

The INSIDE

LANE

A newsletter for employees of the Arizona Department of Transportation

DECEMBER 2016

VOLUME 1, ISSUE 6

Director Halikowski is testing
the new self-driving sleigh!

**AKKGGGHHHH!!!
I KNEW I SHOULDN'T
HAVE VOLUNTEERED
FOR THIS!**



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transportation
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ADOT

KAIZEN! No, it isn't a term Phoenix Suns broadcaster Al McCoy says when a player hits a three-point shot. **Kaizen** means any improvement, large or small, that eliminates waste or improves safety or quality. In our Continuous Improvement culture, **kaizen** can be a noun (change for the better) or verb (make change for the better). It is a key part of the foundation in our ADOT House of Lean.

I applaud those of you who have implemented kaizens throughout our agency. Kaizens can be small improvements—not everything has to be a monumental change. I've witnessed examples that have saved money, like the anti-graffiti shields on signs, the use of tablets for windshield wiper fluid mixtures, and unused/underutilized/incorrect telecommunications equipment. There are also examples that save time and make us more efficient like the repurposed generator trailer for guardrail work, refurbished herbicide truck to spray weeds in our right of way, reduction in wait times at MVD offices, fewer days to execute task orders for on-call contracts, reduction in processing time for bimonthly VLT letters in Revenue Accounting that translates to a 92 percent time reduction, and the list goes on. The essence of kaizen is "everyone, everywhere solving problems every day!"



John Dougherty, ADOT Communications

The graffiti-shield, an inexpensive metal guard that helps to keep vandals and their spray paint at bay, was invented by an ADOT employee and is one of many kaizens implemented at the agency.



John S. Halikowski
ADOT Director

A few months ago, I asked each of our division leaders to come up with 10 kaizens by Thanksgiving, but that turned into a friendly competition to see which division could identify and implement the most kaizens for this fiscal year. Never to back away from such a challenge, you exceeded my expectations. So far, we have implemented 1,290 kaizens throughout the agency. Great job everyone! You can see the breakdown by team on page 5.

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The INSIDE LANE

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Address all comments and suggestions to InsideLane@azdot.gov.

A web version of this newsletter can be found on ADOTNet or at azdot.gov/InsideLane.

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Share your best cover shot

Do you snap shots that show off the scenic side of transportation in Arizona? Share them with us and we might put your photograph on the next cover of The Inside Lane.

It can be a great picture of an MVD office, a beautiful highway shot or even an artsy photo of construction materials. Whatever the subject, the photo should highlight some aspect of the work happening here at ADOT.

Submit your original, digital photographs to InsideLane@azdot.gov in JPEG format (no larger than 10MB). Along with the photo, please provide a brief description and your name/title.



This month's cover was drawn by ADOT Graphic Designer John Walradt. He is also responsible for the fun cartoons used in this publication's regular caption contests.

Sharing the *scenic* side of transportation

WE PUT OUT A REQUEST and you answered in a big way...

In each issue of The Inside Lane, you've been asked to share photographs that show off the scenic side of transportation in Arizona. We've used some of the submissions for our recent

cover shots, but we have so many more that we wanted to show off before the year is done.

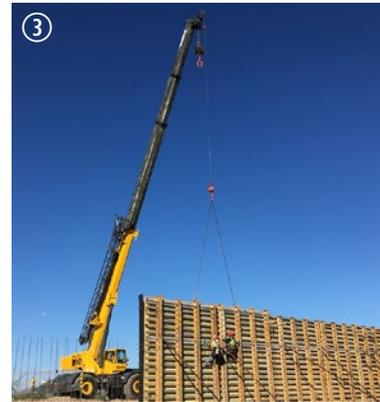
Please enjoy these photos, all taken by talented ADOT employees. And don't forget to continue submitting your original digital photographs to InsideLane@azdot.gov in JPEG

format (no larger than 10MB). Along with the photo, please provide a brief description and your name/title.

