



Warren Sick, Assistant Secretary/State Transportation Engineer, stresses the importance of safety belts to elementary school students at the Buckle Up America! event held in Topeka.

## Education, awareness stressed at safety belt event

There were plenty of fun and games but the message being delivered was serious at the Buckle Up America! public event held recently in Topeka.

The May 24 event to promote safety belt usage was sponsored by KDOT's Safety Belt Education Office. Safety belt education and awareness were offered in a carnival-type atmosphere at the Expocentre during the event.

Elementary school students and other participants learned about safety belts through a lecture and hands-on training. Warren Sick, Assistant Secretary/State Transportation Engineer, spoke to the students encouraging them and their parents to use safety belts.

"Safety belts can save your lives," said Sick. "Last year 470 people were killed in motor vehicle crashes and 340 of those were not properly secured with a safety belt. You can be part of the

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## KDOT celebrates 25th anniversary

By Kim Stich

Just 25 years ago, the State Highway Commission of Kansas began a new era that allowed the agency to expand its horizon and reach new heights in providing transportation services across the state. On July 1, 1975, the agency officially changed to a Department of Transportation.

"I think it was a big plus because it opened a lot of opportunities for us," said Warren Sick, Assistant

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Clem Boos pitches for "The Roadies" team at the Employees' Council softball tournament on June 3. For more pictures, see page 5.

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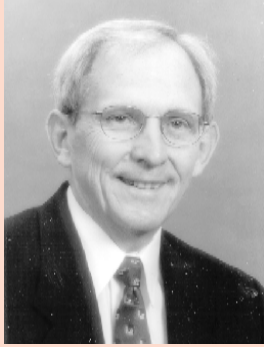
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From  
Where  
I Sit

*by E. Dean Carlson*

## Engineering is key to KDOT

Many are the times that I wish I could wave a magic wand and transform the world in the blink of an eye. I'm too much of a realist to think that could ever happen, so I settle for making whatever changes I can whenever they are possible. This sometimes results in an uneven landscape, but I take heart in knowing that future changes may level it all out.

A most recent example of this is the establishment of recruiting and retention bonuses for engineers. I have heard complaints about this. Some have been worded more diplomatically than others, but the essence of all has been: how come they (the engineers) are getting "special treatment?" I'd like to give you my take on this hoping that, while you may not agree with the decision, you will have a better understanding of the reasons behind it.

I'd like to begin with an analogy of a hospital. A hospital employs many people: doctors, nurses, nurse's aides, technicians, clerical staff, custodians etc. Each and everyone of those positions is important in carrying out the day-to-day functions of that hospital and, indeed, none of us would want to be in a hospital that wasn't appropriately staffed. But there is only one position

on that list that is an absolute requirement for that hospital's existence: the doctor. No one else is necessary unless the hospital can attract and keep doctors. Does that make them more important as human beings? I'd answer no. Does that make them more valuable to recruit and retain? I'd answer yes.

I would argue that the same is true here at KDOT. What is this organization without engineers? It is certainly not KDOT. Think of any aspect of our agency's work, and then try to divorce it from the engineering component. Engineering is our reason for existence, therefore we must have qualified and competent engineers

The cold reality of the free market system puts a high price tag on engineering skills right now, and I have watched as the private sector has lured way more and more of our engineers. There is nothing I can do to change the laws of economics. What I could do was to try and level the playing field so that KDOT was not at such a great disadvantage. This is why I pushed for the recruiting and retaining bonuses, and why I am glad that they were approved.

I know some of you may be thinking, well, so what if we lose a bunch of engineers? We'll always have some and we can still get our jobs done. To go back to the hospital analogy, does it really matter if it has ten doctors instead of twenty? Probably not, if the patient load is low and steady. This is not what we're facing right now.

For this agency, at this point in time, size of the engineering workforce does matter tremendously. The state legislature entrusted us with more than \$13 billion over the next ten years to produce the Comprehensive Transportation Program. The CTP just does not get done on time and within budget without enough qualified, competent engineers. If we begin to fail on

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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).

## Calendar of Events

**July 4** - KDOT Employees off for Independence Day holiday.

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

**July 14** - 9 a.m. Highway Advisory Commission telephone conference call from 8<sup>th</sup> Floor Planning conference room.

**July 19** - 2 p.m. Construction Bid Letting, Capitol Plaza Hotel, Topeka.

**August 2** - Summer 2000 Kansas Work Zone Signing Workshop in Topeka. Contact Rose Lichtenberg, (785) 864-2594.



Paving work takes place on the new I-70 alignment east of Topeka.

