

KDOT

# Translines

Bureau of Transportation Information

July 2004

## Winds topple communications tower

By Ron Kaufman

A 400-foot-tall Topeka landmark built in 1964 has succumbed to high winds. The KDOT communications tower at the Kansas Highway Patrol (KHP) office at I-70 and Gage Boulevard buckled and fell shortly after 9 p.m. on Saturday, June 12.

The tower toppled as winds preceding a strong thunderstorm and clocked at more than 70 mph swept across the area. It fell southward across the KHP parking area and through the second floor roof of an apartment complex next to the KHP compound. No injuries were reported. Two vehicles in the apartment complex parking area were



*KDOT employees Bryan Hardwick (left) and Jeremy Belleau install the antennas on the temporary tower which is located north of the damaged communications tower (in the background) that fell during a storm on June 12.*

**Continued on page 8**

## Swartz named agency's PIO

After nearly 30 years in the news business, most of that time in Topeka, Steve Swartz was ready for the challenge of a new career.



*Steve Swartz*

So when the opportunity to become KDOT's Public Information Officer came along, he was quick to accept.

Swartz began his new job June 1. He replaces Krista Roberts.

"I always knew that building and maintaining roads were complicated, important things. What I didn't expect was

**Continued on page 10**

## Armour retires from KDOT

When Mike Armour accepted the position of KDOT Director of Aviation in 1995, he knew Kansas' public use airports needed repairs. What he found, however, surprised him.



*Mike Armour*

"My first task as Director was to analyze the pavement condition of all the public use airports in Kansas," said Armour. "We physically surveyed 90 of the 143 public use airports in the state and we had existing data on the others. We found that most of the airports in Kansas were in a dire state of repair."

That situation has changed thanks to Armour's direc

**Continued on page 11**

## Inside ...

- ◆ TEAM GETS KDOT LAB BACK IN BUSINESS QUICKLY
- ◆ MIDLAND'S EXCURSION PASSENGER TRAIN ON ITS WAY

- ◆ NEW SCHEDULING OPTIONS NOW AVAILABLE
- ◆ SURPRISE ANSWERS
- ◆ ANYONE FOR PI?



## Miller's Time

By Secretary  
Deb Miller

# Ask questions

If you don't ask, you don't know.

That may seem like a simple thought, but oftentimes we fail to ask the basic question that would eliminate guesswork and clarify what direction we should take. And, when we take the time to ask, the answer isn't always what we would have expected.

That was the case in May when a question about overtime pay was asked of 335 KDOT classified workers. The survey was conducted by the pay and benefits sub-team of the Partnership Project. (See story on Page 5)

Those in the group were asked if they would prefer to change their salary status to "non-exempt" for the chance to earn overtime during busy weeks, or remain "exempt" workers who generally don't receive overtime pay. Their response was as surprising to me as it was resounding: they preferred overwhelmingly to continue working as exempt employees.

Of the 16 Area Engineers who responded, 75 percent said they wanted to remain exempt; 86 percent of the 96 maintenance supervisors responding answered the same; and 89 percent of 28 Maintenance Superintendents made it clear they preferred their exempt status.

Not as surprising to me was the reason some gave for not wanting to change to non-exempt. Some said they

wanted to come to work and keep working until the job was done right without the restrictions that come with non-exempt status. Their comments show that they care about their jobs and have a great work ethic. It's the kind of attitude that makes KDOT the responsible agency it is.

The survey and other efforts by P2 sub-teams are helping define KDOT. We can make assumptions about what our workers want, but without asking the questions, it's just guesswork. Worse, failure to ask the right questions can create problems rather than solve them. Had we simply changed the salary status of the surveyed workers – no matter how good our intentions – it would have made these employees feel worse about their work, not better.

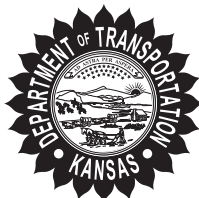
We tend not to ask questions of both our own employees and the public for which we don't already have the answers. Sometimes we think it's easier not to even raise an issue than to hear a response we may not be able to answer. The exempt/nonexempt survey reminds me, though, how important and powerful just the act of asking is.

Here at KDOT we're asking more questions of the public as well. For example, last month KDOT teams were in District Five meeting with landowners in "kitchen table" meetings along the US-54 corridor to show them how their property might be impacted by our project and to ask them what they think. The kitchen table meeting concept was developed as a way to have direct, nearly one-on-one meetings with landowners about their concerns and issues associated with the project. We won't be able to do everything the landowners request, but at least we will know what they want and we will have established a dialogue to explain the complications of the issue. And, in some cases, we will be able to accommodate their requests.

