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Arkansas State Highway and Transportation Department July 17, 2003

ommission Approves Salary Increase

In accordance with Act 686 of the 2003 Legislative Session and Commission Action, regular employees will be given a salary increase based on the following criteria and will be effective June 26, 2003.

Employees that make \$21,128 a year or less will receive a \$570 salary increase. Salaries between \$21,129 and \$50,000 will receive a 2.7% pay increase. Employees making \$50,001 to \$90,000 will receive a 2.7% increase on the first \$50,000 and a 1.9% increase on the remaining amount. Employees making 90,001 or more will receive a 2.7% increase on the first \$50,000, a 1.9% increase on the next \$40,000 and a 1.4% increase on the remaining amount.

These salary increases will be seen on your July 17 paystub.

See new salary schedule on page 4

		AL - ADOL					
	7 7	Abo	1.4%				
	\$50K	to \$90K	1.9%	1.9%			
Ûþ	to \$50K	2.7%	2.7%	2.7%			
Yearly Increase	\$570						
Current Salary	Min. To \$21,128	\$21,129 to \$50,000	to	\$90,000 and above			
	No control	THE RESERVE	- Additional Control	1000			

Scott Bennett Elected To Retirement Board

What's Inside



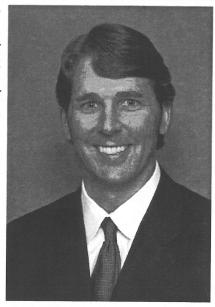
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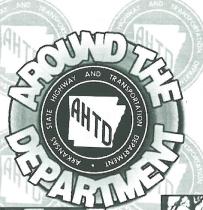
The results of the Arkansas State Highway Employees Retirement System election are in. Scott Bennett has been elected to a two-year term as an employee member of the Retirement System Board of Trustees.

Bennett has served as Division Head of Planning and Research since June of 2002. He has Bachelor's and Master's Degrees in Civil Engineering from the University of Arkansas. He began his career at AHTD in 1989 as a Civil Engineer I. He is a registered professional engineer.

Other members of the retirement board include Larry Dickerson, Chief Financial Officer; Bob Walters, Chief Engineer; and Teddy Widener, District 9 Senior Mechanic.

Bennett replaces Ralph Hall, Assistant Chief Engineer, whose term ended on June 30th.





Private First Class David Harris (I.) of Arkansas Highway Police receives his 10-year service award from Captain Don Hastings (r.).



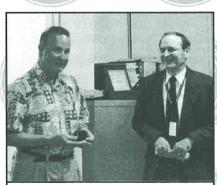
Gary Burnett of District 8 celebrates his retirement after more than 28 years with the Department.



Rosalind Highfill joined District 10 as Field Clerk I, R.E. 04, Paragould in February.



District 10 Service Awards: (I. to r.) Calvin Foster, 15 years, Storeroom Assistant II, David Hendrix, 15 years, Maintenance Aide II, Greene County; J.P. Real, Jr., 15 years, Maintenance Aide II, Poinsett County; Pamela Bunch 5 years, Multi-Axle Truck Driver, Sealing Crew.



Mike Sebren, Civil Engineer II (I.) receives his 25-year service award from State Construction Engineer Allan Holmes (r.)



Quincy Anne was born April 21, 2003 to proud parents Brian and Lesa Osborn. Lesa is District 10 Receptionist.



Mackenzie Bullinger married April 18, 2003. Mackenzie is the daughter of Sandra Bivins, Estimates Technician, Construction Division



Lavoy Sorg, Senior Mechanic, District 10 celebrates his retirement May 2, 2003 with family. Pictured are (I. to r.) son Casey, father Earnest, Lavoy with cake, daughter Tabitha, son Nathan and Lavoy's wife Tian.



Highway Police Chief Ron Burks presents Sergeant Elaine Sims with her late husband's 20-year service award. Sergeant Howard Sims passed away in April 2003.



Lesa Osborn began as District 10 Receptionist in February.



of Colleen & David McClure. Colleen is AHP Office Administrative Assistant V.



Randy Cobb, Right of Way Appraiser with wife Lori caught red snapper & amberjack, St. George Island, Florida.



LaDonna Nelson, Motor Safety Specialist II, AHF received her Bachelor of Arts from the University of Alabama, December 2002.



