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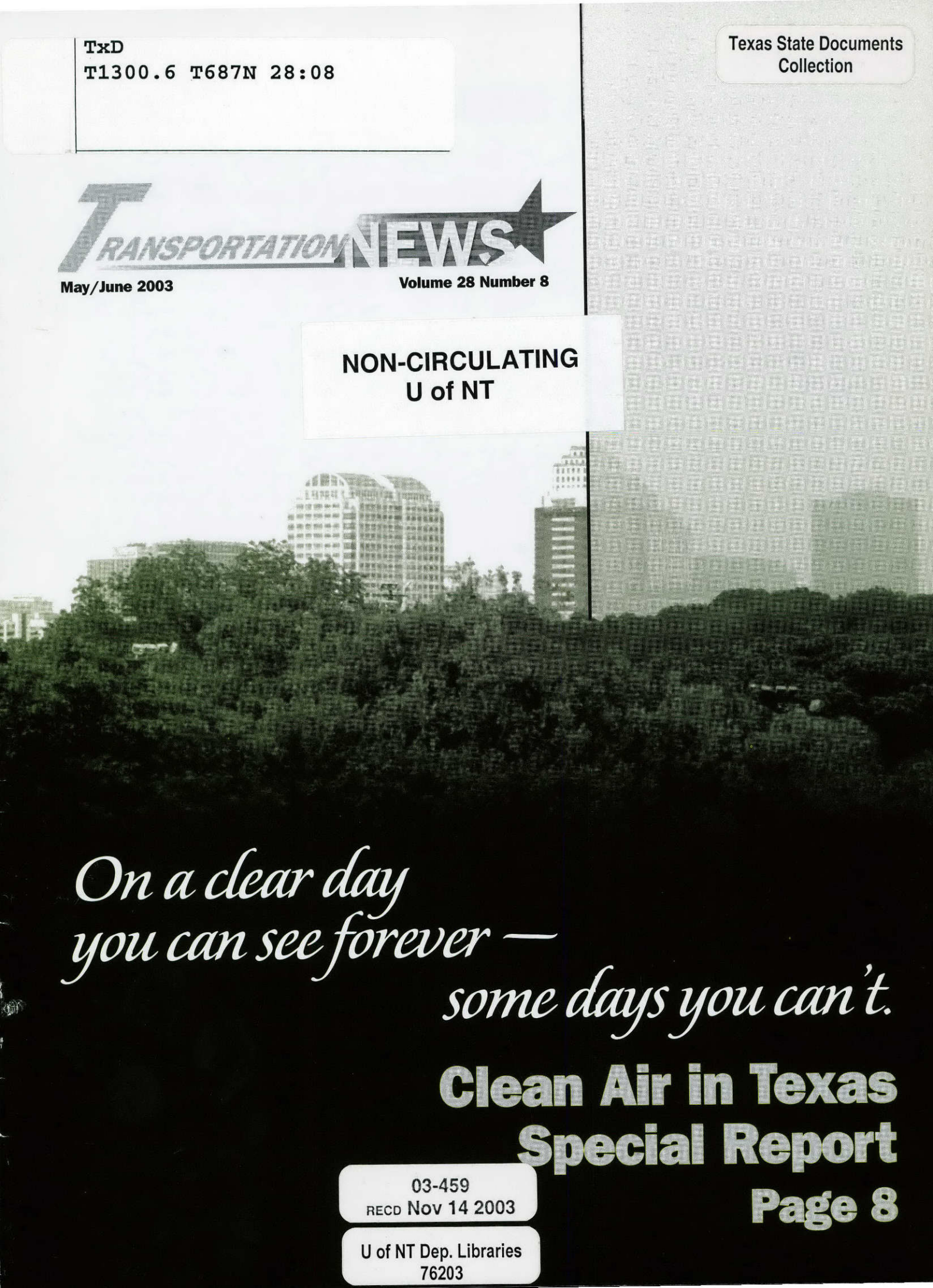
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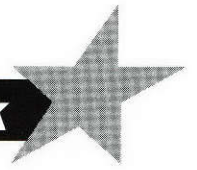
*On a clear day
you can see forever —
some days you can't.*

Clean Air in Texas Special Report

Page 8

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On the cover:

TxDOT Photographer Geoff Appold took two separate photographs two months apart near downtown Austin to show the contrast between a smoggy day (right) and a clean air day (left).

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TxDOT will lead Clean Air charge

by Mike Behrens

Executive Director

When I worked in Houston about 35 years ago, on certain days there was no denying we had a pollution problem. Air — or at least the pollution carried through it — was quite visible because of what had spewed out of the cars, buses and factories around us. My white car was dotted in black soot on particularly bad air-quality days, which usually occurred in the hot summer months. No doubt some of that same soot also was included in the 3,000 gallons of air I (and other adults) breathed in daily.

Back then, local officials had the foresight to tackle their air-pollution problem, and the air in Houston is better now as a result. Despite that, several parts of the state, including Houston, do not meet federal standards for air quality. What this means to us at TxDOT will become increasingly clear in the months ahead as we prepare to launch an ambitious department-wide Clean Air Program that will involve every TxDOT employee and operation.

We are approaching another hot summer, when emissions from cars and factories combine and cook up into a toxic brew. We may have more ozone-action days; we may lose sight of our smog-covered skylines; outdoor walks after dinner may become hazardous to our health. In addition, funding for some of our transportation needs could be put on hold through federal sanctions due to non-attainment of federal air-quality guidelines.

Certainly, TxDOT didn't cause these air-quality problems. We must, however, lead the way in helping to clean up Texas' air. Our Clean Air Program will be a big step toward that through our actions at work and at home.

A few weeks ago, Gov. Perry forwarded to me a letter his office received from a Dallas resident. (To read the letter, turn to Page 16.) The letter was about TxDOT, and it reinforces my belief that we have the top talent to accomplish anything we set out to do — including implementing this ambitious clean-air effort at the department.

The correspondent had just driven 600 miles across Texas. On top of that, driving our roads, he has observed this agency, watching our work, noting how our staff interacted with the public. "I have examined and analyzed over 1,000 companies in the world as an investment advisor/manager," wrote this Texan. "I feel confident that if we put our public-sector department of transportation up against all of these companies, ours would rank in the top five percent...These people (at TxDOT) have a fierce determination to be the best in the world and, you know what, they are."

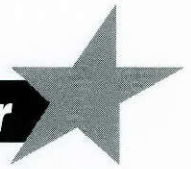
I agree entirely with that assessment of how we do business and the value of the results we deliver. For that reason, I know that we will continue to act as the driving force for cleaner air in Texas. It's the right thing to do, something we are awfully good at. ♻️



TxDOT photo by Geoff Appold

This 113-foot-long blade, used in some of the largest wind turbines assembled in the U.S., was on display in Austin recently during an alternative-energy conference. When assembled and operating, the 1.5-megawatt wind turbine that blades like this drive can supply enough clean energy to power 450 homes. TxDOT also is doing its part to help clean up the air in Texas. (See Special Report, Page 8)

From the editor



Those of us who live in the middle third of Texas have seen what the future could look like. And it isn't pretty.

Starting in early May, agricultural interests in Mexico and South America began using fire to clear their land. We all know what comes with fire, and soon, thanks to a prevailing south wind and a lack of cold fronts, much of Texas became covered in a smoky haze.

On May 10, the particulate level in Austin reached a level of 131, only 20 points below what is considered unhealthy for anyone. (The level already was rated as unhealthy for anyone with respiratory problems and some other conditions.)

The point: This was just smoke, not ozone.

Unclean air is bad for our health and it can be bad for our wallets, both personally and to this agency, if it gets worse.

That's why in this issue managing editor Judy Curtis has taken a look at the air-quality situation in Texas. We want our nearly 18,000 readers to understand what the

stakes are and what TxDOT is doing to improve the quality of the air we all breathe. We also want you to share this information with your family and friends and the public.

★★★

For a few days this spring, in a figurative sense Texas had two capitals — Austin and Ardmore, Okla. TxDOT did not have a dog in that fight, of course, and by the time you receive this, the Legislature will have ended its regular session. Whether Gov. Rick Perry will call a special session — and if so, when it will convene — were unknowns as we went to press.

But here's something we do know: A lot of TxDOT people — from the commissioners, to the administration, and to the districts, divisions and offices — have been putting in a lot of time during the session. Several people have pulled some all-nighters or near-all-nighters.

We will have a full wrap-up of legislative action affecting TxDOT, including the expected passage of

one of the most important transportation bills in decades, in our July issue.

★★★

One of the bills a lot of state employees followed closely during the session had to do with a lump-sum bonus for those who choose to retire within the biennium.

The bill passed, but as of press time still awaited the Governor's signature.

Speaking of retirees, here's a short plug for the Retired State Employees Association. Texas has about 50,000 retired state workers, roughly 8,000 of them former TxDOT employees, and all of them are eligible for membership in this association. With a focus on improving retiree benefits, this year, RSEA is celebrating its 25th anniversary. To learn more about the association, check its Web site at www.rseaoftx.org or contact its Austin office at 512-451-0087.

