

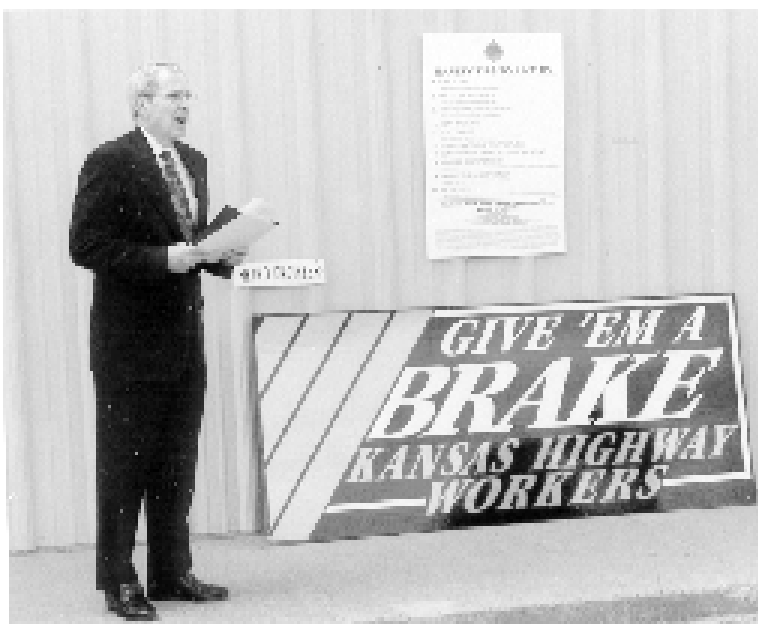
National Work Zone Safety Awareness Week

Drive safely - it can be a matter of life, death

KDOT kicked off National Work Zone Safety Awareness Week on April 3 with media events in Topeka, Kansas City, and Wichita. Transportation officials from the Federal Highway Administration (FHWA), American Traffic Safety Services Association (ATSSA), Kansas Highway Patrol, KDOT, and other organizations attended the events.

The events increased awareness by allowing to media to step inside a construction work zone to help show the public the dangers associated with these areas. Speakers included Secretary of Transportation E. Dean Carlson in Topeka; KDOT Metro Engineer Mick Halter and President of the Heart of America Chapter of ATSSA Bob

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Secretary E. Dean Carlson stresses the need for safety in work zones. In Kansas alone, 14 people were killed and 747 injured in work zones in 1999.

Conference brings KDOT, contractors together

A joint partnering conference between Kansas Contractor Association members and KDOT's Districts Two, Three, and Five took place in Hutchinson on March 24. Members of contractor organizations who worked in the Districts and KDOT inspection staff attended the event.

Participants visited the Kansas Cosmosphere and Space Center in the afternoon and attended a dinner in the

evening at the Ramada Inn. A short program was included to present Inspector of the Year awards and Partnering awards for each District. Bob Grant, former District Five District Construction Engineer and current KCA/KDOT Partnering Liaison, was master of ceremonies for the awards presentations.

Inspector of the Year awards were

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Visit new Area office

The Hays Area office is celebrating its move into brand new "digs," and is holding two Open Houses in May to give KDOT people and the public a chance to check out the facility.

Internal Open House (KDOT only): Wednesday, May 3, 10 a.m. to noon.

External Open House (Public Welcome): Thursday, May 25, 10 a.m.

to 4 p.m.

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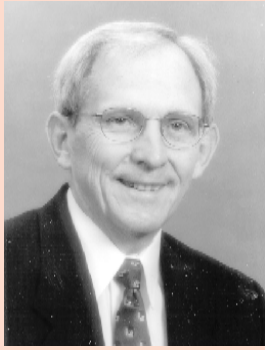
KDOT SECTIONS TO TEST FLEX TIME SCHEDULES

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KDOT EMPLOYEE VALUES EQUIPMENT SELECTION PROCESS



From
Where
I Sit

by E. Dean Carlson

Work zone safety a priority

This month began with National Work Zone Safety Awareness Week (April 3 through April 7). This coordinated effort helped get the word out that Work Zone Safety is everybody's responsibility and I was happy to play a role in it.

On Monday, April 3, I took part in a media event in Topeka (there were simultaneous events in Wichita and the Kansas City area) where reporters heard about the dangers of work zones and got to experience one first-hand. We also gave them some tips to pass along to their audience on how to drive safely through work zones.

The events got some good coverage in all three markets with reports carried on TV, radio, and in newspapers that day and the following day. News releases went out about the campaign and newspapers and radio stations across the state have been

following up on this.

This is great, but there's only so much the media can do. We have to play our role as well. First and foremost, we have to practice what we preach. This means always following our work zone safety policies and procedures. Each one of us can also help get the word out by reminding our family and friends how important work zone safety is and not just to our highway workers.

In 1999, 14 people were killed and 747 people were hurt in work zones across the state. All but one of the people killed were motorists. So you might let those heavy-footed friends know that the life they're risking may well be their own.

You might also tell them that speeding through work zones doesn't gain them much time. Driving 65 mph instead of 55 mph saves about four minutes on a 25-mile trip. Four minutes. This is not worth dying over.

We want to keep reducing fatalities and accidents in work zones by increasing the awareness of the need for greater caution and care while driving through work zones.

We stand a better chance of accomplishing those goals if we're all working at them.

(Editor's note: The Office of Transportation Information sent some items to each District to help get the word out. They include orange ribbons that can be tied to vehicle antennas and "Stay Alert" stickers that can be attached to hard hats or other surfaces. Ask your District Public Involvement Liaison about these if you're interested, or call Transportation Information at 785-296-3585.)



