

TEN

Nov/Dec 2024



DIFFERENT UNIFORM, SAME DEDICATION

Public duty continues to
drive veterans at TxDOT



EXECUTIVE DIRECTOR COLUMN

Lead by example, Drive Like a Texan



**MARC
WILLIAMS**
EXECUTIVE
DIRECTOR

The leaves are falling, so are the temperatures as we trade in our short-sleeves and sunblock for sweaters, football games, and holiday gatherings. And with this seasonal cheer comes the responsibility to make good decisions.

The sobering news is that an overwhelming majority of crashes last year were caused by human behavior: speeding, drunk or distracted driving, or a failure to wear a seat belt. More positive news is that we are starting to see our safety numbers improve. In 2023, we saw a 3% reduction in deaths on our roadways. This year, we're 4% below where we were last year — that's over 100 lives saved. Even still, one death is too many, so we have work to do.

As most of you know, there has been at least one death on Texas' roads every day since Nov. 7, 2000. Ending the Streak of daily deaths on our roadways includes all of us. Here at TxDOT we are taking the lead and challenging the status quo.

This summer, our Communications Division unveiled the Drive Like a Texan campaign to our internal TxDOT team, offering a sneak peek of the video series that will connect viewers with personal stories that emphasize the respect and kindness Texans show one another each day.

This holiday season, we will take the Drive Like a Texan message to the public in December — emphasizing the positive impact that kindness, courtesy and safety can have when we get behind the wheel.

As Cowboy Carl will tell you in Lessons in Texas, one minor bad habit can add up to tragic news for everyone on the road. It only takes the briefest of distractions to make a big mistake and potentially become a sobering statistic.

By harnessing the power of our core Texas values, we can positively change the behavior of drivers and make Texas safer for all. Whether it's giving a friendly Texan wave when somebody wants to merge, slowing down a bit, or putting the phone away — we can do our part to help save lives and meet our goal to End the Streak.

Lead by example, Drive like a Texan. ▼

**DIRECTOR OF
COMMUNICATIONS
AND PUBLIC AFFAIRS**
Alejandro Garcia

**COMMUNICATIONS
DIVISION DIRECTOR**
Diann Hodges

**INTERNAL
COMMUNICATIONS
DIRECTOR/EDITOR**
Becky Ozuna

MANAGING EDITOR
Shannon McIntire

**ASSISTANT
MANAGING EDITORS**
Ryan Self
Paul Stinson

STAFF WRITERS
Victoria Burns
Kelly E. Lindner

PHOTOGRAPHY
TxDOT and
GDC Marketing & Ideation
Unless otherwise noted

GRAPHIC DESIGNER
Aaron de Anda

PRINTED BY
TxDOT Print Services
Austin, TX

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

CONTACT TN EDITOR
Have questions or
comments about TN?
Email TNideas@txdot.gov
and include "TN Editor"
in the subject line.

© Copyright 2024

TABLE OF CONTENTS



16 ON THE COVER

TxDOT is now taking part in the nationwide SkillBridge program to help veterans with their next career step. It's the newest tool to recruit those who've served at the agency which employs 1,300 veterans.

FEATURED STORIES

- 8** Avoiding equipment fires with new safety measure
- 14** New Disability, Mental Health and Neurodivergence ERG launches
- 15** Practicing the art of hot mix

NEWS AND NOTES

- 5** Tips to help End the Streak
- 10** TxDOT employees honored as Texans Caring for Texans
- 12** TxDOT brings home Seal Coat Awards
- 13** Texas Innovation Invitational explores latest trends
- 19** Leading the way in digitizing historic documents
- 22** Results of the Internal Communications Survey
- 26** TxDOT recognized for supporting working parents
- 27** Bridge Division gets into the Olympic spirit
- 27** Work with autonomous trucks wins High Value Research Award

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
- 31** Your Turn



**6 I AM A...
LABORATORY
SUPERVISOR**



BROWNWOOD DISTRICT



Eric Watts and Robert Whaley kept themselves and others safe when they avoided a collision with a wrong-way driver and alerted authorities to stop the vehicle. Photo by Keith Varner

After the pair of TxDOT employees alerted the authorities, a Department of Public Safety (DPS) trooper was able to stop the driver. He was a very confused elderly man who was not sure where he was. During the investigation, the elderly driver said he did not know where he got onto I-20. DPS determined that since the man lived in Ranger, he may have entered the highway going the wrong direction there. When the driver was told he almost hit a vehicle, he began to cry.

Eastland County Supervisor Keith Varner praised Watts and Whaley.

“I want to commend the employees who were focused on the job at hand but were still aware of their surroundings,” he said.

Varner explained that the situation serves as a great reminder to never be complacent with the job you are performing.

“It is very easy to say, ‘It won’t happen to me,’” he said. “However, the situation around you can change very quickly. While this outcome was the best-case scenario, most times a vehicle going the wrong way on the highway does not end well.”

The incident should remind everyone to periodically check on the elderly in their family who may be suffering from a form of dementia or Alzheimer’s disease, Varner continued. Either of those conditions are very incapacitating and can not only affect the person’s family, but other people they encounter. ▼

QUICK ACTION STOPS WRONG WAY DRIVER

An ordinary morning almost turned into tragedy for two Eastland County crewmen in the Brownwood District last summer.

General Transportation Technicians Eric Watts and Robert Whaley were driving along I-20 and checking the cable barrier near SH 6 when they saw a vehicle traveling the wrong way and heading toward them. Using their years of preparation and experience, they remained calm and used their TxDOT safety training to drive defensively, performing evasive maneuvers to avoid a collision. Their quick action most likely saved their lives as well as the life of the motorist driving toward them in the wrong direction.



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

**COMMUNICATIONS
DIVISION**

SHARING **SAFE** DRIVING TIPS TO **END THE STREAK**

TxDOT is teaming up with the Texas Department of Public Safety (DPS) to share safe driving messages as part of the agency's commitment to ending the streak of traffic deaths on Texas roads that began after the last deathless day on Nov. 7, 2000.

The two agencies are partnering because ending fatal crashes takes all of us. TxDOT is working to engineer safety solutions while DPS enforces the laws of the road. However, drivers are the most important partners for realizing this shared goal.

With that in mind, for a two-week period beginning Nov. 7, DPS will ask the public for their help to End the Streak, handing out flyers during traffic stops with tips on safety fundamentals, including buckling up, driving safe speeds and getting a sober ride home.

"After more than two decades, it's long past time to end the streak of daily deaths on our roadways, but it'll take all of us to get it done," said TxDOT Executive Director Marc Williams. "Each life lost is a mother, father, brother, sister or friend, and we need to work together to make sure everyone can get home safe."

Last year, 4,289 people were killed on Texas roads, and so far in 2024, Texas is averaging about 10 roadway deaths a day. Since Nov. 7, 2000, more than 87,000 people have been killed on Texas roads.

A single life lost is too many. We can all do our part to #EndTheStreakTX of daily deaths. ▼

HELP

#EndTheStreakTX

End the streak of daily deaths on Texas roadways.



Drive safe speeds



Buckle up



Move over or slow down



Get a sober ride



Avoid distractions

Someone has died every single day on a Texas road since Nov. 7, 2000. Please don't be the next one.

DPS will be handing out flyers during traffic stops in November with tips on safety fundamentals.

Ryan Badgley

I AM A... LABORATORY SUPERVISOR



DALLAS
DISTRICT

Ryan Badgley, a laboratory supervisor, joined the Dallas District in 2005 as a material process inspector and has been part of the district ever since. During the past 19 years with the lab, he has served in many roles, including quality assurance lead and contract section project manager. Badgley earned his associate degree in science from Eastfield Community College while working as a material lab tester at TxDOT. Born and raised in Dallas, he loves the Cowboys, Stars, Mavericks and Rangers. Badgley credits his wife, Elizabeth, of 18 years with being a key part of his success at TxDOT. They have two teenage children who inspire him in every aspect of his life. In his free time, he enjoys traveling with his family and exercising daily.

Describe what you do on a day-to-day basis as a laboratory supervisor.

I supervise a group of technical employees and all district laboratory operations. This work includes overseeing testing, inspection, design and research activities involving aggregates, concrete, rigid and flexible pavements, asphalt and structural related materials.

I also track audits by the Internal Audit Division and the Materials and Tests Division so that the Dallas District clears any findings in a timely manner. I ensure that our laboratory is aware of new procedures from the Materials and Tests Division. I oversee the continuous refining of processes for monitoring certifications and calibrations.

I communicate with the Area Office Labs and assist as needed while also identifying areas of improvement to guarantee the district has a strong quality assurance program. I monitor our district geotechnical and materials contracts. I oversee district material deficiencies and reports. I promote training and safety protocols among our team.

What do you find most rewarding about being a laboratory supervisor?

It's gratifying to be a part of an organization that cares about the safety of the traveling public while playing a role in newly-developed construction projects. I also enjoy watching our employees develop good character and grow while excelling in their field. It is exciting to see a technician pass a lab or field certification, or a summer hire become an engineer. Having a family-oriented team is a big asset.

What skills and abilities are the most helpful in this role?

Actively listening, not making assumptions and effective communication.

What are some of the more challenging aspects and how do you handle them?

The biggest challenge is balancing time-sensitive matters while keeping focused and not allowing stress to become a factor. We also must prioritize assignments while ensuring our team members have a mutual understanding. I manage these challenges by using prayer as my form of meditation.