Remember, these should be photos that highlight some aspect of the work happening here at ADOT—it can be a great picture of an

MVD office, a beautiful highway shot or even an artsy photo from a project site. 📷

~ Angela De Welles, Senior Communications Specialist



- ① **Kiristi Sebenik**, Transportation Systems Analysis—The famous London Bridge in Lake Havasu City is all ready for the holidays. ② **Juanita Cason**, Director's Office—Taken from the back of a motorcycle, this gorgeous photo was snapped along US 89A between Jacob Lake and Page. ③ **Kimberly Noetzel**, ADOT Communications—This photo shows off a project site in Tucson. ④ **Peggy Nannenga**, Audit and Analysis—This long-exposure shot was taken of Interstate 10 from a pedestrian overpass. ⑤ **Kiristi Sebenik**, Transportation Systems Analysis—Taken while working in the area, this photograph from one of ADOT's photolog specialists is from US 191. ⑥ **Tim Tait**, Communications—A one-of-a-kind photo that shows off the "old" and "new" SR 89 bridge at Hell Canyon, 18 miles north of Chino Valley. ⑦ **James Hartsfield**, Administrative Services—Here's a stunning, snowy shot taken from the passenger's seat on US 89 near Page. ⑧ **Peter Corbett**, ADOT Communications—This scenic drive is on US 191 (Coronado Trail) south of Hannagan Meadow.



From cubicles and offices to equipment shops and labs, the ADOT Safety Calendar is seen everywhere around the agency, across the state. While the calendar provides employees with a personal reminder about safety, it also gives children a good lesson, says Lourdes Lerma of ADOT Communications. Her daughter, Kristin Corella, 10, is featured in the 2017 calendar for her artwork depicting a theme related to motorcycle safety. "I believe this is very important for us as parents to start promoting safety in kids," Lerma said. "I want her to be conscious about safety and her wanting to participate means a lot to me."

MAKING SAFETY *personal*

DON'T LET their ages fool you. The young artists who illustrate ADOT's Safety Calendar year after year aren't yet old enough to drive, but they know plenty about staying safe on the road.

They take complex subjects — including wrong-way driving and work-zone hazards — and turn them into artistic safety messages, all with the purpose of reminding ADOT employees to do the right thing.

Samantha Smith, an administrative manager in ADOT's Safety and Risk Management office, explains that the agency has been recruiting young artists for the safety calendar since the early 2000s.

Each year, the call is put out for artwork from children who are in the pre-kindergarten to sixth-grade age range. They must also be related to an ADOT employee, but can live in Arizona or out of state, Smith said.

Every submitted drawing is loaded onto ADOTNet, where employees have the ability to vote for their favorite works of art. Once the field is narrowed, a panel of judges selects the top 14 winning artists. The winning artwork is featured in the calendar, which is designed by ADOT graphic designers and is distributed to all agency employees. For their efforts, the winning artists and their families are invited to an award ceremony.

"The whole reason we bring the kids into it is to make it more real for the employees," Smith said. "We all want everyone to go home to their families safe."

This year's award ceremony for the chosen artists in the 2017 calendar was held Dec. 8 at ADOT's Human Resource Development Center. Sponsored by OneAZ Credit Union and Sweet Tomatoes, the event included lunch, goodie bags, a

special awards presentation and plenty of photo opportunities for proud parents, grandparents, aunts and uncles.

Brittany Luna's son Augie Tabares, 7, is one of this year's winning artists. Luna, who works in Financial Management Services, said she appreciates that the calendar gives a glimpse of how children interpret the different safety messages.

"I love the calendar. It brings a different meaning to safety," Luna said. "It's more personal."

Carrie Moore, whose daughter Madison, 10, earned a spot in the 2017 calendar, said the contest has become an annual tradition in her household. Moore, who works in the Northeast Construction District out of the Holbrook office, has three daughters who have participated and been featured in the calendar over the years.

"It delivers a good safety message and it is getting across to the kids," Moore said. "It helps them to be more aware."

Administrative Services Division Director Sonya Herrera attended the award ceremony and presented awards to each artist. She explained how the calendar provides an important daily reminder to employees.

"The ADOT Safety Calendar helps our employees to be reminded of safety throughout the day and year," Herrera said. "Featuring the artwork of our ADOT children helps make our safety calendar more personal. Our most important job as leaders and co-workers is to ensure our ADOT employees return home safely to their families at the end of the day." ■

~Angela De Welles, Senior Communications Specialist



John Dougherty, ADOT Communications

An annual tradition

THE AGENCY'S fifth annual holiday tree lighting event took place at ADOT's Administrative building in Phoenix on Dec. 7. Employees helped decorate the tree in the morning while enjoying baked treats and listening to holiday songs performed by students from the Arizona Conservatory for the Arts and Academics. The official tree lighting took place in the early afternoon after ADOT Deputy Director for Operations Scott Omer addressed employees with a message of thanks and safety. "First and foremost, over the holidays, watch out for yourself and your families and be safe," Omer said. "Thank you so much for all you do." Check the Ignite blog on ADOTNet for more photos from the event. ■