— Mike Cox

Hall of Honor inducts transportation leaders

by Mike Cox
Editor

Thirty years ago \$820 million was a lot of money.

Tom Johnson, executive vice president of the Associated General Contractors, offered that observation in telling a story about former Gov. Dolph Briscoe, one of four transportation leaders inducted into the Texas Transportation Hall of Honor in ceremonies at the Greer Building on April 14.

"The House had passed an \$820 million highway bill that the governor really wanted," Johnson recalled of the 1973 legislative session. "Lieutenant Governor [Bill] Hobby was opposed to it. On the last day of the session, Senator Peyton McKnight called the governor at the mansion early in the morning and said he could get \$800 million, but not that other \$20 million."

Johnson said Briscoe's reply to the senator was simple: "I'm going to go eat breakfast. Call me back when you get that \$20 million."

McKnight — and Texas motorists — got the full \$820 million.

Also inducted into the Hall of

Honor, established in 2000, were:

- Luther DeBerry, former engineer-director of the State Department of Highways and Public Transportation (now TxDOT)
- The late Charley V. Wootan, director emeritus of the Texas Transportation Institute (TTI)
- The late H.B. Zachary, founder of the H.B. Zachary Co.

"The Hall of Honor is intended to recognize that small group of people whose exceptional leadership and vision made possible the outstanding transportation system we enjoy today in Texas," said TTI Director Dennis Christiansen.

"We're proud and thankful to recognize these four great leaders for what they've given to the people of Texas and the nation."

Briscoe, who served as governor from 1973 to 1979, also spent from 1949 to 1957 in the Legislature. During that phase of his political career, he played a key role in passing the legislation that gave Texas its farm-to-market road system.

DeBerry joined TxDOT in 1937 (when it was called the Highway Department) and retired as engi-

neer-director in 1980. He headed the department during the Arab oil embargo and saw it through a period of drastic budget cuts and layoffs.

Until his death in 2001, Wootan remained active in transportation research. Nationally recognized, he was director of TTI (which he joined in 1956) from 1976 up to his retirement in 1993.

Zachary founded H.B. Zachary Co. in Laredo in 1924 and headed the construction company for the next six decades, building it into a worldwide operation. In the process, he oversaw the construction of much of Texas' transportation infrastructure.

"We don't always realize that what we're doing is something that someday will be considered as historic," Commissioner of Transportation John W. Johnson said at the induction ceremony. "I imagine that the four men we are here today to honor...concentrated for the most part on merely doing their jobs. Their job was to improve Texas' transportation, and I believe you will agree with me that they did it well." ★

From the left: Bartell Zachry (H. B. Zachry's son), Doxie (Mrs. Charley) Wootan, Luther DeBerry, and former Gov. Dolph Briscoe.

TxDOT photo by Geoff Appold



THREE TEXANS JOIN ROAD HAND HALL OF HONOR

The contributions of three Texas transportation leaders have been recognized with TxDOT Road Hand awards.

The recipients are:

■ **WILLIAM B. CROOKER**, of Abilene, who received the award at the state Capitol on April 13 from Executive Director Mike Behrens. Crooker was instrumental in gaining limited federal funding for a major freeway improvement. He also led a cooperative effort with cities, counties and states to improve the highway corridor between Mexico and states north of Texas.

■ **PETER MCSTRAVICK**, from Houston, who received the award on May 2 from Houston District Engineer Gary Trietsch. McStravick is involved in the development of the David Wayne Hooks Airport and

multimodal transportation projects such as bicycle paths and walkways.

■ **BOB DIEBITSCHAS**, from San Angelo, who was presented his award May 13 by Deputy Executive Director Steve Simmons. Diebitschas worked to save the South Orient Railroad as a viable commercial freight line and to maintain adequate air service for the San Angelo region. He has served as a coalition member in the development of the Ports-to-Plains Trade Corridor.

State Highway Engineer Luther DeBerry established the Road Hand Hall of Honor in 1973 to recognize Texans outside of TxDOT who dedicate time and energy to support transportation.

— Quevarra Moten

12,000 state employees could get retirement bonus

by **Mike Cox**
Editor

Some 12,000 state employees — including many with TxDOT — will qualify for a one-time retirement bonus of 25 per cent of their annual salary under a bill passed by the Legislature late in the session.

House Bill 3208, approved by the Senate on May 27, lacked only Gov. Rick Perry's signature at press time.

If the governor signs the legislation, state workers eligible to retire before Aug. 31, 2005, will receive

the lump sum payment in addition to their pension and other retirement benefits.

Employees already eligible to retire must do so by Aug. 31 to qualify for the incentive.

The bonus was recommended just prior to the session as a way to trim state spending as lawmakers faced a revenue deficit of nearly \$10 billion. The idea is that employees hired to replace those who retire will not come in at the same salary level as long-time workers near the end of their careers.

For a full-time worker making \$32,000 — the average state salary — the bonus would be \$8,000.

While those choosing to retire could receive extra cash, an analysis by the Legislative Budget Board showed the bill would save the state an estimated \$21.1 million.

Another bill that would have changed the Rule of 80, which allows an employee whose age and years of service equal 80 to retire, to a Rule of 75 never made it out of committee. ☺

New registration and files system more user friendly

by **Meredith Leffingwell**
Vehicle Titles and Registration Division

The Vehicle Titles and Registration Division (VTR), the Information Systems Division (ISD), and IBM have been upgrading the statewide registration and title system (RTS). The \$17 million system, known as RTS II, was operational in all 254 counties in March.

It took less than two years to complete the project.

RTS accounts for \$15.7 million every day in collections for registration and title fees and motor-vehicle sales tax. One of the largest automated systems in TxDOT, RTS records and processes 18.7 million vehicle registrations and 5.9 million title transactions annually, bringing

in almost \$4 billion for TxDOT, general revenue, and the counties.

More than \$808 million of that amount is deposited into Fund 6. Further, \$2.7 billion in tax revenue goes to the general revenue fund and \$456 million is retained by the counties.

“TxDOT delivering on a

■ See VTR, Page 7

Fast-food litter targeted in latest Don't Mess with Texas campaign



TxDOT photo / Michael Amador

Travelers along some of Texas' busiest highways can see this three-dimensional billboard with a drink cup large enough to hold 37,034 regular sized drinks — or a giant sampling of the fast-food packaging that gets tossed onto Texas roadways. The oversized ads, part of the Don't Mess with Texas campaign, are aimed at reducing fast-food trash, which accounts for 20 percent of all roadside litter. The 3-D billboards can be seen in Austin, Dallas, El Paso, Houston, the Rio Grande Valley and San Antonio.

by Darah Waldrip
Travel Division

Don't Mess with Texas is visiting a town near you this summer with its first-ever road tour.

By Labor Day weekend, the Don't Mess with Texas Road Tour crew will have taken a truck full of activities to each of TxDOT's 25 districts.

Traveling to festivals, theme parks and concerts, they will carry the campaign's litter-prevention message directly to the state's worst litterers: Texans 16 to 24 years old.

"In 2001 our research showed us that younger Texans are more likely to litter. We've had to develop creative ways to make sure our message reaches them," said Doris Howdeshell, Travel Division director. "In our media-saturated society, experience-based messages have

proven to be quite effective with this type of audience."

To involve young Texans in the litter-prevention mission, the tour will crisscross 5,000 miles of highway in a colorful 24-foot truck that features some facts about the extent of littering in the state.

At each stop, staff will spread the litter prevention message through fun activities. Participants will be rewarded with Don't Mess with Texas gear and prizes from tour sponsors Dairy Queen and La Quinta Inns.

Activities include a "litter basketball" game and a litter trivia game. Also, participants will be asked to fill out pledge cards promising not to litter. Those who submit pledge cards will be entered into a drawing for road-trip-themed prizes.

Last February, the campaign's advertising agency, Tuerff-Davis EnviroMedia, recruited 22 creative

young people from across the state to act as consultants for the Don't Mess with Texas program. The group named itself "Texas Ground Support." Members complete monthly assignments to provide insight into the trends, events and priorities that shape their lives.

Plans for the 2003 tour began almost a year ago. Instead of producing new TV spots this year, TxDOT and EnviroMedia used their research to take the campaign to a new level with this interactive approach. To promote the tour, existing TV ads were tagged with a road-tour "tease" and aired during the weeks of spring break. New radio spots and outdoor advertising, including several 3-D billboards, also have been launched to support the campaign and the tour. ★

On the Web:

www.dontmesswithtexas.org

Survey:

Engineers say careers at department rewarding

by Janet Green

Human Resources Division

Engineering assistants believe TxDOT offers them great experiences and career-growth opportunities in spite of low wages, according to a TxDOT survey.

An electronic survey went out last fall to some 575 TxDOT engineering assistants and professional engineers with six years or less service time.