## East Topeka interchange taking shape

Being able to drive from the Oakland Expressway directly to I-70 or the Kansas Turnpike in east Topeka is just around the corner. In summer 2001, weather permitting, the new I-70, KTA, and K-4 configuration will be open to traffic.

"Everything has been progressing nicely," said Steve Baalman, Field Engineering Administrator at the Area Four office in Topeka. "We haven't had much inclement weather so that's been very good for the contractor."

About 85 percent of the grading work is done, Baalman said, and the paving is about 30 percent complete. Baalman said work is also under way on the new KTA toll plaza about ½ mile east of the existing plaza.

There are a total of 13 bridges included in the project – of those, eight are complete, three are in the process of completing the substructure, and the last two will be under construction soon.

Construction of the two new roundabouts on Rice Road near I-70 has begun as well as the new Tecumseh Road bridge over the KTA. A portion of Rice Road and Tecumseh Road have been closed to traffic since this spring, and "we are on schedule to have Rice Road and Tecumseh Road open to traffic at the end of October," he said.

Once traffic is switched to the newly-constructed portions of I-70 next year, removal of the existing I-70 and toll plaza will begin as well as finishing the ramps between eastbound I-70 and Rice Road.

The entire project, including landscaping, seeding, and other related work, should be finished in summer 2002. -K.S.

### *Roundabouts on Rice Road just around corner*

Driving in circles sounds like a bad idea, but at Rice Road near I-70 it will actually be a good one. Two new roundabouts are being constructed as part of the new East Topeka interchange project in Topeka and will be open to local traffic by the end of the year.

Roundabouts are very different than traffic circles and provide motorists



Dirt on the north Rice Road roundabout is prepared to have lime added.

numerous safety features. They have been shown to reduce fatal and injury accidents as much as 75 percent, require low maintenance costs, and reduce traffic delays.

Roundabouts have been used for years in Europe and Australia and they are starting to be incorporated in projects in Kansas. The ones on Rice

Road will be the first on the state highway system. "They are a new tool in our tool box to use," said David Church, Senior Traffic Engineer in Traffic Engineering. "They are going to improve safety, increase capacity, and hopefully become more familiar to

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# No vacation for Operation Lifesaver

By Cortney Finnesy

During the school year, Operation Lifesaver keeps busy with grade school, middle school, and high school presentations, but during the summer months the organization is just as diligent.

Numerous presentations will be given to driver education programs. The presentations differ depending on the audience receiving the presentation. If it is for grade school students, a cartoon is shown giving the dangers of trespassing and teaching the children how to look and listen for approaching railroad traffic. The presentations for adult groups stress statistics.

Today, Operation Lifesaver continues working harder than ever to reach its ultimate objective: zero fatalities related to highway-rail intersections and on railroad rights-of-way. In order to increase railroad safety, Operation Lifesaver relies heavily on education to get its message to people.

"There are three E's," said Kansas Operation Lifesaver Coordinator Charles Brunson, "education, enforcement, and engineering." Brunson, Assistant Coordinating Engineer, has served with Operation Lifesaver since 1991.

The education part of this system is done by Operation Lifesaver, the enforcement is done by the law enforcement agencies, and the engineering improves signals, gates, and rail and highway design. Engineers also work to provide better sight distance for the railroad crossings. Most of the education goes out through presenters that volunteer their time to Operation Lifesaver. These presenters go to schools, professional groups, professional drivers, driver education programs, civic groups, and any other group or individual that asks for a presentation.

Operation Lifesaver will also be doing safety fairs throughout the state. The safety fairs will consist of booths to educate people and distribute materials such as brochures

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## Operation Lifesaver program is working

Three to four years ago, a train struck a vehicle or pedestrian every 90 minutes in the United States. Since then, Operation Lifesaver, a nationwide program to educate people on railroad safety, has reduced the number of accidents by 25 percent.

Operation Lifesaver was started in 1972

in Idaho. At the end of the first year the number of fatalities dropped 26 percent. The Kansas branch of Operation Lifesaver began in 1974. Since then, the number of accidents in Kansas has gone from 118 to 70 per year and the number of fatalities has plunged from 33 to seven.

# SE hearings take place

Almost every KDOT District Headquarters found itself playing host to a public hearing this month regarding certain System Enhancement projects. As you probably know, the System Enhancement Program is the expansion component of our Comprehensive Transportation Program (CTP). There is \$1 billion available for System Enhancements over the ten-year life of the CTP. Competition for those dollars has been fierce - KDOT is reviewing 139 project applications that are seeking about \$5 billion worth of projects.

