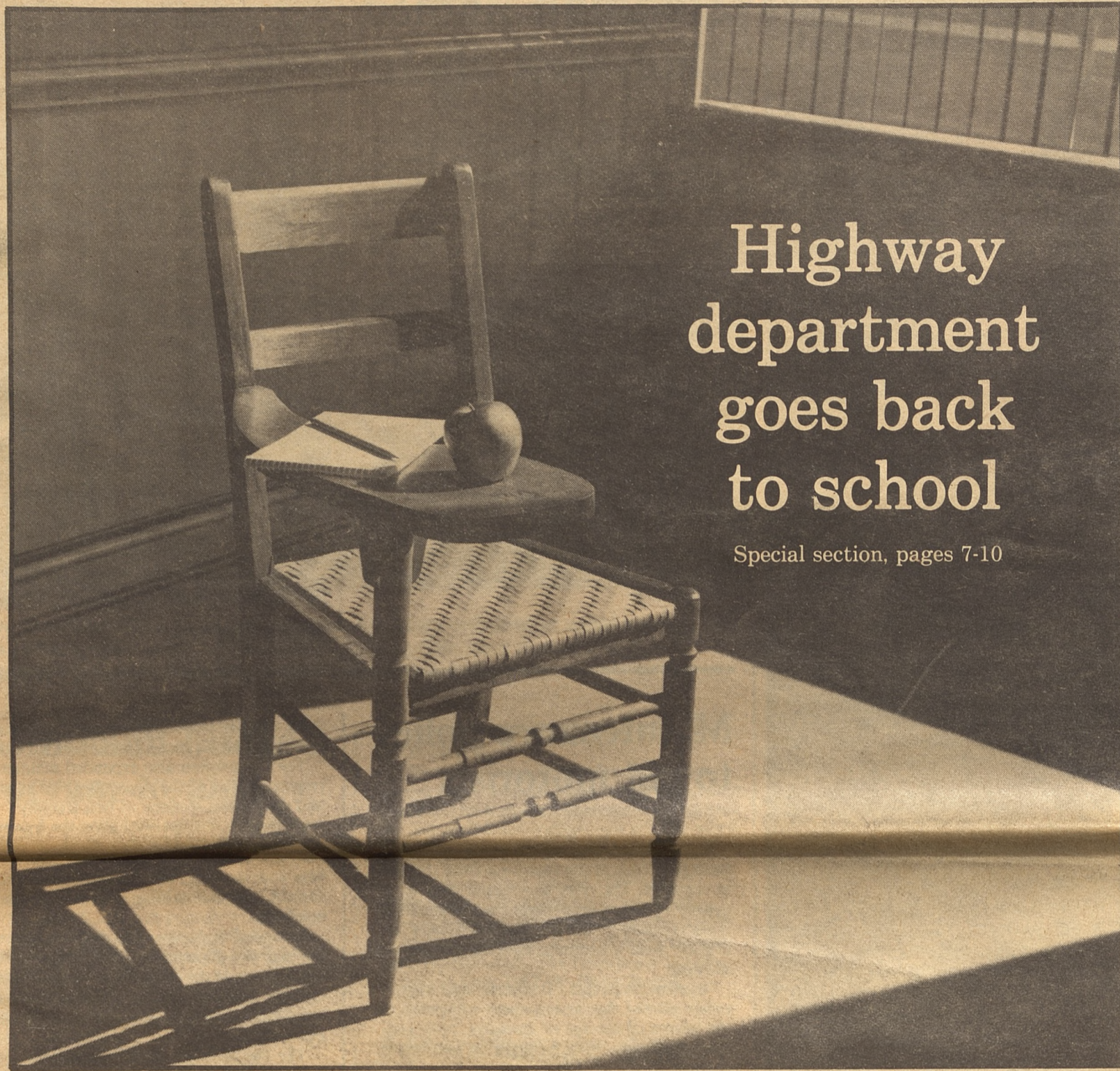


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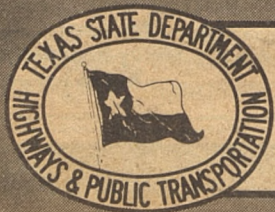


Highway department goes back to school

Special section, pages 7-10

Photo by Geoff Appold

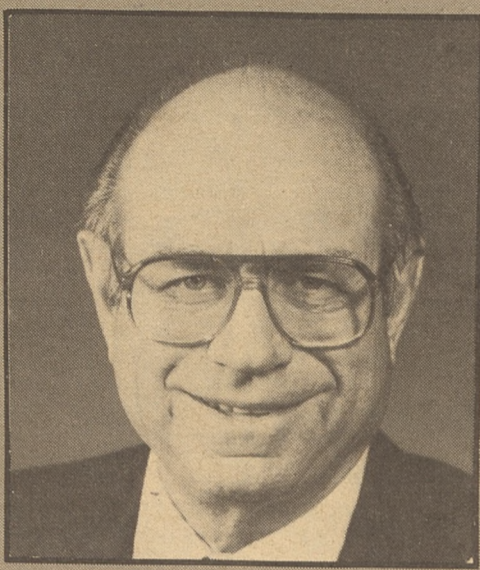
TRANSPORTATION news



Dedman to chair commission, p. 2

February 1987

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As we lose many of our experienced people to retirement, our formal training program becomes more and more important. During recent years much emphasis has been placed on teaching a variety of skills to our maintenance forces. Management courses have received lots of attention also. Now we are going to be placing much attention on the development of our young engineers and engineering technicians.

Recently, I had the opportunity to visit with the first class to graduate from the department's construction inspector week-long training program. This is just one more step in rounding out our training effort.

In the months ahead, new programs are going to be under way to provide courses for project managers and design personnel. Many of you will be given opportunities to participate in these new programs as well as in those that are already under way.

When you have the opportunity to participate in these training sessions, make the most of it. Our department and the public will reap the benefits of your growth.

Engineer-Director

ON OUR COVER:

Whether fresh out of school or old-time highway hands, department employees have increasing opportunities for continued training. A special center section explores the in-house training programs begun a year ago. Desk and setting provided by Ed Wendler. (Photo by Geoff Appold)

Dedman named chairman again

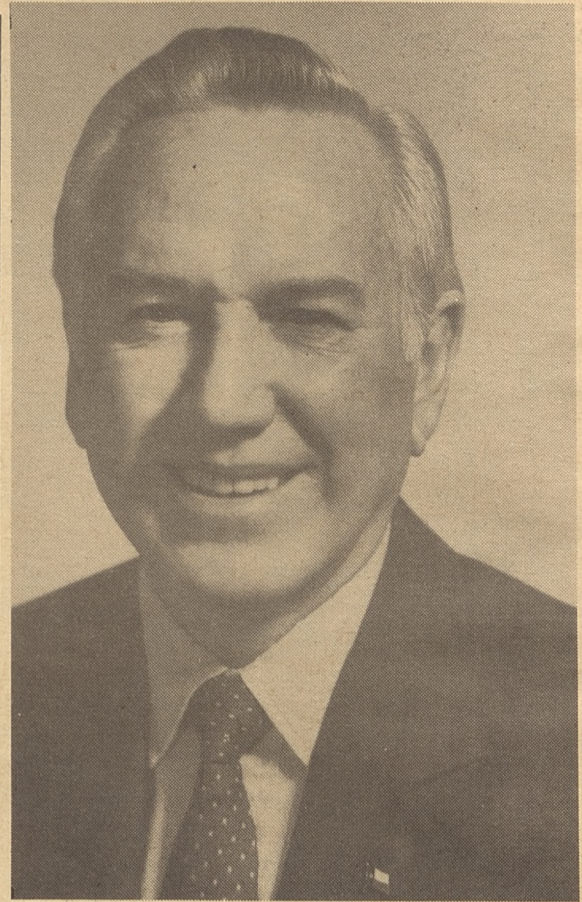
Robert Dedman, who chaired the highway commission from 1981 to 1985, has been appointed to a new six-year term by Gov. Bill Clements.

Dedman was named chairman Feb. 20, after his appointment to the commission was approved by the state Senate. He had been appointed Feb. 9 to replace commissioner Robert Bass, whose term expired Feb. 15.

In announcing Dedman's appointment, Clements said, "Bob isn't some unknown quantity. He has proven he can do the job. The commission will face some tough funding decisions in the coming months and years. Bob knows how to set priorities."

Dedman, a 60-year-old Dallas businessman, is chairman of the board of CCA Investment Corp. He also is a director of InterFirst Bank in Dallas. His previous work for the state includes a stint as chairman of the State Purchasing and General Services Commission.

Dedman earned law degrees from the University of Texas and Southern Methodist University. ★



Robert Dedman

Maintenance policy to aid motorists

Before World War II, the highway department took care of the roadways from city limit to city limit. The cities were responsible for upkeep of routes inside their own boundaries.

Signs reading "STATE MAINTENANCE ENDS" were a common sight on the outskirts of town.

Wartime shortages of material and manpower altered that arrangement somewhat, but the advent of the age of freeways, built and operated by the state, brought on even more changes.

At their January meeting, members of the highway commission directed the department to take a more active role to provide uniformity in the maintenance of highways and traffic signal operations in urban areas. With the department doing more, the changes will shift the expense of some maintenance and operation activities from cities to the state.

"Our continuing cooperative efforts with local governments will enhance the appearance of our highways as well as the condition of pavements and traffic control devices in urban areas," Chairman Bob Lanier of the highway commission said.

"It is our desire not only to work with local governments to build, maintain, and operate the safest and best-functioning highway system in America, but also to work constantly toward improving the appearance of our highway system," he added.

Prior to the commission action, the highway department installed, maintained, and operated signals on non-freeway highways in cities of less than 15,000 population. The commission changed the policy to include cities of 50,000 population or under.

All cities with 15,000 population and over — when requested by the department — have maintained and operated traffic signals along freeways.

Under the new policy, the highway depart-

ment will be responsible for maintaining and operating signals along freeways in all cities.

The commission also expanded maintenance responsibilities of the department on congested and downtown sections of non-freeway highways in all cities, including the upkeep of curbs and gutters and other drainage items in the right-of-way. The department also may help with mowing, litter pickup, snow and ice control, and maintaining signs and pavement markings.

Raymond E. Stotzer Jr., engineer-director of the highway department, said, "We are striving to provide the uniformity in maintenance, operation, and traffic signal installations that I believe is expected by the citizens of Texas and our visitors."

The department's chief maintenance engineer, Bill Garbade, said the actions will increase departmental costs by more than \$4 million annually, with corresponding savings to Texas cities.

"We also will increase our efforts to provide uniform standards of roadway maintenance, signals, and signs in all Texas urban areas," Garbade said. ★ Hilton Hagan

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Associate Editor.....Karen LeFevre



Baytown bridge will feature double-diamond design and longest cable-stayed span in the nation, at 1,250 feet. Construction of the steel structure is expected to continue for five years.

\$37 million bridge program to aid local governments

State highway engineers and local government officials will consult in selecting projects for a \$37 million bridge replacement program approved this month by the highway commission.

"The commission recognizes the plight of the cities and counties in coping with bridge deficiency problems," said Chairman Bob Lanier. "This program is our way of responding to those problems.

"Together with city and county officials, the highway department will be selecting deficient bridges for possible replacement in this program," he said. "Special consideration will be given to structures that are on school bus routes and those that help local people avoid long, out-of-the-way detours," Lanier said.

Other things the state and local road officials will be looking at are volumes of traffic using the bridges, condition of the individual bridges, and cost of replacement, he said.

The program will be financed using 80 percent federal funds earmarked for bridge replacement, matched with 20 percent local contributions.

The federal law says a minimum of 15 percent to a maximum of 35 percent of the funds allocated from the Federal Highway Trust Fund to a state for bridge replacement must be used on bridges not part of the federal-aid highway system.

The \$37 million program authorized by the commission is 25 percent of Texas' total bridge replacement program for two years.

"We recently authorized a new farm-to-market road program," Lanier said, and these programs traditionally have been formed after consultations between each of the highway department's district engineers

and the commissioners court of each county in the district.

"We are putting this bridge replacement program on the same basis, and I expect that many of the highway department people and the city and county people will want to work on both these programs at the same time," Lanier said.