Remember that childhood saying, "it never hurts to ask"? Well it's true here at KDOT as well. So don't be afraid to ask questions. What we learn will better define an issue, provide a greater understanding of other perspectives, and, ultimately, lead to a better solution.

### KANSAS DEPARTMENT OF TRANSPORTATION

Bureau of Transportation  
Information  
Docking State Office Building, 754-S



**Governor:** Kathleen Sebelius  
**Secretary of Transportation:** Deb Miller  
**Chief of Transportation Information:** Steve Swartz  
**Editors:** Stan Whitley and Kim Stich

**Phone/TTY: (785) 296-3585 FAX: (785) 296-0287**

### Calendar of Events

**July 5** – State employees off for Independence Day holiday.

**July 9** – 9:30 a.m. Highway Advisory Commission meeting, Seventh Floor Docking State Office Building.

**July 10** - KDOT Employees' Council Softball Tournament, Gage Park in Topeka. For more details, contact Peggy Hansen-Nagy at 785-296-3285.

**July 21** - 2 p.m. - Construction Bid Letting, Capitol Plaza Hotel in Topeka.

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



*KDOT Lab Fire Recovery Team members pose with Secretary Deb Miller after being honored as an Example of Excellence.*

## ***Team gets KDOT lab back in business quickly***

A fire in the Chemistry Section of KDOT's Materials and Research Center in Topeka on November 23 caused a major disruption in the ability to provide testing services for construction projects. Rapid repair of the lab was possible by numerous people in KDOT and other state agencies working together to achieve this goal.

The KDOT Lab Fire Recovery Team was honored as an Example of Excellence for the first quarter of 2004 for their work on this project. Secretary Deb Miller attended the event on June 8 in Topeka.

"The accomplishments you have made in getting the lab back to working condition is a testimony to how a team of dedicated employees can overcome many obstacles to reach a goal," said Director of Operations Mike Crow. "I know from talking to many of you that your desire was to get the lab working so you could continue to serve your customers. I appreciate this dedication."

Many people were involved in this challenge. Clay Adams, District One Maintenance Engineer, and employees from District One administered the contracts and assisted in remodeling the area. Several employees worked to get emergency status approved and repair work started immediately. Rodney Montney, Engineer of Tests; Richard Schwartz, Chief Chemist; and employees from the Research Center helped put the lab back into service and coordinated the repairs of the lab equipment.

"The success of this project was the result of an ad hoc team of professionals who pulled together in a time of emergency," Crow said.

The fire occurred the week before Thanksgiving and the lab was repaired and ready for the installation of replacement test machines in mid February. The main priority was for the asphalt testing section to be up and running in time for

prequalification samples. This goal was accomplished and there were only very few delays in other testing services.

Members of the team from KDOT include Clay Adams, James Anstaett, Andrea Barnes, Jake Bausch, Pam Bean, Joe Beilman, Gary Brownell, Raymond Brownell, Gene Bryant, Adam Carrier, Bob Carrier, Jimmie Clark, Mark Clements, Chad Dexter, David Dunn, Wil Entz, Scott Gates, Eric Henderson, Troy Hickman, Cliff Hobson, Robin Hoover, Sally Howard, Edwin Gabbidon, Scott Gephardt, Violet Gingrich,

Brent Gurwell, Bill Kell, Chuck Kincaide, Vern Koker, Russ Lambert, John Mah, Donna Mahoney, Dick McReynolds, Richard Mohny, Rodney Montney, David Moran, Dennis Moser, Wayne Nelson, Bill Parcells, Joseph Plankinton, Ralph Pollock, Richard Schwartz, Karen Shufflebarger, Robert Turner, Ken Verschelden, Jaci Vogel, Ted Wettengel, Charlie Woldt, and Stan Young.

Members of the team from the Department of Administration include Jim Brooke, Chuck

Engel, Phyllis Fast, Galen Greenwood, John Lundin, Steve Scott, Scott Sinclair, and George Steele.

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 second quarter due to Transportation Information by June 30. Third quarter nominations are due September 30. **-K.S.**

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



# Midland's excursion passenger train service on its way

The enthusiastic volunteers of the Midland Railway Historical Association, their friends, and partners in transportation gathered June 5 to inaugurate Midland's excursion passenger train service between Ottawa and Baldwin City. This marked the first time since 1938 that scheduled passenger trains had run between the two communities.

Invited guests and dignitaries assembled at the Veterans of Foreign Wars Post north of Ottawa prior to boarding the old-time train for a ride north to Norwood, a small community that has long since dropped off the map. In the meantime, a second train of Midland members approached Norwood from Baldwin City. A commemorative "Golden Spike" Ceremony began once everyone had been safely transported to the Norwood grounds. Featured speakers included: State Representative Tom Holland, Midland President Michael Fox, Franklin County Commission Chairman Ed Taylor, Starfire Engineering President Andrew Taylor, and Harold Benoit, KDOT's Chief of the Office of Engineering Support.

