

Arkansas HIGHWAYS

OCTOBER 2016 | NEWSLETTER



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COVER PHOTOS:

Front and Back:
U. S. Highway 65 • Searcy County

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

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DISTRICT 7	Nina Ingram
DISTRICT 8	Regina Colclough
DISTRICT 9	JaNell Davidson
DISTRICT 10	Lesa Osborn
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BRIDGE	Christine Lenard
COMPUTER SERVICES	Margarita Olive
CONSTRUCTION	Claire Rita Rockwell
EEO/DBE	Wendy Newboles
ENVIRONMENTAL	LynAnne Ivy
EQUIPMENT & PROCUREMENT	Judith Orrick
FISCAL SERVICES	Stephanie Howard
HUMAN RESOURCES	Tara Robinson
INTERNAL AUDIT	Latashia Settles
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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.

AHTD ROADEO TEAM Competes in SAVANNAH



AHTD REGIONAL ROADEO CONTESTANTS

(Left Side, Top to Bottom):
Jesse Easom—District 4
Johnny Jason—District 5
Nick Rushing—District 5
Tony Ruhl—District 10
Anthony Caudel—Heavy Bridge Maintenance

(Right Side, Top to Bottom):
Lee Cox—District 8
Ross Reeves—District 6
Blake Angel—District 6
Greg Tenison—District 6
Terral Scroggins—District 4
Serrita Pense—District 4

THE AHTD'S ROADEO TEAM TOOK PART IN THE 14TH ANNUAL SOUTHEASTERN REGIONAL EQUIPMENT OPERATORS' ROADEO in Savannah, Georgia, in mid-September.

The Roadeo is the main event at the Southeastern Regional Equipment Operators' Safety Conference. The aim of this year's conference was to provide safety training and promote skill advancement for employees whose jobs require the operation of heavy equipment. As such, the primary goal was to increase the safety awareness level of heavy equipment operators working in or around work zones. To accomplish this goal, operators were required to attend specific safety training classes during the conference.

The highlight of the conference was the actual Roadeo competition. Winners in each category from the AHTD's State Roadeo competed in six different events including Single Axle, Backhoe, Lowboy, Tractor/Mower, Motor Grader and Tandem Axle against the top equipment operators from DOT's across the Southeast.

Teams participating this year included Arkansas, Georgia, Mississippi, Kentucky, Tennessee, Virginia, North Carolina, South Carolina, West Virginia and Louisiana.

At the close of the day, scores were tallied and the Tennessee Department of Transportation came out on top as this year's winners. Mississippi placed second and South Carolina came in third. The AHTD didn't miss by much, coming in fourth in the competition.

Johnny Jason of District Five finished in second place in the tractor lowboy event and Tony Ruhl finished second in the tandem axle competition.

The AHTD's team included Jesse Easom, Serrita Pense and Terral Scroggins of District Four; Johnny Jason and Nick Rushing of District Five; Blake Angel, Ross Reeves and Greg Tenison of District Six; Lee Cox of District Eight; Ethan Norman of District Nine; Tony Ruhl of District 10; and Anthony Caudel of Maintenance-Heavy Bridge.

Next year's event will be hosted by the Tennessee Department of Transportation and will take place in Sevierville. ♦

SERVICE RECOGNITION PAYMENTS **Scheduled**

THE ARKANSAS STATE HIGHWAY COMMISSION has authorized Service Recognition payments for 2016. AHTD employees with at least ten years of qualifying State employment receive the annual service bonuses.

All eligible Department employees will receive a lump sum payment. The State's accounting system (AASIS) requires that the payment of the service award be the same method of payment as the employee's check. If an employee's paycheck is direct deposited, the service payment will also be direct deposited. If the paycheck is mailed, then the service payment will also be mailed.

Social Security, Federal and State taxes, and retirement are withheld from the service bonuses. The payment is based on the total years of State service as of December 31, 2016.

As established by the laws of Arkansas, the amount of an employee's annual service bonus is shown at right:

The service bonuses will be mailed from the State Capitol no later than November 9th and direct deposited no later than November 10th.

If you are in arrears on your child support, up to 50% of the net lump sum payment of the Service Recognition can be withheld in order to satisfy the past due child support. ♦



PAYMENT AMOUNTS

STATE SERVICE	BONUS AMOUNT
10-14 YEARS	\$600
15-19 YEARS	\$700
20-24 YEARS	\$800
25 YEARS & UP	\$900

JOIN YOUR CO-WORKERS FOR SPIRIT DAY! 2016



MARK YOUR CALENDARS AND START PLANNING. THIS YEAR, OUR SPIRIT DAY CELEBRATION WILL BE HELD ON **FRIDAY, NOVEMBER 4TH.**

This is the day our Districts, Divisions, RE Offices and Maintenance Headquarters spend their lunch break enjoying good, home-cooked tailgate food, wearing your favorite team colors, talking football and decorating the office in fine football style. Or, do like the Materials Division did last year and have a parade! The celebrations get better every year.

Please remember to bring a camera and send some Spirit Day photos to the Public Information Office so we can include a selection of pictures in the December issue of the *Arkansas Highways* newsletter.

PHOTOS SHOULD BE SUBMITTED AS:

- Color
- High-Resolution
- Digital Images Saved as JPEG Format

Low-resolution images or ones taken with a cell phone are discouraged as they will not print clearly. Email digital photos to Paula.Cigainero@ahtd.ar.gov.