Specific projects for the 1987-88 Off Federal Aid System Bridge Replacement Program will be selected when districts send in recommendations after the meetings with local governments. The reports are due in Austin in early 1987. ★ **Hilton Hagan**

Interchange due improvements

Texas and Arkansas, in a cooperative effort, will upgrade the interchange at Interstate 30 and US 59/71 on the state line.

The existing I-30 interchange, a twin-bridge structure built in 1963, needs the planned reconstruction due to high traffic volumes, according to Montie Wade, public affairs officer in the Atlanta District. "At present, I-30 transports 43,000 vehicles a day on the Texas side and 35,000 on the Arkansas side of the state line," he said.

The proposed rehabilitation entails reconstructing existing interchange bridges to form a single structure; providing a new deck—probably a concrete driving surface—on the new structure; improving and resurfacing the existing approaches; and changing the alignment on ramps and frontage roads around the interchange.

Wade said the department will award the contract on the project sometime in mid-1988. Construction is expected to take two years.

The improvements, authorized in the 1987 Consolidated Rehabilitation Program, are expected to cost \$4 million. Federal funds will finance 90 percent of the project, and the two states will split the remaining cost equally.

★ **Karen LeFevre**

Department sets records with Baytown bridge job

A project to build a new bridge across the Houston Ship Channel has resulted in the largest contract ever awarded by the department.

When completed, the bridge will set another record—its 1,250-foot main span will be the longest cable-stayed span in the nation.

A \$91,253,931.62 contract was awarded at the commission's December meeting to Williams Brothers Construction Company, Inc. of Houston and Traylor Brothers, Inc. of Evansville, Indiana. Construction, due to begin in February, will continue for about five years.

The mile-long bridge will replace the 33-year-old tunnel that now connects Baytown and La Porte. Its eight lanes will accommodate more traffic than the 25,000 vehicles carried each day by the two-lane tunnel, which has hazardous-load restrictions that require certain vehicles to detour. The entire bridge project covers 2-1/2 miles and includes access roads.

"We're particularly proud of the engineering significance of this project as well as the boon to local mobility," said highway commission chairman Bob Lanier. ★ **Marcy Goodfleisch**

Texas, Oklahoma to replace bridge

Texas and Oklahoma together plan to replace a narrow southbound bridge crossing the Red River on US 69/75.

The project, authorized in the 1985-86 Federal-Aid On-State System Bridge Replacement and Rehabilitation Program, is estimated to cost \$3 million, with the federal government picking up the tab for 80 percent. The two states will share the remaining cost equally, and each will pay for its own 1,500-foot stateside approach to the bridge as well.

The highway commission, at its January meeting, charged Engineer-Director Raymond Stotzer "to enter into any necessary agreements with the State of Oklahoma" for the replacement of the bridge.

The existing structure is deficient in width, according to resident engineer Howard Smith of Sherman. "About 6,000 motorists drive over that bridge every day," he said. "And, since there are just two 11-foot lanes, and no shoulders, the drivers are right up against the steel trusses. They tend to get real cautious, slow down, and queue up, crossing one by one instead of two abreast."

The new bridge—to be designed, constructed, and inspected by Texas' highway department—will be 38 feet wide, with two 12-foot lanes and two shoulders, one 10 feet wide and another four feet.

Instead of being covered by steel trusses, the new structure will be open on top. It will have a concrete slab for its driving base, supported by prestressed concrete beams.

Smith said the department plans to award a construction contract around October 1988. The new bridge will take approximately two years to build. Due to the heavy traffic flow, the new structure will be located parallel to and west of the existing bridge, he explained.

★ **Karen LeFevre**

US 75 to be renamed

Highway commissioners have voted to rename US 75 in Texas and eliminate some confusion to motorists. At its January meeting, the commission approved redesignating the portion of US 75 from Dallas to Galveston. A request to change the highway's designation to Interstate 45 in Dallas and Houston, and to Texas 75 in rural areas, will go to the American Association of State Highway and Transportation Officials this spring.

The change is being made to eliminate concurrent route designations in major urban areas, where the highway is primarily known as I-45. Information given on freeway signs in those areas confuses motorists, who read two route designations for the same highway.

"This will decrease the reading time for motorists and make the freeway safer," said Ray Derr, with the traffic engineering section of the highway department.

Derr said the initial cost of re-signing the highway will be about \$70,000. But the savings in decreased maintenance costs will be \$48,000 a year after that.

For many Texas motorists, the change won't be significant. In urban areas, Derr said, the route will continue to be known by its most common designation, I-45.

For Texans living along US 75 in Streetman, Fairfield, Buffalo, Centerville, Leona, Madisonville, Huntsville, New Waverly, Willis, and Conroe, the route will become Texas 75. Derr said this will provide some continuity along the highway, where some businesses use "Route 75" as part of their name or address.

Loops and bypasses along the route in urban areas will be redesignated and given separate numbers, Derr said. The old location of US 75, from I-45 in Galveston eastward to Texas 87, will be retained as part of Texas 87 in the state highway system.

Derr said the plan will become effective after approval by AASHTO, and the changes will be made this summer. ★ **Marcy Goodfleisch**

2 'Road Hands' named in Nueces

by Becky Kureska

Engineer-Director Raymond Stotzer's visit to Corpus Christi on December 15 provided an opportunity to honor two of Nueces County's leading citizens for their efforts to promote highway planning and construction. At separate ceremonies, the names of County Judge Robert N. Barnes and Mayor Luther Jones were added to the department's roll of honor as "Road Hands."

Barnes was recognized at a reception following ceremonies to mark the anticipated completion of an overpass on US 77 at Texas 44 in Robstown. Citing Barnes' enthusiastic support of highway programs and his farsighted planning for right-of-way needs for highway facilities, Stotzer presented the judge the 108th award given statewide since the program began in 1973.

At a Corpus Christi Chamber of Commerce reception for the engineer-director that evening, Stotzer presented the Road Hand Award to Jones. The award recognized the mayor for his willingness to commit the city to long-term planning for transportation improvements and for his cooperation in expediting current projects to meet the city's transportation



Malvin R. Wilson, who retired in January with 21 years of service, was the first Fort Worth District employee to receive the department's new retirement plaque. (Photo by Dave Clapp)

WANTED:

The Construction Division has some holes it needs filled. But don't expect to find them on the highways.

Division director Bobbie Templeton wants to complete a gallery of photographs of the men who have led D-6 over the years. There are three pictures missing.

To fill these gaps, he is asking for help in finding photos of the following men:

Charles Haile, construction engineer from May 15, 1924 to February 16, 1925, who also

served as district engineer at Houston and at San Antonio;

W. P. Kemper, construction engineer from February 17, 1925 to January 14, 1926, when he became acting state highway engineer; and **M. C. Welborn**, construction engineer from March 1, 1927 to November 15, 1928, who also was district engineer at Yoakum, Waco, Austin, and Fort Worth.

Readers who know the families of these men, or have other access to their photos, should contact Templeton. ★



Engineer-Director Raymond Stotzer, left, and District Engineer Nino Gutierrez, right, flank Road Hand Award winners Luther Jones and Robert Barnes.

needs. Stotzer also noted Jones' actions as president of the Texas Municipal League. During his tenure, Jones urged support of highway programs financed through increased user fees, and encouraged other local officials to voice their support to their legislators.

Barnes and Jones are the fourth and fifth Road Hand Award recipients from the Corpus Christi District. ★

Texas 114 upgrade to be studied

The highway commission has ordered a route study to see if making all of Texas 114 from Dallas to Lubbock and beyond a four-lane divided highway is feasible.

A large delegation from Lubbock and other areas in West Texas requested the upgrading in an appearance before the commission last November.

Texas 114 extends from Dallas for 407 miles to the New Mexico state line near Morton. It is the shortest route between Lubbock and the Metroplex. Several sections already are developed to higher standards, notably from Dallas northwestward to near Grapevine, and other sections east and west of Lubbock.

Several projects on Texas 114 already are scheduled for construction contract letting. Six projects in Denton and Wise counties would make the route into a four-lane divided facility or better from near Roanoke to Rhome. All six are tentatively scheduled to be under contracts for construction by mid-1989.

In addition, three other projects are in the second part of the department's 10-year Project Development Plan, including development of other sections of Texas 114 in Tarrant and Wise counties. ★ **Hilton Hagan**

New allies enlist in beautification battle

Army aids Texas' war against trash

Just how serious is Texas in its war against litter?

How about an Army division coming through your town with "Don't Mess with Texas" on its trucks, jeeps and armored vehicles? Thousands of Central Texans saw just such a sight recently.

Did the litter problem finally get so bad that the governor had to call out the National Guard? Or perhaps this was the making of a new television commercial.

Actually, it was a convoy of 500 tracked and wheeled vehicles from Fort Hood's 1st Cavalry Division, bound for San Angelo. There, the division joined other Army units for the first major Army training exercises in West Texas in 28 years.

Appropriately, the 1st Cavalry was headquartered at Fort Concho, a historic headquarters for horse soldiers of the Old West.

In all, some 9,000 soldiers in more than 3,000 vehicles converged on the area for "Roadrunner '87," a training exercise aimed at improving communication under battlefield conditions. The eight-day maneuvers traversed 120,000 acres in 16 West Texas counties.

"Our mission to test our communications over distances is an important one," said Col. Robert S. Frix, chief of staff for the division. "However, the 1st Cavalry Division feels it is equally as important to demonstrate to the people of Texas our efforts to keep things clean.

"We'll put the 'Don't Mess with Texas' decals on tape and attach them to a highly visible spot on the rear of our vehicles to act as a reminder to us all to keep trash and debris picked up," Frix added.

In addition to the stickers on the outside, the Army decreed that each of the division's vehicles be equipped with a "Don't Mess with Texas" litterbag inside.

The exercises concluded on January 30.

The 1st Cavalry Division, dubbed "the first team" by General Douglas MacArthur, has a long history of being first. It was the first unit to reach Japanese-occupied Manila in World War II. Five years later, the division carried out the first amphibious landing of the Korean conflict. More recently, it earned the first Presidential Unit Citation given a division in Vietnam.

Now the division has achieved yet another first: first U.S. military unit to officially join the highway department in its war against litter.

The department currently spends over \$24 million annually to pick up trash along the roadways. Its "Don't Mess with Texas" anti-litter campaign was designed to ultimately eliminate the problem in Texas. ★ **John Cagle**

Coffee company joins beautification 'club'

Coca-Cola Foods, which makes Maryland Club coffee, has announced a program that could mean an additional \$50,000 toward the



The antilitter battle escalates, as U.S. Army troops rally to the "Don't Mess with Texas" war cry. Fort Hood's 1st Cavalry Division displayed the slogan during recent maneuvers in West Texas. (Photo by Geoff Appold)

department's beautification campaign.

The money will be generated from a purchase-seal redemption program. Cans of Maryland Club coffee will be printed with proof-of-purchase seals on the label. For each seal redeemed by the consumer, the firm will make a donation to the highway department.

The coupon plan is part of a range of activities that carry out the department's commitment to keeping roadsides clean and attractive. In addition to efforts to eliminate the negative (like the "Don't Mess with Texas" campaign), the department has an approach to accentuate the positive. Several landscaping programs that promote the use of native wildflowers, grasses, and shrubs along the highway right-of-way are in progress.

Commission chairman Bob Lanier said, "Beautification has been a high-priority goal for the highway department for nearly 60 years, and we are currently investing considerable amounts of time and money in our 'Don't Mess with Texas' antilitter drive. This investment is showing dramatic dividends in cleaner, safer highways. We welcome the cooperation of private citizens and firms like Coca-Cola Foods to help us accomplish our goals." ★ **John Cagle**

Campaign gains more recognition

For its "Don't Mess with Texas" antilitter campaign, the department has been named a finalist in the U.S. Department of the Interior's "Take Pride in America" competition.

The entries of the finalists are now under review for selection of the national winners, to be announced in ceremonies this spring.

"I want to take this opportunity to commend you for the outstanding work you are doing to promote wise use of our public resources," wrote Secretary of the Interior Donald Paul Hodel in announcing the decision. "It is because of efforts such as yours that future generations will be able to enjoy our lands and natural and cultural heritage that belong to every American."