One of the ways that communities can boost their application's chances is by earning "extra credit" points. Under the program's guidelines, these points can be gained in three ways:



At right, District Four Engineer John Leverenz and Public Information Officer Marty Matthews take notes while listening to people speak at the System Enhancement hearing in Chanute.

Providing local matching funds;  
Having a partially completed or developed project;

Agreeing to take over responsibility for sections of highway that will be removed from the state highway system.

The hearings held in June focused on the last option - removing lane miles from the State Highway System.

Here's how that option works. If the project is selected for System Enhancement

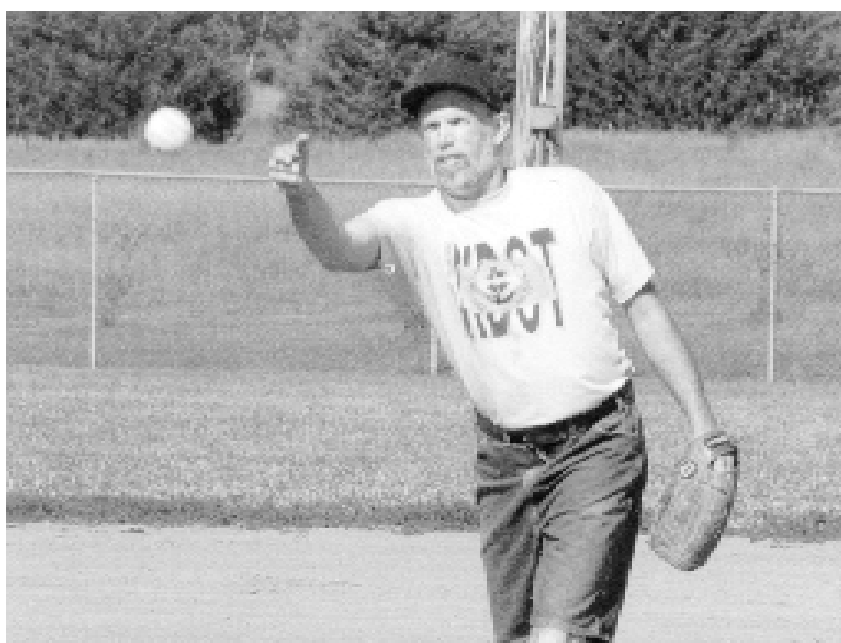
funding, the sections of highway offered for credit lose their State route designation and are no longer the responsibility of KDOT. This happens only after the System Enhancement project for which the miles were submitted is completed and open to traffic.

"Offering extra credit for removing lane miles from the State Highway System is an effective way to maximize the state's resources," said Secretary Carlson. "This

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## Summer fun at the KDOT softball tournament



Saturday, June 3, was filled with fun activities with 14 teams participating in the Employees' Council softball tournament in Topeka. People also had a chance to relax at the picnic while kids had a good time with numerous activities and games.

# Remember to take care of internal customers as well

By Christy Cain

We spend a lot of time in this column talking about the importance of open and honest communication with the public. You may remember some of the guidelines we've discussed: avoid jargon and technical terms, give a balanced perspective, and don't be afraid to say you're not sure about the answer, but then check into it and get back to the customer. These are good rules to follow when we're addressing our external audience. But our most important audience - our internal customers - must not be forgotten.

KDOT's external communication can only be as good as its internal communication. In other words, it's unrealistic to think that we will be able to inform and educate the public if we don't do these things well in our organization. If there's something you want or need to know in order to do your job better or to be an effective ambassador, it is as much your responsibility to seek out the information as it is someone else's responsibility to give you the information. Furthermore, information should not just flow down the chain of command; it should also be passed up the chain.

Each KDOT employee is empowered to be an ambassador for the agency. This means that each of us should feel comfortable answering questions from the public about topics with which we're familiar. To be effective in this role, each of us needs to be armed with timely, accurate information.

We might be quick to place blame for the information shortfall with supervisors. But it's important to realize that internal communication is a two-way street. It's not just the responsibility of the KDOT managers, the Transportation Information office, or the Public Involvement staff. While each of these folks certainly plays an important role, each KDOT employee needs to take some responsibility.

Critically and objectively think about who might potentially be affected by the information. Say, for instance, that a road closing has been moved up so that the contractor can complete the job more quickly. Not only do the crews and managers need to be notified, so does the traveling public. So, you need to be sure that the information gets to the public involvement liaison in your District so that person can write a news release about the project.

Problems often arise because we assume that someone else will pass along the information. It reminds me of the story about Anybody, Somebody, and Nobody. There was a job to do, and Anybody could do it so surely Somebody would. But Nobody did and the task wasn't accomplished.

