



Record breaking United Way drive



At left, Dan Carter, United Way Chairman, and Howard Duncan, right, enter the raffle contest while Laura Lee looks at the different prizes. KDOT had a record year in United Way donations. For more details, please see page 4.

Cook selected as new District Five Engineer

Robert Cook got a nice treat right before Halloween – Cook became the new District Five Engineer on October 29.

Cook succeeds Chuck Luedders who left to work at the Federal Highway Administration in Denver, Colo.

Cook has worked in District Five for more than 20 years. His mission for KDOT employees in south central Kansas is to “continue the good work that we have done and always strive for perfection,” he said. “I hope we can accomplish our goals and effectively serve the traveling public.”

In May 1972, Cook graduated with a civil engineer



Robert Cook

Continued on page 11

Red ribbons serve as holiday reminder

Drinking and driving is a deadly combination, and KDOT employees can become involved in a holiday campaign designed to increase awareness of the problem.

“The upcoming holiday season should be a time of joy and celebration,” said Rosalie Thornburgh, Bureau Chief of Traffic Safety. “Unfortunately, far too often the celebration can lead to tragedy when someone drinks and drives.”

Project Red Ribbon is a campaign conducted by Mothers against Drunk Driving (MADD) to symbolize

the hope for a less violent holiday season. During the period from November 15 to January 1, Kansas MADD is asking individuals to tie red ribbons to the driver’s side door handle, outside rear view mirror or antenna of their vehicle to serve as a reminder to not drink and drive.

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From
Where
I Sit

by E. Dean Carlson

Many blessings to count

By the time you are reading this, Thanksgiving will be past and the only tangible reminders will be the very last of the leftovers in the refrigerator. However, as your thoughts turn toward the next big event, whether it be Christmas or Hanukkah or Kwanza or whatever holiday you choose to celebrate in the month of December, I'd like to urge you to carry forward from Thanksgiving something besides a few extra pounds.


This Thanksgiving meant more around our home than most in recent memory. The reason is no mystery - the events of the past few months have made all of us stop and consider how fleeting life can be. Our sense of rock-solid security and safety vanished in a matter of minutes. It's not easy trading in

a sense of invulnerability for one of caution so it's no wonder to me that many people feel "a bit at sea" these days.


The best thing to do when you're in that boat is to drop anchor, and the strongest anchor I've ever found is family. This is why this past Thanksgiving meant so much. It was a chance to look around and count my blessings that were so brilliantly shining back at me from every face gathered around the table. The feeling showed in subtle ways - maybe we held hands a little longer during grace, gripped the good-bye hugs a little tighter, or waved farewell way past the time they were out of sight. However it manifested itself, the feeling was unmistakable- a deep and abiding thanks for the family and friends that surround us. I hope that same feeling embraced your home.

I count the members of the KDOT family among my blessings. The support and loyalty that you show this agency and the effort you put forth on its behalf deserve thanks more than just this time of year, but the holiday season gives me a reminder to express it. Your friends and neighbors may not know how fortunate they are to have you doing the job you do but, if they did, they'd say thanks, too.

So as you move toward the upcoming holidays, I hope you'll take that sense of thanksgiving with you. May it warm your winter nights and brighten the smiles of all who grace your doorstep. On behalf of Carolyn and myself, have the happiest of holidays.



KANSAS DEPARTMENT OF TRANSPORTATION
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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).

Calendar of Events

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

December 12 - 2 p.m. - Construction Bid Letting, Wichita Airport Hilton.

December 13 - 1-3 p.m. KDOT Employees Council Christmas reception, Seventh Floor Conference Room, Docking State Office Building.

December 14 - 9 a.m. - Highway Advisory Commission meeting, Seventh Floor Conference Room, Docking State Office Building.

December 25 - State employees off for Christmas holiday

Committee's hard work an Example of Excellence

A comprehensive review of the three priority formulas KDOT uses to select Major Modification, Interstate and Non-Interstate roadway improvement, and Priority Bridge projects was initiated in August 1999. Projects selected by the formulas make up approximately 45 percent of the state highway program construction dollars.

The outstanding work being done by the Priority Formula Review Steering Committee was honored in KDOT's Example of Excellence employee recognition program.

"The Priority Formula Review project has been truly a team effort, and its success to date is a direct result of that team effort," said Warren Sick Assistant Secretary/State Transportation Engineer.