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NOTE: This information is available in alternative accessible formats. To obtain an alternative format, contact the KDOT Office of Transportation Information, Docking State Office Building, Room 754, Topeka, Kan., 66612-1568, or phone (785) 296-3585 (Voice)/(TTY).



LETTERS TO THE EDITOR

To KDOT employees:

On February 21, 22, and 23, I was fortunate enough to take part in a statewide meeting to review the specifications for the medium-duty, tandem dump trucks. I will tell you it was quite an eye-opening experience. I am glad to have had the chance to participate in it.

For those of you who don't know what a specification review meeting is all about, I will try to give you a brief overview. There were approximately 15 to 20 people present consisting of Equipment Operators, Highway Maintenance Supervisors, Mechanics, all District Shop Superintendents, Public Involvement Liaison David Greiser, and from Headquarters, Equipment Engineer Mark Karolevitz and Assistant Equipment Engineer Richard Keefover.

Karolevitz led the meeting and Keefover kept notes on all that was said. We were all handed a specification

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Punching the time clock (into a new shape)

KDOT is taking part in an experiment that could make the 8-to-5 routine anything but routine. The Department of Administration has given KDOT approval to conduct a pilot study of various "flextime" schedules. Specific sections in two different Divisions are involved in this six-month study, which ends October 2, 2000. (See the box for more details on the pilot program)

Translines sat down with Anne Brunt, Chief, Bureau of Personnel Services to learn more about this pilot program.

TRANSLINES: Ms. Brunt, the obvious question first: why try this?

MS. BRUNT: We are trying this flextime schedule to see if it positively impacts employees in balancing the work/life conflicts we all face. We do have to balance this with the requirement that we meet our customers' needs and requirements (both internal and external) without lessening the effectiveness of the work units. If this greatly interferes with our ability to meet customer and productivity needs, the flextime schedules won't work. Alternatively, if the pilot succeeds, we'll consider requesting this on a continued basis and for more groups of employees.

TRANSLINES: How were sections chosen for the pilot program?

MS. BRUNT: We were looking for small groups that had supervisors willing to try a new idea. We limited the pilot to Headquarters for a number of reasons. The biggest reason is that unit coverage is generally easier to maintain with Headquarters units. We'll also need

to be meeting regularly over the next few months with both employees and supervisors who are involved and that's easier to handle with units here.

TRANSLINES: Examples of how this can help employees?

MS. BRUNT: This means an employee could choose to start work at 6 a.m. and be off at 2:30 p.m., so he/she could pick up a child at school, or start at 9:30 a.m. and get off at 6 p.m., if later hours would work better. In the sections allowed four nine-hour days and one four-hour day, an employee could have all of Friday afternoon off, for example. Keep in mind that supervisors must approve the employee's schedule to ensure they are maintaining the necessary coverage of the work unit as a whole.

TRANSLINES: Are people taking advantage of this opportunity?

MS. BRUNT: Yes they are. We have flex schedules in place for Bridge Management and Cartography right

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FLEXTIME PILOT

WHAT SECTIONS ARE INVOLVED IN THE STUDY?

Bridge Management in Design
Four road squads in Design
Cartography/GIS unit in Transportation Planning

WHAT ARE THE RESTRICTIONS?

Each unit will have to maintain coverage Monday-Friday, 8 a.m. to 5 p.m.

Employees may work a consistent schedule between the hours of 6 a.m. and 6 p.m. with the core hours being 10 a.m.-2:30 p.m.

There is a minimum half-hour lunch requirement.

Employees in Bridge Management and GIS can also choose to work four nine-hour days and one four-hour day.

2000 Engineering Conference

Review of Priority Formula will show if updates are needed

By Marty Matthews

One of the featured speakers at this year's Kansas Transportation Engineering Conference was Deb Miller, former KDOT Director of the Division of Planning and Development, who is now with the consulting engineering firm of HNTB. Her topic was the ongoing review of the three "Priority Formulas" KDOT uses to identify and program improvement projects.

She told the audience that now is the perfect time to review these formulas because those formulas are about 20 years old. Now is a good time to take another look at the details for a number of reasons. She pointed out that not only has technology significantly improved in the last 20 years, but the kinds of data, the amount of data, and the data collection methods that KDOT uses have also improved. Add to those facts that it is simply a good practice to periodically take a hard look at the way you conduct business, and this is the ideal time to revisit the formulas. With programs and projects set for the next 10 years, it is time to review the formulas and make any modifications necessary before the next new projects are selected.

The purpose of the project is to review the three Priority Formulas used for the Major Modification (Interstate and Non-Interstate Roadways) and Priority Bridge Programs. These three formulas identify which state roads and bridges are most in need of major improvement. KDOT then uses a "worst first" approach in making improvements so that the roads and bridges most in need of improvement receive attention, without exceeding the available funding. Miller reminded the audience that the effectiveness of the formulas is critical to the quality of the transportation system because the formulas are the basis for project selection.



Deb Miller, with the consulting engineer firm of HNTB, discusses how the Priority Formula is being reviewed in order to see if any changes are necessary.

She talked about the people hired by KDOT to do the review- an expert team of consultants, including members of the group that developed the original formulas nearly 20 years ago. This team will review the formulas in detail and provide recommendations for modifications and has already completed its initial review.