The department's antilitter efforts include the "Don't Mess with Texas" media campaign, the Adopt-a-Highway program, incentives for increased law enforcement of litter statutes, and funding of the Governor's Community Achievement Awards given to clean communities for landscaping projects. ★

The road to a highway department

Highways still 'on hold' as 1911 session closes

By Ralph K. Banks

The 1911 Legislature saw three attempts at creation of a state-level highway authority. Although the efforts failed, they represented departures from the approaches taken in previous sessions.

Senate Bill 138 was introduced by Sen. H. B. Terrell of McLennan County during the regular session. The bill proposed creation of the state highway department, to consist of the highway commission and the office of the highway engineer. It also authorized state aid for public highways and creation of a highway fund, to be initiated with apportionments from general revenue and perpetuated thereafter by the annual licensing of automobiles.

This bill contained many "firsts" in the long line of attempts to create a state highway authority. Perhaps most significantly, it was the first measure that proposed a governing board of highway commissioners to oversee the state highway engineer, set general policies of the department, and supervise the conduct of highway work in general. Previous bills had proposed that the state highway engineer be essentially a cabinet officer answerable only to the governor.

With the exception of a 1903 bill, all proposed highway legislation through 1909 provided that the engineer mostly serve in an educational and advisory capacity to local road officials. The Terrell bill was the first that contained provisions for actually formulating a plan for a statewide system of highways. It was also the first to propose creation of a state highway fund to be perpetuated by road-user revenue.

The highway commission was to consist of three members. Interestingly, one member was to be a professor of civil engineering at the University of Texas, and another was to be a professor of civil engineering at A&M College. The idea, dating back to 1905, seemed to persist that a state highway organization just could not operate properly without the active involvement of academia. However, the third commission member was to be a "civilian" appointed by the governor.

The UT member was to serve as chairman of the commission. The reason for this is not apparent in available records, but perhaps it was thought that the member's location in Austin would make him more readily available to the state highway engineer for consultation.

The state highway engineer to be appointed by the commission was to be a competent civil engineer, experienced and skilled in highway construction and maintenance. He was to receive a salary of \$3,000 per year plus expenses, and hold office for a two-year period unless removed by the commission. The engineer was to maintain offices in Austin with authority to appoint staff and assistants as necessary for proper conduct of highway work.

The engineer's primary duties included creation of a general highway plan, and collection of information about the mileage, character, and condition of highways in the counties. The engineer was to investigate and determine the methods of road construction

best adapted to the various sections of the state, and establish standards for the construction and maintenance of highways in the counties accordingly. He was to be available for consultation by local road officials regarding highways, and he was empowered to call on local road officials for information and assistance regarding roads and bridges in their jurisdictions.

A map was to be prepared within one year after passage of the act, showing all main highways of sufficient importance to be designated as "trunk highways." This trunk system was then to be submitted to the Legislature for review. If adopted, these main highways would be improved and maintained at the cost of the state.

In addition to the trunk highways, local roads could be improved or constructed under the act, with the state and county each paying half the cost. Acquisition of right-of-way for such projects was to be the sole responsibility of the county.

On written request by the county, the engineer was to furnish plans, specifications, and all information for the construction of any road or highway within the county. He was to advise and cooperate in the construction of highways by the county, even if built without state aid.

Financing for carrying out provisions of the act, except for improvement of trunk highways, was to be from a state highway fund. Apportionments were to be based on the ratio of taxable property in each county to the total taxable property of the state—another "first" in proposed highway legislation.

The bill was considered by the Senate Committee on Roads, Bridges and Ferries, and the committee issued a favorable majority report recommending to the Senate that the bill pass. However, there was also a strong minority report against the bill.

Whether due to sincere reservations or other reasons, the bill was allowed to die on the calendar with adjournment of the session.

However, later that summer Gov. Oscar Colquitt called the Legislature into special session, one of the agenda items being consideration of the position of "public highway engineer," whose duty would be to cooperate with county and precinct officers in laying out and building better public roads.

The governor went on to say that, in his opinion, there was no internal improvement that would advance the welfare of the people more rapidly than the construction of substantial highways.

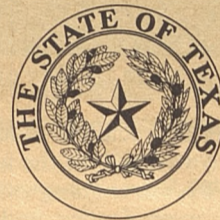
Sen. Terrell and Reps. Fred Stevens and John Davis responded by simultaneously introducing bills in both the Senate and the House. The bills were almost identical. They contained fewer proposals than Terrell's previous bill, but most of what they did include was similar or identical to provisions of the previous Terrell bill.

One notable variation was that these bills specified that the A&M professor—not the UT professor—act as commission chairman. The Senate bill, although reported

In 1987, the State Department of Highways and Public Transportation celebrates its 70th year of service to the people of Texas. Ralph Banks, an engineer in the Bridge Division and a history buff, looks back on the events leading up to the birth of the department in this series of articles for TRANSPORTATION NEWS. ★

favorably out of committee, died with adjournment of the session. And while the report from the House committee also was favorable, it pointed out that the bill was far from perfect and needed amending. Whether due to this reservation or other reasons, the bill was allowed to die on the Speaker's table with adjournment of the session.

NEXT: A state highway department comes within one governor's veto of creation.



El Camino Real named landmark

El Camino Real, a 16th century Spanish transportation artery, has been designated a National Historic Civil Engineering Landmark by the American Society of Civil Engineers (ASCE).

A bronze plaque citing the distinction was placed in San Antonio's San Pedro Park, as part of the celebration of Texas' sesquicentennial year.

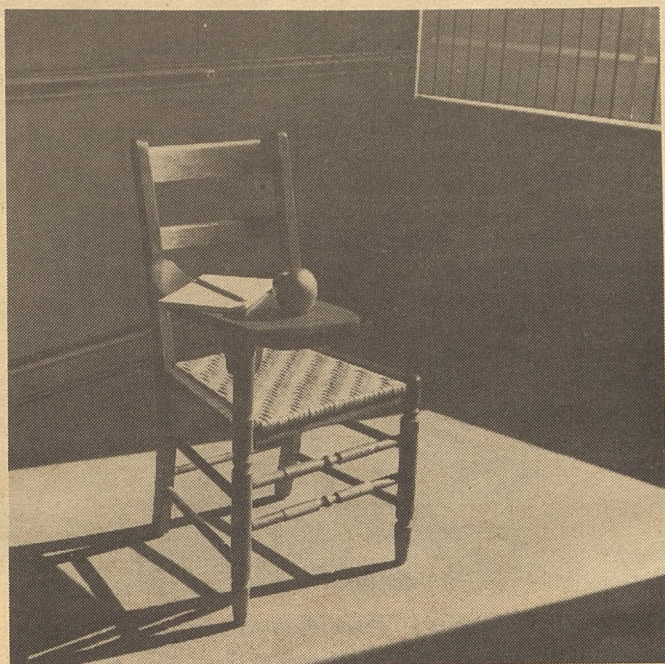
Designed to identify and give recognition to historically significant civil engineering projects, ASCE's landmark status is bestowed on structures that have contributed to the development of the nation or a large region of it.

El Camino Real, begun by Hernando Cortez in 1519, is a forerunner of today's interstate highways. It depicts the importance of regional and national road networks to civil engineering transportation planners.

Running approximately 2,400 miles, El Camino Real extends from Vera Cruz, Mexico, through Texas, Louisiana, Mississippi and Alabama, to St. Augustine, Florida. The King's Highway, as it was called, helped establish and maintain the Spanish influence in these states from the 16th to the early 19th century.

For 20 years, ASCE's Committee on the History and Heritage of American Civil Engineering, with the support of local ASCE sections, has recommended nationally significant civil engineering projects to the Board of Direction, which grants the landmark designation. El Camino Real's nomination was submitted by ASCE's Texas Section.

Founded in 1852, ASCE is the oldest national engineering society in the country and the first to establish a permanent history and heritage committee. It has more than 106,000 members. ★



Highway department goes back to school

Department's in-house training programs mark first year

By Karen LeFevre

Using personal observations and wise sayings, the department's in-house instructors punctuate their training. And the program participants join in, making the U-shaped table in the small room at Lago Vista seem like King Arthur's Round Table, ideas bouncing from one person to another in a mental game of catch.

That's just the intention of these trainers, for adults learn best this way. The give and take, the exchange of concepts and opinions, reminds an observer of a classical forum. The dialogue is thought-provoking and the trainees thoughtful. Goals are set; problems are addressed; solutions are discovered — all in the span of one short week.

The highway department has been conducting these week-long training sessions for a year now. The first of the in-house programs was the maintenance management course launched last January. The first-line supervisors course followed in February. During the rest of the year, several other courses were initiated: maintenance office management; maintenance management refresher; construction inspection technical training; and construction project management.

And, assures Linda Beene, manager of training and development, "There's more to come, especially in the areas of design and construction." If it seems the department is staying ahead of this training game, it is. Training is a vital part of the highway department's plans for the future. It's both a serious undertaking and a sound investment, especially at a time when all state agencies will have to "do more and better with less." That may be the case where funds are concerned, but the department has never considered its people the lesser on any score. And the training effort is a reflection of the confidence the department has in employee potential. Thus far, more than 1,000 highway personnel have participated in the in-house programs.

There's an interesting history behind the department's training venture. It dates back to 1979, when then-Gov. Bill Clements formed a management by objectives (MBO) task force with leaders from the 12 largest state agencies. Marcus Yancey, then assistant state highway engineer for administration, served as the department's representative. The task force was instrumental in the creation of the Texas State Management Development Center (TSMDC) training programs within the Office of the Governor. TSMDC offered courses in first-level management and middle management, and now has added executive development.

Under Gov. Mark White, the task force was expanded to include two more agency representatives. The work at hand was to make a smooth transition from one administration to the next, and to keep the TSMDC programs growing. The highway department was in the forefront of this action — and not only in terms of the leadership Yancey provided on the task force. The department enlisted able personnel to serve as program trainers, and supplied trainees as well.

Very soon, however, it became evident that TSMDC's programs — excellent as they were — could not accommodate either the numbers of trainees or types of training the department needed. Figures projected today's situation: an estimated 40 percent of the administrative and executive staff at the highway department is now eligible for retire-

ment. Even maintaining the department's quota of participants in the TSMDC programs, some 2,000 more supervisors were in need of management training than there would ever be room for. In short, a whole new generation of leaders was awaiting training.

The department, faced with these impressive statistics, also had to consider what kinds of training would be most appropriate. In 1985, additional incentive came in the form of a Price Waterhouse recommendation. The management audit report projected cost savings exceeding \$40 million annually through improved productivity in maintenance work. Under the leadership of veteran TSMDC trainer Henry Thomason, deputy director of field operations, two department task forces were formed, chaired by Raymond Stotzer and James R. "Bobby" Evans. The outcome of their considerations was that a "maintenance academy" be created, a concept endorsed by Thomason.

Over the next few months, 10 maintenance supervisors — selected by their own district engineers — spent one week a month in Austin developing course objectives, materials, and training skills. As training needs were explored throughout the department, a course in maintenance office management was added, along with a new set of trainers. By the time programs for construction inspection technical training and construction project management were introduced, nearly 50 regular department employees were dedicating a week every month to training, commuting from around the state to Lago Vista, about 40 miles from Austin.

"Commitment is the key word here," says Beene, who before coming to the highway department was a management instructor with TSMDC. "Our trainers are putting 100 percent into this. It takes a lot of sacrifice to travel to Lago Vista each month, shift gears, and return to their jobs back home. It represents a real change in life-style and they'll each be doing it for 18 to 24 months."

Part of the philosophy behind using department personnel as trainers was expressed by Howard O. "Ho" Evans, director of technical and field training, who said, "Some of the things we're teaching can only be taught by people who have been there and seen what was happening." John Whittle, who manages the construction inspection technical program, says that "training the trainers" with Dr. Kathy Wilburn has been an exciting part of this undertaking.

Wilburn, director of the first-level management program, is, according to Beene, "an exceptionally talented person. She took people from the field with little training experience but a great deal of expertise and helped them gain the skills to share their knowledge with their co-workers."

