

# APWA NEWS

AMERICAN PUBLIC WORKS ASSOCIATION

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December 2000



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## From the President

What a year it's been! We survived Y2K to start 2000, and hopefully we'll find out who the next president of the United States is by the end of the year. As president of Oregon APWA for 2000, I've had a very rewarding experience representing the chapter. We've accomplished the goals the chapter set for my term ... and then some. It's clear to me that this only happened because of the dedication and active participation by you, the members of the chapter. I thought I'd share with you some highlights of our accomplishments and recognize the individuals who made it so.

- Implemented a new look and feel for our quarterly newsletter. We also initiated selling ad space to generate revenue to continue our efforts to improve the newsletter. Thanks to **Eric Jones, Editor**.
- The Chapter Scholarship Foundation reached its initial goal of \$100,000, and we are now working toward a new target of \$250,000 over the next few years. Thanks to **the members of the Scholarship Foundation Board**.
- Several new and very successful education program offerings were added this year by the Education Committee. In addition, the Education Committee was able to establish class registration through the internet with online payment. Thanks to **Ted Kyle, Education Committee Chair**.
- Over the last several years the chapter has used the services of

Event Solutions Inc. (ESI) to meet the support needs of the chapter. ESI has provided excellent support to our education program, conference committees, and chapter board. We recently completed an RFP process to validate to our membership that we are receiving cost-effective services, and I'm pleased to announce that the relationship with ESI will continue for the foreseeable future. Thanks to **Ted Kyle** and the review committee for their efforts.

- The joint specifications project with ODOT is nearing completion, thanks to the hard work of many chapter members and staff at ODOT. This effort will provide a common specification that we expect will be used heavily by many organizations in the state. Special thanks to **Paul Klope, Specifications Committee chair**, for the many hours he has spent on this effort.
- We had two excellent conferences this year in Portland and Ashland thanks to the hard work of the conference committees led by **Bob Deuel (Ashland) and Linda Dartsch (Portland)**.
- Finally, I must recognize your incoming President **Ron Polvi**. He will, I'm sure, set a new standard for the chapter. As an indication, his tag at the last conference was "Yippy Ki Yay, It's My Gizmo." You'll need to ask him about the significance of that tag when you next see him working to fulfill the goals of the chapter.

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# Chapter In Action

## Dan Boss Earns Bowes Award for Distinguished Service

Oregon APWA awarded its highest honor, the William A. Bowes Service Award, to Daniel J. Boss, Operations Director for the City of Tualatin, at the chapter's fall conference in Ashland.

William Bowes was a Portland City Commissioner of Public Works who was instrumental in establishing the Oregon Chapter of APWA in 1964. The Bowes Award was established in 1978 to honor a chapter member for distinguished service to the chapter which results in improvement, growth and public recognition of Oregon APWA and its members.

Boss became a member of the APWA in 1980. He served several years as chair of the Computer Technology Committee and was very active with the chapter's Education Committee. He has been a featured

speaker at many APWA Conferences on topics including computer use in public works, management skills, road utilities, pavement management, emergency management and contracting public works services.

Boss served on the chapter board of directors and as chapter president in 1995. In 1996, he was elected to the board of the APWA Oregon Chapter Scholastic Foundation and currently serves as its treasurer.

"The reason I'm involved in APWA is that it's helped me grow professionally," said Boss. "I'm not an engineer. But all along people have taken the time to teach me the things I've had to know, and I've really enjoyed the opportunities I've had to give back to the organization."



## Meloy named to APWA National Transportation Committee

Redmond Public Works Director Mary Meloy was recently appointed to the national committee on transportation sponsored by the American Public Works Association. The APWA Transportation Committee deals specifically with technology issues and funding related to streets and highways. Meloy, a former member of the Oregon APWA board of directors, will work on the committee to influence legislation on federal funding of streets and highways, environmental regulations and transportation land use planning.

The committee recently met in Louisville, Kentucky, and worked closely with the Federal Highway Administration on the Transportation Equity Act -21<sup>st</sup> Century (TEAA-21) funding package, legislation appropriating funds to reduce congestion, safety requirements in work zones,

initiatives related to the use of road salts, use of .08 DUI limitation in all states and commercial driver's hours of service.