But that is just the first step, and it will likely be some time before any changes are actually made to the formulas. Extensive testing of any revisions must be conducted because the formulas are complex and so many tradeoffs are balanced within the formulas. Miller outlined the three-phase process that has been developed for the review of the Priority Formulas:

Phase I – Review of the current formulas, initial findings, and changes recommended for testing in Phase II.

Phase II – Information gathering, testing, and analysis of proposed modifications with final recommendations to be presented in an implementation plan.

Phase III – Final report, including documentation, working software for KDOT as needed for implementation, and a separate PC-based system with capability for what-if scenarios.

Miller explained how the Phase I review was conducted using input from many sources, including interviews with KDOT staff and other state DOTs and analysis of the existing formulas and the data

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Engineering Conference



KDOT employees from across the state gathered in Manhattan April 11 and 12 to exchange information and listen to presentations at the annual Kansas Transportation Engineering Conference.



Priority formula

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used in them. She said the range of issues that arose from that process fell into ten general categories. Many were related to new data collection methods and technologies that have become available over the last 20 years. Others dealt with modifications to things already included in the formulas. Some philosophical changes were also considered that could change the overall

approach of the formula process.

Technical memorandums were produced for each of the ten issues along with some general information technical memos. The next steps will be testing recommendations offered in the technical memos and summarized in the Phase I report. This testing will be done in Phase II, followed by implementation in Phase III of those modifications approved through testing.

Miller said that after more than six months of intense review, the consultant

team's findings about the Priority Formulas indicate that KDOT is on the right track in terms of objective project selection. The formulas are working as they were intended, and the quantitative and fair process that the legislature directed 20 years ago has provided an improved transportation system for all Kansas citizens across the state.

Did you hear about...

Don't let the rumor mill run rampant

By Christy Cain

I received an e-mail the other day from a usually credible source. It asked me to "do something about the rising price of gasoline in America" by refusing to buy gasoline on April 30, 2000. The 24-hour drop in the demand for gasoline was supposed to persuade OPEC to lower oil prices, consequently lowering the price we pay at the pump.

I was just about to note the date on my calendar when another e-mail flashed on the screen. "Sorry, I've checked it out and this so-called Gas Out 2000 is actually a hoax." A few weeks later, a story substantiating the Gas Out showed up on the ten o'clock news. So was the reporter mistaken or was it really a hoax? Try as I might, I was never able to track down an original source of the Gas Out information. This is a classic example of how powerful, and sometimes confusing, Internet information can be.

There are many confirmed e-mail hoaxes that have passed through my in-box. There's the one about kidney harvesters plotting to steal organs from unassuming travelers. And how about the one warning us of HIV-infected needles sticking through theater seats or in the coin return of a pay phone or a vending machine? Each of us has been a target of a rumor bug at one time or another.

These rumor bugs use many means of attack: e-mail, "snail mail," faxes, Internet chat rooms, telephones, bulletin board postings, and face-to-face gossip just to name a few. With the click of a mouse, everyone on a mailing list can have instant access to the same misinformation. If we fall prey to them, is it any surprise that our customers fall prey to rumors about KDOT?

These stories often change over time. Rumors tend to take on a life of their own and often get juicier and juicier as they're perpetuated. Even slight changes in a story can have very damaging effects, particularly when they relate to KDOT. For example, figures about how much KDOT is

spending or how much land we need to acquire for a project are easily exaggerated and misstated as a story is retold.

In this age of information overload and Internet gossip, it pays to be skeptical of sources. In fact, many experts advise us to trust Internet and e-mail sources as much as you'd trust scribbles on the restroom wall. Don't pass along information that you're not personally satisfied is documented truth. If you're told a story that sounds a little fishy to you, ask for the source of the information. Before repeating it, become satisfied that it's a true story worth repeating.

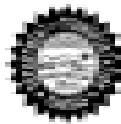
This is easier said than done. Rumors and e-mails are typically passed between friends, and people tend to believe things that coincide with their current beliefs or values. Since we're familiar with the person telling the story, and we likely share the

same values, we trust their word. For example, many people mistrust government so a story that portrays KDOT as a secretive bureaucracy with an underhanded ulterior motive will likely be perpetuated.

As a KDOT Ambassador, it's up to each of us to help exterminate rumor bugs. If you hear a false story in the grocery store or at your favorite local hangout, set the record straight. If you're not sure whether a tale is true, say you'll check it out for the person and then follow through. If we show people that KDOT is an agency committed to being responsive, open, and honest, they will be more likely to come to us for answers rather than falling victim to unsubstantiated rumors.

The bottom line is to use your common sense. Think before you click a mouse, share a story, post a flyer on a bulletin board or a story in a chat room. Rumor bugs are feisty little creatures, but common sense can help squash them before they sting again.

**Communication:
A Key to Success**



Kansas Department
of Transportation

Relocation helps alleviate space constraints

By Stan Whitley

KDOT's Bureau of Design, Local Projects, Construction and Maintenance, Right of Way, and Transportation Planning had been experiencing growing pains. Now they've made a move to help alleviate the situation until the agency consolidates its headquarters offices to 7th and Harrison.

The Plan File vault, which had been located on the ninth floor of the Docking Building, moved to the basement in March. The renovated location is in an area that was acquired after downsizing the cafeteria and relocating the exercise room.

"There are some people that have had cramped working conditions," said Jim Brewer, KDOT Engineering Manager - State Road Office. "Moving plan files to the basement will help convert storage space to office space on the ninth floor. Also, it will provide adequate space and a modern area for keeping our plan files."