Responses were received from 275 (48 percent) of those who received the survey.

Of those responding, 83 percent were engineering assistants.

Job satisfaction and security, they said, coupled with the flexibility to balance work and family, are primary factors that encourage them to accept a lower salary at TxDOT than they would in private-sector employment. Opportunities for training and professional development also are factors in retaining those with engineering skills.

The survey was conducted to determine whether degrees earned by engineering assistants prepared them for their jobs at TxDOT, and whether department training further helped them in their career

development.

Of those surveyed, 57 percent said their engineering degrees (received from a variety of colleges and universities all over the world) had provided them a good foundation for their jobs at TxDOT. A similar percentage said training courses they had attended through the department also helped them to do their jobs better.

Some respondents said they were frustrated trying to achieve a job-rotation plan and in preparing for the professional-engineer exam.

Survey-takers gave mixed reviews to TxDOT's opportunities for internal training and career development.

Many had high praise for in-house training courses, but many respondents were disappointed at being told there is no money for training (even for in-house courses). They registered similar disappointment with the policy that blocks them from training not directly related to their current jobs.

At least one in five engineering assistants said their career goal is to advance as much as possible as professional engineers, regardless of the level they rise to in the agency. An

equal number also aim to become a district engineer or division director.

About 12 percent express their goals in terms of job satisfaction: being recognized for their work, being involved in projects, having a positive impact on the agency, and enjoying a good reputation among peers. About 5 percent said their goal is to become a future TxDOT executive director.

Many survey respondents intend to make a career with the department. Job satisfaction, flexibility and security top the list in retention factors for engineering assistants. However, many say that lagging salaries, under-used talent, missed training opportunities, and inconsistent selection procedures can undermine that sense of stability.

As one respondent put it, "Sometimes the work TxDOT does, and that of civil engineers in general, is underappreciated. I think we could do better at making our profession more visible and the public more aware of the importance of our jobs."

More information is available at <http://crossroads.org/hrd/> or by calling Larry Baird (512-486-5447) or Janet Green (512-486-5441). ☛

VTR, from Page 5

statewide, technical project of this magnitude on time and on budget is a monumental task, and it is the result of a joint effort among VTR, ISD and IBM," VTR Director Jerry Dike said. "ISD Director Judy Skeen and project manager Marshall Hinton, and all their folks, have done a wonderful job."

Although the original RTS system (completed in 1998) improved the operations of VTR and the counties, obsolete infrastructure and programming language called for upgrading. "The potential for a failure occurring in a system programmed in an

unsupported programming language was too large a risk for TxDOT to accept," said Hinton.

RTS II enhancements include new, improved functions and screens, elimination of outdated features, an online user's help manual, and an integrated Internet vehicle-title registration system. Additional phases that will be completed in the next 12 months include transferring the processing of many special license plates to counties and printing registration-renewal stickers at the point of sale.

"The RTS team has created a system that is functional, reliable

and flexible, allowing for growth and adaptability," said Bob Tanner, project coordinator.

"The difference with RTS II is that it is easier for us to use," said Williamson County tax Assessor-Collector Deborah Hunt. "This leads to more accurate and efficient data entry of customer information."

Working on RTS II was challenging. More than one million lines of programming code were rewritten and over 200 screens used for data entry and display were reprogrammed. ☛

TxDOT to launch major Clean Air campaign

by **Judy Curtis**
Managing Editor

It blankets the horizon with a grayish-blue haze, masking what you know to be green trees or red rooftops into colorless forms. At dusk, it disguises itself as a brilliant blend of orange, red and yellow as the sun passes behind this toxic concoction made up of residue from your car, the factory down the highway, even smoke blowing in from across the border. It settles in your lungs, on the vegetable farm that supplies your food, and it threatens our quality of life.

The pollution that more than half of all Texans live with every day may not be caused by any one culprit. Nevertheless, through a new program, TxDOT will become an example for businesses across Texas of what can and should be done to help clean up the air.

TxDOT is launching a program to enlist every employee and each district, division and office into a major campaign to improve air quality. The Clean Air Plan, built around a list of 30 ideas from promoting employee car pools to filling TxDOT fleet trucks with alternate fuels, aims to measurably reduce air pollution in Texas.

"As a large state agency, we can have an equally large impact on the quality of life and health for all Texans through our efforts," says Steve Simmons, deputy executive director. "TxDOT will take the lead as a state agency and make changes in our operations so that our air is clean."

Currently, a majority of Texans live in parts of the state that violate federally mandated clean-air standards. Four Texas areas (see Page 10) have been placed into what the Environmental Protection Agency calls non-attainment status. Another five regions of the state are in near non-attainment status.

By 2007, these four non-attainment areas must have improved their air quality. The consequences for failing to do so could be severe. Lack of compliance with the federal clean-air rules in four years, particularly in non-attainment areas, could delay the flow of highway funds to Texas projects involving expansion or mobility.

"When you have a city that's congested, and they need every square foot of pavement they can get to move traffic and help mobility, withholding transportation funding is a step backward," says Executive Director Mike Behrens.



Indeed, Houston fell into non-conformity, and federal funds for expansion projects — which actually can help to decrease pollution by moving traffic efficiently — were temporarily halted.

"We have faced that problem," says Simmons, "and we don't want to be in that predicament again."

Georgia was the first state in the U.S. to feel the effects of non-conformance. Says Bert Brantley, a Georgia DOT official, "It's a big deal, but it's not a death knell either."

More importantly, he says, "We don't look at it as something we did. It was a combination of land use,

■ **Continued on Page 9**



TxDOT photo by Geoff Appold

Clean air begins in the backyard. Gasoline-powered lawn mowers and garden equipment account for five to ten percent of the total air pollution in urban areas. Mowing after 5 p.m. can reduce the formation of lung-clogging pollutants. Making sure all equipment is in top shape also helps.

Continued from Page 8

pollution from factories, and not just a congestion problem.”

Regardless of the cause of the state’s air pollution, says Simmons, TxDOT must be part of the solution. “We have to do everything we can whether it’s in a non-attainment area, near-non attainment, or even in a part of the state with no air-quality problems. It’s the right thing to do because it cleans up the air and it affects the life and health of the citizens of Texas.”

Simmons, who spearheads the TxDOT committee pulling together the department’s Clean Air Plan, noted that a key ingredient to the plan’s success is simply making

employees and TxDOT partners aware of the problem and the array of solutions available.

“Think back to when litter was a much bigger problem, before we used to throw paper into the trash can and when we still tossed drink cans onto the roads — before our Don’t Mess with Texas campaign. Things got better because we brought the litter problem to people’s attention,” he says. “Our Clean Air plan will make our employees and the people we do business with aware of the problem in the same way, and that will ultimately have an impact on the overall quality of life for everyone.”

Participation among employees — when they are outside the work-

place — is voluntary. “It’s going to be a personal choice whether to car-pool,” says Simmons. “We simply will provide the opportunity for people to realize the benefits they gain by these choices. But we will urge employees to participate.”

In its operations, TxDOT will expand on the myriad actions the department has undertaken already to reduce pollution. (See Plan, Page 10) “TxDOT has been a leader in trying to implement technology that promotes clean air,” says Simmons. “Our goal is to shine the spotlight on the need for TxDOT to be an example of what state government can do and to bring these ideas forward into results.” ★

Clean Air

TxDOT — with the largest fleet of cars and trucks in state government — is an acknowledged leader in its use of alternative-fuel vehicles. Of the department's 9,000 on-road vehicles, 5,058 of them use alternative fuels that help reduce pollution. That's just one of the long-established practices that TxDOT has had in place for cleaner air.

In its proposed Clean Air Plan to enlist employees' help in improving Texas air quality, the department has created a list of measures that districts, divisions and offices will choose from in the months to come.

Employees in non-attainment areas will be asked to choose nine actions as part of their participation in the program; near-non attainment areas will be asked to take on six goals; and all others will be encouraged to choose at least three Clean-Air actions.

Among the choices at work are:

Drive Clean Across Texas workshops — Each district/division/office would hold a public workshop on the "Drive Clean Across Texas" campaign. These could

be incorporated into civic club and other presentations already conducted by TxDOT. In addition, each district/division/office would present these materials as part of new-employee training.

Use cleaner diesel fuels — At least 50 percent of the district/division/office conventional diesel fuel should be replaced by ultra-low-sulfur diesel fuel (ULSD). This measure should be made first in the non-attainment and near non-attainment areas as a priority.

Purchase solar-powered light boards — Purchase only zero-emission signboards (and arrow boards) after Jan. 1, 2004.

100 percent use of zero-emission signboards — All signboards used by the district and its contractors will be zero emission by Jan. 1, 2009.

Use new off-road diesel equipment — All districts' off-road equipment should be of the following vintages by Jan. 1, 2005: 50-100 hp '98 and newer; 101-175 hp '97 and newer; 176-750 hp '96 and newer; 750+ hp '00 and newer.