Benoit told the crowd that many elements and factors contributed to the success of projects such as the Midland Railroad. "It is a partnership between administrators; politicians; contractors; city, city and state officials; and volunteers, the people who love the railroad and its past and those that can make it happen ... But there is one factor that I think is the most important, even above money. And that is the volunteers - those that take on projects such as this and have the dedication to the history of the railroad and the perseverance to never give up," Benoit said.



**KDOT Chief of Engineering Support Harold Benoit takes his turn with the driver during the Midland Railway Historical Association's Golden Spike Ceremony at Norwood on June 5.**

Following the remarks, various officials took turns hammering two golden spikes into the tracks. The locomotives from Baldwin City and Ottawa then pulled together for the traditional nose-to-nose greeting before the passengers again boarded the trains for their two separate destinations.

The restoration of service between Ottawa and Baldwin City was made possible by the completion of a track and bridge rehabilitation project sponsored by the Franklin County Commission. The project involved the rehabilitation of 4.4 miles of existing railroad line, the renewal of five road grade crossings, and the rehabilitation of five wooden trusses. KDOT provided funding using Federal Highway Administration funds under the Transportation Equity Act of 2001 (TEA-21), with matching funds from Midland Railroad. The project was submitted under the historical renovation category of

**Continued on page 10**



## Give 'Em A Brake

Secretary Deb Miller (third from right) accepts a donation to the Give 'Em A Brake work zone safety program from several transportation organizations at the June KDOT letting in Topeka. Those pictured include Steve Hileman, Kansas Consulting Engineers; Jim Jones, Kansas Asphalt Pavement Association; Tim Cadden, MO/KS, American Concrete Pavement Association; Mary Sullivan, Kansas Contractors Association; Ed DeSoignie, Heavy Constructors Association of Kansas City; and Woody Moses, Kansas Aggregate Producers' Association.

# New scheduling options under review

Some KDOT workers gained a new scheduling option this spring and learned a little bit about themselves, too, thanks to the efforts of the pay and benefits sub-team of the Partnership Project.

In early June, one of the pay and benefit sub-team's recommendations – more flexible work schedules – was authorized by the Department of Administration. About the same time, a survey about overtime pay produced some unexpected results that are testament to the strong work ethic of those surveyed.

The sub-team spent many hours discussing and researching the concept and ultimately suggested to the Secretary and Executive Staff that the 4-10 work schedule (four 10-hour days) be implemented as a way the agency could be more responsive to the desires of its work force.

The 4-10 schedule is not entirely new at KDOT, as it is currently utilized by some traveling crews where it makes

good business sense to do so. The sub-team, under the direction of Jim Kowach, Design, and Marcia Ferrill, Operations, decided it was something that could “Make KDOT a More Desirable Place to Work,” which just happens to be the formal title of their sub-team.

Ferrill said the sub-team's research found that according to an NCHRP report on transportation agencies, flexible schedules were among the top three retention tools used by state departments of transportation. The report indicated that other top retention tools were training and reclassification, she said.

The 4-10 schedule traditionally has required approval from the

Department of Administration's Division of Personnel Services. However, that changed on June 1 when KDOT received authority from the Department of Administration to utilize the 4-10 as another choice in flex time schedules. Secretary Deb Miller said that while

she was pleased to “receive authority to pursue this initiative. . . there are implementation issues that need to be addressed.”

The specifics of who will be eligible for the 4-10 schedule and how it will be implemented are under review by the Executive Staff and District Engineers.

“Employees on a work crew need to work the same hours, but not everyone on the crews hold the same view as to what those hours should be,” Miller said.

“Consequently, we still need to work through some implementation issues within our agency before we grant *new* authority for four-day, 10-hour work weeks (we already have some crews that work 4-10s.)”

In developing its recommendation, the sub-team “had to balance the needs of employees with the mission of the agency in service to the public,” said Mike Crow, Director of Operations.

“As such, implementing the 4-10 schedule poses challenges for our offices. Several of the districts are currently piloting the 4-10 schedule. Future implementation will consider the needs of the employees while supporting the agency's need to service our customers,” Crow said.