Jim Howard, Facilities Manager, said a contractor was hired for the actual move, but several personnel in Design were actively involved in coordinating the project. The task proved to be a heavy one since 210 steel file cabinets had to be relocated. The cabinets each held five drawers so that meant a total of 1,050 drawers were relocated.

Plan File Coordinator Jim Studebaker said the new home has about 33 percent more space and provides four-foot aisles to easily access the drawers. Studebaker said original plans and microfilmed copies of most projects on the state system are available dating back to the 1920s.

"Our plan files are a multi-million dollar resource that must be adequately preserved," said Brewer. "They are not only used by KDOT staff, but surveyors, utility companies, consultants, and the public use them regularly. It would have been extremely difficult to produce the CHP without this resource."

Plan files won't be occupying the 7,750 feet of renovated space alone. KDOT's mail room, stockroom, and facilities management are located in separate areas just to the west of the Plan Files. The mailroom moved from the seventh floor, facilities



KDOT Plan File Coordinator Jim Studebaker, left, and Jim Brewer, Engineering Manager - State Road Office, examine a lost 1950s title sheet found during the recent Plan File move.

Move uncovers 1950's title sheet

Sometimes it's surprising what you can find on moving day. Just ask KDOT Plan File Coordinator Jim Studebaker.

In March, the entire Design plan files were moved from the ninth floor to renovated space in the Docking State Office Building basement. During the move, a folder was found lodged in between two file cabinets. Inside was a title sheet from a 1950s construction project on U.S. 40, but this wasn't just any project.

"What we found was the title sheet for surfacing work on the first segment of interstate highway completed in the United States," said Studebaker. "The project was on U.S. 40 (now I-70)

between Valencia and Maple Hill Road just west of Topeka."

Studebaker said the title sheet, produced on linen cloth, was in good condition. He added the document holds historical significance and it's important that it wasn't lost or destroyed.

"We have microfilmed most Interstate construction project plans," he said. "But sometimes the microfilm version is hard to read. It's always a good idea to have the original."

The title sheet should find a safer home this time. Design hopes to have the title sheet framed and mounted on the wall in its relocated basement location. - S.W.

management from the 10th floor, and the stockroom from the Thacher Building.

"We consolidated the three facilities management units into one general area," said Raul Guevara, Chief of Support Services. "The stockroom will have easy access to the dock and the mailroom will have better access to central mail."

Just north of the Plan File area, two KDOT conference rooms were created.

Each conference room has a 20-person capacity. Small areas were also made to help Local Projects and Construction and Maintenance ease their space constraints.

The former mailroom area on the seventh floor is being renovated for use by the ITS section in Transportation Planning, while the former stockroom area in Thacher is being renovated for use by Right of Way. Facilities Management coordinated the renovations at Thacher and Docking.

Work zone accidents cause injuries, death

By Kim Stich

You can't let your guard down for even a second. The danger is always there. In just an instant, an accident can occur in a highway work zone causing property damage, injuries, and sometimes death.

Kansas highway workers know this to be all too true.

"Last winter, we were clearing off bridges on I-470 and a

truck came up on me going 70 mph," said Larry Rohr, KDOT Equipment Operator in Topeka. "At the last second he swerved into the other lane and just about hit another car. There's not much room for error."

Rohr has seen many close calls in his seven years at KDOT. He stressed that all motorists need to pay attention and watch out for highway workers.

"We're out there doing the best job we can," Rohr said. "A lot of people don't think much of it until you actually stand within 10 feet of a vehicle traveling 70 mph. You get a little different perspective about your job."

'At the last second he swerved into the other lane and just about hit another car. There's not much room for error.'

Larry Rohr



Equipment Operator Larry Rohr has seen some close calls while working in KDOT work zones.

Rohr says most people are cautious when driving in work zones but adds that, "there seems to be a lot more people talking on cell phones or not paying attention and they don't even know they're in a work zone. Or some people will get

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Above, District Five Engineer Charles Luedders talks to the media during the National Work Zone Safety Awareness week event in Wichita. Transportation officials and the media were invited to step inside work zones in Wichita, Topeka, and Kansas City to help show the public how dangerous it can be. At right, people traveled to the I-70 work zone west of Topeka.



Work zone

Continued from page 1

Kudelko in Kansas City; and KDOT District Five Engineer Charles Luedders. FHWA Kansas Division Director David Geiger also spoke to the media in Topeka.

National Work Zone Safety Awareness Week took place April 3-7. KDOT, in conjunction with (ATSSA), the American Association of State Highway and Transportation Officials (AASHTO), and the United States Department of Transportation/FHWA, are dedicated to enhancing work zone safety for both the workers and the traveling public. -K.S.



Mick Halter, Kansas City Metro Engineer, talks to the media and other transportation officials on the need for safety in work zones. Events took place in Kansas City, Topeka, and Wichita on April 3 to kick off National Work Zone Safety Awareness Week.

Rohr

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mad when having to slow down. For a few seconds of inconvenience, it's not really worth getting upset."

Rohr told of a time when a bridge ramp had to be shut down because of barrier wall damage after a fatality wreck. While making the repairs, "a person barreled through the cones and came up onto the bridge on the curve," he said. "They couldn't see the workers until they were right there, and then they didn't seem to care. They not only placed their life in danger but ours too."

Sometimes a few orange cones are the only barrier between highway workers and high-speed vehicles. "We just want people to watch out for us while we're doing our job," Rohr said.

News can be bad in work zones for motorists

The good news is that some motorists who are inattentive or speed in Kansas work zones receive a ticket with double fines. The bad news is that some motorists who are inattentive or speed in Kansas work zones end up in an injury or fatal accident.

