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Transportation news.

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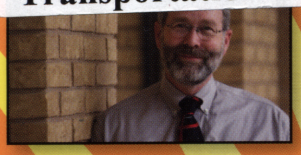

Career advancement at TxDOT – Are you ready?
Page 11

TN

THE UNIVERSITY OF TEXAS-PAN AMERICAN
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New Federal Funding

U.S. Stimulus Dollars Provide Boost to Texas Transportation Projects

Another fantastic Forum
Page 6

Navigating work zones safely
Page 7

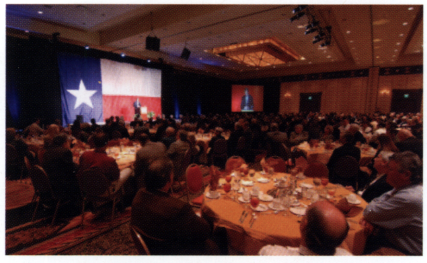
Regionalization planning wrap up
Page 9

Issue Interests

Cover Story

TxDOT, elected officials and transportation partners throughout the state have burned some midnight oil to prepare for an influx of dollars from the federal government's stimulus plan. Read in this month's cover story about the monumental effort in getting Texas ready to take advantage of this funding.

PAGE 3



Forum

National and state VIPs joined hundreds of transportation professionals at TxDOT's Fourth Annual Transportation Forum to talk about the current challenges facing the industry.

PAGE 6

Work Zone Safety

It can be a little unnerving working in areas with vehicles zooming by at 60 or 70 miles an hour. Find out about TxDOT's program that aims at creating a safe working environment for its road crews.

PAGE 7

Correction: On Page 1 of the Janunary-February 2009 edition of TN, in Item 2 of the "5 Things You Need To Know Right Now" column, the article included some inaccurate details regarding the new *Innovative Connectivity in Texas/ Vision 2009*. The new vision for Texas transportation corridors includes developing the width of the corridors closer to 600 feet and enhancing work with communities to determine location, size and scope of projects. We apologize for the confusion.

Regionalization planning is nearing completion.

David Casteel shares the details of TxDOT's very thorough process to find efficiencies in the agency.

PAGE 9

TN REGULAR FEATURES

HR News PAGE 11

Over the Fence PAGE 13

Milestones PAGE 14

Upcoming Events PAGE 17

Where Am I? PAGE 18

Have questions or comments about TN? Send your comments to AskTxDOT@dot.state.tx.us and include 'TN Editor' in the subject line.

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Texas Department of Transportation

5 THINGS

FIVE THINGS YOU NEED TO KNOW RIGHT NOW

1. **The 81st Texas Legislative Session continues through May.** Several transportation-related bills have been filed, and TxDOT is working diligently to provide timely and vital information to legislators as requested. A full recap on the session will appear in the July-August edition of ***TN***.

2. **Commission awards CDA projects.** The Texas Transportation Commission voted in its February meeting to conditionally award the New LBJ project to LBJ Development Partners, which positions the North Texas economy to benefit from this $4 billion transportation project. In January, the commission conditionally awarded NTE Mobility Partners to plan, finance, design, construct, operate and maintain 13 miles of Northeast Loop Interstate 820 and SH 121/183 (Airport Freeway) from Interstate 35W to the SH 121 split in Tarrant County. See the complete details on www.txdot.gov.

3. **It's Spring Cleaning time – Texas-style!** Join the thousands of folks that will be out on Saturday, April 4, picking up litter. The *Don't Mess with Texas* Trash-Off serves as Texas' signature event for the Great American Cleanup, the nation's largest community improvement program. If you'd like to volunteer, contact your district Adopt-a-Highway coordinator or, if you work in a division in Austin, contact Brenda Flores-Dollar in TRV at bfdolla@dot.state.tx.us.

4. **Regionalization plan is moving forward.** Amadeo Saenz, TxDOT's executive diretor, would like to thank all employees who reviewed the plan and submitted comments and questions. Mr. Saenz' responses to all comments are available for review on Crossroads. Implementation of the regionalization plan will be on an agenda for a Texas Transportation Commission meeting later this spring. (See story on page 9.)

5. **Texas Roads, Rest Stops are Tops with Truckers.** Texas has the best roads and best rest stops in the nation according to a recent poll in Overdrive, the monthly magazine for truck drivers. The "Highway Report Card" subscriber survey has been published annually since 1991.

SAENZ SAYS

Last month, Congress passed—and the President signed into law—the American Recovery and Reinvestment Act. For us laymen, that's the stimulus package. Promoted as an avenue to create jobs, provide tax cuts and fund some benefit programs, the bill allocated about $27.5 billion nationwide for highways and bridges. Texas' share: about $2.2 billion.

But before the bill was ironed out, TxDOT and our partners were hard at work, devising lists of projects that could be let to construction within a few short months. Projects that not only needed funding, but projects that would put Texans to work and benefit the communities in which they are located. You can read more about those efforts starting on page 3.

That means we have lots of work to do. We need everyone on deck, and ready to work. And for some, that also means opportunity, new challenges and possibilities for advancement.

And you can do that at TxDOT. Take advantage of every occasion to advance. I did. When I started with this agency 31 years ago, I was an engineering laboratory assistant in the Pharr District. That job gave me the foundation I needed. I learned the nuts and bolts of engineering, and was mentored by some of the best and brightest men and women at TxDOT. But there was more for me to learn, more tests for me to pass, so when those opportunities for me to advance came my way, I took them. Even if that meant relocating to another area or learning a new skill.

If you want to advance within this agency, we will help you. Take advantage of the training that's available. Make the most of the educational programs we offer. And if you see a job that interests you, apply.

Moving up within this agency—any business—requires work. It takes effort and time. But when you make the decision to do that, we'll be there with you, helping you along the way. When you move forward, TxDOT moves forward.

Thanks again for the privilege to work with such talented and dedicated people.

Amadeo Saenz Jr.

Amadeo Saenz Jr., P.E.
Executive Director
Texas Department of Transportation

If the highway pictured above looks like it just ends in mid-air, well, that's because it does. Not to worry from a safety point of view, as this section of highway is not in use. But it demonstrates a project that ran out of funding and was not completed. While this segment of the east to south ramp of the Ben White/I-35 interchange has an identified funding source, there are many other projects around the state like this one that will benefit from new federal dollars being allocated for transportation improvements.