The review project has been labor and time intensive, requiring lengthy reviews of large volumes of technical and complex materials. Steering Committee members must weigh the pros and cons of various modifications and consider both short-term and long-term effects. It is important to make sure potential modifications to the formulas are both practical and "do-able."

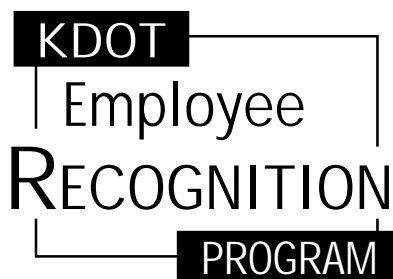
The majority of Steering Committee members have attended all of the meetings with lots of "homework" assignments in between, said Rosie Ingram, Chief of Program Management and team member. During Phase I, they participated in extensive interviews with KDOT technical staff and managers and reviewed and edited 15 technical papers and the Phase I Technical and Summary Reports. For Phase II, the Steering Committee has reviewed more than 50



From left to right, members of the Priority Formula Review Steering Committee pictured above are Deb Miller, Alan Spicer, Dennis Slimmer, Jim Tobaben, Terry Heidner, Myron Siefken, Rosie Ingram, Dan Scherschligt, Dennis Gamble, Mark Taylor, and Richard Adams.

test cases, which entails reviewing detailed data analysis and maps and attending multiple meetings.

Steering Committee members have taken their assignments seriously, exhibiting genuine concern about doing



what's best for the state and the traveling public, Sick said. "Because of the dedication and hard work of the Steering Committee, KDOT will be well positioned in the coming years for the next highway construction program," he said.

KDOT employees and consultants are members of the Steering Committee. KDOT employees include Alan Spicer,

Dan Scherschligt, Dennis Gamble, Dennis Slimmer, Jim Tobaben, Mark Taylor, Myron Siefken, Richard Adams, Rick Miller, Ron Balsters, Rosie Ingram, Steve Woolington, and Terry Heidner. Consultants include Chi-Wah Wong, Deb Miller, Julie Lorenz, Ram Kulkarni, and Robyn Horsky.

This was the third group selected in the Example of Excellence program. Division Directors, Bureau Chiefs, District Engineers, Area Engineers, and Subarea Supervisors are encouraged to nominate any group, team, or office that goes above the call of duty. The award is given quarterly with nominations for the fourth quarter due to the Bureau of Transportation Information by December 31.

Nomination forms can be completed and submitted electronically on KDOT's Intranet by going to the Forms Warehouse, Form DOT 1204, Example of Excellence/Employee Recognition form. Hard copies are also available by calling (785) 296-3585. -K.S.

United Way easily surpasses goal

The goal was to see at least a \$1 increase in funding over the previous year. KDOT employees easily surpassed that mark with a whopping 21 percent hike in contributions to 2001 United Way of Greater Topeka campaign drive.

“KDOT employees really opened their hearts during this difficult time,” said Dan Carter, Management Systems Analyst in Management and Budget, who served as chairman for this year’s KDOT campaign. “The participation was outstanding through pledges and support of our special events.”

A grand total of \$34,449 was raised during the 2001 campaign. Carter said the majority of money came through pledges totalling \$31,237. Various special events were held at the Docking Building, Thacher Building, and Materials and Research Center. Those events, including an auction, bake sale, potato bar, chili dog sale, and ice cream sale, collected \$3,212.

“I want to give special credit to our team leaders who did a

fantastic job of organizing and holding the various campaign events,” said Carter.

The theme for this year’s campaign was “A Key to Caring.” Funding from the campaign will go toward supporting 32 agencies serving the greater Topeka area. - S.W.



Volunteer Robin Long serves baked potatoes during one of the fund raisers for the United Way. KDOT beat its goal for donations by 21 percent.

KUDOS to KDOT employees

Dean Testa, Chief of Construction and Maintenance, was presented an award for “Campmaster of the Year,” for his work at the Falley Scout Reservation.

John Kleinschmidt, Change Order Technician in Construction and Maintenance, was honored as the Chairman of the Campmaster Corps for his work at the Falley Scout Reservation.

Welcome new KDOT employees!

