



TxDOT *Texans* EMPLOYEES GO SOCIAL

Social media campaign features TxDOT employee stories, highlighting the human side of the department.

Making an investment in you

MARC WILLIAMS EXECUTIVE DIRECTOR



Over the last several months, I've traveled around the state visiting our districts to hear directly from you, the TxDOT Family. I enjoy seeing the good work you all are doing and hearing how I can best support you and what ideas you have to make TxDOT even better.



TxDOT photo

In many of these visits, I've heard employees ask about upgrades to facilities and equipment. Our districts and divisions do important work and we're making investments around the state to make sure our employees can do their work efficiently and effectively.

We are currently executing the fifth year of our ten-year facilities master plan, which calls for the replacing of 49 maintenance offices, 27 area offices and one district headquarters. In addition, the master plan includes purchase of 45 parcels of land to relocate facilities to better support district operations.

Since June of 2020, we've completed the construction of maintenance offices in our Corpus Christi and Wichita Falls Districts and an area engineer office in our Dallas District. We also have construction underway for new buildings at nine maintenance offices, 13 area engineer offices and two district headquarters' campuses.

In Austin, employees will be moving into our new Stassney Campus this spring, which will be home to most of our divisions.

We're also making investments in our equipment. During FY 2022 and 2023, we're planning to buy 721 new people movers and 552 pieces of heavy equipment for our districts.

That's just the beginning. Here are a few highlights of recent and upcoming equipment buys:

- "NexGen" dump trucks that feature better lighting, a bed shaker to help release material, on-board folding ladders and other improvements.
- Snowplow truck enhancements to improve front axle capacity, hydraulic systems, plow connections, operator controls and plow type.
- More pumps for hurricane and flood support. These units are self-contained and configured for rapid deployment to hot spots.

Our investment in these facilities and equipment is an investment in you. We want to make sure you're well equipped in your important roles as you help us deliver excellence for Texas. Thanks for all you do for TxDOT. ■



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A SOCIAL CONNECTION

TxDOT employees speak about their lives and work for the department in TxDOT Texans social media campaign.

FEATURED STORIES

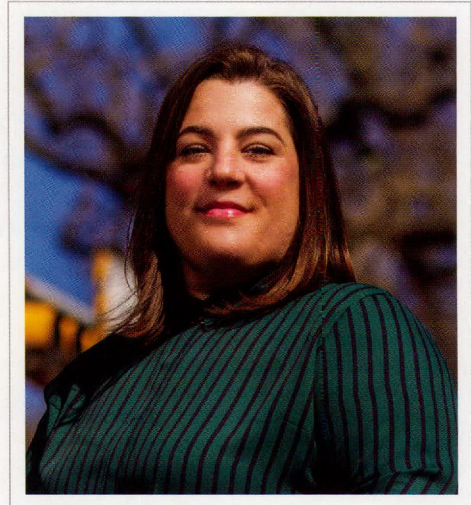
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6 I Am A... Management Analyst



Across the state, TxDOT employees go above and beyond.

Austin District employees save pole vaulter's season

TxDOT employees return lost bag of poles to athlete

AUSTIN DISTRICT

It was still dark in Leander that morning last December when the pole vaulter coach loaded his truck with three bags filled with his club teams' poles. For the coach, it was a typical competition day. He was headed to College Station to meet the team.

But the day didn't go as planned. When he stopped in Hearne, he discovered the straps holding the bags had snapped and all the equipment had fallen out somewhere along U.S. 79. He immediately backtracked and desperately searched the highway. He luckily found two of the bags, but one bag was still missing.

Some of the missing poles belonged to 16-year-old team member Avery. Eighteen poles were in the bag, with each pole costing between \$600 and \$1,000. Losing those poles meant Avery's season was over.

Kelly, Avery's mother, was worried. Wanting to get the word out to as many people as possible, she turned to Facebook. In a post, she asked anyone passing that way to be on the lookout for the missing bag of poles. It was a long shot, but she had to take it.

About a month later, Ted Walton, general maintenance technician with the Austin District, was picking up litter along U.S. 79. He saw something jammed in a culvert in the median. As he got closer, he saw it was a large bag filled with poles. He really didn't know what the poles were, but he called his office to let them know.

Lance Richter, maintenance section assistant for the Austin District, immediately knew what Walton had found. Turns out, Richter's wife and Kelly are friends, and he remembered the post about the missing poles. He quickly called his wife and she contacted Kelly.

Kelly was overjoyed when she got that call.

"The recovery of this bag was a huge blessing and allowed my daughter to continue competing in her



Ted Walton (left) and Lance Richter show where Walton found a bag of poles, used by pole vaulters, lost on the road. They were able to return the poles to a grateful young athlete.

indoor season," Kelly said. "Not only did Ted help load the poles in my truck but he also helped strap them down, so they were not lost again. I cannot thank Ted, Lance, and all of the TxDOT crew and employees enough. This was a complete miracle."

When Walton heard the story, he said he was glad he worked that area of the highway that day. Otherwise, the pole bag might have gone unnoticed for a very long time.

"It looked like the bag had slid off the truck right into the culvert, making it hard to see," Walton said. "As a parent, I know how financially hard it is for a child to play sports these days. I was just glad she got her poles back."

Richter was also humble regarding the recovery of the poles.

"I was just glad we could help," he said.

Send information or any thank-you emails, letters or calls you or your co-workers receive to AskTxDOT@TxDOT.gov so we can recognize TxDOT employee achievements. ■

I-30 CANYON PROJECT

Team wins AASHTO's President's Award



The Dallas District was honored with the AASHTO President's Transportation Award for Planning: (left to right) Brandye Hendrickson, TxDOT's deputy executive director, planning and administration; Mo Bur, Dallas District engineer; Victoria Sheehan, former AASHTO president; and Jim Tymon, AASHTO executive director.

The Dallas District I-30 Canyon Project Team was honored with AASHTO's 2021 President's Transportation Award for Planning during AASHTO's Annual Meeting last October.

With this award, the American Association of State Highway and Transportation Officials recognizes exemplary service during the year that furthered transportation activities and had a positive impact on transportation nationwide or regionally.

Located between I-35E and I-45/I-345, two major north-south interstates, a portion of I-30 has long been one of Dallas' most important connections. Known as the Canyon, this section divided areas south of I-30 from the central business district to the north. In addition to connectivity challenges, the outdated design contributed to operational inefficiencies and safety issues.

TxDOT and its local partners evaluated corridor scenarios with the public and identified the best alternatives for redevelopment.

The award recognizes exemplary service during the year that furthered transportation activities.

Some of the project's major successes include spurring economic growth, new direct connections between downtown and other areas, bridge crossings that offer pedestrian and cycling linkages, reduced carbon footprint, increased greenspaces, improved rail connections and safety improvements.

The updated I-30 Canyon will untangle the existing network of highway, frontage road and collector-distributor lanes for a safer and more efficient roadway. ■

I AM A ... MANAGEMENT ANALYST

STRATEGIC PLANNING DIVISION

Tiffany Creuzbaur was a management analyst on the Innovation and Cost Efficiency program team, in the Strategic Planning Division. The team receives suggestions from employees on ways TxDOT can improve innovation, cost savings and efficiency. Since press time, Creuzbaur had moved to a new role as senior executive advisor to the Chief Audit and Compliance Officer. A Baylor University graduate, Creuzbaur is a certified Prosci Change Management Practitioner. She worked in the private and non-profit sectors for six years before joining TxDOT's Amarillo District in 2015. After a most four years there, she moved to the Strategic Planning Division in 2019.

Creuzbaur lives in Austin with her wife of 15 years and 8-year-old son, along with their 15-year-old dachshund. She enjoys outdoor activities and learning new things, especially as it relates to home, creative or culinary projects.

DESCRIBE YOUR TYPICAL DAY AS A MANAGEMENT ANALYST.

Management analysts recommend ways that an organization can be more efficient. You can think of me as an internal consultant who collaborates with divisions, subject matter experts and districts. Together we build proposals to help build a better TxDOT. Our program team focuses on innovations and business process improvements that achieve cost savings and efficiencies. A typical day is full of project meetings, planning meetings, research and proposal drafting and strategy calls.

WHAT SKILLS AND ABILITIES ARE THE MOST HELPFUL IN THIS ROLE?

You need a strong understanding of best practices and methodologies in process improvement, project management, change management, risk management and data analysis. Excel, research and presentation proficiencies are must-haves. Communication skills, both written and interpersonal, are also important.

WHAT DO YOU ENJOY MOST ABOUT YOUR WORK?

I enjoy being able to work with people from all over TxDOT. Building relationships, adding value and delivering excellence while inspiring others to think of innovative ideas is the heart of what makes me tick. I have the privilege to work with so many talented, passionate and dedicated TxDOT employees during my projects and they are the reason change is possible. They contribute ideas, data and expertise that help to build proposals for leadership consideration, supporting TxDOT's mission and fostering stewardship.

WHAT WOULD YOU SAY IS YOUR BIGGEST ACCOMPLISHMENT IN THIS ROLE?

The approval of one of the largest proposals I've written in my professional career. It will save the department a lot of money and improves safety. It was a challenging project due to having to put the data story together to support the proposal and manage some resistance, but it is an amazing statewide initiative for TxDOT and the great state of Texas!



“

I enjoy being able to work with people from all over TxDOT.

