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What's Inside

Executive Director Bill Burnett and the Senior Management Team answer the last of the questions submitted to them during Transportation Short Course.

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Department officials expected 1,500 employees to take advantage of the Legislature's inducement to retire early. They missed the mark, but not by much.

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JoAn Gilley of the Lubbock District has been an artist for years. But she never expected to see her work on a restroom wall, rendered in ceramic tile.

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TxDOT's artistic employees are not confined to West Texas. Liz Humphrey of the Beaumont District finds creative expression in doll-making.

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The department has teamed up with the Aircraft Owners and Pilots Association Air Safety Foundation and found a way to offer 11 Flight Instructor Refresher Clinics annually.

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TRANSPORTATION news

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Geoff Appold

Today, TxDOT must consider environmental effects when constructing and maintaining roads and highways. Protecting waterways, preserving endangered species and managing native vegetation have become necessary parts of any maintenance plan. For their concern in these areas in the environmentally sensitive Central Texas region, Austin District staff won the Environmental Achievement Award. Austin District Engineer Bill Garbade, right, accepted the award from Executive Director Bill Burnett during the 24th Annual Highway Beautification Awards in Driftwood.

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Ask Bill

As promised last month in *Transportation News*, here are the rest of questions submitted to the Senior Management Team at Short Course.

Q: Tell me about total quality management at TxDOT.

Mark S. Peña

A: *Jim Bisson, assistant executive director for Motorist Services*

answers: TxDOT is committed to the management philosophy of Total Quality Management known in the department as continuous improvement. Continuous improvement is being implemented in TxDOT and will guide the department as it moves into the future. Eventually all TxDOT employees will receive information about continuous improvement in several ways, including articles in *Transportation News*, videos, seminars and management training curriculum.

Q: Our outgoing executive director, Arnold Oliver, was so admirable on his philosophies as regards our directions (based on his editorials in *Transportation News*). His ideologies, in my view, should be propagated. However, Mr. Oliver left some impressions in his last editorial that the TxDOT image of "white, male, engineer-dominated organization" is somehow unjustifiable. Will you give your comments? *Manuel Abola, Dallas District*

A: *Bill Burnett answers:* I strongly agree with many of Mr. Oliver's philosophies and like you, hold him in very high esteem. As the department moves into the 21st century, we need to build on the foundation left by our forefathers. We must take the strong history and philosophies of our previous leaders and add to them the ideas, strategies and philosophies of the talent that is in the department today and in the future. Historically, unfortunately, highway departments were dominated by white male engineers. But we are no longer a highway department. We are a department of transportation. In

this department there is room for a team that is composed of engineers and non-engineers. This department must mirror the diversity of the state of Texas, both in terms of ethnicity and gender. No one should ever be ashamed of who they are. Each of us is unique and we should be very proud of who we are. It is my intention to tell this story every chance I get, in every form of communication that I can. We must become a transportation agency where all kinds of people *want* to be on our team.

Q: It's obvious that for an organization to prosper it needs clear-cut leadership. To follow many voices leads to confusion. Who will lead TxDOT employees and the organization into the 21st century? *Joseph A. Waring, Houston District*

A: *Bill Burnett answers:* I believe for TxDOT to be a successful transportation agency for the 21st century, all 15,000 employees must contribute to the leadership. I, as executive director, and our commission must allow all of our employees the opportunity to be involved. If we are to succeed, the agency must have total "buy in." The way to ensure "buy in" is to involve all employees in decision-making at the appropriate level. This includes team leaders, supervisors, unit managers and the department's Senior Management Team. Some have more opportunity to lead or set a direction, but to be a successful leader, we have to walk the talk and develop the trust of those we direct. We need to be sure that all those who lead are equipped to lead, and that they understand the direction we are headed. I see part of my major responsibility is to ensure that this happens. I pledge to you and your peers, that in my leadership role, I will allow each of you to contribute to a successful transportation system for Texas. However, I strongly believe each of us (the employees) must take up the matter of leadership.

Q: We have heard various reasons for early retirement of many TxDOT employees, the most controversial of which is that pressure from the Governor's Office and the Legislature that the lack of

minorities and women in the higher offices of the department needs to be corrected. What truly are the underlying reasons? *Manuel Abola, Dallas District*

A: *Bill Burnett answers:* Senate Bill 81, the retirement incentive legislation, was not aimed at any one state agency. It was drafted and signed into law to provide the Legislature with a mechanism to balance the state's budget without a tax increase. Our agency is probably the most tenured state agency. Of the approximately 4,500 state employees who retired on Sept. 30, about 1,400 worked for TxDOT. We were also the hardest hit in pure numbers — almost 10 percent our work force retired. We were also hard hit in that a great amount of department knowledge and history left TxDOT. The void created in our department because of these personnel losses gives us an opportunity to advance minorities and women in all areas of our business, not just the higher offices. This advancement is being done because it is the *right* thing to do, not because it is a mandate.

Q: It is my perception for the recent state of staff level hires that many of them involved interdistrict transfers. My question is in two parts: 1) Is this more than just my perception? And if it is 2) I have already transferred between districts once, and my wife's professional career is adversely affected by almost any move. What chance do I have to rise to my potential within this district? If my permanency is a disadvantage to advancement, what will the department do to keep people like me on board? *Bob Appleton, Bryan District*

A: *Daffney A. Henry, assistant executive director of Human Resources Management, answers:* Of the 14 new district engineers, 12 did relocate from other districts; two did not. We have no final figures on how many interdistrict transfers were involved with filling district staff level jobs (i.e. those that report directly to the district engineer), but it appears that many of them were filled from within districts. While needing to remain in one location certainly limits the possibility of promotion to those opportunities

that occur within that geographical area, there is no department-imposed limitation. The department is investigating the possibility of a dual career track for engineers that would increase the potential for promotion in a technical field in addition to management. If this dual track is developed, additional opportunities to advance could be available where no management-related openings exist.

Q: Most supervisory engineering positions require three years managerial experience. How many years of managerial credit will be given to candidates who have an MBA degree? *Jim Reiser, Dallas District*

A: *Daffney Henry answers:* The experience requirements in a job vacancy notice are minimum requirements. While it's possible to substitute education for knowledge in a technical area and use that substitution to meet minimum requirements, the management experience is truly a minimum requirement for which there is no substitute. While it cannot be used to substitute for management experience, an MBA would enhance an applicant's qualifications and improve his or her chances for selection for a management or supervisory position.

Q: Why are the number 25 district offices being eliminated? *Robert Frizzell*

A: *Jim Bisson answers:* Although you and I, as well as most of the department's employees, feel comfortable using numbers to refer to the districts, this comfort level has been achieved only after some time. But the general public, legislators, other governmental agencies, and newer department employees do not understand us when we talk in this shorthand language. Some experienced employees, including myself, do not know all the district numbers. In a short time it will be as easy to refer to districts by name as it is now by numbers. Referring to the districts by name has little impact financially on the department. For mail routing and other administrative actions we may continue to use number designations; however, that is

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Environmental protection not just for animals

By Karen LeFevre
Environmental Affairs Division

The Texas Department of Transportation's stewardship of the environment goes beyond concern for the effect construction and maintenance projects might have on endangered and threatened species. It also encompasses the protection of habitat and the rights of animals and plants to all the resources they need to live.

The Endangered Species Act, originally passed in 1973 and modified seven times since then, helps TxDOT with its task. The act focuses its protection on threatened and endangered species.

While birds and mammals seem to get most of the public's attention, plants make up a substantial part of endangered species. Texas has about 39 animals—from arachnids to vireos—on the threatened and endangered list, and 25 plant species—from cat's-eyes to wild rice.

A surprising number of these endangered plants are found along Texas roadsides. Hiding along the narrow strips of right-of-way are rare orchids, cacti and slender rush-peas. The Guadalupe Mountains in West Texas shelter the McKittrick pennyroyal. Texas snowbells are nestled amid the cliff faces of the Edwards Plateau. And the large-fruited sand verbena dwells in the Post Oak Savannah, which stretches from northeast to south-central Texas.

Part of TxDOT's responsibility to protect these species is to keep their locations secret because plants are easy to remove. Another part is to prevent or improve practices that cause harm. For example, the Texas poppy-mallow, found near Ballinger, was listed as endangered in 1981. "Despite the department's best efforts to protect it, it has suffered a few casualties, mostly due to fiber optic cable installation," said David Dunlap, a plant ecologist with TxDOT's

Environmental Affairs Division, "but the situation should improve due to recent revisions in the utility permit application process."

