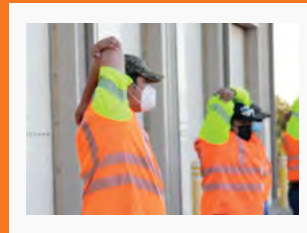
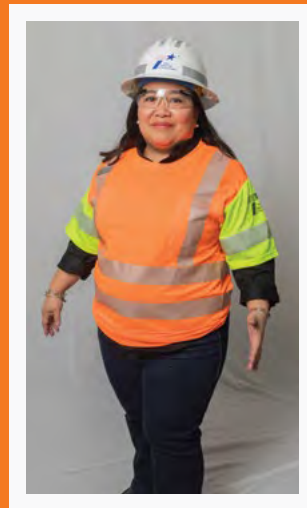
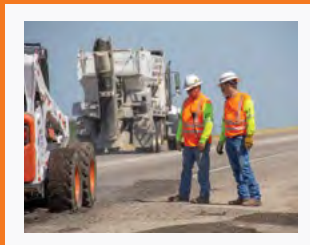
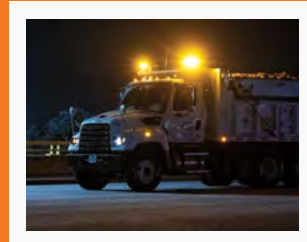
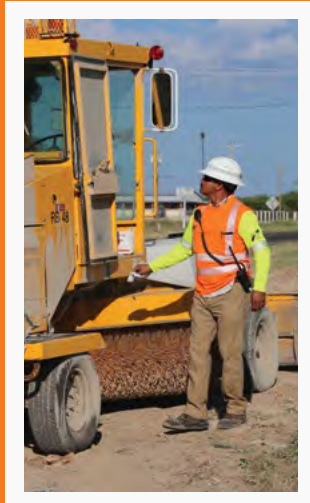




# MORE EFFORT, BETTER RESULTS

TxDOT's Safe Days of Summer campaign encourages districts to put their efforts towards an injury and incident-free summer season.



# Let's make this summer the safest on record

MARC WILLIAMS EXECUTIVE DIRECTOR

**S**afety doesn't take a summer break. As vacation travel increases, we increase the work on our roadways to take advantage of the warmer weather. As a result, we must be extra vigilant during the summer months to avoid incident and injury in our work zones.



During National Work Zone Awareness Week April 11 – 15, our districts took action to raise awareness of work zone safety, and you can read more about some of those efforts on page 18. Many of you wore orange on April 13 for #GoOrangeDay to support work zone safety and honor the families of victims who have lost their lives in work zones. You can find pictures of the TxDOT Family participating in #GoOrangeDay on TN+.

TxDOT's work zone safety awareness campaign is especially important this year as traffic fatalities continue to spike. Last year, 244 people died in work zone traffic crashes, which was a 33% increase from the previous year. The majority of those fatalities were drivers or their passengers, and three road workers – non-TxDOT employees – were tragically killed.

TxDOT has taken many important steps to raise awareness of work zone safety, including our “Be Safe. Drive Smart.” campaign that reminds motorists to be alert when driving – especially in work zones.

This month, we'll begin our annual “Safe Days of Summer” campaign. Each year between May and August, our Occupational Safety and Traffic Safety divisions renew the challenge to each TxDOT district and division to have a summer free of incident and injury.

Our work is paying off, as we haven't seen a TxDOT fatality since 2018. However, that work is far from done. We need everyone's intentional safety efforts to make this summer the safest in TxDOT's history.

You can learn more about the ways TxDOT continues to promote safety across the agency in our cover story on page 8.

While we're laser focused on the safety of our road workers, we also must stay vigilant in the effort to end the streak of daily deaths on our roadways. Last year, more than 4,400 people died on Texas roads – the second deadliest year in our state since we started tracking in 1940.

We must challenge our own status quo in many areas of what we're doing. That includes things like our design processes, looking at our speed limits – our posted design and work zone speeds – and considering what we can do to make our roads better.

Getting to zero incidents, zero injuries and zero fatalities will take relentless focus – and I know we are up to the challenge. ■



# TABLE OF CONTENTS

TN MAGAZINE  
May-June 2022  
DIRECTOR OF  
COMMUNICATIONS  
AND CUSTOMER SERVICE  
Bob Kaufman

COMMUNICATIONS  
DIVISION DIRECTOR  
Beth Hallmark

INTERNAL  
COMMUNICATIONS  
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TxDOT and  
GDC Marketing & Ideation  
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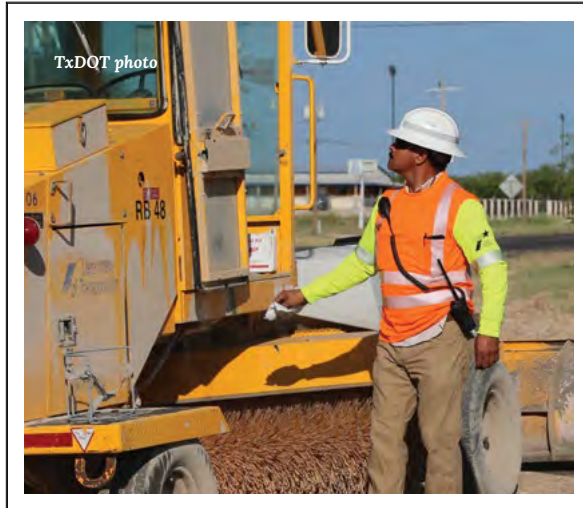
DESIGN & PRODUCTION  
GDC Marketing & Ideation

PRINTED BY  
TxDOT Print Services  
Austin, TX

TN IS PUBLISHED BY THE  
TEXAS DEPARTMENT  
OF TRANSPORTATION  
125 E. 11th St.  
Austin, TX 78701-2483

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comments about TN?  
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## 8

### ON THE COVER

Focusing on safety efforts as  
summer approaches.

### FEATURED STORIES

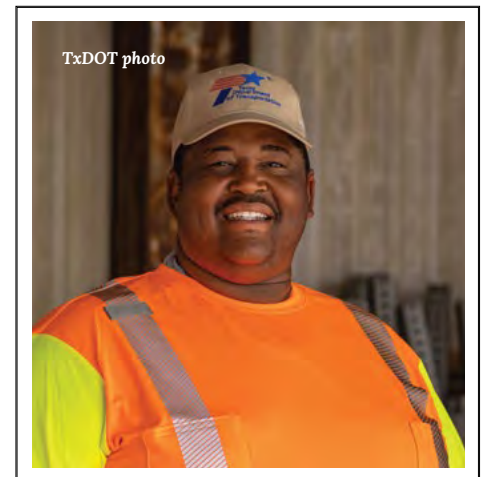
- 10** Winter Storm Response
- 14** Findings from Forum
- 18** TxDOT Marks National Work Zone Awareness Week

### NEWS AND NOTES

- 5** TxDOT Celebrates LGBTQ+ Pride Month
- 12** Underwater Bridge Inspectors Take a Dive
- 13** Celebrating Asian/Pacific American Heritage Month in May
- 16** Enterprise Policy Library
- 17** The Finish Line: TxDOT Virtual Race Pictures
- 22** IT Achievement Awards
- 26** A Deadly Streak: The Second Deadliest Year on TX Roads
- 27** Tips to Develop Your Career
- 31** Avoiding Injuries to Hands and Feet

### TN TRADITIONS

- 4** Shining Stars
- 20** Journey to Wellness
- 21** Where Am I?
- 21** TxDOT Calendar
- 23** Employee Q&A
- 24** News: All Across TxDOT
- 28** Milestones and Memoriam
- 31** TxDOT Chimes In



## 6 I Am An... Assistant Maintenance Supervisor



# Snowplow drivers hit the fire alarm

## AMARILLO DISTRICT

**W**

hen a semi-trailer caught fire at a truck stop, General Transportation Technicians Nathan Sater and Felipe Chavez with the Amarillo District sounded the alert.

At first, it looked like a bonfire billowing over I-40 in Conway, a town located between Amarillo and Groom in the Texas panhandle. Sater was training Chavez on operating a snowplow. They were driving west and exited at SH 207 when Sater first saw the smoke at the Love's Truck Stop. It was 3:30 a.m. New Year's Day.

It was definitely not a bonfire. Sater and Chavez saw that the back of a 53-foot-long semi-trailer parked at the truck stop had caught on fire. It was a brisk morning and Sater and Chavez recall the wind howling. That did not stop the two of them from jumping into action. They noticed a fuel tanker was parked near the fire that was engulfing the back of the trailer. They were able to alert the driver, who safely pulled the tanker away from the fire danger.

Chavez then ran inside the truck stop and asked employees to call 9-1-1. Outside, Sater frantically tried to put out the fire, but it was raging. Realizing someone was probably asleep in the truck, Sater began beating on the side of the cab. After many attempts, he was able to wake the driver, and everyone safely escaped the flames.

Soon after, firefighters arrived on scene. Sater and Chavez climbed back in the snowplow, ready once again to tackle another challenge – snow and ice.