In 1999, 14 people were killed and 747 people were injured in highway work zone accidents in Kansas.

"People tend to not pay attention as much as they should in work zones and it can be scary," said Sgt. Darrell Linenberger, with the Kansas Highway Patrol. "And a lot of people don't realize how fast they're going past the highway workers when driving in a work zone."

Unfortunately, the best way to remind people to drive safely in work zone is to lighten their wallets.



Sgt. Darrell Linenberger has seen firsthand what can happen when people don't pay attention in work zones.

'It's amazing how fast vehicles go by and for people working in a work zone who are trying to concentrate, it makes their job doubly dangerous.'

Darrell Linenberger

"With the fines doubled in highway work zones, it really makes an impression

when they find out how much the fine will be," Linenberger said. "But I haven't had many people disagree with double fines because more than anywhere else, it's directly related to safety."

The KHP works with KDOT to make work zones as safe as possible. "It's a matter of keeping the workers and motorists alive," Linenberger said. "It's amazing how fast vehicles go by and for people working in a work zone who are trying to concentrate, it makes their job doubly dangerous." -K.S.



Marcia Ferrill

Ferrill honored by YWCA award

Marcia Ferrill, Assistant to the Director of Operations, will be honored at the 12th Annual YWCA Leadership Luncheon to be held June 7. The purpose of the Leadership Luncheon is to honor women who have excelled in their profession and have made significant contributions in their professional roles.

Ferrill was chosen as KDOT's honoree on March 28 after being nominated by Larry Thompson, District Six Engineer. "She provides leadership for important portions of the District's activities from her location in Topeka," Thompson said. "She is a fine example of a public servant who has gone relatively unrecognized as she operates mostly in the background."

Ferrill began her career at KDOT in

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Partnering

Continued from page 1

presented to employees in each District. The winners included David Kelly, District Two; Delwin LaRue, District Three; and Bob Demoret, District Five.

The District Two partnering award was presented for the US-36 Highway project in Washington County. The Construction Engineer for this project was Shad Lohman, Area One Construction Engineer. Staff from both District One and Two assisted with this project. District One staff included Marion St. John, William Matos, Jane Blackmore, and Pat Haverkamp. District One employees from the Seneca and Horton offices were led by George Stout.

District Three's Area Three construction office in Oakley was presented with the District Three Partnering award for the US-83 project south of Oakley. The contractor was Ritchie Paving Inc., Wichita. Employees from the Oakley office involved in the US-83 project included Gayle Dible, John Flanagan, Roy Meir, Jeff Simonton, Paul Stout, Tye Wright, Travis Hansen, and Robert Weiss. Also contributing to the project were Dean Pierce from Hays and Holly Richardson from Phillipsburg.

District Five was awarded two partnering awards - the first one involving bridges on US-81 in Sedgwick and Sumner counties. The Wichita West Construction office partnered with Klaver Construction and multiple subcontractors. Employees from the Wichita office involved with the construction of bridges on US-81 were Benny Tarverdi, Kathy Wickam, Glen Scott, Ben Koerner, Teresa Rios, Don Merritt, and Paul Jimenez.

The second District Five partnering award was for the reconstruction project of the US-77 Bypass in Arkansas City. This project had also been previously awarded the "Best State and Primary Highway Portland Cement Paving Project, Constructed in the State of Kansas in 1999," by The Missouri/Kansas Chapter of the American Concrete Paving Association (ACPA). The Winfield Construction Office partnered with Koss Construction, Allied Labs, and subcontractors. Employees from the Winfield office



Inspector of the Year awards were presented at the partnering conference. In the top photo, Sue Darling (right) presents the award to David Kelly in District Two. In the middle photo, Bob Armstrong (left) presents the award to Delwin LaRue in District Three. In the bottom photo, Bob Cook (right) presents the award to Bob Demoret in District Five.

involved with the US-77 Bypass project were Alan Grunder, Robin Gregory, Jim Harris, and Jim Day. - By Kristen Brands, David Greiser, and Martin Miller

Workshop helps employees deal with change

How do you handle change? KDOT employees are being asked to look inside themselves for the answer during a new workshop being offered by the Organizational Development Unit.

The workshop titled "Who Moved My Cheese?" is based on the book of the same name by Spencer Johnson, M.D. The five-hour interactive workshop helps participants decide how to deal with change so that they can enjoy less stress and more success in their work and life.

"It's a simple, but very effective road map to help understand and deal with change," said KDOT Human Resources Professional

Susan Schmitz, who is the workshop presenter. "We are always dealing with changes at KDOT and in our personal lives. How each of us deals with those changes is important to understand."

Who Moved My Cheese? is a story about changes that takes place in a maze where four amusing characters - Hem, Haw, Sniff and Scurry - live and look

for cheese to make them happy.

"'Cheese' as a metaphor for what each individual is seeking in life," said Schmitz. "It might be respect, a good job, a loving relationship, money, health or peace of mind. The 'maze' is where you look for what you want - the organization you work in, or the family or community where you live."

Schmitz said in the story, the characters are faced with unexpected changes. Eventually, one of them deals with it successfully and writes what he has learned from his experience on the maze walls.

Schmitz said there are three

goals of the new class:

Provide a new and positive way of looking at change so it works to your advantage.

Provide fun language and a method of thinking that will accelerate your and KDOT's ability to change.

'We are always dealing with changes at KDOT and in our personal lives. How each of us deals with those changes is important to understand.'