Limit mowing of rights of way — In non-attainment and near non-attainment areas, mowing contracts would prohibit morning mowing on ozone-action days. Equipment that is model year '03 or newer, alternatively fueled, fueled by ULSD, or fueled by diesel emulsions would be exempted from this requirement.

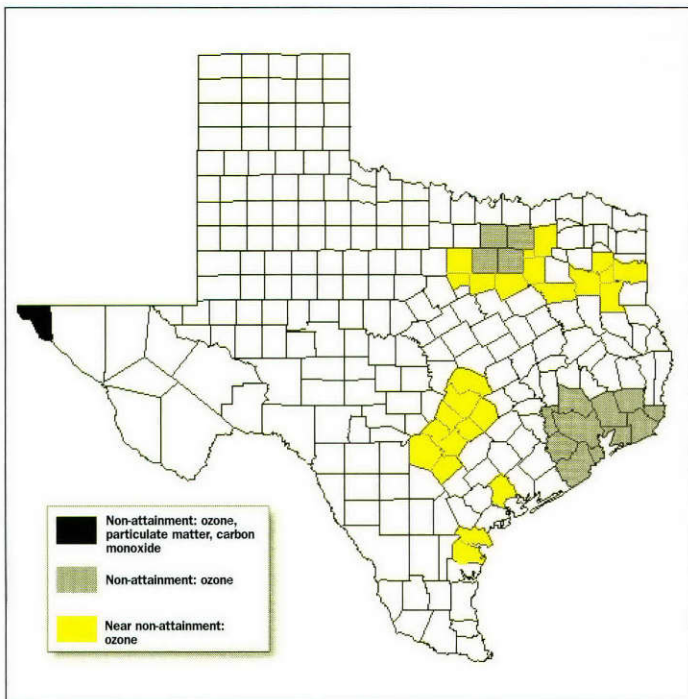
Limit mowing of rights of way to new equipment only — Mowing contracts would require that the equipment used is model year '03 or newer, alternatively fueled, fueled by ULSD, or fueled by diesel emulsions.

Prohibit mowing of TxDOT grounds other than rights of way on ozone-action days — All gasoline or diesel-powered equipment would be prohibited from operation on ozone-action days.

Use low-emission, spill-proof portable gas cans — This can be phased in by replacing gas cans as existing ones wear out.

Adopt lane closure guidelines — Adopt the Dallas District's lane closure guidelines, which set the type and duration of lane closure based on activity, time of day, and traffic volumes.

Ozone-action day notification program — The district/division/office will send out a district-wide e-mail the day before a predicted ozone-action day.



Map: non-attainment and near non-attainment counties in Texas.

■ See TxDOT Action Plan, Page 11

TxDOT Action Plan

Continued from Page 10

Texas Emission Reduction Plan (TERP) grants — Require all highway construction/maintenance contracts of a certain dollar amount to apply for a TERP grant. This program is currently in place for the Houston/Galveston and Dallas/Fort Worth areas.

Districts would apply for TERP grants for their on-highway, heavy-duty vehicles, or off-highway equipment.

Energy-efficiency measures — Consider purchasing Energy Star products. Follow guidelines for the energy-efficiency program as outlined by the energy-systems lab at Texas A&M for all new building projects.

Delay fueling gasoline-powered vehicles — Post signs at the fueling islands and institute a policy to prohibit re-fueling of gasoline-powered vehicles from 6 to 10 a.m. daily.

Limit vehicle idling — Institute a district policy against idling of on-highway and off-highway vehicles to no more than 5 minutes when safety is not compromised.

New highway-lighting controls — Reduce air pollution and save energy with new highway-lighting controls to dim or turn off lighting during low-traffic times.

TxDOT ferries switch to cleaner fuel

Two years ahead of a state mandate, TxDOT in May began using a cleaner diesel fuel in its ferries. The ultra-low-sulfur diesel fuel, known as Texas low-emission diesel or TxLED, will help reduce emissions of nitrous oxide and particulate matter — two key ingredients of ozone.

TxDOT joined Houston and several major transit agencies last year to persuade interested petroleum refiners to produce and distrib-

LED-type bulb replacements — All new signal lights and replacement bulbs should be LED starting in FY 2004.

Priority parking for car-poolers — Institute a district/division/office (DDO) policy assigning the close-in parking spaces to employees who carpool to work.

Night construction in high-volume traffic areas — Institute a district policy to consider night construction in high-volume traffic areas where safety is not compromised.

Join speakers bureau — Employees voluntarily join the Drive Clean Speakers Bureau, which provides training and Drive Clean speaking materials. Individual/DDO redeemable credits given for each presentation made.

Cascading of new equipment — All new diesel-powered off-road equipment would be located within the non-attainment areas/districts. As it ages, cascade it to the near-non-attainment areas, and then to the attainment areas.

Select a different “green” energy provider — Where electrical deregulation has taken place, consider using energy from a “green” electrical provider. ☼

ute the ultra-low-sulfur diesel fuel in Texas as soon as possible.

Last month, Valero Energy Corp. received a state contract to produce and distribute TxLED. Planning is under way to make the fuel available to other public and private fleets across the state.

The fuel will help improve air quality in Texas, particularly those regions of the state identified as non-attainment areas for clean-air emissions. ☼

What YOU can do...

TxDOT's list of clean-air actions include several practices employees can implement outside the office. Employees and districts, divisions and offices (DDO) will earn redeemable credits for implementing these goals. Among them:

★ **Organize van pools, car pools, use public transit** — Credits will be given for using van pools, car pools, buses, bicycles and walking.

★ **Maintain personal vehicles at regular intervals** — DDO sets goal that 30 percent of staff will maintain personal vehicles at specified manufacturer intervals and change oil every 3,000 miles. Employees provide copies of receipts and documentation of mileage as verification. Individual and DDO receives credits.

★ **Limit workday outings in personal vehicles** — DDO/employee agrees to limit workday outings in personal vehicles to once or twice a week. Individual and DDO credits are awarded for compliance.

★ **Ride-share to lunch** — Individual and DDO credits awarded when three or more people share a ride to lunch.

★ **Purchase personal alternate-fuel vehicle** — DDO and individual credits are given for purchase of hybrid or alternative-fuel personal vehicles.

Outside the mailbox thinking

John W. Parsons, a maintenance supervisor in the Bryan District, came up with an idea to make mailboxes on highway rights of way more stable.

With thousands of wobbly mailboxes each year needing adjustment, that stability means fewer repairs along rural roadways and translates into an estimated savings in labor costs of more than \$116,000 per year. A bonus: travel is safer when rural-delivery mailboxes align properly along the roadway.

In addition, workers making repairs will spend less time in the right of way, reducing their exposure to work-zone hazards. Parsons designed the bracket to keep mailboxes from tilting on the posts. The metal brackets, visible in this photo, connect mailboxes to the posts. The brackets are now the TxDOT standard and, over time, will replace thousands of old-style brackets.

For his bright idea, Parsons received formal recognition through the State Employee Incentive Program and a cash prize of \$5,000. He also shared his idea with others in a TxDOT-produced video presented at the recent TxDOT Maintenance Conference.

—Tim Cunningham



John W. Parsons

TxDOT photo by Donnie Reinders

SEIP: more info

The State Employee Incentive Program (SEIP) aims to save agencies and taxpayers money. Employees with cost-saving ideas can:

- Consult TxDOT's Human Resources online manual (Chapter 12, Section 1).
- Contact Emily Margrett, Human Resources Division, at 512-486-5469. She is TxDOT's SEIP coordinator.
- Call on TxDOT districts, divisions and offices that have SEIP coordinators who can provide forms and more information.
- Visit www.tipc.state.tx.us online.
- Submit a suggestion to the SEIP at www.seiponline.com. The form is also available through the HRD forms, TIP1. ☆

Other TxDOT incentive program winners

TxDOT employees have been frequent contributors to the State Employee Incentive Program. Last fall, the Texas Incentive and Productivity Commission, which coordinates the program among state agencies, recognized TxDOT for achieving the most certified savings during the year among large agencies.

Besides **John Parsons** (see story this page), others from TxDOT who recently received bonuses through the program for their money-saving ideas include:

Daniel Gonzalez, Corpus Christi District, who suggested a new self-

design program for the Texas Reference Marker System to save time, improve quality and enhance safety for data-collectors in the field. Estimated savings: \$28,000. Bonus received: \$2,797.80.

Larry Colclasure, Waco District, who developed a process to produce a speed-zone strip map. Estimated savings: \$35,700. Bonus received: \$3,570.50.

Brandi Rountree, Austin District, who suggested that utility companies replace existing utility meters with computer-read meters. Estimated savings: \$3,550. Bonus received: \$354.90.

Robert Hollingsworth, Amarillo District, who developed a skid box that attaches to the front of a motor-grader and distributes the material hydraulically from within the cab, making for a safer, more efficient operation. Estimated savings: \$429,000. Bonus received: \$5,000.