John Barton

Stimulating Plans for Transportation Projects

Federal Stimulus Dollars Offer New Life for TxDOT Construction

"A billion here, a billion there, and pretty soon you're talking real money." That phrase from more than 40 years ago about government spending has become a classic. But two generations later, a billion dollars is still a lot of money. And when the federal government began talking about investing billions of dollars in infrastructure across the country, TxDOT leaders put an impressive array of resources together to ensure Texas was primed to go when its $2.2 billion share became available.

When the national discussion began back in November about a push to rebuild infrastructure, the focus was on projects that were "shovel-ready" and could be implemented quickly, thus creating jobs and economic stimulus.

TxDOT's commission and transportation partners, like the Metropolitan Planning Organizations (MPO) and the state's elected leadership, had a broader outlook for project development. They said the state should also look at projects that reduce congestion, improve economic development or enhance commuting through light rail or other modes of rapid transit. Those types of transportation improvements will help generate favorable economic conditions for current and future generations.

"TxDOT agreed with them. We see this program as one that will not only help rebuild America's infrastructure, but also provide some long-term economic benefit," said John Barton, P.E., TxDOT's Assistant Executive Director for Engineering Operations. "We're not just looking at patching potholes or repairing roads and bridges, but building projects that will have lasting positive impacts on the community."

All of the local feedback did help diversify TxDOT's plans for finalizing its transportation project list. But there was still a requirement for projects to be in a position to start construction as soon as possible.

"We had to ensure that at least half of the dollars we receive from this federal stimulus package could be obligated in the first 120 days of the president signing a bill," Barton explained. "That meant the projects had to be essentially designed, environmentally cleared and have permits in place so we could bid and contract the work quickly. We burned lots of midnight oil to get together a list of projects that met the federal criteria as well as local community needs. We're hoping that those extra efforts will pay big dividends for the future of our state."

Due to TxDOT's continual planning efforts to improve transportation flow throughout the state, there were a number of projects that were in ready mode but just lacked funding for construction. Those projects quickly rose to the top of the list for the federal program. The upside for Texas communities is that some projects that were going to be delayed until 2011-2012 timeframe or beyond could now get the dollars needed for construction by summer 2009.

"There are many beneficial projects around the state that people have been planning for quite some time, and now we have an opportunity to take advantage of some federal funding to help us take care of those," Barton said. "This will also help put people to work in a way that helps build a better Texas over the long term."

Dollars and Sense

Sample TxDOT Criteria for Selecting Projects for Federal Funding

Identifying projects that could be funded through the federal stimulus program included weekly collaborative meetings with statewide partners and some guiding criteria. The projects not only needed to be "shovel ready" but should fit these criteria to ensure dollars are fairly and effectively distributed throughout the state.

- Projects that improve the safety of the transportation system.
- Projects on corridors of statewide significance or regional priority.
- Projects that leverage or pool resources.
- Projects that create long term economic benefit to the communities and regions they serve.
- Projects in areas that are economically distressed.
- A fair and equitable distribution of projects around the state.

So how far will $2.2 billion get Texas in its efforts to maintain existing infrastructure and increase the transportation capacity for the future? The numbers look like this:

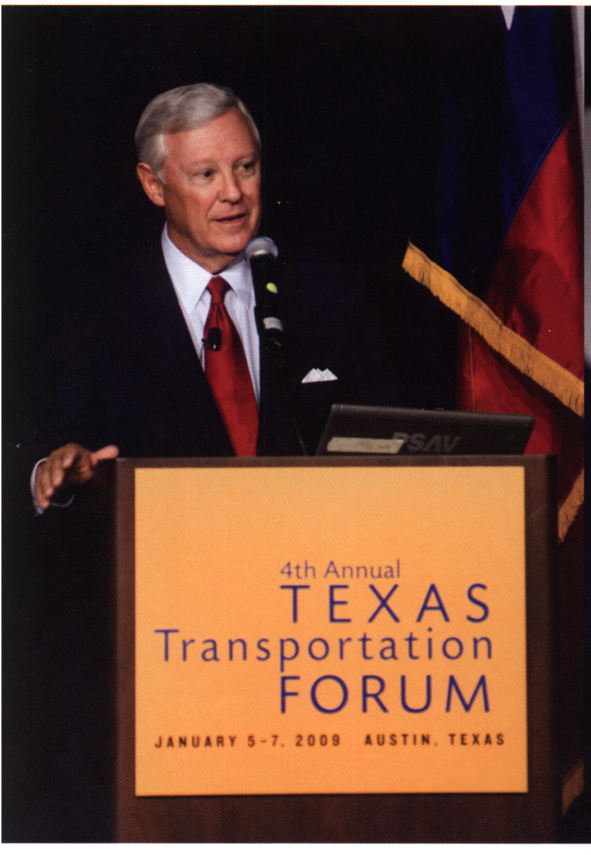
Over the next 12-18 months, TxDOT's important project list totals approximately $13 billion. Current revenues provide about $2.5 billion to address those needs. So while the federal program will almost double a one-year funding capability for TxDOT, Texas still falls short of the overall dollars needed to build essential projects. Despite that fact, Barton says the transportation community and elected leaders are very excited about the potential infusion of funds.

"Our elected officials, including the governor and congressional representatives, have all supported our efforts to be prepared for this funding opportunity," Barton said. "Clearly, the communities that will receive this investment will be very happy. While we won't be able to meet all needs, we will make sure that every region of the state benefits to some degree."

About $500 million dollars will be allocated to communities and local MPO officials will be able to select their own projects. The remaining projects will be approved by the Texas Transportation Commission.