LEADERSHIP

MATTERS

Continued from page 2

Congratulations to **Heather Franek, Vincent LaBella, Krystle Suarez, MJ Vincent and Kismet Weiss** for receiving the kaizen certification from our Continuous Improvement consultant. The certification means these individuals can teach kaizen classes throughout state government. The team attended classes featuring a two-day "train-the-trainer" class, observed trainers at work, and taught a class with a consultant representative observing and critiquing to make sure certification standards were met.

As 2016 comes to an end, I can't help but reflect on the tremendous effort all of you have put forth in meeting our mission of providing a safe, connected and cost-effective transportation system. You demonstrate our A.I.R. values every day, and that positive spirit says a lot to the people of Arizona. ■

ASD—Administrative Services Division

AH—Arizona Highways

BECO—Business Engagement and Compliance Office

COM—Communications

DO—Director's Office

ECD—Enforcement and Compliance Division

EHO—Executive Hearing Office

FMS—Financial Management Services

HR—Human Resources

IDO—Infrastructure Delivery and Operations

LEE—Leadership Employee Engagement

MVD—Motor Vehicle Division

TSMO—Transportation System Management and Operations

DO
14

ASD
288

AH
15

BECO
6

COM
24

EHO
8

ECD
368

FMS
129

HR
22

IDO
102

MVD
270

LEE
33

TSMO
11

For as long as there have been roads in Arizona, there have been people who plan, build and maintain them. It's those skilled women and men who have made this state's transportation history a remarkable one. From 1912 when the Arizona Highway Department was first established, to right now, right here at ADOT, state employees have continuously done the work necessary to keep Arizona moving. Take a look back at some of their stories.

HOLIDAYS AT ADOT

OK, THERE'S a lot to take in when examining these holiday photos from ADOT's past. A couple real quick observations right off the bat:

- Orange and hot pink actually make for a festive color combo — who knew?
- Also, we so want that piano/horn duo to play in the background of our next office party.

Taken decades ago, each of these photographs gives us a glimpse of how Arizona Highway Department employees marked the holidays back in the day.

The two color photos you see were snapped in 1968. We don't have many more details except that the scene is from an Arizona Highway Department holiday party that must have been the major event of the season — so many people dressed in their finest, plenty of food and we can almost hear the cheerful, uplifting melodies surely being played by that musical pair.

We have a little more info on those black-and-white pictures.

They were taken in December 1973 and according to the following month's issue of Drumbeats, the agency's employee newsletter at the time, the photos show Arizona Highways magazine employees who had recently raised money to purchase gifts



for families in need. Here's more from the Drumbeats article:

"This past Christmas season, the folks at Arizona Highways Magazine figured they'd do it a little differently. In previous years they had held their traditional gift exchange and festive foodarama among themselves. However, early in December Jim Stevens and his group decided this time they would look beyond the magazine building walls and find some deserving families in need of help.

"Immediately a fundraising program was organized, encompassing raffles, baked goods sales, promotional posters and other schemes. The grand result was cash and foodstuff donations



totaling over \$600. Not bad for an organization of 130 people, almost half of whom are seasonal employees."

The 16 people posing around the overflowing table of presents are the Arizona Highways magazine employees who were instrumental in putting together

the effort, according to Drumbeats. In the other photo, we see employees, who, according to the newsletter, were loading up an employee's "eight-cylinder 'sleigh' in preparation for delivering gifts." 🚚

~Angela De Welles, Senior Communications Specialist

IN CASE YOU MISSED IT

EVERY day, ADOT is making news around the state for its projects, policies and people. If you haven't had time to read all the headlines don't worry, The Inside Lane has you covered. In Case You Missed It, here's a look at some of the news stories written about ADOT this past month...

ADOT using facial recognition software to catch thieves

KNXV-TV, Nov. 30, 2016

ADOT uses facial recognition technology that scans your driver license photo with millions of others in the database. As soon as your picture is in the system, the computer is constantly scanning for others who have the exact facial features as you.

Link: <http://bit.ly/2hqlPWN>

Giant rock blasted from cliff blocked Arizona 77 near Winkelman

Arizona Daily Star, Nov. 30, 2016

The Arizona Department of Transportation said one of the rocks dislodged early Wednesday was larger than expected—an 18-foot-tall block that dropped onto the highway from 150 feet above the road. That forced work crews to keep the road closed longer than scheduled.