Another example is the Navasota ladies'-tresses, a rare orchid in the Bryan District. TxDOT established a refuge to protect a population next to right-of-way that will be disturbed during construction. "The creation of this refuge was a direct

result of the consultation process between TxDOT and the U.S. Fish and Wildlife Service in the mid-1980s," Dunlap said. "Where once there was believed to be only a handful of plants, there now appear to be hundreds in the protected population."

The U.S. Fish and Wildlife Service (USFWS), is the federal agency that administers the Endangered Species Act, maintaining a list of threatened and endangered species based on considerable biological evidence that a species is declining or close to extinction.

Once a species is listed, causing harm to the species or its habitat is illegal. "A person who, for example, kills a bald eagle is subject to criminal and civil penalties, which can include fines and imprisonment," said Rex Wahl, a wildlife biologist with the Environmental Affairs Division. "But disturbing an eagle's nest is also in violation of the law."

USFWS can issue a permit

allowing such disturbances of listed species or their habitat. But the Endangered Species Act attempts to balance ecology and economy by requiring anyone—builder, developer, Texas Department of Transportation—whose plans involve federal authorization or funding to consult with USFWS first.

Consultation, explained Wahl, is the essential part of the process,

yet is often misunderstood. The project planner must give USFWS all the information needed to determine how the project may affect the species—collectively and individually—and what the long-range consequences may be.

USFWS's mandate is to protect the continued existence of species, and not necessarily

the individuals of a species, Wahl emphasized. "It may be possible to cause harm to individuals without threatening a species," he said. "The service carefully regulates that, however, and compares the incremental effect of a proposed action on the population."

USFWS makes one of two determinations concerning a project. Most commonly, the service gives a "no jeopardy" finding, which allows the developer, TxDOT or other agency the opportunity to go ahead with its

Although birds and mammals seem to get the most press, TxDOT's stewardship also encompasses plants

plans, but USFWS gives advice and, in many cases, may require certain actions to lessen harmful effects on the individuals of a species. These actions may simply involve timing—building only during certain seasons when the animals aren't nesting or breeding. They may also involve replacing habitat, as in the case of wetlands. Finally, the builder may be required to conduct studies to determine if a species is recovering. Such guidance helps TxDOT carry out its environmental responsibilities on projects. Rarely, USFWS gives a project a "jeopardy" finding. In such cases, the project will not be authorized because it would cause irreparable harm to the species.

USFWS can also designate an area as a "critical habitat," essential to species survival. Critical habitat may include breeding grounds, wintering areas and migration routes.

In Texas, the Aransas National Wildlife Refuge is part of the wintering ground and critical habitat for the whooping crane. An area near Bastrop that includes Bastrop State Park is designated as critical habitat for the Houston toad. Wahl said a critical habitat for the golden-cheeked warbler will be proposed soon by USFWS that includes portions of the Hill Country.

Wahl said that stiff penalties, such as sizable fines and prison sentences, keep most people from violating the Endangered Species Act. The law allows federal agencies to withhold permits or funds from violators as well.

Supported by the majority of Americans, the Endangered Species Act is a useful tool for protecting the nation's resources. Working together with the USFWS in compliance with the spirit and letter of the law, TxDOT will help ensure the preservation of the Texas environment for generations to come.

Official estimate of incentive retirements just misses mark

The final numbers are in.

The actual figure for those taking advantage of the Legislature's retirement incentive was lower than official predictions, but not by much.

According to Cathy Williams, Operations Assistant with the Human Resources Division, 1,336 people retired Sept. 30. The official prediction was that 1,500 people would take advantage of the Legislature's inducement to retire.

Before the exodus, the average employee had been with the department 13.68 years; that

figure is now 12 years. The retirements also dropped the average age of employees. Previously, the average age was 42.03 years; it is now 41 years, Williams said.

Executive Director Bill Burnett said, "We may have slipped a little, but we've been able to pick up the slack by promoting the tremendously talented people of the department into the positions of those who left."

Burnett said he expects the department to be back up to speed by the beginning of 1994.

One immediate result of the mass retirements is a leaner operation. "The retirements will

mean a permanent reduction in force. Of the approximately 1,300 that retired, about 500 of those (slots) will not be filled. We think that's a realistic goal," Burnett said.

And while the department may suffer slightly until things settle down, Burnett says the result should be a more efficient operation.

"This is a golden opportunity to increase prioritization," he said. "It gives us a chance to look at places to use maintenance contracts and service agreements, and definitely gives us a chance to use more professional services to help us accomplish our goals."

Gilley's art finds home in West Texas rest areas

Murals rendered in tile part of statewide upgrade program

By Alan King
Staff Writer

JoAn Gilley has done a lot of paintings, but she never dreamed one of them would end up on a restroom wall, rendered in ceramic tile.

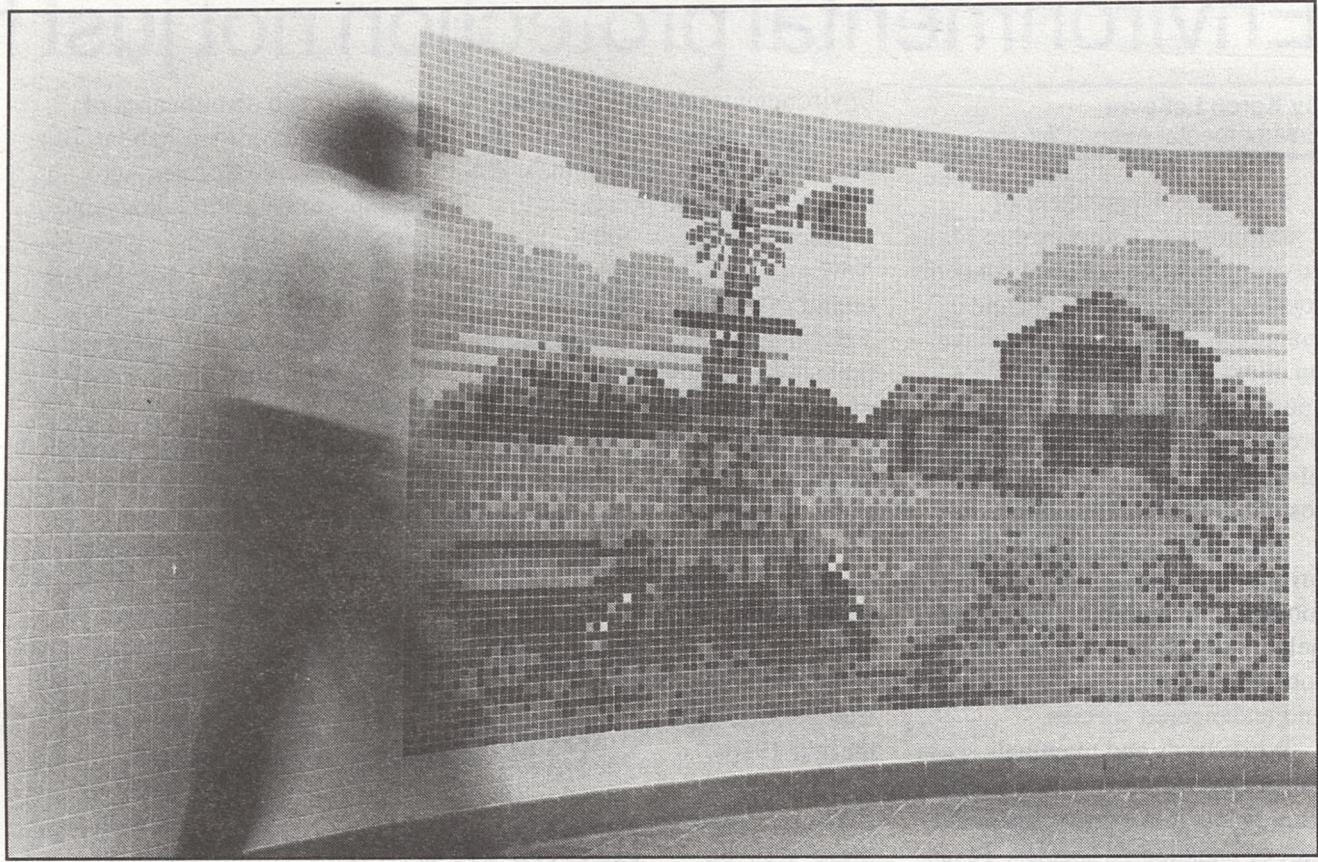
"It's really an honor," said Gilley, a contract manager in the Lubbock District Maintenance Office. "I'm pretty excited about it."