”

TIFFANY CREUZBAUR

WHAT DO YOU WANT THE REST OF TXDOT TO KNOW ABOUT THE STRATEGIC PLANNING DIVISION?

As your strategic partners, the division has a wide range of skillsets such as quality and process improvement, continuity of operations, change management, project management, knowledge management, risk management, performance management and dashboarding, enterprise policy governance, emerging technology and innovation that can help the department be the best it can be! They aim to serve in whatever way they can to improve operational excellence at TxDOT. It was an amazing privilege to work in the Strategic Planning Division and I look forward to continuing those relationships as I move into my new role. ■

EDITOR'S NOTE: We would like to thank Tiffany for following COVID-19 precautions when taking the photograph for this article. ■

EMPLOYEES GO SOCIAL WITH #TxDOTTexans



Some of the most talented and thoughtful people work for TxDOT. Just check out #TxDOTTexans.

Most people at TxDOT know they have some great co-workers, so it shouldn't be a shocking thing to say.

However, it's different seeing their talents and personalities broadcast to the world on social media.

A new campaign launched in this last year called #TxDOTTexans shares some of these employees' unique hobbies, talents and personalities every month on social media, TN+ and the TN Network. The goal is to show who people are outside of work, to

humanize TxDOT and show the people of Texas that those who work for TxDOT are just like them: Texans.

So far, there have been some impressive TxDOT Texans.

For example, Sean Linton, operations branch manager with the Creative Services Section of the Communications Division, is a touring Reggae artist. At work, he has a team of people at TxDOT who help with web design. Outside of work, he takes center stage.

"When I'm at work, I'm Sean Linton. When I'm on stage, I'm Sean Austin," Linton said.

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There are countless awe-inspiring people who work at TxDOT who represent what it means to be a Texan. Even if they weren't technically born in Texas, like Austin District Maintenance Crew Chief Michael McNabb.

"Oh, I'm a Texan. Technically, I wasn't born here but my first heartbeat was in San Antonio, Texas," McNabb said.

McNabb may not serenade crowds, but he is an all-around handyman who goes out of his way to help people. He even volunteered as a firefighter for 10 years.

"Serving the community, serving people in need, whatever. I guess it's just been in my nature," McNabb said.

Need examples of more people who help the community? How about four guys with the Tyler District's Athens Maintenance Office who also referee together at high school football games.

"Watching these kids play every week, honestly I still get goosebumps every Friday night," Regional Supply Center Supervisor Toby Rackley said.

It's not just hobbies, though. Business Services Coordinator Sarah Dunlap shared a video of her three cockatiels who have become part of the family. One of them barks like a dog when he's upset.

"We absolutely love the birds. They have been such a joy," Dunlap said. "They're very cuddly and they're already a part of the family. Everybody in the house loves them."

These are just a few of the countless examples of the wonderful people who work in this agency. The campaign #TxDOTTexans is sharing their stories with the world so the community can see that we're more than the people who build roadways.

We're people like TxDOT Librarian Anne Cook with the Communications Division who manages and documents the history of TxDOT through photos dating back to the very beginning of the highway department. She also has an impressive collection of Mr. Potato Heads, including "Darth Tater" and "Taters of the Lost Ark."

"Been here 32 years, I love what I do and I can't imagine retiring. Some people think that's sad but I really, really enjoy this," Cook said.

So far, these stories seem to resonate with people on social media. As one person said on Facebook, "Way to go, Michael! Thanks for helping make the roads safe!"

If you know someone at TxDOT with a talent, hobby or fun personality, send an email to mediarelations@txdot.gov and maybe they'll be featured in a future video. ■

PEDESTRIAN PATHS AND BIKE LANES

get \$55 million for projects

Whether it's vehicle travel, walking or biking, TxDOT is committed to the safety of all who travel on the more than 80,000 centerline miles of Texas roadways.

Bicycling and walking as alternatives to vehicle transportation continue to grow across the U.S. These activities keep people moving and can lead to improved health and quality of life. However, the number of fatal motor vehicle crashes involving bicyclists and pedestrians has also increased. Bicyclist and pedestrian fatalities rose from 472 to 796 from 2011 to 2020 in Texas.

To address this growing safety issue, and improve connectivity of local bicycle and pedestrian networks, the Texas Transportation Commission awarded \$55 million in federal funds for 41 projects across the state to build sidewalks, shared-use paths, bike lanes, pedestrian bridges and other safety features for people who walk and ride bicycles for transportation.

In 2021, TxDOT received interest from local governments in every TxDOT district in the state. The award represents a more diverse geographic distribution reaching all corners of the state. In all, 41 communities in 19 out of 25 TxDOT districts will share in this award.



TxDOT photo

The Texas Transportation Commission awarded \$55 million in federal funds for 41 projects across the state to improve bicycle and pedestrian networks.

Project selection was based on a competitive process conducted by TxDOT and prioritized in collaboration with the department's Bicycle and Pedestrian Advisory Committee. The projects are being funded through the Transportation Alternatives Set-Aside Program. TxDOT administers TA funds for locally sponsored bicycle and pedestrian infrastructure projects in communities of less than 200,000.

"Half of the funding will go to small rural areas that would otherwise never be able to provide safe bike lanes, or safe walking paths for children to get to schools, or for residents with special needs and people aging in place to get to stores, restaurants and other businesses," said Bonnie Sherman, Bicycle and Pedestrian Program supervisor with the Public Transportation Division. "This is the fourth distribution of funds through the TA funding program, and it is showing continued growth and interest from communities statewide."

The significant award came as a result of TxDOT recognizing the needs of smaller communities to be successful and adjusting the program rules.

Changes to the program guidelines included reimbursement for design costs and local match assistance dependent on population size and economic factors.

The grant requests closed in June and the \$55 million was awarded to the 41 projects last October. It will take several years of design and construction before bicycles and feet hit the lanes, paths and streets that these funds will provide. However, people living in the communities can count on these projects becoming a reality.

TxDOT's TA program funded 171 bicycle and pedestrian infrastructure projects worth \$191.4 million between 2015 and 2021 in population areas of 200,000 or less. In areas with populations more than 200,000, TA funds are distributed directly to Metropolitan Planning Organizations to administer according to their needs. MPOs and TxDOT are responsible for selecting projects independent of one another.

For more information about the Transportation Alternatives Set-Aside Program, email bikeped@txdot.gov or visit TxDOT.gov. ■

“

This is the fourth distribution of funds through the TA funding program, and it is showing continued growth and interest from communities statewide.

”

BONNIE SHERMAN

Bicycle and Pedestrian
Program Supervisor



TxDOT photo

APRIL IS NATIONAL RECORDS AND INFORMATION MANAGEMENT MONTH



Nohemi Ruiz, records manager in the Data Privacy Office of the Information Technology Division.

National Records and Information Management Month is celebrated each April to promote good record keeping, information management and the importance of having organized records. TxDOT has been following good records management principles for decades.

TxDOT's Records Management Program was formally instituted in the late 1970s. In 1994, the first TxDOT Records Retention Schedule was approved, and is the basic model used today. The Records Retention Schedule is a living policy document addressing retention of records in all media. It is amended as necessary and recertified every five years by the Texas State Library and Archives Commission. More information about the Records Retention Schedule can be found in the Records Retention Schedule training in PeopleSoft.

Effective records management can significantly impact business processes by reducing costs and managing risks related to records. TxDOT currently has two major records-related projects:

- OnBase, a system that is replacing the enterprise document management system, or EDMS, and has records retention built in.
- TxDOT Enterprise Digitization, or TED, a project focused on digitizing physical division records.

A record is basically any material that can prove the transaction of business, such as:

- Any written, photographic, electronic or other recorded information created or received by or on behalf of a state agency or an elected state official that documents activities in the conduct of state business or use of public resources.
- Information recorded in any medium or format including hard copy correspondence, spreadsheets, email, databases, texts, instant messages, content appearing on websites, plans, publications, photographs, registers, film and maps.

Every employee should understand four principles about managing their records.

ACCOUNTABILITY

State Records Management Laws require a Records Management Program be maintained on a continuing and active basis. Records Management, district and division records administrators, coordinators and subject matter experts of records are accountable for ensuring compliance with applicable laws, relevant TxDOT policies and the Records Retention Schedule.

SECURITY

Records and the information they contain are vital and must be protected against unauthorized access, use, disclosure, accidental loss, modification, corruption or unauthorized disposal. All employees have a duty to respect and protect the information TxDOT creates and maintains.

ACCESSIBILITY

Records and information need to be quickly accessible to maintain efficient operation. TxDOT has implemented electronic software solutions that allow employees to keep documents organized electronically in a secure repository for immediate retrieval.

DISPOSITION

Most records at TxDOT are eligible for destruction once retention has been fulfilled but a small percentage of records require permanent retention. A smaller percentage of those records are historically valuable and are transferred to the state archives. Secure destruction of sensitive and confidential records is important. Without a comprehensive document destruction process, confidential data is vulnerable to theft.

For questions about records and data management, please contact Nohemi.Ruiz@txdot.gov. For information about the OnBase or TED projects, contact Conor.McNeil@txdot.gov. ■

RESCUING PAVEMENT MARKERS FROM SNOWPLOW DAMAGE



A new technique for installing raised pavement markers in rumble strips could help protect them from snowplows.

A

new research project is paying dividends in the Texas cold country by protecting safety markers on roadways from damage by snowplows.