Headquarters

Connie Anguish, Engineering Technician Specialist, Right of Way

Helen Bassett, Office Assistant III, Computer Services

Russell Johnson, Engineering Technician Senior, Design

Andrew Kapp, Management Systems Analyst I, Construction and Maintenance

Hoyt Kinsinger, Right of Way Agent I, Right of Way

William McMahan, Applications Programmer Analyst I, Computer Services

Adam Pritchard, Engineering Associate I, Traffic Engineering

Denise Petet, Media Production Technician, Support Services

Brenda Reynoldson, State Auditor II, Inspector General

Eileen Shea, Office Assistant II Personnel Services

Kathleen Twombly, Engineering Technician, Design

District One

Deanna Newman, Utility Worker, Topeka

District Three

Debra Metzler, Engineering Technician Associate, Oakley

District Four

Carla Courtney, Office Assistant III, Pittsburg

James Pickett, Engineering Associate II, Iola

District Six

Stanley Nipple, Engineering Technician Associate, Liberal

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

What they're saying about us...

Excerpts from the October 11 Goodland Daily News

Driving in neighboring states really makes you appreciate Kansas highways.

Our roads are now among the best in the nation. They have come a long ways since the dark days of the early 1980s.

I can remember, after living in Colorado for a few years, coming home and being shocked by the condition of Kansas highways: broken pavement, narrow bridges, rough surface, rusted signs.

That sorry state of affairs prompted Governor Mike Hayden's first state transportation plan. While we now are without Mr. Hayden, we have great roads.

If you don't believe me, try driving east or west. Colorado is trying to rebuild its highway system, but it's a struggle. Missouri roads are in poor condition; there are many miles of winding, outdated highways; and I-70 is running at or beyond capacity from St. Louis to Kansas City.

Kansas cannot afford to be complacent, though. The continuing budget crunch in Topeka already has cut into highway funds. The current 10-year highway program will be threatened if the state does not find more money, and demand from other programs, especially schools, is heavy at the same time.

But for today, we have a road system to be proud of. Hats off to the state, the Legislature, and especially the Department of Transportation for making it that way.

Excerpts from the October 18 Hays Daily News

Rural access to medical care in northwest Kansas just got better - residents in a nine-county area around Hays have access to a new 15-passenger van that makes trips to and from Hays five days a week.

The service is a partnership between three parties. The Kansas Department of Transportation is financing the biggest share through an \$87,000 grant. Hays Medical Center is adding \$16,000 and Developmental Services of Northwest Kansas is providing the driver and dispatcher.

Give credit to KDOT for taking the initiative on the project. Three years ago, during hearings on Governor Bill Graves' new Comprehensive Transportation Program, KDOT heard people say they wished they had transportation to medical services. It is a needed service, and KDOT recognizes that transportation is not just about building roads but about public transportation.

Providing critical services to rural northwestern Kansas often requires innovative approaches and, as the new HealthExpress medical transportation service demonstrates, collaboration. The cooperation of KDOT, HMC, and DSNWK deserve appreciation.



Assistant Secretary/State Transportation Engineer Warren Sick is pictured with Area Engineer Bob Weiss just after a surprise presentation for Weiss receiving an Employee Suggestions award for his research on ways to save money on cellular phones.

Weiss honored for cost-saving idea on cellular phone plans

Bob Weiss, Area Engineer in Oakley, received a Certificate of Merit from the Employee Suggestions Awards program and a check for \$428 for his efforts in finding a better cellular phone plan for the District. It was estimated that switching phone plans saved \$4,285.67 from Fiscal Year '98 to Fiscal Year '99 in District Three.

District Three used to have a cellular phone government plan with Alltel and was charged a flat monthly fee per phone plus a fixed rate per minute. Weiss said the phones were used regularly on construction and maintenance projects and the bills could get pretty high at times.

Weiss was talking to a contractor one day and found out that they were on a corporate plan with Alltel that had numerous advantages over the government plan such as cheaper minutes and no extra charge for itemized billing. At first it was assumed that we had to have the government

Continued on page 11

Clutter vs. clarity

By Ron Kaufman

One of the most interesting communication challenges involves ensuring that your central message isn't obscured by the way it is conveyed. It is easy to stray from your key message and get caught up in the words or images that you think are important to the story, but only serve to get in the way. In a sense, your audience can't see the forest (your message) because the trees (the clutter) are in the way.

