOT becomes a value-driven organization.

Organizations change only when the individuals within those organizations are willing to change. When we each examine our role and responsibility for improving KDOT, we begin to see we are each expected to contribute to building a climate of trust and cooperation, improving our habits and skills, helping others become successful, improving relationships with our customers, and making a positive difference in the quality of our service. When each of us measure our success based on integrity, quality, teamwork, service, and productivity, values will drive KDOT.

ALL ABOUT ATTITUDE

By
Carla
Mumma

idealistic as it sounds, the payoff is in being a successful human being - and a successful employee.

It is hard not to be skeptical, because we all carry the baggage of past experiences. But if we are constantly skeptical, our leaders can't win as they strive for improvement and that just isn't a good environment. Skepticism is also based on the belief that we bear no responsibility - "It is the other's guy's job to fix things." We can't expect others to do what we won't do ourselves. If we think something is important, do it.

We all need a few strokes along the way, but we also need to give recognition to others. It is not just the bosses' job to recognize the efforts

Media

Continued from page 4

merge into two-lane traffic on Interstate 70 west of Topeka. American flags flap from equipment as crews move along a nine-mile stretch of construction.

In the past decade, taxpayers have spent \$625 million to improve I-70 in Kansas, \$105.4 in

Wabaunsee County alone. From 1992 through 2002, Kansas spent an average of \$1.7 million per mile on I-70 ranging from \$4.4 million per mile in Wabaunsee County to \$715,756 per mile in Gove County.

Highways are about people. They carry people where they want to go, provide well-paying jobs and keep commerce humming for the betterment of it all.
- S.W.

BROWN BAG

LUNCH

Topic: Bureau of Traffic Safety
Speaker: Cindy Rosebrook,
 Program Consultant
Date: Wednesday, October 1
Time: Noon to 1 p.m.
Place: 4th floor conference room,
 Docking State Office Building
*All employees are invited
 to attend.*



Brad Henry, Signing Technician in Traffic Engineering (second from left), explains the National Work Zone Memorial Wall to people stopping by. The memorial was on display in Manhattan in August.

**Welcome
 new KDOT
 employees!**

Headquarters

Charles Crawford, Engineering Technician Associate, Design
James Ensley, Management Systems Analyst I, Construction and Maintenance
Ruth Mallory, Right of Way Agent I, Right of Way
Marie Manthe, Librarian I, Materials and Research
John Schneider, Program Consultant I, Traffic Safety

District Five

Janice Hillard, Office Assistant, Wichita
John Stiles, Engineering Associate I, Hutchinson
Wendell Watts, Highway Maintenance Supervisor, Pratt
Matt Winzer, Engineering Associate I, Wichita
The Bureau of Personnel Services supplies information for new hires to Translines.

Memorial a living tribute to people killed in work zones

The National Work Zone Memorial Wall – a living tribute to the memory of all individuals killed in work zones – recently came to Kansas for a one-week display in Manhattan.

The American Traffic Safety Services Association built the traveling National Work Zone Memorial entitled *Respect and Remembrance: Reflections of Life on the Road*. The Memorial is designed to raise public awareness of the need to respect and stay safe in America's roadway work zones.

In its second year of existence, the Memorial travels throughout select cities in the U.S. This year the Memorial was on display in 14 states, beginning in January at Elmira, N.Y. The Manhattan display of the Memorial was in August and its final display was at Puyallup, Wash., in September.

A special ceremony was held Aug. 24 at the Manhattan Town Mall to recognize the Memorial and add the names of four Riley County workers killed in work zone accidents. Secretary Deb Miller, Kansas Highway Patrol Superintendent William Seck and Kansas Attorney General Phill Kline were among the featured speakers.

“KDOT has worked hard to enhance work zone safety through public education and awareness programs, improved signing, better reflectivity, and funding for law enforcement patrol in work zones,” said Miller. “These are all helpful, but the bottom line is proper driver behavior is the most important factor in reducing work zone accidents.”

There were 17 people killed in Kansas work zone accidents in 2001. Driver inattentiveness was the main cause of accidents, while following too closely, driving too fast for conditions and failure to yield were other contributing factors.

Each year approximately 900 people are killed in work zone accidents nationwide with the majority of those fatalities being motorists, therefore, they are also listed on the Memorial along with members of law enforcement, public safety officials and work zone workers.