"The committee tackles a wide range of transportation topics, and I like that type of challenge," Meloy said. She feels that working to get more funding passed from the federal level directly to the local agencies will

have the most benefit for Redmond and other cities in Oregon. "We certainly qualify for funding when it comes to traffic congestion," she said. "It's very competitive, so we need to be on committees like this to have our name and congestion problems known first hand by federal officials."

The committee plans to meet monthly by telephone and internet.

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# Chapter Elects Board for 2001



The members of Oregon APWA present at the fall 2000 chapter conference in Ashland unanimously elected board officers and directors for 2001.

Ron Polvi, Director of District Engineering for Northwest Natural, was elected board president. "I look forward to the upcoming year and all the opportunities we'll see as public works professionals," said Polvi.

Bob Deuel, City Engineer for the City of Medford, was tapped as president-elect. Stephanie Reid, Engineer for the Portland Bureau of Environmental Services, was chosen as board secretary. Steve Baker, Operations Director for the City of Lake Oswego, was named treasurer.

Elected to two-year terms as board

directors were incumbents David Haskell, Public Works Superintendent for the City of Warrenton; and Ted Kyle, Capital Program Manager for Water Environmental Services of Clackamas County. Chapter members also elected a new board member, Terry Kelsey, Public Works Manager for the Portland Bureau of Maintenance.

Other members of the board in 2001 include: Les Lyle, immediate past president; Hugh Kalani, national delegate; and Jon Katin, Greg Miller, and Ken Stoneman, directors in the second year of their terms.

## You Can Help Chapter Apply for APWA National Awards Program

By Stephanie Reid, Awards Committee

Each year the APWA National Awards Program recognizes the accomplishments and outstanding contributions by individuals, groups and chapters to the public works profession. There are over 35 categories in which to compete.

The Oregon Chapter Awards committee has decided to pursue five awards this year, including the prestigious Presidential Award for Chapter Excellence (PACE). If you would like to participate in the award application process or would like

more information contact Stephanie Reid at 503-823-7095 (stephani@bes.ci.portland.or.us) or Hugh Kalani at 503-632-4982 (kalani@bctonline.com). Members are encouraged to visit awards@apwa.net to learn more about the program.

### 2001 Board Members

- President, **Ron Polvi**  
503-585-6611 x8140
- President-Elect, **Bob Deuel**  
541-774-2100
- Secretary, **Stephanie Reid**  
503-823-7095
- Treasurer, **Steve Baker**  
503-526-2444
- Past-President, **Les Lyle**  
541-682-5291
- National Delegate, **Hugh Kalani**  
503-632-4982
- Director, **Dave Haskell**  
503-861-2233
- Director, **Jon Katin**  
541-757-6729
- Director, **Ted Kyle**  
503-557-6472
- Director, **Greg Miller**  
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- Director, **Ken Stoneman**  
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- Director, **Terry Kelsey**  
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# Leadership and Management Keeps Tabs on Issues in the 2001 Oregon Legislature

by Greg Miller,  
Leadership and Management Committee

In January, the Oregon Legislature will convene and remain in session for probably five to six months. Many issues of interest to local government, consultants, and utilities will be raised. Among them are transportation funding (AAA may sponsor a measure for a 2-cent increase in the fuel tax, and Oregon Trucking Associations (OTA) will likely sponsor repeal of the weight-mile tax again), and regulation of utilities in the right-of-way (measures will likely be sponsored by both utilities and local government). There will probably be many bills introduced dealing with the recently passed Measure 7 on takings. There is also a significant shortfall in general fund revenues to be dealt with, plus there are always surprises as various interests pursue their diverse agendas.

The APWA chapter will help you stay informed through the efforts of

the Leadership and Management committee, who will once again provide periodic updates on the various issues via the chapter web page and this newsletter. You will also be able to get more timely updates via email (read on!).

