



Groups join forces to Put the Brakes on Fatalities

By Kim Stich

Every day, millions of Americans get in their cars and leave home for work, school, or play. Every day, on average, 115 of them never make it back home.

More than 42,000 people died last year in vehicular crashes on roadways across the United States, and traffic crashes are the leading cause of death in the U.S. for people ages 6 to 33. Last year in Kansas, traffic crashes killed 494 people and injured 28,828 people.

These statistics show the need to reduce vehicular fatalities and are the driving force behind the second annual "Put the Brakes on Fatalities Day." The

Continued on page 6



Wichita Police Officers use fatal vision goggles to show students how poorly they can see when drinking. The demonstration was one of many at the Put the Brakes on Fatalities Day event in Wichita October 10.

Vicory selected as Chief of Right of Way

Bill Vicory began his new duties as KDOT's Chief of the Bureau of Right of Way on September 15. He succeeds Joe Krahn who had been with KDOT for 29 years and the Bureau Chief of Right of Way for 22 years.

"It's going to be hard to fill Joe's shoes. He was one of the more senior right of way leaders in the United States," Vicory said. "It's going to be a challenge, but I'm grateful for the opportunity to lead the team."

Vicory graduated from Washburn University and has been



Bill Vicory

Continued on page 11

Governor's study group hits the road, gets an earful

When Governor Bill Graves reconvened the Transportation 2000 study group, he told the members he wanted them to review the status, funding, and future of the state's Comprehensive Transportation Program (CTP) and to seek public input on those issues. (You might remember that the Governor formed Transportation 2000 back in 1998 to seek public input on transportation issues. Their efforts were largely responsible for the ultimate passage of the CTP.)

The group began carrying out its current mandate in October, with public meetings in Fort Scott, Overland Park,

Continued on page 9

INSIDE ...

- ◆ FIND WAYS TO CREATE A POSITIVE WORK ENVIRONMENT
- ◆ DREAM OF US-81 EXPANSION NOW A REALITY

- ◆ NATIVE AMERICAN ITEMS HAVE A NEW CATEGORY AT FAIR
- ◆ CRASH LANDING PROVIDES CLOSE CALL FOR EICHKORN
- ◆ THREE KIDS CREATE WINNING ENTRIES IN POSTER CONTEST



From
Where
I Sit

by *E. Dean Carlson*

Keep Kansas involved on a national level

Kansas may indeed be the heart of the heartland but when it comes to crafting national transportation policies it is often difficult to have our needs considered. This is why I have always thought it vitally important that, whenever possible, we accept invitations when KDOT personnel are asked to serve on committees or subcommittees of national organizations

During my tenure here as Secretary I have had the good fortune to work in many arenas - helping to draft the

“Bottom Line” report from AASHTO, working on efforts to support the reauthorization of TEA-21, serving as vice-president and president of AASHTO, chairing the Transportation Research Board, and being a member of the Future Strategic Highway research Program (F-SHaRP) committee.

None of these efforts would have been possible without two very important factors. One is the quality of staff here at KDOT that allows me to attend the meetings with the peace of mind that comes from knowing competent people are “minding the store.”

The second factor is just as important and that is the support of Governor Graves. He understands very well how important it is to have Kansans involved at the national level so that our views are considered when policies and programs are taking shape. If we are not at the table, those views can be left out. His support of national involvement has not been limited to transportation.

I hope that whoever succeeds the Governor will bring that same understanding to the office. If not, the state will be deprived of its voice as decisions are made that affect our funding and freedoms, and the country will be deprived of the unique vision and wisdom that comes from the heart of the heartland.



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Calendar of Events

November 5 - 1 p.m. Highway Advisory Commission meeting, Maner Conference Center/Capitol Plaza Hotel.

November 11 – State employees off for Veteran’s Day.

November 12 - 11 a.m. KDOT Employees’ Council Meeting, Seventh Floor Conference Room, Docking State Office Building.

November 13 - 2 p.m. - Construction Bid Letting, Wichita Airport Hilton.

November 14 - Kansas Asphalt Paving Conference, University of Kansas Union.

November 28-29 – State employees off for Thanksgiving holiday.

Find ways to create a positive environment

Changing the culture at KDOT is something like trying to sweep out the garage with the door open and the wind blowing. Past experiences and old information keep blowing back around so we can't see what exists today, much less what is emerging.