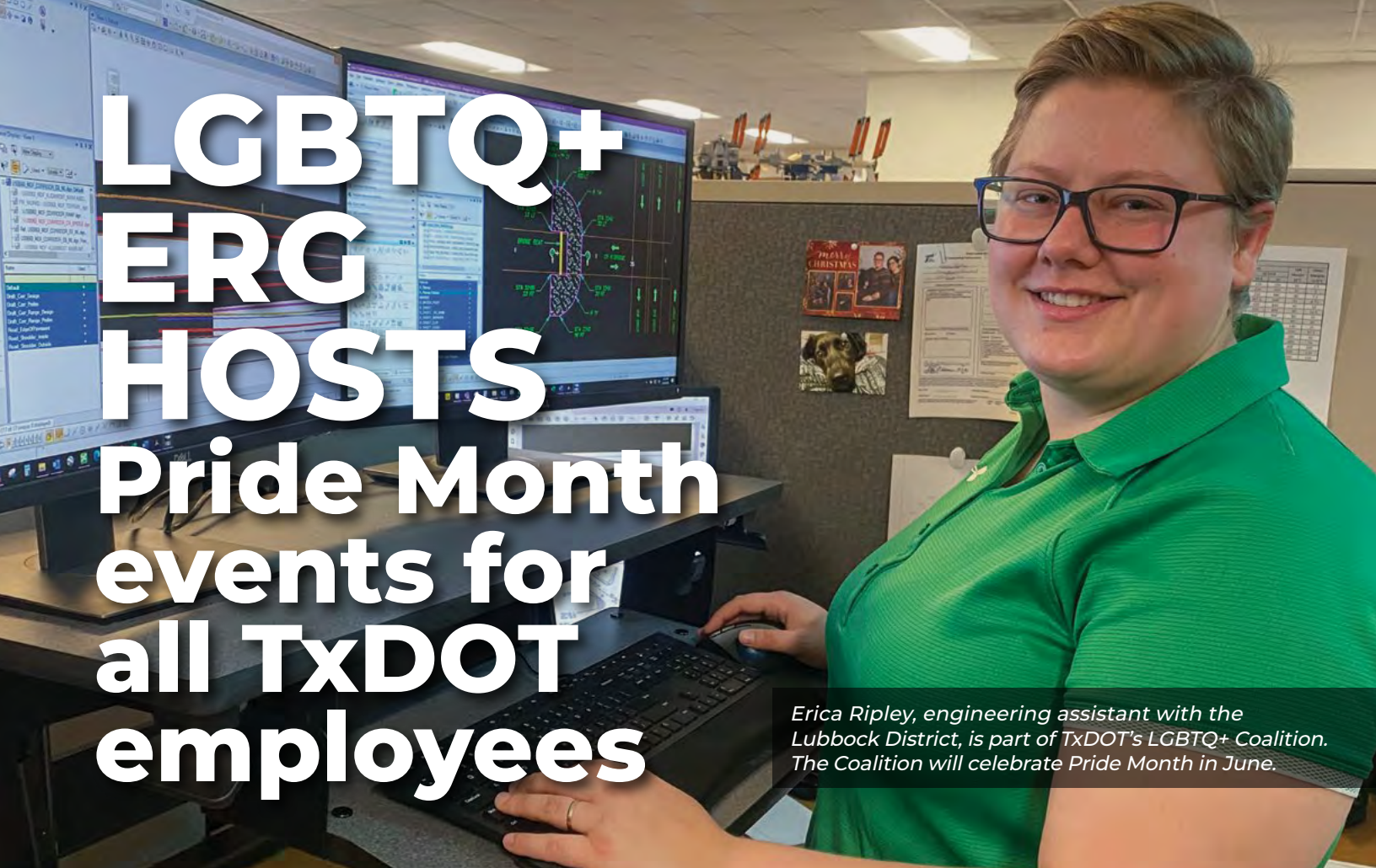


*Nathan Sater (left) and Felipe Chavez were operating a snowplow in the early hours of the morning when they spotted a fire at a truck stop.*

“When there was no one there to take action, Nate and Felipe didn’t hesitate,” said Carson County Maintenance Section Supervisor David Britten. “They did exactly what they needed to do.”

Sater has been with TxDOT for eight years and Felipe has a year under his belt. Both say they didn’t think twice when they saw the fire. They are grateful they were able to respond before the situation worsened or anyone was hurt.

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



# LGBTQ+ ERG HOSTS Pride Month events for all TxDOT employees

*Erica Ripley, engineering assistant with the Lubbock District, is part of TxDOT's LGBTQ+ Coalition. The Coalition will celebrate Pride Month in June.*

**I**n LGBTQ+ history, June is a source of pride, and TxDOT's LGBTQ+ Coalition is set to celebrate Pride Month. All TxDOT employees are welcome as this Employee Resource Group hopes to bring about positive change with fun educational opportunities, shared experiences, film screenings and stimulating conversations to help support talented lesbian, gay, bisexual, trans and queer employees while enlightening allies, advocates and co-workers.

While it's a never-ending effort, Pride Month is a time when the LGBTQ+ community makes a concerted effort to raise awareness, work against discrimination and violence, and celebrate with pride — the opposite of shame — with parades and fun community events.

Last June marked the launch of TxDOT's first LGBTQ+ ERG. The LGBTQ+ Coalition works to foster understanding and respect, and to help stem the tide of discrimination and hurt caused by lack of information.

During Pride Month, the Coalition plans to share stories from co-workers to help illuminate LGBTQ+ community challenges that others may not face. These challenges mean some will feel the need to share anonymously.

While progress is real, it is also slow. It wasn't until 2020 that workplace discrimination protections were

extended to the LGBTQ+ community. Same-sex marriage was legalized in all 50 states just five years before.

Family photos in the office or news about a marriage are life-affirming things to share. But these simple insights that build friendships with fellow employees cannot always be shared by members of the LGBTQ+ community without fear of ramifications, including hostility or job loss. With that, some are unable to bring their whole selves to work, which often means they feel restricted in fully sharing ideas that could benefit TxDOT. A welcoming environment creates better teamwork and better innovation.

Members of the LGBTQ+ Coalition understand that the subject of gender identity and sexual orientation is still uncomfortable for some. Resistance in recognizing the human rights of the LGBTQ+ community is why there continues to be a fight for rights. But, above all, members of the Coalition hope education will bring about understanding and positive change toward a respectful TxDOT work environment.

The LGBTQ+ Coalition welcomes more than just members of the LGBTQ+ community to its meetings and special events. Allies, advocates and those who want to learn more are always welcome to this safe and respectful space. ■

# I AM AN ... ASSISTANT MAINTENANCE SUPERVISOR

## BRYAN DISTRICT

**S**antwain Calhoun, assistant maintenance supervisor for the Bryan District, began his career with TxDOT in August 2012. His first position was a maintenance technician. He worked his way up to equipment operator and inspector before moving to his current position.

Calhoun lives in Roans Prairie with his wife, Sylvia. Their children, Tyler and Chesney, are both active in Rodeo sports. Tyler, 16, recently took second place in the Jr. World Calf Roping competition. Chesney, 14, placed third in Junior World finals in the Girls Breakaway competition. Calhoun enjoys spending time with his family, teaching his children how to care for their animals and watching them participate in rodeo competitions.

### **DESCRIBE WHAT YOU DO ON A DAY-TO-DAY BASIS AS A MAINTENANCE SUPERVISOR.**

Every morning I lead the crew in stretching and flexing exercises to get our day off to a good start. Then, I give the work detail for the crews, and I inspect the roads in the Bryan area, looking for any damage to the roads, signs or mailboxes. I also assist inspectors. Some days are spent training new employees, one of the most rewarding areas of my job. I enjoy helping them and seeing them succeed. Safety is a primary concern and focus for our office, and we adhere to all TxDOT safety protocols and discuss safety daily. I tell my crews to be careful and to always look out for one another. I want to see all of our people get home safely every day.

### **WHAT DO YOU FIND MOST REWARDING ABOUT BEING A MAINTENANCE SUPERVISOR?**

I really enjoy interacting with my work crews. We have a great team and a positive office atmosphere. I enjoy seeing maintenance jobs reach completion and the improvements in the roadways in my county. It is so rewarding when someone in the community calls with a problem, we come up with a plan that works and we get a thank-you call when the job is completed. It makes it all worthwhile.

### **HOW WOULD YOU DESCRIBE YOUR LEADERSHIP STYLE?**

I do my best to be fair and straightforward with each employee. I lead by example, and I wouldn't ask my crews to do anything that I wouldn't be willing to do. I respect everyone and I expect respect in return.

### **WHY WOULD YOU RECOMMEND WORKING AT TXDOT?**

TxDOT is a great place for someone who is willing to learn. There are many opportunities to move up if you are willing to take the challenge and put in the work. TxDOT allows quality time for you to spend with your family. If there is ever a need, everyone is willing to help. We truly are a TxDOT family. ■



“

TxDOT is a great place for someone who is willing to learn.

”

**SANTWAIN CALHOUN**

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

# SAFETY AT TxDOT doesn't take a summer break



EDITOR'S NOTE: For more on TxDOT's safety efforts, see the column from Executive Director Marc Williams on page 3.

**F**or many, the summer months are a time to relax and take a break, but for TxDOT, summertime is peak season. Because of this increased activity, the number of injuries and vehicles incidents have historically increased as well.

The Occupational Safety Division is asking the districts and divisions to refocus their safety efforts as summer approaches. May 2 kicks off the Safe Days of Summer campaign. The theme this year is "The Matter of E."

"The Matter of E" refers to the matter of effort a person puts into safety. In other words, what are you doing to keep yourself and others injury and incident free?

Many people have heard about "same effort, same results." As employees pursue excellence in safety, TxDOT is looking for better results. This is where level of effort is going to be key. The 17-week summer safety campaign covers five key areas:

- Communication
- Avoiding injury
- Hydration and heat safety
- Internal Traffic Control Plans
- Driving essentials

Since Safety Mission Zero began a decade ago, TxDOT's effort has moved the needle to reduce the number of employee deaths, injuries and vehicle incidents.