William Boytim, General Services Division, who proposed developing and printing standard safety signs in-house, rather than through outsourcing. Estimated savings: \$6,830. Bonus received: \$683.23. ☆



Tony Huggins, Director of Administration, was among the Fort Worth District employees who celebrated Earth Day with a shovel and a volunteer's attitude.

TxDOT photo

TxDOT observes Earth Day 2003 statewide

by **Anne Russell**
Environmental Division

The way Dallas District recycling coordinator Jim Crisp sees it, Earth Day is for reflection on what has been done, what can be done right now, and what should be done to make things better.

"It's our children and their children who will pay the price for our mismanagement and that's wrong," he said.

The Texas Department of Transportation has observed Earth Day in various ways over the years. This year, Earth Day activities focused on conserving natural resources, reducing waste, and improving the scenic beauty of the state while carrying out TxDOT's mission of providing safe, effective and efficient movement of people and goods.

TxDOT's Earth Day 2003 featured compost giveaways to generate more awareness of compost benefits. Employees in the Houston and Dallas districts also organized the collection of old home computers and other electronic equipment.

The Dallas, Fort Worth and

Houston districts also organized their own "Bring Your Own Bucket" (BYOB) compost giveaways. As many as 500 TxDOT employees throughout the state obtained free compost and literature this year.

AUSTIN

In Austin, the Recycling Branch sponsored its 3rd annual Earth Day compost giveaway on April 25. Other participants were from the Design and Environmental Affairs divisions and from the city of Austin. TxDOT's Travel Division and Public Information Office provided informational materials. The "BYOB" event proved so popular that employees carried away the whole truckload of Austin-produced "dillo dirt" in just over an hour.

HOUSTON

Recycling coordinator Sherry Randall reported that her district received a donation of 10 cubic yards of compost, along with bags and ties for packaging. Their compost supply ran out within two hours. More than 50 employees scooped up the compost, education-

al materials, and "Recycle" promotional items.

DALLAS

The district deemed its first compost giveaway a success as well. More than 150 people turned out for the event, carrying away six cubic yards of bulk compost and 120 bags of pre-packaged compost. Nine volunteers filled bags and loaded cars, while others handed out compost information, gave out recycling prizes, and answered questions. Hand-out items included "TxDOT Recycles" magnets, recycled denim, and informational items, along with copies of the Texas Smartscape CD. The CD provides information on using native plants for landscaping to keep watering to a minimum.

FORT WORTH

Donations for the Earth Day event included four loads of compost and a truckload of pulverized glass, which was snapped up for use as decorative mulch and for a drainage layer below the compost in flower pots. ♻️

Tyler simulates work zone, promotes safety

To help promote awareness of roadway safety, the Tyler District challenged young drivers in April to drive in a simulated work zone.

A work crew from the South Tyler Maintenance Section set up the simulated work zone with signs, equipment, and cones. The speed limit was posted at 20 mph and two lines of cones designated a narrow traffic lane.

Local driver-education students arrived – nervous. “For several of the students, this is their first day to drive — ever,” said Martha Gilley, owner of AAA Driving Academy in Tyler.

Students and instructors assembled around Paul Lewis, safety coordinator, who explained the sim-

ulation was almost exactly what drivers encounter when traveling Texas highways. He explained each sign, including the speed limit and the double fine for violators. Lewis also stressed the importance of paying attention to the work-zone flagger.

Delaina Mayer, information specialist, told the students that, as in every work zone, TxDOT employees are in and around the equipment. “Please be mindful of our crew and be aware of what is going on around you while in the work zone. If you don’t slow down, it is difficult to take it all in,” she said.

The simulation gave the Tyler District an opportunity to educate young drivers in a safe environ-

ment. “The event was light-hearted enough that the TxDOT employees became very real to the students. But it was serious enough that they heard our message loud and clear: Slow down and pay attention,” said Mayer.

Emerging from the car, one student asked in amazement, “You mean those little orange cones are the only protection they have? That’s pretty scary.”

John Lewis, a South Tyler maintenance worker put things into perspective: “Workers have their lives on the line. It is very, very dangerous. We would be tickled to death if drivers on a regular basis observed the rules the student drivers observed today.” ★

A done deal



TxDOT photo

Through design, extensive public involvement and construction, the \$173 million I-30/I-35W Interchange spanned the careers of four Fort Worth District Engineers (l-r) retired Executive Director Wes Heald, J.R. Stone, Maribel Chavez and Deputy Director Steve Simmons.

TxDOT, the city of Fort Worth, and the Fort Worth Chamber of Commerce recently celebrated completion of the \$173 million Mixmaster interchange nine months ahead of schedule.

“Not only will this new interchange serve the citizens of Fort Worth well for years to come, they also will enjoy over \$1 million in landscaping that will make this a grand gateway into the city,” said Fort Worth District Engineer Maribel Chavez.

The five-level interchange was built on top of the existing interchange (built in 1958) and over one of the nation’s busiest railroad interlocks with 100 train movements a day. The nearly decade-long project built critical Trinity Railway Express connections while maintaining rail commerce.

This award-winning interchange received the 2002 Engineering Excellence Award, 2002 Texas Quality Initiative Award, and the 2003 Marvin M. Black Award.



DIVISION DIRECTOR RETIRES

Margot D. Massey, a TxDOT employee for more than 28 years and director of TxDOT's Public Transportation Division, retired effective May 31. Hired by the department in 1974, Massey began her career as a clerk typist in the TxDOT Transportation Planning Division. In 1975 she became manager of the Elderly and Disabled Public Transportation Grant Program and in 1978 she worked on the Rural Transportation Grant Program. In 1988 with the creation of the Public Transportation Division, she managed federal and state grant programs and served as deputy director from 1992 to 1998. She was appointed division director Jan. 1, 1999.

Wayne Dennis will serve as the interim director for the Public Transportation Division. Dennis is currently the deputy director for Transportation Planning and Programming Division.

VTR APPOINTS MANAGER

Michael Cuellar was appointed manager for the Title Control Systems Branch of the Vehicle Titles and Registration Division in Austin, effective May 8. Cuellar, with 12 years of experience with registration and titling of vehicles, began working for the division in 1994 as a customer-service clerk and has held TxDOT posts in San Antonio and Corpus Christi.

OFFICE TO BECOME SECTION

The TxDOT Contract Services Office (CSO) will become a section of the department's Office of General Counsel on July 1. The change provides attorney oversight of the contract-services function during the transition to a new section director. Jennifer Soldano, CSO director, is resigning her position effective June 30.

DESIGN TO HOST CONFERENCE

Design Division will host its 2003 conference at the Omni Bayfront Hotel in Corpus Christi Aug. 12-14. The theme for the conference is "Meeting Today's Transportation Challenges." Session topics include project delivery, system preservation, economic vitality, improved safety, and reliable mobility. Speakers include private consultants, representatives of the Federal Highway Administration, the Association of General Contractors, and TxDOT districts and divisions. More details on the conference are on the TxDOT intranet under the Design Division page at "What's New" or at <http://tti.tamu.edu/conferences>.

TWO RECEIVE BLUE PENCIL AWARD

The National Association of Government Communicators has presented the group's first-place honors in its Blue Pencil awards program to two TxDOT public information officers.

Ximena Copa-Wiggins, San Antonio District, received first place in the news release category for the entry "410 for SA Media Promotion."

Pearlie Bushong, Yoakum District, received first place in the speech category for "The History of Texas License Plates."

SERVICE MONITORS ALARMS

The Security Branch of TxDOT's General Services Division (GSD) monitors remote security systems —and works around the clock to provide this service at no charge to TxDOT entities.

GSD already is serving several districts, monitoring 70 buildings around the state, as well as 24 Austin-area sites, 11 travel information centers and three regional supply centers. The service saves

TxDOT \$100,000 annually. That number could increase if more TxDOT districts make use of the in-house service.

Lawrence Zatopek, GSD director, says the TxDOT monitoring service is a cost-effective alternative for TxDOT districts that now pay private security companies to monitor burglar or fire alarms.

More details are available in the on-line security manual at <http://crossroads/org/gsd/hso.htm> or through Tony Olvera, GSD headquarters security manager, at (512) 465-7931.

MARKER HONORS FORMBY

An historical marker honoring Marshall Formby was dedicated May 6 at the McAdoo Cemetery in McAdoo, Dickens County (part of TxDOT's Childress District). Formby was a Transportation Commission member (February 1953 – March 1959) and chairman (May 1957 – March 1959).

CIVIL RIGHTS OFFERS MODULES

TxDOT's Office of Civil Rights offers presentations in its Advisory Information Module Series (AIMS) on 10 topics ranging from performance management to prevention of sexual harassment. Angela Richmond, information specialist with the Office of Civil Rights, has more information at (512) 936-2760.