Snowplows scraping off raised pavement markers has been an expensive maintenance problem for the state of Texas. When plows move snow off roadways, they tear off these safety devices that are designed to improve nighttime visibility.

“When those RPMs are knocked off the road, there’s a significant reinstall cost that TxDOT spends placing them back. That could be millions of dollars across the whole state,” Abilene District Engineer Glenn Allbritton said.

In areas like Amarillo, snowplow operations removed up to 90% of these reflective raised pavement markers every year.

So TxDOT’s Research and Technology Implementation Division worked with the Center for Transportation Research at the University of Texas at Austin to find a solution. In a recent research project, engineers looked into using rumble strips to embed the markers into the pavement.

“What’s really cool about these rumble strips is that they have grooves,” said Dr. Raissa Douglas Ferron, director of Laboratory for Infrastructure Materials Engineering at the University of Texas at Austin. “The idea behind this

project was to use these grooves to protect the RPMs from being dislodged.”

The grooves seemed to protect the markers, but Ferron said they had to balance saving the markers with providing safety for drivers.

“So you have this optimization problem in which you want to put them as low as possible but still have good nighttime reflectivity,” she said.

After multiple tests on roadways in the Amarillo and Wichita Falls districts, researchers found the grooves worked.

“When these low-profile markers are just embedded in the rumble strips, you’ll have around 75-80% of your markers still present on the pavement surface [after a snowplow passes] compared to 90% of your markers being dislodged,” she said.

Crews have recently installed the markers on U.S. 385 in Lubbock and have identified four other areas for future implementation.

This is a great example of TxDOT and its partners finding a simple solution that saves taxpayers money and keeps drivers safe.

“Hopefully, if all is successful, we can start getting this put into some of our standards and start trying to implement more statewide,” Allbritton said. ■

TOP PROJECTS RECOGNIZED WITH WE BUILD TEXAS PROJECT AWARDS

TxDOT's We Build Texas Project Awards, formerly the Texas Project Awards, recognize TxDOT engineers and designers as well as small and large contractors who go above and beyond expectations. The winners are TxDOT and contractor personnel who successfully partner to complete projects with no, or only minor construction problems and with a degree of quality far beyond specification requirements.

For 2019-2020, the awards recognized six outstanding transportation projects. Five construction projects and one design project were highlighted for their excellence at the Texas Transportation Forum in San Antonio in February.

CONSTRUCTION AWARD WINNERS

Austin District

RM 2900 bridge replacement, Llano County

Derrick Schulze, construction inspector, Austin District

Jose Beltran Sr., Capital Excavation Company



Jose Beltran Sr. and Derrick Schulze

In October 2018, raging floodwaters destroyed the RM 2900 bridge over the Llano River in Kingsland. Austin District staff immediately jumped into action to design and construct a 1,200-foot replacement bridge in just seven months. A ribbon cutting to reopen the bridge was held on May 24, 2019. TxDOT and Capital Excavation Company staff members worked diligently to resolve issues and replace the RM 2900 bridge in record time.

Dallas District

I-20 and I-45 bridge deck rehabilitation project, Dallas County

Elecia Moore, transportation engineer supervisor, Dallas District

Mark Person, Gibson & Associates Inc.



Mark Person and Elecia Moore

The bridge decks for the lengthy direct connector ramps at I-20 and I-45 near Hutchins in Dallas County were 50 years old and handling much higher traffic volumes than originally anticipated. The Bridge and Roadway Design sections of the Dallas District collaborated with the Bridge Division on a six-month, \$8.3 million rehabilitation project for the bridge decks. The re-decking gave new life to the existing interchange and produced a safe and cost-effective solution that will last for 20 years. The project used innovative construction and demolition techniques that TxDOT can apply statewide. It was completed on time and on budget, a remarkable feat for such a difficult project.

Houston District

I-69 southbound mainlanes bridge reconstruction, Harris County

Paul Eley, transportation specialist, Houston District
ISI Construction Team, ISI Contracting Inc.

The I-69 Southbound Mainlanes Bridge Reconstruction project in Harris County was an accelerated project to restore the bridge deck and riding surface of a span of the I-69 southbound bridge at Little York Road to its original design and performance requirements. The section helps connect many communities in Houston and Harris County. A traffic control plan safely and efficiently moved the traveling public through the work zone with minimal increases in wait times. The reconstructed bridge deck returned to service and full capacity in just 30 days. The project was completed with zero injuries, zero accidents and zero incidents.

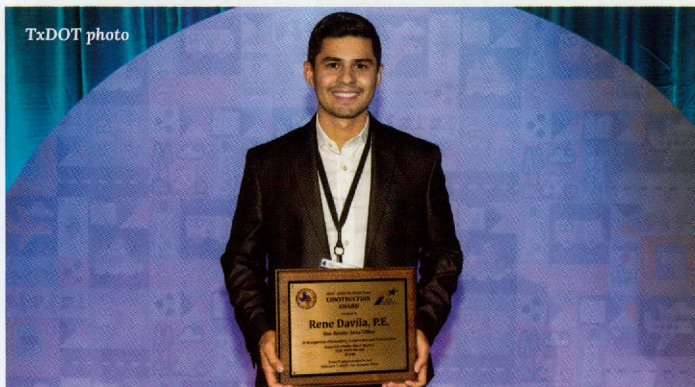


From left to right: Paul Eley, Tim Herbert and Eliza Paul

Pharr District

I-69E bridges over rail line, Cameron County

Rene Davila, transportation engineer, Pharr District
Jamie Freeman, Foremost Paving Inc.



Rene Davila

The I-69E in Cameron County project constructed frontage road bridges over Union Pacific Railroad's rail line and included the construction of a pedestrian bridge. Before the project, the frontage road stopped at the railroad tracks. This configuration prevented motorists, pedestrians and bicyclists from continuing along the frontage road. The construction staff had to contend with major challenges such as unacquired right of way, coordination with the rail and industrial communities and limited workspace. However, the staff was able to work with the contractor and overcome these challenges to deliver a successful project on time with no major recordable incidents.

San Antonio District

San Antonio Street Bridge improvements, Comal County
Carlos Arcila, assistant engineer, San Antonio District
Victor Beltran, Capital Excavation Company



Carlos Arcila and Victor Beltran

The San Antonio District's \$4.5 million project to improve the San Antonio Street Bridge over the Comal River in New Braunfels brought the bridge up to date while keeping its historic design and structure. As it was, the bridge did not meet current structural and functional standards. Construction began in September 2019 with the closure of the bridge and recreational use of the river. The project was completed five months ahead of schedule in September 2020.

DESIGN AWARD WINNERS

Dallas District

U.S. 75 widening project, Collin County

Suja Mathew, transportation engineer supervisor
Neal Frisinger, transportation engineer supervisor
Thadeus Eggar, transportation engineer



Neal Frisinger and Suja Mathew

U.S. 75 in Collin County was designed and built nearly 60 years ago. Since then, Collin County has grown rapidly, and traffic is anticipated to increase by 55% by 2035. The \$79.4 million widening project was aimed at reducing congestion and improving mobility, connectivity, traffic operations and safety. The project's 9.57-mile northern phase began in early 2016 and was completed in 2020. Improvements included reconstructing and widening U.S. 75 from a four-lane to a six-lane roadway and adding diamond interchanges and ramps. ■

EL PASO DISTRICT PAVES THE WAY WITH SEAL COAT AWARD



The El Paso District won the inaugural Jon A. Epps Seal Coat Award for Region 2: (left to right) Ryan Barborak, director of Materials and Tests Division; Craig Odom, TXAPA president; Anthony Marquez, TxDOT El Paso District seal coat specialist; Antonio Loya, TxDOT El Paso District maintenance administrator; Tomás Treviño, El Paso District engineer; Dan Dalager, Cox Paving of Texas Inc. contractor; Quincy Allen, TxDOT director of District Operations; and Lance Simmons, TxDOT director of engineering and safety operations.

The El Paso District won the inaugural Jon A. Epps Seal Coat Award for Region 2, for fiscal year 2020, from the Texas Asphalt Pavement Association, an association committed to improving and growing the asphalt industry. TxDOT partnered with Cox Paving of Texas Inc. and team representatives accepted the award in September of last year at the TXAPA 46th Annual Meeting in San Antonio.

The Dr. Jon A. Epps Quality Seal Coat Awards Program is a joint effort of TxDOT and TXAPA in partnership with the Associated General Contractors of Texas and the Texas A&M Transportation Institute. It recognizes outstanding planning, design and construction of high-quality seal coats.

The El Paso District received this award in conjunction with contractors for preserving and maintaining existing highways. Highways are rated on surface appearance, ride (what the driving public feels while driving the roadway), quality of the seal coat and overall appearance, including pavement markings. Region 2 includes the Odessa, San Angelo and Abilene districts.

“While the fast-paced process involves a team of six to eight staff for placement, the seal coat effort was a district-wide effort involving various sections such as design, maintenance and area offices,” said El Paso District Engineer Tomás Treviño.

In 2020, the El Paso District placed a total of 85 centerline miles of seal coat in Culberson and Hudspeth counties using \$3.7 million in construction contracts. ■

CONNECTING TXDOT WOMEN ERG CELEBRATES WOMEN'S HISTORY MONTH

What began four years ago as a few women with a shared goal of wanting to provide mentorship for women engineers has evolved into a thriving employee resource group that provides support for all women of TxDOT. March is not only Women's History month, but the one-year anniversary of the Connecting TxDOT Women ERG's official launch. In March, the group will celebrate the changing role that women at TxDOT serve.