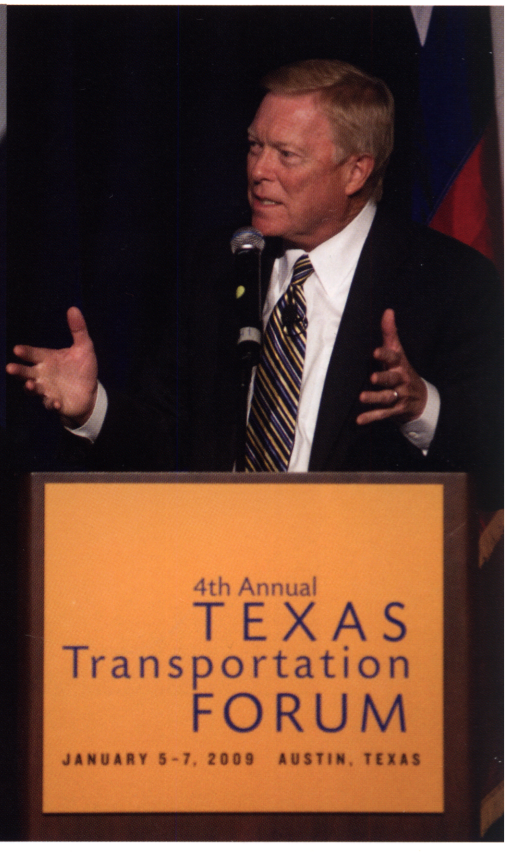
"I must say that the tremendous amount of work that TxDOT staff and our transportation partners have put into this planning effort has Texas right at the top of the list in terms of preparedness and quality proposals," Barton concluded. "We're off to the races now that the president has signed the bill." TN

Fourth Annual Texas Transportation Forum



Texas Transportation Commissioner Ned S. Holmes - Photo by Michael Amador

T. Boone Pickens - Photo by Kevin Stillman



Richard Gephardt- Photo by Michael Amador

Hundreds of TxDOT employees and transportation industry representatives gathered in early January in Austin for two days of outstanding presentations and panel discussions regarding the current issues and future challenges facing the industry. Keynote speakers for the event included Lieutenant Governor David Dewhurst and T. Boone Pickens, founder and chairman of BP Capital Management. Other featured session speakers included Former Majority Leader of the U.S. House of Representatives Richard Gephardt, and State Senator John Carona, Chair of the Transportation and Homeland Security Committee.

A featured presentation included a report from a group of experts in business and transportation who were asked to identify Texas' transportation needs in the context of today's economic reality. Other topics centered on the hot issues now facing state and national leaders dealing with growing transportation demands, aging infrastructure and declining revenues.

You can watch video of the event by visiting the Forum's website at http://www.dot.state.tx.us/ttf/Program.htm. Audio podcasts from the Forum, including an interview with the legendary T. Boone Pickens, are available at http://www.keeptexasmoving.com/index.php/podcast.

Slow Down Show Down

Work Zone Safety Program Sends Strong Safety Signals to Motorists

Construction at an overpass near Buda, Texas.

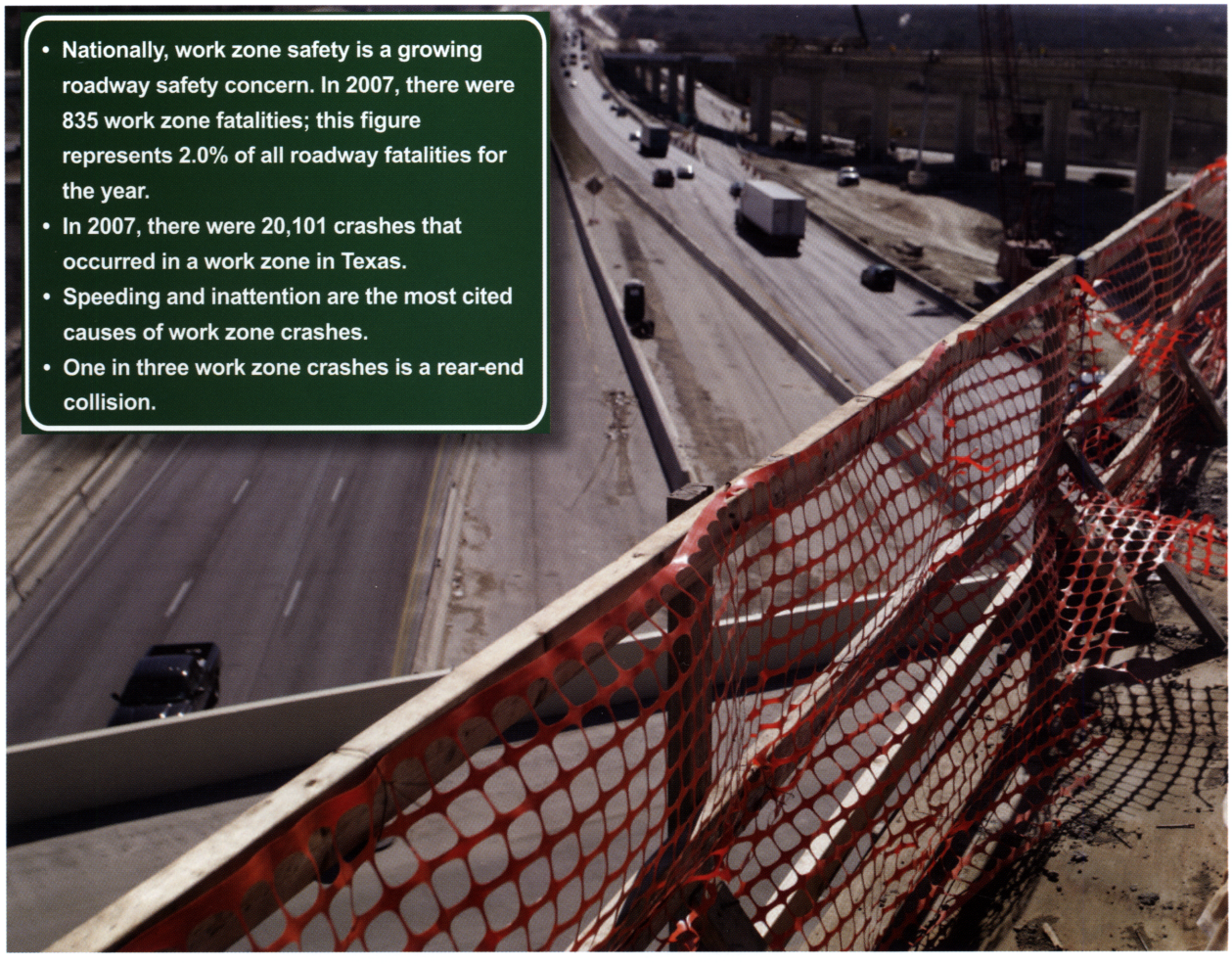
On any given day in Texas, there are approximately a thousand active work zones. Unfortunately, in any given year in Texas, about 150 people—motorists and department employees—lose their lives in these specially designated zones. Nationally, the statistics are even more unsettling. Over 1,000 motorists are killed and 40,000 injured each year in work-zone-related crashes.