Eight of her mosaic murals have been installed at rest areas in the district as part of a TxDOT effort to improve rest areas across the state.

The idea of installing ceramic tile with the option of incorporating a mosaic mural had its start with architect Paul Campbell and engineer Andrew Keith in the Building and Real Estate Section of TxDOT's General Services Division. Test installation of plain ceramic tile walls at new rest areas on US 59 led to a decision to put tile walls and full-height partitions in all of the state's 111 rest areas. The change is part of the Construction and Maintenance Division's Minor Rest Area Improvement Program. "The Lubbock District was really the first one to jump on it and run with it," said Joe Graff, engineer of maintenance in the Construction and Maintenance Division.

Run with it they did. Gilley and Lubbock District Maintenance Manager Woody Marcy examined the improvement program's sample specifications and contract, including some prefab mosaic designs provided by tile companies. None of the prefab designs seemed to suit South Plains topography or culture. The improvement plan did offer the option to have a photograph or piece of artwork converted to a mosaic design. The solution, a painting Gilley did some 16 years earlier, was hanging on Marcy's office wall.

The painting, an acrylic-as-oil, features a windmill, a water tank, and a road leading to an old barn.



Alan King

"I like to paint anything that has to do with West Texas culture — the old farms, the old barns. I was raised in the farmlands, and it's what I love to paint."

JoAn Gilley
Lubbock District

A few trees break up the horizon. A range of earth tones depicts a landscape of typically dry grasses. Patches of blue sky peek through a band of clouds. Above the clouds the sky is brown with dust, a common occurrence in the region.

Gilley prefers watercolor but has worked occasionally in acrylic. "I like to paint anything that has to do with West Texas culture — the old farms, the old barns. I was raised in the farmlands, and it's what I love to paint," Gilley said. "I guess windmills are my specialty. I've done more windmills than anything else."

In her dual role as artist/contract manager, Gilley went to work. She went through a local vendor to talk with a tile company listed in the improvement plan. Gilley faxed a color-coded photocopy of the painting to the company. They said they could do the job and sent back a computer-generated color mock-up of what the painting would look like done in 1-inch tile.

The fine-tuning began. A row of fence posts did not translate well to tile, so they were removed from the mosaic design. Likewise a fence in the background. She also had the tile company intensify the blue in a section of the sky to match its reflection in the surface of the water tank.

In the process of managing the contract and working out the final

look of the mosaic, Gilley got to know some of the people at the tile company pretty well. "The designer at the tile company told me I have a really good eye," Gilley said. "Coming from a professional artist, that meant a lot to me."

All the phone calls and paperwork resulted in eight 6-by-10-foot murals that were installed along with surrounding plain ceramic tile in rest areas in the district. Four murals were installed in men's and women's restrooms at both the northbound and southbound rest areas 28 miles north of Lubbock on Interstate 27 in Hale County. Two more are in the rest areas on US 82 east of Lubbock at Silver Falls in Crosby County.

The murals were shipped in 2-foot squares, so installation went pretty quickly. "Just getting tile on the walls was a big improvement, and putting in the mosaic murals really finished it nicely," Marcy said. While the ceramic tile is less vulnerable to graffiti than the original painted concrete block walls, Marcy took the extra precaution of an anti-graffiti coating. In the several months since the tile was installed, no significant vandalism has occurred, Marcy said. He attributes the good record to the presence of the mosaic as well as round-the-clock maintenance.

Several other tile mosaics are in



Alan King

JoAn Gilley, above, has had one of her West Texas scenes rendered as ceramic tile mosaics and installed in department rest areas. The mosaic pictured is in a rest stop on Interstate 27 north of Lubbock.

various stages of development around the state, said Keith. He and Campbell are working with district maintenance personnel to refine designs and work out details of the installations. Any districts wanting more information on mosaic tile in their rest areas can call Keith at 512/416-3054 or Campbell at 512/416-3046.

Humphrey's eye for detail extends to doll-making

By John Hurt
Beaumont District

Liz Humphrey is a woman with an eye for detail. As the Beaumont District's BRINSAP coordinator, she inspects all types of on and off-system bridges. Humphrey can be found crawling under a small wooden structure over a rural creek or scrutinizing an Interstate bridge for signs of efflorescence. She keeps exhaustive records and photographs of her inanimate charges, and what she says, goes, when it comes to the future of a bridge.

She brings that same attention to details to her hobby. Leaving the heavy-duty environment of fracture-critical or steel truss bridges, she heads home to the delicate world of porcelain doll-making. It's an atmosphere that keeps her working into the wee, quiet hours of many mornings, laboring over her dolls with almost surgical precision.

It was only two years ago that Humphrey decided to try her hand at doll-making. She already was an accomplished floral arranger and had tried painting T-shirts. But this was an entirely new venture.

First she set out to acquire the accouterments of the craft; a kiln, various molds and the slip (liquid porcelain) needed to get started. Then there were the paints, brushes, glass eyes and eye lashes needed to complete the dolls.

After the slip has set in the mold, Humphrey uses nylon pantyhose to smooth the rough edges. Then the doll is fired in the kiln for about six hours, after which it is sanded and painted. The subtle shading of the paint has to be seen to be fully appreciated. Then, it's back to the kiln for a second firing. The body of the doll is a fiber-filled model to which the head, arms and legs are attached. To this point, about 13 hours have been spent making one doll.



John Hurt, Beaumont District

It is here that she parts company with many doll makers. First, she hand-makes all of the clothes, including their underwear. Then, she applies glass eyes and realistic eyelashes. But Humphrey, who has also been trained in drafting, measures the eyes and the lashes down to the nth degree so that the lashes are placed in the identical location over each eye.

To date, her largest creation is a bridal doll named Stephanie. It took a full three weeks just to make the wedding gown, which features hand-sewn lace and pearls stitched to the fabric. However, she claims June is her favorite.

"June looks like my granddaughter," says Humphrey. "It took three additional firings to get the freckles right, so that some would be lighter than the others."

While she finds the hobby therapeutic, it

Liz Humphrey, Beaumont District BRINSAP coordinator, with friends June, Emily and Stephanie.

can also be expensive. "I get so absorbed in it, sometimes I'll look up and it's 2 a.m. before I know it."

Dolls of this caliber usually sell for between \$200 and \$600. So, how much money has Humphrey made so far on the hobby?

"I haven't sold any of them," she laughs. "I get too attached to them."

However, she does plan to try to sell some of her creations at doll shows in the future. So, if you're a collector, now might be the best time to acquire one of her creations. Who knows, one day a "Liz Humphrey" might be the standard by which all others are measured.

Federal Highway Administration begins second century

By Frank M. Mayer
FHWA Division Administrator

Our federal road agency is celebrating its 100th birthday this year. But what is now the Federal Highway Administration (FHWA) began as something else a century ago.

Congress established the first federal road agency, the Office of Road Inquiry of the Department of Agriculture, in 1893. The agency's creation resulted largely from the "Good Roads Movement," sparked by the American bicycle craze. Gen. Roy Stone, a Civil War hero and a leader of the Good Roads Movement, was appointed by President Grover Cleveland to head the newly established agency. Stone started with only one employee, a stenographer, and an annual budget of \$10,000.

As the Special Agent and Engineer for Road Inquiry, Stone's mission was to investigate methods of road building and distribute information. He helped states draft road legislation and was instru-

The FHWA has helped make the United States the most mobile country in the world.

mental in initiating the testing of road construction materials. He established a cooperative relationship with bicycle and good-roads groups, as well as state, county and township officials, and farmers' organizations. These partnerships began the federal-state cooperative spirit that the states and the FHWA use to serve the public today.

The Office of Road Inquiry evolved into the FHWA. Oct. 3, 1993, marked the agency's 100th anniversary of service to the country. Since its modest beginning in 1893, the name and parent organization have changed a number of times. The program budget has increased from the \$10,000 Stone started with to the

\$18-billion highway program the FHWA administers today. Over the past 100 years, many legislative changes have affected the agency. These include the designation and construction of the Interstate highway system and the creation of the Highway Trust Fund. The most recent legislation was the Intermodal Surface Transportation Efficiency Act (ISTEA) of 1991. This landmark legislation dramatically changed the way federal-aid surface transportation is delivered throughout the country.