Crank up the spirit, mix up the cheese dip, have a good lunch and may your team continue to have a great season! ♦



AHTD WINTER WEATHER POLICY

THE MONTHS AHEAD WILL BRING COLD TEMPERATURES AND ICY WEATHER TO OUR STATE. As the winter season approaches, here is a reminder of the Department's winter weather policy.

The Department's primary mission centers around maintaining safe highways for the traveling public and our responsibilities during winter storms are critical to that mission. Therefore, the Department does not suspend its operations due to inclement weather.

Essential personnel are expected to report to work for their regular schedule or a modified inclement weather schedule, even in situations when the Governor declares State offices are closed due to inclement weather. When winter weather is predicted, essential personnel are required to provide a phone number where they can be reached during non-working hours. Employees may use this on-call time to engage in personal activities of their choosing, but they must be accessible by telephone at all times and able to report for duty within one hour of notification.

When the severity of weather conditions causes State offices to be officially closed, dismissed early or have a delayed opening, non-essential personnel should look for information on closings on local radio and television stations. Employees may also access the Arkansas State Government website at www.arkansas.gov for the most up-to-date information regarding office closings or call the Governor's inclement weather line at **501-682-2ICE (2423)**.

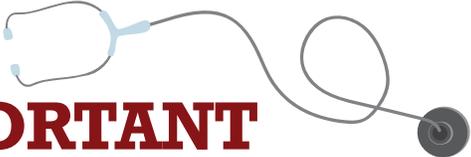
When the Governor declares that the Inclement Weather Policy is in effect, this usually means there will be a delayed start due

to bad weather conditions, typically two hours. The number of inclement weather hours granted will be calculated in relation to the announced delayed start time and 8:00 a.m. In these situations, non-essential employees are expected to report to work no later than the delayed start time, which is typically 10:00 a.m. unless otherwise specified. Non-essential employees who work a flexible schedule other than 8:00 a.m. to 4:30 p.m. should adjust their arrival time accordingly. Those who report to work after the delayed start time or who do not report to work at all, will be charged a combination of inclement weather hours and annual leave.

When the Governor or Director declares an early dismissal due to inclement weather conditions, non-essential employees will be notified that they may leave work early. The number of hours of inclement weather leave granted to employees on such days will be based on the time of dismissal in relation to 4:30 p.m. Those who depart before the official dismissal time will be charged a combination of inclement weather hours and annual leave from the time they depart to the official dismissal time.

When State offices are closed for an entire day due to inclement weather, non-essential employees are not expected to report to work. On those occasions, all employees will be granted eight hours of inclement weather leave.

For more details on the inclement weather policy, refer to a copy of the AHTD Personnel Manual or access the manual online at www.arkansashighways.com. ♦



IMPORTANT INSURANCE REMINDERS

- Don't forget! **OPEN ENROLLMENT** for voluntary insurance products ends October 31st of 2016 for the 2017 plan year. If you need information, please contact the Group Insurance Office at ext. 2420.
- **CAFETERIA PLAN ENROLLMENT** also ends October 31st, 2016. Please complete your pre-printed forms and return those to the Group Insurance Office.
- If you have not completed your **WELLNESS VISIT AND ONLINE HEALTH RISK ASSESSMENT** for your 2017 health insurance discount, you still have until October 31st, 2016. To access the online survey, please go to www.guidanceresources.com. If you have issues logging on, please call 877-247-4621. ♦

SAFETY SUMMIT

THE ARKANSAS STATE HIGHWAY AND TRANSPORTATION DEPARTMENT and the Arkansas Highway Safety Steering Committee hosted a two-day Safety Summit in Little Rock in September.

The summit was an opportunity to present information on roadway safety needs in Arkansas and allowed for stakeholder comment on safety strategies to address those needs. All disciplines related to safety including engineering, enforcement, education and emergency medical services were discussed. Comments received at the summit will be considered by the Steering Committee as it updates the Strategic Highway Safety Plan for Arkansas. The Steering Committee is comprised of representatives from various State and local agencies.

Opening remarks for the summit were provided by AHTD Director Scott Bennett, Arkansas State Police Director Colonel Bill Bryant and Arkansas Department of Health Director Dr. Nate Smith.

A wide array of breakout sessions included topics such as distracted driving, work zones, bicyclists, pedestrians and the use of seat belts.

Guest speakers included Angel Correa, Division Administrator for the Federal Highway Administration - Arkansas Division and Susan DeCourcy, Regional Administrator for the National Highway Traffic Safety Administration - Region 7.

This year's Safety Summit was attended by 154 participants. ♦



Upcoming Dates to **REMEMBER**

OCT. 27 // THURSDAY

- Four-Day Work Week Schedule Ends

NOV. 4 // FRIDAY

- **AHTD Spirit Day**
(See details on page 3 of this issue.)

NOV. 6 // SUNDAY

- Daylight Saving Time Ends

NOV. 8 // TUESDAY

Election Day

- Please Exercise Your Right to Vote

NOV. 11 // FRIDAY

Veterans Day

- **AHTD Offices Closed for Holiday**

NOV. 24 // THURSDAY

Thanksgiving Day

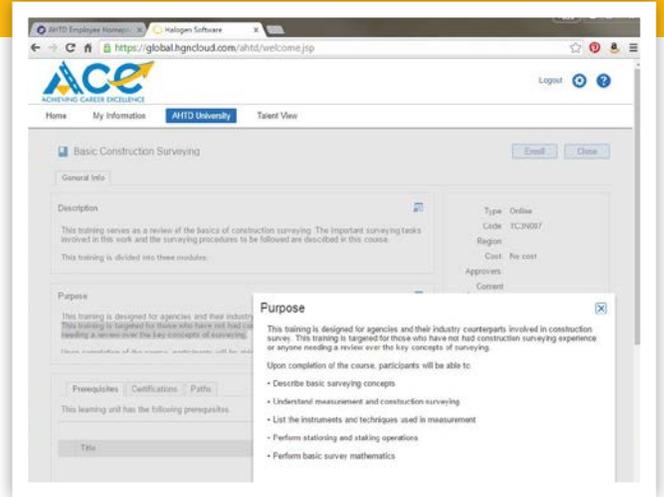
- **AHTD Offices Closed for Holiday**
(Friday, Nov. 25, pending Governor's approval.)