Members often ask how they can influence what the legislature does. Legislators need information and often respond to input from their constituents. Notes and phone calls from local elected officials and business people are particularly effective. If you stay current with the issues under consideration, you can influence what gets passed by getting your points and supporting information to the right person at the right time. Our aim is to make it easier for you to stay current on the issues that interest you. What you do with that information is up to you.

The Leadership and Management committee has members who will track and report on issues in specific areas. They will maintain email lists of interested people that they will keep updated as the session goes on and issues develop. If you are interested in getting these updates, send your email address and a list of areas you are interested in to Greg Miller at (greg\_miller@co.washington.or.us (the space is an underline) or Leslie Benckendorf at USFOR@aol.com. The areas and committee members working them are:

- Transportation funding, Greg Miller
- ODOT and transportation regulation, Peggy Kepler
- Water and environment, Mike Ottensmann
- Right-of-way, access and utilities, Leslie Benckendorf
- Growth management & land use, Peggy Kepler
- Public contracting, Rich Girard
- Systems Development Charges, Jim Galloway

If you have already responded to our survey, you need not respond again; we have you on our lists.

We will do all we can to provide you with easy links to websites where you can get details on pending legislation and in some cases analysis of the impacts. Two sites that are useful:

- State legislature for bill texts and status - [www.leg.state.or.us](http://www.leg.state.or.us) (recommend using Netscape)
- Association of Oregon Counties/ League of Oregon Cities for lists of bills of interest to Public Works - including analysis - [www.orlocalgov.org](http://www.orlocalgov.org).

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## **NEW MEMBERS**

**David Barovelli**, District Supt, Netarts Oceanside Sanitary Dist, Tillamook

**Terrylynn Bednarzyk**, City Manager, Amity

**David Bick**, City Engineer/Director of PW, Hood River

**Katherine Conrad**, Murray Smith & Assoc, Portland (503-225-9010)

**Brenda Drake**, Permit Specialist, City of Gresham (503-618-2638)

**Shawn Ellis**, Design Engineer, David Evans & Assoc, Portland

**Kaaren Hofman**, Civil Engineer, Port of McMinnville (503-434-7312)

**Dave Holmes**, Engr Tech, City of Gresham, (503-618-2622)

**Damon Joyner**, Utility Permit/Insp Supv, City of Eugene (541-682-4890)

**Terry Keyes**, Public Works Director, City of Sherwood (503-625-4235)

**Richard Krog**, Sr Util Coordinator, TBE Group Inc, Salem (503-315-2280)

**Jeff Loftin**, Engr Development Specialist, City of Gresham (503-618-2622)

**Sharon Monohon**, Management Analyst, City of Gresham (503-618-2402)

**Eric Rouse**, Engr Development Specialist, City of Gresham (503-618-2622)

**Mike Wolski**, Operations Manager, City of Albany (541-917-7608)

**David Dhnstov**, Operations Supt, Washington County (503-648-8761)

**Tammy Donahue**, Budget Analyst, City of Eugene (541-682-5503)

**Charles Green**, Transportation Engr, Parsons Brinkerhoff, Portland (503-274-7223)

**Kevin Prado**, Design Engineer, Kurahashi & Assoc, Portland

**Meri Reiley**, Safety & Training, City of Hillsboro (503-681-6152)

**Terry VanMeter**, Management Analyst, Washington County (503-648-8761)

# **And the Winner Is ...**



Ron Polvi took home the not-so-coveted Gizmo after a nip-and-tuck battle with Stephanie Reid at the chapter's fall conference in Ashland. Gordon Merseth, who earned the dubious honor at the spring conference, drove the bidding up after adding his personal touch — a pink hardhat! Of course, the real winner is the chapter's Education Foundation, which earned \$1,830 for the Foundation fund.

## **Members Earn Awards for Accomplishments**

Several Oregon APWA member agencies have received awards for their public works programs in the past several months:

The Environmental Protection Agency (EPA) Region 10 recently recognized the **City of Gresham** with a coveted "Operation & Maintenance" excellence award for the Gresham Wastewater Treatment Plant. This award recognized the Gresham Wastewater Treatment Plant for progressive planning, creative financing and excellence in operational performance and efficiency of the Gresham Wastewater Treatment Facility. This is the second "O&M" award for the city in the last five years.