Although the FHWA has gone through many significant changes over the past 100 years, the cooperative spirit initiated by

Stone has been the hallmark of the federal-aid highway program and remains unchanged. Through our partnership with the states, the highway community, and other federal agencies, the FHWA has helped make the United States the most mobile country in the world.

As we begin the second 100 years of the FHWA, the agency looks forward to continuing and strengthening our partnership to ensure the effective and full implementation of all ISTEA provisions and to continue meeting the surface transportation needs of the nation's citizens.

TxDOT and the FHWA division office have developed a cooperative working relationship that has been mutually beneficial and has resulted in the planning, design and construction of an economical, safe and durable highway transportation system in Texas. As we begin our second 100 years, my staff and I remain committed to enhancing the TxDOT-FHWA partnership that has served the citizens of Texas so well in the past.

Beautification Awards winners' works exemplify 'new breed' of maintenance

By Meredith Whitten
Staff Writer

This year's winner of the 24th Annual Highway Beautification Award demonstrates that statewide beautification efforts have blossomed into much more than flowers and clean roads.

Winding trails, wet-weather creeks, bridges and natural vegetation exemplify the innovation and creative ideas involved in today's beautification efforts. The TxDOT employees who received recognition for their work represent the new breed of maintenance workers who contribute more to their communities than patching potholes and pouring cement.

The Highway Beautification Award, Twelve Months of Color Award, Environmental Achievement Award and a special beautification award were announced in a ceremony co-hosted by Keep Texas Beautiful and TxDOT at the Salt Lick Pavilion in Driftwood Nov. 4.

"A whole other world"

TxDOT's Mark McClanahan, a supervisor in the Van Zandt County maintenance section, claimed the 24th Annual Highway Beautification Award for his creativity and willingness to work with local communities. He received \$1,000 and a plaque for his efforts.

McClanahan recognizes the need for maintenance supervisors to do more than in the past. "We're not just out there patching potholes anymore," he said. "Maintenance supervisors have become much more involved with the community on a civic as well as governmental level."

McClanahan has spearheaded cooperative efforts among local garden clubs, chambers of commerce and TxDOT for beautification projects at major highway intersections. He understands the difference between a concrete-and-steel desert and an aesthetically pleasing, natural highway. "Concrete and steel probably aren't very appealing to most people, unless you're a traffic engineer or concrete salesman," he said.

In his largest beautification project to date, McClanahan

transformed a rest area into what local residents now refer to as "the park." Thanks to McClanahan's efforts, the rest area — on Interstate 20 just east of Canton — now sports a half-mile, meandering nature trail that winds along the back boundary, across a wet-weather creek, through native vegetation, and along a frog pond and a rock garden. Maintenance employees removed two metal bridges that were too narrow for wheelchair access and replaced them with wider, safer bridges and a deck with benches.

"I wanted to do something for the public in addition to making sure they had good roads to drive on," said McClanahan, who at 31 is the youngest maintenance supervisor in the Tyler District. "I see people here who are tired and stressed out from driving, and a nature trail seemed like a welcome relief from the road."

With the assistance of area nursery owners and local Girl Scouts, McClanahan staked out, mowed, cleared and tamped down the foot path. They spread gravel, lined the path with limbs from dead timber and pruning operations, erected wooden signs identifying the types of vegetation along the trail, and strategically placed native boulders for resting and picnicking.

Also, almost half of the rest area is now designated non-mow, which saves the department money by reducing the amount of contract mowing needed to maintain the area. In addition to travelers who stop to unwind at the rest area, local residents also frequent the park to exercise on the trail or picnic in the serene, natural setting.

Even McClanahan enjoys spending time at the park. "When you're out here on the bridge, listening to the birds and frogs, it's hard to imagine the Interstate being just yards away. It's like a whole other world."

A calendar of color

While springtime wildflowers and fall foliage highlight Texas highways many months of the year, some areas of the state manage to keep Texas beautiful year-round.

This year, Joe B. Robinson's efforts caught the eyes of many highway travelers, as well as the Highway Beautification Award judges, who honored Robinson with the Twelve Months of Color Award. Robinson, a maintenance supervisor in Panola County, received the award for producing vivid year-round roadside hues with wildflowers, trees and other native flora.

Robinson, a 28-year TxDOT employee, takes pride in maintaining and preserving the natural beauty of his section through various vegetation-management programs, including harvesting, planting and conservation of native wildflowers. During the past year, Robinson's section sowed more than 3,400 pounds of crimson

managing native vegetation have become necessary parts of any maintenance plan.

For their concern in these areas in the environmentally sensitive Central Texas region, TxDOT's Austin District staff won the Environmental Achievement Award.

Construction on several roads close to waterways that feed the Edwards Aquifer prompted the Austin District to find innovative ways to deal with potential environmental hazards. Silt fencing and other filtration systems keep contaminants out of the aquifer and prevent disturbed soil from displacing the storage capacity of the aquifer. Hazardous material traps and detention ponds are being installed on several projects. Also,

TxDOT employees contribute more to their communities than patching potholes and pouring cement.

clover seeds and planted 50,000 pine trees in area rights-of-way.

Robinson also developed an innovative mowing program scheduled around maturing wildflowers and designating areas for full-width mowing and special sections for non-mowing. These non-mowing sites are reserved for pine tree planting and natural reforestation, not only saving the state money in mowing expenses, but also beautifying the highways and providing habitat for wildlife.

Regular herbicide spraying keeps a check on Johnson grass and other undesirable plants that tend to clutter the rights-of-way and hide native grasses and wildflowers. Motorist stopping at roadside parks are greeted by native trees and bushes, as well as clean facilities.

In his spare time, Robinson continues his beautification efforts. He works with local garden clubs interested in promoting wildflowers and landscaping rights-of-way in local towns.

Robinson received \$500 as winner of the Twelve Months of Color Award.

Environmental endeavors

Today TxDOT must consider the environmental effects of constructing and maintaining roads and highways. Successfully protecting an area's waterways, preserving endangered species and

the district joined other groups to identify pollutants that flow from roadways or construction projects. The district plans to find cost-effective ways to keep those pollutants out of nearby waterways.

Endangered species

Eleven endangered species live in areas along the district's highway system. Much work has focused on the Houston toad and two songbirds - the black-capped vireo and the golden-cheeked warbler. The district's wildlife biologist tracked, surveyed and studied the territories and feeding habits of the birds to ensure that roadway construction would have little, if any, impact on these rare birds. Also, the district helped in preventing the Houston toad from crossing Texas 71 in its Bastrop habitat. Special fences were installed to keep the toads from hopping up the hill onto the roadway. The toads were diverted to nearby culverts where they safely cross under the highway.

Native grasses reseeded

On construction projects on the heavily vegetated Ranch-to-Market Road 620 and RM 2222, retaining walls were used to reduce the amount of vegetative clearing required. Crews marked boundaries so that construction crews knew not to disturb wildlife habitat



and vegetation. After completing some projects, the district reseeded native grasses in disturbed areas.

Over the past three years, the Austin District planted 1,500 native trees, more than 2,000 native shrubs and at least 1,000 native climbing vines. Last year, the district relocated about a dozen 8-inch diameter live oak trees that had been removed for freeway construction.

Upcoming projects include planting more than 2,500 native trees and more than 1,500 native shrubs. These projects will use highway funds to restore native vegetation once construction is completed. Self-maintaining and self-renewing plant communities, natural limestone outcroppings and mulch from native plant materials will be used, at the intersection of US 183 and Loop 1 in North Austin.

Rest area lauded

While TxDOT takes pride in all its rest-stops, the rest areas along I-10 near Sonora have developed quite a following.

Since April of 1991, the department has received more than quadruple the number of letters praising the Sonora stops as the rest of the state combined. Some of the travelers say they plan a stop there as part of their trips.

Because of the recognition and praise the I-10 rest areas have brought to the department, Maintenance Technician Betty Kohutek of Sutton County received a special award for managing the rest areas.

Former Executive Director Arnold Oliver said letters from the

public and evaluations by the then-maintenance section of the Division of Maintenance and Operations show that Kohutek's rest areas are the best maintained in the state.

Letters consistently cite the cleanliness, maintenance and beauty of the rest areas. One family from South Carolina claimed that the "Sonora Texas comfort station is the most beautiful and best kept we have ever seen." Others have referred to the rest stops as "first-rate botanical gardens" and "lifesavers, especially along these long West Texas stretches."