What would you want the rest of TxDOT to know about the Dallas District?

The Dallas District really cares about the safety of the public and their employees. The district has one of the most supportive administration teams in the state. ▼

"It's gratifying to be a part of an organization that cares about the safety of the traveling public while playing a role in newly-developed construction projects."

— Ryan Badgley



AVOIDING

FLEET OPERATIONS
DIVISION

EQUIPMENT FIRES WITH NEW *SAFETY MEASURES*

Fires damage equipment and compromise employee safety. The Fleet Operations Division now red-tags vehicles with wiring issues to expedite repairs. Photos provided by the Fleet Operations Division



In the Texas heat, fires start with the smallest of sparks. And sometimes that includes TxDOT equipment. The Fleet Operations Division is working to snuff out the flames before they start.

With TxDOT's extensive fleet of more than 13,000 pieces of equipment, including many types of vehicles — like dump trucks, loaders and more — the Fleet Operations Division investigates three to four equipment fires each year. Fires can cause significant damage to equipment and compromise employee safety, so it's important to determine the cause of these incidents.

Since equipment fires are often the result of faulty wiring, the division's Quality Assurance Coordinators are now red-tagging equipment with wiring issues during their vehicle inspections, so the local Fleet Operations shop can expedite repairs.

"The most common cause for vehicle electrical fires is electrical wiring system issues, electrical shorts and improper DIY projects," said Troy Simmons, director of the Fleet Operations Section. "These systems are often very sensitive, and thus any significant changes or modifications to these systems can lead to shorts and electrical fires."

TxDOT employees can help avoid equipment fires by following the equipment inspection and preventive maintenance procedures in the Fleet Operations Manual on Crossroads. Always contact the Fleet Operations Division with any suspected wiring issues. It's also critical to get your local shop's assistance with equipment modifications, especially when adding accessories that require wiring. ▼



Faulty wiring is a frequent cause of equipment fires.



IF YOU EVER EXPERIENCE AN EQUIPMENT FIRE IN THE FIELD, TAKE THESE STEPS:



Pull over to a safe location and turn off the engine.



Exit the vehicle.



Warn others to stay away.



Use the vehicle's fire extinguisher to put out the fire, if safe to do so.

9-1-1

Call 911 for fire and medical assistance, if needed.



Contact your supervisor and safety officer to report the incident.



AMARILLO &
CHILDRESS
DISTRICTS



TEXANS
caring for
TEXANS

Employees from the Amarillo and Childress districts were honored this past summer at the annual Texans Caring for Texans ceremony hosted by West Texas A&M University.

Established in 1996 by the late Rep. David Swinford, the award honors state employees who go above and beyond in their service to their communities and the state of Texas.

The Motley County Maintenance crew earned the accolade for their response to a June 2023 tornado that struck the community of Matador in the Childress District. From providing traffic control for hours to sifting through rubble, they did it all. For months following the tornado, these employees continued to work in a storm-damaged building, yet they still served the needs of the citizens of their community.

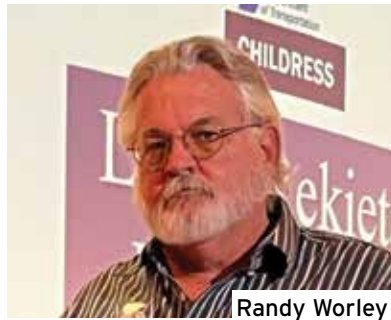
Randy Worley and Lance Rekieta with the Childress District received the award for their quick thinking in what was later discovered to be a dire situation for two children mentioned in a Be On the Lookout alert.

The Childress District's Val Gonzalez was honored for his service to the youth of the city of Memphis. A role model for the community, Gonzalez's leadership while working with young people on multiple projects around town presents an example of a strong work ethic that inspires local youth.

Childress maintenance employee Billy Booker was recognized for always going a step above for the traveling public. Whenever he sees someone in need, he is the first one to lend a hand. His positive attitude is infectious and shows in all he does for the district.

Devin White with the Amarillo District was recognized for his tireless efforts for the area non-profit Against All Odds along with his wife and non-profit founder, Amber. The non-profit serves those who have aged out of the foster system and helps transition them to independent living. White does everything from repairing homes to mentoring.

Fellow Amarillo District employee Jamie Leavitt was honored for all the work she does as the administrative assistant in Business Services. Leavitt wears many hats in her position, managing open records requests, records retention, district travel and more. Each facet of these roles requires a lot of work and Leavitt does it with a heart of grace and a warm smile. ▼



Randy Worley



Lance Rekieta



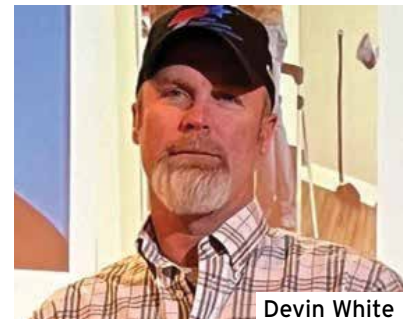
Jamie Leavitt



Val Gonzalez



Billy Booker



Devin White



Motley County Maintenance crew members are honored for their response to the 2023 tornado that hit Matador. All photos by Jason Britsch

SUPERIOR SEAL COATING BRINGS HONORS ACROSS AGENCY



Six districts were honored with Seal Coat Awards from the Texas Asphalt Pavement Association: (l to r) Dennis Berryhill, Daniel Flores, Jules Zinsmeyer, Bill Thompson, Val Gonzalez and Rick Gonzales. Photo by Tanya Brown

TxDOT cleaned up at this year's Texas Asphalt Pavement Association (TXAPA) Seal Coat Awards, with six districts taking home accolades for quality work.

The districts of Abilene, Beaumont, Childress, Paris, Pharr and San Antonio all went home with the Dr. Jon A. Epps Quality Seal Coat Award during the 49th annual TXAPA meeting in San Antonio last September.

"The Abilene District has won one in 2021 and then 2023, but this is my first," said Ryan Wright, seal coat specialist with the Abilene District.

Justin Zinsmeyer, seal coat specialist with the San Antonio District, pointed out that this year marked the district's second win in a row and third overall.

Seal coats are judged on quality, appearance, striping, markings and ride — or how it feels to drivers who drive along it.

It's fair to say that these TxDOT districts are paving the way to help make Texas roads safer. ▼

DRIVE *like a* TEXAN™
 Kind. Courteous. Safe.

Visit Crossroads and make safe driving part of your holiday plans.

DRIVING THE FUTURE OF TRANSPORTATION AT THE TEXAS INNOVATION INVITATIONAL



STRATEGIC INITIATIVES
AND INNOVATION DIVISION

TxDOT's Darran Anderson speaks at the 2024 Texas Innovation Invitational. Photo by Jen Reel

Transportation professionals from the private and public sectors — including TxDOT officials — gathered in San Antonio this summer to explore collaborative possibilities and discuss the latest trends in emerging technology at the 2024 Texas Innovation Invitational.

The event, which included discussions on data solutions and mobility-as-a-service, featured an interactive technology showcase. Attendees explored cutting-edge products like autonomous vehicles and advanced pavement sensors from more than 30 organizations. The showcase also welcomed middle and high school students for hands-on learning.

TxDOT's strong presence at the event included remarks by Deputy Director for Planning and Administration Brandye Hendrickson and Director of Strategy and Innovation Darran Anderson on the conference's opening day. Other speakers included Cat Hernandez, transportation director for the city of San Antonio, and Brian Dillard, chief of innovation for VIA Transportation Inc. Their remarks highlighted Texas' leadership in transportation innovation and focused on collaboration and forward-thinking solutions.

On the second day, transportation experts spoke on a dynamic mix of issues including economic

development, affordability and preparations for hosting the 2026 FIFA World Cup in Houston and Dallas.

Attendees also heard insights from federal, state and local officials on the latest technological innovations. Notable speakers included: Texas Senate Transportation Committee Chairman Robert Nichols; Texas State Senator Kelly Hancock; Jennifer Harris of the U.S. Department of Commerce; San Antonio City Councilmember Dr. Adriana Rocha Garcia, and former U.S. Housing and Urban Development Secretary Henry Cisneros.

Attendees then participated in targeted breakout sessions covering automated systems, data and traffic operations, energy and grant readiness. These sessions provided in-depth discussions on public trust in automation, data management, electric vehicle infrastructure and grant funding.

The last day highlighted innovative solutions to regional transportation challenges. Teams of community and city groups from across Texas pitched ideas including smart parking technology and drone-based incident detection. Expert judges provided real-time feedback to the teams, culminating in the announcement of three winners: Team El Paso, Team Permian Basin and Team San Marcos. Those teams are now in the running for a \$125,000 State Transportation Innovation Council grant, with the Federal Highway Administration announcing the grant awardee later this year.

The 2024 Texas Innovation Invitational was a resounding success, showcasing the unity of industry leaders, government officials and innovators in driving the future of transportation in Texas. ▼

HUMAN RESOURCES
DIVISION

**TxDOT INTRODUCES GROUP DEDICATED
TO DISABILITY, MENTAL HEALTH AND
NEURODIVERGENCE**



Procurement Division Director Ken Wood (left) is the executive sponsor for the Disability, Mental Health and Neurodivergence ERG.



