

The INSIDE

LANE

A newsletter for employees of the Arizona Department of Transportation

NOVEMBER 2020

VOLUME 4, ISSUE 11



Celebrating Arizona's beauty

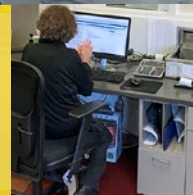
**PAGE
6**



◀ **Dust Detection and
Warning System**
PAGE 3



◀ **Removing barriers for
people with disabilities**
PAGE 4



◀ **Sanders Port of Entry
renovations improve
safety**
PAGE 5

ADOT

LEADERSHIP

MATTERS

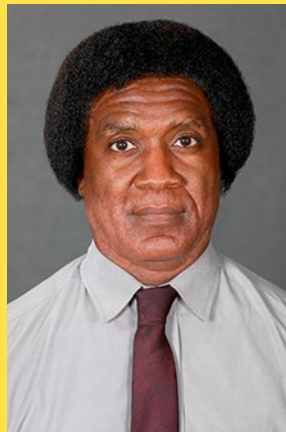
I AM ADOT'S CIVIL Rights Administrator. I have worked in the Arizona state government for more than 31 years — 30 of those years working in ADOT's Civil Rights Office and Human Resources. I have administrative oversight of ADOT's [Civil Rights](#) and [Employee Relations](#) programs.

The Civil Rights Office is open to everyone: managers, employees and customers. We're problem solvers. We're not a policing or enforcement office. We're more people-oriented than that. Our primary focus is to prevent discrimination from happening and to eliminate it when it does. We ensure the agency and our stakeholders comply with both federal and state laws that govern affirmative action, the Americans with Disabilities Act, Title VII (internal nondiscrimination in employment) and Title VI (external nondiscrimination). Employee Relations is responsible for advising employees and supervisors on employee/management relations issues and problem resolution.

The obligations, duties and responsibilities of the Civil Rights Office and Employee Relations have remained the same during the COVID-19 pandemic but we've adjusted our ways of communicating. Since March 2020, the staff in our Phoenix and Tucson offices have been teleworking. Interactions with employees, supervisors, managers and leadership have been conducted through email, phone calls, shared Google Drive, Google Meet and virtual training.

My coaching leadership style is to provide an ongoing and direct level of support and guidance for my Deputy Civil Rights Administrator and Employee Relations Manager. I value learning and am always looking for opportunities to provide training for my staff. I believe in promoting the development of new skills for the staff of my offices. My focus is the empowerment of decision makers and creating a positive, motivating work environment.

I am an Air Force veteran and I have a B.A. degree in business management from the University of Phoenix. I'm married, love to travel and play a good round of golf. ■



Eddie Edison
Civil Rights Office

The INSIDE LANE

ADOT DIRECTOR

JOHN S. HALIKOWSKI

DEPUTY DIRECTOR FOR POLICY

KEVIN BIESTY

COMMUNICATIONS DIRECTOR

TIMOTHY TAIT

COMMUNICATIONS DEPUTY DIRECTOR

JON BRODSKY

NEWSLETTER STAFF

KATHY BOYLE, ASSISTANT

COMMUNICATIONS DIRECTOR

LORI BAKER, SENIOR COMMUNICATIONS

SPECIALIST

ANGELA DE WELLES, SENIOR

COMMUNICATIONS SPECIALIST

KIM LARSON, SENIOR COMMUNICATIONS

SPECIALIST

MICHELLE FINK, ADMINISTRATIVE SUPPORT

RANDY SASAKI, GRAPHICS PROJECT

MANAGER

JOHN WALRADT, GRAPHIC DESIGNER

ELENA DIAZ, GRAPHIC DESIGNER

FRANK RODRIGUEZ, GRAPHIC DESIGNER

EDITORIAL BOARD

EDDIE EDISON, HR

VINCENT LABELLA, OCI

SONYA HERRERA, ASD

GREGORY BYRES, MPD

LT. JAMES WARRINER, ECD/OIG

JAMES WINDSOR, TSMO

JENNIFER BOWSER RICHARDS, MVD

LARRY CLARK, MVD

STEVE BOSCHEN, IDO

THE INSIDE LANE IS PUBLISHED MONTHLY FOR THE EMPLOYEES OF THE ARIZONA DEPARTMENT OF TRANSPORTATION BY ADOT COMMUNICATIONS.

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.

© 2020 Arizona Department of Transportation

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 beautiful photo of White Horse Lake near Williams, Ariz., was taken by Equipment Services Business Manager **Lori Anderson**. She won the grand prize in The Inside Lane Cover Photo Contest. Nearly 60 entries from 22 employees were submitted. See more coverage on Page 6.

