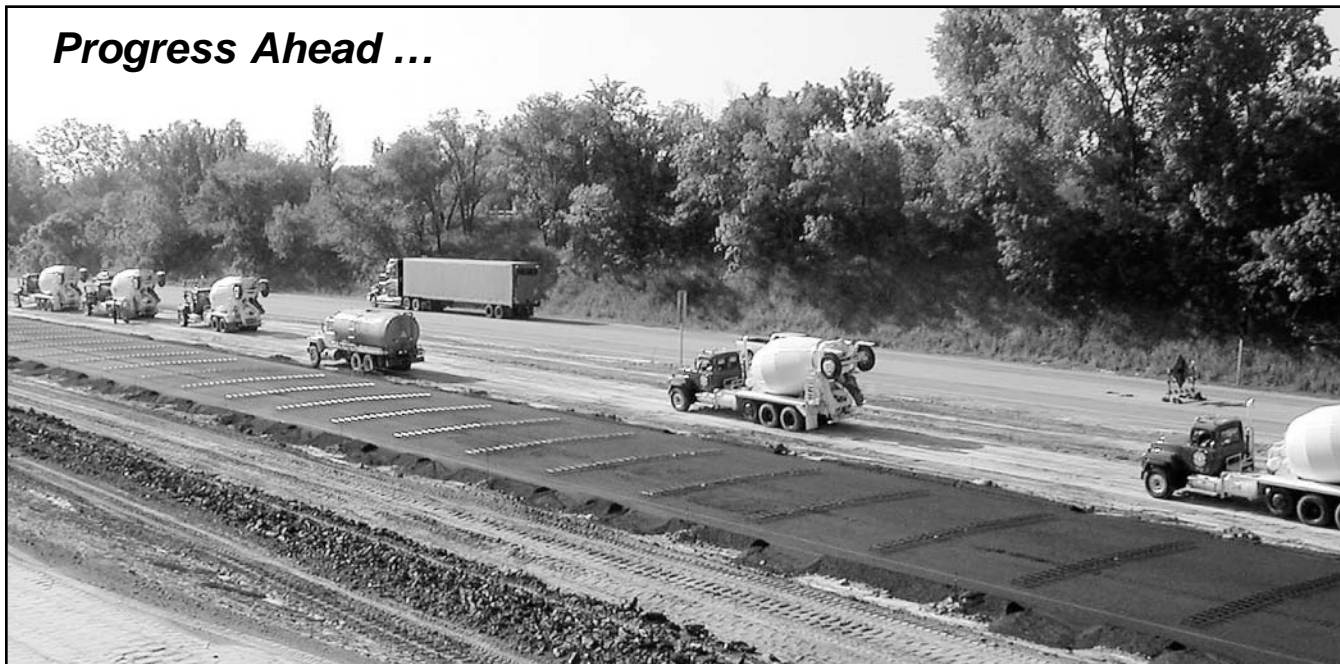


the Roadrunner

Nebraska ♦ Department ♦ of ♦ Roads

June/July 2003

Progress Ahead ...



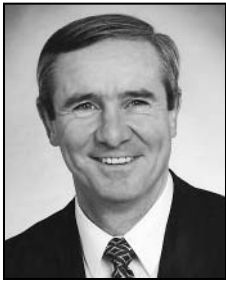
Pavement operations are underway on West Dodge Road (Hwy. 6) just east of the Elkhorn River. Cement trucks (*top*) line up to deliver their load and a slipform paver (*bottom*) forms concrete for the new roadway surface.

Photos by Marty Weander

Building the Team and Disciplining the System

By John L. Craig

Director, Nebraska Department of Roads



John L. Craig

I have coined a phrase that says, "You lead people and manage things and it's all about people. However, if you don't measure it,

you can't manage it. But it's still all about people."

All of us deal every day trying to balance people and other "stuff." It is a delicate balance but reflects that we are a society of people with all our strengths and flaws.

As the Department of Roads and our many partners evolve in our relationships, I thought I should expand a bit on where I am trying to go. As with many things, I will attempt to draw some fine, but important distinctions in this regard.

In my title to this piece, I have started with "Building the Team." That dimension is the piece that really refers to my common phrase that is "all about people." Building the team is all about people. Either we're pulling together or we're not.

Regardless, building the team is all about getting people to work together to do things they could not accomplish individually. A team is like a finely tuned and well-oiled machine that puts out horsepower. We all know when we have belonged to a truly great team and by the same token, we all know when we have been a part of a less than great team. Being a part of a great team is truly a wonderful experience, and I feel that way about the Department of Roads and our extended family of partners.

Fine Distinctions

Now, for some fine distinctions. We all must distinguish when we are dealing with people and when we are dealing with "things." I have learned that a good rule for dealing with people is to follow the "Golden Rule" which, in effect, is to treat others how you want to be treated. However, "things" do not have feelings, emotions, intellect and the other attributes of people. Things are just dumb and inanimate.

As all of us contribute to building the team, I am also attempting to better manage the "things." Collectively, I call these the "system." The system or systems and subsystems are the data, processes and procedures that collectively allow us to get our work done as efficiently and effectively as possible. For example, we are moving toward closing out construction projects within 60 days of project completion, perhaps through post-construction reviews. We have instituted joint Department-Contractor committees to facilitate better understanding of our work. We are instituting a Department Management Information Systems Steering Committee, which essentially "morphs" the

current IT Cabinet into an oversight, coordination, integration and analysis of data role to optimize the allocation of our resources—Transportation Asset Management. We have instituted constructability reviews, pre-construction, construction and post-construction meetings. We have made business decisions to contract out what saves us money, such as mowing, made strategic investments in equipment, buildings, computers, instituted video conferences, developed a High Plains Coalition, Pioneer Net, and established District and Department Operations Centers. We will continue to review project delivery, etc., etc., all in an effort to improve and get the best results possible from our collective and individual efforts.

Continuous Improvement

Disciplining the system is quite literally a path towards getting the most out of the "system or things." It is a part of the path towards continuous improvement. So, you ask, why should we "Discipline the System?" There may be other reasons, but I have two. First, we have an obligation to the taxpayer to use their resources (i.e., taxes), as wisely as we can. Second, there are those of us who are simply motivated to be the best we can in spite of our many flaws.

Even though many of the gains from disciplining the system are marginal at best, they are efforts to improve the management of the system or systems, but not to manage the people.

Remember, "You lead people and manage things and it's all about people." By extension, you "Build the Team and Discipline the System." This is a fine but important distinction to remember. ♦

the Roadrunner

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Kovar Appointed New District 8 Engineer

Mark Kovar is the new District 8 Engineer in Ainsworth for the Nebraska Department of Roads. District 8 includes Boyd, Brown, Cherry, Garfield, Holt, Keya Paha, Loup, Rock and Wheeler Counties. Kovar, a licensed professional engineer, has been acting District 8 Engineer since August 2002, succeeding Kris Winter, who was named the new District 3 Engineer in Norfolk.

For 11 years, Kovar has worked at the Roads Department in a variety of capacities, including serving as Construction Engineer in District 8 for the past 5 years. He was born and raised in Ridgecrest, California, then moved to Wilber, Nebraska, and graduated from Wilber-Clatonia High School in 1981. Kovar attended college at Southeast Community College in Milford, graduating with distinction



Mark Kovar

with an Associate of Applied Science degree in Automotive Technology in December 1982. He also attended the University of Nebraska-Lincoln, earning his Bachelor of Science degree in Civil Engineering in 1991.

Kovar worked as an automotive technician and as the assistant service manager at an auto dealership in Lincoln for about 10 years while attending UNL.

In 1992, Kovar began his career with NDOR as an Engineer in North Platte. In 1998, he was promoted to District 8 Construction Engineer in Ainsworth, and in 2002, he was named acting District 8 Engineer.

During his tenure as District 8 Engineer, Kovar said he would like to become a champion for safety in the district. He would also like to improve the quality and durability of the

highways by using the latest in new technologies that will improve maintenance and construction efforts on the highway system.

Kovar said he believes trying new things is not an option, but a necessity.

"What we do as a department, we do very well, but things can always improve. People shouldn't be afraid to make mistakes, just learn from them, don't repeat them, and move on."

In describing his leadership philosophy, Kovar made an analogy to football, saying, "I don't see myself as a quarterback of the district but rather as a lead blocker, that will help clear the path and allow them to accomplish anything they want to in their personal and professional life."

Kovar and his wife, Tami, have two children, Matthew, 5 years old, and Mackenzie, 22 months old. In addition to spending time with his family, Kovar enjoys golfing, camping and Nebraska football. ♦

Hoebet New District 5 Construction Engineer

Doug Hoebet was named the new District 5 Construction Engineer in Bridgeport for the Nebraska Department of Roads. District 5 includes Banner, Box Butte, Cheyenne, Dawes, Deuel, Garden, Kimball, Morrill, Scotts Bluff, Sioux and Sheridan counties. Hoebet, a licensed professional engineer, succeeds Craig R. Lind, who was recently named the new District 5 Engineer in Bridgeport.

For six years, Hoebet has worked at the Roads Department in several areas, including consultant coordination and expressway design units in the Roadway Design Division. He also served as railroad liaison engineer in the Rail and Public Transportation Division.

Born and raised in Scottsbluff, Hoebet worked in the District 5 construction office in Scottsbluff for

five summers while attending college. In 1997, he received his Bachelor of Science degree in Civil Engineering from the University of Wyoming in Laramie.

Hoebet said he likes the opportunity the department provides to work with people from all over the state. He also enjoys the variety of issues and the chance to solve a wide range of problems.

Noting several goals he would like to achieve in his new position, Hoebet said, "I want to maintain the good relationships that have been established between the department and the citizens, governments and contractors we work with. I would



Doug Hoebet

also like to improve the coordination within the department to make our efforts more efficient."

Hoebet said he wants to help wherever he can while giving people the freedom and support they need to do their jobs. He believes there is always room for improvement and every employee is responsible

for making the department a better place to work.

Hoebet, 30, and his wife, Jennifer, are both from the Scottsbluff area and many family members are still living there. In his spare time, Hoebet enjoys designing and building furniture, sketching and spending time outdoors. ♦

Polish Your Communication Skills to Turn Rants into Raves

By Heidi Berenson

*What's the secret to successfully turning your community's rants into raves?
Quite simply: good communication.*

That means being prepared, being a good listener, and having a concise message. And just as you need certain tools and techniques to build roads and highways, you need verbal and nonverbal tools to communicate effectively.