CYCLIST TO TEST ENDURANCE

Mikail Davenport, a training specialist with TxDOT's Right of Way Division in Austin, will test his strength as a cyclist in the Sadler's Midnight Sun Ultra Challenge in Alaska. The 267-mile endurance race from Fairbanks to Anchorage runs July 19-24. A post-polio and lung-cancer survivor, Davenport will compete in the men's handcycle division featuring racers from Japan, Germany and the United States. ☼



Mail Drop

**To: Mark Ball, Dallas District,
Public Information Office
From: Hershel DerryBerry**

It was sad to wake up and find the media were slamming TxDOT for its effort in mitigating the effects of the sleet and ice storm that had ravaged the area over the last few days.

After I had worked 30 hours straight and numerous more overtime hours during this winter storm, it was evident to me the media had rushed to a decision without actually having any data to back up their claims.

Local highways were closed, and rightfully so. They were covered in thick sheets of ice. The storm began as a sleet storm, stacking up sleet on the roadways. The surface of the sleet was crunchy, and easy to drive on.

This ease of getting around on the sleet gave a false impression that it was now safe to begin moving people and goods at a normal rate. The traffic began to get heavier and heavier, packing down the layer of sleet, making it slicker and slicker, turning it into a thick slab of ice that was no longer easy to drive on.

All the while, TxDOT kept sanding, even as the traffic continued to pack it and even as more and more sleet covered the sand put down.

Heavy trucks began to lose traction. Accidents were occurring more and more. Traffic tie-ups were happening all over the area. Eventually the effect of these dynamics came to a head — traffic came to a standstill.

It is just sad to note that all the hard work and dedication was twisted into the lie that these same folks who had just saved the day had failed to do their job. Nothing is further from the truth.

Hard work doesn't sell newspapers, or gain television ratings, but in this instance it does save lives and keeps our transportation system

the safest it can be.

(Hershel DerryBerry works in the Rockwall Maintenance Office in the Dallas District. The above is taken from a letter he wrote in early February.)

**To: TxDOT, Travel Division
From: Jan Maynard, TxDOT
Motor Vehicle Division**

For the past 10 years, I have sent my copy of the *Texas Highways* magazine to my husband's grandpa. A few times I wasn't real timely with sending it, and grandma called me one day (because she got tired of him asking where his magazine was) and asked if I could be more prompt with the magazine — as grandpa waits for the magazine more than he does his pension check!

So, I just gave him a gift subscription and he has been very happy ever since. I can tell you he did a lot of talking about the magazine to family and the folks in his nursing home.

He kept his copies for a year, and then he would donate them to the high school in his area. By the way, he is a "Michigander," but he loved the *Texas Highways*. When we would go to visit him, the magazine would be the first thing he would talk about.

Grandpa really promoted your magazine. His favorite issue was the wildflowers, as he had a green thumb.

He left us on Dec. 9, 2002, prior to his 100th birthday, which would have been Jan. 11, 2003. When his son called us on the 9th, he told us that grandpa died. The next thing he said was, "Dad sure did like that Texas magazine!"

(This letter also was sent to Texas Highways magazine. Jan Maynard works in the Consumer Affairs Section of TxDOT's Motor Vehicle Division in Austin.)

**To: Gov. Rick Perry
From: Eugene Davis and Veronika Mancuso-Davis, Dallas, TX**

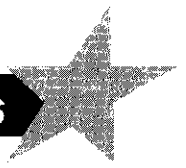
Veronika and I have just returned from a trip to the "Big Bend Country" of our state. We drove roughly 600 miles from El Paso to Lajitas to Fort Davis and Marfa and lots of places in between. We canoed the Rio Grande. As we drove, we started talking about the road system in our state and how lucky we are as a people.

I have examined and analyzed over 1,000 companies in the world as an investment advisor/manager. I feel confident, if we put our public-sector Department of Transportation up against all of these companies, ours would rank in the top five percent. The more I thought about this unusual organization, the more convinced I am that the cultural organizational dedication to planning, building and maintaining our great roads that also incorporate safety and beauty is unique and needs to be nurtured by the guy at the top — you.

These people have a fierce determination to be the best in the world and, you know what, they are. This attitude is also generational, in that it has spanned decades, not just a few years here and there. Governor, I cannot tell you how difficult it is to create this kind of spirit. I only wish that we could package it for sale.

So, the next time you have a difficult moment or day, think about this extraordinary organization that is quietly giving this state something special — quality and pride, day in and day out, with hardly a ripple and mostly unnoticed. It is only when you step back and look at the big panorama over time that you realize what we have been provided to be proud of.

(This is taken from a letter sent to Gov. Rick Perry, who forwarded it to Mike Behrens, TxDOT executive director.)



MAY 2003

Abilene District

30 years
James W. Milliner
Jack L. Wallace
20 years
William L. Hale
15 years
Elmer Green Jr.
Richard C. Parkhill
5 years
Kristi D. Barron
Jill R. Collett
Virginia C. Dumenil
Richard P. Harrison
Robert D. McGough
William C. Morton III
John E. Stokes

Amarillo District

25 years
Judy H. Jones
20 years
Joe B. Chappell
Eddie Esparza
Edward J. Haney
15 years
Don T. Eldridge
10 years
Daniel C. McFaul
Charles D. Strange
5 years
Daniel H. Coaly
Cherise L. Delong
Kenneth R. Gann
Johnny W. Pulliam
Karla J. Smith

Atlanta District

25 years
James E. Fields
20 years
Miles R. Garrison
Henry L. Murray Jr.
15 years
Jimmy D. Smithson
5 years
Billy W. Billingsley
Bradley E. Weems

Austin District

25 years
Sammie K. Swain
20 years
Edmond L. Bisland III
Lowell D. Choate
David C. Havins
Enoch N. Needham
15 years
Randall D. Smith
10 years
Jimmy W. Holland
5 years
Marisabel Bruno
Eric W. Buchhorn

Beaumont District

25 years
Russell K. Corbello
Lennis Scott
20 years
Edward Jackson
Wallace E. Roberts
15 years
Marjorie L. Roberts
10 years
Valdee L. Weems II
5 years
Jon C. Clark
Philip J. Cole
Dennis W. Gilbert
Gregory P. Gilcrease
Sue Tidwell
Edward Zenn

Brownwood District

30 years
David C. Hinds
20 years
Raymond D. Blackwell
Arthur K. Moseley

15 years

Lester D. Brown
Marge B. Poe
Keith B. Sliger
10 years
Darril L. Wright Sr.

Bryan District

40 years
Allan N. Pritchard
30 years
Delmar L. Smith
20 years
Alonzo V. Butler
William C. Gibson
15 years
Glenna Goodrum-skolaut
10 years
Sonia L. Vernon
5 years
Keri D. Brown
Kenneth P. Bulger
Richard H. Hoke
Wahida Wakil

Childress District

30 years
Charlie D. Whitten
25 years
Douglas N. Campbell
Bobby G. Crabtree
20 years
Martin R. Smith
10 years
John D. Bennett
Fernando C. Garcia

Corpus Christi District

35 years
Laurino Vega
30 years
Santiago Alvarez Jr.
25 years
Paublo Bustos
20 years
Luis R. Esquivel
Bryan A. Wood
5 years
Jose A. Garza

Dallas District

40 years
Kenneth D. Powers
20 years
Sally M. Richmond
Royce F. Trojaeok
15 years
Christophe G. Bruner
Charles G. Myers
Jimmy C. Raines Jr.
10 years
Lloyd I. Alexander
Craig M. Burgan
Katandy W. Decker
5 years
Cecelia D. Arps
Randi E. Evans
Joel Garcia
Ken E. Roberts
Lynn H. Salazar
Gazi M. Sharif
Brian K. Wester

El Paso District

25 years
Griselda C. Pithoefor
20 years
Jose L. Sierra
15 years
Raul Perez
10 years
Javier Bustos
Robert Martinez Jr.
Gloria Y. Niemeier
5 years
Haydee C. Contreras
Oscar D. Ornelas Jr.
Fernando Serrano

Fort Worth District

35 years
Zach Sessions
30 years
Peggy C. Cooper
Edna M. Phillips
Donald C. Stanley
25 years
Timothy R. Mann
20 years
Lewis D. Hooks
15 years
Janet M. McGlothlin
Charles M. Smith
Joe M. Woodard
10 years
Ronny L. Lehmann
Domingo G. Martinez
5 years
Roy E. Bailey
Grzegorz A. Gorecki
Lucretia D. Potts

Houston District

35 years
Lenert A. Kurtz
25 years
Richard A. Martinez
20 years
Karen G. Baker
Edward A. Decker
Gregory A. Ranft
15 years
Julian J. Budny
Alice E. Huang
Wanda L. Johnson
Daniel J. Sheranko Jr.
10 years
David D. Parsley
Julie M. Unger
5 years
Bruce G. Brooks
Kevin P. Eaker
Richard Losoya
Isaac A. Lucio
Royce L. MacHa
Kevin T. Parker
Harold E. Phelps
Reginald C. Phipps
Vicki R. Richmond

Laredo District

25 years
Juan M. Gallegos
10 years
Rogelio P. Benavides
Antonio Sarmiento Jr.
5 years
Ramiro G. Faz
Andres Gonzalez Jr.
Roberto S. Rodriguez Jr.
Luis A. Villanueva

Lubbock District

35 years
Phillip A. Taylor
30 years
Claude C. Kneisley
25 years
William T. Nichols
20 years
Gary H. Burney
15 years
Jimmy F. Harris
10 years
Homer J. Phillippe
5 years
Rusty L. Pickett

Lufkin District

25 years
John S. Evans
Robert E. Neel
20 years
Sylvester L. Beason
Joe R. Warr
15 years
Richard D. Modisette
10 years
Rhonda H. Barton
Terry H. Parker

5 years

Kenneth E. Dillon Jr.
Darryl A. Dincans
Charles M. McKinney Jr.
Kimberlee A. Robinson

Odessa District

25 years
Rosario Montejano
20 years
Hipolito G. Rascon Jr.
15 years
Lenora W. Fisher
Victor M. Mondragon
10 years
David J. Alvarez
James C. Kindred
Manuel Mendoza
5 years
Henry H. Cook, Jr.
Jesse Nevarez Jr.

