

# Arkansas HIGHWAYS

APRIL 2016 | NEWSLETTER



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**COVER PHOTOS:**

Front and Back: Hempstead County Interstate 30 Red River Bridge at Fulton

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**SUBMISSIONS**

Photo submissions are included as time and space allow. Please submit images to the appropriate District or Division Reporter:

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- DISTRICT 2 ..... Sandy Pendergrass
- DISTRICT 3 ..... Melanie Lauterbach
- DISTRICT 4 ..... Pam Bruce
- DISTRICT 5 ..... Coleen Stevens
- DISTRICT 6 ..... Patricia Fletcher-Kester
- DISTRICT 7 ..... Nina Ingram
- DISTRICT 8 ..... Regina Colclough
- DISTRICT 9 ..... JaNell Davidson
- DISTRICT 10 ..... Lesa Osborn
- ARKANSAS HIGHWAY POLICE ..... Chrissy Williams
- BRIDGE ..... Christine Lenard
- COMPUTER SERVICES ..... Margarita Olive
- CONSTRUCTION ..... Claire Rita Rockwell
- EEO/DBE ..... Wendy Newboles
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- EQUIPMENT & PROCUREMENT ..... Judith Orrick
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Arkansas Highways Newsletter is published bi-monthly by and for employees of the Arkansas State Highway and Transportation Department as a medium of Departmental news and other information.



Arkansas Highway Police

**COPS ON BULLS**

Riding for a Good Cause on **JUNE 18th**

**R**EADY TO SPEND THE DAY HAVING A GOOD TIME WHILE RAISING MONEY FOR THE MAKE-A-WISH FOUNDATION? You'll want to be at this year's Cops on Bulls event presented

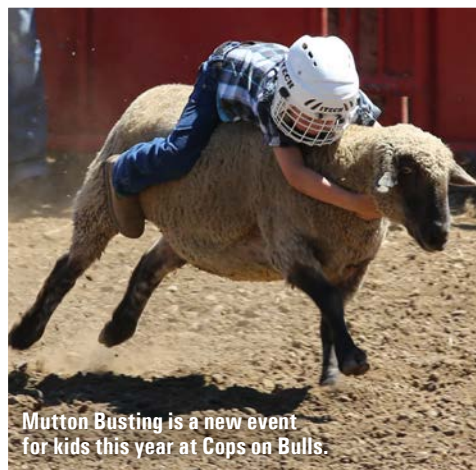
by the Arkansas Highway Police. This year, the fun takes place on June 18th in Fort Smith.

Bring the family because there is something for everyone. Of course, the highlight of the day features members of several law enforcement agencies riding bulls to raise money for the Make-A-Wish Foundation. But there is more including a Car & Bike show, Mutton Busting, horse & pony rides and food vendors, among other things.

There will also be an appearance by the The Old Fort Days Dandies. The Dandies are a precision horse riding team made up of high school girls in the Fort Smith area. The group performs precision riding and tricks on horseback.

This is the fifth year for the Cops on Bulls event. Proceeds go to the Make-A-Wish Foundation. Make-A-Wish grants the wishes of children diagnosed with life-threatening medical conditions in the United States and its territories.

Admission to the event is \$5.00. Those 18-years-old and under get in free. So bring the family for a day of fun!



Mutton Busting is a new event for kids this year at Cops on Bulls.

Harper Stadium is the site for this year's event and is located at 4400 Midland Boulevard. Take Exit 5 off of Interstate 540 or Exit 2A off of Highway 64 West. Gates open at 9:00 a.m. The bull riding starts at 1:00 p.m. The Old Fort Days Dandies are the opening act.

Cops on Bulls is sponsored by Arkansas Truck Center Towing and Recovery. ♦



# PREPAREDNESS TRAINING: Run, Hide or Fight!



**I**N TODAY'S SOCIETY, WHETHER AT WORK OR AT HOME, WE ALWAYS WANT TO HOPE FOR THE BEST, BUT ALSO BE PREPARED FOR THE WORST. Being ready for the unexpected can make a big difference in the outcome of any number of situations.

With that in mind, the Department recently hosted an "Active Shooter" training class for Emergency Response Coordinators at Central Office.

The class was presented by David Bertelin of the Arkansas Department of Emergency Management (ADEM) and

featured suggestions and best practices for the development of an Active Shooter Event Emergency Action Plan.

Using an active shooter scenario, coordinators learned about how to react to high stress events and be prepared for the worst.

Every office's plan for this scenario should include three options: run, hide or fight. First and foremost, if you can escape the situation, do! Always try to escape or evacuate and encourage others to leave with you. If you can't get out safely, you need to find a place to hide. Turn out the

lights and secure your hiding place the best you can. As a last resort, if your life is at risk, act with aggression and fight, improvising any weapon you can. Be committed to taking the shooter down.

Your actions can make a difference for your safety and survival. Be aware and be prepared.

Approximately 35 people attended the training. The video presented at the class is also available on the AHTD intranet page under "Training Videos." It can be seen on the ADEM website as well at [www.adem.arkansas.gov](http://www.adem.arkansas.gov). ♦

## REQUEST FOR PHOTOS:



### Capturing ARKANSAS' GREAT OUTDOORS on Camera

**Y**OU MAY REMEMBER THE AHTD'S PHOTOGRAPHY CONTEST HELD IN 2014 in which we asked employees to send in a photo of their favorite place in Arkansas' outdoors. We had such good results, we're doing it again!