"It's way too many," says Kelli Petras, a public information officer with TxDOT, about the figure.That's why, each year, TxDOT, along with the American Traffic Safety Services Association, the Federal Highway Administration and the American Association of State Highway and Transportation Officials, sponsors National Work Zone Awareness Week, scheduled this year for April 6 - 10.

Established in 1999, this year's 10th anniversary theme is "Drive to Survive - Our Future is Riding on It!" Work zones "affect everybody," says Petras, "whether you think about it or not." And while getting the message out to the public is important, Petras emphasizes that it's just as important for the employees to know the risks and dangers, and to stay alert and be safe. Workers "know they're going to have a lot of fast-moving traffic," she says, "so know what you can do as an employee to be prepared and to watch out for yourself and your other workers."

TxDOT has several ways to spread the message. Television public service announcements will be broadcast and posted to YouTube and internal sites, and podcasts will be produced and made widely available. Additionally, on Tuesday, April 7, in accordance with a national media event, the department will have a statewide media event.

Whether you ever find yourself working in one of these zones, everyone has driven through one. Petras advises drivers to follow some basic safety guidelines. "Observe and comply with work zone warning signs," she says. "Slow



As if heavy construction work was not challenging enough, TxDOT crews do that work right next to flowing traffic every day.

down and pay attention. Obey flaggers. Don't tailgate. Keep your focus on the roadway, especially while you go through those zones."

Indeed, the majority of work zone incidents are due to speeding and inattention, says Petras, and one out of every three crashes is a rear-end collision. She also offers the statistic that 4 out of every 5 killed in work zones are motorists. "If you're a motorist, the odds are not in your favor," she says, adding how important it is to "slow for the cone" and not fiddle with the radio or chat on the cell phone.

And she makes the point that it's hard for workers to be as careful and safe when cars speed by. "All the people who work out there, this is their office. It's like if I'm sitting at my desk and cars are going by at 70 mph," she says. "It would be difficult for me to stay focused and stay on task and it's the same thing for them."

"We need to have more awareness out there, and right now, people often correlate highway construction with delay or inconvenience, when really it should be correlated with 'Caution' and 'Slow down'," she says.

Furthermore, Petras is concerned about the potential for a very large increase in work zones—and therefore in work zone accidents—thanks to a boost of infrastructure funding through the federal stimulus package. "Now we're trying to get all these 'shovel-ready' projects going so that we can create more jobs," she says. "Well, the main thing that they're going to be doing is maintenance or construction of roadways, so if you haven't encountered a work zone in the past, get ready." Indeed, she says, the entire nation is preparing for a big increase in work zones. "Now is the time to start letting people know, hey this is happening in our economy, in our world, and we want these numbers to go down, not up." TN

Rework-aholics

TxDOT Concluding Thorough Regionalization Process

David Casteel, TxDOT's Assistant Executive Director for District Operations, is helping the agency wrap up the regionalization planning effort and getting ready for program implementation.

America's most famous inventor, Thomas Edison, is often quoted when it comes to thoughts about ingenuity and investing hard work toward progress. His notable quote, "There's always a better way" actually sums up the focused and forward-looking regionalization initiative TxDOT is readying to implement. The $30 million in agency operations savings to be realized from TxDOT's restructuring should make a lot of Texans happy. It's probably safe to say even Mr. Edison would commend that type of creative problem-solving.

"I need to emphasize that this whole effort has been a very deliberate and inclusive process," said David Casteel, TxDOT's Assistant Executive Director for District Operations. "We hired an external consultant to do a preliminary review of our organization. We took their ideas and asked our district engineers and eventually, more than 100 subject matter experts, to analyze and enhance the assessment. Those subject matter experts actually built the restructuring plan based on the external consultant recommendations and DE analysis. The consultant then had the opportunity to take one final look at how we should go about consolidating efforts around the state. The key is that our employees knew how to make ourselves better. They live it."

The consultant put its stamp of approval on the plan, saying it was directionally sound and made good business sense for the state and TxDOT. While that process would typically satisfy most large organizations, TxDOT management wanted its employees to have the final review on the plan. The document was posted on Crossroads and employees were asked for comments and suggestions. Several hundred employees took the management team up on its offer.

"We have very intelligent and productive employees around the state that know how to do their jobs better than anyone else, so we received some excellent ideas to improve the regionalization plan," Casteel commented. "Every time we challenge our employees with something like this, they always come through with workable and beneficial proposals," Casteel stated, noting that even the consultant was impressed with TxDOT employees' quality ideas, the comprehensive nature of the suggestions, and the seriousness with which TxDOT took this initiative.

Many of the districts around Texas had already started looking at ways to work more efficiently. One example that came quickly to Casteel was a group of districts getting together to consolidate their sign shop work. They were able to increase productivity and lower unit costs by combining work into one shop. That success story was shared with others throughout the state and implemented by districts in South Texas, which experienced the same cost-saving results.

Other examples include the Corpus Christi and Yoakum Districts working together on voucher processing, districts

Familiar Faces in New Places

Three district engineers have moved to new locations. Each of them is a long-time TxDOT employee and ready for their new challenges in growing communities in the state.

Lauren D. Garduno, P.E. – Garduno has worked at TxDOT for 22 years and is now the district engineer in Abilene. He served as Odessa's District Engineer since 1999 and was also Interim West Region Manager over the past year. Garduno earned a civil engineering degree from Texas Tech and a master's degree in civil engineering from Texas A&M.