What you say is just as important as how you say it. Research and studies show that your "audience"—whether it's one person or an auditorium filled with a thousand people—perceives you on three levels: body language, voice, and word choice. If your goal is to project confidence and concern, you should use your eye contact, gestures and vocal tone intentionally—they can have a powerful impact.

That approach, coupled with caring words, rather than "generic speak" or statistics, will garner a more positive response. Jargon or empty rhetoric only fans the flame of fierce opposition. For example, when faced with a parent who fears the effects of additional traffic in a neighborhood, no amount of studies will trump raw emotion. So what's the key? Being prepared.

Anticipate resistance so that you can formulate a message in advance. Expecting to wing it while under pressure will leave you grounded. Strategies that offer reassurance, empathy, and action can make all the difference in a heated community meeting. Put yourself in the other person's position and think of what might tackle the problem...perhaps announcing a new "traffic-buster" program, community beautification project, or outreach program at a school.

Much as a road curves around obstacles to reach a destination, oft-times the indirect approach, rather than straight facts and figures, will help you reach your goal. Now, because you are an expert in the highway industry, your instinct is probably to tell your audience everything you know...but don't! Because it's a fact, the more you talk, the less people remember. Especially in a tense situation, less is most definitely more.

How best to craft your message to grab the attention of your audience? Tune to the radio station everyone wants to be tuned to: WII-FM... "What's In It For Me?" Approaching a challenging situation from another person's perspective will help create positive results. In fact, NAPA member Pete Alex's use of effective communication reaped benefits for his company AND community when facing complaints from neighbors. He found that being a good neighbor meant good business. One of his city's development executives put it this way: "When you have communication you have understanding. When you have understanding, then you can have some acceptance."

The following provides a road map to help *you* chart a successful communication course:

Emotional vs. Factual

Since we are over-saturated with information, be it TV, radio, e-mail, voice mail or even junk mail, people respond better to information presented in an emotional versus factual way. So instead of creating

MEGO (My Eyes Glaze Over) by reeling off statistics, make people relate to something. To wit, if you use imagery that conjures up feelings of empathy, joy, sadness, or "oh, wow, I didn't know that" or "gee, that could be me," etc., it will help to cut the clutter. For example, you can empathize with a concerned mom or dad by revealing that you too are a parent, and underscore your concern in formulating a remedy for a particular situation.

Props and Visuals

It is a fact...people remember what they see three times longer than what they hear. If they can touch it, the retention is about 10 times more. Therefore, by brainstorming with your team to hatch ideas that will illustrate your point, you will maximize your message. For example, you might bring in a household vacuum cleaner to demonstrate how a baghouse acts as a filter to trap dust particles much as a vacuum cleaner does at home.

Message Tools

To build a solid message, you need special tools. There are several that you can use to make your presentation resonate. You might use examples or anecdotes to illustrate a key point. Another option is using words that emphasize action. So, rather than "beginning" the process, perhaps you are "jumpstarting" or "launching" a new plan. Since people tend to remember information that is presented in a rhythmic pattern, alliteration can be effective. A member of Congress once described the benefits of a new bill thus: "It will provide freedom, flexibility, and funding for families," and then elaborated.

Be a "Pro" at "Con"flict

When facing confrontation, there are basically two approaches—defuse or escalate. Dealing with an irate

community member is upsetting, but there is an effective way to defuse or de-escalate the encounter. Calmly demonstrate and reassure the person that they have been heard. At the core, that is what most people want. Especially if someone is impassioned, you will see positive results once they feel understood. You do not necessarily have to agree, but you do have to prove that they have been heard. So, to cross those choppy waters, you must build a bridge.

Build a Bridge...Not a Wall

There are ways to disagree with a person, yet not be disagreeable. You may say something and unwittingly produce a wall; say it another way and build a bridge. To elicit a positive response, you must prepare for conflict and then practice how to defuse it. So what's the key? Have some

"bridge" phrases ready. Here are some examples to take out for a test drive, either at home or at work, before your next community encounter:

- Let me make sure I understand...
- What I hear you saying is...
- Here's another way of looking at it...
- Please let me put that in perspective...
- Let's review what's just been said...

These are suggested bridge phrases—you can certainly create your own—but the point is to verify that you understand.

The next step is to confirm next steps. Make a plan to contact the person or their organization by a certain time and stick to it. That action alone will engender good will. Remember, it is about verbal and nonverbal communication, as well as perception versus reality. If your objective is to change a negative

perception into a positive reality, this will put you on the road to success.

These tactics and techniques will help ratchet up your performance as a consummate communicator, but they are only part of your business arsenal. Combined with community initiatives and common sense, this is a winning formula. Remember, sometimes you can do the right thing and not have the desired result. But at other times, you will see that solid communication can give you an incredible boost. Use these tools to navigate a new and powerful communication route. Who knows, you just might create the right communication mix for your company or agency!

Heidi Berenson is President of Berenson Communications, Inc., a Washington, DC-based communications consulting company. This article is reprinted by permission of National Asphalt Pavement Association from their magazine, Hot Mix Asphalt Technology. NAPA's Web site is at www.hotmix.org.

New Employee Recognition Program Launched

By Cindy DeCoster
Human Resources Division

NDOR employees have a new Employee Recognition Program, thanks to the participants of the Rewards & Recognition Congress. In early January, representative NDOR employees brainstormed improvements they wanted to see in the existing program. Four topics were selected for discussion: Ceremonies, Promotion of the Program, Nominations/Selections Process, and Awards/Rewards.

Some of the recommendations that have been implemented are:

- **Employee & Manager of the Quarter** - choice of \$250 monetary award (before taxes), or \$250 gift certificate to a Nebraska business of their choice.
- **Employee & Manager of the Year** - choice of \$350 monetary award (before taxes), or \$350 gift certificate to a Nebraska business of their choice.

➤ Safe Worker and Safe Driver

Award - categories were changed as follows:

No. Years	Previous	Proposed
1 – 5	Category 1 (Five year only)	Category 1 (Each year)
6 – 10	Category 2 (Ten year only)	Category 2 (Each year)
16 +	Category 3 (20 years)	Category 4

There are two new formal awards:

- **Employee & Manager of the Year Runner-Up** - choice of \$100 monetary award (before taxes), or gift certificate to Nebraska business of choice, and framed certificate.
- **Director's Award** - wood plaque with image of Sower, including engraved brass nameplate. District Engineers, Division Heads, Deputy Directors are eligible for this award.

Two informal awards were added:

- **"I Got Caught"** stickers denoting "I Got Caught" for on-the-spot recognition used by all levels of employees.
- **Orange Cone** stationery for handwritten appreciation used by all levels of employees.

Additional things to look for in the near future: an updated Human Resources website with revised nomination forms available to download, satellite/agency panel training for all the districts and central headquarters, and updated posters describing the available awards.

If you have any questions, or would like help establishing or revising your division or district recognition program, call (402)479-4633. Human Resources/Staff Development will assist in any way we can. ♦



National Work Zone Awareness Week 2003

The Nebraska Department of Roads recognized National Work Zone Awareness Week 2003, with several activities, including display booths in the State Capitol lobby and the NDOR Central Headquarters building. The displays included orange cones, work zone signs, flashing orange-striped barricades, the National Work Zone Awareness Week poster and a proclamation signed by Governor Mike Johanns. Orange ribbons and work zone safety tips were distributed as well.

District 6 featured a display on the front lawn of their district headquarters in North Platte. A changeable message sign flashing "Nebraska Road Workers...Give Them A Brake..." caught the attention of passersby, along with a banner with the words "Work Zone Safety...You're in the Driver's Seat!" Orange-striped barricades and orange cones covering the lawn's perimeter completed the display.

In addition to displays, a news release and work zone safety information were distributed statewide to media outlets, work zone safety information was featured on the NDOR website, and National Work Zone Awareness Week posters were displayed in NDOR's Central Headquarters and in all district offices. ♦

A Rewarding Thought

"Rewarding employees for their exceptional work is critical for keeping them motivated to continue to do their best."

- Kenneth Blanchard, Coauthor, *The One Minute Manager*

Brought to you by the Rewards & Recognition Agency Panel.

Nomination forms can be found on the Intranet at <http://www.dor.state.ne.us> on the Human Resources page.

District Maintenance Safety Awards Presented

The 2002 District Maintenance "Safe Worker" and "Safe Driver" Awards were presented to the district winners at the NDOR Maintenance Conference in Kearney May 6th. Roger Klasna, District 6 Maintenance Superintendent, and Tom Shepardson, NDOR Safety Coordinator, made the presentations.

District 7 received the "Safe Worker Award" and "Safe Driver Award." Larry Peterson, District Maintenance Superintendent, accepted the awards. To earn the "safe worker" honor, the district's incident rate was approximately three times better than the overall Maintenance Incident Rate average. To achieve the "safe driver" honor, the district had the lowest vehicle incident rate in 2002, which was 2½ times better than the maintenance average.

District 2 was the winner of the "Most Improved Safe Worker Award," which was accepted by District Maintenance Superintendent Dale Butler and Deputy Director-Engineering John Jacobsen (former District 2 Engineer). Their incident rate was 3 times better than their 2001 performance.

District 1 earned the "Most Improved Safe Driver Award." Roger Kalkwarf, District Maintenance Superintendent, accepted the award. They improved the vehicle accident frequency rate more than any other district in 2002 over the year 2001. ♦

District 6 Appreciation Award

Gary Britton, Assistant Manager in the Right-of-Way Division, received a District 6 Appreciation Award at the quarterly Rewards and Recognition ceremony held recently at Central Headquarters in Lincoln.

Les O'Donnell, District 6 Engineer, made the presentation. The award recognized Britton's efforts as part of a District Unit Improvement Team (DUIT) organized three years ago to remove non-permitted encroachments on the highway right-of-way. There were some concerns by landowners about this issue and the group joined forces to address the problem.

Britton was instrumental in the successful accomplishment of this mission. He served as scribe and adviser to the group. He assisted other team members in writing a document for the procedure to make highway right-of-ways free of non-permitted encroachments.