Susan Schmitz

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Flex time

Continued from page 3

now. Thirty-three employees are taking part. Seven of those have chosen to work four nine-hour days and one four-hour day. Schedules for the rest run the gamut from people coming in at 6 a.m. and leaving at 2:30 p.m., to those coming in at 9 a.m. and leaving at 5:30 p.m. It's interesting to note that ten of those employees stayed with a pretty traditional schedule of 8 a.m. to 4:30 p.m.

TRANSLINES: Have you received any feedback yet from the employees in the pilot sections?

MS. BRUNT: I received quite a few e-mails telling me that this really helps with child care issues. One employee said the schedule change is saving him about \$250 a month in childcare. When you think about that, it's almost like getting a raise. I've also received e-mails from people in units who are not included in the pilot telling me they like the idea and hope it expands. We will continue looking

for feedback from the affected employees and supervisors. We also want to hear from people who rely on these units, to find out how the pilot is affecting their ability to get what they need. Comments from all these groups will play a key role in our decision making on whether to continue or expand the program.

TRANSLINES: What will be considered a success?

MS. BRUNT: We'll have to weigh a number of factors. We're pretty sure that employees will like it, but we have to consider more than that. We'll have to determine, for example, whether the program had a beneficial impact on productivity, including its effect on filling the needs of other units; whether it helped in recruiting new employees; and whether it helped in retaining current employees. Those are some of the benchmarks that the Department of Administration's Division of Personnel Services (DPS) has established. We'll also have to consider what we hear from other units in KDOT. If this program makes it tougher for other

units to get their needs answered, then it won't be a success. A lot of this goes back to the coverage issue.

TRANSLINES: What happens October 2 when the study ends?

MS. BRUNT: The pilot will end, unless we have asked DPS by then for an extension of the program. Whether that happens, of course, depends upon what we're hearing from our employees and managers. If all is going well, we would probably ask to extend the program. If it hasn't, then we would not ask for the extension and the program would be over. The affected units would go back to regular schedules. If this pilot does succeed, we would then look at expanding it to other units. I'm keeping my fingers crossed, because I think this is the kind of program that helps us attract and keep good workers. Many of us face challenges of balancing work and personal lives. I think anything the agency can do to make that balancing act a little easier is good idea.

Adams appointed chairman of task force

Richard Adams, Road Design Engineer in Design, has been appointed Chairman of the AASHTO Task Force on Preconstruction Engineering Management. Adams has served on the task force since 1996.

According to Adams, the task force works to develop guidelines for effective preconstruction engineering management. The group is responsible for producing two major AASHTO publications – “AASHTO Guidelines for Preconstruction Engineering Management” and “Guide for Selecting and Managing Consultants in the Preconstruction Engineering.”

Adams said his group is charged with the responsibility of updating these publications as well as developing guidelines to identify quality in the

preconstruction engineering process. The group will determine best practices in defining the attributes of quality and in assessing quality improvement.

The task force will also coordinate with the Mississippi Valley Consortium of State Highway and Transportation Departments Project Development group. This group focuses on computer systems, management practices, and software that help agencies track various activities. Adams said his task force will work with this group to combine its efforts.

Adams has been a member of AASHTO since 1978 and has also served on the Hydraulics and Hydrology task force and attends meetings for the Subcommittee on Design. He started with KDOT in 1967. -K.S.

Welcome new KDOT employees!

Headquarters

Janet Cook, Office Specialist, Design
Patricia Cooper, Office Assistant III, Traffic Engineering
Steve Glover, Engineering Technician, Planning
Virginia Holthaus, Engineering Technician Senior, Traffic Engineering
Paul Houser, Information Resource Specialist II, Computer Services
Lou Ann Hughes, Research Analyst II, Engineering Support
Alan Ingwersen, Engineering Associate I, Design
Raymond Jennings, Engineering Technician, Design
Brad King, Engineering Technician, Design

Gregg Kunard, Office Assistant II, Support Services
Scott Marquis, Engineering Technician, Design
Brad Parrack, Engineering Technician Associate, Design
William Perng, Engineering Technician, Design
Eilene Ramsey, Right of Way Property Appraiser I, Right of Way
Jennifer Springer, Program Consultant I, Traffic Safety
Chad Timken, Geologist I, Materials and Research
Ben Woodward, Information Technology Consultant II, Computer Services

District One

Michael Creason, Equipment Mechanic I, Topeka
Gilbert Gonzales, Utility Worker, Topeka
Kevin Palic, Engineering Associate I, Topeka
Stephanie Reisch, Secretary II, Topeka
Misha Thompson, Engineering Technician Associate, Lawrence

District Two

Karen Stefek, Engineering Technician Associate, Salina

District Three

Bradley Krob, Engineering Technician Associate, Atwood
Mary Lewis, Office Assistant III, Hays
Brett Maris, Engineering Technician Associate, Atwood
Albert Plante, Engineering Technician Associate, Phillipsburg

District Four

Robert Hamlin, Mechanic's Helper, Iola
David Russell, Installation Service Technician II, Chanute

District Five

Sabrina Barfield, Office Assistant II, Wichita
Shane Stubbs, Equipment Mechanic I, Wichita

District Six

Christopher Giancola, Engineering Technician Associate, Syracuse
Steve Taylor, Public Service Administrator II, Garden City

The Bureau of Personnel Services supplies information to Translines.