Randy Hopmann, P.E. – Hopmann is a 24-year TxDOT veteran and has taken on the district engineer's job in Tyler. He has served as the Lubbock District Engineer since 2002. A native of Houston, Hopmann earned his bachelor's degree in civil engineering from Texas A&M.

Albert Quintanilla, P.E. – Quintanilla has assumed the district engineer's duties in the Laredo District after 24 years of service with TxDOT. Last year, he served as deputy district engineer in Laredo. Quintanilla earned his civil engineering degree from Texas A&I.

around San Antonio teaming up on auto repairs, and West Texas sharing accounting duties across a number of districts while simultaneously developing and sharing best practices. While TxDOT has been effective at sharing process improvements, the regionalization effort will speed up the implementation of best practices across the state.

Saying that TxDOT is always accountable to the public, Casteel added: "Searching out best practices in operations is only part of this improvement process. We asked our subject matter experts, who are TxDOT employees, to develop performance standards and measures so we can demonstrate to Texans how well we are functioning each year. This whole process has produced one of the strongest business plans for TxDOT field operations that I've ever seen."

These efficiencies will be very timely as Casteel explained the current revenue projections for TxDOT look a little dim. The shortfall could be as high as $90 million. So Casteel and district engineers have looked at ways to hold back on hiring and equipment purchases and other economies in order to maintain the construction projects that will improve transportation throughout the state.

"The public knows about the roadways that need repair or replacement and it's our job to create that safe and reliable transportation system," Casteel explained. "Another benefit of keeping construction work going is that we're creating private sector jobs that benefit the overall Texas economy. We're not just keeping our employees working but our fellow Texas citizens as well, and we're proud of that fact."

At the outset of the regionalization process, many employees said that the uncertainty of the changes were a little unnerving. But Executive Director Amadeo Saenz quickly quelled most fears by stating that no employees would lose their jobs or have to reapply for their own job. That calmed the waters and employees began to understand that the overall objective of increased productivity was truly the goal. And Casteel says they responded admirably.

"We're expecting to have this plan before the commission this spring for their review and support in moving forward," Casteel said. "We'll then need to fill some regional leadership positions and we need to make sure we get that right. Properly defining the performance measures will also be important. That puts us at full implementation sometime in September, which coincides with the start of a fiscal year for us."

Casteel expressed his appreciation to TxDOT employees for the professional way they responded to this challenge. Thomas Edison said it this way. "The value of an idea lies in the using of it." TxDOT is getting ready to put a lot of those good ideas to work.

Preparing for Progress

Being Ready for Career Advancement at TxDOT

George Ebert, TxDOT's Human Resources Director, says there are many ways to advance your career at TxDOT. But you have to be ready for those opportunities.

The phrases "corporate ladder" or "career path" often conjure up thoughts of a difficult, uphill climb to getting ahead in your organization. To be certain, meeting a challenge will be required. But at TxDOT, there are many people ready to lend a hand and programs designed specifically for your advancement just waiting for your participation.

In this issue of ***TN***, Executive Director Amadeo Saenz urges employees looking for career advancement to check out their own backyard at TxDOT before moving to another company. (See story on page 2.)

"In my own case, I started as an engineering assistant in the Pharr District and held nine different jobs before coming to Austin as the Executive Director," Saenz stated. "There are many talented employees at TxDOT and we're working each day to retain those folks by providing career advancement training and opportunities."

TxDOT's new Human Resources Director George Ebert completely agrees.

"TxDOT has phenomenal career advancement opportunities," Ebert enthusiastically noted. "A person can come to TxDOT right out of high school, and with some imagination, initiative and hard work can get a college degree through our tuition assistance program, an advanced degree and even obtain professional credentials like an engineering P.E. There really is a land of opportunity right here at TxDOT."

Ebert outlined several steps for employees to prepare themselves for the upward mobility TxDOT offers. First of all, every employee should take some time and think about how they'd like their career to develop. Then, with that end in mind, they should work out a simple plan to make it happen. A good place to start that planning is to take a look at the pertinent job descriptions that explain what the jobs require in the way of experience and education. It's always a good idea to talk to people already working in those areas and maybe even trying to find a mentor. A very sound move would then be to talk to a human resources officer (HRO) about the various educational and skills training courses or college degree plans that TxDOT encourages.

The HRO can also assist with filling out the proper applications and completing other forms that are easily accessible online at Crossroads. Another ready resource is the Training, Quality and Development (TQD) branch of the Human Resources Division. The folks in TQD are always happy to discuss career development opportunities with employees.

"Above all, the employee needs to be prepared to respond to a job posting when a position becomes available," Ebert said. "We post positions all of the time. Each posting is time limited—usually two weeks—so if an employee is looking to make a move, they should be regularly checking the job listings on Crossroads for available opportunities."

Supervisors can also play a key role in this whole career development process and employees are encouraged to talk with them about particular career ambitions. TxDOT works with supervisors on how to help employees move up in the organization. Everyone's job performance plan includes a section for supervisors and employees to discuss and outline training goals to help employees achieve their job progression objectives. In addition to job related training, employees can, with their supervisor's approval, voluntarily complete courses on i-Way during non-duty hours. While this form of study doesn't count toward an employee's performance evaluation or compensation, it's a great way for someone to broaden their knowledge or learn a new skill.

"In the end, it really is up to the individual to plan and manage his or her own career, but TxDOT employees will find that the department is greatly interested in being an active partner in that development," Ebert concluded. "And given this current effort in restructuring TxDOT, I think employees will see many new prospects for advancement becoming available. They just need to be ready when opportunity knocks."

Below are a few helpful links that pertain to career advancement for TxDOT employees.

Job postings
http://crossroads/employment/
HR Manual
http://gsd-ultraseek/txdotmanuals/hrm/index.htm
i-Way
http://crossroads/kc/main/kc_frame.asp?strURL=/kc/main/map.asp
HRD Net (find and review BJDs)
http://crossroads/org/hrd/JOBS/0home.asp
Training Course Index
http://www.txdot.gov/hrd/tdp/catalog/courseindex.htm
Learning Opportunities
http://crossroads/org/hrd/Learning/0home.asp

George Ebert facts

- George A. Ebert was appointed director of the Human Resources Division on January 20, 2009.
- Ebert joined TxDOT in 2004 as a special projects coordinator in the Houston District at the conclusion of a five-year assignment as commander of the 433rd Mission Support Group (USAFR), Lackland AFB in San Antonio. He was promoted to his previous position as the assistant director of administration in 2007.
- He is the author of "Climbing from the Fifth Station: A Guide to Building Teams that Work" and for the past four years has distributed "Conversations in Management" throughout the agency.
- A native New Yorker, Ebert has called Texas home since 1970.