TxDOT recognizes the importance of fostering an inclusive environment where every employee feels valued and supported. With this commitment in mind, the Human Resources Division welcomes the new Disability, Mental Health and Neurodivergence Employee Resource Group (ERG).

Creation of the new ERG marks a significant step toward expanding a more inclusive and supportive workplace. Procurement Division Director Ken Wood is the group’s executive sponsor and brings a wealth of experience and passion to the role.

“My first position after I graduated college was with Central Plains Center in Plainview,” he said. “In that role, I supported individuals with mental health issues or physical disabilities in developing vocational skills and securing employment. I saw firsthand the positive effects and sense of belonging it provided.”

Wood said his personal experiences shaped his commitment to the cause.

“As a person with a disability, it is important to me that people not be seen as their disability, but as a valuable member of the TxDOT family,” he said.

The creation of the Disability, Mental Health and Neurodivergence ERG underscores the importance of ensuring that every employee, regardless of their abilities or challenges, can thrive within our organization.

The ERG’s mission is to help its members achieve meaningful and successful careers at TxDOT through education, mentorship, networking and advocacy. Participation is not just for those living with a disability, mental health condition or neurodivergence. Anyone who wants to be an ally can join.

Wood sees great value in the inclusive approach.

“It provides a sense of community, a source of support and a place to share experiences and learn from others,” he said. “For those who do not live with a disability, it provides an opportunity to learn, support coworkers and develop new friendships within TxDOT.”

ERGs play a crucial role at TxDOT by connecting employees with others who share the same experiences or who are passionate about supporting their colleagues.

“Employees realize they are not alone, and they can develop relationships and support networks with other similarly situated employees,” Wood said.

Joining the Disability, Mental Health and Neurodivergence ERG is an opportunity to be part of a community that champions inclusivity, understanding and mutual support. To learn more, visit the Disability, Mental Health and Neurodivergence ERG site on SharePoint. ▼



DALLAS
DISTRICT

TxDOT employees will be trained to operate seal coat machinery as part of a pilot program.

PRACTICING THE ART OF **HOT MIX**

A new pilot program for laying hot mix asphalt will help streamline projects and improve the longevity and quality of roads.

Each summer, when the temperatures soar, TxDOT crews work to maintain roads by laying hot mix asphalt. It's one of the hottest jobs in Texas as the asphalt is heated to extremely high temperatures.

"We let everyone cool off in the trucks, we keep hydration stations and plenty of water in the trucks," said Mike Rivers, Denton County assistant maintenance supervisor. "We look after one another."

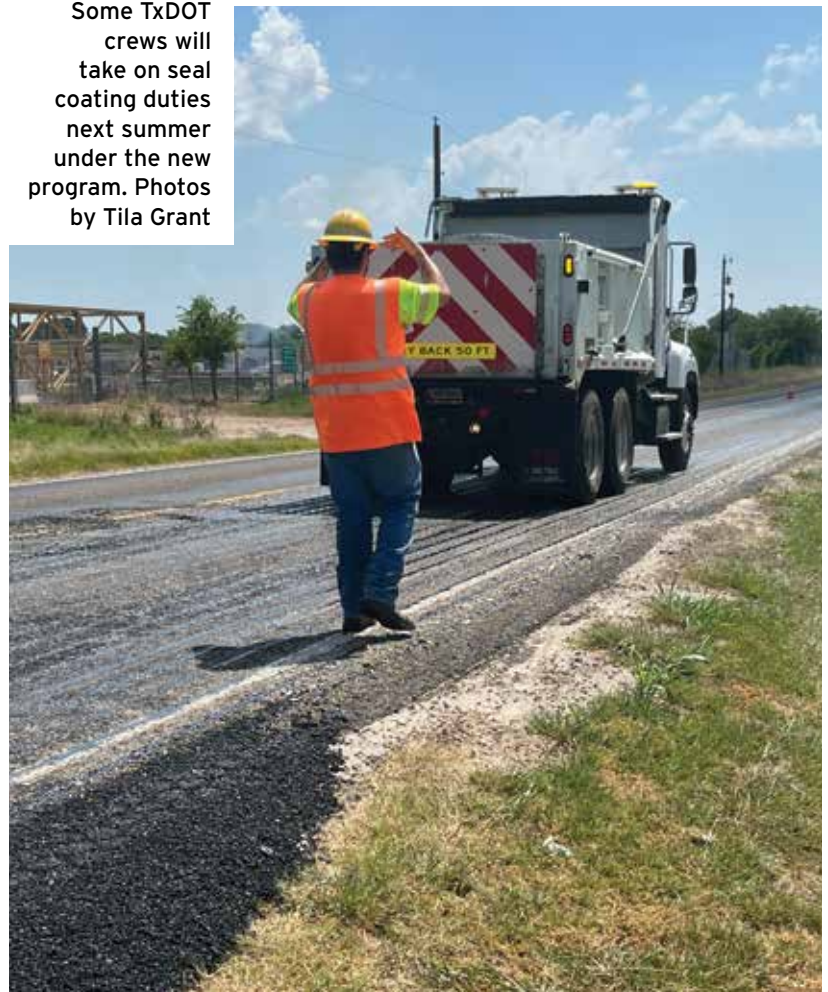
For years, TxDOT has relied on contractors to carry out the seal coat process. Now, TxDOT crews in some parts of the state will assume these responsibilities under the new pilot program. Under the program, TxDOT crews will start the seal coat process early next summer.

"The reason we are doing in-house seal coat now is so we don't lose the art of how it is done," said Victor Songer, Dallas District maintenance administrator. "And it is a cost-efficient way to maintain the roadway."

In the Dallas District, especially in Denton County, teams of three or four work together in a three-step process to cover and preserve the roads, ensuring the pavement lasts longer.

Training for the seal coat program started in October, with workers learning to operate the necessary machinery in the yard. ▼

Some TxDOT crews will take on seal coating duties next summer under the new program. Photos by Tila Grant





FROM HELMETS TO HARDHATS

**TxDOT's Newest Tool for Recruiting Military
Talent Gives Veterans a Chance to Shine**

SkillBridge is the newest tool used by TxDOT to seek out those with military experience who offer a vast range of transferable skills including a strong work ethic, attention to detail and adaptability.

After a military career spanning 10 deployments, four duty stations and more than two decades, U.S. Air Force Senior Master Sergeant “DJ” Berryman is wrapping up 24 years of service to his country. His final tour involves another setting that requires teamwork, work ethic and technical know-how: TxDOT.

Berryman, who is developing the next generation of Aircrew as the current military training superintendent at Goodfellow Air Force Base in San Angelo, will hang up his uniform in December. But before he does, he’ll be picking up valuable hands-on experience in traffic studies, design and signals at the Abilene District as the agency’s first-ever participant in SkillBridge, a nationwide program that helps veterans take their next career step before joining the civilian workforce.

“The SkillBridge program has provided an opportunity to leverage the skills I’ve developed in my military career while also exploring a new career field,” said Berryman, who began training with the district’s Intelligent Transportation Systems lead in June. “Although my background in aircraft electrical and environmental systems offers some familiarity with electrical work, the specifics of TxDOT’s operations are quite different.”

Those differences haven’t stopped him from having an almost immediate positive impact, said Abilene District Director of Transportation Operations Randee Shields. She brought on Berryman to intern as part of the team responsible for the repair of traffic signals, beacons and illumination.

“His technical skills in electrical systems have been vital and he has even provided electrical on-the-job training to some staff,” said Shields, referring to



DJ Berryman is TxDOT’s first-ever participant in SkillBridge, a nationwide program for veterans about to join the civilian workforce. Photos provided by the Abilene District

multiple occasions, including Berryman’s demonstration of how to use a voltmeter to test for voltage and ohm wires.

Berryman brings to the table a broad spectrum of technical, project and leadership skills that include overseeing airplane production and training military leaders under two different superintendent roles while earning the Air Force’s second-highest enlisted rank.

The Department of Defense SkillBridge program participants continue to receive their military compensation and benefits while industry partners provide the civilian training and work experience in the program which has helped more than 50,000 servicemembers make the transition since 2011.

SkillBridge is the newest tool used by TxDOT to seek out those with military experience who offer a vast range of transferable skills including a strong work ethic, attention to detail and adaptability — just some of the many military attributes valued by TxDOT, which currently employs more than 1,300 veterans.

Shields, who is also the spouse of a retired Marine, is all too familiar with the obstacles veterans face upon exiting the service, including the challenges of finding a civilian role that speaks to their potential and skill sets.