## OVERTIME PAY

The other notable accomplishment of the pay and benefits sub-team this spring was a survey of 335 classified workers who are exempt from receiving overtime pay. The respondents, who



Honest Assessments...Real Results

## OVERTIME SURVEY OF EXEMPT EMPLOYEES

	PCE I (Area Engineers)	All Other PCE I (Non Area Engineers)	Non Engineering Scientific & Licensed Professionals	IT	Misc. (Mostly Administration)	HM Superintendents	HM Supervisors
Remain Exempt	12	22	4	15	9	25	83
Change to Nonexempt	4	22	1	8	2	2	5
No Preference	0	0	0	0	1	1	8
No Response	4	16	6	11	3	3	61
<b>Total</b>	<b>20</b>	<b>60</b>	<b>11</b>	<b>34</b>	<b>15</b>	<b>15</b>	<b>157</b>

PCE - Professional Civil Engineer    IT - Information Technology  
 HM - Highway Maintenance

*Some of KDOT's employees who are exempt from receiving overtime pay were surveyed in May about whether they would prefer to be re-classified as non-exempt. More than 75 percent of those who responded preferred to remain exempt. The survey was conducted by a sub-team of the Partnership Project.*

**Continued on page 12**



# Click It or Ticket:

## *It's the law*

By Pete Bodyk  
Bureau Chief of Traffic Safety

More people under 60 now die from injuries sustained in car crashes than from any other cause.

And, while Kansans are quick to take preventative measures against heart disease or other leading causes of death, many are still unwilling to take advantage of the life-saving advantages provided by seat belts.

Kansans are among the least likely in the nation to wear seat belts. Only 64 percent of adults buckle up, according to a KDOT survey conducted last summer. That woeful performance earned Kansas a ranking of 46<sup>th</sup> in terms of seat belt use – only Arizona, Mississippi, Massachusetts, and New Hampshire have lower compliance rates. The national rate is 79 percent, and in several states the compliance rate exceeds 90 percent.

Sadly, it appears too many of Kansas' young people are taking a cue from adults and neglecting their seat belts. A survey of seat belt habits among young people conducted over the past two springs revealed only 55 percent of those under 18 buckle up. The lowest compliance rate was among children ages 10-14; only 44 percent were buckled up. Children ages five to nine also had a low seatbelt usage rate – 45 percent. Children up to age four were much more likely to be in compliance with the Kansas child passenger safety belt law, with 79 percent in child car seats.

Beyond the cost in human tragedy, the failure to wear seat belts also carries a hefty price-tag. The federal government estimates Medicaid racks up an annual bill of \$26 billion to care for unbelted drivers and to cover their lost productivity. That burden is shared by every American taxpayer.

In the face of these facts, KDOT, working in conjunction with the National Highway Traffic Safety Administration and law enforcement agencies across Kansas, initiated an aggressive "Click It Or Ticket"

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***"We'd rather have you angry than dead."***

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*Former Kansas City Chiefs player Neil Smith does a television interview promoting the Kansas Department of Transportation's "Click It or Ticket" campaign to increase safety belt usage. Smith, who helped kickoff the campaign, has been a strong supporter of safety belt usage following the death of close friend and fellow teammate Derrick Thomas.*

effort to persuade Kansans to use their seat belts. The effort is in keeping with a top priority of Secretary Deb Miller – to reduce fatalities by increasing seat belt usage.

An advertising and education campaign started in May and a statewide enforcement mobilization effort involving law enforcement agencies throughout the state was completed in June. Police enthusiastically joined this effort to save lives and minimize preventable injuries. Their mission wasn't to punish, but educate motorists.

Special patrols and check lanes were established throughout the state to look for violations of the Kansas occupant protection law. That law requires that all children under age 14 be properly restrained in any seating position in a vehicle; that all children under four years of age be secured in an approved child safety seat; and that all vehicle drivers and front seat passengers be properly restrained with a safety belt.

Law enforcement officials know their aggressive writing of tickets for seat belt violations didn't win them any popularity contests among the motoring public. But, as they said in radio and television ads that blanketed the state: "We'd rather have you angry than dead."

# Anyone for pi?

**Ron Kaufman**

**Public Involvement Administrator**

Here's one for the engineers in the audience. You can determine your hat size (in U.S. figures) by measuring the circumference of your head, then dividing by pi (3.14159265358979323846...), and rounding off to the nearest one-eighth inch. Clearly, it's easier just to buy a one-size-fits-all hat with an adjustable plastic tab.

The urge to mathematically determine someone's hat size almost overwhelmed me the other day. The morning's elevator was nearly filled to the brim when a gentleman squeezed in just as the door closed.

For those of you who don't have the pleasure of working in a high-rise, the long morning elevator ride is best described as "boredom punctuated by occasional moments of exhilarating lethargy." So, you can imagine my interest when a likely target for this column came along. You see, the man had been

wearing a hat. It wasn't your garden variety ball cap. His was a true hat. It was casual but refined, made of straw, had a wide brim, and was trimmed around the crown. He cradled the hat in his right hand and carefully rested it to his chest. After he entered the elevator, he leaned with his back against a side wall, then lowered his head and gazed at the floor. It would have been the perfect time to measure the circumference of his head, if only I had been carrying a tape measure. There are

some things you just never seem to have when you need them.