Dust Detection and Warning System tracks its first season

WITH ITS FIRST monsoon season under its belt, data shows that ADOT's innovative dust detection and warning system works as designed.

Monsoon 2020, however, was not the most robust weather event, jokingly dubbed a 'nonsoon.'

"It was a mixed blessing," said **David Locher**, resident engineer for the project. "Less dust storms is obviously a good thing when it comes to driving conditions; however, we didn't have the normal weather events that would have been ideal for data gathering in our first season."

There was one 20-minute event that provided measurable data. At one point during that storm, visibility dropped to less than 300 feet, triggering the speed limit to drop to 35 mph, which happens incrementally. How did drivers react to the warning system? The loop detectors showed that the average vehicle was driving about 45 mph, a big drop from the normal 75 mph limit.

"We do know that the system is working — it is doing what it's supposed to," said **Kevin Duby**, statewide road weather manager. "Our next step is to take the data we have to evaluate and determine the efficiencies of the system to improve performance."

Often debilitating, dust storms in the area between Tucson and Phoenix have been a safety concern for several years. A study from 2010 and 2015 detailed how traffic was impacted along that Interstate 10 corridor, showing 83 dust-related crashes with more than half of them occurring within about a half-mile of each other.

The 10-mile area between mileposts 209 and 219 was identified as the focus of safety efforts. In 2016, ADOT, Arizona Department of Public Safety and National

Weather Service staff, as well as vendors and contractors, began creating a system to help Arizona drivers be better equipped to deal with dust storms. Nothing of this nature existed so it was a momentous undertaking and would require substantial funding. A Federal Highway Administration grant was secured to help fund the \$72 million project, which also included widening I-10 and improvements to the State Route 87 traffic interchange.

The [dust-detection technology employed](#) includes overhead message boards, variable speed limit signs, closed-circuit cameras and short-range detectors for blowing dust. In addition, a long-range weather X-Band radar dish is part of the system, sitting atop a 22-foot-tall pole at the SR 87 interchange that can detect storms more than 40 miles away.

This [perfect storm of technology](#) was assembled for this project, and its impact will be measured more in depth as time goes on. ■

~ Kim Larson, Senior Communications Specialist



A long-range weather X-Band radar dish (pictured on left) is part of ADOT's Dust Detection and Warning System. It sits atop a 22-foot-tall pole at the State Route 87 interchange that can detect storms more than 40 miles away.

ADOT Communications

Dust-detection system garners big awards

The first-of-its-kind dust-detection and warning system received a regional award in the [2020 America's Transportation Awards](#) contest in the Operational Excellence category. Sponsored by the American Association of State Highway and Transportation Officials, the U.S. Chamber of Commerce and AAA, this program showcases transportation projects delivered by state departments of transportation. ADOT competed against 79 projects nominated from Western states in three categories.

The National Weather Service (NWS) named ADOT as a [2020 Weather Ready Nation Ambassador of Excellence](#), for upholding the shared mission of protecting life and property through proactive public outreach and hazard mitigation efforts. "ADOT frequently monitors and promotes weather safety through social media, their 'Pull Aside, Stay Alive' dust storm awareness campaign, and their new state-of-the-art dust detection and warning system that includes an X-Band radar for the I-10 dust corridor between Phoenix and Tucson," NWS stated.



Americans with Disabilities Act

Removing barriers for people with disabilities

From constructing new highways and renovating rest areas to assisting customers by phone and hosting virtual meetings, ADOT staff ensure that people with disabilities have access to facilities, services and employment.



ADOT Communications

The ADOT building at 1801 W. Jefferson St. shows an ADA-accessible entrance ramp.

Complying with the Americans With Disabilities Act (ADA) goes beyond providing accessible parking, wheelchair ramps and sign language interpreters. It also means permitting service animals in buildings and accommodating computer screen readers for the visually impaired. Some ADOT employees with hearing impairments have word caption phones enabling them to read conversations.

ADOT Civil Rights Office staff ensure compliance with the ADA, a civil rights law prohibiting discrimination

against individuals with disabilities. They also enforce Section 504 of the Rehabilitation Act of 1973 prohibiting discrimination on the basis of disability in federally assisted programs.

In honor of the ADA's 30th anniversary, we are spotlighting how Civil Rights Office team members assist ADOT employees and other individuals with disabilities:

Lucy Schrader, Deputy Civil Rights Administrator, has worked 15 years in the ADOT Civil Rights Office. She is responsible for the ADA/504 nondiscrimination programs administered by the Civil Rights Office, ensuring that people with disabilities have an equal opportunity to participate in all of ADOT's programs, services and activities. The office assists employees and members of the public who have questions, concerns or need help in receiving services or benefitting from an ADOT program.