I struggled with that very concept in writing this column. Some of my colleagues, noting that I seem to be able to find public involvement topics almost anywhere, wondered if I could craft a public involvement column with a "toilet" theme. Just for the record, I did write such a column. It was a very good one, too. Alas, it will never be published.

At first I was fearful of trying to write it. People might laugh or I could be ridiculed. Those situations are not unfamiliar to me, so I pressed forward. A story in our local newspaper gave me even more courage. It was an article about a new exhibit at a well-known children's museum. The exhibit is based on a book written by a nice lady who claims to be a grossologist. Her children's book deals with such "gross" body functions as sneezing, nasal mucus, saliva, phlegm, and functions of an excretory nature. Her book and the subsequent museum exhibit are so popular that she plans a sequel. Apparently, I would have been in good company.

One question kept nagging at me, though. *Should*

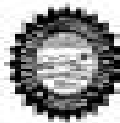
I write such an article? You may recall one of my previous articles about relating our education efforts to our audiences' experiences. I was certain that everyone could relate to matters of a bathroom nature, so that was a good start. I wondered, though, if the central message would be obscured by the way it was conveyed. Would it be possible for people to "get" my communication message if it were couched in phrases relating to toilets? I confidently reasoned that all of us are adults and that we could deal with the toilet theme in a mature manner. Couldn't we move past childish snickers, embarrassing toilet jokes, and bashful comments? Couldn't we all just move on? I know what you are thinking. You are right, we probably could not. Clearly, the important issues would be lost in the way they were conveyed. Readers would have been too preoccupied with toilet jokes

to hear what I was trying to say. That's too bad. It was a really cool message. How do you ensure that your message isn't lost in the medium? The best way is to let someone else review

your efforts. This column went through several revisions based on the valuable advice of others.

So, in spite of repeated encouragement (or was it *goad*ing?) from my colleagues, I will forever hide the column with a toilet theme. Clever toiletry prose would have obscured the more important underlying message. So, you'll never read a column with a toilet theme. Or will you? What are you reading now? Darn, I should have made a friendly wager with my colleagues. The money would have come in handy. I'm done with the serious stuff. Now you can start with the jokes.

Communication: A Key to Success



Kansas Department
of Transportation

Joint computer project will benefit Kansas seniors

By Stan Whitley

Kansas seniors who may not have had the means or know-how to join the digital age will soon have an opportunity thanks to a cooperative KDOT and Kansas Department on Aging (KDOA) project.

The two agencies have worked together since this past summer on a plan to rehabilitate surplus KDOT computers that will be made available to Senior Centers and non-profit nursing homes in Kansas. Fifty computers were restored as part of the one-time project, and they were delivered to the KDOA on October 31.

"It's exciting to imagine the power these machines will bring to Kansas elders in senior centers and nursing homes across the state," said Connie Hubbell, Kansas Secretary of Aging. "These computers will certainly enrich people's lives."

KDOT's Bureaus of Computer Services, Support Services, and Fiscal Services were responsible for spending many hours on technical preparation and paperwork that made the transfer possible. Computer Services played a vital role in restoring the surplus equipment, while Support Services and Fiscal Services handled the transfer and paperwork.

The project was the brainchild of Ardie Davis, Kansas Department on Aging Commissioner of Outreach and Marketing, and KDOT Bureau of Support Services Chief Raúl Rubio Guevara, who both serve as Kansas Society of Certified Public Manager board members. "We often discuss, identify, and promote innovation, and ways to cultivate excellence in public service," said Guevara. "This seemed to be an ideal opportunity."

Secretary of Transportation E. Dean Carlson praised the combined effort. "This is a great example of interagency partnering and cooperation," said Carlson. "Both agencies worked to share



Jim Howard, right, and Elmer Schlodder, KDOT's Facilities Management, load rehabilitated surplus computers that will be made available to Senior Centers and non-profit nursing homes in Kansas.

the vision of Kansas government improving the quality of life for all Kansans."

Jeff Neal, Manager of End User

'It's exciting to imagine the power these machines will bring to Kansas elders in seniors centers and nursing homes across the state. These computers will certainly enrich people's lives.'

Connie Hubbell

Support in Computer Services, praised the work of seven computer technicians that were involved in the project. Kelly Stauffer, Derek Mabon, Jake Wall, Zack Phillips, Aaron Brumley, Eli Scott, and Travis Combes were given the task of restoring the old computers.