It happens like that with communication, too. We assume that someone else will take care of informing interested parties, so we let it slip. Take the initiative to be the informer. Even if someone else has also made a

notification, there's really no harm done. Most people

would prefer an error on the side of too much information rather than not enough.

Once you've decided who to inform, you have to choose a distribution channel to use.

Recognize that not all

people learn in the same way. Some respond to print, others to verbal communication, and still others to demonstrations. You'll have to decide which channel is most appropriate and timely for your message and your audience. Sometimes an e-mail notification or telephone call will work. In other instances, you may need to call a meeting to discuss the issues. You may even need to package the same information in a variety of forms in order to get your message across.

Also, be respectful of the audience's time. The information should be clear and concise so that the recipients don't have to spend a lot of time deciphering it. If you're giving an update on a project that you've already discussed, find ways to keep the message fresh. If there is no new information, re-evaluate the need to communicate the message at this time. Maybe it would be better to wait until there is additional information to pass along.

You've heard that timing is everything. Well, it's also



## Welcome new KDOT employees!

### Headquarters

Cheryl Dubois, Information  
Resource Specialist I, Computer  
Services

Heather Harmon, Office Assistant  
III, Construction and Maintenance

Mark Johnson, Management  
Systems Analyst I, Construction and  
Maintenance

Jessica Knight, Office Assistant III,  
Computer Services

Laura Miller, Office Assistant IV,  
Fiscal Services

Nancy Savelius, Secretary II, Traffic  
Safety

Sheri Schifflbein, Applications  
Programmer Analyst III, Computer  
Services

Anne Willcoxon, Office Assistant IV,  
Personnel Services

### District One

John Boose, Equipment Mechanic I,  
Topeka

### District Two

Karla Clark, Office Assistant II,  
Salina

Mark Willman, Highway  
Maintenance Supervisor, Clay Center

### District Three

Tracy Wagner, Storekeeper I, Norton

### District Four

David Jones, Mechanic's Helper, Iola

Debra Bailey, Public Service

Administrator II, Chanute

### District Five

Doreen Mitchell, Engineering  
Technician Associate, Great Bend

### District Six

Michael Avery, Engineering  
Technician Associate, Garden City  
The Bureau of Personnel Services  
supplies information for new  
employees to Translines.



Rail cars line the KDOT mixing strip after a train derailment in May near K-14 in Reno County.

## KDOT mixing strip in Reno County used for derailment cleanup

A Union Pacific cargo container train, travelling at 68 mph through the center of Arlington in Reno County, derailed recently leading to the evacuation of the entire city for a 2½-hour period. As a result of this derailment and the subsequent damage to the rails and rail bed, K-14 was closed at the point where it crossed the U.P. tracks in Arlington, from Saturday May 13 at 8:30 p.m. until Monday May 15 around 9 p.m..

The train was transporting products varying from computers to chemicals, and required hazardous materials specialists to supervise the cleanup process. To speed the cleanup efforts and the reopening of K-14, KDOT offered the use of an asphalt mixing strip, located on K-61 one mile west of the town. This mixing strip provided the

contractor in charge of removing the demolished rail cars and replacing the damaged rail lines, a large, flat, easily accessible paved area to relocate the damaged cargo containers. This resulted in quicker access to, and replacement of, the damaged rail lines.

Alan Mantooth, El Dorado Area Maintenance Superintendent; Darin Oller, Hutchinson Maintenance Subarea Supervisor; and the Hutchinson Maintenance Subarea Crew provided traffic control on K-14 and K-61 during the cleanup process. They also installed asphalt paving when the rail bed was repaired, to reopen K-14 to through traffic. -By Martin Miller, Public Involvement Liaison