Other members of the team (from District 6) included: Gary Brinker, Tom Renninger, Noel Brown, Connie Lyons, Richard Morrell and Roger Klasna. Thanks to the efforts of Britton, and the entire group, procedures are in place to ensure highway right-of-ways remain free of non-permitted encroachments. ♦

Service Awards

Congratulations to these dedicated individuals for their work and continued service with the Department of Roads. They celebrate their service dates in *June* and *July*.

40 Years

Dale Folster, District 5
Kenneth Harms, District 1
Roger Henrichson, Construction
Sharon Nichols, Construction

30 Years

Dennis Baker, District 8
Robert Borchers, District 4
Jack Clyde, District 8
Roger Grant, Roadway Design
Wayne Masek, Rail & Public Transportation
Louis Morris, District 6
Douglas Sittler, Logistics
Dean Walmsley, District 5
John Warren, District 2

20 Years

Michael Buckner, Roadway Design
Patrick Boyle, District 3
Shirley Callender, Right-of-Way
Paul Cammack, Transportation Technology
Larry Clements, District 8
Thomas Goodbarn, District 2
Dennis Goodrich, District 4
Jan Havranek, Communication
Anthony Kessler, Roadway Design
Luciene Larson, District 4
Terrance Masters, Materials & Research
Blane Osterman, Human Resources
Michael Owen, Roadway Design
Steven Ptakek, District 4
Gerald Rich, District 3
Michael Stoltenberg, Construction
Paul Valentine, District 1
Larry Zitterkoph, District 5

10 Years

Terry Lovato, District 5
James Kontos, Rail & Public Transportation
James McGee, Transportation Technology
Dennis Morris, District 4
Dale Nelson, Logistics
Babrak Niazi, District 1
Gregory Novotny, District 1
John Orrell, Bridge
Audra Pacheco, Planning & Project Dev.
Allen Penas, Materials & Research
Abdul Sidiqi, District 1
Chester Smith, District 6
Rodney Vlieger, District 4

Rewards & Recognition

January, February, March 2003

Employees & Managers of the Quarter

Employees

Managers

District 1

Donald P. Buresh
Maintenance Crew Chief
David City

Robert L. Schmit
Hwy. Maintenance Supvr.
David City

District 2

JoEllen Edgington
Hwy. Dist. ROW Permits Officer
Omaha

Chris Kuehner
Survey Coordinator
Omaha

District 3

Donna Mapes
Office Clerk III
Norfolk

None

District 4

Alfred Kuszak
Hwy. Maintenance Worker
Grand Island

None

District 5

Christian Schilz
Hwy. Maintenance Worker
Sidney

None

District 6

Randy Peterson
Hwy. Maintenance Worker
Broken Bow

Jess Abasolo
Hwy. Maintenance Supt.
North Platte

District 7

Marty Lashley
Hwy. Construction Tech
McCook

Mark Rosenfelt
Hwy. Maintenance Supvr.
Benkelman

District 8

Tanya Marcellus
Hwy. Maintenance Worker
O'Neill

Dennis Connot
Hwy. Maintenance Supvr.
Burwell

Central Headquarters

Ronald "Corky" Dewispelare
Facility Maintenance Leader
Maintenance

Carolyn Mattice
Personnel Manager I
Human Resources

Eileen O'Keefe
Hwy. ROW Designer III
Right-of-Way

Bruce Hunzeker
Hwy. Office Services Manager
Communication

Lou Lenzen
Engineer V
Roadway Design

Awardees receive a certificate, pin and a monetary award of \$250 before taxes.

New NDOR Facility to Help Maintain Area

A satellite shop off the Ogallala shop for the Nebraska Department of Roads is operational following the completion of the project in November 2002.

The project included a combination office and shop building and a storage building, located in the northwest quadrant of the Interstate 80 interchange at Big Springs.

The office and shop building provides facilities to work on equipment as well as store the equipment housed at the location.

The main portion of the storage building holds 1,800 tons of salt for use on highways and the interstate. Other chemicals used for highway maintenance are stored in the wings of the building.

Simon Contractors & Subsidiaries of Cheyenne, Wyo., constructed the facilities at a contract cost of nearly \$1.1 million. Funding for the project came from the State of Nebraska. The contract was let July 19, 2001.

Highway supervisor at the new facility is Bob Hilton. Matt Radke is crew chief at the Big Springs shop. The five employees at the facility include the supervisor, a mechanic and three maintenance employees. Employees at the new facility were transferred from the Ogallala shop. Layne Childers, highway super-

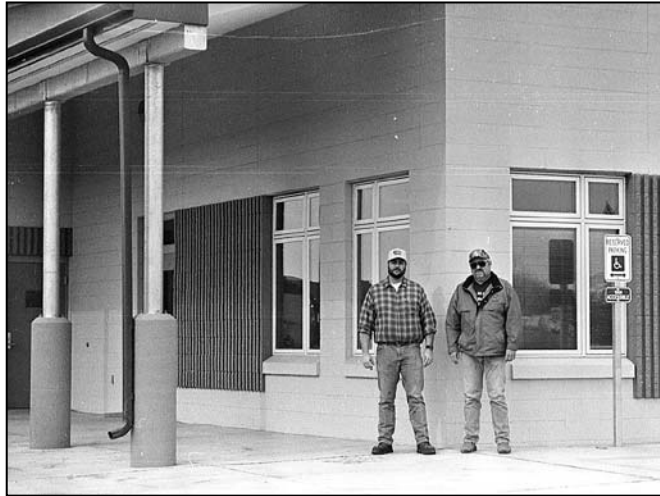


Photo courtesy of Eloise Schmidt
Matt Radke (left) and Layne Childers stand at the east end of the office and shop building at the new Nebraska Department of Roads' satellite facility in Big Springs.

intendent from the Ogallala Department of Roads office, also covers Big Springs facilities.

According to Les O'Donnell, Nebraska Department of Roads district engineer, "The Big Springs Maintenance facility will allow the Department of Roads' forces to have better response to the big interchange at Interstates 80 and 76 and all other highway needs in the Big Springs area."

"The construction of this facility in Big Springs is an indication of the importance that the Nebraska Department of Roads places on the

need of timely public service and emergency response to the traveling public," O'Donnell said.

"The I-80 system seems to be a corridor of choice for the trucking industry and tourists. The average daily traffic on the Interstate 80 system continues to increase," O'Donnell said.

Previously, maintenance employees from the Ogallala facility responded to the Interstates 80 and 76 interchange, also known to truckers as the split. The distance between Ogallala and the

80-76 interchange caused the response time to be less than satisfactory in bad weather. With the Big Springs facility, crews and equipment are more readily accessible when the need arises, O'Donnell said.

Currently, employees at the Big Springs facility are hauling base material for an upcoming construction project, which will include pavement reconstruction from the interchange to the Bosselman Truck Plaza and Total Petroleum driveways, south of Big Springs. ♦

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Getting the Scoop...

On April 24, NDOR's Fleet Management gave a tour to a group of students from Rousseau's School's Out program in Lincoln. The students were interested in and were studying transportation. These future Department of Roads employees were given the opportunity to learn about the different types of equipment used by the department and how they are used to maintain the highways. This was followed by an opportunity to get in the cabs and to see how big the equipment is and what it would be like to operate it.



Highway Safety Summit Identifies Strategies to Save Lives

Nearly 100 people from emergency, engineering, enforcement and educational organizations attended the 2003 Highway Safety Summit, held March 19 at the Cornhusker Hotel. The Nebraska Department of Roads (NDOR) and the Federal Highway Administration (FHWA) hosted the event.

A wide variety of individuals and organizations addressed four major topics and identified strategies to save lives and reduce traffic crashes. The topics discussed were: Red Light Running/Intersection Safety; Older/Younger Drivers; Alcohol/Fatigue/Impaired Driving; and Speeding.

The morning session included speakers from the Mid-America Transportation Center (MATC) at UNL and Mothers Against Drunk Driving (MADD) on other highway safety-related issues. For the afternoon session, attendees were divided into four breakout groups to discuss the four major topics.

Progress of the four action groups will be monitored and a follow-up Safety Summit may be held sometime within the next two years. The Alcohol/Fatigue/Impaired Driving action group has applied for a grant and is making plans for a future Alcohol/Impaired Driving Summit. ♦



Left - Monty Fredrickson, NDOR Deputy Director of Engineering, delivers opening remarks at the 2003 Highway Safety Summit. Randy Peters, NDOR Traffic Engineer, right, also provided remarks at the summit.

Below - John Perry, FHWA Safety/Traffic Engineer, offers information including drowsy driving statistics during the Highway Safety Summit. The session also highlighted the activities and successes of the Seatbelt Coalition and Centerline Rumble Strip action groups from the previous Safety Summit held in October 2001.



Have You Checked Your DOR-OI's Lately?

They have been around for quite some time, but many NDOR employees may not be aware of exactly what Department of Roads Operating Instructions (DOR-OI's) are and where they may be found. Their primary purpose is to convey department policy on subjects not covered by other directives, existing manuals or publications.

Subjects addressed by DOR-OI's include: DOR-OI Policy; Legislative; Communication; Dues, History, and Rules; Travel, Vehicle, and Aircraft Use; Manpower; Archives and Central Files; Agreements, Audits, Contracts, Financial, Railroads, and Utilities; Data Processing;

Legal, Theft, and Vandalism; Corridors, Engineering, Planning, Research, and Right-of-Way; Central Headquarters; Capital Facilities, Purchasing, and Supply.

Accessible through the Intranet on NDOR's web page, DOR-OI's are periodically reviewed by the office of primary responsibility (OPR) and revised if needed. When a DOR-OI is revised, significant changes are annotated with a triple asterisk preceding the paragraph number, allowing the reader to quickly locate the newest information.

Since it is required that DOR-OI's be reviewed and updated at least every four

years, many have recently been updated and others will be reviewed in the near future. Requests to create, revise or rescind a DOR-OI should be submitted to Greg Sattler in the Audit Section of the Controller Division for processing. Offices proposing new DOR-OI's or revisions to existing DOR-OI's must submit them exactly the way they want the information presented, as the Audit Section will not compose the draft.