"They did a great job devoting their time and knowledge to this project," said Neal. "They restored the operating systems, cleared the hard drives, removed custom software applications,

and even had to "piece" together some of the PC's that were missing components."

The computers are IBM Compatible Pentium I and II's, installed with Windows NT 4.0 and equipped with a 15-inch monitor, keyboard, and mouse. The PC's have between 64 MB and 128 MB of RAM and hard drives between 2 GB and 19 GB.

According to Davis, KDOA is excited about the chance seniors will have to take part in the digital revolution.

"You don't have to convince baby boomers about using computers, but elders are sometimes more reluctant," said Davis. "Once they are exposed to computers they will find out the communication, education, and entertainment possibilities that exist."

Parties interested in participating in the computer program were required to submit an application through the KDOA. All applicants will then be reviewed by the KDOA and the best-qualified candidates will be selected to receive the computers.

KDOT pilot project in its 'infancy'

A new pilot program at KDOT is in its infancy.

The pilot "Infant at Work" program was initially conducted in Transportation Planning at the Thacher Building. The program allowed a KDOT worker to have her infant with her during work for the first 180 days after birth.

Kelly Broxterman, a Research Analyst in Planning, was the first participant in the program. Her twin sons Colton Patrick and Justin Joseph joined mom in the workplace between May 1 and October 1.

"Overall, I think it was a positive experience and provided some important feedback for KDOT to consider in evaluating the program," said Broxterman. "Having twins at work was challenging at times, but it was a real test for the program."

The idea to consider trying the Infant at Work program came from Thomas Dow, KDOT's Regional and Urban Planning Manager. Dow's wife had participated in the program at the Kansas Insurance Department where it had been well established with 11 babies brought to work over the past five years.

KDOT Chief of Personnel Services Anne Luedders and Chief of Transportation Planning Jim Tobaben visited the Kansas Insurance Department to talk with managers and employees who were involved in the project. A pilot program was then modeled after the Insurance Department's plan outlining guidelines and parameters for a KDOT parent to participate.

"We were very open with the employees in Planning at the Thacher Building," said Luedders. "Jim, Kelly's supervisor John Rosacker, and I met with them to talk about the program, inform them of the guidelines and ask for their feedback when the

initial pilot was completed."

Tobaben said he believed the pilot was a success, didn't negatively impact productivity, and generally enhanced office morale.

"The program can be a win-win situation," said

Tobaben. "The parent returns to work sooner and continues being productive instead of being at home. Also, it allows for an important bonding period during that time."

One of the key guidelines in the pilot program is that two coworkers agree to be alternate care providers. They provide care when the parent is temporarily unavailable due to work-related duties. Also, an individual plan is developed

providing general information regarding the baby's care, the days and times they will be present in their workplace, information about the care providers, and the duration of the program.

Luedders said the survey results were generally supportive of the program.

"What really interested me is the people who were listed as "neutral" on their perceptions of the program before it started were all listed as "positive" after this pilot was completed," said Luedders. "We had 19 survey respondents and 15 of them believed the pilot had a positive impact."

Luedders said the pilot project will now undergo an evaluation period to determine if its continuance is feasible. -S. W.



Kelly Broxterman's twin sons, Colton, right, and Justin, got an early start at KDOT as they were the first participants in a pilot program involving KDOT employees and infant children.



Members of the team are from left to right: Seated: Alan Spicer, Carla Mumma, Gretchen Gleue, Julie Lesslie, Kathy Wickam, Greta Dixon, Jim Kowach, David Greiser, Standing: John Harold, Ron McMurry, Curt Niehaus, Kevin Schorzman, Gary Ward, Gene Robben, Ron Kaufman, Jon Halbgewachs, Chuck Protasio. Anne Luedders, an original member of the team, is not shown.

Employee team looks at internal survey

The Internal Survey Implementation Team has been active in recent months. This 18-member group of KDOT employees was formed by the Executive Committee to develop ways to address some of the findings of the Internal Survey. The results of the second KDOT Internal Survey were rolled out in January 2001.

Some of the results dealt with issues specific to certain divisions, bureaus, districts, areas, or subareas. The Executive Committee is encouraging these to be addressed locally. The issue of pay has implications across the agency, but it is outside the scope of the Team's work because it must be handled primarily on the legislative front. The job of the Internal Survey Implementation Team is to recommend changes and ways to implement improvements in four areas:

- ◆ Internal communications,
- ◆ Contractor accountability,
- ◆ Purchasing procedures, and
- ◆ Providing opportunities for current and future managers to improve their leadership skills.

