

TRANSEND

October, 2010

A magazine for employees, retirees and stakeholders of the Arizona Department of Transportation

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A Message from ADOT Leadership



Terry Conner, Director of Enforcement and Compliance Division

Mark Twain once said, “If you don’t like the weather in New England, just wait a few minutes.”

Twain may have been talking about the unpredictable nature of weather, but his quip could just as easily apply to the constant change in our lives.

Most of us have anchors in our lives that help us maintain a sense of balance. Our families, our faith, and our values are all examples of anchors that we can generally depend upon in a changing sea.

But even these core anchors will inevitably change from time to time. Dealing with changes and adapting to the adversity, stress, and anxiety they often bring, helps us build character and grow as individuals.

When the Arizona Highway Patrol was formed in 1931, it was placed under the organizational authority of the Arizona Highway Department, the forerunner of today’s ADOT. In 1969, when Gov. Jack Williams signed legislation creating the Arizona Department of Public Safety, change swept through the highway patrol as it was assimilated into an even larger organization of state narcotics officers and former liquor control agents. Over the next 41 years, the DPS endured countless organizational and leadership changes that have, for better or worse, created the agency we know today. Many times in my 35 years

at DPS, I saw firsthand how change affects an organization and its people.

ADOT is no different from DPS. Many of you have lived through numerous changes in the organization, leadership, mission, and even our logo. The common denominator is that change is going to occur, whether it’s in our personal or professional lives. Often we have little or no control over the changes, but we can control how we react to it. Many of the corporate failures over the past decade can be traced back to the failure of those organizations to adapt to changes in the marketplace. In today’s world, the ability to anticipate and adapt to change is vital to any organization’s or individual’s success.

Organizational change, like the one recently seen with the creation of the Enforcement and Compliance Division, is actually healthy for an organization. Change gives an organization an opportunity to “hit the reset” button and start anew. If we keep an open mind and give it some time, we often see that change leads to greater efficiencies, personal development, and satisfaction from our constituents and employees.

As we look ahead, you can be assured any changes within ADOT are measured and predictable results of a carefully evaluated plan to ensure ADOT retains its position as a premier transportation organization, ready to meet any challenge or crisis we may encounter.

TRANSEND

TRANSEND is published monthly for the employees and retirees of the Arizona Department of Transportation by the Creative Services Group of the Communication and Community Partnerships Division.

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All submissions for publication are subject to editing for spelling, grammar, and technical accuracy; and may be rewritten for clarity, continuity, length, and journalistic style.

Salvaged plants helping restore desert terrain along Loop 303

Like sentries — some heavily armed — hundreds of saguaro cacti watch over the construction of two new sections of Loop 303 in Peoria and Phoenix.

The majestic Sonoran Desert icons, many taller than 20 feet, along with hundreds of smaller cacti and native trees, had been biding time the past year in one of six nurseries scattered around the highway construction sites, waiting for their day of replanting.

The replanting began in late September as crews from two plant salvage companies, Agave and

Recon, began putting the saguaros, barrel cacti, several other cactus varieties, ocotillos, and mesquite, ironwood, and paloverde trees back into the ground along a roughly 15-mile stretch of Loop 303.

“The idea is to restore the whole area to a facsimile of its original condition,” explains landscape architect Kirk Kiser of the Phoenix Construction District. The area features a gently sloping desert terrain.

“The cities [Peoria and Phoenix] mandated that developers use the natural ground and native vegetation in these areas,” chief landscape architect LeRoy Brady said. “This area was

never farmed; it has the right kind of soils for letting it be fairly natural.”

Salvaging, maintaining, and replanting native plants has been a standard practice of ADOT for years, especially on rural road projects. The practice has not been used as much on urban freeways, which typically feature granite mulch, low-water-use trees and shrubs, and landform graphics. “This is more of a rural type of highway in that respect,” Kiser said.

The process

During the design phase of these sections of Loop 303, crews inventoried all of the plants in and around the highway’s path. They decided which plants to salvage based on a variety of factors, including the plant’s species, size, health, and aesthetic qualities. The saguaros and some of the other cacti are designated by law as protected, which means they can not be allowed to succumb to construction projects.

So, the chosen plants carefully were harvested and replanted in fenced-in nurseries located on the construction site, where soil conditions were similar to the ground from which they were removed. The teams salvaged 968 trees, and almost 3,000 cacti, including about 600 saguaros.