The next time you are looking for a convenient and accessible way to learn more about department policy on one of these topics, check out the DOR-OI's on NDOR's Intranet. ♦

Open House Offers Mapping and Surveying Overviews

NDOR's Photogrammetry and Geodetics Units held an open house on April 14. These units, headed by Marsha Munter and Ken Hartwig, respectively, presented in-depth overviews of aerial mapping and field surveying to senior NDOR management and fellow NDOR associates. The overviews successfully provided a better understanding of the workflow process, from the initial ground control to the final mapping.

Eighty-five attendees were dazzled by the cutting edge technology used to produce professional survey and mapping products. The enthusiasm from everyone that participated plus the cookies and lemonade that were served made sure this event was a great success. ♦



Highway Survey Coordinator Scott Haynes explains the nuts and bolts of Digital Level and Total Station ground surveying equipment to Deputy Director of Engineering Monty Fredrickson and Roadway Design Engineer Eldon Poppe.



Above - Photogrammetry Supervisor Thach Pham helps Roadway Design Engineer Eldon Poppe and Assistant Roadway Design Engineer Don Turek master 3D Stereoscopic glasses used for viewing aerial photography on the digital photogrammetric softcopy workstation.

Right - Marsha Munter gives the photogrammetry overview to NDOR Director John Craig, Assistant Roadway Design Engineer Ted Watson, Deputy Director of Engineering Monty Fredrickson and Assistant Roadway Design Engineer Terry Gibson.



20 Things You Can Do to Stay Upbeat in Down Times

Facing tough times? Although difficult circumstances present many business challenges to you, perhaps the greatest challenge is maintaining a positive, even enthusiastic, workplace atmosphere.

How? It's easier than you think. Here are twenty ways you can create a dynamic business atmosphere during good times and bad.

1. **Celebrate success.** Whether it's a major sales victory, or simply an administrative accomplishment, take note and smile. Successes, large and small, boost morale.
2. **Break tasks into components.** When things seem tough, obstacles seem insurmountable. When obstacles loom, separate your tasks into discrete activities with specific timelines. The result: they'll become more realistic.
3. **Ask people how things are going.** They'll appreciate your interest. More important, this information may benefit you.
4. **Confront rumors.** The minute you hear a rumor, squash it. Either admit its truth with the best face possible, or dismiss it clearly and publicly.
5. **Acknowledge uncertainty.** When you can't predict how things will go in the months ahead, say so. The people around you will appreciate your candor.
6. **Offer updates.** Keep your people informed. Offer a report at every staff meeting. Post sales and profit statistics on employee bulletin boards.
7. **Seek updates.** Obtain regular reports from staff. Check sales statistics. Glean every last bit of information about the health of the business.
8. **Train your people.** During slow periods, your people may have the time to upgrade their skills. Use the time productively for formal training.
9. **Promote continuous learning.** Encourage employees to read, to seek education on their own, to boost skills through self-paced CDs, and to become involved in their own professional organizations.
10. **Foster teamwork.** Now is the time to *involve* the people around you in solving problems. Sound communication, group-based tasks and goals, and employee empowerment can bring newfound commitment to the work at hand.
11. **Build atmosphere.** Maintain an upbeat spirit. Play music. Hold pizza or ice cream breaks to boost morale.
12. **Seek advice.** Identify the people who can offer suggestions, both inside the business and outside.
13. **Give advice.** Boost your credibility and performance by helping others: employees who want to learn new skills or upgrade their performance... peers in non-competing organizations... association members attending trade meetings or conferences.
14. **Stay clear and direct.** A clear, confident communication style helps inspire confidence in others.
15. **Be available.** Walk the floor. Let employees see you. Be ready to answer anyone's questions, anytime.
16. **Seek hidden talents.** Look for value-added skills and talents employees can bring to the business. Does your sales clerk have a hidden talent for ad design? Does your receptionist have the ability to handle customer service problems? You may find powerful new skills available, at little or no cost.
17. **Say thanks.** When times are tough, nothing beats a small token of appreciation, coffee with the boss or just a simple "thank you."
18. **Look for feedback.** At every chance you get, ask the people around you: *How are we doing? What can we do better?* New ideas may come to the fore.
19. **Offer leadership opportunities.** Encourage your people to assume positions of leadership—as team

chairs or project managers, for example. The result: greater commitment and more participation in problem solving.

20. **Feel good about yourself.** When things are tough, remember your past successes. And remember the vast reservoir of skills you bring to the table each day. Remain forward-looking and optimistic, and share your enthusiasm with the people around you. The goal: long-term business vitality and growth.

Staying Upbeat: The Basics

You can do many things to build and maintain a positive business atmosphere, whether times are booming or tough. Whatever you do, remember four basic principles:

Constantly reinvent business.

Never sit still. Always seek out new customers and markets, new products, new technology, new ways of doing things.

Pay attention to the little things.

Simple courtesies, like notes of appreciation and words of thanks, go a long way toward building an upbeat atmosphere. Remember to pay attention to workplace details, and encourage others to do the same.

Display your values.

Trust, respect for others and personal integrity go a long way in today's world. These sometimes-rare qualities will rally people around you, both inside and outside your business.

People are important.

Take note of the personal and occupational needs of your people. Listen to them, encourage them and praise them for their achievements. Led and managed well, most employees will motivate themselves and repay you with great performance time and time again.

Job Directory

NDOR Highway Improvement Projects Currently Under Contract as of 5/13/03

Location Work Description Prime Contractor NDOR Project Manager Contract Amount			
District 1			
Roca Northwest Bridge MCC, Llc Dearmont, Virgil (402)441-7681 \$563,983.95	Princeton To N-33 Landscaping D.F. Lanoha Landscape Nursery, Inc. Holak, Hugh (402)471-0850 \$90,398.00	Beatrice - Lincoln Conc Pav American Civil Constructors, Inc. & Subsidiary Preble, Rodger (402)471-0850 \$2,158,307.37	Bellwood Northwest Bridge A.M. Cohron & Son, Inc. Sidiqi, Abdul (402)471-0850 \$302,044.15
84th St., Lincoln - Iowa State Line Bituminous Iowa Erosion Control, Inc. Dodson, Paul (402)471-0850 \$3,103,287.43	Nebraska City South Gr, Conc Pav, Culv, Seed, Elec Dobson Bros. Construction Co. Knutson, Dewaine (402)471-0850 \$7,989,733.51	Wahoo South Gr, Culv, Seed, Br Hawkins Construction Co. Sanburn, Bob (402)471-0850 \$10,598,858.45	County Road At N-63 Gr, Culv, Bit Dobson Brothers Constr. Co. & Affiliates Sidiqi, Abdul (402)471-0850 \$193,899.53
US-77 West Conc Pav U.S. Asphalt Co. England, Jim (402)471-0850 \$1,313,886.73	Plymouth South Gr, Conc Pav, Br, Gdrl Elk Horn Construction Co. Kuper, Melvin (402)729-3489 \$490,101.70	Ceresco - Wahoo Gr, Conc Pav, Culv, Seed, Br, Gdrl, Elec Dobson Bros. Constr. Co. & Affiliates Sanburn, Bob (402)471-0850 \$13,765,215.42	Roca Spur Gr, Culv, Seed, Br, Gdrl, Bit Christensen Bros., Inc. Traudt, Bob (402)471-0850 \$1,478,120.53
Seward East Gr, Conc Pav, Culv, Seed, Br, Gdrl, Bit Hawkins Construction Co. England, Jim (402)471-0850 \$1,605,852.33	Wilber - Crete Gr, Culv, Seed, Br, Gdrl, Elec, Bit Dobson Bros. Construction Co. & Affiliates Kuper, Melvin (402)729-3489 \$4,440,125.55	Syracuse East & West Landscaping D.F. Lanoha Landscape Nursery, Inc. Sidiqi, Abdul (402)471-0850 \$138,495.00	E Jct US-77/N-2 to Dodge Co. Line Conc Pav Ten Point Construction Co., Inc. Traudt, Bob (402)471-0850 \$206,183.10
Tecumseh South Bridges Gr, Br, Gdrl, Bit Elk Horn Construction Co. Habegger, Michael (402)335-4131 \$1,275,346.76	Brock West Gr, Culv, Br, Gdrl Elk Horn Construction Co. Lane, Chris (402)483-5466 \$374,446.97	Otoe West Gr, Culv, Br, Gdrl Herbst Construction, Inc. Sidiqi, Abdul (402)471-0850 \$506,418.96	N-2 @ 148th St., Lincoln Gr, Conc Pav Constructors, Inc. Traudt, Bob (402)471-0850 \$175,007.40
In Dawson Gr, Culv, Elec, Bit U.S. Asphalt Co. Habegger, Michael (402)335-4131 \$1,279,164.34	Talmage Southeast Bridge L.J. Webb Contractor, Inc. Mueller, Gerald (402)335-4131 \$554,971.11	Davey - Ceresco Landscaping D.F. Lanoha Landscape Nursery, Inc. Sidiqi, Abdul (402)471-0850 \$68,524.00	Wymore North & South Bridges Gr, Br, Gdrl, Elec, Bit Herbst Construction, Inc. Vandegrift, Allen (402)729-3489 \$2,148,561.59
Dawson North Seed, Gdrl, Bit Constructors, Inc. Habegger, Michael (402)335-4131 \$1,467,951.69	Nebraska City West Bridge Herbst Construction, Inc. Mueller, Gerald (402)335-4131 \$234,232.78	Greenwood East Gr, Conc Pav, Culv, Seed Irving F. Jensen Co., Inc. Sidiqi, Abdul (402)471-0850 \$2,188,707.29	District 2
Turkey Creek Channel Grading Negus-Sons, Inc. Habegger, Michael (402)335-4131 \$67,190.00	Lincoln - Platte River Bridge Bituminous Realm Construction, Inc. Murillo, Ernest (402)471-0850 \$203,500.60	I-80 to Utica Bituminous Werner Construction, Inc. Sidiqi, Abdul (402)471-0850 \$2,787,580.92	West Dodge Bridge Over I-680 Gr, Conc Pav, Culv, Seed, Br, Gdrl, Fnc, Elec, Sign Chas. Vrana & Son Constr. Co. Baehr, Dennis (402)595-2534 \$15,694,829.63
Auburn East Gr, Culv, Br, Gdrl, Bit U.S. Asphalt Co. Hitzeman, Don (402)335-4131 \$1,723,205.39	Milford - Lincoln Bituminous Werner Construction, Inc. Niazi, Babrak (402)471-0850 \$4,409,864.76	In Rising City & East Bituminous Omni Engineering, Inc. & Subsidiaries Sidiqi, Abdul (402)471-0850 \$1,908,965.42	Blair - Kennard Gr, Culv, Br, Gdrl, Elec, Bit Luxa Construction Co., Inc. Brown, Darin G (402)727-3292 \$4,244,619.96
In Peru Culvert TCW Construction, Inc. Hitzeman, Don (402)335-4131 \$313,731.31	Hawthorne Avenue - Crete Gr, Conc Pav, Culv, Elec Werner Construction, Inc. Niazi, Babrak (402)471-0850 \$2,418,062.09	Staplehurst Spur Bituminous Omni Engineering, Inc. & Subsidiaries Sidiqi, Abdul (402)471-0850 \$336,460.25	In Gretna & South Gr, Conc Pav, Culv, Seed, Gdrl, Elec Hawkins Construction Co. Farivari, Mo (402)595-2534 \$7,341,896.09
Humboldt Northwest Bridge L.J. Webb Contractor, Inc. Hitzeman, Don (402)335-4131 \$384,584.97	Friend - Milford Bituminous Werner Construction, Inc. Niazi, Babrak (402)471-0850 \$1,351,028.45	N-66 North Bituminous Omni Engineering, Inc. & Subsidiaries Sidiqi, Abdul (402)471-0850 \$1,129,635.54	BNSF/S. Papio Creek Bridge Gr, Conc Pav, Culv, Seed, Br, Gdrl, Fence, Elec, Sign Hawkins Construction Co. Fisher, Rick (402)595-2534 \$13,528,580.81
Cornhusker Hwy. Interchange Gr, Conc Pav, Culv, Seed, Br, Gdrl, Fence, Elec, Sign Constructors, Inc. Holak, Hugh (402)471-0850 \$11,870,599.65	Friend South Culverts TCW Construction, Inc. Niazi, Babrak (402)471-0850 \$93,523.69	Jct US-34/L-80G Electrical Watts Electric Co. Sidiqi, Abdul (402)471-0850 \$7,919.60	N-370 To N-50 Gr, Conc Pav, Culv, Seed, Br, Gdrl, Fence, Elec, Sign Hawkins Construction Co. Fisher, Rick (402)595-2534 \$18,862,392.57
	Palmyra - Unadilla Landscaping D.F. Lanoha Landscape Nursery, Inc. Preble, Rodger (402)471-0850 \$107,400.00		Fairview Bridge Gr, Culv, Br, Gdrl Hawkins Construction Co. Fisher, Rick (402)595-2534 \$1,032,931.44