Throughout the month, a collection of 60-second videos called Everyday Women of TxDOT will highlight women from around the state.

March 9 features a live panel discussion with District Engineers Gina Gallegos, Kelly Morris and Eliza Paul of the San Antonio, Lufkin and Houston districts. The panel will highlight the careers and accomplishments of these women leaders. The panel discussion will be moderated by Jessica Butler, director for the Transportation Programming and Planning Division and Geetha Chandar, lead procurement engineer, with the Professional Engineering Procurement Services Division.

On March 23, Brandye Hendrickson, deputy executive director for planning and administration, will appear in a pre-recorded interview and a live question-and-answer session. She joined TxDOT in 2021 and is the highest-ranking woman in TxDOT's history.

"I love that I work for an organization that is committed to and values diversity," said Randee Shields, area engineer for the San Angelo District, who will co-host the Q&A with Hendrickson. "TxDOT has been on the forefront of committing to work to create an environment that respects the contributions and differences of every individual."

"We always strive to make our organization a place where all our employees can thrive and feel accepted, appreciated and valued. Our steadfast commitment to living by our code of ethics, diversity and inclusion principles enables our organization to innovate, succeed and drive better business results," Chandar said. "The creation of the Women's ERG is just one example of how the organization is striving to reflect diversity in our daily work." ■



A live question-and-answer session with Brandye Hendrickson, deputy executive director for planning and administration, will be just one of the events to celebrate Women's History Month at TxDOT.

HOUSTON TRANSTAR EXPANDS LIFE-SAVING ROADWAY FLOOD WARNING SYSTEM INTO BEAUMONT DISTRICT

TranStar's Roadway Flood Warning System is expanding into the Beaumont District, offering area residents and travelers access to potentially life-saving information during heavy rainfall.

A collaborative effort between TranStar, the Harris County Flood Control District, TxDOT and the Texas A&M Transportation Institute, this tool synthesizes rainfall and stream elevation data with traffic information in real time to identify where roadway flooding is highly likely to occur and displays that data on TranStar's traffic map and mobile application.

"Developed initially in Houston, these flood alerts show drivers the areas highly likely to be flooding based on real-time rainfall and stream elevation data," said Mike Vickich with the Texas A&M Transportation Institute. "And it's a prime example of government partners working together to leverage innovation into valuable, practical tools."



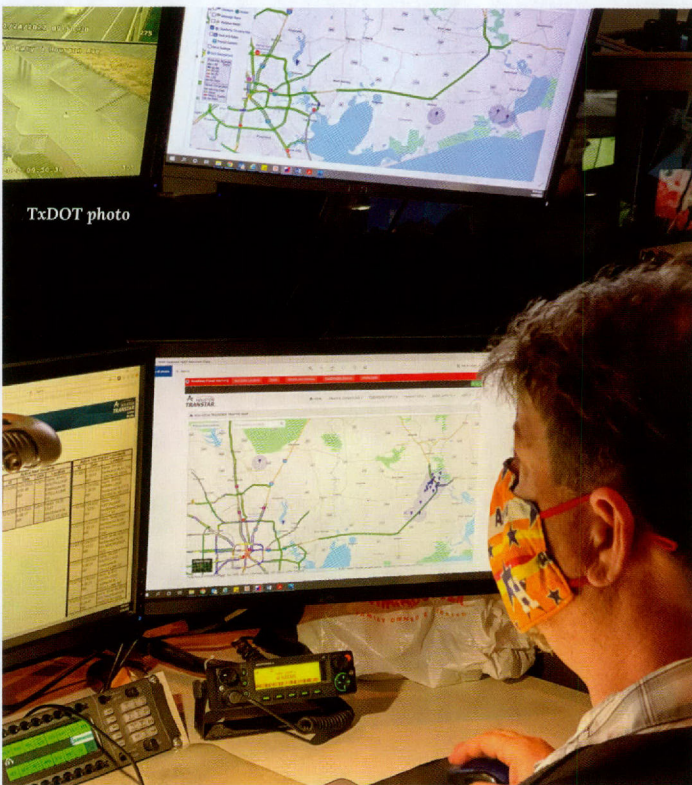
Matthew Russo, ITS operations technician, at the TranStar control room in the Houston District.

The partnership to build the tool began in 2018 after Hurricane Harvey, ultimately displaying its critical data on TranStar's traffic map and mobile application.

With this expansion, TTI has incorporated 77 existing rainfall sensors into the system, each owned and maintained by Jefferson County Drainage District 6. The plan is to continue building in additional sensors where appropriate throughout Texas.

TranStar's Roadway Flood Warning System has claimed numerous awards including the Texas Public Works Association's Technical Innovation Award, the Emergency Management Association of Texas Technology Award, the National Operations Center of Excellence Transportation Systems Management and Operations Award and an ITS Texas award.

"This is an important initiative to enhance safety for the traveling public along the I-10 corridor with collaboration with regional partners," said Houston District Director of Transportation Operations Ugonna Ughanze. ■



Devlin Certain, ITS operations technician, at the TranStar control room in the Houston District.

EDUCATION 101:

Tuition Assistance and GED programs

Employees wanting to further their education can get a GED, college degree or even a graduate degree with TxDOT's GED and Tuition Assistance programs.

Eligible TxDOT employees can get their State of Texas Certificate of High School Equivalency by passing four tests of general education development, or GED.

The online program is free, self-paced and available in English or Spanish. If needed, TxDOT will provide equipment such as laptops or hotspots to ensure success.

TxDOT's Tuition Assistance Program, or TAP, helps employees pursue associates, bachelor's or graduate degrees while employed at TxDOT. TxDOT pays tuition and mandatory fees up to \$3,500 a semester, not including non-tuition expenses like books and supplies. Participants are selected competitively.

There are three types of programs for higher education assistance for eligible employees.

The Job-Related Degree Program helps employees get an associates, bachelor's or graduate degree while working full-time for TxDOT and attending classes part-time.

"TAP helps employees gain essential skills that can be used in their current position or for career advancement," said Kelle Chancey, 5339 Program Manager for the Public Transportation Division, who graduated from Huston-Tillotson University in 2021. "My degree allows me to contribute to TxDOT's mission."


The Undergraduate Degree Completion Program is for employees who have less than 20 credits for an associate degree or less than 42 credits for a bachelor's degree and want to attend school full-time for up to three consecutive semesters. Employees are even able to step away from their TxDOT jobs temporarily while they obtain their degree, yet still receive their salary and benefits.

"Being away from my job while still receiving my monthly check helped me a lot," said Modesto Villalobos, an engineering assistant in the Pharr District, who graduated from the University of Texas at El Paso in 2020. "Dealing with family, being a full-time student and having full-time work would have been impossible. The program is a great opportunity for everyone who wants to grow professionally."

The Full-Time Master's Degree Program helps employees who want to attend class full-time to obtain a master's degree. This program also allows employees the option to step away from their positions, yet still receive their salary and benefits, while they obtain their degrees.

"TAP allowed me to pursue my postgraduate degree without having to worry about a financial burden," said William McLane, director of operations for the San Angelo District. "I got my MBA at Angelo State University in two years, which I feel gave me a competitive advantage when I applied for my current position."

Learn more about the GED and Tuition Assistance programs on Crossroads or email education@txdot.gov. ■



Modesto Villalobos is a proud graduate of the University of Texas at El Paso with help from TxDOT's Tuition Assistance Program

Self-care support can reduce stress



Traffic Safety Division employees created a twice-weekly meeting to focus on self-care techniques: (Clockwise from left) LaViza Matthews, Tracie Mendez, Elizabeth Jones, Kristi Harwell, Kimberly Fields, Cecil Johnson and Tish Beaver.

TxDOT employees are frequently reminded of the importance of physical safety. Preventing accidents and injuries is a top priority at the agency. But we can't forget the importance of self-care for our mental and emotional health.

With busy schedules, customers to serve and families to support, it can be easy to put ourselves on the backburner. Tracie Mendez, Traffic Safety branch supervisor in the Behavioral Traffic Safety Section of the Traffic Safety Division, found this to be true for her and her employees.

With employees often going out into the community, Mendez and Transportation Funding Specialists Tish Beaver and LaViza Matthews decided to provide a self-care moment in the mornings to learn techniques and strategies to reduce their stress throughout the workday.

In December 2020, the three colleagues created a twice-weekly Microsoft Teams meeting for their branch employees to focus on self-care for 15 minutes.

"We thought that it was important to set the time on the calendar," Mendez said. "It's something that we all want to do, but we have to prioritize it in our life."

The morning sessions feature a YouTube video that allows employees to take time to de-stress.

"We do meditations," Mendez said. "We also learn breathing, re-focusing and grounding techniques. We want to introduce different types of practice because everyone is different in what works for them."

The group has 15 to 20 regular participants and Mendez has received great feedback on the impact of these sessions. Even better, she has seen the impact in her own life.

One day while at home, Mendez's mother began choking on a pill. Thankfully, Mendez was able to dislodge the pill. As her mom gasped for air, Mendez walked her through the 4-7-8 exercise, one of the breathing techniques featured in the self-care group, to help her calm down.

This exercise consists of repeated cycles of inhaling through the nose for a count of four, holding the breath for a count of seven and exhaling completely through the mouth for a count of eight.