Our State is overflowing with beautiful outdoor scenery including mountains, lakes, rivers, wooded areas and much more. Everyone has a favorite place where they enjoy spending time outdoors and we want to see a photo of yours.

Once again, we will be sharing a selection of those outdoor photos in *Arkansas Highways* magazine in July.

Grab your camera and get some shots the next time you hit the great outdoors. We are looking for great views in Arkansas including lakes, mountains, creeks... any outdoor place that captures your eye. Just no people pictures please.



Photos should be submitted as high-resolution, digital images saved as JPEG or TIFF format. Low-resolution images, or ones taken with a mobile phone, are strongly discouraged as they will not print clearly. Hard copies of photos may also be submitted. Hard copies will be returned after the July issue of the magazine has been printed. Limit two photos per person.

With your photo, include the following information:

1. AHTD Employee Name, 2. Employee District/Division, and 3. What area of Arkansas the photo was taken. **Deadline for photo submission is JUNE 6<sup>TH</sup>.**

*E-mail digital submissions to:* Paula.Cigainero@ahtd.ar.gov.

*Mail hard copy submissions to:* AHTD Public Information, Attn: Paula Cigainero, P.O. Box 2261, Little Rock, AR 72203. ♦



# PROMOTIONS



**ANDREW HOGGARD** has been named District Maintenance Engineer for District 7 in Camden. Hoggard began his career

with the Department as a Seasonal Employee in June of 2002. In June of 2003, he began working as an Engineering Student Intern. He worked as an Intern for three additional summers prior to being hired in January of 2007 in a full-time position as a Civil Engineer at Resident Engineer's Office #76 in El Dorado.

He advanced to Civil Engineer I one year later, and was promoted to Construction Field Engineer I in 2009. Hoggard became Construction Field Engineer II in 2010, and was promoted to Advanced Construction Field Engineer in 2011. He was named Assistant Resident Engineer at Resident Engineer's Office #76 in 2012. Hoggard obtained his former position of Resident Engineer at Resident Engineer's Office #21 in Monticello in 2013.

Hoggard has a bachelor's degree in Engineering with an emphasis in Civil Engineering from Arkansas State University. He is a Registered Professional Engineer. ♦



**ROBYN SMITH** has been named ASHERS Executive Secretary. With the upcoming retirement of Larry Dickerson after 29 years of service with the AHTD,

it has been announced that Robyn Smith will replace him as Executive Secretary of the Arkansas State Highway Employees Retirement System (ASHERS).

Smith began her career with the AHTD as a seasonal employee in 1988. She was hired fulltime in 1990. Smith has five years of experience in the Internal Audit Section, ten years of experience in the Fiscal Services Division and over ten years of supervisory experience as the Section Head of the Administrative Section in the Right of Way Division. Smith has also served as an Active Employee Representative of the ASHERS Board of Trustees for almost three years.

Smith has a Bachelor of Arts degree in Accounting from Ouachita Baptist University. ♦



**ANDREW TACKETT** was named Staff Construction Engineer in the Construction Division in February. Tackett worked for the Department as an Engineering Student Intern for five summers prior to being hired in a full time position as a Civil Engineer I in 2012. He filled that position at Resident Engineer Office #31 in Nashville. In 2013, he was promoted to Construction Field Engineer I. He obtained his former position as Systems Engineer in the Construction Division in 2014.

Tackett has a master's degree in Civil Engineering from the University of Arkansas. He is a Registered Professional Engineer. ♦

# GRADUATION PHOTO SUBMISSIONS Due Monday, April 25

**L**et everyone know how proud you are of your favorite high school or college graduate! **Submit your photos to the Public Information Office NO LATER THAN 5:00 P.M., MONDAY, APRIL 25<sup>TH</sup>** in order to have yours included in our special section to be published in the June issue of *Arkansas Highways Newsletter*. Photos and information must be submitted according to the following guidelines so that the photos will print clearly and with the proper identification.

Photos should be submitted as color, high-resolution, digital images saved as JPEG or TIFF format. Low-resolution images, or ones taken with a mobile phone, are strongly discouraged as they will not print clearly. Hard copies of photos may also be submitted. Hard copies will be returned after the graduation section has been printed.



**WITH YOUR PHOTO, INCLUDE THE FOLLOWING INFORMATION:** Student Name, School Name, Student's Relationship to AHTD Employee, Employee Name and Employee District/Division. ♦

**Email digital submissions to:**  
[Paula.Cigainero@ahtd.ar.gov](mailto:Paula.Cigainero@ahtd.ar.gov)

**Mail hard copy submissions to:**  
AHTD Public Information Office  
Attn: Paula Cigainero  
P.O. Box 2261 • Little Rock, AR 72203



VISIT [ArkansasBassClassic.com](http://ArkansasBassClassic.com)  
for more information!

## AHP Bass Classic

### SET FOR MAY 14 ON HORSESHOE LAKE

**H**orseshoe Lake is the site for this year's AHP Bass Classic. This is the 22nd year for the event and AHTD employees and their families are invited to attend for a day of good fishing and beautiful weather.

Horseshoe Lake is located just south of West Memphis and the Bass Classic will be headquartered at The Surf Club.