To ensure crews did not get in each other’s way, Kiser maintained communications among the landscapers and the contractors, who were eager to break ground. “It required a massive amount of coordination,” he said.

As hardy as the desert plants are, they require special care to survive uprooting and replanting. For example, nursery workers apply a mix of sulfur and agri-mycin, a plant antibiotic to prevent ➤



Landscapers salvaged almost 3,000 cacti, including about 600 saguaros one of which is seen here as it's being replanted. Uprooting and replanting a mature saguaro is a delicate process requiring the right equipment, patience, and knowhow.

dry rot or other infections, to the taproot of each saguaro and in the planting holes. Before carefully boxing trees, the workers prune them and trim their roots. Gravity-fed water systems were set up in the nurseries to keep the plants alive. In addition, contractors saved the top layer of native soil from the roadbed and have applied it to the slopes where the majority of replanting is occurring.

Landscape construction inspectors David Diekman and Adam Botts from ADOT oversaw the salvage work, care of the plants in the nurseries, and now the replanting. To date, survival rates for all of the plants have been greater than 90 percent, according to Kiser.

Replanting

The landscapers are replanting the saguaros first, followed by the trees, and then the smaller plants. The delicate process of uprooting a tall saguaro from the nursery, securing it to a cradle attached to a front-end loader or a truck with a hydraulic jack, transporting it at a snail’s pace to the replanting site, and lowering it into the ground can take an hour, sometimes more.

Saguaros and barrel cacti must be replanted with the same solar orientation they had when they were salvaged. Landscapers marked the north side of the salvaged saguaros with a splotch of paint to ensure that they would be correctly positioned when replanted. Research has shown that saguaros fare much better if they are replanted at the same depth as that at which they were salvaged. “It’s critical to a good survival rate,” Brady said. When removing a saguaro, many landscapers will primarily take the taproot. ADOT has learned through experience and research that saguaros do better when more of the root system, what Brady calls the “scaffolding roots,” is kept intact.

In addition to replanting, all medians and roadsides have been hyrdo-seeded with native mixes to restore the desert terrain.

The total cost of salvage and transplanting for both projects (not including the seeding) is slightly more than \$2 million. That figure includes an establishment agreement whereby Agave and ReCon will care for the plants for the next two years.

A temporary irrigation system is in place, but the eventual goal is to get the plants healthy enough to survive on water provided solely by Mother Nature.

“The question is whether the plants will be able to sustain themselves without water,” Brady said. “To some extent, we are trying to see what works. If you never try, you don’t know how well it will work.”

Kiser agrees. “The true cost savings is due to not having to install granite mulch, more plants per mile, and the miles of underground irrigation pipes and sophisticated irrigation controllers; then there is the life-cycle cost. The jury is still out on how much we save.”



Below: A hydraulic jack on the back of a truck makes it easier to lift and position mature saguaros which can weigh several tons.

Lower left: Landscapers also salvaged more than 950 desert trees including these paloverde trees, seen here in one of the on-site nurseries.

Arizona's Native Plant Law and you

By Lisa Andersen, Phoenix Maintenance District Environmental Coordinator

I still recall taking my sons' hands in mine and gently letting their index fingers feel the point of a cactus spine. OW! That first controlled contact is necessary: Some plants deserve respect.

Teenagers now, my sons roll their eyes when I mutter the scientific plant names in Latin, the international language used by botanists to describe and classify plants. Those ancient syllables seem songlike: *Cereus giganteus*, *Larea tridentata*, *Castela emoryi*. Nonetheless, from their safety lessons to seeing the fuzzy seeds of the creosote, the "boots" of a fallen saguaro, and the weirdly beautiful skeletons of the cholla family, they have come to appreciate native plants.

Driving along the Loop 101 one day, my younger son asked, "What happens to all those plants when ADOT builds a road?" Here is a less impromptu version of my answer.

Arizona is home to more than 4,200 kinds of plants, of which almost 200 are listed as Sensitive, Threatened, Rare, or Endangered by various agencies. In 1991, the Arizona Legislature passed the Arizona Native Plant Law to protect plants in danger of extinction. The law makes it unlawful to destroy any protected native plant(s) without a permit. So, you can destroy plants? Well, yes, in a sense.