## Internal customers

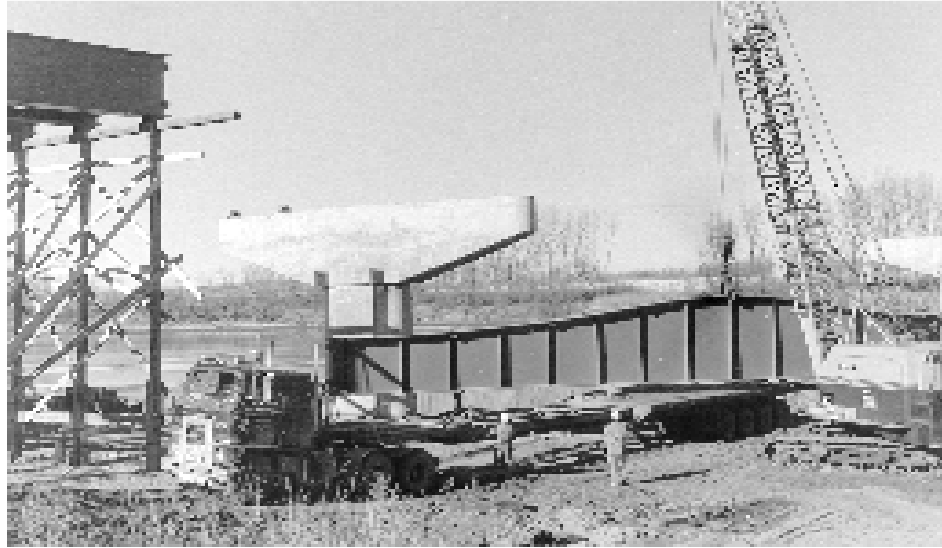
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important with internal communication. It's frustrating for employees to hear about KDOT news from friends or through the local paper before they learn of it at work. Keeping the lines of communication open will help keep this in check.

Internal communication isn't an event; it's a process. It doesn't stop and end with your District newsletter, with the monthly Translines publication, with monthly staff meetings, or with an annual division meeting. Instead, it's a process by which we relate to one another within our organization day in and day out. Improving the information flow up and down the chain is how we win favor with our most important audience - our internal audience.

## Step Back in Time

A girder is unloaded to be used in construction of the K-18 bridge near Ogden. The bridge over the Kansas River was constructed in 1975.



## 25-years

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Secretary/State Transportation Engineer. "It became a multimodal unit instead of just a highway unit." Sick had been with the agency just eight years when the change to a Department of Transportation took place.

On the other hand, in 1975, Arland Hicks, Senior Engineering Advisor with the Division of Engineering and Design, had worked for the State Highway Commission for 27 years. "We felt a little frightened. It was a new territory, a new way of doing things," Hicks said. "But it turned out to be a false fear on my part and other people's parts."

Looking back over the past 25 years, Hicks said it was a positive change. "It made it possible to build a highway as a unified project through the Districts. Under the previous system, it was more difficult," Hicks said. "We're able to provide a better service to the public."

Mike Lackey, KDOT retiree and former Assistant Secretary/State Transportation Engineer, agreed with Hicks. He considered the biggest difference to be less political influence on the major decisions in the Department. "We went from a six-District program to a statewide program," Lackey said. "It was the start of developing the entire system in a more logical manner."

Having a Secretary of Transportation

was a new concept for the Department. The first person named to that post was O.D. "Jack" Turner. In Milestones he was described as, "a dynamic administrator whose inclinations toward scholarship and teaching were expressed in a unique style of management during the three and one-half years he spent at KDOT."

"We're where we are at today in the technology field because Turner started us

**'We went from a six-District program to a statewide program. It was the start of developing the entire system in a more logical manner.'**

**Mike Lackey**

down that path," Lackey said. "He got us started in computer technology programs such as the Resource Management System (RMS) which set the tone for what we do now."

Since then, Lackey said, KDOT has had a series of Secretaries who have seen that wisdom, "and even though each had their own style, they all have managed the department in a professional manner," he said. "They have done a good job of blending the political needs with the Department's needs to come up with good solutions."

Once the change to a Department of

Transportation was made, the agency quickly evolved and began to focus on all modes of transportation, Lackey said. "That's where the future lies – more comprehensive planning between the different modes."

Sick and Hicks agree that expanding services within the various modes of transportation are important. "Being multimodal, we can put more emphasis on rail and aviation," Sick said.

Another change from the State Highway Commission is the ability to have long-range planning and long-range funding, Lackey said. With a Secretary and a Department of Transportation, "You have the chance to do more comprehensive planning," Lackey said. "The Comprehensive Highway Program was the epitome of that. We were the envy of DOTs across the country. The Legislature and Governors have had a lot of faith in us and confidence in the Department to do what it does best."

One thing has remained the same no matter the name or organizational changes - KDOT employees continue to meet the ever-growing needs of the traveling public. Their dedication to the Department has not changed. "KDOT always has one of the highest employee-longevity records in the state," Lackey said. "People don't work their entire careers at a Department they don't like. They know they can make a difference." -K.S.



## KDOT jumps into action after May 11 tornado

Not all work done by KDOT employees involves keeping the highways safe and passable for the traveling public. Some work includes assisting communities and their citizens during emergencies and disasters. Such a situation occurred in Tonganoxie May 11 when a tornado swept through the area.