To say "Employees are our most valuable resource" does not convince anyone in the organization it is true. Old unspoken perceptions and beliefs that we are unaware of may get in the way of acceptance. As we dig deeply into KDOT culture, we can expose and discard beliefs that no longer work or apply. Some of these outdated beliefs might be:

1. Supervisors and workers are opponents in some kind of game. This outdated belief may even lead us to think communication at KDOT is less than honest. Although memories may cloud our perception, supervisors are now trained to promote teamwork and include employees in decisions. Supervisors today are evaluated on people skills, as well as work accomplished. We are all accountable, and we are all responsible for communication, cooperation, and coordination.

2. Longevity is the basis for promotion. The best equipment operator does not always make the best supervisor. Some people have an innate way with people and enjoy helping others be the best they can be. Others are happy operating equipment or running lab tests. Being a supervisor isn't just about making more money.

3. The Internal Survey it is just another initiative like KQM that won't change anything. It is hard to remember why the supervisor now asks "What do you think we should do?" instead of "Do it my way." Maybe it is a result of KQM. The EO Sr. program is a result of equipment operators asking for promotional opportunities. The Employee Information Line is now available. In an organization of continuous change, initiatives come and go, and some work better than others. Currently, KDOT is the most progressive agency in the State of Kansas.

4. Everyone should be treated the same. Poor performers should be treated differently than employees who do their work well without continuous supervision. We may not all be equal, but we must all be responsible.

5. Managers should fix everything. We are all in this together. We all need to be the best we can be and do the best we can do. Employees should hold supervisors accountable; supervisors should hold employees accountable. We are all accountable to the tax payers of Kansas.

In these challenging times, we are being asked to tolerate uncertainty beyond our comfort level. At times like this we look carefully for what works and discard beliefs and ways that create problems and damage morale. If we all take responsibility to promote a positive environment and solve as many of our own problems as possible, we will be "the best in everything we do." - *By Carla Mumma, District Three Administrative Officer*



Step Back in Time

Construction workers lay brick for a new highway in Kansas in 1919.

Dream of US-81 expansion to four lanes can now be seen

Question - What took 12 years, two Governors, two comprehensive highway programs, five million plus pounds of structural steel, 8.34 million cubic yards of excavation, over 1.7 million square yards of concrete and 527 thousand tons of asphalt to complete?

Answer - The expansion of US-81 to a four-lane expressway from Minneapolis north to the Kansas/Nebraska state line.

On August 31, 1990, then Assistant Secretary/ State Transportation Engineer Mike Lackey signed the 883 authorizing the initial project for the US-81 expansion. The first project, the replacement of the Concordia viaduct,



Former Senator Ben Vidricksen speaks at the ceremony celebrating the expansion of US-81 to four lanes.

was let in April 1994. Since then, 15 additional projects have been let totaling more than \$158 million dollars. Roadway projects, starting with the 14.5-mile section from Minneapolis north to the Ottawa/Cloud county line, began in the mid 90s and continued their north-

ward trek to the state line with completion of the last section (Cloud/Republic county line north to Belleville) anticipated this month.

On September 18, dignitaries from federal, state, and local governments and the Pan-American Highway Committee joined with area residents and interested citizens to celebrate the completion of the US-81 expansion.

More than 100 people were present at the ceremony held at the Belleville visitor's center. They came to listen to such speakers as Secretary E. Dean Carlson, Senator Janis Lee, retired Senator Ben Vidricksen, Pan-American Highway Committee President Gary McKimm, and Brad Chatfield, Mayor of Belleville. The speakers reflected on the many challenges faced over the last several years and expressed their gratitude for the overwhelming support and hard work by the many KDOT workers, design and construction contractors, and supporters of the program who had a part in the comple



Local, state, and federal dignitaries get ready to cut the ribbon at the US-81 expansion ceremony.



The Grumman C-1A Trader, co-piloted by Robert Eichkorn, made an emergency landing in a cornfield near Macomb, Ill., in August. Fortunately, no one on the plane was hurt, but the crash ruined both engines, a wing, and crumpled the fuselage.