Fiscal year 2021 marked the third consecutive year without a TxDOT on-the-job fatality. There is still work to do, however. As of March 31, there were more than 130 vehicle incidents, year-to-date. TxDOT employees also recorded more than 70 injuries in the same period.

Everyone's intentional safety efforts this summer are needed to help keep our numbers decreasing. Fortunately, many districts have examples of how employees and work groups are improving processes by just applying a bit of extra effort.

### Safety Over Everything in the Fort Worth District

The South Tarrant County Maintenance Section in the Fort Worth District adopted the mentality of "Safety Over Everything" to reinforce that it takes everyone working together to achieve safety.

"I was in the Navy, but we worked closely with the Marines, and they have a strong esprit de corps that I thought we could use here at South Tarrant Maintenance," said Brook Bailey, general transportation tech and safety point of contact.

"It's the idea of a bond because of shared experience. It also emphasizes that I am not just responsible for my own safety, but the safety of my co-workers as well," said Bailey.

### Foundation 14 and near misses in the Bryan District

Not only is the Bryan District meeting its five safety goals for the year, but it has fully embraced innovative ways to take safety to the next level. In 2017, it developed Foundation 14, which has become one of the most successful safety programs at TxDOT. It covers 14 fundamentals of safety:

- PPE
- Seat belts
- Idling
- Parking brakes
- Preventive maintenance
- Stretch and Flex
- Traffic Control
- Distracted driving
- Blue and Amber Lights
- Lights on
- Parking
- Backing
- Spotting
- 360° walk-around





*The Atlanta District numbers its dump trucks and tailgates, so employees know exactly which tailgate fits which truck.*



Since the Foundation 14 program started, the Bryan District has seen a reduction in both vehicle incidents and injuries as well as a significant drop in work zone crashes.

Just over a year ago, the district began focusing its efforts on close calls and near misses. The emphasis is put on noticing the small things before they become big things. Instead of looking at solutions to prevent an injury after it has happened, employees work to prevent an injury in real-time.

The program began in March 2021. So far, more than 1,300 near-miss reports have been shared. That means potentially, 1,300 injuries/incidents have been prevented.

### **Tailgate Numbering in Texarkana**

The Atlanta District takes an inventive approach to safety and its tailgate numbering strategy is no exception. To address hand injury concerns, the Texarkana Maintenance Section has initiated a process to avoid confusion and frustration related to matching tailgates, brine units and spreaders by numbering these to the corresponding host vehicle. This simple process has been adopted by other sections in the district.

Beginning in September 2021, the Texarkana Maintenance Section in the Atlanta District began numbering its dump trucks and tailgates, so employees

know exactly which tailgate fits which truck. This effort was made to reduce potential pinch point and crush injuries that can occur while trying to install or remove a tailgate.

Because not every truck fits every tailgate, matching the two makes installation and removal easier and more efficient because workers are not spending time trying to get a tailgate to fit when it fits another truck better.

Most of the maintenance sections in the district have adopted the practice and a few are in the process of numbering their trucks.

But that's not the only efficiency innovation the group has made. Dale Henson, a general transportation tech, built a rack for storing the tailgates, so the numbers could be seen easily.

"These are but a few examples of the difference a bit of extra effort makes," said Sam Salazar, Occupational Safety Division director. "Results are not always guaranteed with efforts, but the matter of effort can make a difference in the level of result. Remember, the result we are looking for is making sure everyone goes home safely at the end of the day. It's a simple mission, but one of the utmost importance. Let's make this summer period the safest one yet!" ■

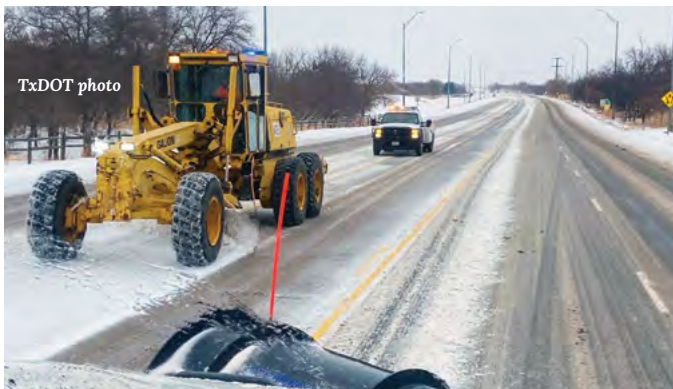
# WINTER STORMS bring TxDOT response

**T**wo winter storms brought icy conditions to Texas in February and TxDOT crews responded to help keep the traveling public safe. The winter weather required many districts to treat roads and remove snow.

## CHILDRESS DISTRICT

In the Childress District, Public Information Officer Ginger Wilson had the opportunity to see the response up close when she accompanied a snowplow clearing the roads.

“Riding along on a snowplow for the first time was a great experience,” Wilson said. “You get a first-hand look at how dangerous this job can be. I applauded the efforts of all our crews and know the roads would not be safe without their dedication to the jobs they do!”



Trucks clear the roads in the Childress District.

Crews in the Childress District gained valuable experience during the storms.

“Starting out this winter, I was nervous about possible weather events because more than half my crew is new with only a few experienced operators,” said Maintenance Section Supervisor Jason Willis. “With the help of the Special Jobs crew and the willingness of the new guys to learn quickly, we have rocked every winter event that has come our way. I am really proud of my crew and how hard they work to keep the roads safe for the traveling public.”



Two winter storms brought icy conditions to Texas in February and TxDOT crews responded.

## DALLAS DISTRICT

In North Texas, the two winter storms both brought freezing rain and icy conditions to the Dallas area. Crews were able to apply brine pre-treatments ahead of time to help get an upper hand on the hazardous conditions caused by the weather.

One of the main challenges with ice events is the prolonged duration due to refreezing, which can last several days following the last of the freezing precipitation. Maintenance and support crews across all counties in the Dallas District worked around the clock to apply materials, clear lanes and keep equipment up and running. In all, crews logged more than 16,500 work hours and applied more than one million gallons of brine to Dallas District highways and interstates.

The planning for these winter storms involved multiple offices in the district, including maintenance, operations and communications. The public also did a tremendous job in heeding the weather warnings to avoid travel as much as possible.



(l to r) In the Dallas District, Cayden Epperson, Tyler Grisham and Byron Caylor prepare equipment for the winter weather.

## FORT WORTH DISTRICT

North and West Texas experience the heaviest snowfalls and icy road conditions in the state. Always right on the cusp, the Fort Worth District averages a couple of winter storms per year and 2022 was no different.

Foremost was Winter Storm Landon that arrived on Groundhog Day. TxDOT crews worked six days straight to pretreat, treat and clear roadways. Brining continually as the weather transitioned from rain to freezing rain to sleet, crews aggressively treated thousands of lane miles across the district.

As the storm passed, crews spread de-icing material day and night and then used snowplows to clear the roads, all captured on TxDOT traffic cameras and broadcast by local media. Equally spectacular was how the public responded to TxDOT messages to “stay home” as traffic remained light throughout most of the event.

In all, the successful effort involved 275 employees and about a million gallons of brine as the district doubled its use of snowplows and used every resource available to keep the highways passable.



*Lubbock District crews load salt onto trucks to prepare the roads for icy conditions.*



*Trucks head out to clear the roads in the Abilene District.*

## WICHITA FALLS DISTRICT

Winters in the Wichita Falls District are never normal. Weather is always unpredictable. But in 2022, the district was hit by three, back-to-back storms within five weeks during January and February. The last two served up more freezing rain and sleet than snow.

All that ice challenged TxDOT crews to fight the storms. Parts of the city of Wichita Falls had more than an inch of sleet, followed by freezing rain, more sleet



*Plowing the roads in the Wichita Falls District.*

and a little snow on top. Other parts of the district along the Red River had up to 4 inches of snow during a single day.

The January storm was the strongest for the district. Cleanup continued for days after the storm. The last storm started with brine pre-treatment on all tier 1 and 2 bridges and overpasses. It quickly transitioned to pre-treating all main lanes of I-44 and I-35 with crews working 12-hour shifts.

District Engineer Mike Beaver was proud of how well the roads responded to TxDOT’s assault on the ice. Ultimately, good communication was the key to success during these events. The district public information officer, local administration, section supervisors, the Fleet Operations Division and most importantly, the maintenance crews, all worked together to respond effectively.

Spring weather is certainly a welcome sight after these winter events! ■

# BRIDGE INSPECTORS TAKE A DIVE TO GET THE JOB DONE

TxDOT photo



**T**alk about immersing yourself in your work! That's exactly what the Bridge Division's team of underwater bridge inspectors do each time they do their part to deliver excellence for TxDOT.

The team includes Transportation Engineer Supervisor Lu Trujillo, Bridge Inspection Specialist Roderic Bolen and Underwater Bridge Inspectors Jerry Moreno, Dominic DiTommaso, Joshua Ploman and Alex Martinez.

Regardless of weather conditions or water temperature, these skilled divers inspect all TxDOT-maintained structures every five years. They travel from the Texas-Oklahoma border to South Padre Island, and even East Texas bayous, complete with alligators!

Each inspection requires the team, comprised of former Navy divers, commercial divers and some trained in-house, to clean steel and concrete bridge components under water, to look for any section loss or other deficiencies and to conduct scour assessments by taking precise depth measurements of the channel bed. After inspections are completed, the team may also recommend debris removal or other repairs, if needed.