N-370 to Ruff Road
Gr, Conc Pav, Culv, Seed, Gdrl,
Fence, Elec, Sign
Hawkins Construction Co.
Fisher, Rick (402)595-2534
\$39,143,149.79

168th St. Bridge
Gr, Culv, Br, Gdrl
Hawkins Construction Co.
Fox, Mike (402)595-2534
\$955,735.90

US-275/Big Papio,
Near Jct. N-85, Omaha
Bridge
Hawkins Construction Co.
Gjersvik, John (402)595-2534
\$1,122,913.17

Ft. Calhoun South
Gr, Culv, Gdrl, Bit
Western Engineering Co., Inc.
Gjersvik, John (402)595-2534
\$1,129,155.72

Fremont Southeast
Bituminous
Western Engineering Co., Inc.
Jacobs, Micky (402)727-3292
\$642,430.19

60th St. Interchange, Omaha
Landscaping
Mulhall's Nursery, Inc.
Khalaf, Zahi (402)595-2534
\$113,249.00

13th St. Interchange, Omaha
Landscaping
Mulhall's Nursery, Inc.
Khalaf, Zahi (402)595-2534
\$122,191.00

60th/"L" St., Omaha
Gr, Conc Pav, Culv, Elec
Tab Holding Co., Inc.
dba Tab Construction
Khalaf, Zahi (402)595-2534
\$192,934.68

Springfield North
Gr, Conc Pav, Culv, Br, Gdrl
MCC, Llc
Khalaf, Zahi (402)595-2534
\$899,718.76

Jct I-680 - 96th St., Omaha
Conc Pav
Musselman & Hall Contractors,
Llc
Khalaf, Zahi (402)595-2534
\$88,809.08

172nd St. to US-6
Gr, Conc Pav, Culv, Seed, Elec
Luxa Construction Co., Inc.
Reasland, Harold (402)595-2534
\$5,463,551.55

In Blair
Gr, Conc Pav, Culv,
Seed, Fenc, Elec
Luxa Construction Co., Inc.
Trujillo, Ray (402)727-3292
\$6,183,447.41

Waterloo Northwest
Gr, Conc Pav, Culv, Seed, Br, Gdrl
Hawkins Construction Co.
Veverka, Frank (402)727-3292
\$5,077,869.74

I-680 to N-36, Omaha
Gr, Conc Pav, Culv,
Seed, Br, Gdrl, Elec
Hawkins Construction Co.
Veverka, Frank (402)727-3292
\$12,915,674.88

198th St. - Skyline Dr., Omaha
Gr, Conc Pav, Culv, Seed, Br,
Gdrl, Fence, Elec, Sign
Hawkins Construction Co.
Weander, Marty (402)595-2534
\$18,371,814.38

In Gretna
Gr, Conc Pav, Culv, Br, Gdrl
Chas. Vrana & Son Constr. Co.
Wiebers, Steve (402)399-8552
\$764,280.93

72nd St., Western Ave. -
76th Dr., Omaha
Gr, Conc Pav, Culv, Elec
Chas. Vrana & Son Constr. Co.
Zelensky, Rich (402)595-2534
\$7,069,253.11

Missouri River Bridge, Omaha
Painting
W.S. Bunch Co.
Zelensky, Rich (402)595-2534
\$750,165.70

Waterloo Northwest
Conc Pav
Iowa Erosion Control, Inc.
Zelensky, Rich (402)595-2534
\$323,343.02

District 3

Schuyler Northwest
Gr, Br
Perrett Construction, Ltd.
Anderson, David (402)564-5751
\$599,356.50

Schuyler East & West
Gr, Conc Pav, Culv, Br,
Gdrl, Elec, Sign
Dobson Bros.
Constr. Co. & Affiliates
Anderson, David (402)564-5751
\$19,184,951.80

Creighton to N-121
Bituminous
Brower Construction Co.
Becker, Roger (402)254-6552
\$1,208,437.16

Coleridge - Hartington
Bituminous
Monarch Oil, Inc.
Becker, Roger (402)254-6552
\$249,279.75

US-20 to N-59
Gr, Culv, Seed, Gdrl, Bit
Dobson Bros.
Constr. Co. & Affiliates
Becker, Roger (402)254-6552
\$1,647,544.98

Pender Southeast
Gr, Br, Gdrl
Christensen Bros., Inc.
Brummond, Scott (402)375-7071
\$566,762.96

Martinsburg - Ponca
Br, Gdrl
Herbst Construction, Inc.
Brummond, Scott (402)375-7071
\$171,037.25

Waterbury West
Bridge
Dixon Construction Co.
Brummond, Scott (402)375-7071
\$297,071.60

Orchard East & West
Gr, Culv, Seed, Bit
Dobson Bros.
Constr. Co. & Affiliates
Colfack, Gene (402)336-2051
\$3,498,473.27

Norfolk East
Gr, Conc Pav, Culv, Seed, Elec
Dobson Bros. Constr. Co.
Davis, Rob (402)370-3474
\$18,274,985.53

Tilden Northeast
Gr, Conc Pav, Br, Gdrl
Christensen Bros., Inc.
Davis, Rob (402)370-3474
\$951,589.68

District 3 - Districtwide
Painting
Vogel Traffic Services, Inc.
Davis, Rob (402)370-3474
\$338,305.59

In Decatur
Gr, Conc Pav, Culv,
Gdrl, Fence, Elec
M.E. Collins Contracting Co., Inc.
Francis, Jeff (402)375-7071
\$2,717,717.15

Wayne East
Gr, Culv, Br, Gdrl, Elec, Bit
Brower Construction Co.
Francis, Jeff (402)375-7071
\$4,418,941.08

Wayne Northeast
Gr, Culv, Br, Gdrl
A.M. Cohron & Son, Inc.
Francis, Jeff (402)375-7071
\$849,748.41

Niobrara State Park
Gr, Culv, Gdrl, Bit
Knight Asphalt, Inc.
Hausman, Larry (402)254-6552
\$1,212,890.38

Verdigre Northwest
Gr, Br, Gdrl
Herbst Construction, Inc.
Hausman, Larry (402)254-6552
\$382,367.55

Ponca State Park Recreation Rd.
Gr, Culv, Seed, Bit
Henningsen Const., Inc.
Lane, Chris (402)483-5466
\$1,600,015.76

N-57 to West Jct N-15
Bituminous
Constructors, Inc.
Mueiting, Curt (402)370-3474
\$796,720.66

West Point North
Gr, Culv, Seed, Br, Gdrl, Bit
Werner Construction, Inc.
Mueiting, Curt (402)370-3474
\$2,825,560.32

Pender South
Gr, Seed, Br, Gdrl, Elec, Bit
Werner Construction, Inc.
Mueiting, Curt (402)370-3474
\$1,723,825.71

US-81 at Benjamin Ave., Norfolk
Electrical
Kayton Electric, Inc.
Mueiting, Curt (402)370-3474
\$39,737.00

Winside North
Br, Gdrl, Bit
Brower Construction Co.
Schulz, Ron (402)370-3474
\$823,556.68

Columbus Northwest
Landscaping
D.F. Lanoha
Landscape Nursery, Inc.
Trospen, Steven (402)564-5751
\$86,325.00

Columbus South
Bridge
Dixon Construction Co.
Trospen, Steven (402)564-5751
\$990,505.49

Tarnov South
Landscaping
Gross Seed Co., Inc.
Trospen, Steven (402)564-5751
\$88,824.11

N-45 to US-81
Bituminous
Dobson Bros.
Constr. Co. & Affiliates
Trospen, Steven (402)564-5751
\$2,059,726.96

Albion Southeast
Bridge
A.M. Cohron & Son, Inc.
Trospen, Steven (402)564-5751
\$300,406.20