Paris District

25 years
Rickey W. Chennault
Stephen D. Shedd
Ronnie J. Yarbrough
20 years
Charles K. Harris
James L. Sisson
15 years
Robert G. Connell
Ricky G. McDaniel
Monte L. Rater
5 years
Armenitha M. McPeters
Bobby L. Phifer

Pharr District

35 years
Victor M. Martinez
10 years
Evodio Cortina Jr.
Antonio Reyna

San Angelo District

25 years
Bobby B. Chenault
20 years
Michael A. Sepeda
10 years
Wayne A. Halfmann
5 years
Jerry R. Lewis
Reba F. Thompson-edgar

San Antonio District

30 years
Frank L. Fischer
25 years
Stuart I. Vance Jr.
20 years
David C. Kopp
5 years
Denson C. Brumley
Brian T. Jasik
James L. Parker

Tyler District

35 years
William H. Blackmon
30 years
Henry A. Kesinger
25 years
Wanda B. Ealey
Nathan L. Wynn
20 years
David P. Frick
Dale W. Spitz
Sam E. Willis
15 years
Roy E. Bailey
Dale T. Booth
Gary W. McClure
10 years
Cynthia J. Jeanes
Danny R. Padilla
5 years
Paul J. Stambaugh

Waco District

30 years
Michael J. Boehme
25 years
David L. Kirkland
20 years
Jessie R. Henry
15 years
Phil G. Murphy
5 years
Steven S. Mortimer
Gary L. Wilcox

Wichita Falls District

25 years
Ricky J. Velez
20 years
Dennis P. Sims
15 years
David W. Brooking
Perry C. Kunkel
Rebecca G. Raska
Russell L. Rivers
5 years
Thomas G. Allbritton
John D. Beer
Jamie C. Deerinwater

Yoakum District

30 years
Gus J. Pilcik Jr.
25 years
Mark H. Enriquez
Joe L. Enriquez
Jay P. Kasper
20 years
Toby J. Frederick Jr.
10 years
Angela M. Malinovsky
Rhonda L. Moorman

Audit Office

10 years
Karin M. Faitynek

Construction Division

30 years
Cynthia F. Gonzales
25 years
Rebecca L. Jares
20 years
Gerald D. Lankes
15 years
Vennie A. Gardner

Design Division

25 years
Mark S. Mathews
5 years
Radwan Dalu

Environmental Affairs Division

5 years
Timothy M. Meade

Finance Division

25 years
Duane K. Sullivan
20 years
Artie V. Elliott Jr.
15 years
James M. Bass
John P. Munoz

General Counsel Office

15 years
Joanne R. Wright

General Services Division

35 years
Lawrence J. Zatopek
25 years
Jerry D. Thigpen
Steven J. Ward
15 years
Linda C. Carter
5 years
Sherrell Booe-Wilson
Sandra J. Matheson
Steve E. Riley

Information Systems Division

35 years
Karen S. Jordahl
25 years
James J. Gardner
20 years
Gary R. Love
Barry L. Six
15 years
Stephen E. Anderson
10 years
Jeffrey M. Sweetland

Maintenance Division

25 years
Joe S. Graff
15 years
Ulysses Flores

Motor Carrier Division

5 years
Bettie N. Houston

Public Information Office

5 years
Gabriela T. Garcia

Texas Turnpike Authority Division

25 years
Mary D. Velasquez

Traffic Operations Division

20 years
Ricky Collins
15 years
Roland B. Merz Jr.

Transportation Planning and Programming Division

30 years
Brenda D. Reda
20 years
Jimmie D. Neidigh
15 years
Paul K. George
Amanda V. Wood
5 years
Richard K. Grasso

Travel Division

30 years
Melissa H. Wilson
5 years
Gabriel D. Bautista

Vehicle Titles and Registration Division

25 years
Kelly W. Dailey
10 years
Irene M. Hill
Patricia A. Thames
5 years
Patty M. Baker
Brenesa P. Brown
Charon R. Clayton



Mile Markers

JUNE 2003

Abilene District

30 years
Alexander T. Hernandez
20 years
Roy L. Isom
5 years
John W. Seifres

Amarillo District

30 years
David L. Hauck
20 years
Johnnie R. Bates
Gary W. Whately
15 years
Taylor O. Genn
Lewis L. Miller
Reid W. Steger

5 years
Laura L. Alwan
Cody E. Harris

Austin District

35 years
Kenneth G. Harlow
30 years
Stephen R. Landers
David G. Mitchell
Danny R. Stabeno
15 years
Suzanne G. Hallam
Terrance A. Murray
10 years
Ernest S. Cerda
Tracy L. Cooper
Alvin B. Fisk III

5 years
James C. Billek
Chad A. Franks
Kevin M. Kalstad
Jose A. Navarrete
Glenn K. Whipple

Atlanta District

20 years
Jimmy N. Munn Jr.
Francis A. Rundles
15 years
Stephen B. Metcalf
10 years
Ray E. Brady
Siong Z. Wong
5 years
Billy F. Allen
Kelly R. Medders
Jennie D. Petty

Baumont District

35 years
John P. Hutto

Brownwood District

15 years
David R. Ward
Hilda A. Whetzel
10 years
Taina D. Bonilla
Darren W. Poe

Bryan District

10 years
Kendal L. Mosley
5 years
David A. Smith

Childress District

25 years
Rickey L. Minyard
20 years
Gary L. McAllister
5 years
Tony C. Kidd

Corpus Christi District

25 years
Mario R. Garza
20 years
Victor Pinon Jr.
15 years
Ralph Aleman
Gerald W. Welder
10 years
Kenneth D. Kunkel
5 years
Steve J. Acuna
John D. Cobb
Ernesto De La Garza
Marcus Jacinto
Doyle E. Perkins Jr.
Harold E. Phelps
Lucio Vasquez

Dallas District

25 years
Leo Donahue
20 years
Cecil E. Hoover
15 years
Brian R. Barth
Hayley M. Pierce
10 years
Michelle L. Releford
Vickie K. Salsman
5 years
Vicki N. Farmer
Fred C. Marrs
Carl D. Snow

El Paso District

25 years
Floyd I. Chowning
20 years
Bartola M. Diaz
15 years
Arlene F. Alvarado
Jose L. Mendoza Jr.
Rogelio Rodriguez
10 years
Michael B. Kohan
5 years
Michael A. Armendariz
Marion W. Hodson
Monica G. O'Kane
James M. Weber

Fort Worth District

35 years
Robert A. Julian
30 years
Billy C. Page
20 years
Byron W. Braswell
Gary L. Spelce
15 years
Donald C. Fulbright Jr.
Jodi K. Hodges
George R. Mitchell
Steve D. Parker
Christopher T. Williams
10 years
Jason A. Creamier
Ronald T. Perry
Rudy L. Ray
5 years
Hector Diaz
Jerry L. Loges

Houston District

30 years
Kenneth M. Cook
20 years
Larry E. Harris
Lamont L. Sauer
15 years
William M. Major III
Eula V. Martin

5 years

Robert C. Locke
Karen D. Parnell
Willie L. Randle
Jesse L. Spells
Jessie Tamayo

Lubbock District

30 years
Michael L. Anderson
25 years
Johnny E. Rosemond
20 years
Floyd D. Baldwin
Arthur D. Melton
15 years
Linda J. Parker
10 years
Jose A. Chavarria
5 years
Dustin N. McNabb

Lufkin District

30 years
Ronnie P. McClelland
20 years
Herbert E. Bickley
Thomas E. Teagle
5 years
Donald M. Maddux

Odessa District

25 years
Eugenio S. Diaz
15 years
Jack J. Durham
10 years
Kim R. Burks
Billie D. Stacy
Pete V. Trevino
5 years
Deborah A. Hensley