You'll want to register early because this year's event is limited to 50 boats. Don't miss your chance to win the \$1,000 first prize! Additional cash prizes will also be awarded.

In addition to fishing, there will be auctions, a raffle, a bounce house, a kids fishing rodeo, face painting, music and more.

Registration for the event is \$150 per boat. Registration must be postmarked no later than May 1, 2016. Visit [ArkansasBassClassic.com](http://ArkansasBassClassic.com) to download the registration form and rules.

The Bass Classic is hosted by the Arkansas Highway Police and benefits the Make-A-Wish Foundation of the Mid-South. ♦





# Introducing ACE:

## A New Tool for Achieving Career Excellence

**A**FTER CONSIDERING THE RESULTS OF THE RECENT AHTD EMPLOYEE SURVEY, THE DEPARTMENT IS PLEASED TO PRESENT A NEW PROGRAM FOR ALL EMPLOYEES. IT'S CALLED ACE AND IT IS BEING DEVELOPED IN ORDER TO IMPROVE COMMUNICATIONS, PROVIDE FEEDBACK AND EMPLOYEE RECOGNITION, ENHANCE TRAINING AND DEVELOPMENT, AND ULTIMATELY DELIVER PERFORMANCE-BASED PAY. THESE FAQs WILL INTRODUCE YOU TO THE NEW SYSTEM.



### What is ACE?

ACE is an acronym for "Achieving Career Excellence," and it is the name of our new Performance, Learning and Compensation Management System. The ACE system will allow employees to be more involved in managing their own career development through goal-setting, training opportunities and, ultimately, performance-based pay.

### Why is ACE needed?

The results from the recent Employee Engagement Survey revealed that many employees believe the Department can do more in developing and supporting employees' career goals. Employees indicated they want more feedback and

recognition, more opportunities for personal and professional growth through training, and a better system for granting pay increases. ACE is designed to address these issues and to help promote a positive, productive, and career-focused work environment for all employees.

### How will ACE affect me?

ACE involves change. Not necessarily changes in how you go about your daily job duties and responsibilities, but changes in how, what, and when we communicate with each other. Some of the communication will be face-to-face, but much of it will be computer-based. Here are some examples:

All employees at all levels of the Department will be asked to create an employee profile in ACE, either using the workplace-provided computer or from a personal device. Employees will be asked to list information they wish to share with others such as education, hobbies, language skills, certifications/licenses, a profile picture, etc.

Employees will meet with their supervisors at least twice per year to discuss job expectations and job performance, as well as opportunities for career growth. When opportunities for growth and development are identified, the employee and supervisor together will set goals. Progress toward achieving these goals will be documented in ACE and discussed at the next employee/supervisor meeting.

Employees will also be able to send and receive feedback to and from fellow employees. This feedback, such as recognition for a job well done, will be attached to the recipient's profile.





# ACHIEVING CAREER EXCELLENCE

Employees can access a catalogue of training classes in ACE, and they will be able to enroll in these classes electronically. Employees will have access to other types of learning resources as well, such as webinars, tutorial videos, manuals and other reading materials. They will also be able to complete refresher training courses easily and quickly from their work site, no longer having to rely on classroom training for all such communications.

Once employees and managers are comfortable using ACE, then the performance data (job performance, setting and achieving goals, etc.) will be used to determine performance-based pay raises annually. (Current pay practices such as merit bonuses and satisfactory performance payments will continue to be utilized when authorized by the Commission until ACE is fully implemented in approximately two years.)

## What is the ACE timeline?

Changes will not occur all at once. ACE will be implemented in phases or steps, something like this:

**APRIL/MAY 2016:** ACE will be launched and employees will be asked to perform simple tasks in the system, such as to create

a profile. The feedback tool will also be introduced so employees can give kudos to one another. Employees may also be asked to use ACE to read/acknowledge some basic policy statements, such as the Code of Ethics. Training for supervisors will also begin in this timeframe.

**JUNE 2016:** Supervisors will meet with employees to go over job descriptions and expectations. Employees will be asked to acknowledge in ACE that they understand their job description.

**OCTOBER 2016:** The first mid-year review will be conducted between employees and supervisors. This will allow feedback relative to items discussed in June.

**JANUARY 2017:** Customized supervisor training will begin to prepare supervisors to gauge employee performance and set goals using ACE.

**APRIL 2017:** The first year-end reviews will be conducted, where employee performance over the previous year (except perhaps those who haven't yet been in their position six months) will be rated/evaluated against their job competencies. These ratings will NOT be used to determine pay raises. The data will

be used to assess how ACE is functioning and to determine where more training may be needed.

It is at this time that managers and employees will set goals and objectives for the next year. These goals will be the beginning of performance-based pay raises.

**OCTOBER 2017:** The mid-year review between employees and supervisors will occur.

**APRIL 2018:** The second year-end review will be conducted, where employees will be evaluated against job competencies and/or the achievement of goals and objectives for the previous year. New goals will also be established for the next year.

**JUNE 2018:** The first performance-based pay raises will be implemented based on data from the evaluations completed in April 2018.