ACE

ACHIEVING CAREER EXCELLENCE

UPDATE



FAQS WORTHY OF REPEATING

The following questions and answers were previously published but, due to the number of continuing questions being asked, they are being published again.

Q: Am I supposed to accept my job description and sign off on it, having no input into its content?

A: The job descriptions in ACE are primarily a transfer of the examples of work and minimum requirements from the job descriptions that were already in place. The only change is the addition of job-specific competencies.

Q: What is the purpose of me signing off on it?

A: The purpose of the sign-off process is to give you an opportunity to see the new format and become familiar with the job-specific competencies that will be used during the self-appraisal and manager appraisal processes.

Q: I served on an Employee Focus Group and we were under the impression that job descriptions could only have five competencies in addition to the three core values of public service, teamwork and personal development. So why does my job description contain more than five competencies?

A: The purpose of the Employee Focus Groups was to obtain employee input regarding appropriate competencies for non-management positions. All non-management positions have five competencies in addition to the three core values. All management positions will have the same set of eight competencies which are considered fundamental for those who supervise others (in addition to the three core values shared by all of us).

Q: What if I don't know how to use the system and can't complete the sign-off of my job description?

A: We are pleased to report that many employees who do not consider themselves computer-savvy have told us they easily logged into ACE and completed several tasks with no training or guidance whatsoever. However, some people have experienced difficulty for one reason or another. If you need assistance, please do not hesitate to call **501-569-4936** and someone from Human Resources will be happy to

TO DATE, OVER 1,700 EMPLOYEES HAVE ACCESSED ACE TO CREATE AN EMPLOYEE PROFILE, SEARCH THE TALENT VIEW, ENROLL IN TRAINING VIA AHTD UNIVERSITY AND/OR SIGN OFF ON THEIR NEW JOB DESCRIPTIONS. If you haven't received an email from ACE prompting you to sign off on your job description, you will receive one very soon. It is important that all employees complete the sign-off process in a timely manner so we can move to the next phase of the project.

The following questions have been asked recently by employees regarding ACE:

Q: The job title and examples of work in my job description do not reflect what I do. What should I do?

A: Some job titles are shared by employees in various areas of the Department, although they may have different functions. For example, Administrative Assistant titles are shared by multiple offices, some having high-level clerical duties and some having administrative or professional duties such as accounting or data analysis. The job descriptions and competencies for these shared titles have been written very broadly at this point. As we near full implementation of the system, we expect more specific information to be included. However, if your duties are substantially different than what the job description indicates, you should bring it to your supervisor's attention. If a unique job description is recommended by your Division Head or District Engineer, then we will work together to address the issue.

Q: Why are some of the physical requirements and/or work environment listed in my job description different than what I actually do?

A: These are based on the minimum effort necessary to perform the essential functions of your job. For example, if your title is Office Administrative Assistant, then you probably stand, walk and do some light lifting on a daily basis. However, a person could still perform the essential functions of the position without standing, walking or lifting. Remember, essential functions are the primary duties of the position. They are the reason the position exists. Many employees also perform peripheral or other duties as assigned, in addition to the essential functions.

provide step-by-step guidance. Our system administrator is also in the process of creating a course with different modules pertaining to ACE, to increase employee confidence in the ability to navigate the system. For example, modules might be “Enrolling in a Course” or “Conducting Your Self-Appraisal.” Once the course is finalized, it will be added to the AHTD University’s learning library and also sent via email for easy access.

Q: I just completed a class in AHTD University, and it appears to be based on another state’s policies and procedures which are not compatible with AHTD’s. What should I do?

A: The majority of the online courses in AHTD University at this time came from the AASHTO Learning Management System which is available to all member state DOTs. When a course is not applicable to our workforce, it should be reported to Human Resources and it will be promptly removed. Several Divisions have expressed an interest in developing course content to be loaded into AHTD University that would be specifically aimed at our employees and our internal policies and procedures. We welcome and encourage any and all input on course content.

NEXT STEPS

Once all employees have signed off on their job descriptions, the next step is the employee self-review. The self-review process is now underway. You should have received a set of instructions via email to guide you through the self-review process. In general, you are being asked to rate yourself on each core value (public service, teamwork and personal development) and on each job-specific competency listed in your job description. Definitions have been provided to assist you in selecting the rating which most closely describes your performance in each area.

THE SELF-REVIEW

The self-review is your chance to actively participate in the performance appraisal process. Use it to provide input regarding your performance, share your achievements, identify areas you would like to develop and express readiness to advance your career. Once you complete your self-review in ACE, your supervisor will receive a notification that it has been completed and is ready for viewing. After your supervisor has looked over it, a meeting will be scheduled between your supervisor and you to discuss your performance. This is a time for two-way communication; your perspective and candid input will ensure a productive and meaningful outcome. Together, you will be able to clarify expectations and identify gaps or misunderstandings.