In addition, the team aids in assessments following major flood or hurricane events, has assisted with underwater inspection during construction projects and has even assisted with vehicle recoveries. ■

*Lu Trujillo dives to inspect a bridge.*



# CELEBRATING ASIAN PACIFIC AMERICAN HERITAGE MONTH — IN MAY —

**A** sian/Pacific American Heritage Month in May celebrates the contributions of Asian Americans and Pacific Islander Americans to the history and culture of the U.S. and TxDOT's Asian Employee Resource Group is looking to recognize outstanding members of the agency's Asian community.

Asian/Pacific American Heritage Month started as a week of celebration in the 1970s and continues to mark the achievements of Asian and Pacific Americans with festivals, activities and educational opportunities.

TxDOT's Asian ERG works to create awareness of Asian issues and to promote individual and collective growth through networking, professional development, mentoring and leadership opportunities with a focus on the recruitment, retention, learning and advancement of Asians at TxDOT.

Some of the objectives of the group are to:

- Foster awareness of Asian issues.
- Stop misconceptions and stereotypes about Asians.
- Provide a sense of community to share common interests and concerns, to meet and support one another, and to creatively address those concerns.
- Promote and celebrate Asian heritage.
- Facilitate networking and career development opportunities by connecting members with similar professional and personal interests.
- Collaborate with state agencies about events of interest and highlight members' achievements.
- Create a statewide network to inspire a sense of community and mutual support for Asians within TxDOT.

To celebrate the month, the group would like to recognize outstanding members of the Asian Community at TxDOT with two award programs.

The Asian Shining Star Award in Leadership honors an individual who exemplifies the best in leadership and inspires others to excel in their fields and supports the Asian community. The nominee must be a full-time Asian employee who serves in a managerial/supervisor role.

The Stellar Asian Award in Excellence honors an individual who consistently overcomes challenges and demonstrates a commitment to excellence and innovative strategies, whose great work makes it possible for things to go smoothly for others. The nominee must be a full-time Asian employee who serves in a non-managerial role.

To nominate an employee, visit the Asian ERG SharePoint site for the nomination forms. Nominations close on May 31. ■



# TEXAS TRANSPORTATION FORUM

## SPOTLIGHTS FORWARD MOTION FOR TEXAS

**T**xDOT once again brought together industry leaders to discuss transportation issues at the annual Texas Transportation Forum.

After a virtual event in 2021, the Forum was held in San Antonio in February. About 1,000 in-person attendees and 150 virtual attendees from across the public, private and non-profit sectors came together to network and discuss the current and future possibilities for transportation.

“Driving an Economy in Forward Motion” was the theme and sessions showcased how transportation keeps Texas’ economic engine running.

Texas Transportation Commission Chairman J. Bruce Bugg Jr. and TxDOT Executive Director Marc Williams provided an overview of why this is a historic time for TxDOT and the transportation industry. In a pre-recorded video, Gov. Greg Abbott discussed the important link between transportation and the booming Texas economy.

Session after session emphasized that Texas is experiencing unprecedented growth.

Dr. Lloyd Potter, Texas’ state demographer, shared that 87% of the population growth in Texas is occurring east of I-35 and much of that growth is from new people coming to Texas.

Adriana Cruz, executive director of the Economic Development and Tourism Office within the Office of the Governor, also shared exciting news about the Texas economy. Texas leads the nation in job creation

and ranks number one for Foreign Direct Investment. If it were its own country, Texas would have the ninth largest economy in the world.

Improvements in our transportation system improve our quality of life, as Texas Transportation Commissioner Robert Vaughn shared in a video. These improvements come from relieving congestion, investing in different forms of transportation and focusing on the return on investments.



*Brian Barth, Eric Gleason, Eliza Paul and Tim Lomax discuss transportation and quality of life at Forum.*



TxDOT photo

*This year's Texas Transportation Forum was a hybrid in-person and virtual event.*

Other sessions featured discussions about advancements in the movement of freight through Texas. Attendees were treated to a robust conversation with several industry leaders around supply chain challenges and solutions to help make a difference.

Jon Taylor, corporate vice president of Fab Engineering and Public Affairs for Samsung Austin Semiconductor, was the keynote speaker. Last year, Samsung announced a \$17 billion advanced semiconductor factory to be built in Taylor, Texas. As Taylor noted, a key factor in that decision was the \$67 million TxDOT dedicated in its 10-year plan to make roadway improvements to address congestion in the area where the plant is being developed.

While the forum focused on Texas' explosive growth, speakers also discussed the many challenges that come with that growth. Technology and innovation are helping TxDOT and the state of Texas meet those challenges head on. From autonomous vehicles to engineering improvements, these efforts are leading to improved mobility, decreased travel times and, most importantly, safer roads.

Safety is a key part of everything TxDOT does. In a panel discussion, attendees learned about shared responsibility when it comes to ending roadway fatalities.

Safety is always top of mind at TxDOT, but especially when severe weather hits. Winter Storm Uri impacted all 254 Texas counties and the forum looked back at how TxDOT rose to the challenge and lessons learned from that event.

Another panel discussion was about how TxDOT can recruit and retain the best and brightest for our industry.

Other presentations and panels focused on how emerging technologies are shaping the future. From electric vehicles to autonomous drone delivery to data used to better inform transportation decisions, emerging technologies are creating new opportunities for Texas transportation.

Thank you to everyone who helped put together another successful forum! ■



TxDOT photo

*Brandye Hendrickson led a conversation about recruitment and retention in today's workplace.*



TxDOT photo

*Marc Williams welcomes attendees to the Texas Transportation Forum.*

# ENTERPRISE POLICY LIBRARY provides quick access to agency-wide policies

**T**hink of it as a central storage location for TxDOT’s agency-wide policies. That’s the Enterprise Policy Library being built and managed by the Enterprise Policy Governance Team in the Strategic Planning Division.

An enterprise policy is any TxDOT management decision approved by executive leadership that applies to more than one division or district. It usually is related to activity within the department, such as employee behaviors and responsibilities. In other words, enterprise policies are directives written by a division or district – and approved by executive leadership – that must be followed by the entire department.

“Our team was established to ensure TxDOT’s enterprise policies are reviewed, updated and archived on a cyclical basis,” said Strategy and Planning Section Director Beverly West. “The program promotes compliance and accountability while providing employees and external stakeholders with a clear view of how TxDOT conducts its business.”

Historically, division manuals have been valuable tools for housing processes and procedures related to specific divisions. However, manuals often contain embedded elements of enterprise policy or stand-alone memos serving as executive leadership directives. The Enterprise Policy Library captures and houses elements that pertain to the entire agency. To provide supporting context, these enterprise policies contain links to their respective division manuals.

The Enterprise Policy Library is an accessible and searchable repository for all TxDOT employees and stakeholders to prevent the need to search through manuals or old memos to find relevant enterprise policy.

“Our goal is to have Division Policy Owners identify and extract those elements in their manuals that rise to the level of enterprise policy,” West said. “Once that language is captured, it is formatted for consistency using the Enterprise Policy template.”

Division Policy Owners submit new or existing enterprise policies, and the

Enterprise Policy Governance Team works with them and other stakeholders to guide enterprise policies through the governance process.

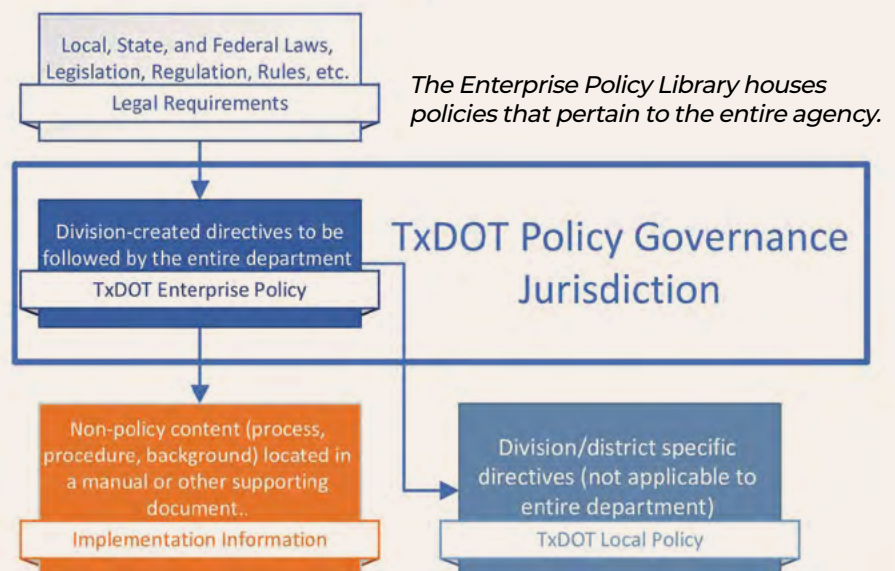
As the work goes forward, the Enterprise Policy Governance Team will contact divisions with enterprise policy to begin the process. This policy team is also prepared to work with divisions that may require time-sensitive policy publications.

The governance process includes collaborative input from the Compliance and General Counsel divisions, the Tactical Steering Committee and the Executive Steering Committee – which includes members of administration – before final approval by the executive director. To ensure cross-functional review at the leadership level, the Tactical Steering Committee is comprised of division directors and district representation. All published enterprise policies will be reviewed a minimum of every two years.

Currently, the Enterprise Policy Library is accessible through SharePoint while a more permanent repository is being developed through OnBase. To access the library from Crossroads, click “Employee Resources” and select “TxDOT Enterprise Policy Library” from the drop-down menu.