Step Back in Time

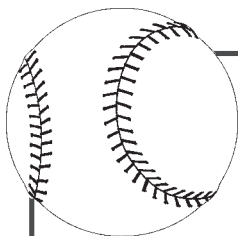
Don't lose time

All annual leave balances must be at or below maximum by June 10. Any overage, excluding hours earned in that period, will be lost. Overages are shown on paycheck stubs under the code AO.

If you have any further questions, please contact KDOT's Office of Personnel Services.



Steel arrives for construction of the US-75 southbound Westgate bridge at Topeka in 1976. The 1,764-foot structure provided two lanes for southbound travel over the Kansas River, while the existing US-75 bridge, right, carried two northbound lanes.



Get ready for lots of fun at the Employees' Council co-rec

Summer Softball Tournament

Don't miss out! Deadline to sign up is May 24.

WHEN: Saturday, June 3.

WHERE: Shawnee County North ball diamonds, 300 N.E. 43rd Street, Topeka.

WHO CAN PLAY: KDOT friends and family members are welcome, but 1/2 the team must be KDOT employees. It is a co-ed (1/2 the team must be women), one-day tourney, following city league rules.

ENTRY FEE: Only \$50 per team!!

WEATHER: Will be rescheduled if rained out.

TYPE OF TOURNEY: All teams are guaranteed three games, a sportsmanship trophy is awarded.

HOW TO SIGN UP: Get roster from Employees' council representative, or by calling Peggy Hansen-Nagy at 296-3285 or Kathleen Ybarra at 296-0936.

DEADLINE: Rosters must be turned in by 5 p.m. on Wednesday, May 24.

Employees from across the state are encouraged to participate!!

Ballplayers, family, and friends as well as all KDOT employees are invited to attend the picnic from 11 a.m. to 1 p.m. in front of the Shawnee North Community Center. Bring lawn chairs if you want, and **BE PREPARED FOR A VERY WARM KANSAS DAY!!**

KDOT is not responsible for any accidents in conjunction with this event.



Deaths

Condolences to the family and friends of Harold Long, Equipment Operator II at Louisburg, who died February 10 in Kansas City.

Long, 42, had served the agency for approximately 12 years. He is survived by his wife, Tammy, one daughter and two sons.

Condolences also are extended to the family and friends of former KDOT employee Raymond Arvin who died March 24 in Topeka.

Arvin, 81, was a former Director of Aviation for KDOT.

Arvin is survived by his wife, Jean, two daughters, one brother and four sisters.

Memorials contributions may be made to Prescott Samaritan Village, 1030 Scott Drive, Prescott, 86301.

Calendar of Events

May 9 - 11 a.m. KDOT Employees' Council Meeting, Seventh Floor Conference Room, Docking State Office Building.

May 12 - 9 a.m. Highway Advisory Commission telephone conference call from 8th Floor Planning conference room.

May 16 - Summer 2000 Kansas Work Zone Signing Workshop in Wichita. Contact Rose Lichtenberg, (785) 864-2594.

May 17 - 2 p.m. Construction Bid Letting, Capitol Plaza Hotel, Topeka.

May 24 - Summer 2000 Kansas Work Zone Signing Workshop in Leoti. Contact Rose Lichtenberg, (785) 864-2594.

May 29 - State employees off for Memorial Day holiday.

June 27-28 - Transportation Safety Conference, Capitol Plaza Hotel, Topeka.

Letter

Continued from page 2

booklet 58 pages long, and if I counted correctly, it listed 437 line items to go over. These line items included types of paint, specs on engines, serviceability, electrical systems, transmissions, front and rear axles, weight classifications, suspension, steering, brakes, front bumper, wheelbase, cab, frame, tires and wheels, accessories (including but not limited to wipers, mirrors, gauges, fuel tank, horns), pavement sensors, hydraulic system, towing package, body, hoist, lighting, tool boxes, snowplow hitch, reversible snow plow, hopper spreaders, wing plow option, anti-ice tank option, and all of the various manuals. Each and every item was discussed and recommended changes were documented, when needed, before proceeding to the next item. This may seem like a lot of trouble but it is well worth it.

I have only been here a short 16 ½ years and I have seen a lot of improvements in the equipment we use. In the past, Equipment Operators were not included in these meetings, but for the last several years they have been and I believe it has been very beneficial for the opera-

tors as well as KDOT. It is a big help in assuring the equipment meets our needs.

If you have ever heard that the "New Equipment Evaluation Forms" (348s) don't really matter, you need to know that is just not true. There wasn't one of the District Shop Superintendents that didn't have the 348s with them. Not only did they discuss the things that were bad but also the good points of the equipment. I can tell you from listening to those guys discussing equipment that they put a lot of stock in those 348 forms.

This is why it is so very important to get those filled out and turned in on every piece of equipment. Be sure to list the things you like as well as the things you dislike. Anyone can fill one out at any time and as many times as they feel is necessary. This doesn't mean that you will get everything that you want on any given piece of equipment because cost is always a factor. I will say that likes, dislikes, and new ideas do get a fair shake at these meetings.

I would like to encourage anyone that gets invited to go, and go with an open mind. I think you will be pleasantly surprised just how hard the specification review team works to ensure that you get the best, safest, and most modern piece of

equipment that the State of Kansas can financially afford.

I would also encourage anyone going to one of these meetings to get out there and talk to the people that are running the equipment before going to the meeting. I also encourage operators to talk to the people that are going to be part of the specification review board. If you have an interest in serving on such a review team, let your supervisor know about it. Be a volunteer.