Our paths met later in the week and I commented about his hat and how he had carried it so reverently over his heart. He replied that his grandmother had taught him years ago about the value of removing his hat in social situations. This polite gesture, he remarked, had served him well whenever he encountered someone who was angry or upset. It seems that this simple courtesy helps to defuse what might otherwise be an unpleasant situation. He said that it's polite and shows respect. Clearly, this man knew the value of one of the guiding principles of public involvement - courtesy. Hats and caps are common today, unlike the grace of removing them in social situations. If you wear a cap and find yourself in a situation where it's important to demonstrate courtesy and respect, try removing your cap. Don't worry about "hat hair." If you must, remove the cap, then put it back on. Any gesture

of courtesy is better than no gesture at all.

The experience prompted me to calculate my own hat size. Let's see... head circumference, divided by pi, rounded off to the nearest one-eighth. If I've done the math correctly, my hat size is 2 and 7/8, which

makes my head the size of a tomato. You should find comfort in the fact that I don't do engineer stuff. It doesn't help that pi (3.14159265358979323846...) is not only long-winded (it has more than 50,000 digits); it is also an "irrational" number. This double whammy means you can't win an argument with it. It's why I call The Mizzuz "sweetie pi." Just between you and me, she thinks I'm being romantic.

## Communication: A Key to Success



Kansas Department  
of Transportation

## Kudos

### to KDOT employees

**Ed Niemczyk**, Engineering Technician in the El Dorado Area Construction Office, was awarded Seabee of the Year for the NMCB15 Air Detachment Battalion and the Seventh Regiment. He recently completed a six-month tour of duty in Iraq as a member of the US Navy Seabees. A few highlights of his time in Iraq were meeting Arlen Emery, Marine Corps Sergeant and actor in the movie "Full Metal Jacket," and also staying in Qusay Hussein's (Saddam's son) palace.

**Kevin Harshbarger**, Engineering Technician Senior in Field Surveys in Norton, has successfully passed all portions of the licensing exam and will soon receive his license to practice land surveying.

**Matt Broxterman**, Engineering Technician Specialist, and Rob Herman, Engineering Technician Senior in the Surveys Office in Topeka, have successfully passed the Fundamentals of Land Surveying and have received their Land Surveying in Training Certificate (L.S.I.T.)

# Phase Two of move to SBG under way

It won't be long before all KDOT Headquarters offices are located at the new Harrison Center.

Phase Two of the move to the Harrison Center is under way. Personnel, Support Services, most of Design, and Engineering and Design will be moving during this phase which began in late June and will continue into July.

Dick Bauman, Headquarters Relocation Manager, said the Move Coordinators did a great job on Phase One. "The Move Coordinators worked very hard and things went smoothly," he said. The offices that moved to the Harrison Center during this phase

were Planning and Development, Operations, Aviation, Transportation Planning, Materials and Research, the Environmental Services section of Design, and all the offices formerly located in Thacher.

Pre-move and post-move manuals have been updated and are available on KDOT's Intranet site. Other basic information about the building can be found here as well.

During the interim construction period at the new building, Bauman stressed several points:

- ◆ The Harrison Center building hours are 8 a.m. to 5 p.m. Access outside of these hours is through

authorized secure key card entry.

- ◆ Access - Employees should enter at the 7<sup>th</sup> Street entrance. The south entrance and the loading dock should not be used.

- ◆ Parking - Employees at the Harrison Center during construction should park in Lots 8B and 8C (north parking lots). Lot 8A is designated for construction use.

- ◆ Construction areas - Employees should not be on the floors under construction.

- ◆ Elevators - Those elevators available to employees are marked, some elevators are designated for construction purposes. **-K.S.**

## Tower

Continued from page 1

crushed under the debris.

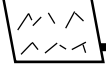
Two KDOT employees who live in the apartment complex experienced the accident first-hand. Dan LaShelle, Accident Records Programmer in the Bureau of Transportation Planning, lived in one of the apartments that was damaged. Jonathan Mushock, Signing Technician in the Bureau of Traffic Engineering, owned one of the vehicles that was destroyed.

The tower was part of a communications network serving northeast Kansas and one of 76 in KDOT's system. Thanks to redundancies in the system, local emergency agencies were able to adjust their procedures in response to the accident until a temporary tower could be installed. The temporary tower is one of two new communications on wheels (COW) trailers recently purchased by the KHP for KDOT. It was driven to the site early Sunday morning from Salina, where it had been stationed. KDOT communications technicians worked through the

morning to erect the 106-foot tall tower and restore service to the users. At press time, communications engineers were exploring options for replacing the fallen tower and no decisions have been made regarding a location or design.