For questions, contact the Strategic Planning Policy Team at STR\_PolicyTeam@txdot.gov. ■

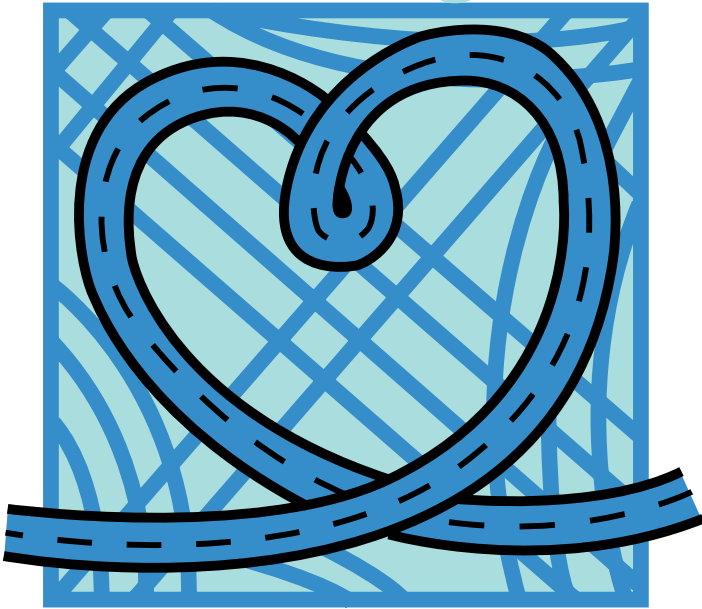
## Policy Hierarchy





# SCENES FROM THE

## Connecting You



# With Texas VIRTUAL RACE



Suresh Sundararajan with the Information Technology Division.

TxDOT photo

**T**he Connecting You With Texas Virtual Race took place on March 19 - 20. Participants could do a 5K or 10K walk or run, a half-marathon or a 1K for children. Here are some scenes from the race submitted by TxDOT employees. To see many more photos, visit the racing selfies page on TN+. ■



TxDOT photo

Jodie Kelley with the Brownwood District raced with husband Fred Kelly Jr. and daughter Kari.



TxDOT photo

Kimberly Fields with the Traffic Safety Division.



TxDOT photo

Yecenia Araujo with the Laredo District raced with Isaias Araujo.



TxDOT photo

Roberto Gomez with the Houston District raced with his wife, Yolanda Gomez.

# NATIONAL WORK ZONE AWARENESS WEEK: 244 DEATHS TOO MANY

**I**n 2021, there were 3,179 active work zones in Texas. More than 26,000 traffic crashes occurred in these work zones, resulting in 244 deaths — up 33% from 2020. This is 244 deaths too many. That’s why it’s so important to spread awareness about work zone safety always, but especially during National Work Zone Awareness Week, which took place April 11 – 15.

NWZAW is a national public awareness campaign that spreads the message that everyone shares the responsibility for work zone safety. Departments of transportation around the country urge the public to drive carefully in and around work zones. The theme of this year’s NWZAW was “Work Zones are a sign to slow down.”

To observe this important week, Brian Barth, deputy executive director for program delivery, encouraged TxDOT staff to email pictures of themselves wearing orange for #GoOrangeDay on April 13. Roadway safety professionals wore orange to support work zone safety and honor the families of victims who have lost their lives in work zones. See the photos on the #GoOrangeDay page on TN +.

On April 7, Executive Director Marc Williams spoke about work zone safety at a press conference held at the Austin District Office. He stood before 244 orange traffic cones and 244 pairs of white shoes — representing the number of men, women and children killed in work zone traffic crashes in 2021.

He reminded motorists to slow down, pay attention and put the phone away.

“We’ve all seen the orange ‘Give Us a Brake’ road sign,” Williams said. “Please take these signs to heart and do what they say when you approach a work zone. Lives depend on it.”



At a press conference in April, Executive Director Marc Williams noted that it's crucial for everyone to give their full attention in work zones.



*This massive rattlesnake, called Safe-T-Jake, is the latest safety creature created by El Paso District maintenance staff from damaged orange barrels: (l to r) Ramon Hartnett, Estevan Benavidez and Jesus Hernandez.*

On April 11, the El Paso District hosted the first joint National Work Zone Awareness Week press conference with the New Mexico Department of Transportation at the Texas Travel Information Center at Anthony, right inside the Texas state line. At this event, El Paso District Director of Transportation Operations Eduardo Perales and Director of Construction Aldo Madrid spoke about

“Work zones present a different and sometimes challenging environment for drivers to navigate,” said El Paso District Engineer Tomas Treviño. “Drivers may encounter uneven pavement, narrow lanes, concrete barriers, slow-moving heavy equipment and vehicles that make sudden stops.”

The El Paso District also unveiled their new safety creature, a rattlesnake formed from previously hit, recycled orange safety barrels. The snake, Safe-T-Jake, will join fellow safety mascots Safe-T-Rex from 2019 and Work Zone Willy from 2018 on El Paso District roadways to remind drivers to slow down and not text in work zones. These creatures were built by El Paso District employees Robert Gray, Ramon Hartnett, Jesus Hernandez and Estevan Benavidez.

The Tyler District also hosted a press conference on April 11. Public Information Officer Jeff Williford spoke about the loss of 244 lives and reminded the driving public to drive cautiously in work zones.

“Tragically, it’s drivers and their passengers who are most likely to die in work zone crashes,” Williford said. “The leading causes of work zone crashes are speeding, driver inattention and unsafe lane changes.”

For more information about National Work Zone Awareness Week, visit [NWZAW.org](http://NWZAW.org). ■

Please take these signs to heart and do what they say when you approach a work zone. Lives depend on it.

**MARC WILLIAMS**  
Executive Director

work zone safety with I-10 in the background. They reminded drivers to always slow down and pay attention in work zones and highlighted features and expected configurations drivers may encounter.

## Get your annual physical and earn time off

**W**hen the COVID-19 pandemic hit, with it came fear, caution and a general avoidance of non-emergency medical settings or care. This left many people hitting snooze on their annual physicals and other preventative care.

Two years later, many Americans have still not returned to their primary care physicians for an annual physical. In fact, most recent data from the ERS HealthSelect health plan indicate that only 40% of TxDOT employees and their dependents received an annual physical. While it's important to use caution in medical settings, further delaying preventive services for any longer might be a bigger medical concern. Chronic conditions could go undiagnosed, unmonitored and untreated.

Annual physicals are crucial in providing preventative care to those of all ages and health statuses. This means getting ahead of any potential medical risks or conditions and determining the best care plan with your physician to keep you in tip-top shape. Visiting a primary care physician establishes a relationship with them. Annual physicals are a chance to screen for health conditions, cancers, or any other risk factors, update medical records, and adjust any medications or supplements as needed with medical guidance.

Here are some tips to make the most of an annual physical:

- Write down your questions.
- Make note of any updates to your medical history such as vaccines, surgeries or any diagnosis you've received.
- Know your medications and supplements such as the exact brand, dosage and frequency at which you take them.
- Bring any fitness data, such as fitness trackers, blood pressure charts or food logs, to provide your doctor with a more in-depth look at your day-to-day health.

TxDOT recognizes the importance of annual preventative care. That's why TxDOT offers the Well Check Program, which awards employees up to 8 hours



of wellness leave for completing their routine physical exam with their primary care physician and completing an online health risk assessment.

Employees have two ways to access the form needed for participation in this program:

1. Form 2313 on the Human Resources Division's Wellness Program page on Crossroads.
2. The Inside TxDOT page on TxDOT.gov under Forms and Publications.

More information and details on how to complete the Well Check Program can be found on the Human Resources Division's Live Well. Work Well. website. ■



**Contact your local Wellness Program Coordinator to learn about the wellness program and start your journey today!**

## 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](mailto:TNideas@txdot.gov). Deadline for submissions is May 20.



## Identified:



Congratulations to our first identifier Kim Deal (LFK).

Last edition's photo featured a 10-foot-tall sculpture of an armadillo named Barbadilla located at Perini Steak Ranch in Buffalo Gap.

Others identifying the photo were Arilyn Carter (FTW), Barbara Mills (LFK), Sendy Steinman (AMA), Mitchel Nava (WFS), Connie Flickinger (BRY), Richard Sliva (retired), Darren McDaniel (TPD), Kelli Williams (ODA), Rosa Cuevas (LRD), Chris Cowen (SJT), Joseph Hagler (LFK), William French (WAC) and Hector Siller (PHR), Tammie Duhon, Lyndol Irby (TRV), Lanny Wadle (FIN) and Billy Jordan (SJT). ■

## UPCOMING TxDOT EVENTS

**May 26**  
**TEXAS TRANSPORTATION  
COMMISSION MEETING**

**May 30**  
**MEMORIAL DAY**  
(All agencies closed)

**June 17**  
**FRIDAY BEFORE  
EMANCIPATION DAY**  
(Minimal staff required)

**June 23**  
**TEXAS TRANSPORTATION  
COMMISSION MEETING**

# AWARDS HONOR ACHIEVEMENTS FOR Information Technology staff

**T**he Information Technology Division presented its annual awards honoring the division's best and brightest in March.

Ann Zeeck, information specialist, received the Hubert A. Henry Award, the division's highest honor.

This annual TxDOT award was established in 1984 in honor of Hubert A. Henry, the first automation engineer of the Division of Automation, the precursor to the Information Technology Division. The award is given each year to a member of the division's staff for outstanding dedication and contributions in support of automated technology at TxDOT.