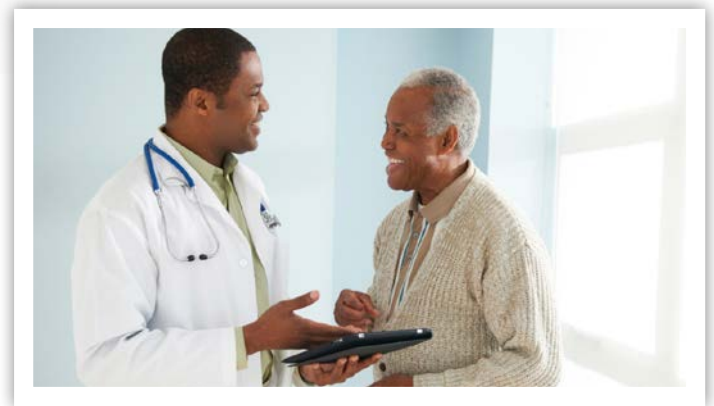
This is the implementation track we are on with ACE. As always, the plans are subject to change due to unforeseen circumstances, availability of funding, etc. But ACE is coming.

**You Spoke...  
We Listened. ♦**

# ABOUT YOUR



# HEALTH INSURANCE WELLNESS DISCOUNT



**T**HE ARBenefitsWell PROGRAM WILL AGAIN OFFER A MONTHLY DISCOUNT OFF PREMIUMS FOR ACTIVE EMPLOYEES FOR THE 2017 PLAN YEAR.

To qualify for the discount, participants must do the following:

Employees and any spouses on ARBenefits policies will once again have to take the online Health Assessment (HA) administered by GuidanceResources®. The Health Assessment can be accessed by visiting [www.guidanceresources.com](http://www.guidanceresources.com) where members can log in or register to take the HA.

Please note that Employees and spouses must use different email addresses and different profiles to take the HA. In addition, the name on your profile must match the name on your insurance card.

If you don't have access to a work computer, you may complete the Health Assessment using your home computer, smart phone, tablet or any other public computer. Although it is recommended that you complete the Health Assessment online, you may complete it on paper.

If you don't have access to any of the above, please call GuidanceResources® to order a paper Health Assessment. The timeline to process completed paper Health Assessments is longer, so please allow 4-6 weeks for completion.

Members may receive a follow up email from GuidanceResources® with program information and inviting them to participate in health coaching. This email will also provide a link to opt out of receiving further email outreach. The Health Assessment is completely confidential and your scores will not be shared without your permission.

In addition to the Health Assessment, employees, and new for this year, covered spouses, will also need to have a wellness visit conducted by a physician in an office setting.

The Employee Benefits Division will accept visits completed between November 1, 2015, and October 31, 2016, in order to qualify for the discount.

To avoid the possibility of paying a higher premium at the beginning of the 2017 plan year, employees and spouses may wish to complete their wellness visit prior to June 30, 2016.

While participants who complete a wellness visit after June 30, 2016, but before October 31 will receive the discount, they run the risk of paying a higher premium until the claim is processed.

Physicians have up to six (6) months to file a claim. Once the claim processes, the wellness discount will be applied retroactively and the member will be refunded any monies owed.

The wellness visit benefit allows employees and dependents to have one wellness visit covered 100% per plan year. Members can go at any time, and do not have to wait a full year between wellness visits.

For more information on the ARBenefitsWell program, members can go to [www.ARBenefits.org](http://www.ARBenefits.org) in the Health Enhancement section, or call 877-815-1017 or 501-682-9656.

Employees and spouses who have trouble logging in to take their Health Assessment, or need assistance with their HA can contact Guidance Resources® at 1-877-247-4621. ♦



# AHTD EQUIPMENT OPERATORS ROADEO

## Semi-Final Results

### DISTRICT 7 • MARCH 3, 2016

#### LOWBOY TRUCK

- 1st Place ..... Ernest Jones
- 2nd Place ..... Donald Juniel
- 3rd Place ..... Lemitri Holman

#### TRACTOR/MOWER

- 1st Place ..... Mickey Davis
- 2nd Place ..... Stephen Smith
- 3rd Place ..... Steven Goodwin

#### TANDEM AXLE DUMP TRUCK

- 1st Place ..... Gary Hall
- 2nd Place ..... Grant Dodson
- 3rd Place ..... Brad Boney

#### BACKHOE

- 1st Place ..... Sharod Ricks
- 2nd Place ..... Donald Crawford
- 3rd Place ..... Brian Hampton

#### SINGLE AXLE DUMP TRUCK

- 1st Place ..... Steven Rawls
- 2nd Place ..... Roderick Carr
- 3rd Place ..... Roland Bettis

#### MOTOR PATROL

- 1st Place ..... Courtney Ellis
- 2nd Place ..... Jeremy Evans
- 3rd Place ..... Robert Lewis

### DISTRICT 2 • MARCH 15, 2016

#### LOWBOY TRUCK

- 1st Place ..... John Harvey
- 2nd Place ..... Lloyd Reid
- 3rd Place ..... Mathew Creppel

#### TRACTOR/MOWER

- 1st Place ..... Jake Johnson
- 2nd Place ..... Wayne Givens
- 3rd Place ..... Lamar Summers

#### TANDEM AXLE DUMP TRUCK

- 1st Place ..... John Moorehead
- 2nd Place ..... Antonio Spicer
- 3rd Place ..... Carl Lamb