Eichkorn has close call in crash landing

By Stan Whitley

Imagine flying at 3,500 feet and looking out your window to see the engine explode and catch fire. It's a view that Robert Eichkorn hopes he never sees again.

Eichkorn, Program Consultant in Traffic Safety, encountered such an experience this summer when returning from an Indiana air show in a vintage navy aircraft. Eichkorn was a copilot in the Grumman C-1A Trader named "Miss Belle." Two of Eichkorn's friends, the pilot and crew chief, were also on board when the accident occurred.

Eichkorn said he saw the chip detector light on the plane appear and then go off. The chip detector light, which is one of several ways to determine if there is an engine problem, then came back on. In seconds the engine exploded and caught fire.

"I had the best view since it was the right engine on fire," said Eichkorn. "It burned for about 20-30 seconds before the emergency system extinguished the fire. I knew we weren't going to have a normal landing, so we had to try and find a safe place for a belly landing."

The emergency landing came in a cornfield near Macomb, Ill. Fortunately, no one was hurt, but the crash ruined both engines, a wing and crumpled the fuselage.

"It all happened so quickly," said Eichkorn, who along with his friends is a member of the flying club Warbirds of America Squadron 14. "The plane was dropping at 1,000 feet per minute so within three minutes we were making an emergency landing."

Eichkorn, who has had his pilot's license since 1998, said he had never experienced any

problems flying until the incident this summer. He added the plane had been well maintained and the engine was in excellent condition. The FAA said the explosion was a rare failure.

Eichkorn and his friends have had plenty of time to reflect on the crash which could have been devastating.

"When the engine

ruptured we weren't thinking about the consequences because we were too busy trying to pilot the plane," said Eichkorn. "Of course, we were glad to not be injured, but we were also thankful the incident happened in a rural area. A landing in downtown Kansas City would have been a disaster."

Squadron 14 is trying to raise about \$150,000 to restore the Trader and preserve a piece of military history. Persons interested in making a contribution can contact Eichkorn at home by calling 785-235-8933.

'It all happened so quickly. The plane was dropping at 1,000 feet per minute so within three minutes we were making an emergency landing.'

Robert Eichkorn



At left, members of the Kansas Contractors Association present a check for the Give 'Em A Brake safety campaign to Col. Don Brownlee and Rosalie Thornburgh at the Put the Brakes on Fatalities Day event in Wichita. In the bottom left photo, Kansas Operation Lifesaver volunteers distribute information about railroad safety. Below, Kent Durant, Kansas Road Team Captain, discusses trucking safety at the Kansas Motor Carriers Association booth.



Put the Brakes

Continued from page 1

statewide event took place October 10 in Wichita at Century II's Expo Hall. Various safety activities and displays showed adults and children the need for safety when driving any vehicle. Many of these safety-related displays gave people the opportunity to actually participate and see how critical it is to always be alert, wear safety belts, use child safety restraints, and follow the speed limit.

Wichita Mayor Bob Knight, Chief of Traffic Safety Rosalie Thornburgh, and Kansas Highway Patrol Superintendent Col. Don Brownlee spoke during a brief presentation at the event. Members of the Kansas Contractors Association also presented a check in support of Kansas' Give 'Em A Brake safety



Wichita Mayor Bob Knight stresses the need to reduce fatalities on Kansas roadways.

program. Wichita radio personality John Wright was the emcee.

The second annual "Put the Brakes on Fatalities Day" focused national attention on reducing traffic fatalities and improving

roadway and vehicle safety.

"Everyone must work together to reduce traffic crashes and increase safety on our roadways," said Kansas Highway Patrol Superintendent Col. Don Brownlee. "Safety must be your top priority each and every time you get into a vehicle. It truly can mean the difference between life and death."

The goal of the October 10 event was to remind people to drive safely and reduce vehicular fatalities, but no matter what the day is:

- ◆ Drive courteously and defensively,
- ◆ Know the rules of the road, and obey all signs and signals,
- ◆ Wear protective gear – seat belts or helmets,
- ◆ Don't speed or tailgate, and,
- ◆ Don't drive aggressively or while impaired.

Posters show ways to put the brakes on fatalities

Three Kansas kids created winning entries for the state's "Put the Brakes on Fatalities Day" poster contest. The contest helps make people of all ages aware of the need to reduce fatalities on our nation's highways.