Names of people killed in work zone accidents are submitted to the American Traffic Safety Services Foundation for review and selection of placement on the Wall. More information about the Memorial can be found on the internet at www.atssa.com. - *S.W.*

State Fair fun

Shanna Anderson, Senior Administrative Assistant, awaits the answer of a question from children playing Transportation Information's trivia game at the Kansas State Fair. Transportation Information had a booth to help promote the agency and answer questions during the 10 day fair.



Health care

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The state pays approximately 95 percent of the premium cost of health insurance for single employees and about 35 percent of the premium cost of dependent coverage. The state's group health insurance plan is valued at more than \$300 million. As of September 2003, the plan covered approximately 88,800 lives.

To encourage competition among health plan providers and efficient choices by members, the state has adopted a modified contribution approach in 2004. The state has been divided into two areas – one where Health Maintenance Organizations, or HMOs, are available and one where only Preferred Provider Organizations, or PPOs, are available. In each area, the employer contribution will be based on the lowest cost plan available. If an employee selects a higher-cost plan, he or she would pay the difference in cost, a process known as “buying up.”

To encourage employees to select the most efficient plan that meets their needs, the State of Kansas Health Care Commission based the state's contribution rate on the lowest cost Health Maintenance Organization or Preferred Provider Organization. If members desire other coverage and more extensive provider networks than the low cost provider, they will pay the difference

in cost rather than shifting the additional cost to other members.

“People have choices and that is important,” said Normal Stahl, KDOT benefits coordinator.

Stahl said the Bureau of Personnel Services has scheduled numerous meetings across the state in October for employees to familiarize themselves with the changes in the 2004 health plan before they make their enrollment decisions.

“Everyone should go to those meetings because there are going to be significant changes in the way the plans are structured,” Stahl said. “They need to ask questions and become informed consumers.”

Secretary Miller also stressed the importance of the education sessions.

“Few things are as important to employees as health care benefits,” Miller said. “The governor and members of the state Health Care Commission have worked hard to structure the plans in a way that holds premium increases down while still giving employees choices. I hope that all KDOT employees use these meetings as opportunities to fully understand their choices.”

E-mail notices of meeting schedules will be sent to all KDOT employees, Stahl said.

“I send out lots of e-mails during open enrollment; all the late-breaking news,” he said. “We ask everyone to assure that employees without e-mail are notified of the information through other

means.”

Also, information about meetings is available through the Bureau of Personnel Services at headquarters and from Human Resource Professionals in district and area offices.

Several employees have asked Secretary Miller during her recent tours of KDOT's districts about eligibility for the state's HealthWave program, which provides health coverage for children of low-income families who don't qualify for Medicaid coverage. Unfortunately, the federal law that allowed states to create the program specifically excludes dependents of state employees.

Two years ago the Kansas Legislature approved legislation that would allow the state to begin subsidizing the cost of insuring children of state workers who otherwise would qualify for the HealthWave program. However, the legislation hasn't been funded due to state budget problems.

Harry Bossi, assistant benefits coordinator for the State Health Care Commission, said a recent study conducted by Kansas State University indicated that as many as 3,300 children of state workers could be eligible for the subsidy, which would cost an estimated \$1 million to \$4.5 million.

“That is an estimate,” Bossi cautioned. “We don't really know how many families would be eligible.”

Stacks

Continued from page 1

"I'm excited about the opportunity to get back into the state system and be a part of an administration that's dedicated to making state government more efficient," said Stacks.

Stacks comes to KDOT from Integrated Solutions Group Technologies Inc./Computech where he was a Network Sales Consultant, Project Manager and Trainer the past four years. He served as the Heartland Works Welfare to Work Coordinator for 17 counties in northeast Kansas from 1997-1999 and was a Field Representative for Heartland's Job Training Partnership Act from 1996-1997.

Stacks was a Management Consultant for Menninger Corporate Services in Prairie Village from 1994-1996 where he was responsible for handling disability management and worker's compensation. He was Director of the Unemployment Insurance Division for the Kansas Department of Human Resources (KDHR) from 1990-1994, Director of the Menninger Return to

Work Center in Topeka from 1987-1990 and Special Assistant to the Secretary of KDHR from 1985-1987.

In 1984, Stacks was a member of former Gov. John Carlin's policy staff and the previous year was a participant in the Governor's Fellowship Program. The one year program allowed him to spend three months each at KDOT, SRS, the Department of Commerce and in the Governor's Constituent Services.

Two college degrees are held by Stacks from Kansas State University. He received his Bachelor of Science degree in 1979 and Masters in Public Administration in 1984. Following high school, Stacks served six years in the Army with four years spent in Europe and two years in the U.S.