The self-review process was established to achieve the following goals:

- **TO GIVE YOU A CHANCE** to actively participate in the performance appraisal process;
- **TO FACILITATE A CONVERSATION** between your supervisor and you regarding your performance and your supervisor’s expectations;



- **TO PROVIDE** you with a glimpse of the standardized format and rating scale to be used by your supervisor in about six months to conduct your first performance appraisal;
- **TO GIVE YOU ADEQUATE TIME** to close any gaps that may exist between your supervisor’s expectations and your current performance;
- **TO GIVE YOUR SUPERVISOR AND YOU AN OPPORTUNITY** to review the competencies assigned to your job description together, and make recommendations to Human Resources for changes or updates before they are used to formally evaluate your performance.

HELPFUL HINTS

This entire process has been carefully designed to be a fair and balanced assessment of your performance over a period of time, not a snapshot of the current state of affairs. In order to achieve this, feedback must be ongoing throughout the year. Here are some helpful hints:

- **USE THE FEEDBACK TOOL** in ACE to record your own accomplishments and setbacks throughout the year.
- **ENCOURAGE** others to use the feedback tool as well, to record their observations about the work and/or behavior of themselves and others.
- **USE INFORMATION** gathered over time when completing your self-review.
- **USE THE COMMENT SECTIONS** provided to explain your reasons for each rating while completing the self-review. This is the perfect place for you to highlight your achievements and to acknowledge areas needing development.
- **ENSURE** that the meeting with your supervisor is scheduled in such a way that you have enough time for an uninterrupted, meaningful, confidential exchange.
- **DISCUSS** your self-review in depth, and give examples to illustrate your ratings.
- **LISTEN** carefully, be open to discussion and respond thoughtfully.

REMEMBER: This is not about criticizing, intimidating or controlling people. This is about rewarding and recognizing hard work with higher pay, and providing more opportunities for learning and development so that every employee can achieve his or her career goals. ♦



(L. to R.) AHP Chief Ron Burks, AHP Sergeant James Hamrick, AHTD Director Scott Bennett and CVSA President Major Jay Thompson of the Arkansas Highway Police.

HIGHWAY POLICE RECOGNIZED AT CVSA INSPECTORS CHAMPIONSHIP

FORTY-EIGHT ROADSIDE INSPECTORS REPRESENTING JURISDICTIONS ACROSS NORTH AMERICA GATHERED IN INDIANAPOLIS, INDIANA, IN AUGUST TO COMPETE IN THE COMMERCIAL VEHICLE SAFETY ALLIANCE'S (CVSA) 24TH ANNUAL NORTH AMERICAN INSPECTORS CHAMPIONSHIP. It is the only event dedicated to testing, recognizing and awarding commercial motor vehicle inspector excellence.

Each year, CVSA recognizes the best of the best by inviting the top inspector from each jurisdiction throughout North America to participate in the championship.

Sergeant James Hamrick represented the Arkansas Highway Police (AHP) and won second place in the North American Standard Level I Inspection competition. Hamrick is stationed in AHP District 5 in West Memphis.

In addition to the competitive events, each inspector receives training on the latest safety information, technology, standards and inspection procedures. All of the inspection categories are timed events. Awards are given for first, second and third place for selected inspection events.

Major Jay Thompson of the Arkansas Highway Police serves as CVSA President.

"The best inspectors throughout North America aspire to compete at the championships," Thompson stated. "Many of the competitors here are winners of their jurisdiction's inspectors championship or were selected to compete as esteemed representatives from their agency. However, it's important to note that the championship is much more than a competition.

"It's an opportunity for training, education and professional growth, and it fosters camaraderie and cooperation among inspectors, jurisdictions and countries."

Roadside inspectors are highly trained professionals who save lives every day by removing unsafe commercial motor vehicles and drivers off of our highways.

"These dedicated men and women perform more than 3.5 million truck and bus inspections each year which prevent 14,000 crashes, save hundreds of lives and eliminate thousands of needless injuries," stated Administrator Scott Darling of the Federal Motor Carrier Safety Administration about the work these men and women perform.

Sergeant Hamrick has been a previous winner in the North American Inspectors Championship. In 2015, he was awarded second place in the North American Standard Level V Passenger Vehicle Inspection competition.

"We are extremely proud of Sergeant Hamrick's performance at the North American Inspector Championship and the positive manner in which he represented both the Division and Department," AHP Chief Ron Burks stated. "His second place finish in the Level One Inspection category and his top ten finish in the overall standings are a testament to not only his job knowledge and work ethic, but to the top notch training and instruction he's received while a member of the Arkansas Highway Police. His late father, retired AHP First Lieutenant Bobby "Frank" Hamrick, would have been very proud of his son's accomplishments." ♦



THE DEPARTMENT



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1. BRIDGE: (L. to R.) Rick Ellis, Division Head, presents Kyle Yeary, Staff Bridge Design Engineer, with his 15-Year Service Award.

2. BRIDGE: (L. to R.) Rick Ellis, Division Head, presents Luke Bailey, Senior Bridge Design Engineer, with his 5-Year Service Award.

3. HEAVY BRIDGE MAINTENANCE: (L. to R.) Stewart Linz, Staff Heavy Bridge Maintenance Engineer, presents Donald Black, Bridge Repairer II, with his 5-Year Service Award.

4. SURVEYS: (L. to R.) Lynn Christie, Surveys Crew Chief, presents Jimmy Williams, Sr., Survey Office Technician, with his 5-Year Service Award.

5. DISTRICT 2: (L. to R.) Edgar Burch, Maintenance Aide III, receives his 15-Year Service Award from David Grice, Area Maintenance Supervisor.