KDOT employees from the Topeka Metro Area Office worked closely with KHP troopers and local law enforcement to set up barricades and assisted with placing the temporary tower trailer in position. Private contractors were enlisted to remove the tower debris.

Dear Editor



## LETTERS TO THE EDITOR

The following note was sent to KDOT's Public Info. web site:

**Subject:** Outstanding state highway employee

I own a farm on K-31, ten miles west of Garnett, in Anderson County. I don't know who the state employee is who mows the right-of-way in this area but he does an outstanding job.

Sincerely,  
Orville J. Cole  
Garnett

## Project Topeka



Plenty of barbecued food was enjoyed at KDOT's summer social 2004 held in Topeka. The social helped raise funds to support Project Topeka.



# The power to choose can change your life

Whine or shine; choose your state of mind! We can choose gratitude, peace, happiness, or humor, just as we can choose discontent, fear, or anger. Being aware that we choose our state of mind is the first critical step. When we commit to choose rather than allow circumstances to control us, we seize opportunities to let upsets go and move toward happiness.

One of the greatest tools in our possession is our power to choose. We can choose to make something of ourselves or sit around waiting and wanting. We can choose to use our talent or complain we don't have enough. We can choose to be grateful or complain and be unhappy. If we envision ourselves grateful for health, job, mate, children,

home, etc., we see the goodness around us that brings contentment. As we believe this state of mind is possible, we experience it more and refuse to settle for less.

Attitude is truly everything. Life just is, but it isn't always the way we think it's supposed to be. Knowing we can't control what happens to us, it is important to remember we can control how we react. No one can upset us without our permission. We constantly hear, "You made me mad or you hurt my feelings." Putting someone else in charge of our emotions is erroneous and unfair. We always have the opportunity to choose how happy we want to be.

We also have the opportunity to choose our beliefs. Many people muddle through life avoiding choice and hoping things will turn out. They believe life is hard, and ask, "Why me?" They complain that life isn't fair. They let tragedy defeat them rather than use it

to grow stronger. When we allow these beliefs to consume us, we become bitter or depressed, and our world is not a friendly place. But life is good if we just let it be.

We all want to feel good about ourselves. In the workplace most people care more about what we do than how we feel. We can choose to be upset or do something about it. One of the quickest ways to build self-esteem is to build our skills and do what we love. Competence leads to confidence. If doing what you love won't make a living, make it your hobby and use your job to support your passion.

## ALL ABOUT ATTITUDE

By  
Carla  
Mumma

"Frustration is not having anybody to blame but yourself." Life may not be fair, but we are each responsible for our lives. When things go wrong,

don't look for someone to blame. Instead, use problems as a chance to learn, grow, and improve, or get stuck in a cycle of despair and blame.

Fear of looking foolish can make us hold back so we don't truly live fully. A shift in thinking helps successful people learn from mistakes without beating themselves up. As Harvey Mackay says, "One mistake won't kill you, but the same mistake over and over again will." It takes courage to be wrong and admit mistakes just as it takes humility to be right. Peter Marshall summed it up, "Where we are wrong, make us willing to change; where we are right, make us easy to live with."

More is not always better, and a bad day of fishing is not necessarily better than a good day of work. We often think we will be happy when..... The present is our gift; our opportunity to enjoy life. Choose to change your mind, and you will change your life.

## Welcome new KDOT employees!

### Headquarters

**Lisa Hockenberry**, Management Systems Analyst II, Management and Budget

**Suzanne Leffingwell**, Administrative Assistant, Computer Services

### District One

**Victoria Felker**, Engineering Associate III, Materials and Research

**John Jackson**, Engineering Technician Associate, Materials and Research

### District Two

**Mark Virden**, Mechanic, Clay Center

### District Four

**Jason Fogleman**, Equipment Mechanic Specialist, Chanute

### District Five

**Shelley Charles**, Senior Administrative Assistant, Hutchinson

**Matt Frisbie**, Engineering Associate I, Wichita

**James Middleton**, Engineering Associate I, Pratt

*The Bureau of Personnel Services supplies information for new hires to Translines.*

# Swartz

**Continued from page 1**

discovering how interesting it is – the testing being done at the lab here in Topeka, how speed limits are set, the 511 system, and the inner workings of state government,” he said, noting that he has observed the work of KDOT from afar for many years.

“I am so impressed with my new co-workers – their knowledge, their abilities and their kindness and patience with a new guy. Someday, I hope to have learned enough KDOT acronyms to actually have a free-flowing conversation with them.”