Petersburg Southwest
Bridge
The Diamond Engineering Co.
Trospen, Steven (402)564-5751
\$272,487.70

5th St. - 8th St., Columbus
Gr, Conc Pav, Culv, Elec
Paulsen, Inc.
Trospen, Steven (402)564-5751
\$1,371,729.60

Crofton North
Gr, Culv, Seed, Br, Gdrl, Elec, Bit
Constructors, Inc.
Wiebelhaus, Bob (402)254-6552
\$4,203,935.00

Jackson East Bridge
Bridge
Cramer & Associates, Inc.
Wiebelhaus, Bob (402)254-6552
\$187,411.00

US-20 to Missouri River Bridge
Conc Pav Repair
American Civil
Constr., Inc. & Subsidiary
Wiebelhaus, Bob (402)254-6552
\$365,765.43

Ponca Spur
Gr, Culv, Seed, Bit
Brower Construction Co.
Wiebelhaus, Bob (402)254-6552
\$467,100.83

Belden West
Bridge
Graves Construction Co., Inc.
Wiebelhaus, Bob (402)254-6552
\$218,677.91

District 4

In Waco
Gr, Conc Pav, Culv
Paulsen, Inc.
Anderson, Tom (402)362-5934
\$857,029.49

Deshler East
Gr, Br, Gdrl, Bit
L.J. Webb Contractor, Inc.
Anderson, Tom (402)362-5934
\$1,094,967.63

Henderson - Waco
Bituminous
Werner Construction, Inc.
Anderson, Tom (402)362-5934
\$6,790,024.71

Chester - Hebron
Landscaping
Gross Seed Co., Inc.
Cuda, Bill (402)362-5934
\$99,926.60

Hebron - Belvidere
Landscaping
Gross Seed Co., Inc.
Cuda, Bill (402)362-5934
\$62,666.00

Odessa Interchange Bridge
Bridge
Wilke Contracting Corp.
Farber, Tom (308)865-5434
\$164,571.60

Elm Creek Viaduct
Gr, Culv, Br, Gdrl, Elec, Bit
United Contractors, Inc.
Farber, Tom (308)865-5434
\$4,282,819.97

In Shelton
Gr, Br, Gdrl
Wilke Contracting Corp.
Farber, Tom (308)865-5434
\$344,437.37

Miller North
Bituminous
Dustrol, Inc.
Farber, Tom (308)865-5434
\$124,294.56

Grand Island East
Gr, Conc Pav, Culv, Elec
Werner Construction, Inc.
Gripenstroh, Scott (308)385-6265
\$2,455,189.41

I-80/US-34/281 Interchange
Landscaping
Gross Seed Co., Inc.
Gripenstroh, Scott (308)385-6265
\$36,364.20

Fullerton Northeast
Br, Gdrl
M.E. Collins Contracting Co., Inc.
Gripenstroh, Scott (308)385-6265
\$180,342.60

Fullerton South
Gr, Br, Gdrl, Bit
The Diamond Engineering Co.
Gripenstroh, Scott (308)385-6265
\$1,067,266.84

Alda - Grand Island
Bituminous
Werner Construction, Inc.
Gripenstroh, Scott (308)385-6265
\$36,910.73

N-2 Over I-80
Gr, Conc Pav, Culv, Br, Gdrl
Capital Contractors, Inc.
Gripenstroh, Scott (308)385-6265
\$1,487,344.88

Central City East
Culv, Br, Gdrl, Bit
The Diamond Engineering Co.
Heermann, Dennis (308)385-6265
\$1,847,783.03

In Dannebrog
Bridge
L.J. Webb Contractor, Inc.
Heermann, Dennis (308)385-6265
\$407,600.55

Geneva North & South
Gr, Conc Pav, Culv, Br, Gdrl, Elec
Werner Construction, Inc.
Kohmetscher, Lyle (402)462-1996
\$16,859,071.23

Geneva North & South
Seeding
Nebraska Hydro-Seeding Co.
Kohmetscher, Lyle (402)462-1996
\$110,017.00

Shelton - Wood River
Bituminous
Western Engineering Co., Inc.
Kohmetscher, Lyle (402)462-1996
\$2,564,644.02

Minden - Gibbon
Bituminous
Constructors, Inc.
Kohmetscher, Lyle (402)462-1996
\$1,473,941.23

US-81 - Reynolds
Gdrl, Bit
Dobson Bros.
Constr. Co. & Affiliates
Kuper, Melvin (402)729-3489
\$1,967,784.74

Jct. US-30/N-92
Gr, Culv, Seed, Br, Gdrl, Elec, Bit
Hawkins Construction Co.
Kwiatkowski, Rick (308)754-5411
\$3,093,801.73

Pleasanton North & South
Gr, Br, Gdrl, Elec, Bit
Wilke Contracting Corp.
Kwiatkowski, Rick (308)754-5411
\$2,350,966.50

Arcadia East & West
Bituminous
Dobson Bros.
Constr. Co. & Affiliates
Kwiatkowski, Rick (308)754-5411
\$733,444.97

Elba Northwest
Gr, Br, Gdrl
L.J. Webb Contractor, Inc.
Kwiatkowski, Rick (308)754-5411
\$305,860.50

Cotesfield North & South
Gr, Culv, Seed, Gdrl, Bit
Dobson Bros.
Constr. Co. & Affiliates
Kwiatkowski, Rick (308)754-5411
\$1,623,386.61

Lawrence East
Gr, Culv, Seed, Br, Gdrl, Bit
Werner Construction, Inc.
Meyer, Steve (402)462-1996
\$5,644,665.62

Red Cloud West
Bituminous
Werner Construction, Inc.
Meyer, Steve (402)462-1996
\$857,740.24

Ayr East
Gr, Culv, Br, Gdrl
Simon Contractors & Subsidiaries
Meyer, Steve (402)462-1996
\$319,563.31

Strang North & South
Gr, Conc Pav, Culv, Seed, Elec
Werner Construction, Inc.
Ruxton, Bob (402)462-1996
\$8,708,874.79

Chester North Shrp Section
Conc Pav
Werner Construction, Inc.
Ruxton, Bob (402)462-1996
\$1,208,724.06

Ong West
Bituminous
Werner Construction, Inc.
Ruxton, Bob (402)462-1996
\$197,302.42

Grand Island South Viaduct
Bridge
Wilke Contracting Corp.
Weber, Kirk (308)385-6265
\$212,144.75

Grand Island South
Gr, Conc Pav, Culv, Seed,
Br, Gdrl, Fence, Elec, Sign
Werner Construction, Inc.
Weber, Kirk (308)385-6265
\$9,800,324.79

Prosser North
Gr, Culv, Br, Gdrl, Bit
The Diamond Engineering Co.
Weber, Kirk (308)385-6265
\$613,457.24

In Scotia
Gr, Conc Pav, Culv, Elec
Werner Construction, Inc.
Woodgate, Gerald (308)385-6888
\$1,832,596.16

Wolbach West
Gr, Culv, Seed, Br, Gdrl, Elec, Bit
L.J. Webb Contractor, Inc.
Woodgate, Gerald (308)385-6888
\$2,308,111.47

S Jct N-91/US-281 to
Boone Co. Line
Bituminous
Topkote, Inc.
Woodgate, Gerald (308)385-6888
\$101,587.04

District 5

Scottsbluff/Sioux Co. Line North
Bituminous
Western Engineering Co., Inc.
Applegate, Joe (308)632-7727
\$2,007,202.24

Crawford South
Gr, Culv, Seed, Bit
Western Engineering Co., Inc.
Carnahan, Brian (308)432-6144
\$5,521,752.96

Niobrara River South of Rushville
Gr, Culv, Br, Gdrl, Bit
Perrett Construction, Ltd.
Carnahan, Brian (308)432-6144
\$2,690,897.68

In Chadron
Conc Pav
Dana Fuller dba Fuller Constr.
Carnahan, Brian (308)432-6144
\$96,440.50

Ellsworth - Gordon
Gr, Culv, Bit
Simon Contractors & Subsidiaries
Carnahan, Brian (308)432-6144
\$2,300,897.21

In Bridgeport
Bituminous
Western Engineering Co., Inc.
Custer, Dennis (308)262-1920
\$730,732.26

Oshkosh North
Bituminous
Brown & Brown, Inc.
Custer, Dennis (308)262-1920
\$573,920.99

Scottsbluff - Minatare
Gr, Conc Pav, Culv, Seed, Elec
Western Engineering Co., Inc.
Fast, Dean (308)632-7727
\$8,552,774.73

In Alliance
Gr, Conc Pav, Culv, Elec
Simon Contractors & Subsidiaries
Frickey, Russ (308)262-1929
\$1,957,596.79

Melbeta West
Gr, Culv, Seed, Bit
Western Engineering Co., Inc.
Gardner, Jerrold (308)632-1429
\$2,692,228.41

Harrison Northeast
Bridge
Perrett Construction, Ltd.
Gardner, Jerrold (308)632-1429
\$448,691.06

Harrisburg Spur North
Bituminous
Monarch Oil, Inc.
Gardner, Jerrold (308)632-1429
\$385,949.80

Oshkosh - Lewellen
Bituminous
Monarch Oil, Inc.
Smith, Don (308)262-1920
\$395,325.74

Chappell WB Rest Area
Building Construction
M.E. Collins Contracting Co., Inc.
Smith, Don (308)262-1920
\$185,353.97

Chappell EB Rest Area
Building Construction
M.E. Collins Contracting Co., Inc.
Smith, Don (308)262-1920
\$182,992.25

Sidney-Sunol (WB)
Conc Pav
Musselman & Hall Contractors, Llc
Smith, Don (308)262-1920
\$116,463.08

District 6

Sutherland West
Gr, Conc Pav, Culv,
Seed, Gdrl Fence
Cement Products, Inc.
Brinker, Gary (308)535-8033
\$1,003,601.75

Maxwell - Brady
Gr, Culv, Seed, Bit
Western Engineering Co., Inc.
Brinker, Gary (308)535-8033
\$3,389,572.84

Gothenburg South
Bridge
Wilke Contracting Corporation
Brinker, Gary (308)535-8033
\$401,809.95

Gothenburg East
Conc Pav, Br, Gdrl
BRB Contractors, Inc.
Brinker, Gary (308)535-8033
\$1,686,626.59