6. DISTRICT 2: (L. to R.) Shurun Jenkins, Area Headquarters Attendant, receives his 10-Year Service Award from David Grice, Area Maintenance Supervisor.

7. DISTRICT 2: (L. to R.) Santiago Ramos, Maintenance Aide I, receives his 5-Year Service Award from David Grice, Area Maintenance Supervisor.

SERVICE AWARDS

8. DISTRICT 2: (L. to R.) Gerald Butcher, Area Maintenance Supervisor, presents Charles Hopper, Maintenance Aide II, with his 10-Year Service Award.



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9. DISTRICT 2: (L. to R.) Edgar D. Smith, Maintenance Aide II, receives his 10-Year Service Award from Thomas Young, Shop Supervisor.



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10. DISTRICT 3: (L. to R.) John King, Assistant Bridge Inspector, receives his 15-Year Service Award from William Cheatham, District Construction Engineer.



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11. DISTRICT 3: (L. to R.) Joe Mills, Inspector, receives his 15-Year Service Award from Jeremy Thomas, Resident Engineer.



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12. DISTRICT 3: Suzanne Bullard, Resident Office Technician, recently received her 20-Year Service Award.



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13. DISTRICT 3: (L. to R.) Kenny Bennett, District Maintenance Engineer, presents Kevin Townsend, Maintenance Aide III, with his 20-Year Service Award.



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14. DISTRICT 3: (L. to R.) Kenny Bennett, District Maintenance Engineer, presents Floyd "Chopper" Moore, Bridge Repairer II, with his 5-Year Service Award.



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15. DISTRICT 4: (L. to R.) Fred Schluterman, Maintenance Aide III, receives his 20-Year Service Award from Jesse Easom, Crew Leader.



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SERVICE AWARDS



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16. DISTRICT 4: (L. to R.) Bashar Qedan, Resident Engineer, presents Brian Miles, Construction Aide II, with his 5-Year Service Award.

17. DISTRICT 4: (L. to R.) Bashar Qedan, Resident Engineer, presents Jason Williams, Advanced Construction Field Engineer, with his 15-Year Service Award.

18. DISTRICT 4: (L. to R.) Bashar Qedan, Resident Engineer, presents Brian Powell, Construction Project Coordinator, with his 20-Year Service Award.

19. DISTRICT 4: (L. to R.) Ken Wilson, Assistant Resident Engineer, presents Amos O'Connor, Inspector, with his 15-Year Service Award.

20. DISTRICT 4: (L. to R.) Chad Davis, District Maintenance Engineer, presents Freddie Ridenhour, Area Maintenance Supervisor, with his 20-Year Service Pin.

21. DISTRICT 4: (L. to R.) Chad Davis, District Maintenance Engineer, presents Shane Reeves, Assistant Maintenance Superintendent, with his 25-Year Service Pin.

22. DISTRICT 5: Donnie Schmidt, Area Maintenance Supervisor, recently received his 40-Year Service Award.

23. DISTRICT 5: (L. to R.) Recently receiving their 30-Year Service Awards: Scott Qualls, Bridge Job Superintendent; Stacey Caplener, Equipment Maintenance Supervisor; Tim Dunlap, District Maintenance Engineer.

SERVICE AWARDS

24. DISTRICT 5: (L. to R.) Recently receiving their Service Awards: Josh Green, Senior Inspector, 25 Years; Todd Bolin, Bridge Repair II, 25 Years; Kevin Pendergrass, Crew Leader, 20 Years; Keith Foushee, Bridge Repairer II, 20 Years; Elvis Garrett, Maintenance Aide II, 20 Years; Shane Marshall, Bridge Repairer I, 15 Years.



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25. DISTRICT 5: (L. to R.) Recently receiving their 10-Year Service Awards: Earnest Russell, Maintenance Aide II; Robbie Bradley, Maintenance Aide III; Scott McCoy, Area Maintenance Supervisor; Belinda Rogers, Maintenance Aide II.



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26. DISTRICT 6: (L. to R.) Johnathon Mormon, District Maintenance Engineer, receives his 15-Year Service Award from Mark Headley, District Engineer.



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27. DISTRICT 6: (L. to R.) J.J. Hadley, Area Maintenance Supervisor, presents Jimmy Thrift, Maintenance Aide II, with his 5-Year Service Award.

28. DISTRICT 6: (L. to R.) James Johnson, Crew Leader, receives his 5-Year Service Award from Stanley Rogers, Sealing Job Superintendent.

29. DISTRICT 8: (L. to R.) Sonya Whittenburg, District Office Manager, presents Janet Boozer, District Bookkeeper, with her 15-Year Service Award.

30. DISTRICT 8: (L. to R.) Bill Biggs, Maintenance Aid II, receives his 10-Year Service Award from Barry Clark, Area Maintenance Supervisor.

31. DISTRICT 9: (L. to R.) Jeff Wheeler, District Maintenance Engineer, presents Randall Williams, Area Maintenance Supervisor, with his 20-Year Service Award.



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THE DEPARTMENT

Noteworthy

On the Job



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1. LEGAL: (Center) Shirley Henry, Legal Assistant, recently celebrated her retirement from the Legal Division. (L.) William "Skeeter" Henry, Shirley's Husband, and (R.) Chad Fite, Shirley's Son, joined her at the party.

2. DISTRICT 3: (FAR RIGHT) Reginald Easter, Maintenance Aide III, donates backpacks and school supplies to Hope Public Schools. Reginald is joined by members of the Corvette Club Association and the Hope Public Schools Faculty.