District 5 Service Awards: (I. to r.) Timothy Dunlap, Assistant Resident Engineer, 15 years; Kendall Stroud, Inspector, 15 years; Stacey Caplener, Inspector, 15 years; Jeffrey Qualls, Distributor Operator, 15 years; Merle Campbell, Motor Patrol Operator, 20 years.



Randy Ort (I.), Public Information Officer receives his 15-year service award and pin from Steve Teague, Asst. to the Director for Program Management.



Corporal Tommy Traywick (I.) of Arkansas Highway Police receives his 15-year service award from Captain Don Hastings (r.).



Sam Johnson, Staff Surveys Engineer (I.) presents a 20-year service award to Danny Simmons (r.), Crew Chief of the Surveys Division.

District 8 Service

Awards: (top)

Matthew Rowland, 5

years; (l. to r.) Larry



Emma Lee Adams (3 mos.) & Will Adams (3 years), Grandchildren of Tina Adams in Construction, and Farrell Adams in Photogrammetry.



Dean Wilkerson, Staff Surveys Engineer (I.) receives his 10-year service award from Surveys Division Head D.K. Carson (r.)



Arkansas Highway Police Chief Ron Burks (I.) receives his 5-year service award from AHTD Director Dan Flowers (r.).



District 8 Service Awards: (I. to r.) Steve Sheets, Jimmy Black & (not shown) Gary Long each with 20 years.



District 8 Service Awards: (back I. to r.) Frank Russenberger, presenting; James Irving & John Rose, 15 years each; B.J. McAlister, presenting; (middle I. to r.) Tim Chambers, Larry Lay, Paul Athey, Monty Scott, 15 years each; (front I. to r.)
Johnny Rice, Brigitte Roberson, Nancy Keeling, Doug Jones & (not shown) Fred Goates, 15 years each.



1st Lieutenant Ronnie Elmore (I.) and Corporal Kenneth Moody (r.) of AHP District 3 at Moody's recent retirement party.



Dilynn Dodd (r.), daughter of David Dodd, Senior Mechanic, Dist. 4, was awarded 2002-03 All Around Champion by Garland Baker, President, Arkansas High School Rodeo Association.



District 9 Service Awards: (I. to r.) Rick Widner, District Storeroom Supervisor-25 years; Glenda Goats, District Permit Officer-25 years; Debra Meyer, District Office Manager-30 years; Karen Wasson, Personnel Clerk-10 years; Billy Joe Roberts, Storeroom Assistant I-15 years,



District 8 Service Awards: (I. to r.) James Washington & Mike Hottinger, 30 years each; John Hayes, 25 years; (not shown) Floyd Cates, 35 years, retired.



Tommy Kirkpatrick (I.), Pavement Profiler Job Supervisor in the Maintenance Division receives his 20-year service award from Tony Evans (r.), Staff Maintenance Engineer.