In addition to exceptional upkeep and outstanding beautification, these rest stops offer something else to the Texas traveler — employees treat visitors to seasonal decorations. TxDOT employees have even been spotted dressed as Santa Claus and passing out candy.

A couple from California expressed their appreciation for the Sonora stops. "We always plan on using the rest area on I-10 in Sutton County because we know it will be clean and well maintained. Many times we stop and eat at the tables and admire the scenery. One of the most pleasant diversions on a long trip is to see what display will be up during a given holiday season."

In department evaluations and memos, TxDOT employees have described the rest areas as "outperforming the rest of the state" and "a model rest area." As indicated in the many letters, the public notices Kohutek's efforts, too.

Runners-up

Aransas County maintenance supervisor Crescenciano Falcon received \$500 as the runner-up for the Highway Beautification Award.

Honored as finalists in the Highway Beautification Awards were Jesse Gutierrez, Ector County; James Hebert, Northeast Harris County; Marvin Hanks, Southeast Dallas County; and Gene Laughlin, Brown County.

Nominees from 16 other counties were recognized with certificates.

Lady Bird Johnson created the Highway Beautification Awards program in 1970 after she and President Lyndon Johnson returned to Texas from Washington, D.C. The former first lady hosted the annual awards ceremony at the LBJ State Park for more than 20 years. Then, former Texas Transportation Commission Chairman Bob Lanier and Elyse, his wife, hosted the awards ceremony in their Houston home.

KTB joins TxDOT

This year, Keep Texas Beautiful (KTB) joined TxDOT to sponsor the event. KTB has served as the grassroots partner of TxDOT's anti-litter program since 1986, when the department launched the "Don't Mess with Texas" campaign.

Austin news anchor Neal Spelce of KTBC-TV served as master of ceremonies.

Highway Beautification Award winner Mark McClanahan is joined by runner-up Crescenciano Falcon, Executive Director Bill Burnett, finalist Jesse Gutierrez, Keep Texas Beautiful Chairwoman Nancy Chancellor, and finalists Gene Laughlin, Marvin Hanks and James Hebert.

The districts submitted nominations, and Rene Blaschke of Texas Garden Clubs in Smithville and Gloria Millsap of Dow North America Texas Operations in Freeport judged and selected the winners.

Although Texas was not the first state to adopt a roadside improvement plan, it is credited as the first state to use native vegetation to link beautification with safety measures and erosion control. These efforts by TxDOT employees enhance the scenery, control erosion and reduce mowing expenses.

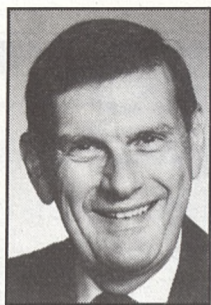
Dr. Herbert Richardson named new TTI director

Dr. Herbert H. Richardson, regents professor and distinguished professor of engineering at Texas A&M University, has been appointed director of the Texas Transportation Institute by the Texas A&M University System Board of Regents.

The regents unanimously approved Richardson's appointment at their Nov. 24 meeting after conducting an extensive nationwide search for a successor to Dr. C. V. Wootan, who retired last January after 16 years as the institute's director. Richardson most recently served as chancellor of the Texas A&M University System until August.

"Dr. Richardson is recognized nationally and internationally as a superb researcher and educator, as well as an outstanding academic leader," said board chairman Ross Margraves Jr. in announcing the appointment.

"TTI is one of the shining stars in the A&M System with great



Richardson

potential for future growth and successes." Margraves said. "By virtue of his distinguished service as chancellor and deputy chancellor and dean of engineering for the A&M System and his preeminent standing in higher education at the national level, there is no person more qualified than Dr. Richardson to lead this agency forward into the next century."

Richardson came to the A&M System from the Massachusetts Institute of Technology, where he last served as associate dean of engineering after serving as professor and head of the department of mechanical engineering. His principal areas of research expertise include transportation technology, system dynamics and

control, engineering design, fluid mechanics and fluid power control.

"I'm truly excited by this opportunity to renew my long-time interest in transportation research," Richardson said. "Furthermore, I take great pride in my association with an organization possessing the national and international prominence held by TTI.

"TTI's innovative and practical solutions have been put to use in Texas and around the world to enhance the quality, safety, environmental compatibility and cost-effectiveness of transportation," he said. "We look forward eagerly to our continued pursuit of that mission."

Richardson was the first chief scientist of the U.S. Department of Transportation and has served on the governing board of the National Research Council and as chairman of the Transportation Research Board. He also has served on numerous research

committees and task forces for the National Science Foundation, and he has been retained as a consultant by more than a dozen leading organizations in both the public and private sectors, including the U.S. departments of energy, transportation and defense.

Richardson is a member of the National Academy of Engineering. His other numerous honors include designation as a Fellow of the American Association for the Advancement of Science and honorary membership in the American Society of Mechanical Engineers (ASME). He is the recipient of the Rufus Oldenberger Medal in the field of dynamic systems and control.

Since its establishment in 1950, TTI has been a member of the A&M System and is the largest university-based transportation research agency in the nation. The Institute is headquartered on the Texas A&M University campus and operates regional offices in Houston, San Antonio, Arlington and Dallas

TxDOT, pilots group team up, offer more clinics

Partnership to present five additional flight instructor refresher courses yearly

By Cheryl Converse
Staff Writer

Finding ways to do more with less. That's been the goal of state government for years. TxDOT's Aviation Division did just that.

Through a partnership with the Aircraft Owners and Pilots Association Air Safety Foundation (ASF), the department's aviation officials found a way to offer 11 flight instructor refresher classes each year instead of the usual six. Known in the aviation community as Flight Instructor Refresher Clinics, the classes will be more accessible to flight instructors and pilots.

"It's a great partnership," said

Patrick Shaub, Aviation Services Section manager. "Before we teamed up with the Air Safety Foundation, we offered six classes each year. ASF offered four classes, three of which took place in the same city on the same weekend as ours. Working together for the good of Texas pilots just made sense."

Flight instructors must recertify every two years. "Refresher clinics are a smart way for instructors to recertify. The clinics offer updated information about changes that take place regularly in the aviation community," Shaub said. Texas is home to more than 50,000 registered general aviation pilots who also could benefit from the clinics.

"This year's sessions are going to be very important for all pilots," Shaub said. "The Federal Aviation Administration (FAA) changed the names and regulation of air space to conform to those of the rest of the world. Those changes went into effect in September. They've done a great job in spreading the word, but there's still a lot of interest out there."

Besides the changes in air space, the clinics also offer sessions in cockpit resource management, flying in the mountains, avoiding collision and automated weather equipment — how to work with the robots placed at the end of a runways that collect and broadcast weather information.

"If you're coming into an airport, you can tune into the broadcast from your plane. The robot has an automated tape that records and disseminates the information," Shaub said.

"Together, TxDOT and ASF have even more things to offer pilots and flight instructors. We (TxDOT) have contracts with outstanding instructors who are known in Texas. ASF has computer-aided graphics, and they make excellent teaching materials — slides, handouts and printed materials. ASF also is nationally known. They have a toll-free telephone number and accept credit cards. These are services we couldn't offer," Shaub said.

Dallas District erects sign to help Garland police with murder probe

The Dallas District teamed up with the city of Garland to aid in the investigation of the murder of 8-year-old Kim Nguyen, whose body was found in an open field in late July.

The Garland Police Department requested that the Dallas District erect a sign to inform motorists of the situation. The sign states, "On 7/29/93 the body of Kim Nguyen a child abducted from Garland was found here. If you have any information call the Garland Police

Department at 205-2086."

The sign was placed at the service road near Interstate 635 and Texas 80 in Mesquite, near the open field where the child's body was found. The sign was placed to help find clues in the boy's murder. Kim was the subject of an intense search after he disappeared from his Garland home. Two young boys found his body.

According to Manager of Traffic Operations Linden Burgess, there are no provisions or directives

from Austin approving a sign of this type. However, the district responded as soon as the city requested the sign.

"The Garland Police Department requested it, and we felt it was our moral obligation," said Burgess. "The sign is in an isolated location and doesn't interfere with any businesses or residents. The city provided the sign and Rockwall maintenance erected it."

Detective John McDonald said so far there

have been no leads in the investigation as a result of the sign.

"We've had some calls from people who were curious about the situation but no calls about the missing child at this time," he said. **Montrose Cunningham, Dallas District**

Patrick Purcell of the Dallas District helps erect a sign near I-635 and Texas 80 in Mesquite, requesting information about the killing of an 8-year-old Garland boy.