Calling All TxDOT Chefs!

We're looking for outstanding recipes that you'd like to share with your TxDOT coworkers, and in each new issue we will feature those recipes that are simply too delicious not to share. Since summer is quickly approaching, we're looking for the best dessert recipes to include in the May-June edition of TN. So, if you have a fantastic dessert recipe you'd like to share, please submit it via e-mail to AskTxDOT@dot.state.tx.us (type "Dessert Recipe" in the subject line) and include your name, job title, D/D/O, and a phone number where we can reach you if we have any questions. The deadline to submit your dessert recipe is April 10.

OVER THE FENCE

Q Why was the TxDOT Web site changed?

A The shelf life for any Web site is about two years, and TxDOT's previous site had been active since 2006. Providing a streamlined, easy-to-use site was the goal of the web redesign that was launched in December. We focused on the needs of our users - citizens, businesses, travelers and other government agencies. In many cases, folks coming to the site knew what they wanted, but they did not know where within the structure of the department the information was located.

Q What is the easiest way to find information?

A The new site is laid out topically, making it simpler to navigate. Information can be found through our topic areas and enhanced search engine or through the site map. In addition, e-mail notification is available when updates are made. Users may e-subscribe to select pages and will be notified by e-mail when that page is updated.

Attention TxDOT Retirees

As we mentioned in the Nov.-Dec. 2008 edition, we're thrilled to announce that TN is now available online via TxDOT's internet Web site, www.txdot.gov. If you'd like to receive e-mail notifications when subsequent editions of TN are ready for your review on the site, simply visit www.txdot.gov and click the 'Contact Us' page, then complete the form and indicate that you wish to receive e-mail alerts when future issues of TN are posted on the site. Beginning in 2011, TN will only be available on the TxDOT Web site.

Districts:

Abilene
20 Randy J. Griffith; Timothy P. Meador
15 Mary E. Kilgore
10 Jana B. Flash; Kenny D. Powell

Amarillo
40 Lonnie D. Parr
25 Ralph G. Stewart
20 Jerry R. Wooldridge
10 Rickey L. Estep; Levita C. Joyner
5 James M. Mann

Atlanta
20 Randy F. Bishop
10 Terry S. Stewart; Billy R. White

Austin
20 Russell G. Hartmann; Phillip E. Morris; Raymond E. Naivar
15 Mark A. Liesmann; Jeffrey L. Snider; Richard M. Young
10 Jason R. Cavness; Douglas C. Havins
5 Becky H. Smith

Beaumont
5 Rickey J. Holmes

Brownwood
30 Ben A. Mackey
25 Warren D. Brown

Bryan
15 Chad L. Bohne; Ronnie L. Harris
10 William T. Connor
5 Jennifer L. Keller; Rickey L. Willson

Childress
40 Ronald F. Hatcher
10 Sandra J. Hatcher

Corpus Christi
40 Dexter C. Turner
20 Antonio H. Gonzalez
15 Carlos R. Carrillo; Brian D. Skinner; Jenise K. Wilson
10 Jacob J. Longoria; Larry O. Sparks
5 Nina R. Araujo; Corey S. Benavidez; Gabriel I. Garcia

Dallas
30 Edmond Flores
25 Cleburne R. Haynes
15 Gary G. Gilmore; Robert P. Godina; Wallace L. Johnson
10 Deborah K. Hicks; Norman L. Manuel
5 Donald R. Byrd; Dustin M. Jackson; Christopher T. Tolar

El Paso
25 Asgeir Asgeirsson
20 Edmundo Valencia, Jr.
10 Jorge E. Oregel
5 Albert Ray, Jr.; Wesley A. Snyder

Fort Worth
30 Kenneth S. Keck
25 Richard S. Williammee, Jr.
20 Michael A. Durda
15 Enedina H. Alexander
10 Franklin D. Burroughs; Theresa A. Lopez; Robert D. Owens

Houston
30 Dock S. Gee
25 Ferdinand A. Hildebrand; Larry D. King; Leonard L. Segura
20 Ricardo D. Davidson; Audrey M. Rossi
15 Pamela G. Collins; John N. Floyd
10 Thomas A. Dean, Sr.; Deborah L. McDermott; Joe F. Ybarra
5 Petro H. Czeczinski; Johnnie E. Dabera; Patrick A. Dusek; Lisa G. Erkila

Laredo
20 Rafael N. Mendoza
10 Felipe Mendoza, Jr.; Juan M. Ortega; Lydia Segovia

Lubbock
25 Douglas C. Christensen; Eddie D. Hickson
10 Tony R. Johnson; Anselmo S. Ramos
5 Lee R. Cisneros; Michael R. Langston

Lufkin
15 Joe W. Murray

Odessa
15 Gilbert D. Herrera
10 Jeanna Lambert; Donald W. McNatt

Paris
30 Mark W. Bates
25 George A. Cooper
15 Wilbert L. Owens, Jr.
10 Edward G. Bingham; Charles E. Murphy

Pharr
20 Heriberto E. Medina; Apolonio Ochoa, Jr.
15 Ruben Agado; Raul E. Lopez

San Angelo
15 Murphy T. D'spain; Manuel Pina
10 Carmen M. Mendez

San Antonio
30 Francisco E. Ramirez
25 Julio C. Moncivais; Gregory S. Schwerdtfeger
15 Gina E. Gallegos
10 Donald W. Deitch; Erick H. Wildestorm
5 Kenneth R. Mazurek

Tyler
40 George L. Humphrey
25 Bernard H. Copeland; Marvin S. Furnish; Bradley K. Gruetzner; Wynelle D. McDonald
20 James D. Wicks II
10 Jeremy S. Reid; Timothy C. Wilson