The law requires that all state agencies, including ADOT, notify the Department of Agriculture when they intend to remove or destroy protected native plants. The goal? Plant salvage. ADOT salvages native plants on its roadway projects, like current ones on the Loop 303 and State Route 87. How

does ADOT comply? The agency's guidance stems directly from the Native Plant Law:

- 1. The plants may be sold at a public auction;**
- 2. The plants may be relocated or transported to a different location on the same property or to another property owned by the state, without obtaining a permit;**
- 3. The plants may be donated to nonprofit organizations as provided in A.R.S. § 3-916;**
- 4. The plants may be donated to another state agency or political subdivision, without obtaining a permit; or**
- 5. The plants may be salvaged or harvested by a member of the general public or a commercial dealer, if the person holds a permit as provided under A.R.S. § 3-906 or 3-907.**

For new roadway construction, ADOT typically avoids disturbing the natural landscape as much as possible, and the agency provides for salvage of "protected native plants." This means most plants — see which ones in the following categories:

Highly Safeguarded Protected Native Plants: Arizona's native plants, mostly "endangered" plants facing extinction or those with survival prospects in jeopardy. Collection is allowed for scientific purposes or for noncommercial salvage. Examples include Hohokam agave, Huachuca water umbel, and the rare "crested" form of the saguaro.

Salvage Restricted Protected Native Plants: Arizona's native plants (essentially the cacti) that have a high potential for theft or vandalism. Examples include saguaro, ocotillo, prickly pear, and barrel cactus.

Salvage Assessed Protected Native Plants: These include plants not listed in either of the two previous categories and having sufficient value to support the costs of salvaging. Examples include desert willow, foothill paloverde, and velvet mesquite.

Harvest Restricted Protected Native Plants: These are subject to overharvest because of the intrinsic value of their fiber, or woody parts. Examples include beargrass, banana yucca, and honey mesquite.

The Arizona Native Plant Law also protects endangered and common plants. As a homeowner, you are subject to this law. If you want to bulldoze the back 40, a notification is required. Check the Arizona Department of Agriculture's Web site for the details: www.azda.gov

And be sure to check out those wonderful scientific names.



Service Arizona Machine at MVD offices speeds up vehicle registration

By Larry Clark, MVD Program Support

MVD hopes some of its vehicle registration-renewal customers will introduce themselves to SAM — ServiceArizona Machine.

“These convenient kiosks are completely self-service,” says MVD Assistant Division Director William Raiford, who administers the E-Government program. “Using the touch screen, customers choose the English or Spanish option and renew their registration, paying with cash, check, or credit card. The machine issues their tab and registration, a transaction confirmation, and makes change for people who pay with cash.”

Thanks to SAM, cash customers no longer have to go to a window. “Credit card customers can renew online using ServiceArizona.com, and people can mail checks to MVD, but those with cash have to complete their renewal in person,” Raiford points out.

Currently, MVD is piloting two SAMs in busy MVD field offices: one in the West Phoenix office at 4005 N. 51st Ave; and the other in the Tucson Regional office at 3565 S. Broadmont.

MVD already has ServiceArizona Self Service Centers in most of its offices. The centers are computer workstations that handle multiple transactions. A credit card is required to pay for the services that have a fee. Raiford says the hope is that customers who visit SAM offices only to renew registration will use the machine and speed things up for everyone.

Jean Agan, acting assistant division director for the customer service program, says, “The results are promising. People find the machines easy to use, and they are pleasantly surprised at how quickly they’re in and out of the office. It also reduces the number of people who require window service, which saves time for everyone. That’s our goal.”

The SAMs have accepted credit cards and checks since mid-April, and the cash option was added in September. “That’s making a big difference,” Agan points out. “The two offices that have SAMs do a lot of cash transactions.”

SAM users are pleased with the ease and speed of transactions.

*I think they should
be like Redboxes*

“I love it and would use it again,” says Carolina Angula of Tolleson, “I think they should be like Redboxes.”

Raul Arrieta-Torres of Mesa planned to spend at least an hour at the West Phoenix field office. Instead, he had his tab and registration about five minutes after walking in the door. He says SAM was easy to use. “This first time was learning; next time, maybe one minute.”