Dennis Lindsay, an Engineering Technician in Area Three, and his family were in the path of the storm. "The family and I were watching TV when the sirens went off. We went to the basement and really didn't hear anything, but we could feel the pressure in our ears," Lindsay said. "It happened so fast that we really didn't think that anything had occurred, but when we went back upstairs, we could see the damage. A tree had fallen into the front of our house and there was considerable damage in our neighborhood. It was very nice to see all the people who came to help clean up the next day."

David Gripka, son of Paul Gripka, Area Three Field Engineering Administrator, was driving south on a branch of Leavenworth County Road 4, when suddenly his car was picked up, turned counter clockwise, and his KU license plate torn off. He was unhurt, but definitely shook up. Finally, Sarah Gripka, a KDOT Lawrence Subarea Utility Worker and daughter of Ralph Gripka, Lawrence Construction Engineer, had her car parked in the Tonganoxie High School parking lot and the windows were cracked and broken.

KDOT was called into action right after the tornado passed through, said Oscar Hamilton, Area Three Maintenance Superintendent. The Kansas Highway Patrol requested assistance with road closures and cleanup. Anthony Guenther,

Leavenworth Subarea Supervisor; Gary Woodward, Equipment Operator; and Gary Cole, Equipment Operator; responded by helping close K-16 west of Tonganoxie.

On May 12, the remainder of the Leavenworth crew including Wayne Marsch, Joseph Noel, Kenneth Tabor, Robert Fryatt, Esteben Davis, and Larry McGraw, all Equipment Operators, assisted with closing K-16 and in the cleanup efforts. Equipment Operators Randall Routh (Area Three office), Gary McCamish, Thomas Steele, and Ronnie

Young, from the Edwardsville Subarea office, helped clean up tree limbs and debris. Keith Lassiter, Oskaloosa Subarea Supervisor; and Ralph Isbell, Equipment Operator; helped detour eastbound K-16 traffic at County Road 8. K-16 was reopened to traffic about 8 p.m. on May 12.

From May 15 through May 19, employees from the Leavenworth

Subarea, Edwardsville Subarea, and the Area Three Crew continued to assist in the cleanup of US-24 and K-16. The storm left many broken poles and downed power lines on the highway from the junction of US-24 to about two miles west on K-16. Signposts were broken and gone. The parts of K-16 and US-24 that run through Tonganoxie were littered with building materials, and tree limbs.

Dan Casper, Engineering Technician Senior, who resides in Tonganoxie, reported that all his lawn furniture was gone and there were many large tree branches in his yard. He felt it was a good day to take off and assist his neighborhood in the cleanup. -By John Swihart, Public Involvement Liaison

'It happened so fast that we really didn't think that anything had occurred, but when we went back upstairs, we could see the damage.'

Dennis Lindsay

## Operation Lifesaver

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and pamphlets on safety at the railroad crossings.

A new program called "Positive Enforcement" is in effect to help police officers practice railroad safety at all times. "This program puts an officer in the engine of a train and different officers at the actual railroad crossings. If the officer in the train sees people following proper railroad safety, that person will then receive literature and a coupon for a free hamburger from Sonic," said Brunson.

Operation Lifesaver is also doing a "School Bus Rodeo," which will work with bus drivers to help them practice appropriate railroad safety measures.

Operation Lifesaver provides videos for presenters and individuals can request these as well. The newest video, "Your License or Your Life," highlights new federal regulations that make truck drivers eligible for a 60-day suspension of their license if they disobey highway-railroad crossing laws. The video also provides information on what to do to avoid five critical driving situations at railroad crossings. Tips are shown in the video to help drivers. The safety tips include

information on how and when to cross the railroad crossing safely.

As Brunson points out, thousands of people have been injured and hundreds have been killed by train related accidents, so it is absolutely paramount that Operation Lifesaver continues its hard work on the national and state level. Operation Lifesaver is always looking for individuals to help educate people about the safety and dangers of railroad crossings. If you are interested in becoming a presenter please contact Brunson at (785) 296-3549.

## Roundabouts

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drivers in the Midwest as well as Kansas."

Communities in Kansas are beginning to see the benefits of this new type of intersection. "Cities are now contacting us and wanting to put in roundabouts," Church said. "I think in the future it's going to be just like a traffic signal. Some places will be good for roundabouts and some will be good for signals."

The positive aspects are being seen in other areas as well, "especially in the transportation industry," Church said. "And as soon as we get a few of these installed, I think the public's perception is really going to change in the next few years."

The Federal Highway Administration has taken a comprehensive look at all the different specifications and features of roundabout designs around the world and created an informational guide. "It's going to be good guidance for us because up to this point, we've had to pick and choose information from what others have done," Church said. "Now we'll have even more information on the best ways to use them in Kansas."