#### BACKHOE

- 1st Place ..... David Grice
- 2nd Place ..... Avery Jones
- 3rd Place ..... Carl Lamb

#### SINGLE AXLE DUMP TRUCK

- 1st Place ..... Ron Jackson
- 2nd Place ..... Christi Williams
- 3rd Place ..... Earl Luscomb

#### MOTOR PATROL

- 1st Place ..... Calvin Ashcraft
- 2nd Place ..... Isaac Barnes
- 3rd Place ..... John Harvey

### DISTRICT 3 • MARCH 17, 2016

#### LOWBOY TRUCK

- 1st Place ..... Charles Branham
- 2nd Place ..... Randy Roden
- 3rd Place ..... Chris Clayton

#### TRACTOR/MOWER

- 1st Place ..... John Burdue
- 2nd Place ..... Garland Baker
- 3rd Place ..... Jim Faulkner

#### TANDEM AXLE DUMP TRUCK

- 1st Place ..... Bobby Sharp
- 2nd Place ..... Larry Hovarter
- 3rd Place ..... Gerald Walker

#### BACKHOE

- 1st Place ..... Bradley McJunkins
- 2nd Place ..... Larry Otwell
- 3rd Place ..... Kyle Huckabee

#### SINGLE AXLE DUMP TRUCK

- 1st Place ..... Eugene Greenwood
- 2nd Place ..... Alex Berruquin
- 3rd Place ..... Chad Powell

#### MOTOR PATROL

- 1st Place ..... Neal Price
- 2nd Place ..... Ryan Lovell
- 3rd Place ..... Todd Rucker

**THE 2016 AHTD EQUIPMENT OPERATORS ROADEO FINALS WILL BE HELD AT THE CENTRAL OFFICE ON JUNE 16, 2016**

THE REMAINING SEMI-FINAL COMPETITIONS ARE SCHEDULED AS FOLLOWS:

- |                                       |  |
|---------------------------------------|--|
| District 1 Semi-Finals ..... April 7  | District 8 Semi-Finals ..... March 31  |
| District 4 Semi-Finals ..... May 5    | District 9 Semi-Finals ..... April 21  |
| District 5 Semi-Finals ..... May 12   | District 10 Semi-Finals ..... April 28 |
| District 6 Semi-Finals ..... April 14 | Central Office Semi-Finals... April 14 |

## WHAT'S AHEAD

### Upcoming Dates to REMEMBER

#### APRIL 15 // FRIDAY

- Tax Day  
Remember to file your tax returns.

#### APRIL 20 // WEDNESDAY

- Highway Commission Meeting  
Central Office, Little Rock, 10:00 a.m.

#### APRIL 25 // MONDAY

- Graduation Photo Submissions due to Public Information Office by 5:00 p.m.

#### MAY 8 // SUNDAY

- Mother's Day

#### MAY 11 // WEDNESDAY

- AHTD Bid Letting  
Central Office, Little Rock, 10:30 a.m.

#### MAY 30 // MONDAY

Memorial Day

- AHTD Offices Closed for Holiday

#### JUNE 6 // MONDAY

- Arkansas' Great Outdoors Photo Contest Submissions due to Public Information Office by 5:00 p.m.





# THE DEPARTMENT

## Service Awards

**1. CONSTRUCTION:** (L. to R.) David Henning, Division Head, presents Andy Tackett, Staff Construction Engineer, with his 5-Year Service Award.



**2. CONSTRUCTION:** (L. to R.) David Henning, Division Head, presents Kevin White, Staff Construction Engineer, with his 20-Year Service Award.



**3. CONSTRUCTION:** (L. to R.) Ron Price, Construction Payments & Audit Section Head, presents Sandy Vaughan, Office Administrative Assistant III, with her 5-Year Service Award.



**4. HEAVY BRIDGE:** (L. to R.) Robert DeLeon, Bridge Repairer II, receives his 10-Year Service Award from Stewart Linz, Staff Heavy Bridge Maintenance Engineer.



**5. MAINTENANCE:** (L. to R.) Roger Mahan, Pavement Profiler Job Superintendent, presents Wayne England, Crew Leader, with his 30-Year Service Award.



**6. MATERIALS:** (L. to R.) Paul Tinsley, Staff Geotechnical Engineer, presents Bobbie Jordan, Engineer III, with her 15-Year Service Award.





# SERVICE AWARDS



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**7. MATERIALS:** (L. to R.) Michael Benson, Materials Division Head, presents Jessica Jackson, Materials Area Engineer, with her 10-Year Service Award.

**8. ROADWAY DESIGN:** (L. to R.) Trinity Smith, Roadway Design Division Head, presents Stephen Sichel, Senior Design Engineer, with his 5-Year Service Award.

**9. DISTRICT 1:** (L. to R.) Receiving their 20-Year Service Awards: Virgie Walton, Distributor Operator - Sealing Crew; Gloris Cox, Crew Leader - Phillips County Crew; S. Cannon Callicott, District Construction Engineer

**10. DISTRICT 1:** (L. to R.) Receiving their 15-Year Service Awards: Joseph Hutto, Maintenance Aide II - Sealing Crew; Clinton Melton, District Bridge Inspector.

**11. DISTRICT 1:** (L. to R.) Receiving their 10-Year Service Awards: Charles Childs, Maintenance Aide II - Crittenden County Crew; Earnest Gardner, Jr., Construction Aide III.