Melissa Madill, a 10-year-old from Topeka, was the winner in the 10-14 years age bracket. Six-year-old Summer Carreno of Topeka drew the winning entry in the 5-9 years age bracket. Four-year-old Sydnie Klos of Peck is the winner in the 1-4 years age bracket. Each winner will receive a new bicycle and safety helmet.



From left to right, Melissa Madill, Summer Carreno, and Sydnie Klos try out the bicycles and helmets they received for their winning posters in the Put the Brakes on Fatalities Day poster contest.

All the posters entered were on display at the state's Put the Brakes on Fatalities Day event on October 10 at Century II's Expo Hall in Wichita.

Madill's winning entry depicts different ways to put the brakes on fatalities – wearing helmets, wearing safety belts, and

not drinking and driving. Carreno's entry stresses bicycle safety while Klos's drawing urges everyone to always wear safety belts. Wichita radio personality John Wright officially announced the winners of the poster contest at the event.

KDOT finalizing long range transportation plan soon

What will the future bring for transportation in the state of Kansas? KDOT wants to know what the public thinks and is asking for their opinion as it finalizes the long-range transportation plan.

During the month of October, KDOT has been actively seeking public input on the final draft of the state's long-range transportation plan.

"The plan is a broad-based policy document that covers future transportation development in Kansas during the next 25 years," said David Schwartz, KDOT Long Range Planning Engineer. "The document identifies important transportation-related trends and issues, while providing direction for future programs and actions."

Schwartz said the plan will also

provide valuable guidance for cooperating and coordinating with other state agencies, local officials, Metropolitan Planning Organizations, Indian Nations, and federal agencies with responsibility for roads and other transportation-related facilities in Kansas.

The final draft plan was developed through information provided from several sources. Included were external customer surveys in 1997 and 2000 and road rallies in 2001 to gain insight into how the public perceives the condition of Kansas roads. Transportation 2000 Study Group meetings at 12 locations in Kansas, meetings with stakeholders, and comments received on-line have also provided valuable planning information.

Retirees

The following employees officially retired from KDOT on October 1.

District One

Deane R. Zwonitzer, Engineering Technician Senior at Horton – 35 years of state service.

District Two

Robin Kaspar, Equipment Operator at Strong City – 29 years of state service.

District Three

Gary L. Anthony, Equipment Operator at Oberlin – 16 ½ years of state service

James L. Cochran, Highway Maintenance Supervisor at Russell – 39 years of state service.

New Fair category displays Native American items

In September 2000, George Meisner - District Five Surveyor submitted his first State Fair entry in the Fine Arts Division. "I made a hat from an Arctic fox pelt, Native American Style," he said, "with the dangles and beads. My daughter insisted that I enter it in the State Fair. I told her that they won't know what category to put it in."

Well, he was right, because they put it in a category called "Crafts not listed." That is a catch-all for items that don't fit any of the categories that are provided. He won first place with his hat. "I then realized," he said, "that Kansas needs to have a Fine Arts category for Native American items. I contacted the State Fair Board and inquired about it. They said to write up the syllabus, break it into different classifications, find a judge and a sponsor, and they would look at it. With that being done, the Fair Board approved "Native American Arts and Crafts."

They offered it in September of 2001. "The purpose of my doing this is to help educate and expose to the public the beautiful, but tedious work the Native American people have committed to over several thousand years," Meisner says. "Since it was a brand new division of Fine Art last year, there weren't too many entries, which can have a nice side effect." George won Best of Show and two First Place ribbons for his entries of a Northern Plains Capote (hooded blanket coat), knee-length moccasins with beaded toes, and a bone breastplate. This year he also won Best of Show and two First Place ribbons for a war shirt, hand



KDOT employee George Meisner shows some of the items he has made and entered in the new State Fair category "Native American Arts and Crafts."



A first place ribbon on this outfit.

sewn buckskin with over 22,000 glass beads, a war shield from buffalo hide, and a war rattle. "I'm getting a little concerned that the word is not getting out to the public that this is available. A little more competition would help get the Native American message out, even though I probably won't win as much," he says.

As the rules state, this Division is open to anyone, so you don't have to be Native American to compete. "I'm not a Native American by blood," George says, "but I am very much so in my heart."