Lee Brown, Dallas District

'Seamless' intermodalism workshop focus

By Meredith Whitten
Staff Writer

Morning rush-hour traffic inched along Dallas' North Central Expressway. Construction workers continued tunneling for the Dallas Area Rapid Transit (DART) light rail system. And planes jetting to and from Love Field dotted the sky above. With this, the Public Transportation Issues workshop got under way.

The one-day workshop, sponsored by the Southwest Regional University Transportation Center, the Dallas/Fort Worth chapter of the Conference of Minority Transportation Officials and TxDOT, focused on the need to develop "seamless" transportation. It covered congestion management, multimodal opportunities and updated Federal Highway Administration procedures.

Several transportation officials offered welcoming remarks to start the conference, held Sept. 30 in Dallas. A. Raj Chowdhury, dean of Texas Southern University's School of Technology, laid out the direction for the day's discussion. "Over 600 million cars are flowing around the spiderwebs of the United States," he said. "Somebody has got to manage this. This conference will address this issue."

A representative from the U.S. Department of Transportation, Gordon Linton, headlined the opening general session. Linton told the audience that transportation modes are no longer exclusive. "Transportation means more than just concrete and steel. Transportation is seamless and intermodal," he said. Linton, an administrator with the Federal Transit Administration, credited the Intermodal Surface Transportation Efficiency Act (ISTEA) with changing the direction of public transportation. He added that moving toward intermodalism requires many changes and won't happen overnight. "We've already begun to work in a seamless manner. With intermodalism, some of

said that although the fatality rate is 40 percent of what it was in 1970, 40,000 people still die in transportation-related accidents every year. He cited structurally deficient bridges, poor pavement conditions and subpar arterials as contributing to the problem. Kelly cited statistics showing that 88 percent of vehicle trips involved private vehicles, while only 2.5 percent use public transportation. With congestion-management systems, the emphasis focuses on reducing the use of single-occupancy vehicles. "The need for management systems is clear," Kelly said.

Tim Lomax of TTI discussed management systems and mobility targets, and he offered mobility solutions, including roadway expansion, transit expansion, demand management and operations management. Furthering TxDOT's question of "Are we there yet?," Lomax asked, "Will we know it when we get there?"

Tony Mendoza, manager of commuter services for DART, addressed the need for transportation demand management (TDM). TDM outlines strategies to alleviate congestion by reducing driving through management of vehicle trip demand. He suggested telecommuting, carpooling and altering the timing of work trips through staggered work hours, flex-time and compressed work weeks as ways to reduce congestion. Mendoza said limited financial resources and the 1990 Clean Air Act Amendment make TDM necessary.

Expanding on the topic of telecommuting, Joann Pratt of Joann Pratt Associates said letting employees work at a home office at least

one or two days a week can help manage congestion. Pratt said this practice has caught on the West Coast and is gaining popularity elsewhere. "The direction we're going is to an office in a bag," she said. Pratt said execu-

tives working on reports as well as secretaries doing data entry need uninterrupted time, which time away from the regular office allows. But, she admitted that telecommuting is a hard sell. Still, she predicted that by 1995, 11 million workers will telecommute.

Session two, "Intermodal Opportunities: Steps to Implementing Intermodalism," tackled the topic of becoming a society that interchanges different methods of transportation in every day use. Several presenters gave examples of communities now combining or planning to combine modes of public transportation.

John Bartosiewicz, general manager of the Fort Worth Transportation Authority, or the "T," discussed Fort Worth's plans for public transportation in the future. He explained how

the Fort Worth Transportation Center, which recently received its first installment of federal grant funds, will fuse several modes of transportation.

"The center will be the hub for all forms of transportation in Tarrant County," Bartosiewicz said. He listed the T, bus lines, taxis, airport expresses, rail lines and the proposed Texas high-speed rail line as potential users of the center, which will be housed in the resurrected historic Santa Fe Railroad Building. He cited cooperation with TxDOT and railroads among the cooperative partnerships that made the transit center a reality. "Intermodalism is a win-win for everyone, and it creates some unique

'Over 600 million cars are flowing around the spiderwebs of the United States. Somebody has got to manage this.'

A. Raj Chowdhury
Texas Southern University

'With intermodalism, some of us old dogs are going to have to break down barriers and learn new tricks.'

Gordon Linton
U.S. Department of Transportation

us old dogs are going to have to break down barriers and learn new tricks."

The first of two sessions, "Congestion Management: Elusive or Attainable?," featured representatives from Austin's Capital Metro, the Federal Highway Administration (FHWA), Texas Transportation Institute (TTI) and DART.

Martin Kelly, an urban transportation planner with the FHWA, said, "There are more people, more licensed drivers and more licensed vehicles, which puts a lot more strain on the system." But he added that congestion is not the only problem threatening transportation. He

partnerships," he said.

The afternoon keynote was delivered by Barna Juhasz, chief of FHWA's Metropolitan Planning Division. He stressed the need for early public involvement in the transportation planning process. "There is a need to require that the process is open to all who want to participate." Juhasz answered questions about transportation improvement programs. On the local level, Juhasz said that ISTEA pressures the government to prioritize and identify where funds come from. He emphasized working within financial constraints, addressing environmental concerns early in the process, and including congestion management in the planning process in areas with populations over 200,000. He added that public involvement is necessary more than in the past. Juhasz concluded by saying that management systems are vital to determining how transportation systems are working.

Other workshop participants included Naomi Lede, professor and executive director of the Center for Transportation Training and Research at Texas Southern University; Ben Gomez of Austin's Capital Metro; Randy Machemehl of the University of Texas at Austin's Center for Transportation Research; Al Luedecke, director of TxDOT's Planning and Programming Division; Fred Babin, manager of transportation for the Port of Corpus Christi; John Horan, director of operations for the Port of Houston Authority; and Bonnie VanSickle, Burlington Northern Railroad. Dock Burke, director of the Southwest Region University Transportation Center, served as workshop moderator.

Texas Southern University for Transportation Training and Research coordinated the conference on behalf of the Southwest Region University Transportation Center. The workshop was the third in a series sponsored by Texas Southern University under a U.S. Department of Transportation grant.

Service Awards

Districts are now alphabetized, rather than in order by accounting number. Division employees are listed under old division names. Future service awards will be listed under the new names when the Human Resources Division begins producing them that way.

Abilene

25 years
Santiago Suarez
Kenneth W. Thompson
Donald J. Van Dam
20 years
Claude R. Martin
15 years
David C. Caffey
Marie Green
5 years
David L. Seago

Amarillo

30 years
Jimmy L. Jones
15 years
Kenneth B. Friemel
Anita A. Linger
10 years
Joe D. Jones
5 years
Mary M. Kidwell
Jerry R. Wooldridge

Atlanta

35 years
James R. McCasland
30 years
Darrel G. Adams
10 years
Kenneth P. Williams
Ira G. Wisinger
5 years
Gregory A. Frazier
James B. McCaleb

Austin

25 years
Paul M. Goertz
15 years
Espirio J. Puga
10 years
Paul D. Michalk
5 years
Kevin R. Murphy
Danny E. Spivey

Beaumont

20 years
Robert T. McFadden

Brownwood

25 years
Duwain Hendley
Billy W. Johnson
20 years
Carol W. Kinman
15 years
James J. Shelton III
5 years
Larry D. Skaggs

Bryan

15 years
Elaine J. Barron
10 years
Pablo Mendez
5 years
Maurice Maness

Childress

30 years
Elbert G. Gaines
15 years
Hollis A. Stephens Jr.
10 years
Jeffery S. Cagle

Corpus Christi

35 years
Franklin C. McCumber
15 years
James W. Barnes
10 years
Carlos M. Armadillo
Ruben T. Perez
5 years
Jose R. Guerra Jr.
Micheal D. Kroll
Stephen B. Meacham

Dallas

30 years
William N. Henson Jr.
Elvin L. Willhite
25 years
Linden P. Burgess
Jack D. Haley
David A. Scott
Rodney C. Smith
Michael D. Stroud
20 years
James F. Weisinger
15 years
Jennylynn B. Head
Carl P. Porath
Virgil D. Shaw
10 years
Tommy C. Stovall
5 years
Shannon R. Corder
Richard B. Floyd
Lanny R. Hopper
Malcome R. Kanaman
George W. Pechacek
Verlin G. Reynolds
Jeanne E. Roddy

El Paso

30 years
Ernest G. Fuentes
20 years
Espiridion Muniz
15 years
Thomas R. Mangrem
5 years
Jerry L. Springfield

Fort Worth

35 years
Jerry L. May
20 years
Glenn E. Elliott
15 years
William H. Lasater Jr.
Charles R. Singleton
Anne E. Wohlfeil
10 years
Eric R. Friedrich
Jeana I. Lamb
5 years
Carla J. Eakman
Rafael Garza Jr.
Robert E. Macik Jr.
Ann Marie Whitworth

Houston

35 years
Bobby S. Davis
John L. Pavlock
30 years
Willie J. Knesek Jr.
15 years
Michael L. Amburn
George M. Archer
Judy P. Skidmore
10 years
Joseph B. Crabill Jr.
Roxanne P. Willey
5 years
Alexander J. Burgos
Samuel L. Graham
Earl B. Herring
Brenda J. Jenkins
An T. Le
Shady Monghasemi
Alan D. Moreau Jr.