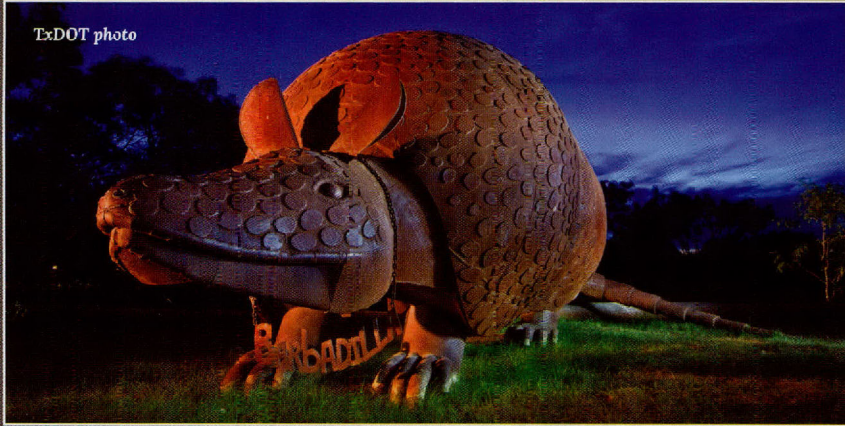
While driving home after the upsetting incident, Mendez found herself hyperventilating and pulled over to use the 4-7-8 technique to bring herself back to a steady state. Mendez credits the group for helping her to integrate these self-care techniques into her daily life and encourages others to start small and find what works for them. ■



Looking for ways you can incorporate self-care into your daily routine? Visit the Wellness page on Crossroads for information about a stress management initiative happening in April

WHERE AM I?

Here is a photo depicting an identifiable landmark you may have seen in your travels around Texas. If you think you know what this is a photo of or know where it was taken, send an email to TNideas@txdot.gov. Deadline for submissions is March 21.



Identified:



Congratulations to our first identifier David Young (SAT).

Last edition's photo featured the Popeye statue in Crystal City, the self-proclaimed Spinach Capital of the World. The city erected a full-color statue of the popular cartoon character in 1937 to celebrate his spinach-eating ways.

Others identifying the photo were Chris Cowen (SJT), Darrin McDaniel (TPD), Christine Crosby (TYL), Jane Lundquist (DES), Joseph Hagler (LFK), Thomas Nielson (TPD), Hector Siller (PHR), Justin Kalisek (BRY), Paul Engelking (LFK), Cindy York (TRV), Peggy Miller (TRV), Stacey Parker (AMA), Arilyn Carter (FTW), Richard Sliva (retired), Phillip Hays (FTW), Karra Patten (ABL), John Harper (TRF), Rosa Cuevas (LRD), Brenda Flores-Dollar (AVN), Jebadiah Clawson (ABL), Jeffrey Alvarado (AUS), Jeremy Rogers (TPP), Lanry Wadle (FIN) and Sarah Stroman (PTN). ■

UPCOMING TxDOT EVENTS

March 2

TEXAS INDEPENDENCE DAY
(Skeleton Crew Day)

March 31

**TEXAS TRANSPORTATION
COMMISSION MEETING**
(Austin)

March 31

CESAR CHAVEZ DAY
(Optional Holiday)

April 15

GOOD FRIDAY
(Optional Holiday)

April 21

SAN JACINTO DAY
(Skeleton Crew Day)

April 28

**TEXAS TRANSPORTATION
COMMISSION MEETING**
(Austin)

HUMAN RESOURCES DIVISION TALENT ACQUISITION TEAM SPREADS THE WORD ABOUT TxDOT



The Talent Acquisition Team made a good impression on J. Eric Boyette, Transportation Secretary for the North Carolina Department of Transportation (center), at the ITS America 2021 Annual Meeting: (left to right) Marvin Faulcon, Angela Carrizales, Sheila Brooks and Jerry Laurenti.

With a warm smile and Texas hospitality, the Talent Acquisition Team with the Diversity, Equity and Inclusion Section of the Human Resources Division recently attended the ITS America 2021 Annual Meeting in North Carolina. ITS America is an advocacy group for Intelligent Transportation Systems and the Talent Acquisition Team was able to network with the intelligent transportation community last December to promote agency careers and initiatives.

The team quickly connected with many interested parties and gained exposure to leaders and influencers alike who stopped by the TxDOT booth. Visitors learned of TxDOT's endeavors for continuous advancement in transportation, cutting-edge products and intelligent systems including autonomous vehicle technology.

Officials from the North Carolina Department of Transportation were impressed with the TxDOT booth. So much so that NCDOT's Transportation Secretary J. Eric Boyette stopped by to introduce himself and take a picture. Chief Operating Officer Beau Memory also stopped by to meet the team.

Conferences like this one have become a greater part of recruiting efforts over the past five years. Although college fairs and events are a vital part of the agency's outreach and employment initiatives, these conferences build TxDOT's name and reach both professional and college networks.

Conferences are held nationwide covering a wide range of interests. They include conferences for groups like the Society of Hispanic Professional Engineers, National Society of Black Engineers, Transportation Research Board and more.

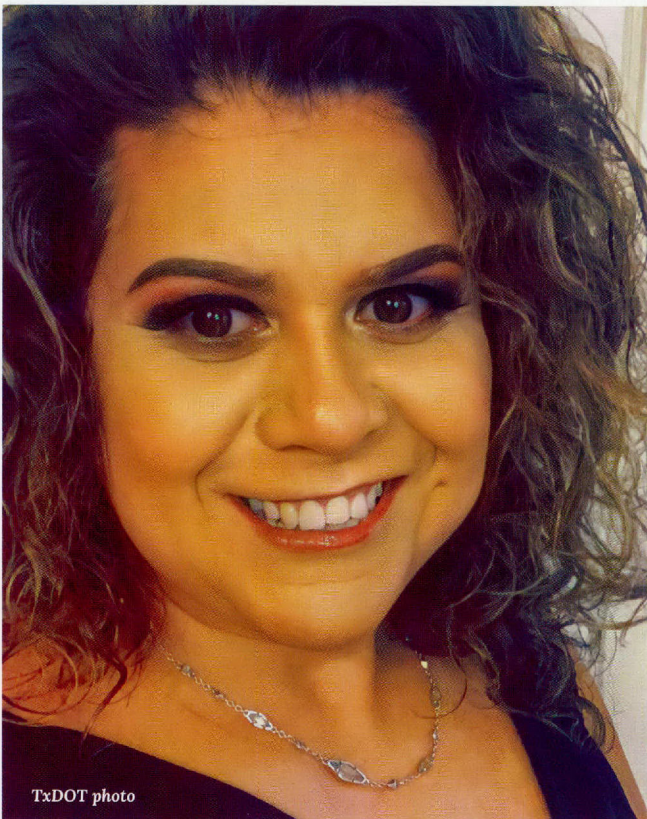
Internal employee organizations such as the Young Engineers Group also partner with the American Society of Civil Engineers to share employment opportunities.

Delivering excellence can come in many different forms and great communication is just one of them.

Have an interest in talent acquisition? Email the Talent Acquisition Team at careers@txdot.gov. ■

Ana Mijares

LUFKIN DISTRICT



Ana Mijares

DIRECTOR OF TRANSPORTATION, PLANNING AND DEVELOPMENT

Ana Mijares, director of transportation, planning and development with the Lufkin District, started with TxDOT in 1996 as a summer intern while at Texas A&M University in College Station. She earned her professional engineer license in 2004 and became the assistant area engineer for the Lufkin District, a position she held for two years. After a seven-year stint in consulting, Mijares returned to TxDOT in 2013 as a central design lead, before becoming a design engineer in 2015. She started in her current position in November 2020. Mijares and her husband Stephen enjoy traveling with their two sons, Caleb and Jacob, and hosting small dinner parties and cookouts with family and close friends. Mijares enjoys music, Texas A&M football and Zumba.

What are you most proud of?

Personally, I'm most proud of my two boys. Professionally, my role in the future I-69 corridor projects. I love driving by these projects under construction with my husband and kids and saying, "Mommy worked on that."

What's something that most TxDOT employees don't know about you?

I'm also a Zumba instructor. I went to my first Zumba class in 2013 and fell in love with it. By 2014, I'd lost 50 or 60 pounds and was no longer pre-diabetic. I started teaching it as a hobby a couple of years ago.

What's something about Zumba people don't know?

It's exercise that doesn't feel like exercise for those who hate going to the gym, like me. When you do an hour of Zumba, it is equivalent to running a 5K.

Favorite dance movie or show?

I am a Netflix binger. Recently, I finished two seasons of the series called "Queen of Flow" about a singer-songwriter of Reggaeton music — my new favorite music for routines in my Zumba classes.

Is Dani Rojas right? Is football life?

Aggie football is life. An Aggie football game at Kyle Field is amazing.

Favorite authentic Mexican restaurant?

My mom's house. She makes the best rice, enchiladas and tamales. You can't leave my parents' house without getting fed.

Selena or Becky G?

Both. Growing up, I didn't listen to Selena but I appreciate her now and other music from my culture. I'm also a Texan, so I like country music, pop music and just all types of music.

Beach or mountains?

I'd rather be at the beach, but my kids love snow. That's why we started doing a winter trip instead of Christmas presents, in addition to a trip to Florida each summer.

Dogs or cats?