Meisner has been with KDOT 22 years, mostly in the surveying capacity. He and his wife, Merrilee, and have two children, a daughter, Mandalee, and a son, Benjamin. - **By Martin Miller, District Five Public Involvement Liaison**

Long range plan

Continued from page 7

Schwartz said the final draft has 59 recommendations. All transportation modes in Kansas have been examined and topics explored include future transportation funding, corridor planning and the expanded use of Intelligent Transportation Systems technologies.

The plan also examines current and projected trends in Kansas and offers insight on what KDOT research indicates are appropriate transportation policy

recommendations.

"The long range transportation plan provides guidance for program development by identifying areas where additional emphasis is needed," said Schwartz. "This might lead to new programs or an elimination or modification of existing ones. The guidance will also be considered when determining the allocation of funds to various transportation programs."

The plan is available for review and comment on-line at KDOT's main web site www.ksdot.org under "Publications and Maps." - **S.W.**

The Effects of a \$1.3 Billion Funding Loss Scenario #1

- Cut all System Enhancement projects not yet let to construction— 26 projects with a \$950 million reduction in state funds PLUS...
- \$350 million more to cut

The Effects of a \$1.3 Billion Funding Loss Scenario #2

- Cut all FY 2004-2009 Major Modification projects including Interstate, Non-Interstate, and set-aside projects, which represent almost one-half of the planned Major Modification mileage— a \$1.3 billion reduction

The Effects of a \$1.3 Billion Funding Loss Scenario #3

- Aviation— Cut current \$3 million per year to zero for FY 2004-2009, an \$18 million reduction PLUS...
- Public Transit— Cut current \$6 million per year to zero for FY 2004-2009, a \$36 million reduction PLUS...
- Rail— Cut current \$3 million per year to zero for FY 2004-2007, a \$12 million reduction which would prevent the loan program from becoming self-sustaining PLUS...
- Local Transportation— Eliminate FY 2004-2009 Special City County Highway Fund payments resulting in a \$960 million reduction to cities and counties PLUS...
- \$274 Million more to cut

Transportation 2000

Continued from page 1

Dodge City, and Wichita. At each meeting, KDOT Bureau of Program Management Chief Rosemary Ingram conducted a PowerPoint presentation that showed people how the CTP is funded, what programs it contains, and how much is spent on those various programs. The presentation also highlighted a critical vulnerability of the CTP - its reliance on the sales tax demand transfer.

The sales tax demand transfer is a key funding source for the CTP. The 1999 legislation that created the CTP mandates the percentage of sales tax revenue that must be transferred from the State General Fund to the State Highway Fund each fiscal year. Even though the amount is statutorily set out, it still must be approved each year by the legislature. Since the CTP began, actions by the governor and legislature have reduced the transfers to the Highway Fund by about \$238 million. This includes action taken last year that completely eliminated the planned \$146 million transfer for FY 03.

Fortunately, legislative supporters of the CTP have managed to ease some of that damage by passing other funding sources. July's increases in motor fuels

taxes and registration fees were an example of that. As the public meeting presentations pointed out, the bottom line right now is that the CTP is on track and KDOT can complete all the projects promised in 1999.

The danger is that budget deficits will continue to pressure future legislatures and governors to reduce or eliminate the demand transfer to help shore up the State General Fund. If that happens one more year (FY 2004), the CTP would face a shortfall of more than \$400 million. If it happens every year for the remaining life of the program (FY 2004 – FY 2009), the CTP would be looking at a deficit of \$1.2 billion. If a \$95 million loan made last year to the State General Fund from the State Highway Fund is not paid back, the deficit would climb to about \$1.3 billion.

To help illustrate the enormous impact that a deficit that size would have on the CTP, the presentation included three scenarios. Those are shown in the accompanying boxes above. **It's important to note that none of these scenarios is a plan that's been approved, and the ultimate resolution of any deficit could be a combination of any or all of the approaches shown in the scenarios.**

After the presentations, the study group heard from the public. What members heard in every meeting was that communities are counting on the projects they were promised in the CTP; that cities and counties rely heavily on the money they receive from the Special City County Highway Fund (SCCHF) to fund their local street and road programs and that if that money was gone, local taxpayers would see mill increases; and that the increase in public transit spending provided by the CTP is making a difference in the lives of the elderly and disabled, who count on it to go shopping and to get to medical appointments and jobs. Members also heard from business groups about the positive economic impact of good highways and the need to continue improving the state's transportation infrastructure to maintain economic development.