Gary Dougherty of Phoenix said he went through the SAM screens as fast as he could read them, adding, “It’s a very intelligent system. I’d like to see one outside that’s available 24 hours.”

It’s possible there could be more SAMs equipped with the ability to handle not only registration renewal but also other transactions, but don’t look

for SAM in a shopping mall or grocery store anytime soon. “No decisions have been made about the future, but SAM would have to bulk up and become sturdier to go on the road,” says Raiford.

The bottom line, says Agan, is “Even though SAM attracts a lot of attention, this is another tool for us to better serve our customers. Our goal is to assist them in completing their MVD business as quickly, efficiently, and securely as possible. SAM is helping us do that.”



Play it again SAM – Carolina Angula renews her vehicle registration using a ServiceArizona Machine at the West Phoenix MVD office. These self-service kiosks enable customers to renew their registration quickly, paying with cash, check, or credit card.

Maintenance crews quickly clean up mud, muck on SR 188 after two storms

An ADOT maintenance crew was in the right place at the right time last month when a rain-swollen wash overflowed, spilling about 2,000 cubic yards of mud and granite onto State Route 188 along Roosevelt Lake, roughly 30 miles north of Globe.

In the early morning of Sept. 22, workers from the Globe Maintenance District's Roosevelt Lake org were clearing debris caused by an earlier storm that lashed the two-lane highway when a 15-foot high wall of water and mud crashed down on the road, which spans between State Route 87 [the Beeline Highway] and the lake.

"There was a tremendous amount of rain up in the Four Peaks watershed, and it took a while for it to get down to us," Roosevelt operations supervisor Lane Hulbert said. "And when it came, it came with a vengeance."

One of the maintenance men was skimming mud off the road when the deluge hit, and he just managed to get out of the way safely, Hulbert said.

Workers quickly closed both lanes, called for additional help from other ADOT orgs and local

agencies, and began the cleanup. Besides flooding the road, the muck knocked out about 500 feet of guardrail and clogged up the box culverts under the road.

The first priority was reopening the road. Wayne Grainger, a traffic engineering specialist with Roadway Development and a former maintenance superintendant for the Globe District, helped manage the effort. He called in staff and equipment from nearby orgs to assist. A short time later, about a dozen workers from Roosevelt and the Globe district were on site clearing the road with two loaders, a grader, and six dump trucks. Officers from the Department of Public Safety, and the Gila County Sheriff's Office, as well as workers from Gila County assisted in closing the road.

It so happened that the FLN Bass Fishing Tournament was set to begin at Roosevelt Lake that evening.

"We worked nonstop and had the road opened about a half-hour before the tournament weigh-in," Hulbert said. "My hat's off to my crew and the Globe crew to get it cleaned up as quick as we did."

A big challenge was finding a place to put the debris. The Forest Service requires that all excess material be placed in "environmentally cleared" sites. Hulbert met with officials from Gila County and the Tonto National Forest, and they figured out an acceptable site to store the material and even use it for future projects.

"The county will be able to use that stockpile to maintain forest service roads," Hulbert said.

Grainger characterized the cooperation between the agencies involved as "partnering at its finest." He added, "Lane has an excellent working relationship with the local agencies and that made a difference."

And when it came, it came with a vengeance



Crews worked hard to reopen SR 188 on Sept. 22 after flooding dumped about 2,000 cubic yards of mud and granite on to the road, closing it in both directions.

Arizona Highways magazine: October 2010 issue

Highlights of the current issue include:



- **Fall Colors:** Trees and plants in parts of Arizona are presenting their annual show of red and gold tones. Many roads will take you to the “theaters” — to list a few: State routes 188, 288, and 260; U.S. routes 180 and 191; Forest roads 56, 70, and 300; and Navajo routes 12, 33, and 64.
- **Gold in the Superstitions:** Photographer Lon McAdam takes you into the Superstition Mountains east of Phoenix for a colorful venture.
- **Hearing Voices:** Imagine a place quiet enough for visitors to hear ancient voices. At the Vermilion Cliffs, in northern Arizona near the Colorado River, a stillness allows enlightened visitors an opportunity to hear the three-century-old groan of a juniper growing from a crack in the rock, the silver stream of people climbing up and down the cliffs over the millennia ... the voices of the past.
- **Looking for Balance:** For Judge Joseph Flies-Away, the law is a spiritual matter all about restoring connections, healing old wounds, and finding balance. Ultimately, those traits lead to peace.