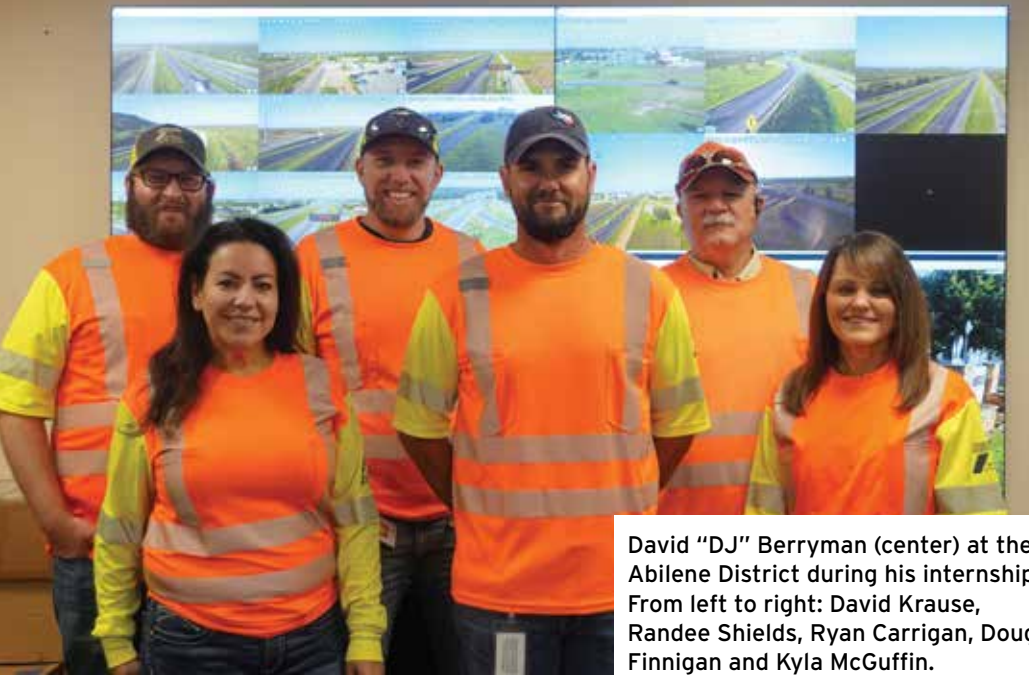
“I saw many [military] retirees who were once entrusted with millions of dollars in equipment, the welfare of hundreds of troops and oversaw national defense level programs have to settle into entry level jobs,” said Shields, whose involvement in her local military community helped spur TxDOT’s participation in SkillBridge.

Shields said the program’s duration of up to 180 days makes it possible to evaluate talent for a potential fit beyond an entry level role, allowing candidates enough time in more specialized positions the opportunity to achieve fluency in the “TxDOT language” or way of doing things.

It didn’t take long for the colleague in the Abilene District known simply as “DJ” to demonstrate an advanced skill set and wow his colleagues.

“We had an illumination system

EDITOR'S NOTE: Just as we went to publication, we received word that DJ Berryman would be one of the latest veterans to join our TxDOT family. Starting Nov. 1, DJ will serve as a transportation specialist II. Through the competitive interview process, and amongst many well qualified candidates, DJ was selected as top candidate by hiring manager, Randee Shields, director of Transportation Operations. The Abilene District and TxDOT welcome DJ into the TxDOT family.



David "DJ" Berryman (center) at the Abilene District during his internship. From left to right: David Krause, Randee Shields, Ryan Carrigan, Doug Finnigan and Kyla McGuffin.

that was repeatedly showing up on our "down list" and needing repair," Shields explained. "Because of his experiences he was able to provide new insight into troubleshooting processes."

Lynn Crill, an HR generalist for the Abilene District, offered a glowing review of the experience. "In a short period of time, the skills, the leadership and demeanor that DJ exhibited day in and out, shows us and affords us the opportunity to recruit talent that is perfectly paired with our business objectives at TxDOT."

Shields said the positive experience carries long-term potential for veterans and the agency alike. "With the variety of positions and opportunities here there are so many that could benefit from this partnership, and TxDOT would benefit from putting some of this fine talent in appropriate jobs and careers."

SkillBridge approved TxDOT as an Industry Partner earlier in the year. This distinction marks the latest chapter in the agency's history of valuing what servicemembers have to offer.

That includes Chief Administrative Officer Richard McMonagle. He said dedication to a mission, taking pride in serving the public and the good people that he first experienced in the Marine Corps

during his 25-year career made him feel right at home at TxDOT.

"Although every day I use the planning, leadership, and decision-making skills that I learned in the Marine Corps, it is in preparing for [emergency] response operations where I really employ my operational experiences," he said. "In hiring military veterans, TxDOT gets employees with leadership skills, who are self-disciplined, motivated and used to working on a team to overcome challenges."

TxDOT's effort to ensure that the agency and veterans alike can make the most of their potential is led by the Talent Acquisition Team. The team participates annually in 20 to 25 events statewide to seek out military talent and support its broader goal of achieving a workforce that is at least 10% veterans. TxDOT has delivered on that ambition with veterans accounting for an average of 13.6% new hires over the 2020-24 period.

"As this is a new program for TxDOT, we do not have goals in mind of how many interns we want to bring aboard," said Talent Acquisitions Specialist Marvin Faulcon, who following his career in the Marines leads the military recruitment effort. "Our goal at this time is to create the awareness and

interest for our hiring managers."

Meanwhile back in Abilene, word of the program is starting to get out.

"I have spoken to my counterpart in the San Angelo District and I know he is interested in participating in this program as well," said Shields.

"The support and assistance from everyone at TxDOT over the past three months have been invaluable," said Berryman. "I can't thank Randee enough for affording me the opportunity to be a part of her team and TxDOT. I hope my military experience, work ethic, and dedication have demonstrated my potential."

Shields said the program's capacity to showcase the capabilities of Berryman and those who will follow in his footsteps make SkillBridge's potential abundantly clear.

"I know that job placement can be warranted throughout all 25 districts and the divisions," she said. "It was always our goal at the district to get this program kicked off and to build on it. We are currently working to find our next candidate for this wonderful program." ▼

"In hiring military veterans, TxDOT gets employees with leadership skills."

**- Richard McMonagle,
Chief Administrative Officer**



Chief Administrative Officer Richard McMonagle.

Happy Veterans Day to the veterans of TxDOT and thank you to everyone who sent us their pictures for the cover collage.

RIGHT OF WAY DIVISION

TxDOT LEADS THE WAY IN DIGITIZING HISTORIC DOCUMENTS

Documents from the 19th century can now be viewed on computers

When it comes to digitizing records, TxDOT is the national gold standard thanks to the Right of Way Division, which showed off their accomplishments at a national event with DOT partners earlier this year.

You can probably remember the smells of the room that housed physical records back in the day. Boxes after boxes. Manila folder after manila folder. All holding important state information from back before the computer age. So much paper.

In recent years, this mountain of information wasn't doing much good as almost everything is now done digitally. That's why the Right of Way Division and the Texas State Libraries and Archives Commission (TSLAC) began a collaborative project to digitize historic documents, producing the preservation quality digital images that are required.

The project coincided with the move of TxDOT divisions to the Stassney Campus in Austin. A vendor scanned the physical records, applied metadata and added them to TxDOT's document management system, OnBase.

"Because of the volume of records, this task seemed daunting at first," Management Analyst Kelsey Peduzzi said.

In these digitization projects, more than 4 million pages of valuable Right of Way Division records have been preserved and made accessible to TxDOT staff and the public.

"I cannot emphasize enough how important it is to digitize high-value records in any organization," Peduzzi said. "We've been able to ensure these records that have a permanent retention will always be available for both internal TxDOT staff and external customers requesting records."

Documents can date back to the 1800s and are incredibly



While presenting at a conference this year, Kelsey Peduzzi (left) and Patrick McLynch found TxDOT is ahead of the curve for digital records. Photo provided by the Right of Way Division

important as TxDOT works with landowners throughout the state to buy land for projects.

This digitization coincides with the division's goal to fulfill public information requests entirely online and to make records publicly accessible at no charge.

It also comes after multiple districts received an influx of requests for documents and maps. In the Beaumont District, as maps became available online, requests dropped to nearly zero.

When Peduzzi and Special Projects Coordinator Patrick McLynch presented at the 2024 National Association of Government Archives and Records Administrators Annual Conference, TxDOT stood out as industry leaders.

"While I know how big of an undertaking our digitization efforts really were, I had no concept of how far ahead we are compared to other state and local agencies," Peduzzi said.

"We are years, maybe decades, ahead of other agencies that approached us after our presentation to share their experiences trying to secure funding or take on imaging records in-house so they could digitize only a portion of their files."

This success is due to the Right of Way Division's large-scale digitization projects with an emphasis on transforming business processes to become paper-lite, and use of advanced tools like GovQA and the TxDOT Real Property Asset Map to guarantee public access to information.

It's just another example of TxDOT employees leading the nation and establishing the agency's reputation among industry partners. ▼





NEW BENEFITS FOR HEALTHSELECT MEMBERS



Three brand-new digital programs to support heart health, manage musculoskeletal conditions and promote mental health are now available to HealthSelect of Texas participants. Members can proactively manage their health with support and care from the convenience of home.

Hello Heart, Hinge Health and Learn to Live are available in the Apple App or Google Play stores. Best of all, the programs are free to HealthSelect of Texas and Consumer Directed

HealthSelect medical plan participants. A proactive approach to managing one's health helps avoid serious complications down the road. These new programs offer a way to stay on top of your physical and mental well-being. By regularly monitoring your health and addressing issues early, you can prevent more serious conditions that may require costly and time-consuming visits to the doctor's office. These tools can empower you to take control of your health today and in the future.

1 Hello Heart

Hello Heart is a blood pressure management program that comes with a free blood pressure monitor that pairs directly with a smartphone. The program encourages users to track their blood pressure regularly by logging their readings within the app. Based on the readings, the program provides helpful tips for improving blood pressure with simple lifestyle changes. Participants with a history of high blood pressure and cardiovascular disease may benefit the most from this program.

2 Hinge Health

Hinge Health is a musculoskeletal therapy care program that gives users access to a digital clinic for joint and muscle care, along with an online team of coaches and physical therapists. This program helps relieve joint, muscle and back pain with personalized digital exercise therapy. The program includes virtual sessions, unlimited one-on-one coaching and motion tracking technology for instant form correction.