The study group will get together in November and then submit a report to Governor Graves with recommendations about the CTP's status, funding, and future. The members hope the next Governor, whoever that may be, will also heed their recommendations.

As for KDOT, we're certain we can complete the CTP if we receive the funding committed to by the legislature.

It's like, uh, ya know

By Ron Kaufman

I, uh, was reading something the other day that, like ya know, totally blew me away. For sure. Dudes, it was both knarly and creepy at the same time! Yeauuuh! It, like, didn't make sense? But then, I thought about it, and it started to, ya know, kind of like come together? These scientist types, ya know, the kind that, uh, study language and, like, other things about how we talk and all, found out that just, uh, normal talking like what I'm doing right now is like, uh, *normal* after all and that when we say something like, well, *like*, that those are just, ya know, *traffic signals* because our brains and our mouths are moving at like different speeds, ya know? Well, duhhh!

Yes, researchers say it is normal to lace our conversations with traffic control devices such as "you know," "umm," or "like." "Like" even has different meanings depending on how it is used in a sentence. I can imagine squads of very tiny traffic engineers bustling around in our brains conducting Road Safety Audits on all the itty-bitty neurons. Should we post intellectual speed limits that meet or exceed the 85th percentile? Should we slow down when there are likely to be brain/mouth conflicts? Will there be sufficient *insight* distance for the brain to react if the mouth starts to run a stop signal? Maybe speed bumps would do the trick! With speed bumps, we would know

when someone's speech and brain were in conflict when their behind suddenly lurched skyward as they talked. That might be less distracting than a series of "uhs" or "likes." The *Discovery Channel* should know about this, too. Words acting as traffic signals represent the perfect biological union between civil engineering and communication. It would be worth a one-hour documentary, don't you think?

Our language is nothing if not colorful, but it shouldn't be so colorful as to make the listener think we're hallucinating. Read that first paragraph again and notice how hard it is to slosh through the muck. Now read it out loud and

gesture creatively. If your coworkers think you're crazy, just tell them that you're engineering your speech. Whether reading or speaking the words, it is still hard to get past all the "traffic signals."

They're distracting and they create annoying stop-and-go word flow. Although

verbal traffic control devices might be normal, it is still advisable to design your speech to avoid them. Here are some tips for smoothing your word flow:

1. Control your speed. The brain and the mouth work at two different speeds. Your brain, your mouth, and your listener can all benefit if you take a deep breath, relax, and slow down. Once you do that, you may find that you'll need fewer verbal traffic signals.

2. Focus on your driving. Stay focused on the message

Continued on page 12



Supporting the United Way

A bake sale and raffle at the Docking State Office Building on October 11 helped raise money for the United Way. The annual fund raising campaign runs through October.



Welcome new KDOT employees!

Headquarters

Deborah Lewis, Right of Way Property Appraiser I, Right of Way
Mynika Shafer, Administrative Assistant, Construction and Maintenance
Maggie Thompson, Program Consultant I, Public Affairs
The Bureau of Personnel Services supplies information for new employees to Translines.

US-81

Continued from page 4

tion of the highway expansion.

Through the efforts of KDOT and advocates such as retired Senator Ben Vidricksen, legislative action creating the Comprehensive Highway Program and eventually the Comprehensive Transportation Program paved the way for the completion of the Kansas portion of the Pan-American Highway.

Following the outdoor celebration, Pan-American Highway committee members met for lunch to hear updates on progress in each state working toward completion of upgrading US-81 to four lanes. District Two Engineer Don Drickey recapped the progress made in Kansas and took a moment to identify the District Two staff members responsible for the successful completion of the project.

When completed, the Pan American Highway will be a four-lane divided highway from Canada through the USA and Mexico into Central and South America. - *By David Greiser, District Two Public Involvement Liaison*

Vicory

Continued from page 1

with KDOT since 1976. He began as a Right of Way Agent II in the Appraisal Section, and was promoted to Chief Appraiser in 1980. In 1984, he was named Operations Assistant to the Bureau Chief.