Swartz spent nearly 26 years at The Topeka Capital-Journal, where he was most recently the metro editor. In that job, he oversaw the operation of the city, state, Statehouse, business and weekend desks. Before that, he was the state editor for many years. He also was the police reporter for three years and started his Topeka career in 1978 as a general assignment reporter for the Topeka State Journal.

A 1974 journalism graduate of the University of Kansas, Swartz’s first newspaper job was at the Pittsburg Morning Sun. After two years in southeast Kansas, he moved to Alexandria, La., where he worked as the courts reporter for the Daily Town Talk.

Swartz said he is looking forward to becoming more knowledgeable and familiar with KDOT projects, procedures and the players.

“There are so many important projects KDOT is involved in and I look forward to helping get the word out about what this agency is doing,” he said. “And, after observing the legislative process for so long from a journalist’s point of view, I’m anxious to watch the Legislature next January from a position of greater involvement.”

Swartz and his wife, Judy, live in Lawrence, have two sons, Colin, 22, and Harry, 18, and two Labrador retrievers.

He can be reached at 296-0289; [stevesw@ksdot.org](mailto:stevesw@ksdot.org); or in his office in Room 754 of the Docking State Office Building.

# Midland

**Continued from page 4**

the Transportation Enhancement program. Projects in this category are designed to preserve and rehabilitate historic transportation facilities.

The Midland Railway Historical Association is an all-volunteer, non-profit organization that restores and operates historic railroad equipment to demonstrate the role of railroad transportation in the development of the region. Midland has been active in creating educational opportunities for young people, and sponsors a Boy Scout Explorer post which trains young men and women in railroad skills. On certain weekends scout troops from throughout Kansas camp out, work on the railroad and earn their “Railroading Merit Badges.” - *By Priscilla Petersen, District Four Public Affairs Manager*

# KDOT COFFEE MUGS

What a great gift idea!!



*These microwavable mugs are clear glass with a gold rim on top and a blue KDOT seal on one side.*

**Cost: \$5 per mug**

### To Order:

**Headquarters:** contact your Employees’ Council rep.

**Districts/Retirees:** mail completed form (or photocopy of form) and checks to: Ruby Hilton, Docking Building, 915 SW Harrison, Design/9th Floor North, Topeka, KS, 66603.

**Checks payable to KDOT Employees’ Council.**

Number ordered: \_\_\_\_\_  
Amount enclosed: \_\_\_\_\_

Name \_\_\_\_\_  
Work Address: \_\_\_\_\_  
(Retirees: home address)

Work phone: \_\_\_\_\_

# M I L E S T O N E S

## KDOT salutes its employees celebrating anniversaries in June

### 10 YEARS

Christopher Collins . . . . . Hutchinson  
 Milda Cruz . . . . . Ulysses  
 Michael Hattesoehl . . . . . Washington  
 Scott Huss . . . . . Troy  
 Douglas Newquist . . . . . Beloit  
 Perry Nolan . . . . . Hutchinson  
 Larry Pease . . . . . Topeka  
 Lynn Van Nortwick . . . . . Belleville  
 Curtis Weyand . . . . . Wamego

### 30 YEARS

Charles George . . . . . Horton  
 Jesse Gutierrez . . . . . Dodge City  
 Douglas Thompson . . . . . Salina  
 Richard Tinsley . . . . . Waverly

### 40 YEARS

Stephen Hammersmith . . . . . Great Bend  
 James Jaske . . . . . Wichita  
 Ritchie Ray . . . . . Norton

### 20 YEARS

Bradley Halseth . . . . . Great Bend  
 Robert Herman . . . . . Topeka  
 Tom Johnson . . . . . El Dorado  
 Barry McManaman . . . . . Great Bend  
 Edgar Miller . . . . . Hoxie  
 Wayne Nelson . . . . . Topeka  
 John Raush . . . . . Strong City  
 Ferrell Rupe . . . . . Bonner Springs  
 Robert Selley . . . . . Topeka  
 Donald Whisler . . . . . Topeka  
 Ronald Winder . . . . . Osborne  
 John Wiss . . . . . Kansas City  
 Tracey Zieman . . . . . El Dorado

*The following employee celebrated a milestone in May.*

### 10 YEARS

Aurthur Schottel . . . . . Washington

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

## Retirees

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

### Headquarters

**Richard Kleinschmidt,**  
 Engineering Technician Specialist  
 in Design – 43 years of state  
 service.

**Bernita A. Lolley,**  
 Administrative Specialist in  
 Personnel Services – 24 1/2 years  
 of state service.

**Thomas C. Palmer,**  
 Engineering Technician Specialist,  
 Traffic Engineering - 38 years of  
 state service.

### District Two

**Marvin H. Wagner,** Highway  
 Maintenance Superintendent at  
 Mankato – 34 years of state service.

### District Five

**Gary E. Duerson,** Equipment  
 Operator Specialist at Pratt – 23  
 years of state service.

## Armour

### Continued from page 1

tion. It is one of the proud accomplishments Armour listed during his tenure as Aviation director, which ended on June 7 with his retirement.