3 learn to live

Learn to Live is a self-guided mental health program designed to help participants proactively manage their mental well-being. Topics include stress, anxiety, social anxiety, depression, insomnia, substance use, panic or resilience. These digital programs use cognitive behavioral therapy to teach how to adjust unhelpful thoughts and manage mood. Participants can also request one-on-one coaching support. ▼



For questions regarding these benefits, call the BlueCross BlueShield of Texas personal health assistants at (800) 252-8039.



Here is a photo depicting an identifiable landmark you may have seen in your travels around Texas. If you think you know what this is a photo of or know where it was taken, send an email to TNideas@txdot.gov. Deadline for submissions is Nov. 26.



Identified:



Congratulations to our first identifier Kim Deal (LFK).

Last edition's photo featured the Annie Riggs Museum in Fort Stockton. Built in 1899 as the Koehler Hotel, the museum features displays and exhibits depicting the heritage and development of Fort Stockton.

Others identifying the photo were Christine Tremblay (PTN), Craig Burgan (DAL), Lyndol Irby (TRV), Chris Cowen (SJT), Valerie Followell (TRV), Joseph Hagler (LFK), Richard Garcia (AUS) and Ed Goebel (LBB).

UPCOMING TxDOT EVENTS

November 11
Veterans Day
(All Agencies Closed)

November 14
Transportation
Commission Meeting
(Austin)

November 27
Day before Thanksgiving
(Minimal Staff Required)

November 28
Thanksgiving Day
(All Agencies Closed)

November 29
Day After Thanksgiving
(All Agencies Closed)

December 17
Transportation
Commission Meeting
(Austin)

December 24
Christmas Eve
(All Agencies Closed)

December 25
Christmas Day
(All Agencies Closed)

December 26
Day After Christmas
(All Agencies Closed)

December 31
New Year's Eve
(Minimal Staff Required)

January 1
New Year's Day
(All Agencies Closed)

COMMUNICATIONS
DIVISION

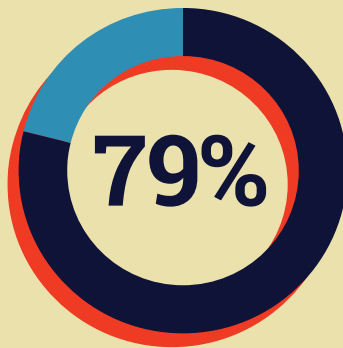
STRONG EMPLOYEE FEEDBACK ENHANCES INTERNAL COMMUNICATIONS

More than 1,000 employees responded to a survey in August, gathering feedback on internal communications products like Crossroads, *TN Magazine*, TN Network and *TxDOT Newsbreak*. From improving viewership of *TxDOT Newsbreak* among field employees to making continuous improvements to Crossroads, the valuable insights from the survey will help make internal communications within TxDOT even better. ▼

Here are few
survey highlights:

1,058

Employees
Responded



Said they are either
"Satisfied" or "Very
Satisfied" with internal
communications



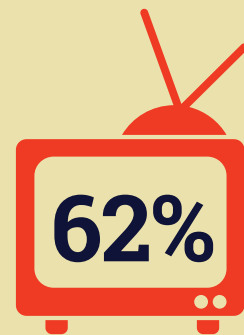
"Human resources/
benefits" and "The
departments strategies/
goals for the future"
were the most important
topics to employees

84%

listed Crossroads
as a tool they used
to stay informed,
making it the most
popular tool by far



Said they
have either an
"Excellent" or "Good"
impression of
TN Magazine



Watch the TN
Network "Very often"
or "Sometimes"



JENNIFER HESTER

Administrative Assistant



HOUSTON
DISTRICT



Jennifer Hester is an administrative assistant with the Houston District working out of the Galveston Area Office. She has been with TxDOT for two years. Before taking on her current role, she served with the U.S. Navy and then completed her bachelor's degree in psychology from the University of Houston – Clear Lake. She is currently working with people who have been victims of crime as she pursues her master's degree in clinical mental health counseling. She and her husband have been married for 21 years and have three children.

What are the five words that best describe you?

Inquisitive, empathetic, driven, resourceful and attentive.

What is your favorite thing about your hometown?

Galveston's downtown area. It has everything from shopping to dining to art galleries and museums. It also hosts various events year-round. It's really the heartbeat of Galveston.

What's your favorite vacation spot?

Any place with a pretty view and good company.

Name something you've done in your childhood that you still do today.

I add double the recommended serving amount of peanut butter to my peanut butter and jelly sandwiches.

What is the one thing someone visiting Galveston must do?

Besides visit our downtown area, ride the ferry. It's fun and free! You can also park and walk aboard the ferry.

What school subject was your favorite and why?

Any art class. I took several in high school as well as undergrad. I think art in all forms is such an important outlet of self-expression.

If you could jump in a time machine, would you go backwards or forwards?

Forward, never go backwards. You aren't going in that direction.

What is the best part of your day?

Watching the sunset off my back deck. It offers me a beautiful moment of reflection each day.

What's your favorite restaurant in Galveston?

Maceo Spice and Import Company. Amazing food plus an opportunity to shop while supporting a local business!

Do you have any New Year's resolutions?

Yes, to be more intentional with my time and energy and in my interactions with people.

What did your family do for fun this summer?

My daughter and I traveled to France to watch Taylor Swift perform overseas. We also toured historic homes, The Louvre Museum and the catacombs. We were fortunate enough to see the city setting up for the Olympics. It was an amazing experience!

What is something your friends would be surprised to know about you?

That I am easy prey for a good sales pitch. I think salespeople can see me coming from a mile away. I have purchased so many things such as magazine subscriptions, cleaning products, hair and makeup products. The list goes on.

What is a family tradition you enjoy?

Christmas Eve with my in-laws. It is always such an enjoyable time with good food and genuine love for one another. I look forward to it every year! ▼



ALL ACROSS TxDOT

What You Need to Know



TxDOT's business continuity program received the state's Continuity Program of Excellence award: (l to r) Erika Kemp, Eric Grasso, Joseph Ellis and Elizabeth Osgood. Photo by Julie V. Kelly

STRATEGIC INITIATIVES AND INNOVATION DIVISION

TxDOT's business continuity program earns state recognition

This summer, the Continuity Council of the State Office of Risk Management recognized TxDOT's business continuity program with the prestigious Continuity Program of Excellence Award. The effort is central to TxDOT's approach to preparedness and resilience, consisting of plans created by districts and divisions to ensure the agency can continue to fulfill its mission during critical events or disruptions.

Business Continuity Coordinator Joseph Ellis and Business Continuity Specialist Eric Grasso of the Strategic Initiatives and Innovation Division oversee TxDOT's program.

"The award recognizes TxDOT leaders and staff for their hard work in ensuring the resilience and continuity

of the department's operations," said Erika Kemp, director of the Strategic Initiatives and Innovation Division. "Together, we've created a program that is a valuable asset."

TxDOT's business continuity program is tried and tested by staff annually with planned exercises and a full-scale, department-wide test conducted every four years. Actual emergencies like hurricanes, pandemics and ransomware attacks have also tested the program in recent years, contributing to its evolution. The program's award and real-life successes are a result of the collective effort of the entire TxDOT team. ▼

TxDOT takes home communication honors

TxDOT won two AASHTO TransComm awards at the Committee on Transportation Communications Meeting in September. The Public Involvement Section of the Transportation Planning and Programming Division received the

Internal Publications Award for its Strategic Public Engagement Guidance, which supports project teams across the state in engaging all members of the public — particularly those who may have felt excluded in the past. Jennifer Wright, El Paso public information officer with the Communications Division, won the Script Writing Award for the Super Bowl Drive Sober No Regrets TV news segment script. Congratulations to our winners! ▼

DALLAS DISTRICT

Big Tex delivers big safety message

Safety has always been TxDOT's top priority. This fall it got a boost from a big safety advocate.

This year, TxDOT featured multiple safety messages with the voice of Big Tex. TxDOT recently landed the State Fair icon to remind all Texans to buckle up, drive the speed limit and limit distractions.

When it comes to safety, every type of message helps TxDOT focus on its mission to ensure everyone arrives safely at their destination, including the State Fair. The booming voice of Big Tex will certainly help.

Look for the 30-second spots on the TxDOT Dallas and statewide social media channels. ▼

Big Tex, the State Fair icon, is featured in TxDOT ads this fall to remind Texans to drive safely.





The DRIVE program graduated its second cohort of disadvantaged business firm mentees in August. Caleb Bryant (center in gray) and Pamela Bryant (fourth from left) with the PEPS division were on hand for the celebration.

PROFESSIONAL ENGINEERING PROCUREMENT SERVICES DIVISION

DRIVE Program holds second annual graduation

The Professional Engineering Procurement Services Division (PEPS) held a graduation in August for its mentorship program to support emerging disadvantaged firms through voluntary partnerships with more established firms. The Diverse Relationships for Informative Value Exchange (DRIVE) Program reflects TxDOT’s commitment to increasing the participation of disadvantaged business enterprise firms in the procurement of professional services contracts. A total of 10 firms graduated from the program. ▼

TEXAS TRANSPORTATION COMMISSION

Commission adopts historic transportation investment

As Texas’ population continues to grow, the Texas Transportation Commission is making a record \$148 billion in total investment in the state’s transportation infrastructure over the next 10 years. Central to that investment is the Commission’s unanimous adoption of the \$104.2 billion Unified Transportation Program (UTP) as a TxDOT blueprint for advancing projects that will improve safety, address congestion and

connectivity, and preserve roadways for Texas drivers. The historic level of investment includes more than \$43 billion for development and routine maintenance. This is a \$5.6 billion increase in total investment from the previous year.