Both. My kids have two dogs and a cat. I never thought I'd be a pet person. The things you do for your kids. ■

All Across TxDOT

WHAT YOU NEED TO KNOW

INFORMATION TECHNOLOGY DIVISION

Selissen named IT Executive of the Year

Chief Information Officer Anh Selissen won the IT Executive of the Year Award at a reception for the Society of Information Management in Austin, the award's sponsor. Brian Barth, TxDOT's deputy executive director for program delivery, presented the award.

Sponsored by SIM, this award recognizes IT-related businesses or people who use Information Technology or communications to improve lives within the communities they serve. The award spotlights IT executives and managers for their creativity, impact, innovation, process transformation and leadership to the organizations they support. It's often called the most prestigious award the Austin IT community has to offer.

Selissen is no stranger to recognition for her work at TxDOT. In 2019, she won an Austin Women in Technology Excellence Award (also sponsored by SIM), and in 2020, she accepted a Grit Award on behalf of the Information Technology Division for their quick response to the ransomware attack at TxDOT in May 2020. She was also named one of the 2021 Boss Ladies by the non-profit, Austin Women in Technology. ■



(Left to right) Former Executive Director James Bass, Chief Information Officer Anh Selissen and Deputy Executive Director for Program Delivery Brian Barth.

PHARR DISTRICT

Pharr District's Robles honored with engineering award

Dora Robles, transportation engineer with the Pharr District, was honored for her professional achievements and support of the University of Texas Rio Grande Valley. Robles serves the Pharr District as a lead worker for the consultant management group. She oversees other project managers for consultant design projects.

The Dean's Medallion Award recognizes an engineer who has a positive influence in the community. The recipient is also a role model and inspiration to university engineering students. Robles is a member of the university's Civil Engineering Advisory Board and College of Engineering and Computer Science Advisory Board.

Robles is also an active member of the American Society of Civil Engineers. She has previously served in the Rio Grande Valley Branch as director, treasurer, secretary and newsletter editor. She currently serves as the practitioner advisor for the society's Student Chapter and was a lead planner for the 2019 Student Symposium hosted in South Padre Island. She most recently became co-chair of the new Diversity, Equity and Inclusion Committee in the Texas Section Board.

Robles is a native of Monterrey, Mexico, but grew up in Edinburg, Texas, where she currently resides. ■



Transportation Engineer Dora Robles with the Pharr District received the Dean's Medallion Award from the University of Texas Rio Grande Valley.

SAN ANGELO DISTRICT

Close encounter with SpaceX for San Angelo employees

Two San Angelo District employees had a close encounter of sorts when they found debris from SpaceX, the company founded by Elon Musk that designs, manufactures and launches advanced rockets and spacecraft.

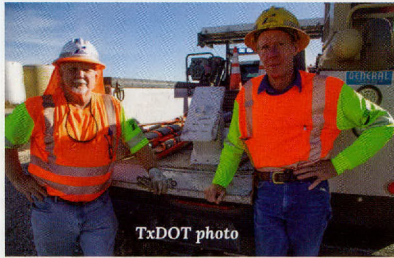
Transportation Maintenance Crew Chief Stewart Jameson and General Transportation Technician Clay Graves with the Sonora Maintenance Section were picking up debris along

I-10 near Sonora last December. What started off as a routine pickup of tires, trash and other debris turned interesting when they spotted a large white metal object about 30 feet off the main lanes. As they approached the object, they realized it was badly scuffed and heavy. As they turned it over, they couldn't believe their eyes when they saw the word "SpaceX Assembly" on a label affixed to the top of the metal object.

Jameson called Public Information Officer Karen Threlkeld to alert her of the find. Threlkeld contacted a media person at SpaceX who put her in touch with their logistics manager Jose Saavedra in Hawthorne, Calif. Saavedra said they wanted their part back.

Jameson and Graves weighed the object and determined that at 110 pounds, it could be shipped to SpaceX in California by FedEx. No word if the part fell from the sky or off a truck.

And no word on what the part was, either, despite Threlkeld's best efforts. Must be top secret! ■



Stewart Jameson (left) and Clay Graves with the piece of SpaceX equipment they found in the right of way for I-10.

#WearBlueDay brings awareness to human trafficking



The Corpus Christi District was among the many who wore blue on Jan. 11 to raise awareness about human trafficking.

As part of TxDOT's ongoing efforts to raise awareness and combat human trafficking, members of the TxDOT Family wore blue on Tuesday, Jan. 11, for National Human Trafficking Awareness Day. According to a 2016 report by the University of Texas at Austin, more than 300,000 people are being trafficked in Texas at any one time, and that includes 79,000 minors who are victims of sex trafficking. See photos of the TxDOT Family wearing blue from around the state on TN+. ■

AUSTIN DISTRICT

Austin District celebrates I-35 Reconstruction Project in San Marcos

The Austin District was joined by officials from Hays County, the city of San Marcos and the Capital Area Metropolitan Planning Organization for a ribbon cutting ceremony to mark the completion of the I-35 at Posey Road project in November.

"Today, we celebrate TxDOT's continued partnership with Hays County and the city of San Marcos," said Austin District Engineer Tucker Ferguson. "It is through the hard work and dedication of this team that we were able to enhance the safety and mobility of I-35 for years to come."

This \$31.7 million project reconfigured the I-35 mainlanes over Posey Road, added U-turn lanes in each direction and turn lanes at the northbound and southbound I-35 frontage road, reversed six entrance and exit ramps, and enhanced pedestrian and bicycle paths throughout the corridor.

The original Posey Road configuration featured a bridge over I-35 that was difficult for large trucks to use due to the tight turning radius onto the bridge. TxDOT constructed a new bridge to put the I-35 mainlanes over Posey Road, which enhances traffic safety along the frontage roads and at the intersection. ■



Austin District Engineer Tucker Ferguson (fifth from left) and other TxDOT personnel and local officials cut the ribbon for the I-35 and Posey Road project.

DISMANTLING OLD EQUIPMENT BRINGS DIVIDENDS

For several years, the Fleet Operations Division has successfully applied for grant funding to replace old, polluting equipment with new models that have much lower emissions. These grants typically require complete destruction of the old vehicles replaced with the awarded funds to ensure the polluting vehicles are permanently taken off the road.

Retired TxDOT vehicles are often sold at auction to recapture a small portion of TxDOT's equipment expenditures, but this is not possible when a grant requires that certain vehicles be destroyed. With many trucks coming due for destruction, the Fleet Operations Division's Fleet Services, Acquisitions and Fleet Operations sections worked to secure a contract for a vendor to properly destroy the vehicles and in turn pay TxDOT for the scrap materials.

Alternative Fuels Coordinator Lee Christensen coordinated the vehicle destruction with the vendor, Frontera Truck Parts & Equipment. To meet current grant requirements, 39 old trucks were taken to Frontera's facility in Waxahachie last fall to be dismantled. The vendor is familiar with the grant requirements and carefully documented the process with photos and paperwork. After paying TxDOT, they are then able to sell the scrap materials for their own profit.

This arrangement allows the Fleet Operations Division to use grant funds while continuing to benefit from the remaining value of the retired vehicles. It's also a win for the environment through the reduced emissions and recycled materials. ■



Grant funding for new equipment meant 39 of TxDOT's old, polluting dump trucks had to be destroyed to ensure they were permanently off the road. The Fleet Operations Division arranged for the equipment to be dismantled and sold for scrap material.



The old trucks are replaced with newer models with much lower emissions.

DALLAS DISTRICT ENGINEER BUR FINDS NEW WAY TO ENCOURAGE SAFETY DURING PANDEMIC



TxDOT photo

Dallas District Engineer Mo Bur (front) meets with the sign and traffic operations crew in Dallas for Donuts with the DE.

Dallas District Engineer Mo Bur knows how to reinvent the wheel when it comes to recognizing his employees' safety accomplishments.

When the COVID-19 pandemic brought Mo Burgers, his meet-and-greet event recognizing safety achievements, to a halt, Bur soon developed a new plan for reaching employees.

Bur started Mo Burgers after being named district engineer for the Dallas District in 2019. The event celebrated the field offices throughout the district that met at least four of five safety goals: zero contractor/TxDOT fatalities, injuries, lost-time injuries, lost production days and preventable vehicular incidents.

"I sat down with Safety Officer Tim Mask and said, 'What can we do to celebrate meeting these safety goals besides just giving plaques and awards?'" Bur said. "And I thought, what if I grill some burgers?"

Mo Burgers was a hit for two years before being canceled in 2020.

"One of the area engineers suggested since we can't host Mo Burgers because of COVID-19 concerns, maybe we can just have coffee or donuts," Bur said. The items require less preparation and handling than cooking burgers on site.

Mo Donuts, or Donuts with the DE, launched last November. Donuts were served in an outdoor setting with COVID-19 safety protocols. The goal, however, remained

the same: Personal recognition for the crews who put their lives on the line every day on TxDOT roadways.

"When I serve donuts or burgers, I get to spend time with our employees," Bur said. "We talk about their families, their kids, their grandkids, what they're doing for the holidays. It's my way of not just saying thank you but getting to know them better."

Bur met with more than 500 employees from all seven counties throughout November. They included employees from the Denton, Collin, Ellis and Navarro maintenance and area offices; the Dallas, Kaufman and Rockwall maintenance offices; and the district sign, signal shop, signal construction and bridge maintenance crews.

"I think the event is beneficial because employees get one-on-one time with the district engineer," Mask said. "This is a major step in building a safety culture and a good relationship with employees."