AHTD SALARY SCHEDULE

Effective: 06/26/2003

Salary Level	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8
1.5	412.00	585.00	624.00	674.00	723.00	775.00	836.00	859.00
	10,712.00	15,210.00	16,224.00	17,524.00	18,798.00	20,150.00	21,736.00	22,334.00
II	589.00	654.00	683.00	733.00	788.00	840.00	905.00	934.00
	15,314.00	17,004.00	17,758.00	19,058.00	20,488.00	21,840.00	23,530.00	24,284.00
Ш	617.00	689.00	727.00	780.00	833.00	891.00	952.00	1,028.00
	16,042.00	17,914.00	18,902.00	20,280.00	21,658.00	23,166.00	24,752.00	26,728.00
IV	680.00	764.00	807.00	862.00	922.00	988.00	1,053.00	1,127.00
	17,680.00	19,864.00	20,982.00	22,412.00	23,972.00	25,688.00	27,378.00	29,302.00
٧	747.00	844.00	893.00	951.00	1,015.00	1,084.00	1,161.00	1,238.00
	19,422.00	21,944.00	23,218.00	24,726.00	26,390.00	28,184.00	30,186.00	32,188.00
VI	825.00	928.00	988.00	1,046.00	1,119.00	1,192.00	1,272.00	1,349.00
	21,450.00	24,128.00	25,688.00	27,196.00	29,094.00	30,992.00	33,072.00	35,074.00
VII	911.00	1,022.00	1,084.00	1,156.00	1,233.00	1,305.00	1,390.00	1,472.00
	23,686.00	26,572.00	28,184.00	30,056.00	32,058.00	33,930.00	36,140.00	38,272.00
100	1,000.00	1,125.00	1,197.00	1,272.00	1,348.00	1,428.00	1,514.00	1,599.00
VIII	26,000.00	29,250.00	31,122.00	33,072.00	35,048.00	37,128.00	39,364.00	41,574.00
IX	0.00	1,238.00	1,312.00	1,392.00	1,472.00	1,557.00	.1,646.00	1,731.00
	0.00	32,188.00	34,112.00	36,192.00	38,272.00	40,482.00	42,796.00	45,006.00
х	0.00	1,348.00	1,431.00	1,513.00	1,597.00	1,690.00	1,785.00	1,872.00
	0.00	35,048.00	37,206.00	39,338.00	41,522.00	43,940.00	46,410.00	48,672.00
XI	0.00	1,474.00	1,566.00	1,650.00	1,738.00	1,833.00	1,934.00	2,026.00
	0.00	38,324.00	40,716.00	42,900.00	45,188.00	47,658.00	50,284.00	52,676.00
VIII	0.00	1,601.00	1,697.00	1,788.00	1,878.00	1,981.00	2,086.00	2,166.00
XII	0.00	41,626.00	44,122.00	46,488.00	48,828.00	51,506.00	54,236.00	56,316.00
XIII	0.00	1,736.00	1,848.00	1,940.00	2,036.00	2,134.00	2,247.00	2,317.00
	0.00	45,136.00	48,048.00	50,440.00	52,936.00	55,484.00	58,422.00	60,242.00
XIV	0.00	1,878.00	1,995.00	2,092.00	2,188.00	2,297.00	2,404.00	2,479.00
	0.00	48,828.00	51,870.00	54,392.00	56,888.00	59,722.00	62,504.00	64,454.00
XV	0.00	2,027.00	2,151.00	2,249.00	2,349.00	2,459.00	2,572.00	2,645.00
	0.00	52,702.00	55,926.00	58,474.00	61,074.00	63,934.00	66,872.00	68,770.00
XVI	0.00	2,175.00	2,311.00	2,413.00	2,519.00	2,623.00	2,746.00	2,806.00
	0.00	56,550.00	60,086.00	62,738.00	65,494.00	68,198.00	71,396.00	72,956.00
XVII	0.00	2,337.00	2,478.00	2,580.00	2,687.00	2,802.00	2,918.00	2,973.00
	0.00	60,762.00	64,428.00	67,080.00	69,862.00	72,852.00	75,868.00	77,298.00
XVIII	0.00	2,500.00	2,650.00	2,755.00	2,862.00	2,985.00	3,101.00	3,143.00
	0.00	65,000.00	68,900.00	71,630.00	74,412.00	77,610.00	80,626.00	81,718.00
XIX	0.00	2,773.00	2,877.00	2,990.00	3,099.00	3,220.00	3,250.00	0.00
	0.00	72,098.00	74,802.00	77,740.00	80,574.00	83,720.00	84,500.00	0.00
ХХ	0.00	2,972.00	3,079:00	3,192.00	3,306.00	3,324.00	0.00	0.00
	0.00	77,272.00	80,054.00	82,992.00	85,956.00	86,424.00	0.00	0.00

REVISED BY HUMAN RESOURCES/PERSONNEL 07/01/2003

AHTD Holds MAP Orientation



It takes a great deal of training before an

employee in the ATHD Motorist Assistance Patrol program (MAP) takes to the highway with the responsibility of assisting stranded motorists and emergency responders. MAP employees encounter any number of situations on the job that require quick thinking and proper training as they try to clear impeded roadways and keep traffic flowing.

That training took place in June for ten AHTD employees. They were in Little Rock for the first of two weeks of a Motorist Assistance Patrol Orientation. Participants were welcomed with a training manual overflowing with information on a number of subjects. Class time was spent with instructors from various

Penny Slater, Vicky Brasfield and Donn Fowler.