“With a booming population and economy, TxDOT is meeting the moment with a record investment in our state roadway system to ensure Texas remains the preferred destination for families and businesses,” said Texas Transportation Commission Chairman J. Bruce Bugg Jr. “Thanks to the vision of Gov. Greg Abbott and the Texas Legislature, this historic transportation investment focusing on safety and congestion relief will help meet the needs of Texans for years to come.” ▼

HOUSTON DISTRICT TxDOT finalizes buyback of SH 288

TxDOT recently completed the termination of the SH 288 Comprehensive Development Agreement (CDA). This historic move is expected to bring Texans future toll relief and more free lanes to drive in the Houston area.

“This is an extraordinary outcome for Texans. Not only will this bring future toll relief and additional free general purpose lanes for drivers, but the state is acquiring a \$4 billion asset for \$1.7 billion,” said Executive Director Marc Williams. “This type of buy-out is unprecedented in the United States and is a very big win for SH 288 drivers and our taxpayers.”

Tolling policies on the SH 288 managed toll lanes in Harris County

will not change in the short term, due to a contractually required transition period. However, by transferring the project to state control, TxDOT anticipates that future toll rates will be able to be reduced and will escalate at a slower pace than allowed under the CDA. TxDOT also anticipates that future toll revenues will be able to fund ongoing and future maintenance on SH 288, along with improvements like additional non-tolled lanes on a portion of the SH 288 corridor.

The state will now assume operations. Drivers should not expect to see any immediate changes regarding maintenance, operations or billing. ▼

Beware of texting scams targeting TxTag customers

Texting scams are targeting TxTag toll customers in Texas and TxDOT is warning everyone to be on the lookout.

Multiple TxTag customers reported receiving text messages that appear to be from TxTag about a balance due or past due. These SMS text phishing scams, also known as smishing, have been occurring since April, but appear to have increased recently. TxDOT is working to have fraudulent websites taken down in hopes of preventing customers from becoming victims.

TxTag takes customer account security and verification very seriously. While TxTag currently communicates with customers via email, text and outbound phone calls, it will not send text messages regarding final payment reminders or past due balances. Any text messages sent to TxTag customers will be sent from 22498.

TxDOT asks TxTag customers to be vigilant of these ongoing scams and contact TxTag Customer Service directly at TxTag.org or by calling 1-888-468-9824, should customers receive an unsolicited text, email or message purporting to be from TxTag or another toll agency. They should also not click on or open any links. ▼

HUMAN RESOURCES
DIVISION

TxDOT'S SUPPORT FOR WORKING PARENTS EARNS RECOGNITION

TxDOT has been recognized as a 2024 Best Place for Working Parents, with many of our offices also earning the designation of Texas Mother-Friendly Worksites by the Texas Department of State Health Services. These honors highlight the agency's ongoing commitment to fostering a

TxDOT is proud of the ongoing efforts to create an environment where employees feel valued and supported in balancing their professional and family responsibilities.

family-friendly workplace that supports employees and their families.

As a workplace that offers comprehensive healthcare coverage and flexible spending accounts that can be used for dependent care and work flexibility, TxDOT was recognized for the wide range of benefits and programs offered to its employees.

Another benefit arrived in September 2023 when a new paid parental leave was granted to all state employees. Individuals working at state agencies are no longer required to exhaust all available paid vacation and sick leave before benefiting from paid parental leave under the new regulation.

To be eligible for paid parental leave, an employee must be a member of the Employee Retirement System of Texas, have at least 12 months of state service, and have worked at least 1,250 hours during a 12-month period.

State employees are entitled to up to 40 days — or eight weeks — of paid leave following the birth of a child, and up to 20 days — or four weeks — of paid leave for non-birthing parents

following the birth of a child by the employee's spouse, through a surrogate or child adoption.

To further help families, TxDOT's robust breastfeeding policy ensures that nursing parents have the time and space needed to express milk comfortably and privately during the workday. All of these benefits support employees and their families

during important moments.

In addition, TxDOT has introduced several programs that enhance its family-friendly workplace:

- **Pumpspotting:** This digital lactation support platform offers access to board-certified lactation consultants, community support and resources. It also features a map locator of places to pump and nurse when traveling. Available to all employees and their spouses/partners, simply download the Pumpspotting app, create an account, and use the code TXDOTPUMPS.
- **Infants at Work Program:** Eligible employees, including fathers, mothers and legal guardians, can bring their infants to work until they reach six months of age. This program fosters a nurturing environment that supports the bond between parent and child while allowing employees to fulfill their work responsibilities.

TxDOT is proud of the ongoing efforts to create an environment where



employees feel valued and supported in balancing their professional and family responsibilities.

All employees are encouraged to take advantage of these benefits and programs. TxDOT is here to support you and your family. For more information on family-friendly benefits and programs, visit the Human Resources Division on Crossroads or speak with your local Human Resources generalist.

Additional reporting by Victoria Burns ▼

OLYMPIC SPIRIT LIGHTS UP BRIDGE DIVISION

Taking inspiration from the 2024 Paris Summer Olympics, the Bridge Division hosted its own BRG Olympics among its employees at the Stassney headquarters in Austin over the summer.

Organized by the Bridge Division Activities Committee, the games kicked off with an opening ceremony to “light” the BRG Olympic torch. Bridge Division employees had the opportunity to compete in six light-hearted events during lunchtime:

1. Paper Airplane Toss
 2. Bridge Trivia
 3. Paper Football Flick
 4. Don’t Break the Bridge Word Challenge
 5. Mini-golf Putting
 6. Penny Bridge Design Challenge
- After the committee tallied up the

scores, they announced the winning teams and individuals to cheers and applause. Their combination of trivia knowledge, engineering creativity and athletic prowess earned them the coveted title of Bridge Division Office Olympics Champions.

Taking home gold were:

- Bridge Trivia: Zoran Umicevic and Ralph Abano
- Paper Airplane Toss: Nader Mavaddat
- Don’t Break the Bridge: Heather Clewett and Mark Wallace
- Football Flick: Seth Cole
- Penny Bridge: Sara Watts
- Mini-golf Putting: Chris Gomez

The event not only provided a fun break from the daily grind, but also fostered teamwork and camaraderie among colleagues. ▼

BRIDGE DIVISION



The Paper Airplane Toss was one of the many events at the BRG Olympics this summer. Photo provided by the Bridge Division

RIGHT OF WAY DIVISION

TxDOT’S WORK WITH AUTONOMOUS TRUCKS WINS AASHTO’S HIGH VALUE RESEARCH AWARD



Research Project Manager Katelyn Kasberg and Research and Technology Division Director Kevin Pete. Photo provided by the AASHTO Research Advisory Committee

A TxDOT research project using autonomous trucks to detect road maintenance needs including potholes and roadway debris

notched a 2024 High Value Research Award from the American Association of State Highway Transportation Officials (AASHTO). Issued by AASHTO’s Research Advisory Committee, these awards recognize projects that bring high returns on investment, including time, money, safety and other benefits.

The winning projects are then showcased at AASHTO events and highlighted in publications including their annual “Research Makes a Difference” report. The projects are also the subject of a session at the Transportation Research Board Annual Meeting.

TxDOT’s winning project, “Working with Autonomous Trucks to Improve Routine Maintenance Operations,” seeks to merge autonomous vehicle

(AV) trucking data with TxDOT’s maintenance system, making it easier to spot and report road maintenance needs.

The project revealed that AV trucks could significantly enhance TxDOT’s data-sharing and maintenance operations, including improved detection of potholes and roadway debris. Additional competencies uncovered by the project showed that AV trucks could also capture detailed data on road striping. The research highlighted the need for improved real-time maintenance identification and the use of AI solutions to enhance data accuracy.

With Texas being a leader in AV technology and ongoing initiatives, there is significant potential for this project to scale and integrate with existing systems, leading to better road maintenance and safety across the state. ▼

MILESTONES

SEPTEMBER SERVICE AWARDS

ADMINISTRATION

5 Anh Selissen

AMARILLO

25 Kevin K. Kerlee
Oliver D. Roberts
15 Joe L. Ramirez
10 Jose M. Michel
5 Jason D. Roe

ATLANTA

30 Jason S. Overmyer
20 David K. Gunn
Benjamin M. Yowell
15 Robert E. Tinkle Jr.
5 Kimberly L. Epperson
Toby Fuller

AUSTIN

30 Clinton S. Anderson
Gregory L. Stark
25 Benjamin O. Engelhardt
20 Minh dang Bennett
Michael M. Schneider
Gregory W. Stephens
15 Tommy R. Abrego
10 Kelly A. Brautigam

AVIATION

20 Becky A. Vick

BEAUMONT

10 Timothy Collins
5 Jeffrey D. McCoy

BRIDGE

10 Steven J. Austin

BROWNWOOD

10 Matthew B. Reed
5 Leslie Hamilton
E. I. Johnson

BRYAN

25 Julie V. Mask
20 John L. Johnson
10 Bobby Isaac
Timothy Smith
5 Bryan L. DuBois
Cendy S. Duch
Billy J. Jasinski
John H. Walker Jr.
John T. Wilson

CHILDRESS

20 Jeremy C. Beck
10 Anthony J. Blair
Kenneth L. Cornett
Cory Taylor

CIVIL RIGHTS

10 Belinda M. Braunstein

COMMUNICATIONS

25 Michael D. Peters
5 Zachary Fedell
William Wright

COMPLIANCE

5 Jennifer OBrien

CONSTRUCTION

10 Corliss R. Crawford

CORPUS CHRISTI

25 Freeman E. Bland Jr.
20 Robert D. Ellis
10 Walter P. Barclay
Steven J. Boyle
Joshua Jarrard
Christopher L. Murphy
5 Corey Boyd
Henry Gerhart Jr.
Ashley R. Gomez
Robert Parras
Rutilo Rodriguez Jr.