After determining the woeful status of airports in Kansas, Armour said, the next step was to secure funding for improvements. Money was needed to improve the condition of the public use airports, which are classified as having less than 10,000 passenger boardings per year. The airports ranged in size from very small at Leoti to large at Hutchinson.

The Comprehensive Transportation Program (CTP) passed in 1999 provided the funding mechanism to make the needed airport improvements. Eligible aviation projects received improvements to runways, taxiways and ramps, and upgrades to other facilities and equipment. There has been \$3 million in state funding

earmarked each year for the program, but that actually has addressed \$4.5 million in needs when local matches are factored.

“Before the CTP, Kansas was the only state in America that didn’t provide state funding for airport improvements,” said Armour. “We worked to include funding in the CTP so we could address this need. The result has been an improvement in our runway pavement condition from ‘fair’ in 1999 to ‘very good’ today.”

Armour said the airport improvements have been beneficial to Kansas for several reasons. He listed commerce, air ambulance service, agriculture and law enforcement as key benefactors of the improvements.

Armour said another area he is proud of is securing additional federal funding for airport improvements. Armour said he monitored the amount of federal funding Kansas had been receiving and compared it with other states. He found that Kansas was not being adequately funded com-

pared to others states and the oversight was brought to the attention of the state’s congressional delegation.

“We were receiving about \$6 million annually, but we’ve more than tripled that figure now and receive about \$20 million every year from the feds,” said Armour.

Before coming to KDOT, Armour served as Executive Director of the Boot Hill Museum, Inc., in Dodge City for three years. From 1986 to 1992, Armour served as Director of Operations and Training for the Kansas Air National Guard. He also served as Air Refueling Squadron Commander for the Guard from 1984 to 1986.

Armour and his wife, Bonnie, plan on moving to Hutchinson where they will be involved in the building of a new home. Golfing, fly fishing and, of course, flying, will also occupy Armour’s time during retirement.



# Scheduling

Continued from page 5

included area engineers and other mid-level engineers, administrators, maintenance superintendents, and supervisors and others, were asked their preference: remain exempt, change to nonexempt, or no preference.

The group's response was loud and clear: nearly 76 percent of those who participated in the survey said they prefer to remain exempt, foregoing a shot at overtime.

"I think they were surprising to some," said Ferrill, who noted, however, that she was not entirely surprised by the results. "I think the concern is that they won't be allowed the overtime to get the job done the way they want the job done."

The surveyed workers were selected by the sub-team to be surveyed because it was the first layer of supervisors above hourly employees, said Kowach. If the survey had shown that this group wanted overtime, then the team would have surveyed the next level of exempt employees, he said.

Secretary Miller, who was among those surprised by the results, said she

was pleased the sub-team asked the questions that netted the unexpected answers. (See the Secretary's column on Page 2)

Said Ferrill, "The team is really trying to do what's right for KDOT in a way that helps us gather realistic, true information to base our decision on.

"We've got a really good group of people on this team that have a broad field of experience in the agency..

There are a lot of different views at that table and there are a lot of different experiences."

### WHAT'S NEXT

Although the work of the pay and benefits sub-team is not completed, "We're starting to wind things down," said Ferrill. The team is now reviewing the list of the things it was tasked to do.

"We will be deferring items to other work teams to take it to the next step," she said.

"We're not done yet."

In addition to Ferrill and Kowach, members of the sub-team include Stephanie Malcom, Design; Allison Conklin, Personnel Services; Glenn McCall, District Five; Bob Stacks, Administration; Roy Rissky, District One; Alan Spicer, Transportation

# Promotions/Transfers

## Headquarters

**Robert Dennison**, Applications Programmer Analyst IV, Computer Services

**Gregory Morgan**, Environmental Scientist I, Design

## District Four

**James Pickett**, Engineering Associate III, Iola

**Brian Schafer**, Engineering Associate III, Garnett

## District Five

**Jim Stwalley**, Engineering Technician Senior, Pratt

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

Planning; Mack Villalpando, District Two; Leroy Koehn, District Six; Gene Robben, Office of Inspector General; Lon Ingram, Materials & Research; Dean Pierce, District Three; Laurence Robinson, District Four; Kevin Crain, District Four; Rhonda Seitz, Fiscal Services; and Nancy Daniels, Personnel Services.

**Kansas Department of Transportation**

*Bureau of Transportation Information*

915 SW Harrison - Room 754

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