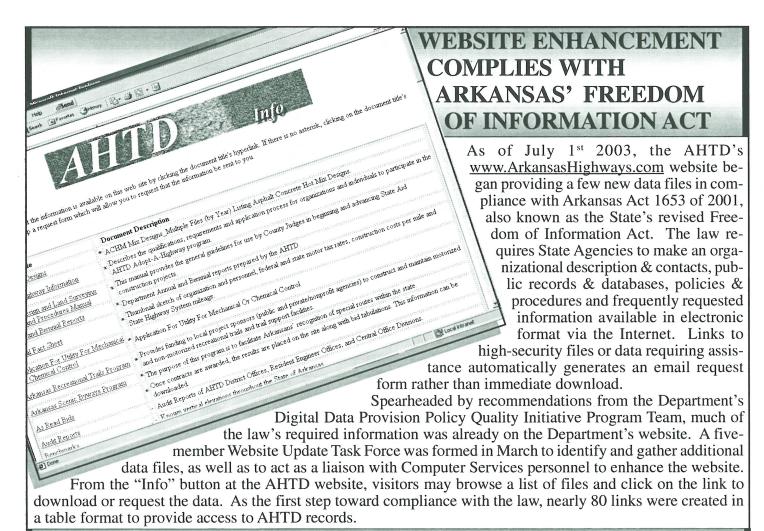
AHTD divisions. The agenda included sessions ranging from mechanical skills under the hood bloodborne pathogens, equipment training to radio and telephone protocol, as well as drug and alcohol policy and work zone traffic control. C.P.R. training was also required.

Week two of the Orientation, participants traveled to Marion for a week of sessions on First Responder Training.

MAP currently operates in Transportation System with trainees (l. to r.) Cheryl Davies, two areas in Arkansas. The Central Arkansas Motorist Assistance Patrol operates along Interstates 30, 40, 430, 440, 530 and 630, as well as on Highway 67/167. In West Memphis, MAP operates along Interstate 40, westward to Highway 147, and on Interstate 55, northward to James Mill.



Jennifer Howard, Public Affairs Office, connects on a base hit to center field in a game against the Arkansas Attorney General team at Bennie Craig Park in Little Rock. AHTD has two teams participating in the State of Arkansas Adult State Softball League, a "Gray" team and a "White" team. Employees and/or their spouses and children over age 18 may participate in the co-ed league.



Examples of some document links that can be found in the **AHTD Freedom of Information Database:**

- Adopt-a-Highway Information
- Annual and Biennial Reports
- Arkansas Recreational Trails Prog
- Arkansas Scenic Byways Program
- As Read Bids
- Audit Reports
- Benchmarks
- Bid Advertisements and Letting Information
- Bid Tabulations Restoration Of Highway Right Of Way
- Bridge Bid Tabulations
- Bridge Division Policies and
- City Maps and County Maps
- Commuter Parks & Ride Lots in Arkansas
- Cost per Mile
- DBE Directory
- DBE Program Status Reports

- DBE Regulations
- Department Budget Information
- Department Expenditures
- Drainage Manual
- Electronic Bidding System
- GPS
- Insurance Information
- Intermodal Planning
- Metropolitan Planning Org's
- Minute Orders
- NEPA Documents
- Pave the Way Information
- Personnel Information
- Press Releases
- Project Oversight Plan
- Property Management
- Public Notices
- Public Transit System Facts

- Right-of-Way Policy and Procedures Manual
- Roadway Design Plan **Development Guidelines**
- Safety Manual
- Salary Schedule
- Standard Drawings
- Standard Specifications
- List of Frequently Used Drawings Statewide Automated Data Collection (ATR) Map
 - Statewide Planning Library
 - Statewide Traffic Volumes Map
 - STIP (Statewide Transp Impr Prog)
 - Tourist Map
 - Traffic Information Databases
 - Transit Organizations
 - Various Permit Information
 - Wildflower Program Information
 - And more!!

AHTD People

NEW EMPLOYEES

COMPUTER SERVICES

Timothy Martin, Apps Analyst/Programmer III Christopher Sweeney, Programmer II

CONSTRUCTION

Benjamin Browning, Civil Engineer Gail Frazier, Field Clerk I

MAIL & SUPPLIES
John Sacrey, Mail Clerk

MAINTENANCE

Aaron Bray, Single Axle Truck Driver Ronnie Romine, Striper Helper

PLANNING & RESEARCH Emery Nauden, Administrative Aide IV

STATE AID Charles Crawford, Inspector

DISTRICT 1

Brook Hively, Station Attendant Antonio Debose, Single Axle Truck Driver Derrick Metcalf, Single Axle Truck Driver

DISTRICT 2

William Lum, General Laborer Walter Smith, General Laborer

DISTRICT 6

Harvey Hargrove, Storeroom Assistant I
John Knappenberger, Single Axle Truck Driver
William Brown, Single Axle Truck Driver
Sarah Powell, General Laborer
Bural Bullock, Jr., Single Axle Truck Driver
James Highfill, Single Axle Truck Driver
Richard Odom, General Laborer
Tommy Bowling, Single Axle Truck Driver
Larry Cockrell, Single Axle Truck Driver