The team will also help prepare the next internal survey so KDOT employees can provide feedback about how well the changes are working. The team was formed in July 2001 and has been busy gathering additional information and meeting regularly to evaluate information and discuss recommendations in the priority areas established for the entire agency. Gene Robben, KDOT Inspector General, is serving as the Executive Committee's liaison to the Internal Survey Implementation Team. Anyone with ideas or comments is encouraged to contact one of the team members.

The team members are: Greta Dixon, Auditor, Office of the Inspector General; Gretchen Gleue, Management Systems Analyst, Office of Management & Budget; David Greiser, District Two Public Involvement Liaison, Division of Operations; Jon Halbgewachs, District Six, Area Three, Construction Engineer, Division of Operations; John Harold, Human Resource Professional, Bureau of Personnel Services; Ron Kaufman, Public

Involvement Administrator, Bureau of Public Involvement; Jim Kowach, Bureau Chief, Division of Engineering & Design; Julie Lesslie, Project Control Engineer, Office of Engineering Support; Anne Luedders, Bureau Chief, Bureau of Personnel Services; Ron McMurry, Strategic Planning Manager, Office of Management & Budget; Carla Mumma, District Three, Administrative Officer, Division of Operations; Curt Niehaus, Operations Engineer, Division of Operations; Chuck Protasio, IMMS Engineer, Division of Operations; Gene Robben, Inspector General, Executive Committee Liaison; Kevin Schorzman, District One, Area Five Engineer, Division of Operations; Alan Spicer, Traffic/Field Operations Engineer, Bureau of Transportation Planning; Gary Ward, District Four, Iola Subarea Supervisor, Division of Operations; and Kathy Wickam, District Five, Field Engineering Administrator, Division of Operations.

Agency honored by KAPA



District Six employees Larry Meyer, Project Manager; and Ron Berglund, Area Engineer; accept a first place Director's award for the US-50 project in Hamilton County.



District Five employees Barry McManaman, Area Engineer; Scott Mullen, Construction Engineer; and Gary Phillips, Project Engineer; accept a second place Director's award for the K-156 project in Barton County.

A total of 19 projects were nominated by seven hot-mix asphalt paving contractors for the 2001 Kansas Asphalt Paving Association awards program on November 1.

KDOT was honored in several categories. Representatives from those offices are pictured on this page. Secretary E. Dean Carlson presented the awards.



District One employees Ralph Gripka, Construction Engineer; and Bob Bowden, Area Engineer; accept a second place Overlay award for the US-56 project in Douglas and Johnson counties.



District Two employee Brice Goebel, Construction Engineer, accepts a first place Overlay award for the US-56 project in McPherson County.



Step Back in Time



Construction workers pave US-169 near Morehead during Neosho County highway work in October of 1957.

Retirees

The following employees will officially retire from KDOT in December.

Headquarters

Arland V. Hicks, Senior Engineering Advisor, 55 years of state service.

James D. Athon, Engineering Technician Specialist, 41 years of state service.

Deaths

Condolences to the family and friends of KDOT employee **Robert J. Armstrong**, who passed away October 30 at Norton.

Armstrong, 43, was the Assistant District Three Engineer.

He is survived by his wife, Valerie; two daughters, two sons, his mother, three brothers, and three sisters.

Memorial contributions may be made to the Children's College Saver CD at the First State Bank in Norton.

Cook

Continued from page 1

ing degree from Kansas State University and came to KDOT the next month in the Engineer-in-Training program. Aside a three-month stint in the Army Reserves, Cook has spent his entire career with the Department.

His first field assignment was in February 1973 at the Emporia office where he was a Civil Engineer I. Four years later he was promoted to Construction Engineer in Lawrence. Cook was in Lawrence until June 1980 when he was named the Area Engineer in Great Bend. He served in that position for 17 years. He was named the District Construction Engineer in 1997 where he has worked until his recent promotion.

Cook's two daughters, Amber and Kelsey, are carrying on the college tradition. Amber graduated from K-State last spring and is working in Kansas City while Kelsey is a freshman at the university this fall.

BROWN BAG

LUNCH

Topic: K-10 South Lawrence Trafficway

Date: Wednesday, December 5

Time: Noon to 1 p.m.