Sutherland - Hershey
Conc Pav
Musselman & Hall Contractors, Llc
Brinker, Gary (308)535-8033
\$412,668.92

Western Canal Br. West of Ogallala
Gr, Conc Pav, Br, Gdrl, Fence
Simon Contractors & Subsidiaries
Brinker, Gary (308)535-8033
\$1,420,829.66

Tryon Northwest
Bituminous
Simon Contractors & Subsidiaries
Halstead, Kerri (308)535-8031
\$438,034.10

Ringgold North
Bituminous
Simon Contractors & Subsidiaries
Halstead, Kerri (308)535-8031
\$800,867.33

Halsey North
Bituminous
Constructors, Inc.
Halstead, Kerri (308)535-8031
\$371,856.04

Sutherland Viaduct
Gr, Culv, Seed, Br, Gdrl, Elec, Bit
Capital Contractors, Inc.
Morrell, Richard (308)535-8031
\$4,410,332.06

US-83, North Platte Interchange
Gr, Conc Pav, Culv, Seed,
Gdrl, Fence, Sign
Paulsen, Inc.
Morrell, Richard (308)535-8031
\$3,289,838.98

Newberry Interchange, No. Platte
Gr, Conc Pav, Culv, Gdrl, Elec
Cement Products, Inc.
Morrell, Richard (308)535-8031
\$719,586.85

District 6 - Districtwide
Conc Pav
Iowa Erosion Control, Inc.
Morrell, Richard (308)535-8031
\$143,620.34

Cozad Southeast
Culv, Bit
Paulsen, Inc.
Raddatz, Bruce (308)995-6677
\$385,157.17

Brule Link West Jct.
Bituminous
Western Engineering Co., Inc.
Sawyer, Harlan (308)535-8033
\$1,186,269.28

Brule - Ogallala
Gr, Culv, Seed, Gdrl, Elec, Bit
Paulsen, Inc.
Sawyer, Harlan (308)535-8033
\$2,017,141.00

Ogallala Northeast
Bituminous
Micheels Construction Co.
Sawyer, Harlan (308)535-8033
\$39,196.90

I-80, Ogallala West Fence Repair
Fence
American Fence Co.
Sawyer, Harlan (308)535-8033
\$77,949.40

North Platte Truck Scales
Gr, Conc Pav, Culv, Fence,
Bldg, Elec, Sign
Paulsen, Inc.
Thomsen, Toby (308)535-8033
\$5,930,442.78

Sutherland W.B. Rest Area
Bldg. Construction
Simon Contractors & Subsidiaries
Thomsen, Toby (308)535-8033
\$687,900.00

Sutherland E.B. Rest Area
Bldg. Construction
Simon Contractors & Subsidiaries
Thomsen, Toby (308)535-8033
\$684,300.00

Brady East
Conc Pav
Diamond Surface, Inc.
Thomsen, Toby (308)535-8033
\$1,889,966.54

Cozad - Darr
Conc Pav
Diamond Surface, Inc.
Thomsen, Toby (308)535-8033
\$1,903,226.79

Wellfleet North
Bituminous
Western Engineering Co., Inc.
Thomsen, Toby (308)535-8033
\$1,099,884.36

Hershey - North Platte
Gr, Conc Pav, Culv
Cement Products, Inc.
Thomsen, Toby (308)535-8033
\$370,058.98

Statewide I-80 Rest Area Signing
Sign
Garcia-Chicoine Enterprises, Inc.
Thomsen, Toby (308)535-8033
\$294,700.75

Anselmo - Merna
Gr, Culv, Seed, Gdrl, Elec, Bit
Constructors, Inc.
White, Dennis (308)872-6735
\$3,986,213.77

District 6 - Districtwide
Br, Gdrl
Cement Products, Inc.
White, Dennis (308)872-6735
\$178,314.60

Berwyn - Ansley
Conc Pav
Upper Plains Contracting, Inc.
White, Dennis (308)872-6735
\$2,664,865.54

Oconto North
Gr, Culv, Seed, Br, Gdrl, Bit
Paulsen, Inc.
White, Dennis (308)872-6735
\$9,181,360.56

District 7

Hayes Center Northeast
Culverts
Midlands Contracting, Inc.
Collins, Duane (308)345-8490
\$96,821.02

Hayes Center Southeast
Culvert
Midlands Contracting, Inc.
Collins, Duane (308)345-8490
\$120,826.55

W. 4 St. - E. 7 St, McCook
Gr, Conc Pav, Culv, Br, Gdrl, Elec
Paulsen, Inc.
Doyle, Kelly (308)995-5397
\$3,189,394.06

Huntley Southeast
Bridge
L.J. Webb Contractor, Inc.
Kuhn, Kenton (308)995-5397
\$383,928.04

In Minden
Conc Pav
Iowa Erosion Control, Inc.
Kuhn, Kenton (308)995-5397
\$404,145.90

Franklin South
Gr, Culv, Seed, Br, Gdrl, Bit
Werner Construction, Inc.
Quinn, Jerry (308)995-5397
\$3,774,917.37

Holdrege Construction Office
Holdrege Constr. Office Addition
Westland Building Co., Inc.
Quinn, Jerry (308)995-5397
\$97,911.00

In Hendley
Bituminous
Paulsen, Inc.
Quinn, Jerry (308)995-5397
\$107,757.76

Funk to N-44
Bituminous
Paulsen, Inc.
Quinn, Jerry (308)995-5397
\$2,274,885.15

Hendley Southeast
Bridge
Simon Contractors & Subsidiaries
Quinn, Jerry (308)995-5397
\$258,506.98

Orleans East
Gr, Culv, Seed, Br, Gdrl, Elec, Bit
Werner Construction, Inc.
Sell, Tim (308)995-5397
\$4,813,919.34

Trenton East & West
Bituminous
Paulsen, Inc.
Ziebell, Roger (308)345-8490
\$2,663,105.43

Trenton Southeast
Bridge
Simon Contractors & Subsidiaries
Ziebell, Roger (308)345-8490
\$315,288.89

District 7 - Districtwide
Painting
Vogel Traffic Services, Inc.
Ziebell, Roger (308)345-8490
\$763,213.73

Danbury Southwest
Bridge
Simon Contractors & Subsidiaries
Ziebell, Roger (308)345-8490
\$375,836.83

Butler Lake North
Culverts
Cement Products, Inc.
Ziebell, Roger (308)345-8490
\$388,279.95

Culbertson Southwest
Bridge
L.J. Webb Contractor, Inc.
Ziebell, Roger (308)345-8490
\$336,766.75

District 8

Stuart North
Bridge
Christensen Bros., Inc.
Colfack, Gene (402)336-2051
\$686,849.40

Chambers Northwest
Gr, Br, Gdrl
A.M. Cohron & Son, Inc.
Colfack, Gene (402)336-2051
\$431,778.07

Crookston - Valentine
Bituminous
Paulsen, Inc.
Gustafson, Jay (402)376-1350
\$1,467,869.66

Maintenance Facility at Naper
Bldg. Construction
Radec Construction Co. Inc.
Rau, Larry (402)387-2471
\$402,040.00

Wood Lake - Johnstown
Bituminous
Monarch Oil, Inc.
Rudnick, Michael (402)387-2471
\$345,749.34

District 8 - Districtwide
Painting
Swanston Equipment Co. & Sub.
Rudnick, Michael (402)387-2471
\$362,451.98

O'Neill North
Gr, Culv, Seed, Bit
Werner Construction, Inc.
Ziska, Dan (402)336-2051
\$5,268,204.49

Key:

Bituminous - Bit
Bridge - Br
Building - Bldg
Concrete Pavement - Conc Pav
Culverts - Culv
Electrical - Elec
Grading - Gr
Guardrail - Gdrl
Seeding - Seeding

We Get Letters ...

April 9, 2003

Letter to the Editor
from the Gordon Journal

Dear Editor,

I have written to you in the past and voiced my opinion, that we truly are fortunate to live in this community, and feel this was one of the best places in the U.S. to raise a child. We have so many caring, honest, and dependable people who live here. I want to thank the State Road Department crew.

Recently, I needed to leave at 4:30 a.m. to go to Fort Collins, Colo., and the weather was poor to be traveling in (snowing and blowing). Where else could you call a Road Department at 4:00 a.m. and talk to a person (not an answering machine) and obtain the current road conditions, plus go get on the highway where the crew was already working hard to provide the best conditions possible at the time? The road crews in our area put forth extra effort and do a great job.

Deb Thompson
Gordon, NE

Editor's Note: The helpful Roads employees are Bob Mills, Hwy. Maintenance Supervisor, and the crew at District 5 in Gordon.

April 7, 2003

To whom it may concern,

I am a resident of Polk County, six miles south of Columbus. I wasn't sure where to e-mail my comments regarding the snow removal south of Columbus on Hwy. 81, so please forward this message to the appropriate office.

There have only been a few times this winter season that we have had severe snowfall, but each time when I've headed north into Columbus, I have been very impressed with the performance of the snow removal crew. The highway has always been clear of snow and ice, making travel with my newborn sons much safer.

The staff responsible for that section of Nebraska highway deserve a big thanks!

Sincerely,

Melissa Rurup
Columbus, Nebraska

Editor's Note: Job well done, District 3 maintenance crews.

The Department of Roads receives numerous complimentary letters. The letters printed here are representative of those often sent praising the many fine and deserving employees of the Department of Roads.

March 26, 2003

Dear Ms. Theil,

I am impressed with your thorough and detailed work on behalf of our constituent, Mark Vencil. Your efforts on his behalf are much appreciated!

Lee Terry
U.S. Congressman
2nd District, Nebraska

Editor's Note: Doris Theil is the Hwy. Relocation/Hwy. Beautification Supervisor in Right-of-Way.

March 28, 2003

Scott Rajewich
Hwy. Maintenance Supervisor

Dear Mr. Rajewich,

The Nebraska State Historical Society commends your assistance and concern following a serious accident involving two of our employees who were traveling north of Scottsbluff on Hwy. 29 on March 18, 2003. Without your prompt arrival at the accident scene and your thoroughly professional follow-up, the outcome could have been much worse. We appreciate your excellent work.

The employees who were involved in this accident are recovering well. They both extend their sincere thanks for your assistance.