The award-winning Arizona Highways is owned by ADOT. Articles, photographs, and subscription information are available at <http://www.arizonahighways.com>. Be sure to check out the magazine on Twitter and Facebook, and sign up for the Arizona Highways newsletter at: <http://www.arizonahighways.com/static/index.cfm?contentID=1027>.

Fatalities on Arizona’s roadways reach 16-year low

Traffic deaths on Arizona roads in 2009 reached a 16-year low, a reduction that ADOT officials say highlights the success of the agency and other public safety organizations in creating safer roadways and smarter drivers.

The traffic fatality rate — number of motorists killed in relation to miles traveled — also decreased in 2009. The U.S. Department of Transportation released the data in late September.

According to the federal figures, Arizona had 807 traffic fatalities in 2009 — the lowest number since 1993 — and 121 fewer than in 2008. The traffic fatality rate decreased to 1.29 deaths per million miles traveled in 2009 from 1.52 in 2008.

Although there is no single contributing factor to the significant decrease in traffic fatalities around the state, ADOT credits a focus on “The Four Es” of roadway safety: engineering, enforcement, emergency response and education to reduce the number of traffic deaths.

“ADOT’s No. 1 priority is to design, build and maintain safe highways for those who rely on them every day,” said ADOT Director John Halikowski. “There are a variety of modern improvements that we have already made to our state highway system and continue to implement. All of these innovations work together with law enforcement officers and others in the safety sector to create a safer driving experience.”

Shoulder rumble strips are one innovation ADOT has installed throughout the entire state highway system. Rumble strips are the grooves cut into the pavement to alert drivers when they have drifted onto the shoulder. They are proven to reduce crashes by 33 percent. Other safety improvements include:

- Raised and reflective pavement markers
- Larger traffic signals on state highways
- Guardrail end caps that act as crash cushions
- Wider stripes on Arizona’s entire highway system: ADOT uses 6-inch wide stripes; the national standard calls for 4-inch wide stripes
- Cable barriers, installed in urban areas since 2000
- Brighter freeway signs

Across the nation, the National Highway Traffic Safety Administration reported that highway deaths fell to 33,808 during 2009, the lowest number since 1950. The decline occurred even as the estimated vehicle miles traveled in 2009 slightly increased over 2008 levels.

ADOT records the total number of fatalities on both local streets and state highways and the causes of those fatal crashes along with other crash statistics. ADOT uses this information to develop key strategies in its public-safety outreach. The past decade of Crash Facts reports is available at <http://www.azdot.gov/mvd/statistics/crash/> More information on Arizona’s public safety education efforts can be found at <http://az.zerofatalities.com>.



Practical Ethics

The ADOT Way

Can Ethics Be Taught?

by Karen Mills, Ethics Officer

As most of us know, ADOT requires every employee to attend an ethics class, with additional classes every few years for managers and supervisors. Occasionally our director brings in an outside expert on the subject of ethics to refresh the concepts taught in the classes. These classes are just a part of the agency's effort to continue solidifying an ethical culture in which living up to the public trust is a shared goal.

Some time ago, however, when an ethicist was brought in to conduct a two-day session on ethics, some employees groused about “teaching” ethics. Small groups gathered to discuss whether anyone could teach ethics, whether ethical behavior was innate, or whether it was something parents and schools taught and — voilà — students were ethical. Some felt that they had an “ethics dip” in the past and didn’t need or want any more. A few even remarked that they already knew everything there was to know about ethics and didn’t need “no stinkin’ classes.”

An article published by the Markkula Center for Applied Ethics at Santa Clara University (www.scu.edu/ethics) discussed whether ethics could be taught. The basis of the article centered on a Wall Street Journal editorial announcement that ethics courses are useless because ethics can not be taught.

The issue raised by the newspaper is a serious one: Can ethics be taught?

The writers went back almost 2,500 years to

Socrates, a philosopher who debated the question with his fellow Athenians. Socrates’ position was simple and clear: Ethics consists of knowing what we ought to do; therefore such knowledge can be taught.