Wilburn's greatest and "most rewarding" challenge was the development and coordination of the department's first-line supervisors course. "For our ongoing first-line management program, we needed full-time trainers, and once again we recruited them from the department's ranks," she said. Managers were nominated by their supervisors. Sharon Little, Stan Eichen, Tom Woods, and Bill Klipple were originally selected to spearhead the training last January. "All four were very dedicated,

(continued on page 8)

learned quickly, and made significant contributions to the program. And, borrowing from a successful technique used at TSMDC, we had department people who'd been trainers for the governor's program serve as mentors for our in-house management instructors. It all worked quite well," Wilburn said.

The first-level management trainers are "on loan" from their regular divisions to the Human Resources Division for a period of 18 months, which requires an adjustment for supervisors who must do without their particular skills and co-workers who take up the slack while they're gone. Beene says, "The commitment goes full circle. None of this can be successful without everyone's cooperation. And, so far, I couldn't be more pleased with the results. We're getting excellent feedback from participants and supervisors."

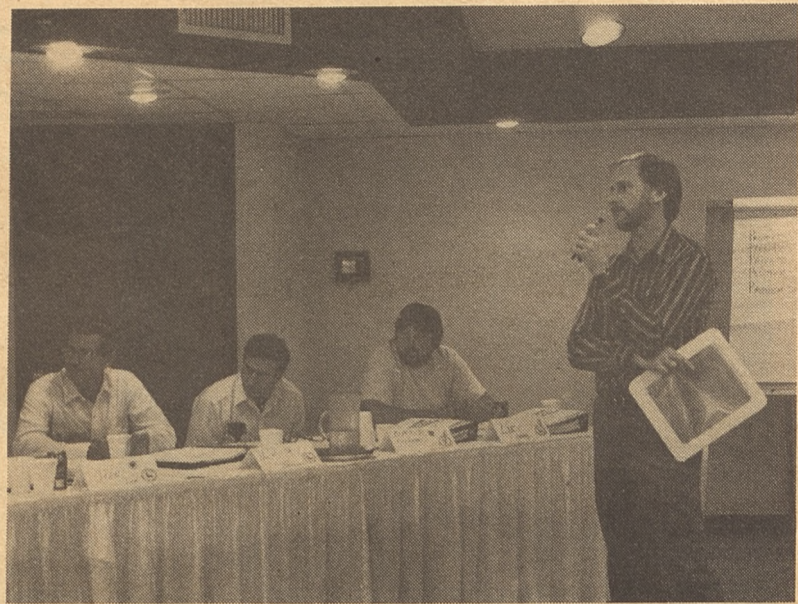
The first-line training team expanded last summer with the addition of Nancy Tuck. A net loss, however, was suffered when Little recently accepted a position as administrative assistant to the commissioners. And there's one trainer, Elder McCarty, who is a walking (or rather driving) example of managing priorities well. He leads classes in both maintenance management and first-line management and, most impressively, does so from Odessa, traveling to Austin several times a month.

Even with the staff changes, the trainers work as a team, according to Woods, who sees the whole project as proof of one of the sage expressions used in class — "People support what they help to create."

"From the very beginning, I liked working as a part of a team," he says. "A real rapport developed among the trainers which is evident to the participants. It has helped all of us be more effective."

In class at Lago Vista, Eichen emphasizes the usefulness of the training in his management-by-objectives module, returning to the main thrust behind the department's venture. He asks the class members, "How many of you take time to plan?" Then he talks about how planning improves productivity and quality in the work we all do. To convince the group of their personal need to plan, he observes: "A goal not written is only a wish."

Appropriately, the department took the MBO approach when it first considered its training enterprise eight years ago. Training, it was decided then, had to be more than a wish. It was an absolute necessity



Visual aids in hand, trainer Tom Woods gets feedback from participants during department's first-line management program. (Photo by Karen LeFevre)

if the department was to meet the multiple challenges of productivity, staff turnover, and budget cuts.

One key phrase the instructors use seems to sum up the department's approach to training. It is: "Before you cut wood, be sure to sharpen your saw." Well, the department's saw is sharp. In fact, Texas' highway department is on the cutting edge nationwide — a leader in training among the states' highway departments.

Its employees are benefiting daily from the foresight of leaders such as Yancey, who said, "If you can dream it, you can do it. You can put so much positive attention to something it will happen." With the training program, the dream has become a reality. ★

'A 24-hour-a-day experience...'

By Marcy Goodfleisch

When I drove out to Lago Vista last May for a week of first-line management training, the feeling was a little like going to camp, or off to the college dorm. The first evening was devoted to introductions and getting acquainted with the two dozen or so people I would spend nearly every minute with for five or six days. There were a few familiar faces, but many more that were new, and all of us were a bit excited, curious, and awkward.

One of the first exercises, a good ice-breaker, involved both meeting a new person and introducing one another to the group — in a clever way designed to promote interaction. Since few meetings of highway department personnel leave one feeling less than friends, our group warmed up rather quickly as we met, had dinner, and visited before returning to our rooms for the night.

The most evident thing about our class was the wide variety of ages, careers, and locations represented. For some of us, the drive had been a short trip out from Austin. Others had spent the better part of the day on the road, coming from Comanche, Arlington, Houston, Tyler, Jasper — all around the state.

We were engineers, right-of-way specialists, writers, computer experts, and more. The class was a living composite of the vast experience and talent it takes to run an agency that builds and maintains 74,000 miles of highways in the state.

And, as is often observed about the department, we very quickly became a "family" for the week we were there.

One of the biggest challenges the instructors face at Lago Vista is meshing individuals with wide age and career differences into a group that operates as a whole during train-

ing. It is a tribute to their skill as well as to the respect all department employees hold for one another, that soon there were virtually no boundaries between class members.

The transition period the highway department is undergoing was echoed in the contrasts between young, mid-twenties engineers and the 30-year veterans who shared and learned for the week. And the four women in the class were almost a statistical representation of the ratio (85 percent men to 15 percent women, approximately) in the department.

I had at first wondered why a week on-site was needed. But I soon realized that the class was a 24-hour-a-day experience.

My roommate, Claudia Carroll from the Tyler District, and I would stay up until wee hours each night, visiting in our room. Sure, much of it was the fun of getting to know a new friend and sharing gear from our cosmetic cases. But a considerable portion was devoted to rehashing the day's lessons, preparing assignments for the next day, and discussing how new knowledge applied to our own situations.

Claudia and I bounced ideas and management problems off each other, and each of us found we gained a little more from the class by comparing our impressions of the daily modules.

To be quite honest, the week was not only a good learning experience, it was just plain fun at times. A camaraderie developed among all class members that allowed both commitment to the course work and a chance to enjoy each other.

With many of us decades removed from college classrooms, evenings found us a bit tired and ready to relax. Hiking the hills around the lake became a nightly ritual. And

surprisingly, as a dozen or more of us walked, watching the sun set and the deer come out, we often discussed the daily challenges presented to us in class.

Later, we would play cards, "Trivial Pursuit," or dominoes around the tables in the classroom, which became a recreation area each night.

We were being taught to see ourselves in a new way. Techniques to improve our use of time, ways to be a "positive Pygmalion" to employees, and catch-phrases like "change is inevitable" were filling our minds.

Each day, that blessed moment would occur over and over, when the instructors would see an idea "click" around the class. We tested ourselves, to see how inflexible or how human-oriented we were as managers. We were sometimes surprised by what we learned. And we often broke stereotypes.

I remember one segment on management styles. Many of us assumed that the conservative styles would be seen in the older, more experienced class members. Then, I heard a young engineer to my left reacting in surprise to his own score.

"I thought I'd be way over here," he said, pointing to the more liberal side of the answer sheet. "But look what I scored!" His answers showed he could improve his flexibility a little.

By the end of the week, the talk during the hikes and around the game tables each night was about goals and new skills to be taken back to the districts and divisions.

"This has given me a lot to think about," said one classmate as several of us sat around the pool one night. "I can see things I've been doing for years in a certain way, and now I have a way to improve."

During the week, we had been in front of our classmates at times, we'd spent time in small planning groups, we'd had role-playing

(continued on page 9)

experiences, we'd been "rewarded" by our instructors, we'd made many new friends. Many of us continue to stay in touch, noting each other's achievements or catching a familiar glance at large gatherings like Short Course.

Before my week of training, a co-worker had commented that the state management training school offered the advantage of interaction with employees from other agencies. I'd wondered whether that would be a detraction from my own week at Lago Vista, where all class members were from my own department.

During graduation night, I had my answer. Deputy Director Marcus Yancey addressed our group, and the focus was the enormous challenge ahead for our department.

We face both a staggering turnover in exper-

Managers play 'Pygmalion'

By Karen LeFevre

At the department's first-level management training program at Lago Vista, instructors show the manager-trainees a film entitled *Productivity and the Self-Fulfilling Prophecy: The Pygmalion Effect*.

Its use in management training is clear, as it shows how a manager's expectations can affect an employee's behavior, either positively or negatively. It recommends using positive expectation as a powerful tool for the benefit of both the organization and the individual.

The concept has far-reaching implications for the highway department. And it is much more complex than the "power of positive thinking."

Each of us has the power through our expectations—of situations and other people's behavior—to actually cause a response that would fulfill our expectations. In effect, we create the situation as we had predicted it would occur.

Dr. Robert K. Merton, professor of sociology at Columbia University, first coined the term "self-fulfilling prophecy" to describe this sequence of events.

He cited the closing of banks in the Great Depression as an example of expectations affecting behavior. People expected their bank to fail, thus creating a run on the bank and its untimely closure.

Accurate predictions have always been important to human beings. We have developed many methods to forecast future events (magic, astrology, science, and others). What is more, people don't want to be wrong; and since they can affect things by their beliefs, they are wrong less often.

The most frightening aspect of the powerful self-fulfilling prophecy is that "false beliefs create true reality." We can affect the outcome of a situation whether we're right to begin with or not.

What about when we're wrong about people? What happens when we prejudge someone else? Of course, that is the basis of any form of prejudice or discrimination. And, too often, when someone is prejudged, he or she will respond exactly as expected.

This phenomenon was labeled the "Pygmalion effect" by Harvard sociologist Dr. Robert Rosenthal.

The name Pygmalion comes from mythology. In the Greek tale, Pygmalion was a king of Cyprus who fell in love with a statue of Aphrodite (the Greek goddess of love). In the Roman version by Ovid, Pygmalion was a sculptor who made an ivory statue of his ideal woman and fell in love with his own creation. Venus (the Roman goddess of love) then answered his prayers and brought the statue to life.

An even more familiar version is George

experienced personnel and the biggest increase in construction activity in the department's history, he told the group. These are exciting times, we heard.

I looked around at the two dozen or so faces I'd grown to love, and would miss as we all returned to the "real world." I felt an integral part of a united whole. And I realized the wisdom the department administration showed in forming our own training school.

Only as a team, a statewide team, will we ever meet the challenge Yancey gave us. That week of sharing, of seeing the scope of talent and responsibility around the state, gave us at least as much as the training itself gave. We were leaving with a sense of bonding and with fresh insights into our co-workers and the task ahead of us that will see us through. ★

Bernard Shaw's play *Pygmalion* (later adapted into the musical comedy *My Fair Lady*) about how Professor Henry Higgins transforms Cockney flower girl Eliza Doolittle into his ideal woman, then falls in love with her.

How could that happen? one might ask. The answer is surprisingly simple. He imbued his beloved student with all the good expectations he had of her. And she absorbed them, as if by some magical process.

Now, it may not be "magic," but it certainly is powerful. Dr. Rosenthal did research on this Pygmalion effect in hundreds of classroom case studies.

He told teachers at the beginning of the school year that certain students were "gifted" or "bloomers," when they were actually just average in previous performance. Interestingly, those particular children did bloom; they achieved a higher level of progress than their classmates. What is more, other children who bloomed, but weren't expected to by the teacher, were not encouraged. Their progress was squelched.

The study was taken a step further, into the workplace, and the same results occurred. Those workers who were expected to do well did; those who were expected not to do well did not.

The implications in terms of any large organization are profound, since whatever expectations of employee behavior and productivity exist will affect that same behavior and productivity—for better or worse.