"The Civil Rights Office processes all employee requests for ADA accommodations; we initiate an interactive process with the employee and management. We analyze each request on a case-by-case basis and

look for the best accommodation possible. The accommodation process includes a thorough review of the employee's job requirements and limitations to identify possible changes or modifications that will allow the employee to perform the essential functions of the job."

Krystal Smith, ADA/504 Coordinator, has worked 18 years for ADOT, including 15 years in the Civil Rights Office. She manages the ADA/504, Equal Employment Opportunity (EEO) Contractor Compliance and the Affirmative Action/EEO programs compliance activities.

"I help individuals with disabilities by monitoring the ongoing progress, and coordinating the activities of the programs, services and activities. I assist employees and members of the public who have questions, concerns or need help in receiving services or participating in an ADOT activity."

The Permanent Disabled Placard issued by MVD does not expire.

Danielle Valentine, ADA/504 Manager, has worked more than two years at ADOT. She assists the ADA/504 Coordinator to ensure ADOT's compliance with Title I and II of the ADA and Section 504 of the

Rehabilitation Act of 1973. She oversees ADA compliance reviews, conducts nondiscrimination and ADA-related training, responds to ADA accommodations requests from employees and the public, and assists the ADA coordinator with the tracking and implementation of ADOT's ADA Transition Plan for ADOT's Public Rights of Way and Building Facilities.

"If an employee believes they need an ADA accommodation to assist with carrying out the essential functions of their job, they may contact our office to begin the ADA request process. If it is determined that the employee is qualified for an ADA accommodation, the Civil Rights Office will initiate the interactive process, which involves a dialogue between the employee and management on the employee's specific limitations, requests, job position and work environment, among other factors." ■

~ Lori Baker, Senior Communications Specialist



Learn more

For more information, go to [ADA/Section 504 Program on ADOTNet](#) or contact the Civil Rights Office at CivilRightsOffice@azdot.gov or 602.712.8946. Learn more about the ADA at ada.gov/30th-anniversary.

The INSIDE

LANE

NOVEMBER 2020

4

KAIZEN KORNER

KAIZEN 2021 CHALLENGE

The Office of Continuous Improvement announces the Kaizen 2021 Challenge goal of 7,200 kaizens. Every employee is being asked to complete one kaizen on their own. A kaizen can be big or small, eliminates waste in our processes and is documented through standard work. Team or collaborative kaizens are also encouraged. Last year, only 61% of employees individually documented a completed kaizen.

KAIZEN COUNT

The number of kaizens submitted by ADOT employees so far this fiscal year is

1,100

For a complete breakdown by division, visit the [Office of Continuous Improvement page on ADOTNet](#).

Sanders Port of Entry renovations improve safety

AT THE SANDERS PORT OF ENTRY (POE), the permit lobby only had waist-high counters to separate ADOT employees from the public, and staff often assisted customers at their desks.

But thanks to recent renovations, the office is more secure and staff feel safer from all types of threats, physical and airborne (COVID-19).

After the public-health emergency was declared, **Steve Hunsaker**, a building maintenance specialist from Northern ADOT Maintenance, attached plexiglass barriers to the old counters.

More extensive renovations were completed in June with all improvements designed by Senior Architect **Scott Bohning** of ADOT Facilities Design and Construction Unit.

A general contractor did the remodeling, including installing a bullet-resistant barrier from floor to ceiling in the customer service representative area, and adding a bullet-resistant transaction window to the credential booth that interacts with truck traffic passing through the scale and document verification lane. Separating windows were constructed between the customer lobby with polycarbonate bullet-resistant laminated glass. Renovations also included new customer service representative work counters, hollow metal window frames, bullet-resistant, wall panel protection, perforated steel plate speaking panels and bullet-resistant stainless steel transaction drawers.

"Some of my employees commented that they are much more relaxed at work and at home because of the renovations at the Sanders POE. There is a solid barrier between them and the public. They no longer are in an open-air situation or just a plexiglass barrier," said **Lt. Lance Layden** who oversees the Sanders Port of Entry.

With the renovations, ADOT Port of Entry customers enjoy a more organized and easy-to-use customer service lobby with new ADA-accessible accommodations for people with disabilities. For safety, the customer service area was redesigned to create a distinct separation between customers and customer service representatives.