DISTRICT 8

Allen Young, Single Axle Truck Driver

DISTRICT 9

Harold Fisk, Single Axle Truck Driver

DISTRICT 10

James Baney, Single Axle Truck Driver Freddie Lee, Single Axle Truck Driver Johnny Tellerton, Single Axle Truck Driver Paul Riggs, Single Axle Truck Driver Christina Hill, Single Axle Truck Driver

PROMOTIONS

ARK HWY POLICE
Jeffrey Holmes, AHP 1st Lieutenant

ENVIRONMENTAL
Bart Dudley, Environmental Analyst I

FISCAL SERVICES
Marvlyn Underwood, Office Admn Asst II

MAINTENANCE

Kyle Beasley, Sign Erector Anthony Cossey, Sign Crew Supervisor Chad Ring, Maintenance Aide II RIGHT OF WAY

Ashley January, Design Technician I

DISTRICT 1

Kennedy Ezell, Bridge Repairer I Joey Henson, Roller Operator Philip Norman, Senior Construction Matl Insp

DISTRICT 2

Jeffery Byerly, Construction Helper II Walter Diamond, Multi-Axle Truck Driver Lamark Hobbs, Construction Helper II Effie Pasley, Backhoe/Front End Loader Opr Latisha Reynolds, Construction Materials Inspec

DISTRICT 3

Carl Bramlett, Sealing Job Superintendent Ricky Branham, Single Axle Truck Driver Jerry Fielding, Single Axle Truck Driver Bruce Graham, Single Axle Truck Driver Jimmy Rosenbaum, Single Axle Truck Driver Jeremy Taylor, Single Axle Truck Driver

DISTRICT 4

Jake Atkinson, Single Axle Truck Driver
Ronald Ball, Multi-Axle Truck Driver
Kara Belt, Construction Helper II
Amanda Bentley, Single Axle Truck Driver
Tracey Dixon, Bridge Repairer I
Amos O'Connor, Construction Helper II
Tina Reading, Construction Aide II
Paul Reed, Multi-Axle Truck Driver
Cynthia Weathers, Backhoe/Fr End Loader Op
Jack Yancey, Motor Patrol Operator-Finish

DISTRICT 5

Wanda Aldrich, Area Headquarters Attendant Carl Davis, Multi-Axle Truck Driver Robert Zeigler, Distributor/Roller Operator

DISTRICT 6

Carl Efird, Construction Aide I Ray Hart, Street Sweeper Operator Kenneth McCord, Backhoe/Front End Loader Opr Jerry Rogers, Assistant Resident Engineer Teresa Wood, Maintenance Aide I

DISTRICT 7

Anthony Herndon, Asphalt Tank Truck Driver

DISTRICT 8

Janet Boozer, District Bookkeeper John Gault, Bridge Repairer I Keith Goff, Construction Field Engr I

DISTRICT 9

Darvin Barrett, Maintenance Aide II Stacy Burge, Assistant Resident Engineer Kenneth Green, Multi-Axle Truck Driver Jamie Hutson, Motor Patrol Operator Joe Maberry, Senior Mechanic Jeffrey Miles, Maintenance Aide I Joseph Ragland, Maintenance Aide I Kevin Robbins, Maintenance Aide I Janell Ware, District Bookkeeper

RETIREMENTS

ARK HWY POLICE

Jerrell Biggers, AHP 2nd Lieutenant, 16+ yrs Gary Revels, AHP Corporal, 28+ yrs

COMPUTER SERVICES

Carlotta Vaughan, Computer Tech Coord, 28+ yrs

MAINTENANCE

Ronald Tittle, Striping Machine Driver, 10+ yrs

MATERIALS

Dale Gossien, Matls Area Engineer, 28+ yrs

PLANNING & RESEARCH

Marilyn Boyles, Transp. Mgmt Analyst I, 22+ yrs

RIGHT OF WAY

Judy Wilson, Sr. Utilities Coord., 23+ yrs

DISTRICT 1

Claude Willis, Sr. Mechanic, 20+ yrs

DISTRICT 3

John Parks, Parts Runner, 30+ yrs Doyle Powell, Sealing Job Supt., 35+ yrs Herbert Ross, Street Sweeper Oper., 33+ yrs Garth Bradley, Backhoe/Fr End Loader Op, 16+ yrs

