



County Highway Report

February, 2004 A Newsletter for the Indiana Association of County Highway Engineers and Supervisors

A Message from the President

By Mike McTague,
President of IACHES

Well this is the first newsletter of 2004, now that I think about it; it is my first contribution to this newsletter. I will start by introducing myself as the President of the organization. Most of you know my name but most of you don't know my background. I'm Mike McTague, Carroll County's Highway Superintendent. I have been in the highway construction industry basically all of my life. I have worked for construction companies, material suppliers and research laboratories since I was 14 years old; these job experiences were in the private sector. I have been in Carroll County for five years. I am a Purdue Alumnus finishing in 1974, not in Engineering but from the Krannert School of Industrial Management. I have been married to my wonderful wife Marilyn for 26 years and we have four children, three boys and our last one is a daughter. Enough of me, lets get on with where this organization is heading.

We are looking at an exciting year in 2004. Membership registrations should be in your hands by now, make sure your cohorts in neighboring counties are members as well as any suppliers that call on you. We are really starting to be recognized in this state and we need to become stronger through increased membership both regular and associate members. If you need more information contact your board of directors, NW District: Dave Strahlem, Cass County, NE District: Rick Pharis, Elkhart County, WC District: Walt Wilson, Fountain County, EC District Wanda Hartman, Union County, SE District Jim Olson, Jefferson County and SW District Norm Wendholt, Dubois County. Our committee chairs this year are Mike Eckert, Allen County, Jeff Brill, LaGrange County of the Standards Committee, Walt Wilson, Fountain County and Bill Williams, Monroe County of the Legislative Committee, Mike Beasey and Rick Pharis of the Membership Committee. I think these Committee Co-

Chairs are eager to get active committees going in this coming year.

Just a quick note, don't forget Road School on March 9-11, we will have a Regular Member Business Meeting on March 11 from 8:30 a.m. until 10:00 a.m. Other than that I guess that's all I need to say. I'm not very talkative; I'm just looking forward to a great and very productive year for our association. Thanks a lot and we'll be talking throughout the year.

“Taking the High Road”

The Importance of Positive Self-Esteem
By Darin Duncan, Vice President

I recently had an opportunity to read a motivating book entitled “Taking the High Road”, by Frank Bucaro, CSP, CPAE. Mr. Bucaro is a well-respected keynote and seminar presenter with programs on the relationship of ethics and values to long-term success.

Now, we all could probably agree that arguing against high moral and ethical values is like arguing against motherhood and apple pie! Everyone should strive to be highly respected and regarded as having a high moral and ethical character. Mr. Bucaro's book suggests that there are six keys to the “high road” to success. Each component is represented by a letter in the work ethics:

Experience – shows us that a foundation of trust based upon ethical choices is essential to building quality relationships, both personally and professionally

Training – knowing how to train ourselves to make ethical decisions

Hindsight – learning from our past choices as well as the choices of others, gaining greater insight as a result

Intuition – the power of the experience-reflection-decision cycle to help us develop an “instinct” for the best course of action in any circumstance

Connection with our customers, our company and our community – the emotional rewards of taking all our personal “stakeholders” into account

Self-esteem – the key to ultimate fulfillment when based upon the knowledge that we are living up to our own highest standards

Each one of these six items is explained in detail in the book. I wanted to take just a few minutes and discuss the last key of self-esteem.

Where do you get your self-esteem? The definition of self-esteem may be different for each of us. However, the higher your self-esteem, the more ethical you can be. Conversely, the lower your self-esteem, the more unethically you’re likely to behave.

How can we create positive self-esteem? Mr. Bucaro’s book suggests that it is developed in three ways: conditioning, role models, and positive reinforcement. Conditioning *simply means this: whatever the mind is bombarded with, the mind will accept. Start by checking your own thinking. Do you have positive thoughts, or do you tend to state things negatively in your own head? If you bombard yourself or your employees with negatives, guess what you create? Negative people!*

The second way to condition self-esteem is through role models. Are you modeling the behavior that will give self-esteem? Are you walking your talk? Remember, people listen more with their eyes than with their ears. We should always strive to serve as a good role model for others.

The third way is through positive reinforcement. *It’s easy to be positive for a day, isn’t it? Try it for a week, or a month. The people around you will probably think you’re nuts! So keep them guessing. Catch them doing things right, and reinforce them for being great. You’ll find their self-esteem may go through the roof and your own may pick up significantly too!*

Finally, the book identifies five more ways to jump-start your own self-esteem. Summarized, they are:

1. **Believe in yourself** – Nobody can teach you that, it’s got to come from inside you.
2. **Believe in the goodness of other human beings** - There’s good everywhere. Make people aware of it. Otherwise, we start believing what we see on TV – that the world is a cesspool and the best we can do is survive.
3. **Believe that your choices in life make a difference** – Don’t blame anyone else for your choices in life. Your greatest power lies in your ability to choose.

4. **Stop Worrying!** – Realize that 92% of what we worry about never happens! So stop worrying – all it does is waste your time and energy.

5. **Take Risks** – One of the fastest ways to build your self-esteem is to go for it – take risks – challenge yourself. Someone who risks nothing is nothing. No pain, no gain.

One of the best feelings in life is positive self-esteem plus social involvement. So think well of yourself, take your gift and talent out in the world, and make the world a better place because you’ve been there. After all, that’s what makes life the challenge and the joy that it is. All of us can make our communities a better place for everyone!