DALLAS

20 Mandel V. Howard
15 Cody R. Phillips
5 Justin Kalathoor John

DESIGN

10 Mark A. Baker
Jennifer N. Loa
5 Milad Kiaee

EL PASO

20 Arturo R. Estrada Jr.
10 Robert W. Gray
Cristina Ontiveros
Leonel Prado

ENVIRONMENTAL AFFAIRS

30 Elisa F. Garcia
15 Susan M. Shuffield
5 Megan R. Becan

FINANCIAL MANAGEMENT

40 Bruce Matusek
15 Brian C. Kling
5 Maria A. Jimenez

FLEET OPERATIONS

25 Chad M. Barnett
10 Justin L. Luman
David A. Sanchez Jr.
5 Jackie D. Manry
Raul M. Perez

FORT WORTH

25 Michael D. Flaming
Allen O. Shelley
20 Dana M. Lee
10 Marc A. Cantrell
5 Scottie Blackburn
Ivan Calderon
Matthew Nobles

HOUSTON

40 Jeanne C. Javadi
35 Darryl D. Hall
Anthony C. Novosad
30 Peter N. Acho
Darrell W. Halik
25 Hui Shen
20 Carmen D. Jolley
10 George Bazan

Soojun Ha
Lucas C. Hernandez
Joseph C. Norman
5 Tyler J. Baldwin
Moe Kuchak
Cindy S. Kurtz
Patrick Peloquin
MD Noore A. Sarkar
Araceli Segar

HUMAN RESOURCES

10 Tina M. Busby

INFORMATION TECHNOLOGY

25 Billy Snyder
20 Priscillo A. Campos
5 Peter Lee
Scott Rogillio

LAREDO

5 Enrique Hernandez
Guzman

LUBBOCK

25 Harold W. Rodgers Jr.
10 Derrik Smith
5 Adam Rendon

LUFKIN

25 Catherine D. Loerch
10 James C. Henagan
5 Clifford D. Havard
Richard L. Hughes

MAINTENANCE

10 Anthony. Castanon
Travis J. Jez
Guss C. Searcy

MATERIALS AND TESTS

20 Kevin J. Kloesel
5 Carlos A. Trejo

OCCUPATIONAL SAFETY

25 Samuel Salazar

ODESSA

10 Glow-Ann Paye-Beitel
5 Benjamin Bedrick

PARIS

30 Danny Clanton
10 Kevin M. Brown
Derrick A. Lumpkin
John F. Walsh
5 Trevor L. Mobley

PHARR

25 Bruce Gutierrez
Teresa M. Muehlberger
McMillian
10 Eliamar Garza-Romero
Johnny I. Gomez
5 Daniel A. Cano
Francisco H. Chapa
Zebedee Z. Suarez
Mariel B. Torres

PROCUREMENT

20 Edward T. Sosa
10 Tashauna L. Jones Butler

PROFESSIONAL ENGINEERING PROCUREMENT SERVICES

25 Mary L. Menzel
James G. Villanueva
10 Kristina M. Kottke

PUBLIC TRANSPORTATION

20 Matthew A. Volkmann
10 Eric M. Garcia

RAIL

5 Gabriela Rios

RIGHT OF WAY

20 Melissa C. Sevilla
5 Maria I. Cazares
Jaclyn Roach
Livia Telles

SAN ANGELO

20 Margarita G. Longoria
10 Jesus I. Garcia
Christopher D. Wagner

SAN ANTONIO

20 Rene R. Fernandez
Mark J. Lutz
10 Roberto J. Madrigal
5 Ezequiel Escobedo
Michael Phelan

SUPPORT SERVICES

25 Jill M. Hogan
5 Allen Perez

TRAFFIC SAFETY

30 Michael A. Chacon

TRAVEL INFORMATION

10 Catherine S. Cromer

TYLER

10 Terri L. Young

WACO

5 Andrew Ayala
Charles Bowman
Rance L. Burks
Ruben Padilla

WICHITA FALLS

35 James R. Cantwell
Robert M. Hosea
30 Mark A. Smith
20 Benjamin E. Coker
5 Nellie P. Bennett
Mario Garcia Jr.
William R. Hollingsworth
William W. Jones
James E. Jones Jr.
Tanner A. McMillan