The **City of Corvallis** received an EPA award for Combined Sewer Overflow (CSO) remediation. A second-place CSO Control Program Excellence Award went to Corvallis for designing a CSO relief interceptor that will reduce overflows by more than 99 percent and constructing the facility for \$3 million less than the \$32 million project budget.

The **Oregon Department of Transportation** won 35 awards from the National Quality Initiative, which is a partnership of public and private highway industry representatives that recognizes team contributions that improve highway quality in maintenance, construction or operations. Projects recognized included ODOT's Project Safety Management System, the Cape Foulweather emergency slide repairs, and the large-scale project to analyze and change the way projects are developed and constructed.

Interested in  
advertising in the  
Oregon APWA  
newsletter?

Contact Eric Jones, Editor  
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[eric.r.jones@ci.eugene.or.us](mailto:eric.r.jones@ci.eugene.or.us)

# Ashland Conference

Photos by Andy Hofer



Registration was smooth as silk, thanks to Bob Deuel and his staff from Medford Public Works



What's a golfer to do?



"Yippy Ki Yay, it's my Gizmo"



Senator Lenn Hammon delivers luncheon address

## Mark Your Calendar Now!

**April 4-6, 2001** — Spring 2001 conference, Sunriver, conference chair is Mary Meloy, Redmond Public Works Director (register early for best room rates)

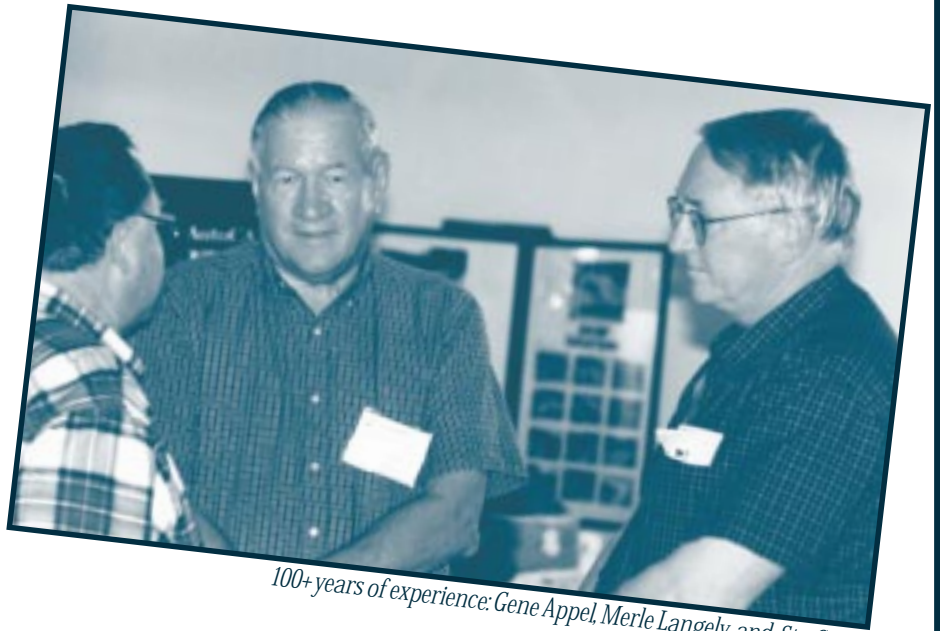
**October 3-5, 2001** — Fall 2001 conference, Seven Feathers (Canyonville), conference chair is Chris Berquist, Roseburg Public Works Director

**Spring 2002** — Joint Spring 2002 conference with Washington Chapter APWA, date and location TBA





Members signed a giant card for Lance Burke



100+ years of experience: Gene Appel, Merle Langely, and Stu Cato



Paul Klope (right) worked right through the social hour



A wide array of products and services were on display



As always, the exhibitor-hosted "icebreaker" was a huge success



Hugh Kalani' and Merle Langely (not pictured here) each received a Longevity Award

# Scholarship Winner Hopes to Help People, Environment



During the 2000-2001 school year, the Oregon APWA Scholastic Foundation awarded four scholarships totaling \$8,100, including a \$2,700 scholarship to Rachel Anne Armstrong.