3. DISTRICT 3: (R.) Reginald Easter, Maintenance Aide III, delivers a donation of aluminum can tabs to Ronald McDonald House. Thank you, Reggie, for your dedication to community involvement!

4. DISTRICT 4: There was recently a retirement party for two lucky men! (L. to R.) Mark Simpson, Shop Supervisor, retired with 38+ years. Freddie Ridenhour, Area Maintenance Supervisor, retired with 20 years of service.

5. DISTRICT 9: Norm Pittman, an AHTD Retiree, recently celebrated his 80th birthday with family and friends at the First Baptist Church in Harrison, Arkansas.



THE DEPARTMENT

Noteworthy

1. MATERIALS: Mason Lee Martin was born on August 11, 2016. Mason weighed 7 pounds and measured 20 inches long. He is the grandson of Terry Standard, District Materials Supervisor. Mason's parents are Cody and Felisha Martin.

2. DISTRICT 5: Greyson Hadyn Littleton Ashworth was born on June 23, 2016. Greyson weighed 7 pounds, 1 ounce, and measured 19 inches long. He is the grandson of Donnie Schmidt, Area Maintenance Supervisor, and his wife Vickey.

3. DISTRICT 9: Ruby Grace Phillips was born on September 9, 2016. She weighed 6 pounds, 10 ounces, and measured 19^{3/4} inches long. Ruby is the daughter of Charly Phillips, Maintenance Aide II, and his wife Sabrina.

4. DISTRICT 9: Hudson Phillips recently celebrated his first birthday on September 26, 2016. Hudson is the grandson of Tammy Phillips, District Office Manager, and her husband Don. Hudson is Tammy and Don's first grandchild.

Family Focus



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5. MATERIALS: Destany Lytle got this 7-point buck – her first deer with a bow – on September 25th in Cleburne County, Arkansas. Destany is the daughter of Terry Standard, District Materials Supervisor.

Hobbies, etc.



5



AHTD PEOPLE

EMPLOYEE STATISTICS

NEW EMPLOYEES

COMMUNICATIONS • Phillip Choi, Engineer; Douglas Rodden, Communication Maintenance Specialist

COMPUTER SERVICES • Charles Brown, Network Engineer

CONSTRUCTION • Eric Tice, Construction Aide II

MATERIALS • Khizar Ali Mohammed, Engineer

PROGRAM MANAGEMENT • Nathan Malone, Program Management Data Specialist

TRANSPORTATION PLANNING & POLICY • Josef Lilly, GIS Analyst

DISTRICT ONE • Jonathan Morrow, Maintenance Aide I; Ronald Neiswander, Maintenance Aide I; Denton Shepherd, Maintenance Aide I; Toney Vinson, Maintenance Aide I

DISTRICT TWO • Anthony Hurley, Maintenance Aide I; Brandon Williams, Maintenance Aide I; Cedric Clingmon, Maintenance Aide I; Jessica Owns, Maintenance Aide I; Justin Gibson, Maintenance Aide I; Mark Pugh, Maintenance Aide I; Glen Sykes, Maintenance Aide I; Christopher Evans, Maintenance Aide I; Luis Sweet, Maintenance Aide I

DISTRICT THREE • Justin Jackson, Maintenance Aide I; Jimmy Bailey, Maintenance Aide I

DISTRICT FOUR • Joann Morrison, Storeroom Assistant I

DISTRICT FIVE • Jonathan Monday, Maintenance Aide I

DISTRICT SIX • Stephen Nobles, Maintenance Aide I; Preston Adami, Maintenance Aide I; Derrick Burrus, Maintenance Aide I; Cameron Henderson, Maintenance Aide I

DISTRICT SEVEN • Terrell Sonny, Guard

DISTRICT EIGHT • Ivory Bowman, Maintenance Aide I; Josh Boyd, Maintenance Aide I; Scott Poynter, Maintenance Aide I; Josh Taylor, Maintenance Aide I; Logan Wilkins, Maintenance Aide I

DISTRICT NINE • Michael Smith, Maintenance Aide I; Linda Watts, Maintenance Aide I

DISTRICT TEN • Marcus Newson, Maintenance Aide I; Anniemarie Thomas, Maintenance Aide I; Curtis Willis, Maintenance Aide I

PROMOTIONS

BRIDGE • Courtney Rome, Advanced Bridge Design Engineer; Benjamin Spilker, Advanced Bridge Design Engineer; Yongsheng Zhao, Advanced Bridge Design Engineer

FACILITIES MANAGEMENT • Blake Zuber, Inspector

HEAVY BRIDGE • Anthony Caudel, Crew Leader; Kelly Dull, Administrative Aide III

MAINTENANCE • Dustin Hall, Striping Crew leader

RIGHT OF WAY • Patricia Bradbury, Realty Appraiser III; Kenneth Redus, Realty Appraiser III

DISTRICT ONE • William Caster, Engineer; Frederick Chism, Maintenance Aide II; Keenan James, Crew Leader

DISTRICT TWO • Jerald Baylark, Maintenance Aide II; Rocky Beatty, Maintenance Aide III; Fate Canady, Maintenance Aide III; David Henderson, Maintenance Aide II; Dalene Stain, District Permit Officer; Todd Tooke, Senior Inspector

DISTRICT THREE • Charles James, Maintenance Aide II; Colin Nine, Inspector

DISTRICT FOUR • Matthew Houck, Maintenance Aide III; Shelly Howard, Resident Office Technician; Jonathon Williams, Maintenance Aide III