Paris District

40 years
Tim H. Taylor
35 years
Jerry L. Robnett
5 years
Larry D. George
Jerry L. Haie
Linda J. Jacks
Leigh A. Jeans

Pharr District

30 years
Abel Ortiz
20 years
Juan A. Rodriguez
10 years
Ruben Cisneros
Leopoldo Johnson
Jesus Lara
Lucila T. Saenz
5 years
Robert A. Casarez

San Angelo District

25 years
Martin R. Green
Pablo Rubio
15 years
Travis W. Murr
10 years
Fileberto Arizola
Robert A. Martin
Rodney J. Tucker
5 years
Jason W. Medders
Edmund J. Probst

San Antonio District

25 years
Michael P. Barker
20 years
Laquetta M. Kopp
Pablo G. Talamantez Jr.
15 years
Nancy J. Davis
Sandra H. Williamson
10 years
Ruben Garcia
Kenneth J. Michalik
Jennifer L. Moczygomba
5 years
Juan M. Contreras
Harvey L. Franklin Jr.
Ernest E. Gonzales Jr.
Rolando Guerrero
Romeo Ramirez
Melissa M. Romo

Tyler District

35 years
John Ash
20 years
Raymond K. Johnson
Michael R. Reagan
Michael D. Turner
5 years
Benjamin L. King
Denise E. Wall

Waco District

20 years
David L. Curry
10 years
Jennifer C. Fouke
5 years
James D. Clawson

Yoakum District

35 years
Travis J. Wagner
25 years
Jesse Almaraz

Administration

15 years
Connie L. Bohuslav
10 years
Joann C. Hummel

Aviation Division

15 years
Linda K. Howard

Bridge Division

10 years
Brian M. Mosser

Construction Division

20 years
Efre M. Casarez Jr.
15 years
Fred J. Hill
Griselda S. Martinez
10 years
Richard R. Halweg
Michael E. Smith

Environmental Affairs Division

20 years
Shirley W. Foster
5 years
Rodney Conciencie

Finance Division

25 years
Karen J. Boes

General Services Division

30 years
Mary V. Fuessel
25 years
Sharon R. McCallum
Rebecca T. Page
Juan Ramos

Human Resources Division

30 years
Doris N. Flowers

Information Systems Division

25 years
Pamela L. Perrine
10 years
Jay R. Edwards

Motor Carrier Division

10 years
Tawana M. Haynes

Motor Vehicle Division

5 years
Doris E. Curl

Traffic Operations Division

30 years
Melvin W. Partee Jr.
5 years
Alesia S. Gamboa

Transportation Planning and Programming Division

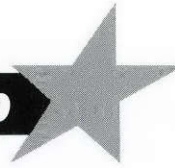
15 years
Robert C. Williams

Texas Turnpike Authority Division

5 years
Teresa J. Lemons
Harry L. Vaughn Jr.

Vehicle Titles and Registration Division

35 years
Joseph R. Matesic
25 years
Mary C. Chapman
20 years
Sandra G. Bell
10 years
Sofia V. Dovalina
Kenneth S. Renouard
5 years
Donna D. Beasley
Delia V. Navejar
Marina G. Reyna



April 2003

Beaumont District

James L. Mitchell
Engineering Technician
30 Years

Donnie B. Gifford
Administrative Technician
25 Years

Corpus Christi District

Gilberto Perez
Transportation Maintenance
Specialist
35 Years

Dallas District

Terry H. Pool
Engineering Technician
35 Years

Tommy C. Stovall
Engineering Technician
19 Years

Fort Worth District

Garland R. Parchman
Purchaser
20 Years

Garland R. Parchman
Purchaser
20 Years

Houston District

Johnnie J. Polasek
Director
45 Years

John A. Bench
Engineering Technician
41 Years

Wilbur L. Hensley
Engineering Technician
5 Years

Laredo District

Crispin J. Jimenez, Jr.
General Engineering Technician
24 Years

Juan R. Jimenez
Maintenance Support
Technician
24 Years

Alfredo Ramirez
Maintenance Technician
23 Years

Lubbock District

Ira S. Teeter
Transportation Maintenance
Technician
29 Years

Odessa District

Frances S. Tedford
Administrative Technician
24 Years

Paris District

Howard S. Foster
Construction Inspector
30 Years

Wichita Falls District

Carl E. Freeman
Transportation Maintenance
Technician
24 Years

Information Systems Division

Jimmy C. Owen
System Analyst
36 Years

Right of Way Division

Roger M. Dreessen
Right of Way Agent
17 Years

Vehicle Titles and Registration Division

Margie L. Sibert
Administrative Technician
21 Years

May 2003

Brownwood District

James J. Shelton, III
Transportation Maintenance
Specialist
25 Years

Childress District

Ricky Mills
Engineering Technician
24 Years

Corpus Christi District

Jim H. Longbotham
Maintenance Technician
30 Years

Dallas District

Leslie W. Sikes
Engineering Technician
34 Years

Houston District

Alvin M. Salinas
Engineering Technician
38 Years

Lufkin District

Harry Thompson
Director of Transportation
Planning & Development
25 Years

Ronald W. Evers
Engineer
6 Years

Waco District

Lewis L. Lawrence
Engineering Technician
37 Years

Lester G. Barker

Transportation Maintenance
Technician
18 Years

Calendar

2003

JUNE

- 9-12** Research Management Committee Meeting, San Antonio, RTI
- 10-11** Traffic Safety Strategic Planning Meeting, Austin, TRF
- 10-12** Intermediate Public Procurement, Austin, GSD
- 19** Emancipation Day (skeleton crew holiday)
- 26** Commission Meeting, Austin
- 30-7/3** DE/DD/OD meeting, Austin

JULY

- 1-3** DE/DD/OD meeting, Austin
- 1-2** Bid Letting, Austin, CST
- 4** Independence Day (holiday)
- 9** Research Oversight Committee Meeting, Austin, RTI
- 15-17** PMIS Visual Rater Certification Class, Corpus Christi, CST
- 16** PMIS South Region Pre-work Meeting, Corpus Christi, CST
- 16-18** Public Procurement Management, Austin, GSD
- 22-24** PMIS Visual Rater Certification Class, Austin, CST
- 23** PMIS NE Region Pre-work Meeting, Austin, CST
- 29-31** PMIS Visual Rater Certification Class, Lubbock, CST
- 30** PMIS West Region Pre-work Meeting, Lubbock, CST
- 31** Commission Meeting, Midland/Odessa

AUGUST

- 5** Process & Evaluate Bids, Austin, GSD
- 5-6** Bid Letting, Austin, CST
- 5-7** PMIS Visual Rater Certification Class, Austin, CST
- 6** PMIS NW Region Pre-work Meeting, Austin, CST
- 12-14** PMIS Visual Rater Certification Class, Beaumont, CST
- 11-14** 2003 Design Conference, Corpus Christi, DES
- 19-21** PMIS Visual Rater Certification Class, Austin, CST
- 20** PMIS East Region Pre-work Meeting, Austin, CST
- 20-21** Alternate Dispute Resolution, Austin, GSD
- 26-28** PMIS Visual Rater Certification Class, Dallas, CST
- 27** LBJ's Birthday (skeleton crew holiday)
- 28** Commission Meeting, Austin

SEPTEMBER

- 5** Public Procurement, Austin, GSD
- 9-10** Bid Letting, Austin, CST
- 10-12** Advanced Public Procurement, San Antonio, GSD
- 18** Government Supply Chain, Austin, GSD

The complete TxDOT Calendar is on the intranet at <http://crossroads.org/plo/articles/calendar.htm>

GSD to launch off-road study

As manufacturers produce larger and more complex construction machinery, transporting this off-road equipment becomes increasingly difficult for TxDOT.

To evaluate current and future off-road equipment and transportation requirements, General Services Division plans to launch a two-year research project this September sponsored by the Research and Technology Implementation Office.

The project aims to identify the safest means of transporting TxDOT's off-road equipment to

job sites, determine truck and trailer procurement specifications to meet the demands of off-road equipment, and provide recommendations of off-road fleet equipment to retain or add over the next five years.

In addition, training materials will be developed for district maintenance sections.

Districts interested in participating as advisors in the research should contact Don Lewis, fleet manager, at (512) 416-2085, or e-mail dlewis1@dot.state.tx.us. ★

backtracks



If you know the when and where of this photograph, please let TNews know by calling Quevarra Moten at (512) 463-6396 or e-mailing qmoten@dot.state.tx.us.



Last month's backtracks solution...

TxDOT retiree Bob Marshall of Brownwood was the first to identify last month's Backtracks photo as the former Brownwood District office on West Commerce Street.

According to Marshall, this photo was taken in 1956 during a flood. Marshall also recalls that the gentleman standing in front of the building was former district engineer, Leo Ellinger.

Marshall retired in 1989 from the Brownwood District. Since then, Marshall says he has been enjoying life and his grandchildren.

Transportation **NEWS** ★

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ADDRESS SERVICE REQUESTED