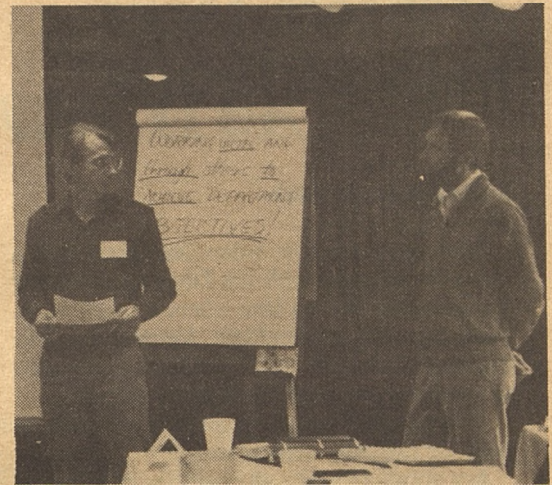
Former Harvard business professor J. Sterling Livingston, now a management consultant, cautioned U.S. managers against "managing by exception." This style of management addresses only problems and therefore reinforces negative behavior. Far better, he says, to expect the best of people. His motto is, "Every manager should be a Pygmalion."

Maybe *everyone* should be a Pygmalion. Surely the Pygmalion effect would work on peers, family members, friends, co-workers and associates.

The effect is akin to magic. It is the ability to "image" another person in the most positive light. Without the ability to visualize a positive result beforehand, success is unlikely. In the same way, projecting negative images will certainly ensure failure.

Images are like magic—they are "imagic." And like a magician, the one who imagines does so for good or ill. Better to expect the best and be disappointed than to expect the worst and be satisfied.

Edgar Lee Masters, in his *Spoon River Anthology*, gave a memorable example of the



Instructor Stan Eichen, right, plays "Pygmalion" for John Cagle during MBO session of first-line supervisors course. (Photo by Karen LeFevre)

terrible effect of negative expectations in the poem "Aner Clute:"

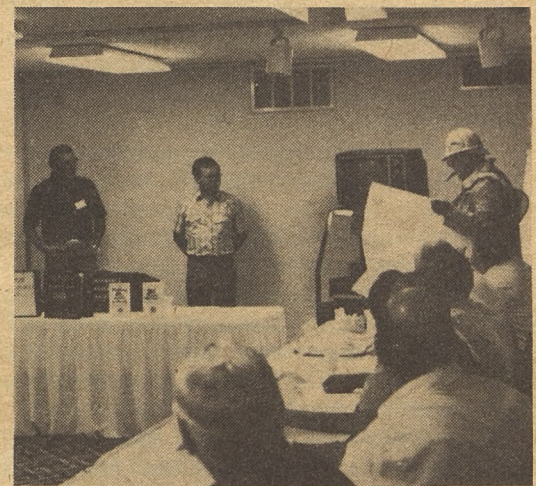
*Suppose a boy steals an apple
From the tray at the grocery store,
And they all begin to call him a thief,
The editor, minister, judge, and all the people—
"A thief," "a thief," wherever he goes.
And he can't get work, and he can't get bread
Without stealing it, why the boy will steal.
It's the way the people regard the theft of the apple
That makes the boy what he is.*

Conversely, the great German writer Johann Wolfgang von Goethe expressed the powerful force of the Pygmalion effect in these words: "If you treat a person as she appears to be, you make her worse than she is. But if you treat a person as if she already were what she potentially could be, you make her what she should be."

The basis of the Pygmalion effect is good will, love for humanity—which brings us back to Aphrodite, who made Pygmalion's dream a reality.

Dr. Jean Shinoda Bolen, clinical professor of psychiatry at the University of California, San Francisco, wrote: "When Aphrodite influences a relationship, her effect is not limited to the romantic... deep friendship, rapport, and empathic understanding all are expressions of love. Whenever growth is generated, a vision supported, potential developed, a spark of creativity encouraged—as can happen in mentoring, counseling, parenting, directing, teaching, editing...—then Aphrodite is there, affecting both people involved."

The true power of the Pygmalion effect is in this involvement. We must first create positive expectations in ourselves, then allow the force of them to work on others—for the best. ★



Elder McCarty, in hard hat, shows maintenance managers how to conduct a safety meeting. (Photo by Kathy Wilburn)

Mentors forge path to future

By Marcy Goodfleisch

Nineteen years ago, when Dian Neill took a job as a file clerk with the Division of Motor Vehicles, she had no idea where it would lead. With two infant daughters, keeping the bills paid and facing the usual struggles of a young married couple were her primary concerns.

"I was just a baby," Neill said. "I grew up with the highway department."

For about 11 years, she held various clerical jobs in the division. Not exactly the path one expects to take in reaching the top, but valuable experience, just the same. By learning the intricate functions of the division responsible for registering 14 million vehicles in the state, she was well prepared in 1978 to face more serious duties.

Still, had someone predicted even then that Neill would someday make highway department history and head the division, she doubts she would have believed it. "I had no idea what I would be doing by now," Neill said.

But she knows one thing for certain: the mentoring of Robert Townsley, who headed the division through Neill's formative employment years, was a major factor in preparing her for advancement.

Mentoring has been talked about and promoted within the highway department for years. But, like the weather, it remains a mystery for many. And, again like the weather, it sometimes seems, "nobody ever does anything about it."

Neill said that mentoring, unlike the image some have, does not equate to opening doors for someone. It is more a matter of teaching, advising, encouraging, and exposing an employee to situations that will allow professional growth.

Webster's dictionary defines mentor as, "a trusted counselor or guide; tutor, coach." The original Mentor was a teacher to Telemachus, the son of Odysseus. Because a mentor can remain detached, the definition continues, he or she acts as a mirror held up to us.

Deputy Director Marcus Yancey agrees, saying that mentors begin by being good leaders.

"A leader recognizes both the characteristics and the potential of an individual for leadership," he said, "and then cultivates them through the mentor process."

And Yancey agrees that mentoring is important in developing good leadership for any organization.

"A real leader, a chief executive officer, spends 40 percent of his or her time on the continuity of the organization, on developing other leaders," he said. "In all the observations I've made about successful managers, there have always been one or more important mentors in the lives of these individuals."

So how do you mentor, if you are a manager? And how do you find a mentor, if you need one?

Yancey suggests that employees who would like a leader's coaching first ask to spend some time with a possible mentor.

"They can ask the individual they'd like to learn from if they could visit from time to time," he said. "The best time is when there is some issue at hand."

Engineer-Director Raymond Stotzer says the department is ideally suited for such interaction.

"Look for talents in your co-workers," he said. "Let a co-worker know you're interested in learning, and he will help. I know

very well our good people always help others."

For managers, the opportunities are more open. But there are some tips on what characteristics to look for in a promising employee.

"Look for the acceptance of challenge, no matter how difficult," Yancey said.

And Stotzer says to study your employees and co-workers, looking for people who can learn the skills and knowledge you have to offer.

"Performance evaluations are a good example," Yancey said. "A good leader finds no difficulty in discussing how to improve." In fact, he said, performance evaluations can be a good yardstick as to how comfortable a person is in a leadership role.

"If a person doesn't like to do performance evaluations, he doesn't like to confront," Yancey said.

There are differences between managers and leaders, according to Yancey.

"Managers dwell on efficiency," he said. "Leaders focus on effectiveness. A leader will view what is the best way to make the person more effective. Efficiency can be encouraged, not enforced . . . always in a positive manner."

Whatever the theory, mentoring became the password to the future a few years ago when highway department administrators realized that the increase in department activity would coincide with a massive turnover in experienced department personnel. Without training, planning, and mentoring, the department was on a collision course in terms of leadership.

"A few years ago we discovered that about 75 percent of the department employees who have been here more than two years could retire within seven and a half years," Yancey said. Persons with less than two years of service fall into a separate category in turnover, he said.

men'tor, n: a friend of Odysseus entrusted with the education of Odysseus' son Telemachus; a trusted counselor or guide; tutor, coach

In the years since that discovery, mentoring is mentioned at nearly every situation that addresses the future of the department. It is one of the challenges frequently given to the graduating classes in management at Lago Vista.

Mentoring can benefit both the department and the mentor. "People who have the skills should make an effort to pass them on," said Stotzer. "It develops versatility within an organization. A successful person is one who is able to pass on his knowledge."

In fact, he says, failure to do so is an injustice to the organization, as well as to a possible mentor.

"It can give a tremendous satisfaction to a person, knowing that you've helped a fellow employee as well as the organization," Stotzer said. "Oftentimes, your own skills can be improved because it gives you another vantage point."

"A mentor has to be a humanitarian," Yancey said. "Good leadership is extremely dependent on a value relating to the worth of the individual employed. The focus is on training and development."

And one basic trait leaders have, he said, is the ability to convince someone they want to do something.

"Too many people quit learning at some point in life," said Yancey. "Education is a lifetime experience. I like to challenge people with a new idea—'Why not change this?'"

Neill says that the department is entering some exciting years in terms of new challenges, chances for professional growth, and opportunities for mentoring. That is probably the best legacy an administrator can leave the department—employees who are ready to assume leadership, said Neill.

As one who has had the benefit of a mentor, she is conscious of her own responsibility to develop people in the division.

"I encourage training, and I look for the potential in people," she said.

Yancey said that the efforts of a mentor pay off in the future of the department. Without that process, valuable knowledge is lost forever when a senior leader retires.

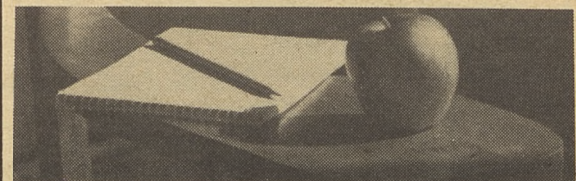
"Make your last years your best years," he advises leaders in the department. "Adopt a young person, and transfer that knowledge—we need it."

"We're going to lose many talented and experienced people . . . that knowledge needs to be passed on from generation to generation," Stotzer said. "The future of the department hinges on it." ★

IN-HOUSE TRAINING AT A GLANCE...

- **First Level Supervisory Management**
For persons who supervise employees or projects that require working through others; anyone soon to be moved to a supervisory position.
- **Office Management at the Maintenance Section**
For anyone managing an office in a maintenance section. (Course may be revised to accommodate non-maintenance office management in the future if sufficient interest exists.)
- **Maintenance Management**
For maintenance supervisors and assistants. Also open to engineering graduates or engineers who would like to know more about maintenance functions.
- **Maintenance Management Refresher Course**
For those who have attended the Maintenance Management Course (three-day course).
- **Construction Inspection Project Management**
Designed to train chief inspectors.
- **Construction Inspection Technical Training**
For inspectors with two to five years' experience. Training in three areas: Asphaltic Concrete Pavement, Structures, and Subgrade/Base.
- **Construction Project Management Course**
For employees responsible for construction projects, covering topics from pre-construction to record-keeping (3½-day course).

NOTE: Unless otherwise noted, all courses are one week long and are held on-site at Lago Vista.



“National Tour of Texas”

Readers suggest stops on Texas trek

By Rosemary Neff

Have you seen the “National Tour of Texas?”

Texas Monthly senior editor Dick Reavis apparently is keeping a low profile in his quest to drive all 32,000 miles of state- and federal-numbered highways in the state.

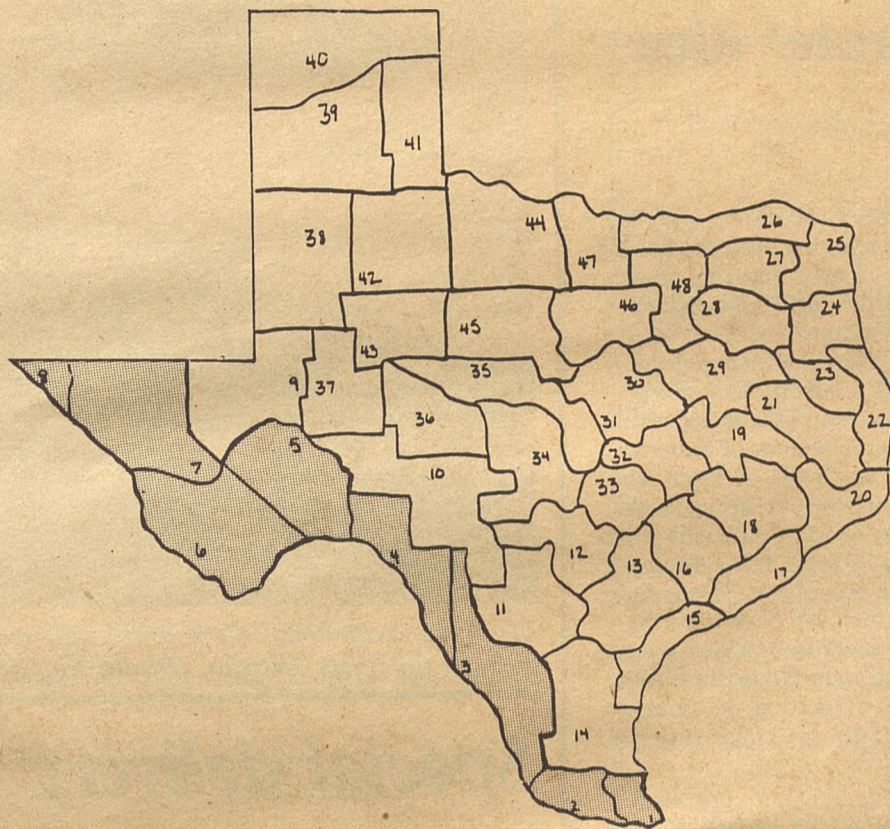
No sightings of the writer, his Chevrolet Suburban, or other contacts were reported via the coupon published in last month’s Transportation News.