A new video, "The East Topeka Roundabouts," is now available which shows exactly what it would look like to enter and drive in a roundabout from the driver's perspective. For more information or a copy of the video, contact Church at (785) 296-3618. -K.S.

## Deaths

Condolences to the family and friends of former KDOT employees Adron Shadduck and Bill Hecht, who recently passed away.

Shadduck, 69, died June 11 in Omaha. He had worked for KDOT for 30 years and was in charge of Media Productions before retiring in 1992.

He is survived by his wife Judy, who is a retired KDOT employee. Other survivors include one son, one daughter, one brother and four sisters.

Memorial contributions may be made to the Liver Transplant Fund 983285, University of Nebraska Medical Center, Omaha, 68198-3285.

Hecht died June 1 in Topeka. He had worked for KDOT 38 years and was a Road Design Squad Leader when he retired in 1988.

He is survived by his wife, Velma, and one daughter.

## Safety

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solution by buckling your safety belt and making Kansas click."

Free child safety seat checks were provided by trained technicians from SAFE KIDS and the No-Zone trailer demonstrated safe driving involving vehicles and large semi-trailer trucks.

Attendees at the event had the opportunity to mingle with the Kansas Highway Patrol Road Dawg. The KHP demonstrated its rollover vehicle and the safety belt convincer, both designed to vividly demonstrate what could happen in a car crash. The Topeka Police Department was on hand to promote its local safety program.

"It's time in Kansas that everyone be aware of the life and cost-saving value of safety belts," said Rosalie Thornburgh, Bureau Chief of Traffic Safety. "Increasing safety belt use is the single most effective thing we can do to save lives and reduce injuries on Kansas roadways."

The awareness component of the program involved introducing a new look to the featured theme of KDOT's safety belt effort - Kansas Clicks. "This theme 'Listen to your seat belt - Kansas Clicks' means that in Kansas, people know to put on their seat belts when they travel," said Thornburgh. "The theme is upbeat and positive, but still conveys the message that making your belt click is the responsible thing to do."

The Buckle Up America! campaign also stressed occupant protection enforcement through a new initiative entitled STEP - Specialized Traffic Enforcement Program. Fifteen local law enforcement agencies across the state participated during Memorial Day week.



A Kansas Highway Patrol officer demonstrates the rollover vehicle at the Buckle Up America! event.

The STEP program, which initially began in February with enforcement by the KHP, helps pay overtime for officers enforcing the Kansas occupant protection laws for children and adults. The 15 agencies included the police departments of: Sterling, Chapman, Maize, Ellsworth, Coffeyville, Hays, Hutchinson, Garden City, Topeka and Overland Park and the sheriff's offices of Lincoln, Miami, Saline, Reno, and Sedgwick counties.

STEP enforcement will also be held during the July 4<sup>th</sup> and Labor Day holidays. - S.W.

NOTE: If you are involved in planning a local safety event and would like promotion material, contact the Bureau of Traffic Safety at 296-3756.

## Secretary

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our promises, the taxpayers of this state will want answers. One of the questions raised will be: if KDOT can't deliver, then why are we giving them so much money each year? If you don't think that kind of thing can happen, look to our neighbors in Missouri. MoDOT is still fighting to earn back its reputation after its multiyear plan fell apart. I don't want that to happen here, and I know you don't either.

So, while those of you who are not engineers are not getting these bonuses, there is an indirect payoff for everyone in the agency because KDOT continues to do its job well and we continue to have the trust and support of the people of this state. This translates into continued funding, which means we all get to keep working.

Finally, back to my original statement about doing what can be done when it can be done. Would I have liked to have seen increases for the rest of KDOT? Yes, I would. But, pay for most of our positions can't be changed without a statewide mandate - one that affects every position in every agency. (A statewide change is what happened when the bonuses for some IT positions were authorized a few years ago.) We were able to get the engineer bonuses done because these are positions unique to KDOT. Sometimes you have to settle for what's possible at the moment.

We will continue trying to get the state to look at all positions, something that I believe is long overdue. There is a saying, "the perfect is the enemy of the good." I realize these bonuses are not a perfect solution for everyone, but they are a good, and necessary, idea.

## BROWN BAG LUNCH

Topic: Road Design (Part of a series tracking a project)

Date: Wednesday, July 5

Time: noon to 1 p.m.

Place: Room 481, Docking

All KDOT employees are encouraged to attend.

## SE hearings

Continued from page 4

is why it was included in the first System Enhancement selection process for the highly successful Comprehensive Highway Program (1989-1997) and it is why we are using it again."