Despite the setbacks of the pandemic, the district saw some of its highest achievements in 2021.

"Our preventable vehicular incidents rate this past year was the lowest rate we've ever had," Bur said. "I'm really proud of our employees for taking safety seriously and it starts with our leaders. It starts with me, and people have to see that in my voice, in my tone, in my priorities." ■

MILESTONES

JANUARY SERVICE AWARDS

ABILENE

- 20 Casey L. McGee
- 15 Ricky D. Sims
- 5 Matthew McBroom
Juan Mermella

ADMINISTRATION

- 10 Marc D. Williams

AMARILLO

- 15 Steven T. Crawford
- 10 Alejandro Rios
- 5 Kevin Allison

ATLANTA

- 35 William M. Stillwell
- 25 Terri L. McCasland
- 10 Jesse L. Farr
- 5 Ethan C. Hancock
James Nelson

AUSTIN

- 20 Jerry D. Brooks
- 15 Edward T. Seale
Lori A. Wagner
- 10 Joey L. Gunnels
Taylor Metcalfe
Kyle P. Russell
Jeffery T. Thurman
- 5 Jeffrey Pollok

AVIATION

- 25 Mirelda Cavazos
- 5 Ben Breck

BEAUMONT

- 10 Christopher Collins
- 5 Alejandro M. Estrada
Brock Horn
James D. Horne
Jose A. Pastrana II
Rashaan Sanders
Zachary Shoemaker

BRIDGE

- 5 Biniam Aregawi

BROWNWOOD

- 15 Carlos Reyes
- 5 Tony Aguilar
Russell Burks

BRYAN

- 15 Daniel H. Brown
- 10 Brett J. Sander
- 5 Lauren Blackman
Erick Compian
David W. Gilliam
Jason B. Griffin

CHILDRESS

- 10 Pauletta K. Sloss
- 5 Weston B. Howell

CIVIL RIGHTS

- 25 David R. Tovar

COMPLIANCE

- 5 Cheryl Durkop
Naima Hafeez

CORPUS CHRISTI

- 20 Kassondra F. Munoz
- 10 Pedro Aguirre
Felix Sanchez III
Thomas E. Zapata

DALLAS

- 35 Dejan Perge
- 20 Laura D. Featherston
- 15 Gary L. Jordana
Richard Parker
Laura I. Rodriguez
- 10 Daniel Diaz Jr.
- 5 Robert Blocker
Kacy Brown
Christopher S. Shirey

EL PASO

- 25 Diana L. Diaz
Jesus C. Grano
- 15 Sandra Sierra
- 10 Armando Ramirez
Lorenzo Sanchez Jr.
- 5 Joshua Tavarez

ENVIRONMENTAL AFFAIRS

- 15 Juan Valera-Lema

FINANCIAL MANAGEMENT

- 25 Melinda S. McCandless
- 15 Ghada Karam
Maria L. Tijerina
- 10 Nicholas J. Engstrom
Susie G. Hinojosa

FLEET OPERATIONS

- 20 Harold K. Finch
- 15 Carlos E. Paredes
- 5 Clabe L. Gore
Gilbert F. Torres

FORT WORTH

- 25 Teresa G. Doty
Ricardo Gonzalez
Robert D. Newell
Charles B. Wier IV
- 20 Jana R. Robinson
Jessica G. Tijerina
- 15 Cheryl A. McCalla
Clinton L. Pittman
Nicholas E. Rodriguez
David F. Thiesing
- 5 LaRita D. Irwin
Prapti Sharma
Ray Velez

GENERAL COUNSEL

- 15 Claire M. McGuinness

HOUSTON

- 35 Larry W. Blackburn
- 30 Pat N. Nwachukwu
- 25 John D. Suayan
Ugonna Ughanze
- 20 William P. Maxey
- 15 Patty L. Krueger
Thien Q. Nguyen
- 15 Zaineb S. Walkabout
- 10 David S. Bateman
- 5 Robert L. Beasley
Mark Bocanegra
Jason Gokey
Alyssa Slater

HUMAN RESOURCES

- 5 Mirella Murillo
Stephen M. Zapata Jr.

INFORMATION TECHNOLOGY

- 20 Benjamin D. Hayes

INTERNAL AUDIT

- 5 Judit Alphonse
Alejandra R. Santa Ana

LUBBOCK

- 15 Corey W. Dyer
Robert Phillips
- 5 Mack Adams
Michael Boyd
Juan Luna

LUFKIN

- 35 William Dhone
- 20 Feliciano Valderez III
- 15 Michael E. Bryant
William C. Emmons
Ronnie L. Wilson
- 5 David J. Clark

MATERIALS AND TESTS

- 5 Enad Mahmoud

OCCUPATIONAL SAFETY

- 10 Teresa K. LeDoux

PARIS

- 10 Jeff S. Dowlen
- 5 Tracy K. Henderson

PHARR

- 25 Rene Garza
- 15 Isaac Garza
Jose A. Garza
Gerardo Gomez
Romualdo Mena Jr.
- 5 Carlos Ceballos

PROFESSIONAL ENGINEERING PROCUREMENT SERVICES

- 15 Marivel R. Morales
- 10 Heather R. Evans
Marjan T. Helton

RIGHT OF WAY

- 20 Mary E. Henderson
- 10 Bryan M. Gosselin
- 5 Douglas L. Stutzman

SAN ANTONIO

- 25 Elizabeth A. Hogeda-Romo
- 20 Jeffrey L. Henkes
David Zimmerman
- 15 Mary R. Pellerin
- 5 Roberto Gaitan Jr.

SUPPORT SERVICES

- 20 Byron Hicks
Melissa Jordan
- 15 John S. Housley

TRAVEL INFORMATION

- 5 Kimberly J. Hoffpauir

WACO

- 35 Roger C. Meador
- 20 Carmen S. Chau
- 15 Joshua Jenkins
- 10 Korie B. Brison
Charlene R. Drews
- 5 Pamela S. Hammonds
Noel Spaar

WICHITA FALLS

- 15 Christopher P. Alaniz
- 10 Taylor W. Lewis
Sheldon A. Monroe
Aaron D. Williams

YOAKUM

- 15 Joseph R. Machalec
Wade C. Steinmann
Brandon K. Williams
- 10 Philip N. Henderson

FEBRUARY SERVICE AWARDS



ABILENE

- 30 Paul G. Martinez
- 15 Carl S. Hopkins
- 5 Bradley Watson

AMARILLO

- 15 Christoph W. Schwerzenbach
- Larry D. Skidmore
- 10 Michael J. Anderson
- Raul Casarez
- Lorraine L. Henderson
- Kasey J. Osborn
- 5 Caleb Fields
- Jason Jewitt
- Steven W. Short

ATLANTA

- 10 Carson C. Giles
- 5 Kenneth S. Burns
- Tyler W. Reeves

AUSTIN

- 25 Carl M. Vinklarek
- 15 Timothy C. Parlak
- 10 Matthew A. Hurst
- Gregory Reece
- 5 Xavier Beltran
- Allen Michelson
- Brandy M. Schwettmann

AVIATION

- 15 Brenda J. Flores-Dollar

BROWNWOOD

- 40 Ralph Q. Atchison
- 35 Michael Smith
- 15 Dusty B. Huie
- 10 Billy L. Umble

BRYAN

- 15 Lisa C. Wachel
- 5 Jennifer Skipworth

CHILDRESS

- 25 Lyman D. Daniel
- 10 Lyle M. Huntress
- Jimmie R. Pointer
- 5 Tashell G. Kingston

CONSTRUCTION

- 25 Jacqueline S. Benavides
- 5 Abigail Rodriguez

CONTRACT SERVICES

- 10 Connie N. Knesek

CORPUS CHRISTI

- 20 America B. Garza
- 15 Arturo P. Cuellar III
- Vanessa E. Patterson
- 5 Mark A. James
- Jorge A. Perez

DALLAS

- 30 Steven D. Hurt
- 25 Mohamed K. Bur
- 15 Kevin A. Howard
- 10 Cheston C. Martin
- Michael Shannon
- 5 David Seale

DESIGN

- 20 Edward R. Rutledge

FINANCIAL MANAGEMENT

- 20 Clara M. Berndt
- 15 Mehmet T. Esref

FLEET OPERATIONS

- 15 Randall C. Newton
- Ali Z. Saed
- 10 Rodney B. Bliss
- Mitchell A. Vaclavik
- 5 Micheal A. Walker

FORT WORTH

- 35 Curtis W. Hanan
- 20 Charles P. Cox
- 15 Yousuf M. Ali
- Samer H. Yacoub
- 5 James Wynn

GENERAL COUNSEL

- 5 Jessica Kohlrenken

HOUSTON

- 35 William P. Mallini
- 30 Daniel I. Echeta
- Jeanine K. Jackson
- 25 Amer Qureshi
- 10 Samuel D. Swain
- 5 Justin M. Ayles
- Jack Gonzales
- Yafang Lu

HUMAN RESOURCES

- 10 Julian G. Estrada
- 5 Demond Whitehead

LAREDO

- 10 Gabriel Garcia
- Joshua Ramirez
- Alfredo Rodriguez
- Juan R. Vera Jr.
- Gilberto Zamora

LUBBOCK

- 15 Christopher D. Wadlow
- 10 Angela K. Antillon
- Johnny J. Tarin
- Barry Turner