DISTRICT FIVE • Ricky Benson, Senior Inspector; Joseph Parker, Assistant Resident Engineer

DISTRICT SIX • Colton Cowles, Assistant Resident Engineer; Richard Farmer, Rest Area Attendant; Mark Simecek, Resident Engineer; Cary Snyder, Construction Materials Inspector

DISTRICT SEVEN • Christopher Gamble, Maintenance Aide I; Jamie Waterfield, Maintenance Aide II

DISTRICT EIGHT • Jacob Chronister, Maintenance Aide III; Joe Cliburn, Construction Aide I; Hershell Cotton, Inspector; Rollie Cox, Maintenance Aide II; Porfirio Martinez, Maintenance Aide III; Seth Parish, Construction Field Engineer II; Cameron Young, Construction Aide I

DISTRICT NINE • Shane Collins, Maintenance Aide III; Zachary Graham, Maintenance Aide II; Robert Mcentyre, District Bridge Inspector; Chanda Ramsey, Maintenance Aide II; Elizabeth Young, Resident Office Technician

DISTRICT TEN • Clifford Decker, Maintenance Aide II; Slade Dollar, Inspector; Dustin Miller, Bridge Job Superintendent; Kimberly Walters, Maintenance Aide III; Bryan Wilburn, Construction Aide III

SERVICE

ARKANSAS HIGHWAY POLICE • Henry McCoy, Administrative Aide V, 30 yrs

CONSTRUCTION • Tina Reading, Inspector, 25 yrs; Ryan Bailey, Construction Aide III, 15 yrs; Jilanna Caldwell, Resident Office Technician, 15 yrs; Corey Curry, Inspector, 15 yrs; David Hipp, Inspector, 10 yrs; Timothy Cotton, Inspector, 5 yrs; Joshua King, Advanced Construction Field Engineer, 5 yrs; Brian Miles, Construction Aide II, 5 yrs

EQUIPMENT & PROCUREMENT • Charles Winkler, Body Repairer and Painter, 40 yrs; Robert Sheldon, Skill Trades Trainee, 10 yrs

MAINTENANCE • Donald Palmer, Sign Fabricator, 15 yrs; David Weston, Senior Traffic Investigator, 10 yrs

MATERIALS • Lavelle Terrell, District Materials Supervisor, 35 yrs

REPROGRAPHICS • Ronald Stucker, Senior Reprographics Operator, 10 yrs

RIGHT OF WAY • Patrick Holley, Utility Coordinator II, 25 yrs

SYSTEM INFORMATION & RESEARCH • Davin Webb, Research Information Coordinator, 30 yrs; Rick Stanley, Advanced Research Assistant, 15 yrs

DISTRICT ONE • Opal Luster, Storeroom Supervisor, 25 yrs; Allen Davis, Maintenance Aide III, 10 yrs; Richard Harper, Maintenance Aide II, 5 yrs; Basil Davis, Mechanic, 5 yrs

DISTRICT TWO • James Ferguson, Maintenance Aide III, 10 yrs

DISTRICT THREE • Kenneth Gollinger, Maintenance Aide III, 35 yrs; Gregory Eddy, Maintenance Aide II, 25 yrs; Kevin Townsend, Maintenance Aide III, 20 yrs; Charlotte McCarley, Area Headquarters Attendant, 20 yrs; James Marlar, Maintenance Aide II, 15 yrs; John King, Assistant Bridge Inspector, 15 yrs

DISTRICT FOUR • Robert Reeves, Assistant Maintenance Supervisor, 25 yrs; Freddie Ridenhour, Area Maintenance Supervisor, 20 yrs

DISTRICT FIVE • Donnie Schmidt, Area Maintenance Supervisor, 40 yrs; Stacey Caplener, Equipment Maintenance Supervisor, 30 yrs; James McCoy, Area Maintenance Supervisor, 10 yrs; Belinda Rogers, Maintenance Aide II, 10 yrs

DISTRICT SIX • Wendell Collins, Welder, 25 yrs; Don Davis, Area Headquarters Attendant, 20 yrs; Johnathon Mormon, District Maintenance Engineer, 15 yrs; Antwon Sanders, Maintenance Aide I, 5 yrs

DISTRICT SEVEN • Curtis Bearden, Maintenance Aide III, 5 yrs

DISTRICT EIGHT • David Pruitt, Maintenance Aide II, 15 yrs

DISTRICT NINE • Randall Williams, Ferry Boat Supervisor, 20 yrs; Myrtle Kent, Guard, 5 yrs

DISTRICT TEN • Lesli Lumpkin, Subcontract Administrator, 20 yrs

RETIREMENT

MAINTENANCE • Clara Jones, Sign Fabricator, 11+ yrs

SURVEYS • Leonard Petroff, Surveys Technician II, 27+ yrs

DISTRICT THREE • Ricky Branham, Maintenance Aide II, 13+ yrs

DISTRICT FOUR • Mark Simpson, Shop Supervisor, 38+ yrs

MEMORIALS

BRIDGE • Harry Dinsmore, Jr, 9/24/2016, retired

CHIEF ENGINEER • Billy K. Cooper, 9/22/2016, retired

FISCAL SERVICES • Leonard E. Grinstead, 8/15/2016, retired

INTERNAL AUDIT • Don K. Martin, 9/26/2016, retired

STATE AID • Melvin W. Hall, 9/10/2016, retired

DISTRICT ONE • Jimmy L. Ruffin, 07/23/2016, retired; Willie H. Anderson, 8/28/2016, retired