Waco
25 Harold W. Bateman, Jr.; Larry J. Colclasure
10 David A. Mitchell

Wichita Falls
15 Terry J. Willis
10 Carl F. Wilkinson
05 Roger P. Krahl; Tommy D. Moody

Yoakum
30 Patricia T. James
5 Chris Garcia; Scott J. Hartl

Divisions/Offices:

Construction
25 Glenn R. Eilert; John C. Hoes; Javier J. Vela

Design
25 Aurora Meza

Finance
5 Emily Anderson

General Services
15 Jesse R. Castilleja; Liane E. Steele
10 Joan E. Dragon; E. L. Imler; Barry L. Thormahlen
5 Ricky D. Buratti; Chuckie L. Harris, Jr.; Jose M. Jaramillo; Michael R. Maldonado; Theresa A. Malone; David W. Morris; Joe A. Sanchez; Robert J. Simer; David L. Solis; Arturo Villarreal; Christopher K. Wolf

MILESTONES

SERVICE AWARDS - JANUARY 2009

Human Resources
10 Cynthia L. Manchaca

Maintenance
20 Robert D. Blackwell
15 Charles S. Johnson
5 Frank J. Bos; David H. Ham

Motor Carrier
35 Susana K. Cable
5 Carlos R. Salinas

Right Of Way
5 Randall M. Ward

Texas Turnpike Authority
25 Fred D. Woodall

Traffic Operations
5 Kenneth P. Clements; Paul Z. Gilbert; Donna N. Plummer; Susan N. Warren

Transportation Planning And Programming
30 Nancy D. Lann
25 Alfredo Marquez III
5 Bruce R. Uphaus

Travel
20 Kevin B. Stillman
5 Hallie V. Newton

Vehicle Titles And Registration
15 Kristin O. Fortin
10 Edith Alvarez; Juanita R. Bustos; Dawna R. Eckwall
5 Mark A. Payne

SERVICE AWARDS - FEBRUARY 2009

Districts:

Abilene
35 Tyree Jones
25 Howard K. Middleton

Amarillo
25 Harvey D. Davis
20 Tracy W. Beyer

Atlanta
20 Gary R. Keel; Mcartis Price, Jr.
15 Kenneth E. Bearden; Tony R. Johnson; Jo E. Norwood

Austin
20 Russell L. Davenport
15 Cody R. Chambliss; John A. Delgado; Michael A. McNabb; Edward A. Till; David A. Wiemers
10 Christopher G. Caddell; David E. Caldera; Sheran L. Campbell

Beaumont
10 Mark J. Dionne

Brownwood
15 Wesley G. Baxter; James M. Moss; Michael K. Poe

Bryan
20 Paul A. Warden
10 Johnny R. Moffett

Childress
15 Harold Brown; Gregory L. Urbanczyk
10 Ronald T. Gilbert, Jr.

Corpus Christi
20 Jose Gaytan, Jr.; Charles W. Gunn, Jr.
15 Martha J. Ondrej; Ronald B. Stuckey
10 Robert G. Isassi; Dennis J. Myers

Dallas
20 Richard A. Carrier; Michael D. Hainline
15 Lisa D. Lawson
10 Jimmie L. Allen; Christopher L. McDaniel
5 Randy J. Clark; Wayne D. McHam; Elecia G. Moore

El Paso
25 Arturo Gutierrez
20 Allison D. Perez; Ricardo Romero
15 Javier Cordova; Antonio B. Loya
10 Alfredo Gonzalez
5 Josie Aguilar-Crosby; Celia V. Salazar; Rachel Salgado

Fort Worth
30 Timothy W. White
25 Belinda N. Carter; Anthony E. Hoots
20 Michael B. Szurgot; Ronald C. Tate
15 Stephen D. Bone; Ronald B. Nodine
10 John C. Cannady; Joanna Gentry; Billy W. Landry; Dax A. Millsap; Curtis E. Myers; Lewis L. Seales
5 Toni Jackson; Pamela R. Miller; Keith D. Prochnow; Rebecca Soria; Phyllis A. Thompson; Steven R. Yates

Houston
30 Judy D. Brzymialkiewicz
25 Arolyn A. Bednar-Wood; Deborah H. Chapa; Ronald E. Fielder; Douglas G. Stephens
20 Carlton J. Allen; Pamela C. Hasker; Aide E. Morrow; Amir H. Mosaffa; Richard R. Murr; Jo Ellen Stokes
15 Dallas W. Champion; Cody L. McKenney; Nnamdi R. Ogbonna; James M. Rippard
10 Virginia C. Conol; Jo Anne Otten; Patricia A. Richardson
5 Phillip B. Garlin; Rajendra P. Hada; Hugo Rivas; Donna J. Shea; William G. Warden; Leroy Wright

Laredo
30 Rodolfo Amesquita, Jr.
10 Hector Canales; Juan Ramirez

Lubbock
25 Betsy T. Bunch; Jerry L. Williams
20 Wesley G. Carter; Gary E. Mclendon
15 Charles A. Dunn; Lester C. Fennell; Alvin T. Gladden; Amy Y. Nieman; Feliciano B. Villarreal, Jr.
10 Francisco J. Cruz; Stacey Young

Lufkin
15 Jerry L. McCloud
10 Bradley J. Rosetta; Thomas V. Smith

Odessa
30 Teresa S. Chambers
25 Ruben G. Molina

Paris
25 Deborah J. O'hara
15 Tausha B. Davis
10 Toby L. Godfrey; Rocky L. Young

Pharr
20 Samuel Ballesteros; David Garcia, Jr.; Joe F. Mendez
5 Alex Quintanilla

San Antonio
35 Juan Billalobos, Jr.
25 Clint P. Rodriguez
20 Melvin T. Farrow
15 Walter J. Alexander; Randall C. Grones
10 John D. Bryant; Bracey M. Keeney; Mark J. Kosclskey; Juan A. Lopez; Jesse G. Ollerbidez; Gina M. Salazar; Fernando J. Salazar
5 Karl F. Buettner; Gilbert D. Davila III

MILESTONES

SERVICE AWARDS - FEBRUARY 2009

Divisions/Offices:

Tyler
25 John J. Kalalau
15 James W. Applegate; Robert W. Bobbitt; Vicky L. Brubaker; Edward L. Jimenez
5 Mark W. Hall

Waco
30 Darrell L. Jones; Bobby A. Pollard; Michael R. Sellers
25 Guy M. Wardlow
15 Deborah W. Burleson

Wichita Falls
25 Ronnie L. Montgomery
15 Moses Gonzales
5 James A. Damron; David L. Fulford

Yoakum
15 Shirley J. Hrabovsky; Francis L. Klekar; Donna M. Steffek
10 Glenn J. Kalina; Allen D. Polonsky, Jr.; Harold N. Pyatt, Jr.
5 Edward S. Fuchs; Cecelia F. Schepis

Aviation
10 Arry A. Lorton

Bridge
25 Dacio Marin III
10 John G. Delphia

Construction
10 Keith D. Burgin

Design
10 Camille Thomason

Finance
30 Calvin S. Townes, Jr.
15 Raphael C. Thorn

Government & Public Affairs
15 Coby C. Chase

Maintenance
35 Donald A. Tutt

Motor Carrier
20 Lois D. Johnson

Motor Vehicle
20 Alice S. Carmona

Occupational Safety
15 Deryl S. Creekmur

Public Transportation
5 Frederic E. Rojas

Right Of Way
10 Cheryl D. Erskine

Technology Services
20 Armando Leyva; Allan J. Tucker
15 Keith L. Davis; Mark R. Evans
10 Zhi Qiang Lu

Traffic Operations
20 Marvin S. Wright
15 David Valdez

Vehicle Titles & Registration
10 Gloria V. Galvan; Dwight H. Miles
5 Patricia Flores

Civil Rights
25 Elizabeth S. Boswell

Retiree Report

NOVEMBER 2008

Districts:

Amarillo
31 Jimmy D. Cotter
10 Jerry M. McGinnis
9 Geraline S. Reed

Atlanta
29 Dennis L. Massey

Austin
9 Clara Mucciacciaro

Bryan
23 Ames W. Steele, Jr.

Childress
24 Jose A. Sanchez
23 Jerry D. Reed

Dallas
19 David A. Gachot

Fort Worth
29 Joe D. Fossett
24 Albert H. Durant

Houston
29 James L. Elliott

Lufkin
16 Terry H. Parker

Waco
32 Ricky A. Quinn
26 Susan W. Ussery
25 William A. Fitch

Wichita Falls
9 Michael D. Karl

Yoakum
30 Ilfred R. White, Jr.

Divisions/Offices:

Aviation
24 John Wepryk Jr.

Construction
30 Malcolm D. Chalman

Motor Carrier
35 Richard L. Norwood

Right Of Way
24 Marianne S. Kumley

District:

Austin
18 Larry D. Robison

Childress
12 Larry L. Thompson

Fort Worth
32 John A. Terry
29 Matthew F. Hendricks, Jr.
21 George R. Mitchell

Houston
24 Steven R. Proffer
18 James B. Carroll

Laredo
31 Jose Gonzalez, Jr.

Odessa
14 Raymond Hernandez

Paris
40 James K. Baker

Divisions/Offices:

Construction
8 Charles E. Brauer

Human Resources
15 Donald L. Thompson

Technology Services
29 Jeffrey C. Woodard
22 Leslie A. Woodard
15 William T. Jenkins

Transportation Planning & Programming
29 Mark S. Hodges

Vehicle Titles & Registration
32 Julia G. Denniston

UPCOMING TxDOT EVENTS

Mar 26	Texas Transportation Commission Meeting (Austin)
Mar 30 – 31	TxDOT Annual Surveyors' Conference (TSD, Austin)
Mar 31	ABTPA Grant Workshop (Austin)
Apr 1	TxDOT District Survey Coordinator Meeting/Training (TSD, Austin)
Apr 1	ABTPA Board Meeting (Austin)
Apr 4	Don't Mess With Texas Trash-Off (Statewide, TRV)
Apr 6 – 10	31st Annual National Hurricane Conference (Austin, MNT)
Apr 20 – 23	Texas Travel Counselors Conference (San Angelo, TRV)
Apr 30	Texas Transportation Commission Meeting (Austin)

WHERE AM I?

Travel Information Division Photo Librarian Anne Cook supplied TN with the photo above. A railroad crossing is in the background. The "Whang Doodle Café" is in the foreground, on the right. A little further up the street is a business called "Pavia's Liquor" on the left. If you think you know where this location is contact Anne Cook at acook@dot.state.tx.us or call her at (512) 486-5838.

Identified:

Mike Robbins, a Lubbock District Land Surveyor, was the first to identify our picture as Plainview. The identification was verified the following day by Heath Bozeman, a Plainview Residency Transportation Engineer. Todd Pauley of the Design Division, as further confirmation, sent a Google street views link of North Columbia Street as it looks today.

TxDOT COMMUNITY CONNECTION

Over the course of years, TxDOT receives numerous letters from citizens around the state thanking employees for jobs well done or acts of kindness. We appreciate the time citizens take to commend employees and encourage the TxDOT team to keep up the great work.

During the Hurricane Ike evacuation, Mr. Forrest Turbeville found himself stuck on the road due to a flat on the motor home he was hauling to safety. TxDOT courtesy crew members from the Brenham Maintenance Office Otis Adler, Jr., crew chief, Trent Dierking, maintenance tech, Mark Johnson, maintenance tech, and Davey Meschwitz, sign tech, helped Mr. Turbeville fix the flat and get back on the road. He called with much thanks to the crew for their help during his time of need.

This past Christmas, Canton, Texas resident Kathy Engebretson had a wish come true. You see, she had lost a bank bag with valuable papers, money and credit cards. The great news was that the bag was found and returned by TxDOT Maintenance Crew Chief John Kalalau and his wife. "Big John," as he is known by fellow TxDOT employees, turned down a reward saying he only hoped that someone would return the favor if he ever lost something. John Kalalau retired this past February after 25 years of service with TxDOT.

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TN Online (TxDOT computers only):
http://crossroads/org/pio/TNews/tnol.htm

Texas Department of Transportation
125 E. 11th St.
Austin, Texas 78701

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