Place: Room 481, Docking

All employees are invited to attend.

Weiss

Continued from page 5

plan, Weiss said, "but then we found out we could have any plan that gave us the best rate."

Weiss spoke with District Three Engineer Chriss McDiffett and he supported the idea. Weiss then worked with a consultant at the phone company and found out that with the number of phones used in District Three, KDOT could qualify and benefit from the corporate plan as well. "The corporate plan gave us a break with the number of cell phones we have," Weiss said. "We got better billing and better rates."

The surprise award presentation took place on October 18 at the District Three service awards ceremony. McDiffett also received \$42 for encouraging the work. Weiss said he was totally shocked but very pleased to receive the honor.

Top 7 Traits Of A Leader

By: Christopher M. Knight*

1. Focused.
2. Passionate.
3. Accepts responsibility.
4. Respectful / developed empathy skills.
5. Has learned how to listen.
6. Ability to think BIG.
7. Really and truly CARES.

Top 7 Traits Of A Loser

1. No focus.
2. Never commits to anything, never completes anything.
3. Denies responsibility. Let someone else worry.
4. Says the words: "I'll TRY" so many times, it makes you want to puke.
5. Will not listen to others. Has large EGO.
6. Their comfort zone is the size of a pinhead.
7. Really and truly only cares about themselves.

Monologue: Leadership is a choice. The past does not equal the future. Therefore, you can become something better and smarter tomorrow than you were today, because today, you are the sum total of your choices to date.

What would you like to change today?

*Submitted By Multi-Million Dollar Business Builder & Email/Web/Internet Strategist.

M I L E S T O N E S

KDOT salutes its employees celebrating anniversaries in November

10 YEARS

David Barenberg Norton
 Marvin Burch Osborne
 Rey Nieto Ulysses

30 YEARS

Douglas Driggs Phillipsburg

20 YEARS

David Dunn Topeka
 Dale Hershberger Clay Center
 Kelly Housman Dodge City
 Mark Stewart, Jr. Tribune

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

Promotions/Transfers

Headquarters

Sydney Beach, Research Analyst I, Transportation Planning

Kelly Broxterman, Research Analyst II, Transportation Planning

Dianna Tharman, Office Assistant IV, Personnel

District One

William Tommer, Engineering Technician Senior, Topeka

District Two

Ronald Keim, Equipment Operator III, Salina

The Bureau of Personnel Services supplies information to Translines.

Shawn Ploutz, Equipment Operator III, Ellsworth

District Three

Holly Richards, Engineering Technician Senior, Phillipsburg

Michael Rogers, Engineering Technician Associate, Phillipsburg

Leroy Werth, Equipment Operator III, Hays

District Four

Renee Brown, Engineering Technician Senior, Independence

Kevin Crain, Highway Maintenance Supervisor, Independence

David Ely, Engineering Technician Senior, Chanute

Doug Sevart, Engineering Technician Specialist, Chanute

District Five

Russell Bishop, Engineering Technician Senior, Pratt

Robert Cook, Professional Civil Engineer III, Hutchinson

District Six

Amy Horning, Office Specialist, Syracuse

Red ribbon

Continued from page 1

“The red ribbon is a simple piece of ribbon, but it carries a very big message,” said Thornburgh, Honorary Chairperson for the annual campaign. “Tying the ribbon to a visible location on your vehicle serves as a reminder to drive safe and sober through the holidays. It shows you have chosen to make a difference in the struggle to eliminate the suffering caused by drinking drivers.”

Red ribbons are being distributed with

this edition of Translines for agency employees to display on their vehicles. Extra ribbons are also available by contacting the Bureau of Transportation Information at (785) 296-3585.

Alcohol is a leading contributor to crashes throughout the year, according to the National Highway Traffic Safety Administration. Nationwide last year, 16,653 people were killed in crashes involving alcohol - 40 percent of all people killed in traffic crashes. In Kansas, there were 461 fatalities last year, with 154 alcohol related. - *S.W.*

Training Opportunities

◆ **Employee Benefit Seminar**, December 12 - no enrollment needed.

◆ **Basic Effective Supervisory Techniques**, March 12-15; April 9-12, Topeka.

All classes, except BEST, are available to non-supervisors with supervisory permission and where space is available. *A comprehensive training calendar is on the KDOT Intranet under Personnel, Training.*

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