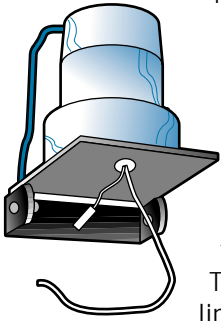


Idea Exchange

Folddown device protects strobe lights



Motor grader operators in Iowa were damaging the top strobe lights on low door openings until Doug Moothart developed a collapsible mount. He installed a metal mounting bracket and guard with friction washers. Operators can easily pull the light down and push it back up for operation. If they forget, the light folds down, preventing damage. The device works so well they are installing one on their end loader to protect its strobe light from damage by trees and brush.

For more information contact Doug Moothart, Washington Cty, Iowa, 319/653-7733. From the Iowa *Technology News*, Dec. '96.

How to be a good supervisor

From John Wiggins, a consultant at the Rutgers, NJ, Road Technology Transfer Center, come the following suggestions on how to be a good supervisor.

Never refer to yourself as the boss Your staff already knows your position. You'll earn respect by your work, not by reminding everybody who's in charge.

Take the heat It's the boss's job to be the "lightning rod" for complaints and criticisms. Work to resolve the complaints without just blaming those around you.

Share the credit Getting credit for the good things is also part of the job. Share it generously with your staff. Without them you will accomplish little.

Be a teacher The people around you need to learn from you what you expect of them, and to learn from your experiences. Sharing your knowledge by teaching your staff to do what you can do increases their respect for you.

Be a listener Complaints, suggestions, excuses...listen to them all. Suggestions about work practices are often helpful and help staff feel a part of the solution. From work complaints, tardiness excuses and family problems, you can often understand staffing problems, operational difficulties, or individual problems like substance abuse. Don't try to solve personal problems yourself, but refer these staff members to the appropriate professionals.

Be a part of the team Encourage staff members to offer suggestions. Feel free to lay out a problem and ask for the staff's input for the solution.

It's not easy—be human No one is perfect and you are not expected to be perfect. If you make a mistake, be human and accept the responsibility fairly. Those around you will respect you for your humanity.

Gravel road Q & A

Ken Skorseth, a gravel road expert from South Dakota, talked about maintaining gravel roads at a T.I.C. workshop presented over the statewide Educational Telephone Network. Here are some of the questions from participants in the workshop and his answers.



Is it a good idea to recycle blacktop and mix in sand and fines to make road gravel?

Old asphalt that has been run through a crusher is well sized. I have seen some excellent results if you simply place it as surface gravel. Don't try to place it in a thin lift because it sometimes takes on the characteristics of asphalt pavement again,

developing potholes and resisting blading except during a rain. Four inches is the minimum lift depth. Alternatively, a 50-50 blend with virgin gravel is excellent because it can be bladed more easily, but has excellent binding characteristics. It reduced maintenance by over 50%. Place this in a lift of three inches over a three-inch base.

What blend of different size aggregates do you recommend?

You want a blend of gravel, sand, and silt/clay. In the base you want 40-80% hard stone graded from 1/4 to 3 inches in diameter, but on the surface use smaller size stone. The standard state specs call for 3/4 inch aggregate for surface gravel (crushed stone) with 20-60% sand (less than 1/4 inch) and 8-15% fines. The specifications are in *Sec. 304.2.6 of 1996 State Standard Specifications*.

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Crossroads

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