**12. DISTRICT 1:** (L. to R.) Homer Worden, Maintenance Aide II, receives his 5-Year Service Award from Joey Henson, Area Maintenance Supervisor.

**13. DISTRICT 2:** (L. to R.) Travis Watkins, Maintenance Aide II, receives his 15-Year Service Award from David Waters, Area Maintenance Supervisor.

**14. DISTRICT 2:** (L. to R.) Johnny Brown, Bridge Repairer II, receives his 20-Year Service Award from David Hutchins, Bridge Job Superintendent.



# SERVICE AWARDS

**15. DISTRICT 3:** (L. to R.) Paula Chesshir, Resident Office Technician, receives her 10-Year Service Award from Jason Efird, Resident Engineer.



15

**16. DISTRICT 4:** (L. to R.) Jerry Trotter, District Sealing Crew Leader, receives his 10-Year Service Award from Reggie Trusty, District Sealing Crew Supervisor.



16

**17. DISTRICT 4:** (L. to R.) Tracey Dixon, Crew Leader - Franklin County, receives his 15-Year Service Award from Mike Ward, Area Maintenance Supervisor.



17

**18. DISTRICT 4:** (L. to R.) Sam Salinas, Bridge Repairer I, receives his 5-Year Service Award from Jeb Baldwin, Bridge Job Superintendent.



18

**19. DISTRICT 4:** (L. to R.) Jeb Baldwin, Bridge Job Superintendent, presents Julie Moreton, Crew Leader, with her 20-Year Service Award.



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**20. DISTRICT 4:** (L. to R.) Juan Perez, Bridge Repairer I, receives his 5-Year Service Award from Jeb Baldwin, Bridge Job Superintendent.



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**21. DISTRICT 7:** (L. to R.) Allan Autrey, Senior Mechanic, receives his 20-Year Service Award from Kenneth Doherty, Equipment Maintenance Supervisor.



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**22. DISTRICT 7:** (L. to R.) Dennis Carpenter, Maintenance Aide III, receives his 30-Year Service Award from Kenneth Doherty, Equipment Maintenance Supervisor.



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**23. DISTRICT 7:** (L. to R.) Johnnie Risher, Area Maintenance Supervisor, presents Dennis Jones, Maintenance Aide II, with his 15-Year Service Award.

**24. DISTRICT 7:** (L. to R.) Eddy McKelvy, Senior Mechanic, receives his 10-Year Service Award from Kenneth Doherty, Equipment Maintenance Supervisor.

**25. DISTRICT 7:** (L. to R.) Lee Holman, Maintenance Aide I, receives his 5-Year Service Award from Bobby Hall, Area Maintenance Supervisor.

**26. DISTRICT 7:** (L. to R.) Rudy Coleman, Inspector, receives his 25-Year Service Award from Gene McKinnon, Resident Engineer.

**27. DISTRICT 7:** (L. to R.) Thomas Garcia, Welder, receives his 5-Year Service Award from Kenneth Doherty, Equipment Maintenance Supervisor.

**28. DISTRICT 7:** (L. to R.) Woodrow Randall, Rest Area Attendant, receives his 10-Year Service Award from David Culp, Area Maintenance Supervisor.

**29. DISTRICT 8:** (L. to R.) David Tolleson, District Maintenance Engineer, presents Andy Edwards, Bridge Crew Supervisor, with his 20-Year Service Award.

**30. DISTRICT 9:** (L. to R.) Tommy Dixon, Area Maintenance Supervisor, presents Jeremy Merriman, Maintenance Aide III, with his 10-Year Service Award.



# SERVICE AWARDS

**31. DISTRICT 9:** (L. to R.) Jeff Hudgens, Maintenance Aide II, receives his 15-Year Service Award from Stan Risley, Area Maintenance Supervisor.



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**32. DISTRICT 10:** (L. to R.) Rick Hale, Area Maintenance Supervisor, presents Jarian Borders, Maintenance Aide II, with his 5-Year Service Award.



32

**33. DISTRICT 10:** (L. to R.) Rick Hale, Area Maintenance Supervisor, presents Billy Huey, Maintenance Aide III, with his 5-Year Service Award.



33

**34. DISTRICT 10:** (L. to R.) Rick Hale, Area Maintenance Supervisor, presents Sue Knowlton, Maintenance Aide II, with her 15-Year Service Award.



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## THE DEPARTMENT Noteworthy

**1. DISTRICT 5:** Ronnie Sutherland, Maintenance Aide II, was surprised by the Fulton County Crew on his last day of work with a cake. Good luck to Ronnie on his retirement!



1

**2. AND 3. ROADWAY DESIGN:** Linda Gunn, Staff Design Engineer, celebrated her recent retirement with a party at AHTD Central Office. Both co-workers and family members helped Linda commemorate her 21+ years of service to the Department.



2



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## On the Job



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### 4. AND 5. DISTRICT 8:

Clinton Intermediate School in Van Buren County recently committed random acts of kindness throughout the area. Mrs. Bobst's class chose to honor the AHTD Van Buren Area Maintenance Crew with handmade cards and cookies. We would like to thank Mrs. Bobst's class for making our workday brighter and sweeter!