"This gives customer service agents time to take cover and react, as opposed to no protection in the original configuration in verbal, physical and firearm situations," Bohning said. "This creates a more comfortable environment for employees, as well as clearly communicating a level of control and security of the POE to the customer, deterring potential acting out and aggression."

Bohning said this design could potentially become a standard for high-emotion customer service interactions in ADOT. ■

~ Lori Baker, Senior Communications Specialist



Scott Bohning, Administrative Services Division

BEFORE: Lt. Lance Layden is shown in the Sanders POE office before renovations were made.

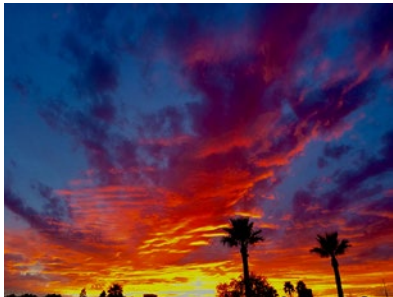
AFTER: Sanders Port of Entry Customer Service Representative **Ethel Nez** assists a customer in the renovated work area that has bullet-proof glass.



Lt. Lance Layden, Sanders Port of Entry



Employees share spectacular photos of Arizona



ADOT EMPLOYEES showcased their photographic talents while capturing Arizona's beauty for The Inside Lane Cover Photo Contest. Nearly 60 entries from 22 employees were submitted.

Congratulations to Equipment Services Business Manager **Lori Anderson**, whose photo of White Horse Lake is displayed on this issue's cover of The Inside Lane. As the grand-prize winner, Anderson received an Inside Lane goodie bag from **Kathy Boyle**, assistant communications director for internal communications, including Photography by Barry M. Goldwater, The Arizona Highways Collection book; The Inside Lane stress ball and more.

"White Horse Lake is one of my favorite places. My husband and I go there about six times a year," said Anderson who used her iPhone to take the winning photo.

Highway Operations Tech **Jason Mills** won honorable mention for his "Wicked Sunset" photo (left).

"Sunsets in Arizona are quite possibly the best in the world. I love the combinations of colors and textures brought on by clouds," said Mills who used his iPhone to snap the shot.

Engineer in Training **Omied Arianejad** also won honorable mention for his photo of the sun going down at Horseshoe Bend near Page while on a kayaking trip (below).

"I took it with my Samsung phone. I didn't use any special equipment or filters," he added.

Check out our [Flickr album](#) featuring employee-submitted photos, including the Grand Canyon, Sedona, trails, canyons, sunsets, bridges, highways and scenery during different seasons. ■

~ Lori Baker, Senior Communications Specialist



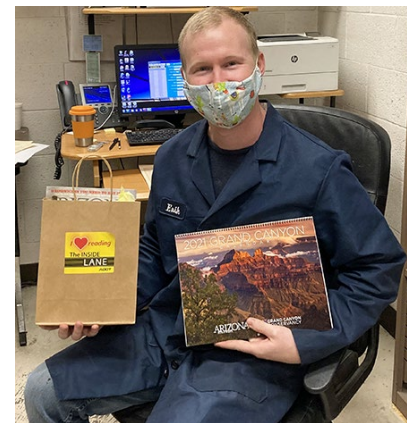
WINNER,
WINNER!

ADOT JUMBLE

WE HAD A GREAT response to last month's ADOT Jumble! Many of you solved the puzzle and submitted your answers, but there can only be one winner. Congratulations to Transportation Construction Technician IV **Erik Halvorsen** of the ADOT Central Materials Lab, whose name was selected from a random draw of entries. He received a special gift bag from Assistant Communications Director for Internal Communications **Kathy Boyle**, including a 2021 Grand Canyon wall calendar, Arizona Highways magazine, cup, lanyard, squeeze ball and more. ■

Answers: 1. Computer; 2. Virus; 3. Attachment; 4. Clicking; 5. Program; 6. Hack

Final answer: By jumping on the keyboard, this cyber-savvy cat saved his owner from a suspicious phishing email.



Kathy Boyle, ADOT Communications

CAN YOU SPOT
THE DIFFERENCES?

eyethink



THERE ARE MANY critical actions we can take to lessen our chances of being exposed to COVID-19. You can find guidance and health tips on the [ADOTNet COVID-19 Resource Center](#) and then test your knowledge by pointing out the differences between these two panels, created by ADOT Graphic Designer **John Walradt**.

Send an email to InsideLane@azdot.gov by **Nov. 5** with at least three of the preventive measures that are NOT being followed in panel two. Everyone who identifies three correctly will be entered into a random drawing for a great prize! We'll reveal the answers and the winner in next month's newsletter. Good luck!! ■

The INSIDE

LANE

NOVEMBER 2020

6