The Nebraska State Historical Society and the Nebraska Department of Roads have long enjoyed an excellent working relationship, thanks in large part to the wonderful people we get to work with all the time. You are one of them.

Thank you very much.

Sincerely,

Lawrence Sommer
Director

Editor's Note: Scott Rajewich, District 5 Hwy. Maintenance Supervisor at Scottsbluff, assisted the two women and refused any monetary rewards.

May 10, 2003

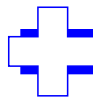
Communication Office

Gentlemen:

We would like to take this opportunity to thank you for sending us the Road Report that details restrictions and highway construction information on Nebraska highways.

It certainly does make it easier for us to choose alternate routes for more enjoyable traveling in the state.

Robert Roh, Administrator
Albert G. & Bernice F Hansen
Hansen Charitable Foundation



By LoyAnn Rossel, RN,COHN-S

Take Precautions Against West Nile Virus



Last summer West Nile virus was reported in 39 states involving 4,000 reported cases. Of these, 274 victims died and many others were left with permanent disabilities. It is estimated that 80 percent of people infected with the virus have no symptoms and never know they've had it.

West Nile virus was first detected in the U.S. in 1999. The virus involves mosquitoes and birds. The mosquitoes become infected when they feed on infected birds. The mosquitoes then can transmit the virus to humans and animals from their bite.

Symptoms of West Nile disease can range anywhere from mild—fever, headache and body aches—to severe. On rare occasions (1 percent), people infected with the

virus may develop more severe symptoms such as high fever, neck stiffness, convulsions, muscle weakness, paralysis, and death. The population most at risk is the elderly and those whose immune system is suppressed.

Just like Severe Acute Respiratory Syndrome (SARS) infection, West Nile virus has been getting lots of attention from the public. Compare the annual deaths from West Nile disease (274) to Americans that die from heart disease (500,000) and this really isn't a big issue. But you don't want to be *the* one to die from West Nile disease, so here are some prevention tips:

- Apply insect repellent containing DEET (N,N-diethyl-meta-toluamide) to exposed skin when you are outside. (DEET does not kill the mosquito, it just makes it harder for them to locate you.) Carefully read the labels for proper application. The higher concentration of DEET provides longer protection, so use appropriately. For more information on DEET call the National Pesticide Information Center toll-free at 1-800-858-7378.
- If possible, wear long sleeves and pants.
- Take extra care from dusk to dawn, since these are the peak mosquito-biting times. Avoid the outdoors at these times if possible, and if you must be outside, use the above precautions.

Hopefully your summer will be safe and mosquito-free.

Governor Presents Plaque to Patrick Boyer's Family

On March 21, Governor Mike Johanns made a presentation at the State Capitol to family members of Patrick Boyer, an NDOR employee who died on August 18, 1999, after he was injured on the job. A memorial plaque was given to his father, Merton Boyer. Patrick was a Highway Maintenance Worker Sr. at the Nebraska City maintenance yard in District 1, where he'd worked for 10 years.

Patrick was known as a hard worker who thoroughly enjoyed his job and was always available to come to work during all hours during the winter and on weekends. He liked working outdoors whether it involved plowing snow, sealing cracks, spot patching, signing or laying asphalt. He always had a smile on his face and was always willing to help his fellow employees both on and off the job. Patrick is still missed by co-workers, friends and family.



Nebraska Governor Mike Johanns presents a plaque to Merton Boyer in memory of his son, Patrick Boyer, who gave his life in 1999 while serving the Department of Roads and the citizens of Nebraska. Pictured to the left of Boyer are his daughter Lisa Tynon, and NDOR Director John Craig. In the back are Michelle Tynon (Lisa's daughter) and Alan Boyer (Merton's son).

TURF & GARDEN

By Dick Gray
Agronomist



Extra Care Now Reaps Rewards

Turf - What a turnaround in May—rain and some more rain. Watch out for fungus when the hot weather breaks. The surplus moisture and heat make a good combination for fungus to develop. Mid-June is time to apply your insecticide for grubs, either Merit or Mach II. As the weather warms up, you can raise your mowing height to 3 inches or more. Keep the blade sharp and keep the water flowing as best you can - 1½ inches per week should do it.

Trees - There is still time to plant trees and shrubs. Container or "balled and burlap" is the choice now. It's getting too late for bare root material. If you have a Scotch pine that dies suddenly and the needles do not fall off, you need to have that tree removed at once. The vascular system has probably been plugged by nematodes. Beetles that are now host specific for Scotch pine spread the nematodes. Cutting, chipping or burning will help control the spread of this fatal malady.

Garden - Is there a shrub rose in your future? Try one called "Knock Out" by the Conard-Plye Co. It has florescent cherry red blossoms all summer, and the old flowers fall off without you doing anything. It is billed as a self-cleaning rose. A new floribunda rose called "Honey

Perfume" by Jackson & Perkins will be out next year. A new tea rose, "Memorial Day" by Weeks Rose Co., also will be offered in 2004. Your tomato plants need an even supply of water to avoid "blossom-end-rot." Liquid calcium will help prevent this disease, too. Good gardening!

West Nile Virus - You can help yourself and your pets by inspecting your property for any standing water that could be used for mosquito breeding. If the water cannot be drained or if it is a water planting, you can place some mosquito-specific pesticide in the water. Check with your local garden store for this material. It comes as a granule to sprinkle in the water or a floating disk to put in your water planting. I have used the floating disk in a rainwater barrel, and it really works! If the area is too large for this kind of treatment, you can go to the bait shop and buy some minnows to put in the water. I have used minnows and goldfish in the stock tank to keep the mosquito larvae under control. Change the water in your birdbath frequently. The birds will love it, and who cares what the mosquitoes think? The control material will not harm pets that drink from your water gardens.

Weather Stuff - "From the weather calendar:" In the span of geologic time we are but a small speck on the time clock. Was the earth ever an "ice ball?" There is evidence that between 580 and 750 million years ago the entire planet froze into a solid block of ice as many as four times. It took episodes of volcanic eruptions releasing massive amounts of carbon dioxide to cause enough global warming to thaw the planet. There is also evidence that in the past 110,000 years there have been at least 24 major planet wide climate shifts. More notable is the fact that these climate swings can easily occur in a single person's lifetime. Are we warming up or cooling down? Only time will tell, but whatever happens, it has happened before. Those plants and animals that can adapt already have, and they will survive.

Rollin' Along...

A colorful bike sculpture is located on the southeast corner of the campus at NDOR's central headquarters. "Crushing," created by Shannon J. Hansen, is one of 71 Tour de Lincoln sculptures on display throughout Lincoln. The sculpture was placed in honor of Nebraska construction industry workers and sponsored by Dobson Brothers Construction Company.

The sculptures feature artistic bicycles and celebrate Lincoln's unique trail system. They will be on display from May through September 2003. A public auction of the sculptures will take place on October 3, 2003, at Haymarket Park with the proceeds to benefit the artists, qualifying arts organizations, and the Lincoln Arts Council.

Additional information about the bike sculptures may be found at www.tourdelincoln.org.



NDOR Events Calendar

— June —

National Safety Month

- 1-7 National Managers Week**
- 5 Certified Managers Day**
- 7 National Trails Day**
- 10 New Employee Orientation Program**
NDOR Central Headquarters
Contact Steve Olson @ 479-3601
- 19 Project Scheduling Meeting**
8:30 - 11:30 a.m., NDOR Auditorium
Contact Craig Anderson @ 479-4666
- 20 Bd. Public Roads Class & Stds.**
9:00 a.m., NDOR Auditorium
Contact Andrew Cunningham @ 479-4569
- 26 Letting**
1:30 p.m., NDOR Auditorium
Contact Liz Wunderlich @ 479-4528
- 27 Hwy. Commission Meeting**
Outstate Meeting – Atkinson
10:00 a.m., Atkinson Civic Center
Contact Shirley Schafer @ 479-4530

— July —

- 4 State Holiday – Independence Day**
- 8 New Employee Orientation Program**
NDOR Central Headquarters
Contact Steve Olson @ 479-3601
- 23 Project Scheduling Meeting**
8:30-11:30 a.m., NDOR Auditorium
Contact Craig Anderson @ 479-4666
- 25 Hwy. Commission Meeting**
10:00 a.m., Hwy. Commission Meeting Rm.
Contact Shirley Schafer @ 479-4530
- 18 Bd. Public Roads Class & Stds.**
9:00 a.m., NDOR Auditorium
Contact Andrew Cunningham @ 479-4569
- 31 Letting**
1:30 p.m., NDOR Auditorium
Contact Liz Wunderlich @ 479-4528

— August —

- 12 New Employee Orientation Program**
NDOR Central Headquarters
Contact Steve Olson @ 479-3601
- 22 Hwy. Commission Meeting**
10:00 a.m., Hwy. Commission Meeting Rm.
Contact Shirley Schafer @ 479-4530
- 29 Project Scheduling Meeting**
8:30-11:30 a.m., NDOR Auditorium
Contact Craig Anderson @ 479-4666

If you would like a key event included on upcoming calendars, call the Communication Office 479-4512 or e-mail twilson@dor.state.ne.us. Information for the August/September Roadrunner should be received by July 18.



Volunteers from Lincoln Electric System are shown hard at work picking up litter during the Trash-Off.

Trash-Off Volunteers Make a Difference

By Denise Wallman
Adopt-a-Highway Program Manager

A statewide 1,335-group environmental force has significantly reduced the amount of litter along state highways. One member of the Brothers Not Forgotten group shared his thoughts after the Great Nebraska Trash-Off held in April, "I just don't understand why people toss their trash out the window when so many businesses provide trash cans." This particular group filled 30 trash bags with litter from their adopted section along Highway 77, just south of Lincoln.

This year's Trash-Off participants included 428 Adopt-a-Highway groups, composed of an estimated 5,552 volunteers. These dedicated citizens picked up litter along approximately 1,800 miles of right-of-way, happy to do their part in keeping Nebraska roadsides litter free.

The Adopt-a-Highway program establishes a partnership between Nebraska citizens and the Nebraska Department of Roads, and has proven effective in maintaining clean and attractive roadsides throughout our State. Thank you to all the Maintenance personnel in the Districts, who help coordinate and promote this worthwhile program. ♦



Adopt-a-Highway volunteers from the Dannebrog Area Boosters Club pause a moment before the Great Nebraska Trash-Off held in April.