He did write a letter during his journey to Travel and Information Division director Don Clark, commenting that “in these rural areas, our highways are admirable works. The only thing wrong is that we need more of them.”

Reavis has already put 10,000 miles on his vehicle since he began driving Jan. 1. “He thinks it’s going to be a lot more than 32,000 miles,” said Suzanne Stavinoha, his contact at Texas Monthly.

Reavis has gained a few readers as would-be traveling companions, who offered suggestions of people or places he should visit on his tour. He has asked for “back-seat drivers” to direct him to the sights they think he should see.

For Don Abell, assistant city manager of San Angelo, those sights include Fort Concho and the Concho River downtown. The fort, he said, is one of the most complete examples of Texas forts. And the downtown river walk is a source of understandable pride. “We’re one of the few West Texas cities that has a



Shaded areas indicate locations Dick Reavis has visited on his “National Tour of Texas.” Locations 9 through 12 are due for stops in March.

river,” Abell said. In recent years, the city and private landowners have developed brick

walkways, a jogging trail, a small amusement park, and other amenities to “showcase” their resource.

Cecilia Marak, who works in the Milam County maintenance office, suggested that Reavis take in the annual church picnic August 30 in the Czech community of Marak, about eight miles west of Cameron. Sponsored by Sts. Cyril and Methodius Catholic Church, the picnic features polka music, an auction of handmade quilts and other donated items, bingo, and traditional bazaar booths. “We think a whole lot of it,” Marak said of the event that attracts about 4,000 people each year.

Joanne Walsh, of the Planning and Policy Division in Austin, submitted directions to her home town of Devine for a visit with a blacksmith/storyteller. “That blacksmith shop is one of the oldest in Texas,” she said, “and it’s been run by the Stroud family for years and years.” Also in Devine, she said, Reavis could find Bruce Roark, a retired water-well driller and water “witcher” who makes musical instruments too.

To allow readers to vicariously enjoy a trip many would like to take, Transportation News is featuring Reavis’ tour monthly, with reports from people in the field on the writer’s visits. Those who spot his truck emblazoned with “National Tour of Texas,” or have occasion to visit with him or assist him on his trip, can share the fun with other readers by calling or writing to the editor. The coupon on this page can be used to note a “sighting,” or to make suggestions for stops along the tour.

Reavis began his journey in the Valley and was scheduled to visit the Big Bend area and El Paso in February. His March timetable should find him in Odessa, Junction, Pearsall, and San Antonio.

His itinerary (see map), includes 48 scheduled stops before the tour ends Jan. 1, 1988. ★

I SAW DICK REAVIS

When?

Where? (Be as specific as possible)

What happened?

I’M TRAVELING TOO, DICK

If I were sitting beside you on your journey, I’d be sure to direct you to the following:

PLACE(S):

PERSON or PEOPLE:

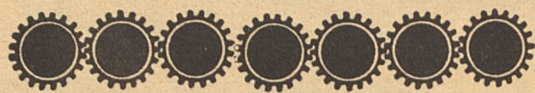
My best directions for getting there are:

My Name: _____

My Work Address: _____

My Work Phone: _____





Menace of Mineola meets 'grate' idea

By Laura Rayburn

Battered and broken, it inconspicuously lay in wait for some unsuspecting motorist to turn the corner a little too closely, ensuring almost certain and instantaneous death. Death of a tire, that is, commonly known as a blowout.

What was this tire killer that haunted the highways of Mineola? It was nothing more than the curb over a storm sewer at the north-eastern corner of the intersection of State Highways 80 and 69, northwest of Tyler. The curb was being broken down by heavy trucks running over it as they tried to make the sharp right turn from Texas 80 onto Texas 69.

Motorists who cut the corner too close would go up over the curb, then fall back onto the street at about a nine-inch drop. This resulted in many a flat tire and irate motorist. Traffic cones and buttons were placed at the troublesome spot, but the cones were knocked down and the buttons ignored.

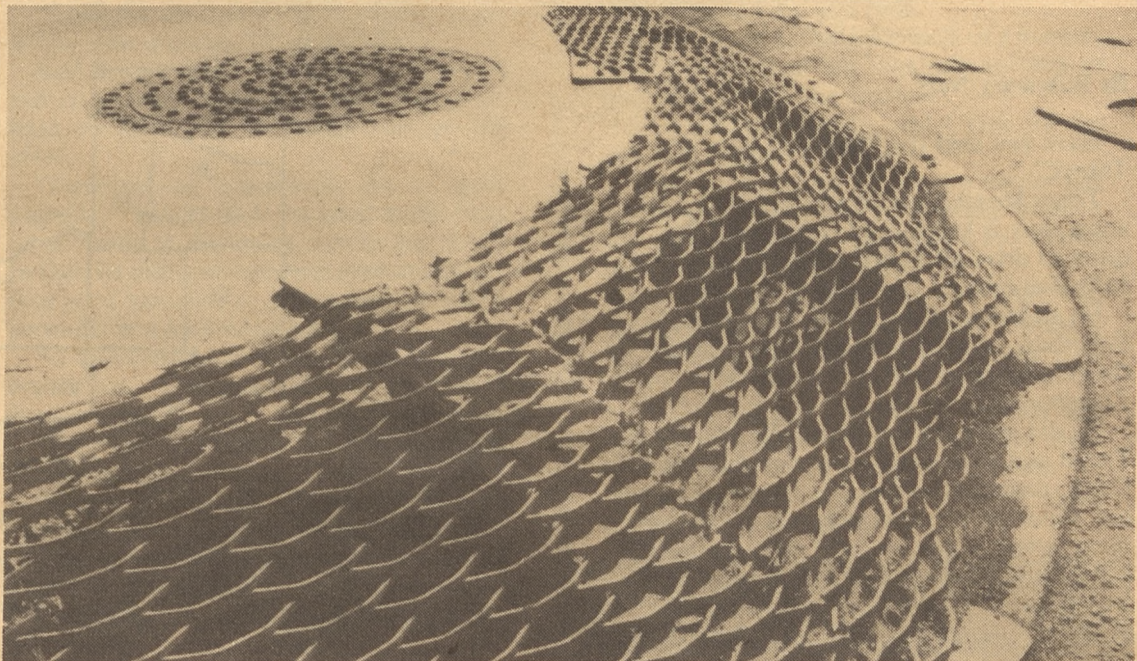
Mineola roadway maintenance supervisor Junior Willis knew something had to be done, and done soon. He called on Howard Alley, maintenance technician III, to help solve this problem. Alley, who has been with the department for six years, had already put his inventiveness and handyman skills to work on several projects.

The problem in this case was that, since the curb was over a storm sewer, it could not be supported in the normal way. Water still had to be able to flow under the curb into the sewer. Alley also wanted to be sure and cover all safety angles. Not only was there a lot of vehicle traffic, but the intersection was used by pedestrians and bicyclists as well.

"Waste not, want not" might have been Alley's motto for this undertaking; the support was made entirely out of scrap material from the Mineola yard. Salvaged steel bridge railing was used to support the curb, and raised, expanded weave was welded over the supports to facilitate water drainage and act as a safety precaution. Department employees Dale Hudgins and Barney Trussell had to bend and fit every support on location, since each piece had a different angle. The supports are held in place by 2½-inch lag bolts set into the concrete.

"If the expanded weave ever needs to be replaced, all we have to do is cut the old out and just weld a new piece in," says Alley. He chose the raised, expanded weave over the flat type because it provides traction, even when wet. "That way we don't have to worry about a pedestrian slipping and falling back into the street," says Alley, the man who in just two days came up with and completed this "grate" idea. You might say he curbed the menace of Mineola's tire appetite. ★

TECH TRADE is a new feature that spotlights innovative approaches to the everyday work of the department or solutions to new challenges. Do you have an invention or inspiration you want to share? Send your story to the editor, or contact your district public affairs officer.



From the scrap heap to the street, salvaged bridge railing now supports a badly broken curb in the Tyler District. (Photo by Laura Rayburn)

Special delivery

By V. L. "Huck" Castleberry

Winter storms always call for extra effort on the part of the department's maintenance forces. But the 10 to 15 inches of snow that fell in the Panhandle January 17-19 brought a new challenge for them.

As usual, crews from the Childress and Amarillo districts were out—day and night—clearing the ice- and snow-packed roads as best they could.

Then, on Sunday morning, Childress district shop supervisor Bill Trospen received a call from Childress General Hospital. A premature infant, born at the height of the storm, and an 85-year-old woman with a broken leg needed to get to Amarillo for special medical treatments.

Could the department help get an emergency ambulance through those snowy 116 miles? the hospital attendant asked.

Trospen immediately set to work, alerting maintenance foremen in Childress and Donley counties and calling the Amarillo District to coordinate the trip to Amarillo.

John W. (Sandy) Rothwell, the maintenance foreman at Childress, sent James S. (Jim) Heath and John H. (Butch) Liles out with a truck and snowplow to lead the way to the Donley County line.

There, Donald E. (Jack) Eads, the foreman, had Steven Smith meet them and escort the ambulance to Clarendon, the halfway point in the journey.

Meanwhile, W. T. Sullivan, maintenance foreman at Claude, had sent George Mask and Charles Ballard from his organization to escort an ambulance from Amarillo to Clarendon.

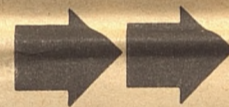
The transfer took place at a veterinary clinic, where the patients could be shielded from the wind and cold.

Ordinarily, the trip takes about two hours. It required about four hours to see the patients safely in Amarillo hospitals with the maintenance people's help, not bad time considering the miserable weather.

At latest reports, both patients are doing well. ★



comings...and goings



ROY ROBERSON, a 28-year veteran of the department, has been named to head the Abilene resident engineer's office. Roberson had been district traffic engineer for the 13-county Abilene district since transferring from Tyler in June. JOE HIGGINS of Hamlin, who has been serving as resident engineer in both the Abilene and Hamlin offices, will continue to be responsible for the four-county Hamlin office.

&&

The reins of the Cooke County residency changed hands Dec. 31, when CHARLIE HILDEBRAND retired after 39 years of service. PAT HARRIS, who has been with the department 16 years, succeeds Hildebrand, who became supervising resident engineer in 1974.

&&

JAMES D. FRASIER retired Jan. 31 after serving as general counsel for the department since 1975. Frasier joined the department in 1958 in the Right of Way Division. ED SHADDOCK assumed the general counsel's duties Feb. 1.

&&

Two Sulphur Springs men retired Dec. 31 with a combined total of 60 years' experience. BILL ARMSTRONG worked in planning and inspections, and JOE ORREN served in maintenance.