DISTRICT 5

James Hoggard, Sr. Const. Matl Insp, 31+ yrs

DISTRICT 6

William Daniel, Construction Aide I, 32+ yrs

DISTRICT 7

Luther Vaughn, Jr., Janitor, 25+ yrs Billy Turner, Area HQ Attendant, 28+ yrs Jimmy Parker, Backhoe/Fr End Loader Op, 39+ yrs

DISTRICT 9

Thomas Jackson, Shop Supervisor, 33+ yrs

SERVICE

35 YEARS

Doyle C. Powell, Sealing Job Superintendent Brenda K. Kirkpatrick, Section Office Coord

30 YEARS

Johnnie L. Parks, Assistant Chief Auditor
Jimmy H. Sanson, Reviewing Appraiser
Ronnie E. Anderson, Ark Hwy Police Captain
Billy L. Williams, Welder
Rubin H. Williams, Crew Leader
Johnney D. Horton, Motor Patrol Operator-Finish
Rex Holt, Senior Mechanic
Leo D. Priest, Senior Designer
Linda G. Lewis, Office Admn Asst V

25 YEARS

Kay Crutchfield Sect Head, Right Of Way Admin Sharon K. Sullivan, Office Admn Asst IV Reginald E. Conway, Single Axle Truck Driver David A. Hutchins, Bridge Job Superintendent Gene C. Bishop Jr., Distributor/Roller Operator Mark C. Simpson, Crew Leader Billy D. Mccartney, Bridge Repairer I Lucian D. Lindsey, Multi-Axle Truck Driver Simon Mcgraw, Jr., Crew Leader Kenneth W. Jones, Crew Leader Timothy W. Fields, Maintenance Job Supt Ronnie M. Pierson, Area Headquarters Attendant James E. Fancher, District Bridge Inspector Walter B. McMillan, District Construction Engr Mark T. Montgomery, Senior Const Matl Insp Billy W. Trammell, Senior Inspector Karen R. Tosh, Field Clerk II Kenneth D. Holmes, Structural Detailing Spec.

20 YEARS

Sammy T. Smith, Ark Hwy Police Corporal Claude E. Willis, Senior Mechanic Travis M. Cearley, Senior Mechanic Betty K. Barham, Crew Leader Patricia L. Gilbert, Area Headquarters Attendant Dennis R. Langston, Motor Patrol Operator-Finish Jack A. Walker, Construction Aide II Roxanne P. Karnes, Resident Office Tech George A. Hughes, Senior Inspector Connie R. Baine, Construction Aide II

NOTICE TO NEW EMPLOYEES:

New employees (especially interns and summer employees) should verify their address before the end of their first pay period. Why? Because payroll warrants are mailed to the address entered in the computer.

The need to verify the correct mailing address also applies to re-hires, including those returning to work from the previous summer.

A payroll warrant mailed to the wrong address may take two weeks to be forwarded to the correct address. A lost payroll warrant may take a week to be replaced.

New employees should sign up for direct deposit to make sure there is no delay in receiving their pay.

INSURANCE NEWS:

The Employee Benefits Division has not yet arrived at an insurance rate for the coming year.

According to Chief Fiscal Officer Larry Dickerson, meetings will be set with districts in September to enroll employees and discuss the health insurance program.

2003 ARKANSAS MS 150 BIKE TOUR

The Annual Multiple Sclerosis 150 Mile Bike Tour is coming September 13th & 14th. The ride will begin and end at Mather Lodge on Petit Jean with two days of Arkansas scenery on the route. The Mather Lodge has rooms, cabins and camping spots. Riders will be responsible for making lodging arrangements. This is not a race and it is intended to be a fun and enjoyable weekend. The Awards Ceremony and Dinner will start at 6pm at the Recreation Hall, and will include dinner, door prizes.

If you know some one with MS that works for the AHTD or have a friend or relative with MS, Team AHTD would love to ride for them. If you would like to ride or be a volunteer as a member of Team AHTD, contact Ricky Scruggs x2315 or Jerry Dixon x2028 for details.

Visit the website: www.nationalmssociety.org/arr/

The CenterLine



Correspondence should be directed to: AHTD Public Affairs Office, P.O. Box 2261 Little Rock, Arkansas 72203-2261

ARKANSAS STATE HIGHWAY COMMISSION

J.W. "Buddy" Benafield, Chairman Mary P. "Prissy" Hickerson, Vice Chairman Jonathan Barnett Carl S. Rosenbaum R. Madison Murphy Dan Flowers, Director