Armstrong, a senior at Oregon State University, is studying civil engineering with an eye to a career in water resources. "I've been a raft guide on the Klamath and McKenzie rivers, and I guess you could say I grew up on the water" said Armstrong, who was recognized at the fall conference in her hometown of Ashland. Armstrong's other professional interest is social service work. "I'd really like to do something for underdeveloped communities that need irrigation and wells and sewer systems, here in the U.S. and around the world."

This year's other scholarships went to Julie Havelka and Jason Waters of PSU, who split \$2,700, and \$2,700 to Matthew Ray Smith of Oregon Institute of Technology.

## A Recruiting Alternative That Works!

Saturday Academy's high school Apprenticeships in Science and Engineering (ASE) program is seeking science and engineering professionals to serve as mentors for the summer 2001 ASE program. **Mentor registration deadline is January 15, 2001.**

The ASE program is part of Saturday Academy, a department of the Oregon Graduate Institute of Science and Technology. The cost of program participation and support by "for profit"

companies is tax deductible. ASE was initiated in 1990 to address the growing concern over the quantity, quality and cultural/gender diversity of our nation's future technical work force. ASE has grown from 36 student apprentices in the first year to 201 students in the summer 2000 program. The number of mentoring

organizations has grown to 85. In its 11-year history the program has provided 1800 students with a hands-on eight-week apprenticeship with practicing professionals in science and engineering disciplines. These students have been drawn from a pool of over 8,000 applicants from across Oregon and southwest Washington.

A growing number of municipal, county, state and federal government agencies are participating in the ASE program. Student assignments have included the sciences associated with GIS, a variety of engineering disciplines, environment, land use and planning, and water quality.

Many students with the potential to excel in science or engineering have only a general idea of what a career in these fields entails. They have little or no contact with adult practitioners until they are well into college or beyond. ASE provides high school freshman, sophomores and

juniors explore, test and refine their interests to make better-informed educational and career decisions.

The ASE program combines job application, competition, performance and results reporting in a comprehensive summer experience that qualifies for elective high school science credit. ASE provides the opportunity for employers to screen students for tracking to a longer-term relationship as they pursue their education. Many collaborating employers hire their ASE students back, and support them as college co-ops or interns and agree to hire the student when they graduate from college.

ASE apprentices receive an eight-week comprehensive summer science experience, high school credit and a \$1,400 summer stipend. Students can obtain application materials by calling ASE at (503) 748-1215. **The student application submittal deadline is January 31, 2001.** APWA members who have science oriented high school students in your families or circle of friends are invited to have them apply for the positions in the program.

For more information, visit ASE at [www.ogi.edu/satacad/ase](http://www.ogi.edu/satacad/ase) for program information including sample student position descriptions. Call 503-748-1395 for more information or help in custom development of a challenging student apprenticeship for next summer.



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## **APWA California-Oregon-Washington Combined Dinner A Success in Louisville**

More than 143 APWA members and guests enjoyed the evening aboard the Star of Louisville at the September 12 combined chapter dinner as part of the APWA National Conference. Oregon attendees included (left to right) Paul Klope, Tammy Donahue, Val Dixon, Les Lyle, and Leslie Brown, all of Eugene, and Ron Polvi of Salem and Greg Miller of Hillsboro.



## **Onward and Upward! Scholastic Foundation Sets New Goals**

*by Lori Faha, Foundation President*

Thanks to those of you who provided great input and enthusiastic support to the Oregon APWA Scholastic Foundation board members at the fall conference. Using your ideas and responses to our questionnaire, the Foundation Board has set a new fund-raising target of \$250,000 in endowment funds by 2006. This will put the Foundation in the position to fully fund the Oregon APWA scholarships to engineering students at OSU, PSU, and OIT and to public works administration students at PSU, including some increases for inflation.

To reach the \$250,000 goal, the Foundation will need to raise approximately \$20,000 per year for the next five years, beyond the expected earnings from the investment of the approximately \$110,000 existing general fund. The Foundation Board appreciates the strong support of the scholarship and endowment program as exhibited at the conference. And we hope you will continue your support as we develop future fund-raisers.