DISTRICT TWO • Terry D. Mullins, 9/2/2016, retired; Samuel T. Washington, 8/21/2016, active

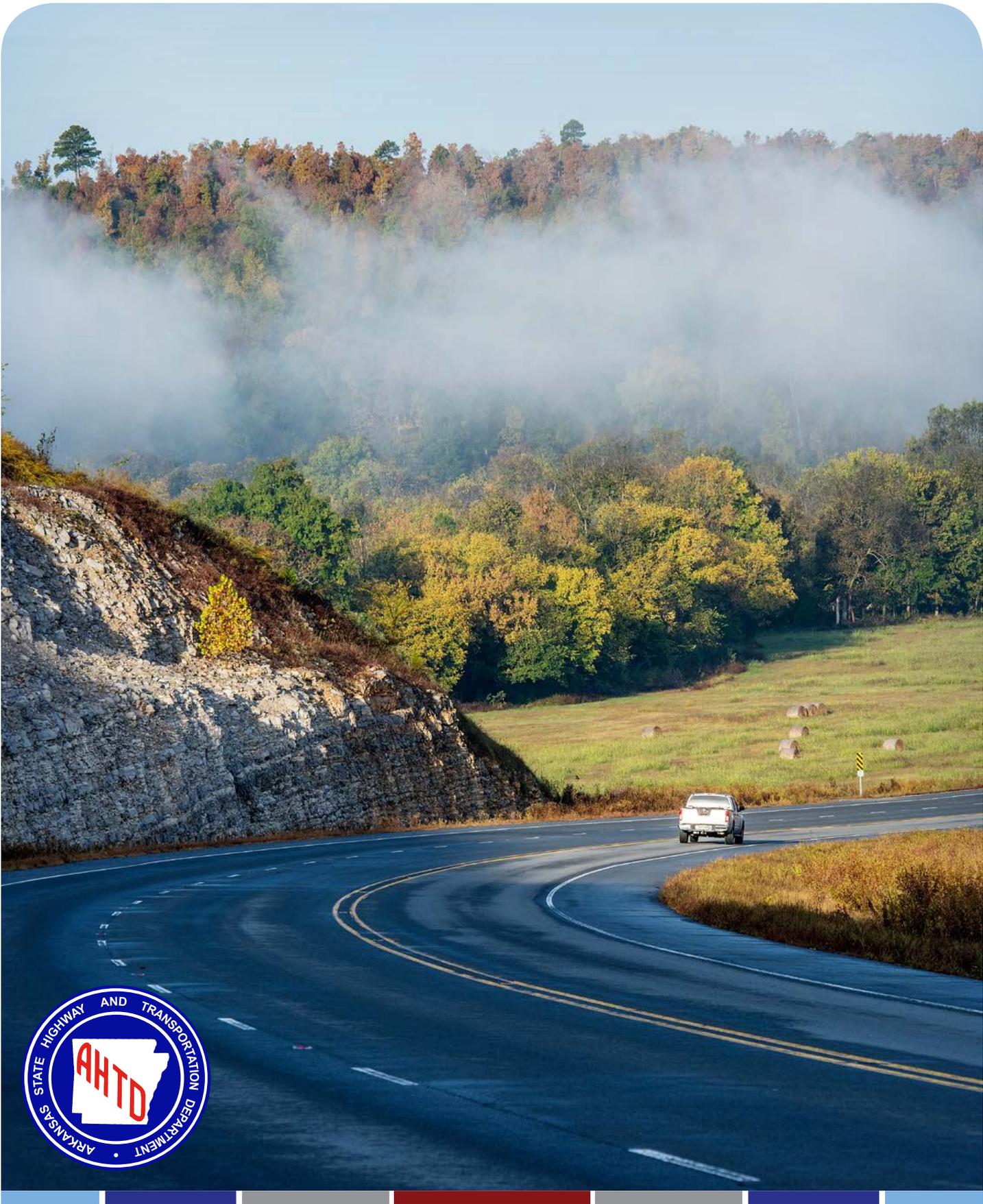
DISTRICT THREE • James "Sonny" Tolleson, 8/11/2016, retired

DISTRICT FIVE • R. J. "Dean" Blankenship, 8/14/2016, retired; Billy N. Stanton, 8/30/2016, retired

DISTRICT SIX • Eddie N. Seaton, 8/13/2016, retired; Gladys Sue Berry, 8/23/2016, retired; Bonnie Mae Henderson, 9/21/2016, retired

DISTRICT SEVEN • Jefferson D. Blackwell, 8/11/2016, retired





The Arkansas State Highway and Transportation Department (Department) complies with all civil rights provisions of federal statutes and related authorities that prohibit discrimination in programs and activities receiving federal financial assistance. Therefore, the Department does not discriminate on the basis of race, sex, color, age, national origin, religion (not applicable as a protected group under the Federal Motor Carrier Safety Administration Title VI Program), disability, Limited English Proficiency (LEP), or low-income status in the admission, access to and treatment in the Department's programs and activities, as well as the Department's hiring or employment practices. Complaints of alleged discrimination and inquiries regarding the Department's nondiscrimination policies may be directed to Joanna P. McFadden Section Head - EEO/DBE (ADA/504/Title VI Coordinator), P. O. Box 2261, Little Rock, AR 72203, (501)569- 2298, (Voice/TTY 711), or the following email address: Joanna.McFadden@ahtd.ar.gov. Free language assistance for Limited English Proficient individuals is available upon request. This notice is available from the ADA/504/Title VI Coordinator in large print, on audiotape and in Braille.