NACE Update
By Steven A. Sherwood, P.E., L.S.;
Warrick County Highway Engineer and
NACE State Director for IACHES

I would like to take this opportunity to address all IACHES members and ask that if you are not currently a member of the National Association of County Engineers (NACE) that you would please consider joining in 2004. One of the first common misconceptions of NACE is “if I’m not a County Engineer, I can’t apply.” NACE consists of many members who are not engineers. There is a large number of County Highway Supervisors and Superintendents as well as County Engineers.

What is NACE? NACE is a professional association supporting county engineers and managers in county public works agencies across the United States and Canada. NACE has more than 1,700 members representing about 1,400 county agencies. Founded in 1956, the association serves as an educational aid to county engineers, public works directors, highway superintendents and their staffs in county government and acts as a liaison between counties and other levels of government. Primary activities include publication of management and technical guides, management of educational conferences and seminars, and distribution of relevant news and information to the membership. An affiliate of the National Association of Counties (NACo), NACE participates in the development of NACo policy and helps promote these goals in Washington. NACE has many technical and governance committees. As a member of NACE you are eligible to serve on one of the NACE committees, which cover the major functional and administrative responsibilities of most county public works professionals. Primary activities focus on research and program development. NACE also has representatives on other major organizations such as American Society of Civil Engineers, American Public Works Assoc., AASHTO committees, American Road and Transportation Builders Assoc., various Safety, Pavement, Technology and Traffic Associations to name a few.

How can I learn more about NACE? Please visit the NACE website at “www.countyengineers.org” to learn more about what NACE is all about and what services it provides that will be beneficial to you and your organization. Members receive a monthly newsletter (*NACE News*) filled with timely topics, including latest legislative issues. *NACE News* features articles by NACE leaders, representatives of the state and federal government, consultants and members like you from around the country. *NACE News* provides a broad discussion of the issues facing public works professionals today and exposes you to new ideas and technologies that can help you do your job more effectively. It also includes LTAP articles, corporate member advertisements and corporate spotlight articles, notices of upcoming events, new websites to check out, and a listing of technical publications and how to get them. NACE publishes an extensive amount of material including Video Guides, Action Guides and Training Guides.

Why should I join NACE? The State of Indiana currently has very few NACE members; consequently we have a very small lobbying voice as a state. In Ohio, every county engineer is a member of NACE and they have a stronger lobbying voice accordingly. IACHES and NACE together provide a very strong legislative presence and the membership benefits are numerous. Strength in membership allows a stronger unified voice in the legislature. Many issues that begin with action at the federal level have an affect at the state and local levels. NACE has many affiliate memberships across the nation, organizations much like ourselves who have similar problems and needs. Together, we form an effective lobbying tool in the legislature.

NACE holds an annual meeting and management and technical conference in the winter/spring of each year. The conference offers members an opportunity to meet their public works counterparts from other counties around the country, exchange ideas, and attend timely and informative workshops, general sessions, and committee meetings. It is a great way to get to know other county engineers, highway superintendents, and public works directors from all parts of the country. Many county professionals gather for this event, which is co-hosted by one of NACE’s 29 state affiliate organizations. You can earn continuing education credits, meet leaders of the federal agencies that affect your work, browse through our technical exhibits and equipment show, and share your experience and expertise with people who understand the challenges and opportunities you face.

How do I join? Simple, your annual IACHES membership renewal package that was recently sent out will contain this information on the same form. Merely check off the appropriate information and return the fee with your IACHES application form. If you do not have a form, please visit the IACHES website at www.iaches.org and print the form in question. Also, look for the NACE exhibit during the upcoming 2004 Purdue Road School, located at the break room in the Stewart Center.

**Support for the Forthcoming
“Road Scholars Certification Program
Jim Olson, P.E.,
Jefferson County Engineer**

Our Indiana LTAP is molding a certification program for those of us working in the streets and roads departments of local government. I offer kudos and thanks to the LTAP staff for taking a proactive approach to this.

I am a firm believer in the value of, and the need for, training. The need for training is being heightened by the increasing complexity of society, and by the higher standards of performance that the public is expecting from its public employees. Indiana won’t be the first state to put a certification program in place, there are several already. By building on the groundwork of those existing programs, and by utilizing the substantial talents and knowledge of those in IACHES, private industry and LTAP, Indiana can develop an excellent program.

This certification program can be a win-win situation, benefiting both society and the individuals employed to manage and maintain the roadway system. Society will gain as the certification program promotes and develops a skilled workforce for the important services that street and road departments provide. Individuals will gain by improving and documenting their competencies for career advancement.

Certification will signify meaningful accomplishment and achievement. Certification will be based on a combination of appropriate training and relevant experience. The program can eventually be structured to have certifications appropriate to different job positions or roles, such as basic supervisory for foreperson or crew leader; advanced supervisory for superintendents; management and administrative for highway directors; county highway engineering for professional engineers. There’s likely to be other logical ratings for the wide variety of tasks we perform.

Because there are many facets to a roadway and to the overall roadway system, there are many important policies, actions, and procedures that can improve the roadway system. Individually, none of us can be aware of all of the improvement possibilities. But, since we each have our own areas of interest and expertise, we can learn from each other, and by sharing the cumulative body of knowledge, improve the roadway system statewide.

The public roadway employees of Indiana, along with our colleagues in the private side of the roadway industry, have much knowledge about the ins and outs of roadways and their management. Collectively, we have a large body of knowledge. This body of knowledge can be captured, preserved and put to effective use. The Road Scholars Certification Program will begin doing this.



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