### 6. AND 7. DISTRICT 9:

Randall Williams, Ferry Boat Supervisor, recently captured these great photos of the Peel Ferry in action. A winter snow, and an early morning fog, both make for intriguing imagery.

## Family Focus



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### 1. ROADWAY DESIGN:

Erin Kate English was born January 9, 2016. She weighed 5 pounds, 5 ounces and measured 19 inches long. Erin is the first grandchild of Gary English, Senior Designer, and his wife Bonnie English.

### 2. DISTRICT 9:

John James, Resident Engineer, and his wife LouAnn, welcomed a new granddaughter on November 20, 2015. Annabelle weighed 7 pounds, 11 ounces. Her big sister is Samantha.

### 3. DISTRICT 9:

Timothy Young, Senior Inspector, and his wife Pollyanna, are the proud new grandparents of Ashlyn Grace. She was born on February 9, 2016, and weighed 7 pounds, 5 ounces.

### 4. DISTRICT 10:

Ryan Presley Richardson was born on November 24, 2015. She weighed 6 pounds, 7 ounces. Ryan is the daughter of Ronnie Richardson, Assistant Bridge Inspector, and his wife Jordan.



# THE DEPARTMENT

## Noteworthy

**1. DISTRICT 1:** (L. to R.) Cade, and his father, John, proudly show Cade's first deer. Cade is the grandson of Juanita Luster, Stock Room Supervisor.

**2. DISTRICT 2:** Bryant Cain, Area Maintenance Supervisor – McGehee, killed this ten-point buck on November 15, 2015, in Henry Gray Hurricane Lake Wildlife Management Area.

**3. DISTRICT 3:** Riley Maurice Lewis, the 6-year-old grandson of Jim Owenby, Bridge Inspector, and Peggy Owenby, R.E. 34 Field Clerk, killed an 8-point and a 10-point buck.

**4. DISTRICT 5:** Steve Hadley, Maintenance Aide III, killed this big buck on his farm in White County.

**5. DISTRICT 5:** Bruce Street, Maintenance Engineer, had a successful Elk hunt with friends and family this past September in Colorado. (L. to R.) Son-n-law, Jerrod; friend, Roland; Bruce and his son Issac.

### *Hobbies, etc.*



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# AHTD PEOPLE

## EMPLOYEE STATISTICS FEBRUARY 2016

### NEW EMPLOYEES

**BRIDGE** • Nawfal Ahmed, Bridge Design Engineer

**DEPUTY DIRECTOR AND CHIEF ENGINEER'S OFFICE** • John Fitzhugh, Accountant

**CONSTRUCTION** • Keon Collins, Construction Helper; Jason Palmer, Construction Helper; Angela Davis, Field Clerk I

**PROGRAM MANAGEMENT** • Latina Sisco, Accountant

**RIGHT OF WAY** • Erin Lett, Office Administrative Assistant III

**SURVEYS** • Michael Thrower, Surveys Helper; Timmy Wilson, Surveys Aide I; James Stephens, Surveys Helper; Brady Duckett, Surveys Helper

**DISTRICT ONE** • Frederick Chism, Maintenance Aide I; Lee Harris, Maintenance Aide I; Evan Bunch, Maintenance Aide I

**DISTRICT TWO** • Dimitri Anderson, Maintenance Aide I; Mark Evans, Maintenance Aide I; Clifton Henley, Maintenance Aide I; Martavieon Ward, Maintenance Aide I

**DISTRICT THREE** • Blake Faulkner, Maintenance Aide I; Austin Jensen, Maintenance Aide I; Jeffery Jones, Maintenance Aide I

**DISTRICT FIVE** • Larry Bryant, Maintenance Aide I

**DISTRICT SIX** • Jeremiah Miller, Maintenance Aide I; Jimmy Matlock, Maintenance Aide I; Skylar Welch, Maintenance Aide I; Dallas Brown, Maintenance Aide I; Hayden Hester, Maintenance Aide I; John Ratliff, Maintenance Aide I; Michael Moses, Maintenance Aide I; Stanley Giles, Maintenance Aide I; William Young, Maintenance Aide I; Phillip Andrews, Jr., Maintenance Aide I

**DISTRICT SEVEN** • Brandon Finks, Maintenance Aide I; Patrice Johnson, Maintenance Aide I

**DISTRICT EIGHT** • Timothy Derline, Maintenance Aide I

**DISTRICT NINE** • Christopher Overton, Maintenance Aide I; Zachary Graham, Maintenance Aide I

**DISTRICT TEN** • Jordan Clements, Maintenance Aide I; Wesley Helms, Maintenance Aide I

### PROMOTIONS

**CONSTRUCTION** • Andy Tackett, Staff Construction Engineer

**ENVIRONMENTAL** • Susan Staffeld, Environmental Scientist II

**HUMAN RESOURCES** • Casey McCarthy, Human Resources Systems Administrator

**MAINTENANCE** • Aaron Anderson, Paint Transport Truck Driver

**ROADWAY DESIGN** • William Clark, Advanced Design Engineer; Richard Dial, Advanced Design Engineer; Anthony Moore, III, Senior Designer; Brittany Williams, Senior Designer