Referring to an overview of research in the field of moral development prepared by psychologist James Rest, the article contended that most psychologists today would agree with Socrates. The Markkula article summarized Rest’s major findings as follows:

Dramatic changes occur in young adults in their 20s and 30s in terms of the basic ethical problem-solving strategies.

These changes are linked to how a person perceives society and his or her role in society.

The extent to which change occurs is associated with the number of years of formal education (college or professional school).

Deliberate educational attempts to influence awareness of moral problems have been demonstrated to be effective.

Studies indicate that a person’s behavior is influenced by his or her moral perception and judgment.

According to the late Harvard psychologist Lawrence Kohlberg, an individual’s ability to deal with moral/ethical issues is not formed all at once, but is developed in stages throughout life. Kohlberg’s theory was that learning ethics is a process that can be demonstrated at about 4-5 years old when a child is asked if it’s okay to steal. The simplistic answer would usually be something

akin to, “No, because Mommy or Daddy says it’s wrong.” or “... you would be spanked,” or otherwise punished.

Next comes adolescent thinking in which right and wrong are based on group loyalties — what their families have taught them, what their friends think, or what Americans believe. Many people remain at this level throughout their lives.

Moral development continues to the level of principles that appeal to any reasonable person because they take everyone’s interest into account. If you ask a person at this level why something is right or wrong, he or she will appeal to what promotes or doesn’t promote the universal ideals of justice, human rights, or welfare.

According to the research referred to in the Markkula article there are many factors that stimulate a person’s growth through the various levels of moral development. And one of the most crucial factors is education. Kohlberg discovered that when his subjects took courses in ethics and these courses challenged their thinking to look at issues from a universal point of view they tended to move upward through the levels. This finding has been supported by other researchers.

In conclusion the writers asked again, “Can ethics be taught?” If you read the Wall Street Journal, you would say no; however, if you look at the research, the answer could only be yes.

Comments & Kudos

Praise for the McGuireville Interchange

Thank you for completing the McGuireville Interchange. Great work. It greatly enhances the safety of this Interchange and is much appreciated by our community.

— Jeannette Estes, Rimrock

Arizona Highways wins 'Magazine of the Year'

Arizona Highways Magazine was awarded "Magazine of the Year" at the 2010 International Regional Magazine Association Conference, held Sept. 24-29 in Branson, Mo. In addition, the state's 85-year-old magazine was also honored in 12 categories, including Public Issues, Environmental Feature, Travel Feature, Photo Series, and Art Direction. The magazine, led by Publisher Win Holden and Editor-in-Chief Robert Stieve competed against 39 other celebrated regional publications such as British Columbia Magazine, Cottage Life and Missouri Life, host of the conference.

Arizona Highway's photojournalism, directed by Photo Editor Jeff Kida, was recognized in several areas, including Best Photo Series (Gold for "Rock Art"), Overall Art Direction in a publication with more than 40,000 circulation, Art Direction for a Single Story and Best Single Photo.

ServiceArizona.com and ADOT Director receive awards

ServiceArizona.com, the Motor Vehicle Division's website for online customer services, and ADOT Director John Halikowski received honors at the Arizona Capital Times 2010 Leaders of the Year Awards Luncheon and Presentation, held Sept. 28 in Phoenix.

ServiceArizona.com won in the Technology category while Director Halikowski was recognized in the Transportation category. The annual awards celebrate individuals and organizations for their professional and civic involvement and accomplishments.

In August, the American Association of Motor Vehicle Administrators presented MVD with the International AAMVA Customer Service Excellence award for the redesign of its ServiceArizona.com home page. The redesign incorporates a search feature, highlights, a list of most popular services, frequently asked questions, and links to other sites. The International Award is AAMVA's top honor.

DEADLINE for the November 2010 issue

Submit articles and photographs for the November issue to jtucker@azdot.gov no later than **October 25, 2010**.

Celebrating transportation at the Science Center

Hundreds of children and even some of their parents got a taste of transportation the ADOT way last month at the Arizona Science Center in Phoenix. It was part of activities to celebrate National Transportation Month which falls in September.

Kids learned the ins and outs of roundabouts using toy cars. They also discovered how to spot targets in aerial photography, and identify different kinds of granite mulch. Other displays, geared more for the adults, included information about ServiceArizona.com, MVD's online services, and ADOT's Long Range Transportation Plan. The two-day event was organized by Patricia Powers-Zermeno and Carole Glenn from the Customer Outreach Team, part of Communications and Community Partnerships.