LUFKIN

- 30 Richard Boles-Gracia
- 25 Matthew A. Nethery

MAINTENANCE

- 15 Charles Kern
- Donna L. Stolpman
- 5 Hui Wu

PARIS

- 15 Victor W. Carrell

PHARR

- 25 Reynaldo P. Elizondo
- 20 Felix Sanchez Jr.
- 15 Beethoven G. Garcia
- Leoncio Villanueva
- 10 Noe E. Garza
- Juan M. Salazar
- 5 Rene Davila
- Ana M. Pruneda

PROCUREMENT

- 10 John W. Steele III

PROFESSIONAL ENGINEERING PROCUREMENT SERVICES

- 30 Stacy W. James
- 25 Gina A. Lopez
- 5 Jorge Correa

PROJECT FINANCIAL DEBT & STRATEGIC CONTRACTS

- 5 Kimberly Orlando

RIGHT OF WAY

- 30 Gregory L. Polasek
- 10 Dustin R. Loftin
- Mai T. Vuong
- 5 John H. Miner

SAN ANGELO

- 10 Kyla S. Bahlman
- Eddie A. Franco III

SAN ANTONIO

- 30 Manuela G. Shannon
- 20 Mario R. Castro
- Steven A. Enriquez
- 15 Benito Lopez
- Todd C. McBride
- 10 Anthony J. Callis
- Michael R. Fuller
- Travis H. Lich
- David A. Lindley
- Matthew S. McCutcheon
- Christopher B. Newhouse
- 5 Trino E. Quintanilla III
- Suman Shrestha
- Travis Torres

SUPPORT SERVICES

- 5 Michael Endlich

TRAFFIC SAFETY

- 15 George Villarreal
- 5 James Padilla

TRANSPORTATION PLANNING AND PROGRAMMING

- 25 Mansour A. Shiraz
- 20 Jolana K. Erichsen
- 15 Karrie A. Boedeker
- 10 Jennifer L. Lash

TRAVEL INFORMATION

- 20 Margaret C. Gentry
- 10 Karen M. Garza

TYLER

- 25 Rheatia L. Gandy
- 10 Ricky L. Dean
- 5 Michael J. Ellison

WACO

- 5 Jake W. Bednar

WICHITA FALLS

- 25 Don R. Germany
- 10 Klifton R. Moline
- Jerry T. Russell
- Robert L. Tamplin

YOAKUM

- 35 David O. Castoreno
- 25 Kyle A. Novicke
- 15 Albert Jozwiak Jr.

MILESTONES

NOVEMBER RETIREE REPORT

ATLANTA

21 Robert A. Swaffar
7 Patrick T. Cox

AUSTIN

20 Timothy E. Sims

BEAUMONT

16 Calvin Wallace Lavergne
1 Michael Smith

BROWNWOOD

13 Gary L. Bearden

BRYAN

27 Kerry D. Jones

CHILDRESS

26 Royce Burrows

FLEET OPERATIONS

19 Henry Duran

FORT WORTH

23 Jerry L. Menzdorf

HOUSTON

25 Martin L. Anders

16 David K. Earnest

INFORMATION TECHNOLOGY

2 Deana Valdez Loe

LUBBOCK

21 Andy Peralez

LUFKIN

20 Michael D. Parrish

PUBLIC TRANSPORTATION

8 Rebecca Sarita Ligon

SAN ANTONIO

40 Steven C. Simpson

SUPPORT SERVICES

23 Jeffrey A. Wedding

TRAFFIC OPERATIONS

25 Sherri L. Robelia

TRANSPORTATION PROGRAMS

3 Ellen Llanez

TYLER

20 Paul C. Burnett

WICHITA FALLS

31 Allan R. Moore

YOAKUM

18 Chris H. Huth

DECEMBER RETIREE REPORT

AMARILLO

11 Kevin D. Hill

ATLANTA

11 Donald B. Miller

AUSTIN

27 Grace M. Johnson
21 Daniel Anthony Gutierrez
Felix Zapata
17 Michael Machacek
16 Charles E. Evans

BEAUMONT

25 Joseph Sterling
22 Jamie L. Caviano

BROWNWOOD

28 Earnest R. Cole
6 Frances Delores Champion

CONSTRUCTION

28 Lonnie V. Ragsdale

DALLAS

24 Charles W. Hedrick Jr.
21 Christopher V. Payne
19 Tze-How H. Hwang

FINANCIAL MANAGEMENT

22 Jacki L. Hendrickson

FLEET OPERATIONS

27 Paul S. Alvis

FORT WORTH

25 Federico Anzaldua
24 Christopher E. Medley
Gerald D. Robbins

HOUSTON

43 Manuel B. Francisco Jr.
35 Emmanuel O. Offodile
32 Wanda J. Davis
22 Fawzi M. Abou-Hossa

ODESSA

25 Vincent Granado

PARIS

21 Bruce W. Thompson Jr.

PHARR

28 Elizabeth L. Paradise
25 Juan J. Aguayo

PROCUREMENT

26 Carrie Sanford

PUBLIC TRANSPORTATION

17 Kathy G. Baca

SAN ANGELO

22 Edwin S. Kloboucnik
20 Ralph Gonzales

SAN ANTONIO

26 Sergio R. Garcia
20 Jayo R. Castanon

SUPPORT SERVICES

26 Annie D. Campodonico
22 Jessie Dycus
20 Gregory L. Reynolds
17 Robert L. Perez

TYLER

28 Jeffrey W. Williams
23 Timothy C. Wilson
16 Jerry A. McKnight
6 David A. McDow

IN MEMORIAM

AMARILLO

Joey Cordova

Laboratory Supervisor
Date of Death: 12/16/2021
Years of Service: 15

Joe Duncan

Maintenance Section
Supervisor
Date of Death: 1/13/2022
Years of Service: 39
Retired: 1999

Matthew Seeholzer

General Transportation
Technician
Date of Death: 1/17/2022
Years of Service: 4

AUSTIN

Jamie Dale "JD" Witten

District Maintenance
Administrator
Date of Death: 9/12/2021
Years of Service: 27
Retired: 2020



IN MEMORIAM (CONT.)

CORPUS CHRISTI

Gaylan Franke

Maintenance Section
Assistant Supervisor
Date of Death: 1/4/2022
Years of Service: 32
Retired: 1995

EL PASO

Andrew Beauchamp

ITS Operations Technician
Date of Death: 12/4/2021
Years of Service: 18

FORT WORTH

David Dawson

Land Surveyor Supervisor
Date of Death: 12/9/2021
Years of Service: 9

HOUSTON

David Byrd

General Transportation
Technician
Date of Death: 1/3/2022
Years of Service: 1

LUBBOCK

Roy Flores Jr.

Maintenance Section
Assistant
Date of Death: 1/17/2022
Years of Service: 19

LUFKIN

Wyatt Spence

Transportation Maintenance
Specialist
Date of Death: 12/4/2021
Service Time: 10 months

PHARR

Nestor Garza

Inspector
Date of Death: 2/2/2022
Years of Service: 30
Retired: 2008

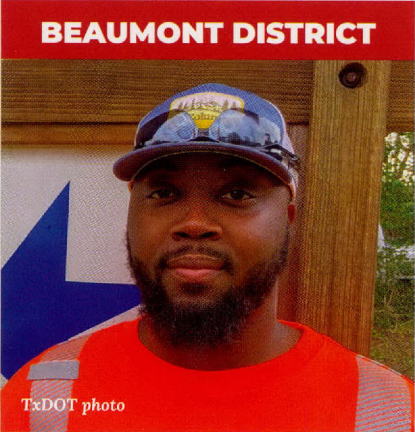
SAN ANTONIO

Charles Rodriguez

Electrician
Date of Death: 1/1/2022
Service Time: 1 month

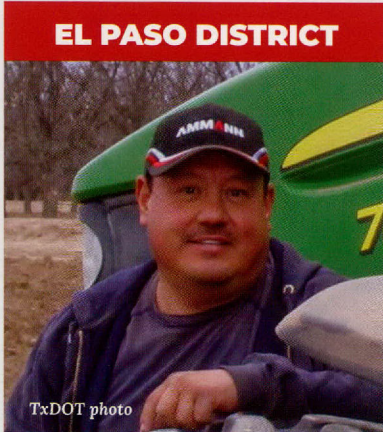
EMPLOYEES CHIME IN

What is your favorite springtime activity?



GORDON BARLOW MAINTENANCE CREW CHIEF

“My favorite springtime activity is coaching my son’s baseball team. I’ve been coaching baseball for six years now – mostly the same kids. It’s been so much fun watching them grow and improve their skills over the years.”



TONY LOYA DISTRICT MAINTENANCE SUPERVISOR

“My favorite springtime activity is carrying on our family farming tradition: my brothers and I plant our cotton crop. We grew up farmers, and it’s important to me that we continue where my grandfather and father left off.”



ORLANDO GALLEGOS TRANSPORTATION ENGINEER

“I enjoy horseback riding, hiking, playing with my dogs, outdoor dining and long walks among other activities. However, I’m especially ready to flcat the river again this spring with friends and family on the weekends.”

Your Employee Assistance Program is here for you when you need it.

Confidential counseling for you and your family is available 24/7. For assistance, call and ask to speak to a counselor.

**Toll Free
800-343-3822**

**EAP Teen Line
800-334-Teen (8336)**

**Or visit
www.awpnow.com**