&&



FEBRUARY

- 23-26 Basics of Bridge Inspection, Austin, D-18M
 23-27 Interactive Graphics Roadway Design System Training, Austin, D-19
 24-28 Advanced Microcomputer Workshops, Houston, D-19
 25-26 Commission Meetings, Austin

MARCH

- 1-5 Advanced Microcomputer Workshops continued, Houston, D-19
 2 Holiday, Texas Independence Day
 4-5 Construction Engineers Meeting, D-6
 4-5 Resident Engineers Conference, Austin, D-13
 9-12 Basics of Bridge Inspection, Austin, D-18M
 9-13 Interactive Graphics Roadway Design System, Austin, D-19
 10-11 Equipment Conference, Austin, D-4
 11-12 Area III Research Advisory Committee Meeting, College Station, D-10R
 16-20 Interactive Graphics Roadway Design System, Austin, D-19
 17-18 Highway Construction Lettings, Austin, D-6
 23-27 Interactive Graphics Roadway Design System, Austin, D-19
 24-25 Public Affairs Officers Conference, Austin, D-16
 24-26 Resident Engineers Conference, Austin, D-13
 25-26 District Laboratory-Engineering Personnel Meeting, Beaumont, D-9
 30-31 Basics of Bridge Inspection Course, Session 5, Austin, D-18M
 30-31 Resident Engineers Conference, Austin, D-13
 31 Commission Hearing, Austin
 31 Internal Review Analysts Training, Austin, File MLY

APRIL

- 1 Commission Meeting, Austin
 1 Resident Engineers Conference continued, Austin, D-13
 1-2 Basics of Bridge Inspection Course, Session 5 continued, Austin, D-18M
 1-2 Internal Review Analysts Training continued, Austin, File MLY
 7-8 1987 Maintenance Conference, Austin, D-18M

- 7-10 Network Simulation Model (NETSIM) Course, Austin, D-18T
 13-16 Basics of Bridge Inspection Course, Session 6, Austin, D-18M
 14-15 Highway Construction Lettings, Austin, D-6
 14-16 Internal Review Analysts Training, Austin, File MLY
 20-23 Texas Travel Counselors Conference, Laredo, D-16
 21 Holiday, San Jacinto Day
 28 Area "A" Research Advisory Committee Meeting, Austin, D-10R
 28-30 Internal Review Analysts Training, Austin, File MLY
 30 Commission Meeting, Austin

MAY

- 1 Commission Meeting, Austin
 4-7 Basics of Bridge Inspection Course, Session 7, Austin, D-18M
 12-13 Highway Construction Lettings, Austin
 19-22 Fifteenth Annual Texas Public Transportation Conference, Lubbock, D-10P
 25 Holiday, Memorial Day
 27 Commission Hearing, Austin
 28 Commission Meeting, Austin

JUNE

- 9-10 Highway Construction Lettings, Austin, D-6
 10-12 Research Area IV Advisory Committee Meeting, Beaumont, D-5
 30 Commission Meeting, Austin

Flagman dies

Eduvigen O. Serda, a flagman from Abilene, was killed on duty Jan. 27. Serda, 57, was directing northbound traffic to the inside lane of North Treadaway Boulevard while workers repaired a guardrail on a US 277 overpass. He was hit by a passing pickup truck. The six-year department veteran worked on the Taylor County maintenance crew. Serda is survived by his wife, Emma, and four children. ★

In Memoriam

Employees:

- Roger B. Barnes**, District 17, died January 21, 1987.
Joe E. Hollingsworth, District 7, died January 28, 1987.
Melvin C. Jenkins, District 8, died January 12, 1987.
Eduvigen O. Serda, District 8, died January 27, 1987.
John T. Story, District 15, died January 30, 1987.

Retirees:

- Kenneth G. Allen**, Fort Worth, retired from District 2, died November 5, 1986.
Anson J. Ball, Fredericksburg, retired from District 8, died December 14, 1986.
Albert J. Beale Jr., Richardson, retired from District 18, died November 30, 1986.
Otis W. Camp, Fort Worth, retired from District 2, died November 27, 1986.
Andrew E. Cooper, Willis, retired from District 12, died December 29, 1986.
Don C. Crumley, Austin, retired from Equipment and Procurement Division, died December 8, 1986.
Homer L. Gardner, Balch Springs, retired from District 18, died December 24, 1986.
Ruben M. Heil, Goliad, retired from District 16, died December 7, 1986.
Aubrey T. Holley, Dallas, retired from District 18, died November 23, 1986.
Dorys R. McKinnon, Austin, retired from Materials and Tests Division, died December 16, 1986.
Rubin F. Moore, Brownwood, retired from District 23, died December 2, 1986.
John F. Nichol, Tyler, retired from District 10, died October 28, 1986.
August I. Richardson, Rising Star, retired from District 2, died November 9, 1986.
Arvle E. Senter, San Angelo, retired from District 7, died December 19, 1986.
George F. Wingard, Navasota, retired from District 17, died January 5, 1987.

★ Compiled by Bernice Kissmann, Human Resources Division

In the January issue of *Transportation News*, the residence of Raymond L. Watson was incorrect. Mr. Watson, who died Dec. 14, lived in Texarkana.



AWARDS

(February 28, 1987)

Administration

Myrna L. Klipple, 20 years; Allen W. Barr II, five years.

Automation

Willie D. Cooper, 30 years.

Equipment and Procurement

Barbara D. Jones, 25 years; Lillian S. Golden, 20 years; Janet D. Hasty, 10 years; Brian L. Brymer, Bernabe Contreras Jr., five years.

Finance

Nancy W. Brymer, 25 years; Winn A. Biese, Curtis D. Toews, five years.

Highway Design

Marilyn L. Rotter, Robert B. Stone, five years.

Human Resources

Thomas P. Woods, 20 years.

Insurance

Rosalyn M. Dobbins, five years.

Materials and Tests

William E. Elmore, Gary W. Hardt, Henry D. Richardson, 30 years; Gary L. Gillen, 20 years; Robert R. Mittelstadt, five years.

Motor Vehicles

Leonard C. Molberg Jr., 35 years; Dorothy S. Edwards, Katherine D. Reeder, 25 years; Jerry R. Jones, Dian K. Neill, Miriam S. Schwab, 20 years; Ruben P. Gonzalez, Jan S. Woolverton, 15 years; Alberta Nelson, 10 years; Linda S. Asher, Sandra W. Hanson, Jo Ann N. Phillips, five years.

Travel and Information

Michael W. Harwell, five years.

District 1

Jim M. Crofford, 30 years; Orban K. Byram, Jackie D. Couch, 25 years; Billy M. Palmer, Wyndell E. Russell, 15 years; Anthony K. Hollje, Joseph L. Ritch, five years.

District 2

Jackie D. Anderson, Jessie W. Moore, Joe W. Norwood, Henry W. Thomas, 30 years; Elmer E. Leatherman, 25 years; William D. Jones, Gary L. Phillips, 20 years; Herman H. Epperson, 15 years; Kayella Y. Ratliff, Edward A. Speer, 10 years.

District 3

Durand D. Feltman, 30 years; Charles R. Beam, Larry W. Hamilton, Melton L. Leming, five years.

District 4

James N. Moss, 30 years; Roy L. Johnson, 25 years; Jerry D. Clark, Billy F. Devaney, 10 years; Steve D. Blanton, Sandra W. Bradshaw, Glenda R. George, Edwin W. Lavake, five years.

Maintenance employees of the Wichita Falls district received a "Spirit of Texoma" award from KFDX-TV last month. Given in recognition of special service during winter storms, the award cited the crews' "spirit of the pioneers...spirit of the future...your spirit of people helping people."★

District 5

Georgia K. Peters, 15 years; Billy E. Canady, 10 years; Billy F. Caffey, Lewis Gamboa, L. C. Moore, John D. Smith, Darlene R. Way, five years.

District 6

Valentin A. Maldonado, 30 years; Robert L. Wilson, 15 years; Ruben M. Fuentez, Genelle W. Nutt, five years.

District 7

Victor M. Cepeda, 35 years; Donald A. Routledge, 30 years; Clay O. Miller, 25 years; Carl D. Barnes, Charles G. Beyer, Reginaldo R. Castillo, Juan A. Castro, Ysaias L. Ramos, Carroll W. Smith, Francis A. Strother, 20 years; John D. Givens, 10 years; Martin Alonzo, Jose J. Lopez, five years.

District 8

Robert L. Knight, 35 years; L. C. Hollis, 25 years; Murvin Swinney, Rex V. Turner, 15 years; Daniel Caballero, 10 years; Randy R. Hale, five years.

District 9

Vandell C. Dollins, 35 years; Fred O. Winkler, 30 years; Julius W. Habel, 20 years; Clifford W. Cook, Nelson D. Newton, 15 years; Maria G. Chouinard, Juanita G. Wood, 10 years.

District 10

Franklin Willis Jr., 40 years; George C. Jones, Tommie L. Williams, 25 years; John W. Grant, 20 years; Danny L. Davis, Carolyn S. Mattox, Raymond E. Smith, Regina H. Spraggins, five years.

District 11

Lonnie Ellison Jr., 35 years; Raymon C. Banks, Hal D. Hubbard, Wesley N. Kay, Malcolm Oliver, 20 years; Robert A. Thornton, 15 years; Mark A. Edge, Richard L. Jordan, five years.

District 12

Raymond J. Christ, Johnnie J. Heimann, 30 years; Larry L. Galloway, Jesse S. Perez, 25 years; Joel S. Gonzales, Roy R. Kasmir, Franklin C. Zaruba, 20 years; David L. Edwards, 15 years; Clarence Y. Clay, John E. Conway, Millard Stewart, 10 years; Robbie N. Beene, Theta K. Bryant, Hugh Garside, Alice C. Humbarger, Charlene A. Kadow, Jo Ann E. Lambright, Steven Z. Levine, Abdolreza H. Nikooei, Eudoxio A. Rodriguez Jr., Lisa G. Thomas, Fred Vandermartin Jr., Gary W. Williams, Hollis Young, five years.

District 13

Charlie Valenta, Kenneth Zimmermann, 30 years; Fernando Cerrillo Jr., 20 years; Kenneth G. Grant, five years.

District 14

Billy D. Tow, Don M. Vierus, 30 years; Ronnie G. Chapman, Samuel L. Morris, 25 years; Baldomero M. Guerra, Rebecca H. Hall, five years.

District 15

Richard H. Magers, Andrew L. Schneider, 35 years; Jose A. Coronado, 30 years; Douglas R. Echterhoff, 25 years; Harold H. Bloch, Alejandro V. Lopez, Carlos Olvera, Abran G. Oranday, 20 years; Dennis R. Moldenhauer, Emmett R. Wurzbach, 15 years; Charles R. Gray, 10 years; David L. Boswell, Tammy B. Haecker, Frank M. Jaster, Melba D. Jennings, Santos R. Munoz, Robert Sanchez, five years.

District 16

Francisco Amador, Eloy Gomez, 35 years; Roy N. Stone, 25 years; Luis Soliz, 20 years; Ruben Gonzales, Ephraim Leos Jr., 15 years; Richard C. Cabrera, Rafael Rodriguez III, five years.

District 17

James Becker, 35 years; Arnold J. Cole, 30 years; Thomas P. Finto, 20 years; Newell D. Currie, Nancy Y. Fincher, James Miller, five years.

District 18

Samuel C. Bryan Jr., George D. Douglas Jr., Joe D. Fisher, Donald R. Mayfield, Joe B. Thompson, 25 years; Irene C. Carlson, Dorothy D. Johnson, Alvin F. Potak, 20 years; Bill F. Campbell, Raymond L. Willhite, 15 years; Louis P. Ramos, Hubert B. Ransom, 10 years.

District 19

Charles K. Thompson, 30 years; Joe L. May, 25 years; Edward L. Baucum, James C. English, Donald H. Thomas, 20 years.

District 20

Leroy Brown, John L. Singleton, 25 years; James L. Revia, 15 years; Larry J. Gordon, Alicia J. Smith, 10 years; Duane L. Browning, Karl E. Hunter, Jerome Lewis, Micheal A. Sullivan, five years.

District 21

George Flores Jr., 35 years; Adelio Gonzales Jr., Jose E. Leal, 30 years; Sarann B. Garfield, 25 years; Dionicio Garza, Raul Martinez, Joaquin J. Perez, 20 years; Rodolfo Muniz, Gregorio Puente Jr., 15 years; Paul Carlin III, five years.

District 23

Olen W. Crenshaw, 25 years; Ben E. Cagle, 20 years; Charlie A. Teague, 15 years; Ricky D. Haynie, Dan A. Neuse, 10 years.