"Ann Zeeck exemplifies Hubert A. Henry because she is fully committed to providing great customer service to TxDOT," said Chief Information Officer Anh Selissen. "She is dedicated to delivering the mission of this agency and does whatever it takes to help her team to achieve success. She represents the best of being a state servant!"

Zeeck has been with the division since 2013.

"It has been a privilege to provide communications support to our ITD staff," Zeeck said. "Prior to my arrival, there were no information specialists working in the division. Helping our technical staff understand the importance of communicating with end users has been a journey. I'm happy that we now have a fully staffed communications team to support employees and contractors in adopting the important business tools and systems we provide for TxDOT."

In addition, the division presented its Rock Star Award to Diane Baker, contract administrator; Conor McNeil, IT applications delivery lead; and contractor Chantell Romero. The Rock Star Awards are in recognition of building trust, delivering quality results and being a good steward of the responsibilities and finances entrusted to TxDOT by the public.

Other awards presented were:

- Collaboration Award — Kristina Miller, systems analyst, and contractor Nicholas Larsen
- Above & Beyond Award — Aileen Wade, IT application delivery lead, and contractor Teresa Salas ■



Ann Zeeck received the Hubert A. Henry Award, the Information Technology Division's highest honor.

# Marlon Sims

## AMARILLO DISTRICT

### Marlon Sims

#### SAFETY OFFICER AMARILLO DISTRICT

Marlon Sims, safety officer for the Amarillo District, joined TxDOT in 2004 as a maintenance technician. Though he started as a flagger, he's had extensive experience with the district. He was a general transportation technician, a sign technician, a general engineer technician, a construction inspector and a project manager before he moved to his current position of safety officer. Sims enjoys spending time with his wife, Tasha, and their five children and six grandchildren. He also enjoys fishing, old-school R&B, the Dallas Cowboys and watching *Days of Our Lives*.

#### Reel or fly fishing?

I enjoy both but like reel fishing better.

#### How big was the biggest fish you've ever caught?

12-and-a-half-pound catfish.



#### Why is safety important?

Because it's personal. It's my goal to help ensure all employees get home to their families or anyone who wants them to get home. I say this a lot. One employee said, "But I just have a dog at home." I said, "Well, who's going to feed that dog if you don't come home?"

#### What are you most proud of?

Professionally, I'm proud that I started at TxDOT holding a flag, and now I have my own office. I'm able to affect the whole district, safety-wise. I hope that being a high-ranking African American in the district can inspire others. Personally, I'm most proud that even though I didn't finish my college degree, my three boys all finished college.

#### What do you enjoy doing outside work?

My wife and I try to mentor the kids in our community by coaching the Amarillo Gators basketball team. Sixteen out of 25 of our kids have graduated from college and three have gone on to be coaches.

#### Favorite things?

My favorite books are *Of Mice and Men* and *The Color Purple*, which is 10 times better than the movie, even though the movie is really good. My favorite team is the Dallas Cowboys, my favorite TV channel is ESPN, and my favorite movies are *Black Panther* and *Pretty Woman*. (That last one surprises people, but it's my wife's favorite movie, and we watch it together.)

#### Are you excited for the new *Black Panther* movie?

I am, but I'm not sure about the new lead, because I'm a big fan of Chadwick Boseman.

#### What do most people not know about you?

That I love watching *Days of Our Lives*. I started watching it in 1983 as a kid with my mom and four brothers. (It was her favorite soap opera.) A lot of the cast is different now, but some of them have been there forever, and some come back after being gone for years. My four brothers still watch it, too, and now my wife watches it with me. ■

# All Across TxDOT

## WHAT YOU NEED TO KNOW

### App helps keep highways clean

Want to report someone for littering on Texas roads? There's an app for that.

The new Don't mess with Texas® Report a Litterer app allows users to provide the details of a littering incident.

"Plug in the vehicle's make and model, license plate, location and time," said Becky Ozuna, coordinator for Don't mess with Texas, TxDOT's anti-littering campaign, in the Travel Information Division. "You can include what you saw them litter and whether it came from the passenger side, the driver's side or from the bed of a truck, which is a big problem here in Texas."

In fact, an estimated 362 million pieces of trash accumulate on Texas roads each year.

Once the litterer report is processed, the litter bug will receive a letter from TxDOT reminding them about the incident and a Don't mess with Texas litter bag, along with information on state litter laws. Submissions are confidential. The litterer will not be able to find out who submitted them to TxDOT.

In the letter, TxDOT encourages drivers to keep the litter bag in the car for trash that accumulates and keep re-using it.

"Texans take such great pride in their state," Ozuna said. "This app gives them the opportunity to feel some ownership over the state that they love."

You can also access the Report a Litterer function on [DontmesswithTexas.org](http://DontmesswithTexas.org). ■

TxDOT photo



*An app makes it easy to report littering on Texas highways.*

## AUSTIN DISTRICT

### Austin District breaks ground on FM 110 North Project in San Marcos

The Austin District was joined by Hays County Commissioner Debbie Ingalsbe, San Marcos Mayor Jane Hughson and CAMPO Executive Director Ashby Johnson to break ground on the FM 110 North project in March.

"Today, we celebrate a project that will transform transportation in Hays County," Austin District Engineer Tucker Ferguson said. "This project will complete an east-side loop in San Marcos, providing an alternative to I-35."

The \$36.5 million FM 110 North project includes a section of new roadway from SH 80 to I-35 with one lane in each direction, 10-foot shoulders and a bridge over SH 21.

"There were many who doubted this project would ever be built. The first discussions happened in the 1960s," Commissioner Debbie Ingalsbe said. "Nevertheless, we're here today breaking ground on this fantastic project that will bring so many opportunities to Hays County and the region."

Hays County funded project development and right-of-way acquisition, while TxDOT funded construction.

The FM 110 North project is the final of three projects that complete a loop on the east side of San Marcos.

The contractor is Webber, LLC. ■



## Updated COVID-19 policies

After two years, the number of reported positive COVID cases across the state, and at TxDOT, have significantly declined. While this is a trend in the right direction, it's also true that we must be prepared to deal with COVID in our everyday lives, now and moving forward.

Beginning March 1, the following COVID-related policies took effect at TxDOT:

- TxDOT will no longer offer COVID emergency leave.
  - COVID emergency leave that was approved prior to March 1 will be allowed to still be used.
  - As with any other illness, employees can use accrued sick leave to recover from COVID-related symptoms beginning March 1.
- TxDOT will no longer conduct contact tracing.

TxDOT employees are encouraged to protect themselves, their family and their co-workers by being vaccinated and following best practices to avoid the spread of contagious illnesses. ■

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## Hurricane season begins June 1

The 2022 Atlantic Hurricane season begins June 1 and will end on Nov. 30.

Hurricanes are among nature's most powerful and destructive phenomena and the time to prepare is now. For those living on the Texas coast, that's especially important. But even areas well away from the coastline can be threatened by destructive winds, tornadoes and flooding from these storms.

History teaches that a lack of hurricane awareness and preparation can be disastrous. Knowing what actions to take before a storm makes landfall can reduce the effects of a hurricane disaster. The National Weather Service issues timely watches and warnings, but it's important to be storm ready by preparing a family emergency plan and a disaster supply kit, including shelf-stable food, fresh water, batteries and a weather radio.

TxDOT's website, [TxDOT.gov](https://www.txdot.gov), has links to evacuation maps and contraflow videos. Keep up to date on the latest road conditions and evacuation information on the TxDOT Twitter feed, [@TxDOTAlert](https://twitter.com/TxDOTAlert), which is available exclusively for emergency-related information. [Drivetexas.org](https://www.drivetexas.org) provides Texans with timely information about road conditions. ■



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# DEADLY TREND:

## 2021 marks second deadliest year on Texas roads

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**W**hen friends and co-workers heard there was a crash nearby, they tried to call tow truck driver Isaac Simmons for an update. They never heard back.

“You don’t realize how much somebody impacts your life until they’re gone,” said Nathan Bryant, a friend of Simmons. “He was ripped away from us violently and it’s not right.”

Isaac Simmons was one of more than 4,480 people killed on Texas roads in 2021, making it the second deadliest year since TxDOT began tracking fatalities in 1940. Sadly, 1981 was the deadliest year with 4,701 fatalities.

The increase in fatalities in Texas last year reflects a deadly trend nationwide. An estimated 20,160 people died in motor vehicle crashes in the first half of 2021, up 18.4% over 2020. In Texas, traffic fatalities were up 15%.

Roadway safety is a shared responsibility between all of us — the public, engineers and law enforcement. Texas Transportation Commissioner Laura Ryan is pleading with Texans to do their part.

“Driver behavior is one of the causes, but also one of the most important solutions,” Ryan said. “This is not blame. These are facts. We all have a role. TxDOT can do more, and we accept that responsibility. The driving public can do more. For instance, in 2021, a total of 1,522 people were killed because of speed, and a total of 1,219 people were killed because they were not wearing a seat belt. These were decisions made by people that could have potentially saved 2,741 lives.”

In addition to funding traffic safety campaigns and grant funds to law enforcement, TxDOT is working with researchers to deploy and study new roadway design features that are proven to save lives. The agency is using crash data to pinpoint areas where drivers are more prone to crash and will focus on improving those areas and sharing that data with the public.