Employees attaining milestones for years of service, according to Human Resources.
This list of Service Awardees recognizes employees who will reach service milestones this month.

45 Years

Roy A. Alvis, ITD, Prescott District Wide

35 Years

Reinhart W. Yingling, ITD, Bridge Group – Design Section B

30 Years

Dan F. Hom, ASD, Audit – Internal
Juan J. Rodriguez, TSG, Motor Carrier & Tax Services

25 Years

Irvin L. Van Enwyck, ITD, Wickenburg Maintenance
Leonard J. Hitchcock, ITD, Globe District – St. Johns Maintenance
Arif A. Kazmi, ITD, Traffic Design/Studies Team

20 Years

Nishchint K. Arora, MPD, Administrative Support
Todd N. Bloom, ITD, Camp Verde Maintenance
Lisa B. Chavarria, TSG, Data Communications
Richard A. Hillman, ITD, District Survey
Michael T. Mitchell, ASD, Equipment Parts – Central Administration
John L. Morales, ECD, Central Region Enforcement Administration
Joseph O. Otto, ITD, Design Studies
Gerardo A. Ramirez, ITD, Douglas Port of Entry

15 Years

Elizabeth M. Brown, MVD, Mesa Main
Colleen Cave, MVD, Tempe Dual
Robert J. Freson, ITD, Williams Maintenance
David C. Jordan, ITD, Tucson Regional Signing and Striping
Debra V. Kent, ITD, Globe Construction
Jose L. Malvido, ITD, Three Points Maintenance
Roger Matt, ITD, Chambers Maintenance
Joseph D. Pipkins, ITD, Flagstaff Regional Signing and Striping
Verna M. Tabaha, ECD, Sanders Port Of Entry
Monte G. Wilcox, ASD, Tucson Shop

10 Years

Anthony W. Akers, ASD, Prescott Shop
Anthony K. Amari, ECD, Vehicle Inspection & Title Enforcement
Marwan F. Aouad, ITD, Emergency Preparedness
Maria Armstrong, ITD, Maintenance Sign Factory
Corneille Coquillon, MVD, Phoenix Commercial Drivers License - Goodyear
Donlin M. Dassinger, TSG, Desktop Support-Central-E
Debra A. Dodge, MVD, Motor Vehicle Liability Insurance Enforcement
Jayne Fuller, MVD, Tempe Dual
Michele I. Furse-Pings, ITD, Prescott District
Jackie G. Gallardo, MVD, Scottsdale
Olivia M. Gonzales, MVD, Cottonwood Dual
Mitzy L. Halsey, MVD, Phoenix South Mountain
Phyllis M. Majeski, ITD, Flagstaff Natural Resources
Gary L. Norton, ITD, Tucson Regional Signing and Striping
Monica Prentiss, MVD, Tucson Commercial Drivers License
Jennifer L. Prieto, MVD, Phoenix Northwest
William R. Raiford, MVD, Competitive Government Partnerships
Mary C. Reyes, MVD, Phoenix Courthouse

Robert N. Schell, ITD, Prescott Valley
Lupe A. Soto, TSG, Data Communications
Roxanne Turner, ITD, Right of Way – Statewide Acquisition
Rosa I. Valenzuela, MVD, Tempe Dual

Ric Athey.....12 years
 ECD, Enforcement Services Administration

Michael A. Casias29 years
 ITD, Phoenix Maintenance – Landscape

David N. Gandolph14 years
 ASD, Facilities Management and Support Group

William Edward Gregonis.....36 years
 MVD, Kingman – Customer Service

Bruce K. Hough.....17 years
 ECD, Office of Inspector General

William A. “Bill” Kirsch.....8 years
 MVD, Scottsdale – Customer Service

Tomas Martinez.....24 years
 ASD, Audit and Analysis – Revenue Audit

Erlinda J. Osuna17 years
 MVD, Division Operational Support Services

Lynne Roberts25 years
 ECD, Southeast Mesa Enforcement Services

Carla D. Sanelli37 years
 TSG, Information Technology Group

Charles J. “Charlie” Sargent.....16 years
 ECD, Sanders Port of Entry

Patricia Ann Wade22 years
 ITD, Right of Way Administration