Lubbock

30 years
Thomas C. Richardson Jr.
25 years
Dewey P. Engle
John M. Wilson
20 years
Johnnie W. Clary
Linda P. Washington
10 years
Robert A. Beaulieu
Oscar D. Sedgwick Jr.
Rhonda K. Smith

Lufkin

25 years
James V. Lewis
10 years
Leon Rather
5 years
Kendall B. Raymond

Odessa

10 years
Gabriel G. Rodriguez
5 years
Javier H. Molinar

Paris

25 years
Donald R. Pace
William W. Robinson
15 years
Stanley C. Roberts
Brantley S. Skinner
10 years
Tommy G. Maddox
5 years
Danny E. Womack

Pharr

15 years
Gustavo O. Lopez
5 years
Abel Corona Jr.

San Angelo

20 years
Tirso Garcia
Joe Lopez
10 years
Steven D. Plowman
5 years
Alex L. Padilla

San Antonio

35 years
Dorothy B. Deskin
25 years
Gilberto G. Gordova Jr.
20 years
Arnulfo T. Garcia
Ignacio Sena Jr.
Margaret G. Smith
15 years
Alejandro Medina
10 years
Rene V. Martinez
5 years
Erlath E. Engelhardt
Robert Vasquez

Tyler

15 years
Terry G. Frick
10 years
Louis K. Sanders
5 years
Jeffrey S. Cleaver
Rex Neill

Waco

30 years
Jimmy W. Rhodes
25 years
Dorothy E. Carruth
20 years
Carolyn W. Bood
15 years
Albert L. Garrett

Wichita Falls

25 years
David W. Lawdermilk
10 years
James M. Black

Yoakum

25 years
John M. Stallings
Elroy J. Sternadel
15 years
Diana P. Martinez
5 years
Randall S. Berger
Barbara C. Maxey

Administration

15 years
Delia C. Nunez

Automation

25 years
Felix A. Varela
20 years
Thomas B. Orton

Aviation

5 years
Sandra E. Gaither

Bridges and Structures

5 years
William O. Vose Jr.

Finance

5 years
David G. Royal

Environmental Affairs

5 years
David W. Dunlap

Equipment and Procurement

30 years
Howard C. Cochran Jr.
15 years
Harold D. Gordon
Jesse C. Rangel
10 years
Randall W. Tinney

Human Resources

15 years
Cathy J. Williams

Maintenance and Operations

20 years
Donna M. Gray
10 years
Cathy B. Wood
5 years
Sandra F. Cox
Sheila K. Craven

Materials and Test

15 years
Barbara H. McCain

Motor Vehicles

5 years
Melvin E. Mills

Motor Vehicle Titles and Registration

30 years
Barbara D. Sullivan
25 years
Jerry L. Dike
Paul H. Hancock
20 years
Patricia L. Molina
Joaquin Puente Jr.
15 years
Barbara B. Bates
Carrol M. Thrasher
5 years
Monica R. Rossy

Transportation Planning

25 years
Walter A. Bailey
20 years
Tanya M. Pavliska

Ask Bill

From Page 2

under review. The payoff is in dealing with our customers and ensuring their understanding.

Q: Are employees compensated for unused sick leave when they resign or retire from the department? *Maria G. Reyna, Administrative Technician, Laredo District.*

A: *Russell Harding, director of Staff Services, responds.*

At the present time, state law does not allow the department, or any other state agency, to pay employees for any portion of their sick leave balance when they resign or retire. It would require a change in the law to allow compensation to employees for unused sick leave. Undoubtedly, a change of this kind would involve a large cost to the state treasury and is not likely any time soon. Sick leave is similar to insurance and is available whenever you or a

member of your immediate family is sick. Even though we are not compensated for our unused sick leave, this is an extremely important benefit to have in the event we should ever need it. We also have other sick-leave benefits available as state employees, including extended sick leave of up to 60 work days, the sick leave pool providing up to 90 work days for a catastrophic illness, the option to use a portion or all of our sick leave balance or leave or up to 12 weeks provided by the Family and Medical Leave Act, and receiving one month of retirement credit for every 160 hours of unused sick leave. We are fortunate to work for an employer, the State of Texas, that provides these benefits to us.

I certainly applaud you and many other of our employees who are so dependable and keep our department's operations functioning every day. If you have accumulated a large sick leave balance, I encourage you to donate to the sick leave pool to assist our fellow employees who may need additional leave for catastrophic illness.

I n M e m o r i a m

Retirees

Armstrong, Drannan C., Onalaska, retired from Abilene District in 1971, died July 4.
Alvarado, Manuel T., Brackettville, retired from Old Del Rio District in 1974, died Aug. 3.
Beadle, Herbert J., Atlanta, GA, retired from Bridges and Structures Division in 1964, died Jan. 4.
Bijarro, Juan, Rosenberg, retired from Houston District in 1975, died Aug. 3.
Birdwell, Robert W., Jourdanon, retired from San Antonio District in 1975, died June 15.
Bluestein, Edwin, Austin, retired from Austin District in 1965, died July 21
Bohn, Herman O., Quitman, retired from Waco District in 1979, died May 27.
Bruner, Kenneth W., Dallas, retired from Dallas District in 1987, died April 13.
Christie, Verbal R., Lufkin, retired from Lufkin District in 1991, died May 31.
Cole, Alton C., Newcastle, retired from Wichita Falls District in 1984, died June 18.

Cole, Rufus C., Childress, retired from Transportation Planning Division in 1982, died Aug. 17.
Cooper, Kenneth D., Point Blank, retired from Lufkin District in 1993, died Aug. 15.
Cox, R.S.O., Leakey, retired from Del Rio District in 1977, died Aug. 10.
Crawford, James W., Timpson, retired from Lufkin District in 1982, died March 31.
Edwards, Larren T., Como, retired from Paris District in 1980, died July 21.
Edwards, Tommie L., Woodsboro, retired from Corpus Christi District in 1976, died June 21.
English, Marian M., McCamey, retired from Odessa District in 1976, died Aug. 29.
Evans, Iverson, Groetion, retired from Lufkin District in 1986, died Aug. 16.
Everhart, Ollie E., Odessa, retired from Odessa District in 1980, died Aug. 7.
Fest, Albert B. Jr., San Antonio, retired from San Antonio in 1972, died Aug. 19.

Frenzel, Oscar, Hempstead, retired from Houston District in 1987, died July 6.
Gonzales, Alfonso, Fort Davis, retired from El Paso District in 1981, died June 10.
Greer, Joe, Longview, retired from Atlanta District in 1972, died Sept. 8.
Hall, James D., Lorena, retired from Waco District in 1986, died Aug. 16.
Hamm, Horace L., Austin, retired from Austin District in 1985, died Aug. 8.
Hendricks, Taylor R., Quitman, retired from Brownwood District in 1974, died April 13.
Houston, Jack R., Kemp, retired from Dallas District in 1984, died July 4.
Johnson, Carl W., Georgetown, retired from Austin District in 1989, died Aug. 11.
Latimer, Horace E., Houston, retired from Houston District in 1993, died June 9.
Lipsey, Curtis H., Gatesville, retired from Waco District in 1976, died June 11.
Loftin, Martin R., Princeton, retired from Paris District in 1971, died June 30.