**SYSTEM INFORMATION & RESEARCH** • Joseph Jabo, Engineer II

**DISTRICT ONE** • Jessie Haggins, Maintenance Aide II; Martez Wilkins, Maintenance Aide II

**DISTRICT TWO** • Alex Roofe, Construction Field Engineer II; Todd Sallee, District Caretaker

**DISTRICT THREE** • Melanie Lauterbach, Division Office Manager

**DISTRICT FOUR** • Brian Barnett, Bridge Repairer I

**DISTRICT FIVE** • Jason Rentz, Maintenance Aide II; Ryan Watson, Advanced Construction Field Engineer

**DISTRICT SIX** • Antonio Bass, Maintenance Aide II; Colton Cowles, Advanced Construction Field Engineer Daniel Donahue, Maintenance Aide II

**DISTRICT SEVEN** • Bailey Adams, Construction Aide I; William Hockaday, Resident Engineer

**DISTRICT EIGHT** • Jacob Chronister, Maintenance Aide II

**DISTRICT NINE** • Thomas Taylor, Area Maintenance Supervisor; Clifton Wood, Ferry Boat Pilot

**DISTRICT TEN** • Aaron Gregory, Maintenance Aide II; William Swint, Maintenance Aide II

### SERVICE

**COMPUTER SERVICES** • Timothy Martin, Application Developer V, 15 yrs; Timothy Lewis, Programmer III, 15 yrs

**CONSTRUCTION** • Tony Crafton, Assistant Resident Engineer, 15 yrs; Brandi Davis, Construction Helper, 5 yrs; Sandra Vaughan, Administrative Aide IV, 5 yrs

**EQUIPMENT & PROCUREMENT** • Richard Eubank, Senior Mechanic, 10 yrs

**HEAVY BRIDGE** • Robert De Leon, Bridge Repairer II, 10 yrs

**HUMAN RESOURCES** • Johnna McCallum, Office Administrative Assistant V, 15 yrs

**LEGAL** • Evelyn Allison, Legal Assistant, 15 yrs

**MAINTENANCE** • Jimmy Skinner, Sign Crew Leader, 5 yrs

**MATERIALS** • Bobbie Jordan, Engineer III, 15 yrs

**RIGHT OF WAY** • Dewayne Stucks, Realty Appraiser III, 5 yrs

**STATE AID** • Jonathan Clements, Senior Design Engineer, 10 yrs

**SYSTEM INFORMATION & RESEARCH** • Bobby Bradshaw, Senior Asset Management Analyst, 30 yrs; Jack Denis III, Data Collection Technician, 15 yrs

**DISTRICT ONE** • Terry Harris, Dozer Operator/Finish, 15 yrs; Robert Karnes, Jr., Crew Leader, 10 yrs; Michael Mann, Maintenance Aide III, 5 yrs

**DISTRICT TWO** • John Brown, Bridge Repairer II, 20 yrs; Kenneth Gibbs, Distributor Operator, 10 yrs; Terry Warren, Maintenance Aide III, 5 yrs; James Jones, Hydraulic Excavator Operator/Finish, 5 yrs

**DISTRICT THREE** • Melanie Lauterbach, Office Administrative Assistant V, 5 yrs

**DISTRICT FOUR** • Russell Hale, Maintenance Aide III, 15 yrs; Jeremy Jackson, Asphalt Tank Truck Driver, 10 yrs; Tina Maberry, Maintenance Aide II, 10 yrs; Steven Carter, Welder, 5 yrs; Sam Salinas, Bridge Repairer I, 5 yrs

**DISTRICT SEVEN** • John Mathis, Jr., Maintenance Aide III, 20 yrs; Russell Hopper, Maintenance Aide III, 15 yrs

**DISTRICT EIGHT** • Jeremy Ford, Bridge Repairer II, 10 yrs; John Beavers, Maintenance Aide I, 5 yrs; Shawn Bostian, Maintenance Aide II, 5 yrs; Marcus Canady, Maintenance Aide II, 5 yrs

**DISTRICT NINE** • James Branstetter, Crew Leader, 25 yrs; Benjamin Smith, Assistant Bridge Inspector, 15 yrs

**DISTRICT TEN** • Kim Tippy, Maintenance Aide II, 20 yrs; Christy Cambron, Maintenance Aide III, 15 yrs; Jimmy Sturkey, Maintenance Aide II, 10 yrs

### RETIREMENT

**ARKANSAS HIGHWAY POLICE** • Robin Samons, AHP Corporal, 14+ yrs

**RIGHT OF WAY** • Dorothy Coburn, Right of Way Acquisition Agent II, 25+ yrs

**DISTRICT TWO** • Ray Spears, Administrative Assistant III, 29+ yrs

**DISTRICT NINE** • Karen Leonard, District Bookkeeper, 22+ yrs

### MEMORIALS

**ARKANSAS HIGHWAY POLICE** • Calvin Lewis Griever, 3/10/16, retired

**STATE AID** • Carol Felix, 2/27/16, retired

**DISTRICT THREE** • Karen L. Clayton, 2/29/16, retired

**DISTRICT FOUR** • Nola P. Mccollum, 3/9/16, retired; Clois Ray Hill, 3/13/16, retired; Edward B. Fisher, 2/29/16, active

**DISTRICT SIX** • Oscar W. Rowland, 2/28/16, retired







INTERSTATE 30 • HEMPSTEAD COUNTY  
Red River Bridge Construction at Fulton

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