YOAKUM

20 James W. Grahmann
5 Jeremy A. Castillo
Charles K. Rochester

OCTOBER SERVICE AWARDS

ABILENE

5 Jayson Garner

ALTERNATIVE DELIVERY

20 Thomas L. Smith

AMARILLO

5 John A. Love
Brandon M. Vinson
Chad E. Wynn
Francisco Granados

10 Jeremy Hagar

Zachary Mayer
5 Steven E. Chedester
Daniel Sanchez Perez

ATLANTA

5 Joseph R. Bass
Donna M. Hendrix

AUSTIN

25 James R. Chamberlin

Ronnie L. Martinez

20 Daniel A. Hudson

Gisel Carrasco

5 Ronnie Michna

AVIATION

5 Elias R. Lopez

BEAUMONT

20 James R. Hand

BRIDGE

10 Blanca M. Pattee

5 Edward Galbavy

BROWNWOOD

10 Joseph D. Field
Daniel W. Queen

BRYAN

25 Teresa J. Bullock

10 Michael Fazzino

5 Robert M. Pequeno Sr.
Jorge Vasquez Jr.

CHILDRESS

35 Michael D. Taylor

David M. Wallace

5 Jay D. Albus
Daniel Valdes

CIVIL RIGHTS

25 Monica R. Guerrero

COMMUNICATIONS

15 Christopher A. Lewis

5 Karina Valley

CORPUS CHRISTI

20 Edward Bryan

10 Stephanie E. Christina

Mitchell E. Litchko

5 James M. Collins
Sarah R. Rivera
Christobal T. Santos
Jacolby Tully
Alejandro Valencia

DALLAS

30 William Laird

20 Amber M. Coats

10 Hiruy G. Berhe

Gary D. Douglas

Nancy M. Leggio

Michael C. Rivers

Curk Benner

Jasyn Edwards

5 Timothy D. Faubion

Kerry M. Meskill

Tresa D. Mixon

William R. Rancier

Cordero Bizor

Gary Carson

Randy Patterson

Deanna Waltisperger

DESIGN

20 Joseph Macke

Adrian Martinez

5 Kelly Rodriguez

EL PASO

20 Jesus A. Garcia

15 Luis M. Sanchez III

5 Julian G. Lopez

Edgar Villalobos

ENVIRONMENTAL AFFAIRS

10 Deborah L. Nixon

FINANCIAL MANAGEMENT

10 Estevan G. Cortez

FLEET OPERATIONS

30 Luther D. Knight

20 Joseph W. Matus

FORT WORTH

10 Bobby J. Hale Jr.

Sharon D. Williams

5 Eder Fuabuna

Nicholas Steinruck

GENERAL COUNSEL

20 Felicia Wydermyer

15 Carmen Jacquez

HOUSTON

40 Michelle T. Nguyen

25 Emmanuel C. Samson

20 Edward A. Albinus

Stephen D. Dominguez

Adam C. Galland

Edwin Y. Ho

Adrian T. Lewis

Joe E. Stransky II

Arnold Trevino

15 Nelson D. Jusa

Zhanfei Fan

10 Keith T. Moore

Thai M. Truong

5 Sarah N. Alvarez

Michel M. Kozman

Janet G. Shook

Alberto Bahena

Dana Brannon

Daniel Garrison

Sahar Rockoi

Thomas VanBaarle

HUMAN RESOURCES

20 Melissa A. Wilson

10 Lynn M. Crill

Homer A. Diaz

5 Penny R. Garner

Emanuel Irvin

INFORMATION TECHNOLOGY

25 Keith C. Handrick

10 Jeffrey S. Hutson

5 Mauricio R. Moreno

Sara DeLong

Garett Eggers

LAREDO

25 Angelo M. Marroquin

Ricardo Castro

Israel Villarreal

5 Rosa I. Cuevas

Karen E. Martinez

Salma S. Pachicano

Angel Alejo

Brenda Gonzalez

Jose Tovias Torres

LUBBOCK

20 Adrian Mendoza

10 Reyes Casares

5 Christopher T. Hagstrom

Erica Pena

Agustin Ruiz

LUFKIN

5 Gerald P. Foley

Tamara D. Gibson

Bowen M. Kirkland

Richard W. Rowley II

MAINTENANCE

10 Brent E. Johnson

5 Levi J. Tindall

ODESSA

10 JD T. Pickens

5 Jacqueline Leyva

Neri Soria

PARIS

10 Benjamin T. Brazeal

5 Tanner Ellis

Lem Richey

PHARR

35 Gregory A. Rakay

10 Felipe Fernandez

5 Victor J. Requen

PROCUREMENT

10 Laura J. Ritchie

PROJECT FINANCE, DEBT AND STRATEGIC CONTRACTS

15 Laura Steiert

PUBLIC TRANSPORTATION

10 Sunil John

RESEARCH AND TECHNOLOGY IMPLEMENTATION

15 Kevin J. Pete

RIGHT OF WAY

25 Kristy K. Fincher

20 Christine D. Solomon

10 Tammy R. Sanders

5 Adel Cagle

Parker Stevens

SAN ANGELO

25 Joshua J. Schexnider

20 Ubaldo Serrano

10 David A. Lara

5 Cory W. Slone

SAN ANTONIO

25 Robert G. Salazar

20 Cynthia M. Saldana

15 Harvey L. Franklin Jr.

10 Garrison M. Campfield

Michele Schwarzlose

5 Clayton Brock

Charles Brown

Gabriel Cardenas

Samuel Haley

STRATEGIC INITIATIVES AND INNOVATION

15 Benjamin L. King

SUPPORT SERVICES

25 Virgil L. Gillenwater Jr.

20 Louis G. Maldonado

TRAFFIC SAFETY

25 Nicole A. Tyler

5 Miguel Sambrano

TRANSPORTATION PLANNING AND PROGRAMMING

10 Kale K. Driemeier

TRANSPORTATION PROGRAMS

30 Darren V. McDaniel

TRAVEL INFORMATION

10 Richard Nicholson

5 Steve V. Pruneda

Julia Jones

TYLER

35 Jonathan B. Blackburn

20 Mark A. Fletcher

10 Dana J. Caraway

Justin C. Embrey

Tommy A. Martin

Jason H. York

5 Matthew Marshall

Bryce Moss

WACO

30 James H. Neeley

20 John H. Ondrej

10 Rolland B. May

Amanda K. Peugh

Jerry McCormick

5 Patrick A. Jalufka

Amanda D. Shirley

Dominic DiTommaso

WICHITA FALLS

10 Kane M. Eavenson

5 Duane A. Nutter

YOAKUM

20 Victor M. Moreno Jr.

Albert Horelica III

10 Benny A. Husinecky Jr.

Timothy A. Knight

Brian M. Lehnert

5 Lori A. Berger

Jaime G. Gonzales

Timothy F. Lezak

Braydon R. Murphree

Aaron J. Skelton

Marvin L. Whitley

MILESTONES

JULY RETIREE AWARDS

ABILENE

11 Gerald D. Lewis

AMARILLO

17 Gerald A. Ewers

AUSTIN

26 John C. Peters

CONTRACT SERVICES

3 Rebecca Delgado

CORPUS CHRISTI

26 Valente Olivarez Jr.

FLEET OPERATIONS

9 Paul Wolf

FORT WORTH

28 Clinton L. Hyatt

HOUSTON

18 Raymond M. Heileman
Vicki Rene Marsh

LAREDO

22 Hector N. Cayaman

ODESSA

24 Mark A. Flores

PARIS

28 Jason L. Chennault
Michael P. Murphy

PHARR

25 Irma R. Villareal

PROCUREMENT

25 Jesse J. Almanza
12 Janine M. Hess

SAN ANTONIO

28 Rodney D. Coursey
Robert B. Hartmann
23 Bryan K. Williams

TRAFFIC OPERATIONS

20 Scott E. Sims

TRANSPORTATION PLANNING AND PROGRAMMING

28 Kimberly Parris

TYLER

24 Shannon D. Bell

WACO

18 Kenneth R. Hampton

AUGUST RETIREE AWARDS

ABILENE

28 Erwin P. Session

21 Chad W. Carter

ALTERNATIVE DELIVERY

23 Carol Luschen

21 Charles F. Miksch

AMARILLO

35 Bradley D. Buchanan

19 Al W. York

10 Jesse W. Mickler

AUSTIN

31 Edward A. Till

AVIATION

21 Don W. Ramsey

BEAUMONT

21 Antonio John Joubert

BROWNWOOD

33 Tina R. Crelia

BRYAN

39 Martin D. Dyer

CHILDRESS

27 Charles B. Steed

26 Tony C. Kidd

24 Wilbern L. Brendle

COMMUNICATIONS

10 Timothy W. McAlavy

DALLAS

39 Michael K. Ricks

38 Walter R. Fisher III

31 Yuan Ruo Wang

28 Stephanie Dawn Ramsey

26 Alireza Shafiye-Mogadam

24 Billy R. Taylor

21 James F. Higginbotham Jr.

20 Paul G. Edwards

18 Deborah K. Sides

11 Anthony J. Salinas

EL PASO

21 Wesley A. Snyder

ENVIRONMENTAL AFFAIRS

28 George T. Dempsey

FINANCIAL MANAGEMENT

32 Shelly J. Hanke

22 Patty M. Baker

19 Kathryn D. Steese

FLEET OPERATIONS

35 Juan N. Velasco

19 Daniel B. Jacobson

FORT WORTH

31 Hector. Marquez

18 John J. Martin

HOUSTON

37 Eliza C. Paul

35 Stephen Waller III

29 Suling Cao

28 Boris Shurin

21 Karen G. Sepeda

19 Timothy L. Brewer

18 Ramanie R. Rajapakse

8 Patricia Donatto Ramos

INFORMATION TECHNOLOGY

1 Emilio Joy Morales
Velazquez

LUBBOCK

24 Carolyn S. Craddick

LUFKIN

30 Eleazar E. Carranza

21 Phillip D. McMillon

20 Arthur F. Yarbrough

19 Anthony W. Hill

16 Tammie C. Bennett

MAINTENANCE

38 Robert Grona

23 Alfred E. Chandler

John E. Wirth

21 Ray A. Issleib

OCCUPATIONAL SAFETY

27 Lawrence R. Gulley

ODESSA

38 Ramon M. Prieto Jr.

27 Zane R. Honeyfield

23 William R. Wilson

PARIS

19 Karen L. Jackson

PHARR

24 Marlo L. Moya

20 Victor Beltran

19 Martin Delafuent

Romeo Pena

16 Jose Castro

PROCUREMENT

35 Charla R. Saegert

19 Yvonne M. Botello

6 Tonya Myrick

PROFESSIONAL ENGINEERING PROCUREMENT SERVICES

25 Mary L. Menzel

23 Lisa A. Merwin

PROJECT FINANCE, DEBT AND STRATEGIC CONTRACTS

25 Marcella Montalvo
Saenz

PUBLIC TRANSPORTATION

24 Annette G. Cuevas

RIGHT OF WAY

11 Billy P. Harris

SAN ANGELO

29 Freddie L. Schmidt

19 Roy L. Easterly
Thomas L. Warden

SAN ANTONIO

38 David R. Scheel

31 Lonny R. Williams

22 Johnny S. Rogers

19 Armando Garcia

18 Ismail Perez Jr.

14 Irma B. Benavides

TRAFFIC OPERATIONS

17 Sylvia Marie Campbell

TYLER

28 Cedric W. Pierson

18 Ignacio Solis

13 Bob P. Hardy Jr.

WACO

26 Carl Duane Snow

24 Donald E. Wilganowski

23 Maria D. Padua

WICHITA FALLS

32 Linda G. Tamplin

28 Robert W. Bullock

10 Janice A. Nolte

YOAKUM

38 Martin C. Horst

25 Freddie Ramirez

IN MEMORIAM

AMARILLO DISTRICT

Jeffery Widener

Maintenance Section Supervisor
Date of Death: 9/1/2024
Years of Service: 12

ATLANTA DISTRICT

James "Todd" Green

Equipment Operator
Date of Death: 9/20/2024
Years of Service: 24

CORPUS CHRISTI DISTRICT

Esteban Rivera

General Transportation Technician
Date of Death: 8/15/2024
Years of Service: 1

PROCUREMENT DIVISION

Cesario Salinas Jr.

Purchaser
Date of Death: 8/16/2024
Years of Service: 26

CORRECTION: In the Sept/Oct 2024 issue, the August 2024 Service Awards listed Martin L. Rodin, Shana Thomas and Lori Wilson with the Professional Engineering Procurement Services Division as being with the Right of Way Division. Omitted were Right of Way employees Robert R. Juarez, Jr. (25 years) and Andrew Avant (5 years). We apologize for the error.

YOUR TURN



If you could pick up a new skill in an instant, what would it be and why?

LUFKIN DISTRICT



Acacia Woods

Engineering Assistant

"Communication skills. I feel like I'd be unstoppable — personally and professionally — if I could interpret and respond to people, plants and animals more effectively."

SAN ANGELO DISTRICT



Jordan Sefcik

Director of Maintenance

"I would want to be able to learn a foreign language. The ability to travel anywhere in the world and immediately speak the language would make life so much easier!"

TYLER DISTRICT



Derick Tyson

Traffic Systems Specialist

"Salsa dancing. It looks like something that would be cool to learn!"

Take a **TN** *TxDOT* Newsbreak



A team you can trust.

TxDOT Newsbreak is a news program that spotlights important TxDOT news and your good work.

Watch now on Crossroads or your local TN Network TVs.