During that time, Vicory has seen many changes. "When we went to the field, we used to use the typewriter and now we're all on lap tops," he said. "We didn't have copiers, so we had to use carbon paper; and we didn't have cell phones, we had to go to the nearest pay phone to call property owners if we wanted to get hold of them in a hurry."

The most drastic change has been the information technology, he said. "Who would have thought we would have been able to pick up our e-mail messages while in the field? They used to have to leave messages at the motel desk; now we can send e-mail or check messages throughout the day."

One thing that hasn't changed is the type of person who can do this job, Vicory said. "You have to really listen, communicate, and understand the property owner's problems before you can do the job right," Vicory said. "We are one of the first people from KDOT out there to meet the public once the project is announced. They have information we need to get from them and we have information we need to share - it's a give and take."

Vicory feels lucky to be in his bureau. "We have a group of people who are very dedicated and hard working," he said. "They have demonstrated that on several high-profile projects we've had lately."

His goal for the bureau is to continue to meet the goals and initiatives of the agency. "One theme I'm going to stress - we will do the right thing and we will do the thing right."

Vicory is also a Shawnee County Planning Commissioner. He and his wife, Karen, have one daughter, Sarah.

M I L E S T O N E S

KDOT salutes its employees celebrating anniversaries in October

10 YEARS

Christopher Allen Salina
 Matt Broxterman Topeka
 Kenton Debuhr Wellington
 Greg Dixon Winfield
 Walter Gengler Iola
 Burke Koehn Scott City
 Tom Myers Ashland
 Robert Oliva Hays
 Harrison Robinson Wichita
 Patrick Schumacher Hays

20 YEARS

Rebecca Hewett Topeka

30 YEARS

Duane Bender Ellsworth
 Janet Byrum Dodge City
 LuAnn Roth Topeka
 Santiago Sanchez Chanute
 Richard Schwartz Topeka
 Clarence Sumner Council Grove
 Dennis Weinrich Topeka

40 YEARS

Kenneth McKenzie Topeka

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

Promotions/Transfers

Headquarters

Jolene Cummings, Administrative Assistant, Materials and Research

Thad Fowler, Right of Way Agent III, Right of Way

Andy Gisi, Professional Civil Engineer III, Materials and Research

Amy Hawk, Senior Administrative Assistant, Materials and Research

John Jones, Professional Civil Engineer I, Design

John Lauer, Engineering Technician Senior, Materials and Research

Gary Matheny, Engineering Technician Senior, Materials and Research

District Two

Randy Kunc, Highway Maintenance Supervisor, Salina

Randy Miller, Equipment Operator Specialist, Council Grove

James Roudybush, Professional Civil Engineer II, Salina

District Four

Mary Rockers, Administrative Assistant, Garnett

The Bureau of Personnel Services supplies information to Translines.

BROWN BAG

LUNCH

Topic: KDOT/KCE Partnership

Speaker: George Barbee

Date: Wednesday, November 13

Time: Noon to 1 p.m.

Place: 4th floor conference room

All employees are invited to attend

Training Opportunities

◆ **New Employee Orientation**, November 14, and December 5, Topeka.

◆ **Smart Tips for Interviewing Success**, December 3, Chanute.

◆ **So You Think You Want to be a Supervisor?** December 4, Chanute.

◆ **Competency Based Interviewing**, December 10, Chanute.

◆ **Leadership Forum**, November 5-6, Topeka.

◆ **Defensive Driving**, November 15, Topeka. (Two more classes TBA.)

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

Ya know

Continued from page 10

you want to convey and try to convey it efficiently. The chances are very good that when you use verbal traffic signals, you're not only driving distracted, but you're also driving your listener to distraction. Let the faster extraneous thoughts pass safely on the

left. You can catch up to them later.

3. Stay alert. Have you ever driven along and suddenly realized that you don't remember having traveled the past few miles? Our brains sometimes work on "auto pilot" and we drive out of habit, not out of effort. We can even use traffic signs and signals without thinking about it. When speaking, be mindful of your own

speech habits and avoid the use of traffic signals.

As I sign off, I'd just like to say uhhh that this has been like, ya know, a very enlightening piece to write and that I like, uhhh....

"Whoa, Kaufman! Relax, slow it down, focus, and listen to yourself!"

"Oh, right! Thanks, brain."

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