Lynch, Howard D., Fort Worth, retired from Fort Worth District in 1987, died June 2.
Marquez, Christina M., Round Rock, retired from Construction and Maintenance Division in 1993, died Aug. 18.
Martin, Norman, Austin, retired from General Services Division in 1980, died Aug. 6.
Martin, Warner F., Grandview, retired from Fort Worth District in 1970, died Aug. 9.
McElwrath, Dewey, Lott, retired from Bryan District in 1964, died Aug. 31.
Mulberry, William C., Waco, retired from Waco District in 1978, died July 27.
Newton, Nelson D., Gatesville, retired from Waco District in 1987, died June 23.
Ortiz, Raymundo, Pharr, retired from Pharr District in 1982, died June 18.
Parker, Eugene B., Houston, retired from Bryan District in 1971, died Aug. 7.
Perriraz, Bennie R., Corpus Christi, retired from Austin District in 1968, died Aug. 20.
Ponce, Roberto A., Rio Grande City, retired from Pharr District in 1975, died July 3.

Power, Louie C., Mesquite, retired from Dallas District in 1987, died Aug. 28.
Querry, Lee R., Frankston, retired from Tyler District in 1972, died June 17.
Russ, Henry I., Muldoon, retired from Yoakum District in 1984, died July 21.
Rutledge, Thomas B., Sulpher Springs, retired from Dallas District in 1978, died June 1.
Sanders, Loyd B., Woodville, retired from Beaumont District in 1971, died June 28.
Schrader, Cecil, Dublin, retired from Corpus Christi District in 1978, died July 29.
Seabolt, William E., Rockwall, retired from Dallas District in 1979, died Aug. 18.
Seals, James D., Cedar Park, retired from Information Systems Division in 1976, died June 30.
Sheridan, Joe L., New Boston, retired from Atlanta District in 1986, died July 3.
Silva, Cristobal, San Benito, retired from Pharr District in 1987, died July 12.
Slomchinski, Wallace F., Leming, retired from San Antonio District in 1976, died July 9.

Stapleton, Wade M., Greenville, retired from Paris District in 1985, died Aug. 2.
Staudt, Robert J., Fredericksburg, retired from Austin District in 1968, died Aug. 16.
Stone, Lester V., Mabank, retired from Dallas District in 1984, died July 18.
Thwing, Robert J., Coleman, retired from Brownwood District in 1975, died June 19.
Wadlington, Frank Y., Pasadena, retired from Houston District in 1985, died May 18.
Williams, Travis F., Buffalo, retired from Bryan District in 1987, died June 17.
Wooldridge, Grant D., Wellington, retired from Childress District in 1979, died July 20.
Woosley, James H., Liberty, retired from Beaumont District in 1986, died July 15.
Worley, Roland T., Lancaster, retired from Dallas District in 1984, died May 5.
Worsham, Velton R., Silsbee, retired from Beaumont District in 1991, died June 6.
Young, Dallas, Woodville, retired from Beaumont District in 1964, died Aug. 12.

R e t i r e m e n t s

November 1993

Austin
 Earl F. Haverland, 26 years
 Maintenance Technician II
 Pedro C. Flores, 25 years
 Maintenance Technician II
 William O. Schramm, 12 years
 Right-of-Way Agent II

Corpus Christi

Antonio L. Espinoza, 25 years
 Maintenance Technician III
Fort Worth
 Blanche H. Wilson, 19 years
 Administrative Technician II
Lufkin
 Thomas W. Thacker, 25 years
 Maintenance Technician III

Paris

James S. Hill, 30 years
 Interactive Graphics
 Technician III
 Jimmie D. McCoy, 30 years
 Maintenance Technician III
Aviation
 Lois L. Bittner, 27 years
 Librarian I

T r a n s i t i o n s

Effective Oct. 1

Rodolfo J. Rivera, Director of Transportation Planning and Development, Tyler District.

Effective Nov. 1

Gary D. Bilbrey, Coke County Maintenance Section Supervisor, San Angelo District.
Alfred Gary Davenport, Real County Maintenance Section Supervisor, San Angelo District.
Hector T. DeHoyos Jr., Crockett County Maintenance Section Supervisor, San Angelo District.
Emiliano R. (Emil) Gonzales, Concho County Maintenance Section Supervisor, San Angelo District.

Michael S. Hebert, District Right of Way Administrator, San Angelo District.

Kenneth R. Harrison, Sutton County Maintenance Section Supervisor, San Angelo District.

Clyde L. Lawler, Kimble County Maintenance Section Supervisor, San Angelo District.

Effective Dec. 1

Jon W. Aldridge, Assistant Director, Construction and Maintenance Division.
Carla S. Baze, Runnels County Maintenance Section Supervisor, San Angelo District.
Mark L. Emery, Design Engineer, Tyler District.
Terry G. Frick, Warehouse Manager, Tyler District.
Raymond Paul Jaap, Longview Area Engineer, Tyler District.
Heidi Jackson, Assistant Director, Licensing, Motor Vehicles Division
Clifford R. "Kip" Mouser, Tyler Area Engineer, Tyler District.
Idolina P. Perez, Duval County Maintenance Supervisor, Laredo District.
Glenn R. Price, District Right of Way Administrator, Tyler District.
James L. Randall, Michael T. Schneider, Mineola Area Engineer, Tyler District.
Walter H. Smith, Palestine Area Engineer, Tyler District.
Tammy A. Stidham, Assistant Public Affairs Officer, Tyler District.
Juan D. Villareal Jr., Laredo Area Engineer, Laredo District.
Richard L. Walker, District Lab Supervisor, Brownwood District

C a l e n d a r

JANUARY

17 Martin Luther King Jr. Day (Holiday)
 19 Confederate Heroes Day (Holiday)

FEBRUARY

22-23 38th Annual District Laboratory Meeting, Pharr, MT

MARCH

2 Texas Independence Day (Holiday)

APRIL

11-15 Texas Travel Counselors Conference, Beaumont, TI
 19-21 HOW II Pavement Marking Conference, League City, MO
 21 San Jacinto Day (Holiday)
 24-27 Texas Public Transportation Conference, College Station, PT

MAY

30 Memorial Day Holiday

JUNE

23-25 Biennial Radio Technician's Conference, Kerrville

JULY

4 Independence Day (Holiday)

OCTOBER

1 Purchasing Workshop, Austin, GS
 1 International Highway Engineering Program (HEEP), San Antonio
 4 Highway Beautification Awards, Austin, DN
 4-5 Purchasing Workshop, San Angelo, GS
 4-6 Area 2 Research Meeting, Dallas, RTT
 7-8 Purchasing Workshop, Lubbock, GS
 12-13 Equipment Conference, Austin, GS
 12-13 Public Transportation Quarterly Meeting, PT
 12-13 Training Coordinators Conference, Galveston, HR
 13-14 Highway Construction Lettings, Austin, CM
 18 District Engineers and Division Directors Meeting, College Station
 19-21 Transportation Short Course, College Station
 25-27 PMIS District Coordinators Training Course, Austin, DN
 25-27 Area 3 Research Meeting, Brownwood, RT
 28 Commission Meeting

L e t t e r s

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Just a note to let you know about one of your employees—Mr. **Willie B. Bradley**.

On Oct. 6, my wife and I had spent the previous week in the state park at Rusk and were on our way home. Just after passing through Jacksonville we had a tire go bad on the left rear wheel of our Suburban. Willie was working near so I asked him if he could call someone in Jacksonville to come change our tire. He said he would do it for us. In about 20 minutes he had us going again. He would not take any pay and was one of the nicest and kindest people I have met in a long time. I think you should know that you have a real nice and thoughtful employee.

We are both past 80 so Mr. Bradley did a real good deed for us. Thanks again.

I. W. Rives
Dallas

Willie B. Bradley works as a sign technician in our Jacksonville Maintenance Office, Tyler District.

The purpose of this letter is to express my appreciation to one of your employees: Mr. **Kenneth Brewer**.

Last Thursday afternoon, Nov. 4, I ran out of gas while returning from a long day in Dallas. I had just exited off IH 45 onto Business 45. At approximately 5:30 p.m., I left my vehicle sitting on the shoulder and began to walk toward town. Mr. Brewer stopped to check on me and asked if he could be of help. He took me into town to get some gas. Then, he took me back out to my vehicle and waited until I got it running.

I just wanted you to know I am very grateful for the help Mr. Brewer provided. He is a very kind, courteous, friendly and helpful young man. He is a shining example of what it means to be a "Good Samaritan." Please express my appreciation to him.

Paul Culwell
Corsicana

Kenneth Brewer is an engineering technician in our Corsicana Area Office, Dallas District.



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