With increased focus on engineering, enforcement and the critical role drivers play in road safety, Ryan and TxDOT leaders believe we can end the streak of daily deaths on Texas roadways. ■

# BUILDING YOUR CAREER WITH TXDOT



**E**ver thought about how many different types of jobs there are at TxDOT?

With so many districts and divisions covering a wide variety of job fields, it can be overwhelming. TxDOT's Career Development Program supports employees through the process by providing resources, tools and training. The Career Development classes are designed to enhance professional development skills, help prepare employees to compete for their next position within the organization and are available for free to enroll through PeopleSoft.

The classes offered are virtual instructor-led and taught by Jessica Bogus and Britney Richardson, Career Development program administrators.

“One of the best things about instructing classes virtually is the diversity of the participants,” Bogus said. “We have people from all over the state with different job titles, skills, experiences and ideas that make each class unique and special.”

The most popular course is DEV130: Connect the DOTS – Career Planning. It teaches participants how to identify their skills and talents to achieve their career goals. This full-day course centers around the career planning model to help participants define their ideal job or explore the career path they would like to follow.

DEV154: Write your Resume the TxDOT Way is a great resource for sprucing up a resume. This eLearning course teaches how to make a career snapshot stand out and provides tips to enhance a TxDOT job application. In addition, DEV155: Interviewing for Internal Job Openings offers tips, tricks and tools for those preparing to interview for an internal job opportunity.

TxDOT supervisors can take DEV135: Supervisor Strategies for Career Development.

“With the shift in performance management to career conversations, DEV135 provides strategies to help supervisors support their employees with career development,” Richardson said. “It gives supervisors the opportunity to role-play and provides a forum afterwards for peers to provide feedback and fresh perspectives.”

The course has been positively received.

“One of the best things about instructing classes virtually is the diversity of the participants.”

— Jessica Bogus

“This course provided useful tools to help manage my team's expectation and goals within the department, along with specific tips to help with Career Conversations,” said Humberto “Tito” Gonzalez Jr., director of Transportation Planning and Development in the Laredo District. “Two of the most vital functions that leaders within TxDOT must prioritize with our teams are building relationships, and the career and personal development of employees. I take great pride in focusing my efforts on these two areas, which help contribute to the overall success of the Laredo District and TxDOT.”

Check out the Career Development Program Crossroads page to find other tools, resources and development opportunities. TxDOT employees also have free access to LinkedIn Learning's 10,000+ course catalog for any training topics, including career development. Contact [development@txdot.gov](mailto:development@txdot.gov) for additional assistance with career development. ■

# MILESTONES

## MARCH SERVICE AWARDS

### ABILENE

- 25 Stephen T. Jones
- 5 Randy Willingham

### ADMINISTRATION

- 10 Emily D. Clisby
- Stephen R. Stewart

### AMARILLO

- 25 Manuel F. Melendez
- 15 Shan Phifer
- 10 Joe E. Tindall
- Joshua W. Townsend
- Donald G. Whitt
- Kevin W. Wilcox
- 5 Jamie Lewis
- Manuel Mata
- Joe McDowell

### ATLANTA

- 25 Charles E. Anderson

### AUSTIN

- 25 Matt J. Massey
- 20 Lauren R. Johnson
- 5 Jerrett Griffith
- Amanda Owens
- Daniel Spain

### AVIATION

- 20 Eli E. Lopez

### BEAUMONT

- 5 Ethan Dhone

### BROWNWOOD

- 35 Jerry D. Cupps

### BRYAN

- 20 Timothy A. Berlan
- 15 John E. Ackley
- Eliga M. Barrett Jr.
- Ashley R. Hill
- William S. Sandifer
- 5 Martin Leija

### CHILDRESS

- 20 James D. Harris

### COMPLIANCE

- 10 Anthony R. Thomas

### CORPUS CHRISTI

- 25 Charles R. Hafer
- 15 Charles C. Benavidez
- Omar M. Garcia
- Esmael Hernandez Jr.
- 5 Reynaldo Herrera
- Paul L. Stephens

### DALLAS

- 30 William Fuller
- 20 Eric D. Lane
- 15 Miranda L. Adams Fisher
- Michael Stiles
- Kevin D. Sumrow

- 10 Cameron R. Faber
- Teresa L. Harris
- Gary V. Matthews
- Kyle R. Trojacek
- 5 James E. Duncan III

### DESIGN

- 15 Abderrahmane Maamar-Tayeb

### EL PASO

- 15 Kurt J. Spier

### FLEET OPERATIONS

- 10 John D. Corbello
- 5 Ruben Grijalva
- Pedro Ramirez Jr.

### FORT WORTH

- 30 James W. Pollock
- Mark D. Price
- 20 Harry A. Blair Jr.
- Arielyn J. Carter
- 15 Saba El-Hawi
- James T. Scoggin
- 5 Travis L. Ehrlich
- Vanrajsinh Mahida
- Luis A. Martinez

### GOVERNMENT AFFAIRS

- 10 Laura Kolstad

### HOUSTON

- 40 Severo Basquez Jr.
- 30 John F. Sissons
- 25 Martha I. Gallegos-Aaron
- 20 Rickey B. Gates
- Jacquelin N. Wheeler
- 15 Ching H. Chiu
- Robert R. Harrison
- 5 Stephanie R. Rodriguez

### INTERNAL AUDIT

- 20 Jennifer M. Stanush

### LAREDO

- 10 Juan M. Cervantez
- 5 Agustina Hernandez

### LUBBOCK

- 15 Rodolfo J. Alvarado
- Isidro Sanchez Jr.
- 5 Julio Alaniz
- 5 Raymond Martinez

### LUFKIN

- 15 Robert F. Byley Jr.
- Michael L. Hensarling
- Vernon L. Pierce III
- John W. Wright Jr.
- 10 Bryan K. Thornton

### MAINTENANCE

- 15 Zheng Li
- 10 Harsh V. Doshy

### ODESSA

- 20 Carlos A. Garcia
- 10 Michael C. Cordero

### PARIS

- 35 Tim Dörner
- 25 Troy L. Scholl
- 15 Daniel W. Womack
- 10 Tommy L. Tumlinson
- 5 Shawn Eastep
- Joshua Reyes

### PHARR

- 25 Roberto L. Serna
- 15 Manuel Moreno Jr.
- 10 Hector E. Siller II

### PROCUREMENT

- 10 Cherie I. Southard

### PROFESSIONAL ENGINEERING PROCUREMENT SERVICES

- 15 Mark E. Read

### PUBLIC TRANSPORTATION

- 10 Larry W. Stokes Jr.

### RAIL

- 10 Julie A. Puckett

### SAN ANGELO

- 25 Ray Guzman
- 15 Charles E. De Arkos
- Kristan C. Hereford
- Dale L. Picha
- 10 Homer H. Burkett
- Steven A. Olascuaga
- Anthony G. Perez Jr.
- Anthony R. Sanchez
- David F. Saucedo
- Christopher B. Simons
- 5 Juan Longoria

### SUPPORT SERVICES

- 10 Eric H. Bayley
- Travis C. Florida
- Bradrick O. Hornbuckle
- Loren A. Prye

### TOLL OPERATIONS

- 10 Brian K. Smallwood

### TRAFFIC SAFETY

- 25 Carol L. Campa

### TRANSPORTATION PLANNING AND PROGRAMMING SERVICES

- 10 Mary H. Aparicio
- Mildred R. Litchfield

### TRANSPORTATION PROGRAMS

- 10 Lynn M. Isaak

### TYLER

- 15 Waylon T. Brittain

- Steven A. Swindell
- 10 Robert C. Burke

### WACO

- 15 Brian S. Dickinson
- 10 Brian D. Douglas
- 5 Justin Gann

### WICHITA FALLS

- 10 Ronald L. Hays

### YOAKUM

- 15 Randy C. Lange
- Mark N. Schiller
- 5 Clayton N. Harris



# APRIL SERVICE AWARDS

## ABILENE

- 10 Stuart G. Bell  
Michael J. Vasquez
- 5 Sandy Bullock  
Joshua M. Henson

## AMARILLO

- 20 Stephen Garcia
- 10 Justin Carlton
- 5 Jamie Gomez  
John McWhorter  
Parker Shannon  
Jerry D. Turner

## ATLANTA

- 20 Molly C. Berridge

## AUSTIN

- 25 Jason H. Hudson  
Kathleen D. Newton
- 15 Hector R. Tamez
- 10 Victoria D. Dobbins
- 5 Tyler Bradley  
Wallace R. Fennell  
Matthew Hay  
Mark Kendrick  
Joseph S. Misplay  
Jose B. Rodriguez

## BEAUMONT

- 10 Keith S. Tinsley
- 5 Derrick Maloy  
Alan Moffett  
Paige Sherman  
Frank Swanson

## BROWNWOOD

- 15 Calvin C. Milburn  
Scott D. Sanderson
- 10 Verna F. Bearden  
Paula K. King
- 5 Shabaz L. Afshar

## BRYAN

- 35 Sammy Martinez
- 10 Gary D. Rosenbaum
- 5 Rodney W. Bledsoe  
Cody Dyer  
Ryan L. Stoker  
Billy Tennell

## CHILDRESS

- 20 Daniel Castro
- 10 Rickey Anderson
- 5 Ethan Cummings  
Bruce L. Jones

## COMMUNICATIONS

- 30 Michael A. Amador

## CORPUS CHRISTI

- 20 Lester M. Lindley
- 15 Timothy D. Fink
- 10 Fernando Barrera III
- 5 Steve Beckford  
Sharon Kimball  
Richard Manning  
Samuel Newcomer  
Richard Romero