For the 2001/02 school year, the Foundation Board has approved providing \$5,000 from the endowment fund. This will provide almost half of

the \$10,100 in scholarships designated for next year - the remainder to be funded by the Chapter. The scholarships recommended for next year are: \$2700 scholarships at OSU, PSU, and OIT engineering schools, and a \$2,000 PSU Lindberg Public Administration scholarship.

Here's a summary of the results of the survey conducted at the Fall conference (thank you Gene Appel for all your work on this). This is based on 51 responses:

- Overwhelming agreement to a funding target of \$250,000 in five years.
- 50% want to see the Chapter provide more than its existing \$6,000 annual contribution to the Foundation for scholarships; 25% thought that funding level was fine as is; 20% suggested reducing support as the foundation grows
- A whopping 78% want to see GIZMO continued as a foundation fund-raiser!
- 72% suggested that additional fund-raisers should be held at conferences.
- Most respondents are happy with the existing mix of scholarships offered.

- The Foundation and Scholarship Committee should do better at tracking past scholarship recipients.
- We also received a number of excellent suggestions regarding future fund-raising, including some offers of assistance (thank you!! - we will be calling you!)

If you have additional ideas or questions about the Foundation, please contact a board member. After fall conference elections your new Foundation board for 2001 is: Dan Boss, Don Schut, Bob Adams, Gordon Merseth, Jeanne Nyquist, Les Lyle and Ron Polvi. I will be leaving the board at the end of this year, but plan to continue my support of the Foundation. Thank you for allowing me to serve you - after almost 15 years of serving on committees, Chapter and



Foundation boards, I can say it is always fun and fulfilling!

# Tech Talk

## Geometronics Unit Uses Helicopters to Boost Safety, Accuracy

by Monte Turner, ODOT Communications Coordinator

Aerial photos taken from helicopters are keeping ODOT surveyors out of traffic and providing more accurate images than possible from airplanes.

During recent years, projects in urban areas have required a higher degree of accuracy for information provided by photogrammetry, according to Ron Singh, manager of the Geometronics Unit. The unit provides highly detailed maps and digital terrain models used by engineers to design construction projects. The information also is used by staff members in the Planning and Environmental sections.

Photogrammetry is based on aerial photos. Pictures are normally taken from airplanes. But a 1,000-foot minimum flight level limits the accuracy of airplane photos. So the unit has turned to helicopters for work requiring more accuracy. They can fly as low as 300 feet above the roadway. ODOT started using this approach four years ago and each year finds more applications. The unit contracted to have four highway projects flown during the past few months, Singh said.

Without helicopters, the only other choice would be to send ground survey crews to the sites, Singh said. "Ground surveys disrupt traffic with lane closures and place crews dangerously close to moving traffic." In addition, some locations are hard to access by field crews, such as high traffic areas or rough, unstable sites, Singh pointed out.

Helicopters and airplanes use the same type of large, specialized cameras. The cameras produce nine-inch-square negatives.

How accurate are the helicopter images? Objects in photos can be

measured within one centimeter of their exact location, Singh said.

"We've had contractors ask if we needed them to map the cracks in pavement," Singh reported. Using data from a recent helicopter flight, one photogrammetry staff member was able to determine the height of power lines crossing I-5, keeping crews off the busy freeway.

Before a helicopter or airplane flies a project, photogrammetrists plan the project with a flight path. They also place control targets (such as 12-inch to 48-inch wide crosses, tees or chevrons) on the edge of pavement or ground to provide specific reference points that will show in the photos.

When they receive the results of the flight, staff members look at two overlapping photos at the same time using optical or digital instruments. Using calculations based on photo observations, they are able to determine exact coordinates of any features visible in the photo. The features collected from the photos are

placed in an electronic file creating a three-dimensional model.

"Staff members have taken on the challenges that new technology brings," Singh said. "Invariably, with all the increased benefits of new technology, comes increased complexities and challenges," Singh said. "Without the perseverance and hard work of the Geometronics staff, we wouldn't have been successful with the new approaches," he added.