The hearings focused solely on removing miles from the State Highway System and not the merits of the proposed System Enhancement projects. The meetings were held in every District except District Three, which had no affected projects. These hearings would have been impossible without the great cooperation of the District Headquarters personnel.

The purpose of these public hearings was to listen to public input, both pro and con, regarding the potential routes that may be removed from the State Highway System as a result of the System Enhancement Program. The District Engineers listened to all the comments and reported back to Secretary Carlson on what they'd heard.

To allow time to consider the information gathered at these hearings, KDOT has delayed the announcement of System Enhancement project selection. Announcements had been expected to take place in early summer but are now expected to occur in mid summer.

## M I L E S T O N E S

KDOT salutes its employees celebrating anniversaries in June

### 10 YEARS

Earl Bosak ..... Salina  
Barbara Daniel ..... Mound City  
Michael Hochard ..... Topeka  
Scott Koopmann ..... Hutchinson  
Barry Kopel ..... Liberal  
Cheryl Korth ..... Topeka  
Dale Luedke ..... Olathe  
Kelly Marshall ..... Topeka  
Charles McCann ..... Anthony  
Douglas Olson ..... Salina  
Harold Sauvage ..... Topeka  
Larry Schroeder ..... Topeka  
Loren Snell ..... Salina  
David Taggart ..... Olathe

The following employees celebrated a service anniversary in May.

### 10 YEARS

Suellen Markley ..... Topeka  
Lee Roadifer ..... Topeka

### 20 YEARS

Susan Darling ..... Salina  
Terry Fleck ..... Topeka  
Ronald Hall ..... Garden City  
James Heder ..... Alma  
Ronald Hopkins ..... Scott City  
Robert Jack ..... Chanute  
Bill Kell ..... Topeka  
Clifford Muntzert ..... Yates Center  
Timothy Mutschelknaus ..... Topeka  
Bradford Rognlie ..... Topeka

### 30 YEARS

Rolland Bertwell ..... Topeka  
Al Cathcart ..... Topeka  
Nancy Kratzberg ..... Topeka  
Daniel McGinty ..... Wamego  
Marvin Wagner ..... Mankato

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

## Promotions/Transfers

### Headquarters

Lynn Berges, Engineering Associate III, Local Projects  
James Bernica, Engineering Technician, Materials and Research  
Albert Davis, Engineering Technician Senior, Traffic Engineering  
Eric Deitcher, Right of Way Agent III, Right of Way  
Martha Jones, Management Systems Analyst I, Design  
Janice Kleinschmidt, Engineering Technician Specialist, Design  
Becky Klenklen, Executive Secretary, Administration  
Richard Kreider Jr., Professional Civil Engineer II, Materials and Research

Erica Martin, Office Assistant IV, Materials and Research  
Kris Norton, Professional Civil Engineer II, Design  
Delbert Ramsey, Engineering Technician, Transportation Planning  
Tod Salfrank, Engineering Associate I, Design  
Thomas Sudbeck, Engineering Technician Senior, Materials and Research  
Cynthia Tobias, Secretary II, Local Projects

### District One

Angela Gatzemeyer, Human Resources Professional I, Topeka  
Glenda Melanson, Engineering Technician, Lawrence

### District Two

Billy Wilson, Highway Maintenance Supervisor, Strong City

### District Three

Leonard Marcotte, Equipment Operator, Stockton

### District Five

Melissa Nevins, Office Assistant III, Hutchinson

### District Six

Donald Brungardt, Equipment Mechanic II, Garden City  
William Horyna, Equipment Mechanic I, Garden City

## Retirees

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

### Headquarters

Glen C. Allen, Engineering Technician Specialist in Construction and Maintenance - 41 years of state service.  
Charles F. Schecher, Engineering Technician Senior in Planning - 11 1/2 years of state service.

### District Two

Shirley A. Florea, Office Assistant III at Salina - 30 years of state service  
Donald J. Urbanek, Equipment

Operator III at Ellsworth - 42 years of state service.

### District Four

Clairan A. Shinkle, Engineering Technician at Independence - 13 1/2 years of state service.

### District Five

Steven Smith, Area Superintendent at Great Bend - 36 years of state service.

### District Six

Arlen F. Childress, Highway Maintenance Supervisor at Cimarron - 19 1/2 years of state service.

## Training Opportunities

Leadership Basics\*\*, September 19-21, (TBA).

Listening and Emotional Intelligence\*, August 17, TBA.

Basic Effective Supervisory Training\*, July 11-14 (week two); October 17-20 and November 14-17.

\*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.

KDOT  
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