Whether you realize it or not, the State of Kansas is one of the leaders in the country when it comes to buying, leasing, and maintaining the best equipment. If you don't believe me, take a look at some of the trucks and other equipment being used in surrounding states.

A special thanks to whoever was responsible for allowing me to be part of the team and to the rest of the group at the meeting for explaining things to me and letting me learn and share my ideas. I look forward to doing it again.

James M. Clark
KDOT Equipment Operator,
Washington Subarea

New workshop

Continued from page 11

Provide opportunities to practice a reliable way to win by doing what works in changing times.

At the beginning of the workshop, each participant is asked to write about a situation in which they are having difficulty dealing with change, how they feel about it and how they believe it will turn out.

"At the end of the workshop we return to the situations," said Schmitz. "We ask each participant to apply concepts used in the workshop to develop an action plan for dealing with their situation."

The initial workshop was held in March and a second workshop scheduled in May is nearly full. Additional classes are in the planning stage. - S.W.

Ferrill

Continued from page 10

1990 as an Administrative Officer in the Division of Planning and Development where she coordinated AASHTO activities for the agency. In 1995, she was promoted to her current position where she provides leadership in the development, interpretation, and implementation of policies and procedures in many areas of administrative operations at KDOT.

"I'm very touched by this award, and being nominated by a person here at KDOT is the best part about it," Ferrill said. "I am thankful to KDOT for having a job that I enjoy with many talented and dedicated people at all levels of the agency throughout the state. Having my work appreciated at this level is a tremendous reward." -K.S.

RETIREES RETIREES RETIREES RETIREES

Keep in touch

Retirees invited to meeting

Everyone retired from KDOT is invited to attend the monthly meetings of the Association of Retired Kansas Highway Employees meetings in

Topeka. The meetings start at 11 a.m. on the first Tuesday of each month at Sirloin Stockade, 1251 S.W. Ashworth Place (near Huntoon and Wanamaker).

For more information, contact Harlan Forslund, Vice President, at (785) 235-1753.

RETIREES RETIREES RETIREES RETIREES

Training Opportunities

Leadership Basics**, May 16-18, Salina; September 19-21, (TBA).

Professional Conference of Kansas Government**, May 23-25, Topeka.

Humor in the Workplace**, May 31, Topeka.

Who Moved My Cheese (dealing with change)**, May 31, Topeka.

Competency Based Interviewing**, June 22, Hutchinson.

Basic Effective Supervisory Training*, June 13-16 and July 11-14.

*Meets the three-year management training requirement.

**Applies to the three-year management training requirement.

All classes, except for BEST, are available to non-supervisors with supervisory permission and where space is available. A comprehensive training calendar can be viewed on the KDOT Intranet.

M I L E S T O N E S

KDOT salutes its employees celebrating anniversaries in April

10 YEARS

Tracy Barragan Hutchinson
James Bonczkowski Iola
Peter Carttar Topeka
John Crouch Yates Center
Paul Gudenkauf Seneca
James Haug Topeka
Bruce Heerts Lindsburg
Cheryl Hendrixson Topeka
Reina Kratzberg Garnett
Laura Lee Topeka
Billy Morgan Topeka
Larry Myers Independence
Marilyn Ross Topeka
Harvey Roush Jr. Lincoln
James Templin Anthony
Cathy Volz Topeka

20 YEARS

Glen Cunningham Chanute
Mary Schnichels Pittsburg
Janet Spencer Iola
Judy Sprout Topeka
Carla Wilson Liberal

30 YEARS

Greg Doyle Topeka
Joseph Eckhardt Topeka
James Jasper Troy
Duane Moore Osage City

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

Promotions/Transfers**HEADQUARTERS**

Corky Armstrong, Professional Civil Engineer II, Design
Jerry Barker, Management Systems Analyst I, Construction and Maintenance
Linda Fritton, Research Analyst III, Engineering Support
Violet Gingrich, Office Specialist, Materials and Research
Joseph Gonzales, Engineering Technician Senior, Design
John Grabauskas, Applications Programmer Analyst IV, Computer Services
Pamela McDonald, Program Consultant II, Engineering Support
Tod Salfrank, Engineering Technician Senior, Design

DISTRICT ONE

Steve Baalman, Professional Civil Engineer I, Topeka

Francine Werly, Research Analyst II, Planning
Donald Logsdon, Engineering Technician Senior, Lawrence
David Meiers, Engineering Technician Senior, Topeka
Mynatt Mitchell, Equipment Operator III, Gardner
Russell Penn, Engineering Technician, Topeka
Kevin Schorzman, Professional Civil Engineer I, Wamego
Robert Soria, Research Analyst III, Materials and Research
Joel Williams, Engineering Technician, Topeka

DISTRICT TWO

Frank Esterly, Engineering Technician, Junction City
William Fillmore, Highway Maintenance Superintendent, Marion

Richard Lindberg, Engineering Technician, Belleville
Brian Mascerano, Engineering Technician, Junction City
Claudette Noble, Engineering Technician, Belleville
Lillian Vogan, Secretary II, Salina

DISTRICT THREE

Timothy Driggs, Engineering Technician, Phillipsburg

DISTRICT FOUR

Kevin Spiva, Engineering Technician, Chanute
William Stahl, Engineering Technician, Garnett
Billy Vanatta, Equipment Operator III, Chanute

DISTRICT FIVE

Carolyn Price, Accounting Specialist, Hutchinson

The Bureau of Personnel Services supplies information for promotions/transfers to Translines.

KDOT
Office of Transportation Information
915 Harrison - Room 754
Topeka, KS 66612-1568

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