Link: <http://bit.ly/2hqo2Bf>

For even more, check out the ADOT in the News section on ADOTNet, <https://adotnet.az.gov/adot-in-the-news>.

AZ MVD: New law to waive some vehicle costs for survivors of military KIA

TucsonNewsNow.com, Dec. 1, 2016

According to a Motor Vehicle Division release, the law will remove the vehicle registration fee and the Vehicle License Tax for one vehicle that is registered to an eligible surviving spouse or dependent, who are residents of Arizona.

Link: <http://bit.ly/2gGTjQE>

ADOT employee creates graffiti shield to keep vandals at bay

KSAZ-TV, Dec. 5, 2016

Freeway signs and other road signs are often targets of vandals and cleaning off the graffiti can become very expensive—but an employee at our very own Arizona Department of Transportation has come up with a way to stop vandals in their tracks.

Link: <http://bit.ly/2gg3w5t>



Dallas Hammit

Resolve to be a safer driver in 2017

IT'S HARD TO believe, but next month marks the four-year anniversary of [Driving Safety Home](#).

Many of you may remember that the campaign was launched at the start of 2013 by Jennifer Toth, ADOT's Deputy Director for Transportation at the time. Jennifer has since moved on from ADOT and is now the director of the Maricopa County Department of Transportation, but she left behind a legacy of safety at this agency.

When she introduced the Driving Safety Home initiative, it was with a big goal in mind—to increase awareness about transportation-safety issues and, ultimately, motivate positive changes in driver behavior.

Today, we still have work to do. Driver behavior remains the leading cause of crashes, and Arizona is on pace to have more than 900 traffic fatalities in 2016.

We all know what we as drivers can do to curb the trend—stop speeding, stop driving aggressively or drunk or distracted. It's simple. But for whatever reason people forget that their actions behind the wheel can have deadly consequences.

I want you to remember.

As I have done in previous years, I am going to ask that you make safer driving the focus of one of your New Year's goals for 2017. But besides just resolving to be a safer driver, I

want you to really commit. That's why there's a redesigned Driving Safety Home pledge in the back of this newsletter. It's there for you to read and sign. I encourage you to print it out and hang it in your workspace as a reminder of the promise you're making to yourself and to other drivers.

I hope you'll also share it with family and loved ones. We all know someone who makes us a little nervous when they hit the road—ask them to take the pledge and let them know the impact they can make by committing to safe driving. If they're not convinced that their actions matter, here are some statistics that might help you drive your point home.

- Among the nearly 117,000 crashes that occurred on Arizona roads in 2015, speed too fast for conditions was the most common driver violation that resulted in a crash.
- In 2015 in Arizona, there were nearly 8,000 distracted drivers involved in crashes that resulted in 36 traffic deaths.
- Lack of seat belt use is annually one of the leading factors in traffic deaths. On Arizona roads in 2015, there were 258 unrestrained occupant fatalities.

Here's to a happy holiday season ... let's all do everything we can to make 2017 a safe year! ■

~ Dallas Hammit, Deputy Director for Transportation



Driving Safety Home Pledge

I pledge to set a positive example by making safety my priority every time I travel and modeling the safe behaviors I want others to follow. I encourage my family, friends, coworkers and others to do the same.

I AM >>



ALERT I drive sober and well rested. I know alcohol and other drugs, medication and fatigue impair my abilities and make me a danger to myself and others.



CONSCIENTIOUS I wear my seat belt and ensure all of my passengers are properly restrained. I wear a helmet when riding a bicycle or motorcycle and encourage others to do the same.



CONSIDERATE I operate my vehicle at a safe and prudent speed, avoid aggressive behaviors, and always watch out for other road users, including cyclists and pedestrians.



FOCUSED I avoid distractions that divert my attention from driving, cycling or walking safely.



CAUTIOUS I avoid dangerous weather conditions like dust, snow, ice and heavy rain. I am extra careful in work zones and move over or slow down when driving by vehicles with blinking or flashing lights on the roadside.



SMART Arriving alive is the most important thing for me, my family, my friends and others. I strive to maximize my own safety and the safety of everyone around me.

Signature

Print your name, Org name/number and city

Dallas Hammit/Deputy Director of Transportation