District 24

Macario Marquez, Antonio Nunez Jr., Hector Villa Jr., 10 years; Rual H. Hooper, five years.



Leo Mueller and his wife admire one of the gifts he received at his retirement party in November — a set of professional-quality dominoes. Mueller, administrative engineer of the Highway Design Division, retired after 32½ years with the department. (Photo by D-8 Staff)

Smoke-out success



For the second year in a row, the department has won recognition for outstanding participation in the Austin area's Great American Smoke-Out.

A plaque was presented to the department for having the greatest employee participation among large state agencies (with more than 900 employees).

Of the 2,518 department employees in Austin, 110 smokers quit for the day and 199 non-smokers participated by "adopting" a smoker or supporting the campaign in other ways.

"Once again, state agencies provided a leadership role in this valuable campaign," State Commissioner of Health Robert Bernstein said in a letter to Engineer-Director Raymond Stotzer. "I know that many of your employees donated a lot of personal time and enthusiasm to this effort. Congratulations on a job well done." ★

Safety efforts cited

Roland Klar Jr., traffic safety specialist in the San Antonio district, has received the Award for Public Service from the National Highway Traffic Safety Administration.

In selecting Klar for this award, the NHTSA considered his service as chairman of the 1985 "Holidays Ahead" drinking-and-driving awareness program, which included the designated-driver and Care Cab programs. Klar also coordinated a media event that demonstrated to reporters the effects of drinking and driving.

He assisted with the Community for Automobile Responsibility and Safety (CARS) program, which has made San Antonio a national safety belt model community. He also managed the "Kidsafe" child passenger safety program, which has served as a prototype for other programs throughout the state and the nation.

In October 1985, Klar received the American Association of State Highway and Transportation Officials (AASHTO) President's Model Award for service in traffic safety. ★

Retirements

(November 30, 1986)

Construction Division

John B. Mounce Jr., Director I; Charles E. Teich, Staff Services Officer II.

Highway Design

James W. Barr, Director I; Oscar M. Wall, Engineering Technician V.

Insurance

Dorothy G. Kendrick, Statistician I.

Materials and Tests

Lauren R. Cude, Engineering Technician IV.

Safety and Maintenance Operations

Thomas J. Webb, Engineer IV.

Transportation Planning

Edward L. Johnson, Administrator of Technical Programs II.

District 1

Charlie J. McDonald, Maintenance Technician III.

District 2

Donald M. Boone, Engineering Technician IV; Billy F. Bratton, General Construction Inspector; Walter R. Maxey, Engineering Technician I; James O. Painter, Engineer III; Felton R. Phillips, Right of Way Agent IV.

District 4

Lee J. Clark, Engineering Technician V; Walter E. Connally, Engineering Technician V; Arthur L. McCandless, Assistant Foreman; Samie A. Perkins, Maintenance Technician III; Euel P. Smith, Maintenance Technician III; William J. Townsend, Maintenance Technician III.

District 5

Albert E. Anderson, Maintenance Technician III; Wylie L. Melton, Assistant Foreman.

District 6

George R. Gomez, Maintenance Technician III; Jonell W. Shave, Clerical Supervisor IV; Simon Valenzuela, Maintenance Technician III.

District 7

Homer T. Carriger, Assistant Foreman; Martin T. Luna Jr., Maintenance Technician III.

District 8

William O. Gayle, Geologist Assistant II; Joe E. Stevens, Maintenance Technician III; Billy J. Taylor, Maintenance Technician III; George M. Williams, Maintenance Construction Superintendent II.

District 9

Warren G. Brannan, Engineer IV; William R. Clawson, Maintenance Construction Superintendent II; Billy F. Denton, Maintenance Technician III; J. T. McDaniel, Maintenance Technician II; Jephtha V. Pack, Maintenance Technician II; Robert L. Simpson, Engineering Technician V.

District 10

Ralph D. Beall, Engineering Technician V; Haywood W. Freeman, Maintenance Technician III; James C. Ham, Maintenance Technician III; Arthur C. Pool, Engineering Technician V; Donald W. Richards, Maintenance Technician III; Wiley E. Waters, Engineering Technician V.

District 11

Gerald D. Fails, Engineering Technician V; Billy C. Hill, Engineering Technician V; William L. Marshall Jr., Maintenance Technician III; Harold R. McCormick, Engineering Technician IV; Herbert C. Stephens, Maintenance Technician III.

District 12

Charles R. Doiron, Engineering Technician V; Jack L. Forest, Engineering Technician V; Albert C. Pavlock, Maintenance Technician III; Wesley A. Sapp, Maintenance Technician III; Oliver F. Stork, Director I.

District 14

Charles J. Lange, Engineering Technician V; Milbern E. Seidel, Maintenance Technician III.

District 15

Daniel W. Burks, Staff Services Officer II; Pablo H. de Arkos Jr., Administrative Technician IV; Thomas A. Liesmann, Engineering Technician IV; Richard E. Maspero, Maintenance Technician III; Charles R. Sifford, Engineering Technician II; William A. Winn, Engineering Technician V.

District 16

Luis Cavazos Jr., Maintenance Technician II; Arthur R. Parr, Administrative Technician IV; John L. Riggs, Maintenance Technician III; Theodore J. Rippstein Jr., Maintenance Technician III.

District 17

Billy Chappell, Maintenance Construction Foreman III; Louis Hold Jr., Engineering Technician V; Delbert R. Robinson, Engineering Technician V.

District 18

Alton M. Hodges, Roadway Maintenance Supervisor IV; Ernest J. Lawson, Maintenance Technician III; R. C. A. Linson, Maintenance Technician III.

District 19

Helen C. Bryant, Accountant III; Jim Gibson, Maintenance Technician III; Warren E. Moreland, Engineer IV.

District 20

Sam O. Robinson, Maintenance Technician II.

District 21

Edmundo A. Munoz, Engineering Technician III; Andres Trevino, Maintenance Technician II.

District 25

Lawrence M. Glover, Assistant Foreman; Ralph W. Watson, Maintenance Technician III.



I was saddened to hear of the death of Mr. Dewitt Greer.

I was a draftsman-illustrator for the "expressway districts" set up in 1945 to design the expressways, later to become the Interstate Highways, through Fort Worth, San Antonio, Houston, and Austin to work under Jim Exum on the new bridge designs, and there I became personally acquainted with Mr. Greer.

Mr. Greer was responsible for the good highways that Texas is famous for today. Because of his efficient planning the minute any federal money was available, he had the plans and applications ready so that Texas got the first and most monies available. Other states lagged behind and often found the pot empty by the time they had their plans ready.

M. Zoe Davis
Woodland Park, Colo.

I wish to commend Mr. Buddy Lasater for the service he rendered in assisting me when my car ceased to run on the highway between Bluffdale and Tolar on Dec. 18.

Mr. Lasater stopped and asked if he could help. He used the car communications system to get a wrecker for me. Then, and most importantly, he stayed with me in his truck until the wrecker arrived.

I was traveling from Denton to Comanche when my car began gradually to lose speed, and eventually stopped. Mr. Lasater was so helpful, so courteous, and so concerned that I wish to call to your attention his service to a stranded motorist, especially because I was alone and a woman.

I hope that you will consider Mr. Lasater for whatever promotions are available at such time as is appropriate. It is service to citizens, such as this, that makes us proud of our Texas Department of Highways!

Patricia Graham
Denton

Buddy Lasater is an engineering technician III in the Stephenville residency.

On behalf of the Callahan County Commissioners Court and the citizens of Callahan County, I want to commend your maintenance foreman, Mr. James Grant, and his fellow employees who worked tirelessly during the ice storm over the weekend of January 17-18. These people proved they were dedicated to making our highways as safe as possible under extreme conditions.

We are certainly privileged to have this caliber of people working for your fine department and stationed in our county.

Mack Kniffen
County Judge
Callahan County

James Grant, maintenance supervisor for Callahan County, works out of the Baird office.

On Jan. 13 at approximately 10:30 a.m., I was involved in a minor traffic mishap at the overpass at about 100 North Wayside Drive in Houston.

Fortunately for me, Mr. Lynn Roberts and Mr. Allen Long came along and extended the Texas hospitality, courtesy, and helpfulness your state is famous for.

I could never tell in a letter how much I appreciated the actions of Mr. Roberts and Mr. Long.

It would be greatly appreciated by me if you could recognize these gentlemen. They certainly bring credit to themselves, their department, and their state!

Douglas Rehnoldt
El Toro, California

Lynn Roberts, a contract inspector, and Allen Long, utilities inspector, work under supervisor Claudie Crocker at the Northeast Houston field office.

CORRECTION

A letter in the January "Roadrunners" column commended the crew of an arrow truck for assisting with traffic after an accident in Fort Worth. Inadvertently, the supervisors' names were listed instead of the crew's names. Charles Lake and Larry Siddall were the crew members who deserve recognition. T-News regrets the error.

Thank you for a job well done during this recent bad weather, where road icing occurred.

Your people worked hard and tirelessly in sanding down most of the intersections, bridges, and roadways in the Abilene area, and I can safely say that many accidents were avoided because of your effort.

We at Comyn Pipeline use these roads a lot during normal work hours, and on behalf of my people I would like to express our appreciation. Please keep up the good work.

George Drugovich
Supervising Pipeline Engineer
Comyn Pipeline Company
Abilene

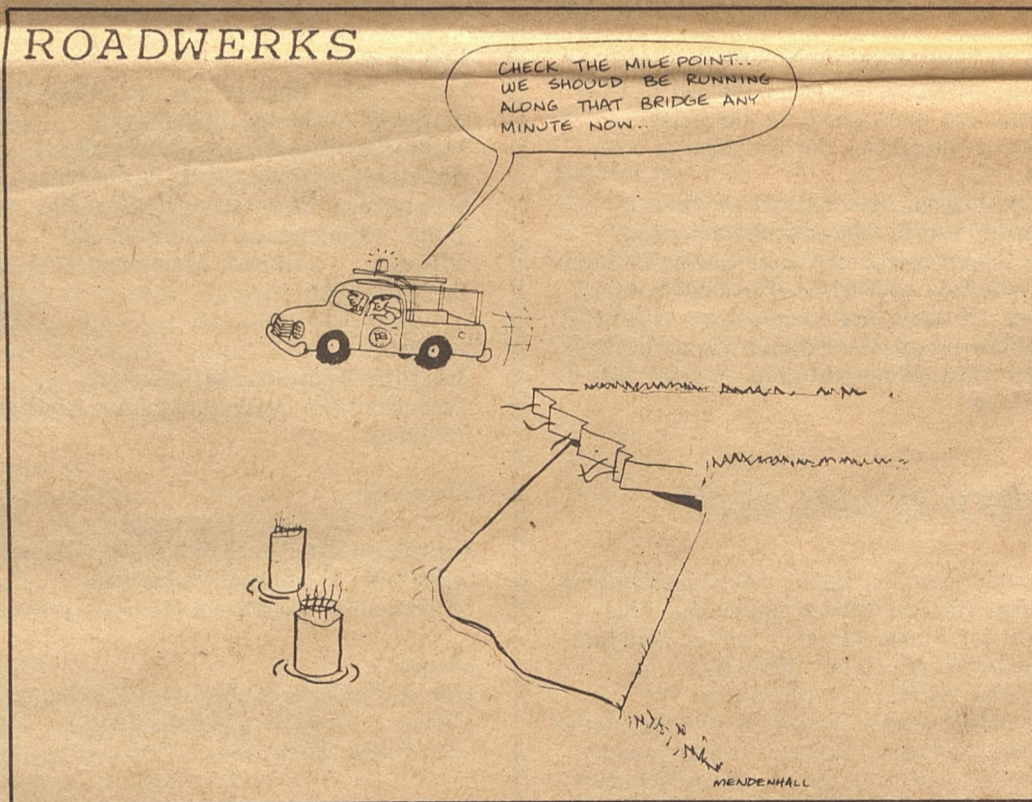
My husband and I do considerable traveling by car. We stopped at a comfort station just south of Kyle, exit 150, just after Thanksgiving.

It was the best comfort station we have ever been in, both as to maintenance and cleanliness.

Our appreciation for a beautiful job.

Mrs. E. S. Kirby
Greensboro, N. C.

ROADWERKS



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