Stacks wife, Carole, is a Gifted Facilitator in Topeka's Washburn Rural School District. They have two children, Alexandria, 20, a junior at Emporia State, and Bob, 15, a sophomore at Topeka West.

Stacks said his initial emphasis will be to move toward "maximizing the delivery of our services to our customers (KDOT employees)."

Retirees

The following employees will officially retire from KDOT on October 1.

Headquarters

Shelley Alfieri, Engineering Technician in Design - 30 ½ years of state service

Rita Bock, Engineering Technician in Planning - 32 years of state service

Judy L. Fauerbach, Computer Operator II in Computer Service - 35 years of state service

Gladys Schlodder, Print Shop Supervisor in Support Services - 30 years of state service

George Sloop, Special Requirement Engineer in Design - 40 ½ years of state service

Steve Woolington, Director of Operations - 34 ½ years of service

District One

James E. Bailey, Engineering Technician at Olathe - 28 years of state service

District Three

Arthur L. Wolfe, Highway Maintenance Superintendent at Hays - 37 ½ years of state service

District Four

Charles E. Mills, Area Superintendent at Pittsburg - 37 years of state service

District Five

Richard L. Henning, Area Engineer at Pratt - 27 years of state service

Darryl K. Horst, Engineering Technician at Pratt - 37 years of state service

M I L E S T O N E S

KDOT salutes its employees celebrating anniversaries in September

10 YEARS

Christian Clowers Wamego
 Stacey Dove Topeka
 Mary Hammes Topeka
 Jason Hull Salina
 Joseph McAtee Seneca
 Kendall McNeal El Dorado
 Lynn Mockry Topeka
 Holly Richards Phillipsburg
 Kenneth Schmelzle Wichita

20 YEARS

Tommy Baker Stockton
 Andrew Clower Salina
 Dan Cropp Norton
 David Oelke Hoxie
 Howard Reece Salina
 Duane Roeder Seneca
 Mike Smith Topeka
 Kent Wilson Iola

30 YEARS

Francis Coufal Topeka
 Kent Rosdahl Topeka

50 YEARS

Robin "Andy" Anderson Salina

This information is compiled by each Office, Bureau, Division, and District.

Employees' Council Sand Volleyball TOURNAMENT!

Saturday, October 11, in Topeka.

For more details, contact Peggy Hansen-Nagy at 785-296-3285.

Promotions/Transfers

Headquarters

Brad Henry, Engineering Technician, Traffic Engineering

Matthew Lee, Engineering Technician Associate, Design

District One

Helen Bassett, Senior Administrative Assistant, Topeka

District Three

Johnny Strutt, Highway Maintenance Supervisor, Oakley

District Five

Duane Heine, Engineering Technician Senior, Hutchinson

Scott Mullen, Professional Civil Engineer I, Pratt

Anderson

Continued from page 4

Two warehouse. After more than nine years in that position, he transferred to Mankato to become the Area Two Office Specialist. For nearly 12 years, he successfully filled that position.

Andy then held the same position in Clay Center for more than five years and in Ellsworth for two years before returning to Salina and his old post as a store clerk in the District warehouse. He spent all of his 50 years serving those in District Two. He worked in every

Area Office except Area Three. "I would have been happy to have also worked in Marion, but it is too close to Roxbury so they knew better than to hire me," he joked.

As a storekeeper, he says he knew every Storekeeper II in District Two since the position was first created in 1970. He also claims he is planning on retiring April 1, 2004, but we've fallen victim to his pranks before so we'll wait to make sure he's not fooling us like he did that doctor. - *By David Greiser, Public Involvement Liaison*

Excellence

Continued from page 3

Do you know of a KDOT group, team, unit, or office that has gone above the call of duty? Then nominate them for the Example of Excellence award. All KDOT employees are encouraged to suggest ideas and can now fill out Form DOT 1204. Once it is filled out, the nomination is then sent to the selected Division Director, Bureau Chief, District Engineer, Area Engineer,

or Subarea Supervisor who can then sign the form and submit the nomination to Transportation Information.

Hard copies of the form are still available by calling Transportation Information at 785-296-3585 and require the signature of one of the supervisors listed above.

The award is given quarterly with nominations for the third quarter due September 30 and nominations for the fourth quarter are due December 31.

-K.S.

Kansas Department of Transportation
Bureau of Transportation Information
915 SW Harrison - Room 754
Topeka, KS 66612-1568

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