## DALLAS

- 25 Jenifer Houdmann
- Alan P. McNeil
- 20 David Williams Jr.
- 15 Michael W. Semtner  
Eben C. Stover
- 10 Lisa H. Walsh
- 5 Robert Diaz  
Ibrahim El Saad  
Demart Gaut  
Kirk T. Lane  
David McCarver  
Robert M. Simmons

## DESIGN

- 20 Jonathan W. Martin
- 15 Randy L. Kahl  
Jaime E. Villena-Morales
- 5 Jeffery Otto

## FLEET OPERATIONS

- 15 Matthew C. Foster
- 10 Donald Eldridge

## FORT WORTH

- 15 Scott G. Salter
- 10 Mildred J. Palangan  
Lawrence V. Tittle
- 5 John M. Castaneda  
Erica Gaut  
Jack Lamoreux

## GOVERNMENT AFFAIRS

- 10 Trent W. Thomas

## HOUSTON

- 35 Thomas E. Lev
- 30 John C. Williams
- 25 Benamar Mebarkia
- 15 Gaurang S. Pandit  
Christopher A. Rust  
Douglas L. White
- 10 Karen Suits  
Nathan J. Wilson
- 5 Eli A. Flores  
Sara S. Huang

## HUMAN RESOURCES

- 10 Tresha M. Jordan

## LAREDO

- 20 Armando Ramirez
- 10 Fernando Martinez
- 5 Cesar A. Castillo  
Esteban Rodriguez  
Conrado Talamantes

## LUBBOCK

- 5 Christopher Cristan  
Jose Pinon  
Anthony Rodriguez  
Romualdo Ruiz  
Darrell R. Todd  
Brandy A. Wilkerson

## MAINTENANCE

- 15 Stephen Binder
- 5 Lori L. Krolczyk

## MARITIME

- 10 Lauren P. Freriks

## MATERIALS AND TESTS

- 20 Shawn C. Gilbert
- 15 Gilberto Valdez

## ODESSA

- 35 Lauren D. Garduno
- 15 Austin L. Rubio
- 10 Juan Hernandez
- 5 Trista N. Caddell  
Jeremy Glass  
Matthew Vines

## PARIS

- 15 Kevin R. Humphries
- 10 Sanford D. Belcher

## PHARR

- 25 Rex A. Costley  
Roland Ramirez
- 10 Juan E. Hernandez
- 5 German A. Garcia  
Jorge J. Gonzalez  
Ofelio Morales  
Virgilio G. Ramirez  
Juan C. Tijerina

## PROFESSIONAL ENGINEERING PROCUREMENT SERVICES

- 30 Dione N. Albert

## PUBLIC TRANSPORTATION

- 10 Elba P. Martinez

## SAN ANGELO

- 15 Kevin T. Clary
- 5 Amanda Gierisch  
Frederick J. Zaleski

## SAN ANTONIO

- 25 Linda G. Cox  
Roy H. Mumme
- 20 Alejandro Alvarez  
Gregorio Martinez Jr.  
Mark A. Perez
- 10 Billy G. Cowart  
Joseph E. Krawitz
- 5 Jim Aviles Jr.  
Kurt A. Otto  
Christopher R. Pena-Moreno  
Fidel Salinas  
John M. Stephens

## SUPPORT SERVICES

- 15 Samuel Gonzales Jr.
- 10 Kishor M. Muzumdar

## TOLL OPERATIONS

- 20 Alejandro A. Juarez  
Yolanda A. Turk

## TRAFFIC SAFETY

- 20 Michael D. Schulze

## TRANSPORTATION PLANNING AND PROGRAMMING

- 10 Carlos A. Calle

## TRANSPORTATION PROGRAMS

- 5 Christopher Johnson

## TRAVEL INFORMATION

- 10 Garland M. Wiggins

## TYLER

- 35 Donald McQuitty
- 15 Michael A. Miller
- 10 Kevin L. Landrum

## WACO

- 15 Eliseo F. Suarez
- 5 David Gillespie  
Waylen E. Levels  
Russell T. Martin

## WICHITA FALLS

- 30 Hugo Flores
- 25 James S. Reaves
- 15 Carl P. Harrelson
- 5 Charles R. Buris  
Michael L. Clark

## YOAKUM

- 25 Joseph C. Kridler
- 20 Lisa A. Davidson

# MILESTONES

## JANUARY RETIREE REPORT

### AMARILLO

19 Melvin E. Jobe

### AUSTIN

27 Will O. Weidenfeller

10 Sandra J. Creamer

### COMMUNICATIONS

30 Debra B. Snyder

### DALLAS

21 Raymond R. Faraizl Sr.

### FORT WORTH

16 Kenneth M. Holt

15 Phillip R. Hays

8 Todd F. McKinney

### HOUSTON

28 Cody L. McKenney

27 Bharat I. Patel

17 Carl J. Hobizal

16 Nestor E. Dizon

### LUFKIN

22 Charles E. Tucker Jr.

### PROCUREMENT

23 E Legay Imler

### SAN ANTONIO

29 Jeanne L. Tarrants

16 Jose V. Castro

### TRAVEL INFORMATION

14 Daphne B. Adkins

### TYLER

25 Lucinda K. Gruetzner

17 Richard A. Wright

### WACO

21 Donna K. Smith

## FEBRUARY RETIREE REPORT

### AMARILLO

10 Lorraine Leigh  
Henderson

### AUSTIN

24 Scott T. Dziekan

15 Paul Galvan Jr.

### BEAUMONT

28 James A. Taylor

25 Penny A. Buller

### BROWNWOOD

22 Dan Arthur Hohmann

### CHILDRESS

28 Darl D. Eigenmann

### CONTRACT SERVICES

4 Peter Graves

### CORPUS CHRISTI

29 Nolan W. Holik

20 Harold R. Reeves Jr.

### DALLAS

24 Brian K. Wester

### FORT WORTH

26 Charlotte S. Seales

### HOUSTON

38 Leonard L. Segura

21 Dedrick D. Knighten

18 Charles F. Chipman

17 Richard J. Enriquez Sr.

### HUMAN RESOURCES

26 Soledad A. Gracia

20 Janice E. Robertson

### LAREDO

21 Veronica Solis

### ODESSA

31 Jesus A. Matta

14 John R. Speed

10 Raul Briceno

### PARIS

22 William F. Tubb

### PHARR

23 Judy Borjas Sanchez

13 Janet Robin Gelston

### PROCUREMENT

18 Cynthia O. Allen

### SAN ANGELO

21 Raymon C. Cedillo

### SAN ANTONIO

28 Walter J. Alexander  
John C. Ferguson Jr.

### SUPPORT SERVICES

7 Diana Miller

### TOLL OPERATIONS

0 Carolyn Jeanett Bennett

### TRANSPORTATION PROGRAMS

3 Annemarie Debelle

### TYLER

29 Karen S. Gardner

### WACO

16 Michael J. Yezak

### YOAKUM

23 Terri J. Slaughter

## IN MEMORIAM

### DALLAS DISTRICT

#### David Rounsley

General Transportation  
Technician

Date of Death: 2/15/2022

Years of Service: 6

#### Christy Brown

Contact Specialist

Date of Death: 2/24/2022

Years of Service: 15

### FINANCIAL MANAGEMENT DIVISION

#### Patrick Palmer

Accounting Specialist

Date of death: 03/12/2022

Years of Service: 17

Retired: 2017

### FLEET OPERATIONS DIVISION

#### Virginia Davenport

Executive Assistant

Date of Death: 2/14/2022

Years of Service: 27

### LUBBOCK DISTRICT

#### Michael Perez

General Transportation  
Technician

Date of Death: 2/6/2022

Years of Service: 5

### YOAKUM DISTRICT

#### Ruben Garcia Jr.

General Transportation  
Technician

Date of Death: 2/8/2022

Years of Service: 2

# AVOIDING INJURIES TO HANDS AND FEET



Here are some strategies to avoid injuries to hands and feet while working with equipment.

## Focus on the task at hand

- Watch hand placement.
- Wear proper Personal Protective Equipment, such as impact- and cut-resistant gloves.
- Communicate intentions with others who are assisting in operations.
- Clean off equipment for better visibility.
- Avoid making any adjustments using fingers, hands or arms when removing and replacing equipment.
- Use tools or mechanical means when available to perform tasks like removing tailgates or replacing blades.

## Be where your feet are

- Pay attention to equipment proximity and feet placement.
- Maintain situational awareness around any moving parts.
- Always wear approved safety-toe footwear.
- Use mechanical means, such as forklifts and tailgate hoists to aid in carrying heavy loads.
- Discuss and follow through with a plan. Never take shortcuts. ■

## EMPLOYEES CHIME IN

### If you could vacation anywhere, where would it be and why?

#### ATLANTA DISTRICT

TxDOT photo



**DAVID SMITH**  
GENERAL ENGINEERING TECHNICIAN

“Yellowstone National Park. You can see multiple ecosystems and tons of incredible wildlife. It’s a great place to relax, slow down and enjoy being in the moment.”

#### CHILDRESS DISTRICT

TxDOT photo



**JAMES HARRIS**  
SPECIAL PROJECTS COORDINATOR

“The United Kingdom! I have a friend there that I have visited twice, but the pandemic prevented me from going back for the last three years.”

#### HOUSTON DISTRICT

TxDOT photo



**MARIA APONTE**  
BRAZORIA AREA ENGINEER

“I would go to the tropical island of Puerto Rico in the Caribbean! It is surrounded by beautiful crystalline beaches, the food has extraordinary flavors and my family resides there!”

# **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](http://www.awpnow.com)**