Staff members' ability to adapt to new tools and processes will be helpful in the future. The unit also is experimenting with other new technology and applications. Digital images have revolutionized the way aerial photos are used and distributed. Geometronics staff plans to perfect methods for using oblique photos—those taken from an angle—to cover areas such as hillsides and landslides. They also have investigated use of LIDAR, which uses light beams as radar to measure features.

For more information, contact Ron Singh at (503) 986-3033.

### Down and Dirty

Sewer trenching was dangerous, dirty work back when this photo was taken in Eugene in the early 1900s. Today, heavy equipment does most of the excavation and workers are protected by improved shoring systems and other safety features.



# METRIC OPINION SURVEY

The National APWA Board of Directors wants to know what YOU think about metric conversion.

Below is a survey form to give you the opportunity to express your opinion. Also, the National APWA Board is very interested in the rationale behind your recommendation, so please take a few moments to provide data or anecdotal information to help them understand your position. APWA will use the results of our survey and responses they receive from the membership nationwide to establish policy, which will help direct their lobbying and political efforts with Congress, and prioritize education assistance to the APWA membership.

The Oregon APWA Chapter will collect your surveys, tally the responses and forward your surveys with a summary of the results to National APWA. Thank you for your help. If you have questions, call Paul Klope, City of Eugene, 541-682-5246.

## Check the box that best matches your opinion.

I want **National** APWA to take a policy position in FAVOR of metrication for all Federal, State, and Local government agencies.

I want **National** APWA to take a policy position to DELAY metrication UNTIL the Federal government is totally committed to metric conversion and has provided funding for State and Local governments to convert.

I want **National** APWA to take a policy position OPPOSED to metrication.

I do NOT want **National** APWA to take any policy position regarding metrication (i.e. they should remain neutral).

## Check one of the following:

This survey response represents my opinion only

This survey represents my Agency/Company position

Name (optional) \_\_\_\_\_ Agency/Company \_\_\_\_\_

Please give us your comments, opinions, anecdotes on metric.

Please return this form by Feb. 1, 2001 to: APWA Oregon Chapter, 1298 Elm Street S.W., Albany, OR 97321

# Calendar

## 2001 Schedule (January - April, 2001)

### January 25-26, Portland — **Leadership Development for the Engineer.**

ASCE seminar; 16 professional development hours. For more information, contact Charles C. Calhoun, Jr., P.E., (601) 638-2419, (601) 661-6388 (fax), ccalhoun@canufly.net.

February 15-16, Portland — **Construction Inspection.** Learn the latest information in the construction industry, safe and economical work techniques, and receive practical ideas from peer experience. This workshop is designed for public works and private industry employees responsible for construction inspection projects.


March 1-2, Tualatin — **Project Management.** Stay on top of deadlines and rebound from set-backs. This workshop provides a step-by-step

approach through the key elements of project management, addresses several types of projects. It illustrates how to identify and effectively deal with key stakeholders who can "make or break" a project. It is designed for public or private sector professionals who manage planning, design, construction, operational, or maintenance projects.

March 28-30, Bend — **The Developing Leader.** A leadership workshop designed especially for public works managers, supervisors, and team leaders with various levels of experience. It is especially useful for anyone promoted to a leadership position or using participative management. In this workshop, participants discover their own leadership style, learn how to maximize personal strengths, build a cohesive team that gets results, use teams to solve problems, manage a diverse work force, inspire people to achieve peak performance, communicate clearly, and plan in an ever-changing environment.

April 4-6, Sunriver — **Oregon Chapter APWA Spring Conference.**

April 25-27, Florence — **Street Maintenance and Collection Systems Spring School.** This school is designed for road/street maintenance and wastewater collection systems personnel of all experience levels. Four tracks of professional and technical development sessions, industry exhibits, and equipment displays are offered to participants. Technical sessions at the Spring school focus on maintenance activities conducted in warmer, drier months.



**APWA NEWS** is published quarterly by the Oregon Chapter, American Public Works Association, 5018 SE 36th Avenue, Portland, OR 97202-4129

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**Fall Conference  
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