

# The INSIDE LANE

A newsletter for employees of the Arizona Department of Transportation

JULY 2023

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**ADOT**

**J**ULY MARKS A NEW fiscal year at ADOT and also my first six months as director. I can't believe how fast time has gone by. It's been a whirlwind of opportunities to meet with employees and stakeholders, plus have some fun in the process.

### Where have I been?

I've had the pleasure of reconnecting with colleagues and meeting new employees during my visits statewide. I attended the Southcentral District Roadeo event in Tucson and tried my hand at operating a backhoe — a first for me. I traveled to Payson to meet with our agency's transportation leadership teams. I've visited some Motor Vehicle Division offices in Tucson and was impressed with the great customer service our employees provide each and every day. And I was able to spend a day out at the Ehrenberg Port of Entry learning how our Enforcement and Compliance Division keeps our infrastructure safe.

Collaboration is an important principle of mine as we can't do it alone. I've been able to meet local officials while also traveling. I visited the Mariposa Port of Entry in Nogales to learn more about logistics in shipping produce. I've also met with officials in Sedona, Winslow, Flagstaff and Payson to discuss transportation needs and projects.

### Leadership teams

I'm very happy to report that the deputy directors and the senior leadership team are now in place. We've been off and running to tackle the issues facing the agency. I can report that we are meeting monthly to strengthen collaboration and communications between each other, looking for those opportunities to be innovative and deliver great customer service.

### Relax and recharge

Summertime generally means school is out and vacation time. If you have annual leave accrued, I would encourage you to schedule time off to relax. Then, come back to ADOT recharged. I truly believe that if you take care of yourself, then you can take care of others. I've just recently taken time off to visit family in Texas and am thankful for the time to unwind and come back stronger.

Enjoy the summer and be safe! 🚗



**Jennifer Toth**  
**ADOT Director**

## The INSIDE LANE

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A WEB VERSION OF THIS NEWSLETTER CAN BE FOUND ON ADOTNET OR AT [AZDOT.GOV/INSIDELANE](http://AZDOT.GOV/INSIDELANE).

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### Share your best cover shot

Do you have photos showing 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](mailto:InsideLane@azdot.gov) in JPEG format (no larger than 10MB). Along with the photo, please provide a brief description and your name/title.

### On the cover

*The ADOT Employee and Business Development's Leadership and Professional Development (LPD) team captured an international award for its #ADOTLeads Leading Others program at the Association for Talent Development Conference. Pictured (left to right) are Jose Alarcon, Workforce Development and Knowledge Sharing Program manager; Tracy Steffan, LPD program manager; Jenni Hesselbein, LPD manager; Florentina Samartinean, Employee and Business Development administrator; Stephanie Martinez, LPD specialist; and Kyrie Drake, LPD program manager. Not Pictured: John Wheatley, Career Development Program manager. Read more, Page 3.*





# ADOT wins international award for #ADOTLeads Leading Others series

THE ADOT EMPLOYEE and Business Development's Leadership and Professional Development team was honored with an international award for the #ADOTLeads [Leading Others](#) series at the Association for Talent Development (ATD) Conference in May.

ADOT was among 34 organizations and businesses that won. The ATD Excellence in Practice Award has been on a vision board created by Leadership and Professional Development (LPD) Manager **Jenni Hesselbein** since the #ADOTLeads program was launched in November 2018. At the time, ADOT didn't have a formal leadership and professional development team.

"This accomplishment places ADOT in the company of many prestigious learning and development organizations around the world. It is recognition that we are truly the architects of innovative, highly effective learning that has a proven impact on the people at ADOT," Hesselbein said. "We are a team of six incredibly passionate and highly skilled learning experience professionals."

Hesselbein's team includes **Jose Alarcon**, Workforce Development and Knowledge Sharing Program manager; **Kyrie Drake**, LPD program manager; **Stephanie Martinez**, LPD specialist; **Tracy Steffan**, Learning and Development Technology program manager and **John Wheatley**, Career Development Program manager.

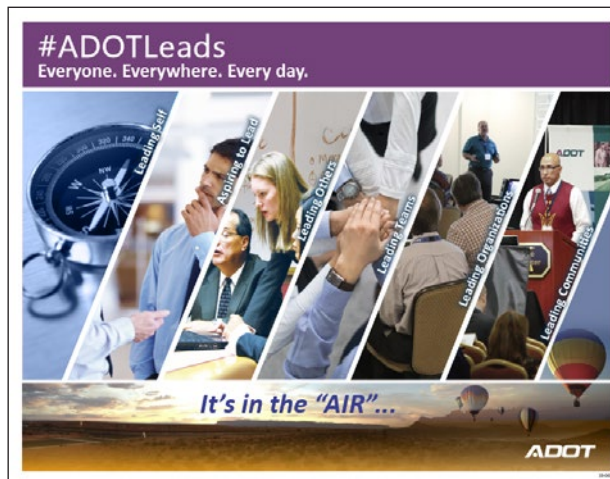
The Leading Others series is a six-month, cohort-based learning environment providing numerous opportunities to learn on the job and practice the tools, resources and skills participants are developing. In addition, participants are included in social-learning venues to collaborate with others in the series as they build their leadership skills together. It is part of the [#ADOTLeads Program](#).

Across Arizona, 93 ADOT supervisors achieved their milestone in their learning journey in the Leading Others series with 17 more in the current cohort. Eighty-four percent of past participants are still with the agency after two years. Six Leading Others alumni have advanced their careers with promotions.

Participants, who have worked from one to more than 21 years at ADOT, represent Arizona Highways, Administrative Services Division, Business Operations, Enforcement and Compliance Division, Financial Management Services, Infrastructure Delivery and Operations Division, Information Technology Group, Motor Vehicle Division, Multimodal Planning Division, Office of the Director and Transportation Systems Management and Operations Division.

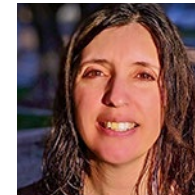
Employees can check out the Learning Lounge in the ADOT Connection bulletin to learn more about opportunities to hone their leadership and professional development skills. ■

~ Lori Baker, Senior Communications Specialist



We asked employees to share how the ADOT Leading Others series helped them become better leaders.

~ Compiled by Lori Baker, Senior Communications Specialist



"The ADOT Leading Others series helped me jump in feet first to my new role as the ADOT Controller in March 2020. I knew very few people in the agency, let alone other leaders. This series helped me form a network and become more effective in my role."

**Michelle Huckabay**, ADOT Controller, Financial Management Services, Phoenix



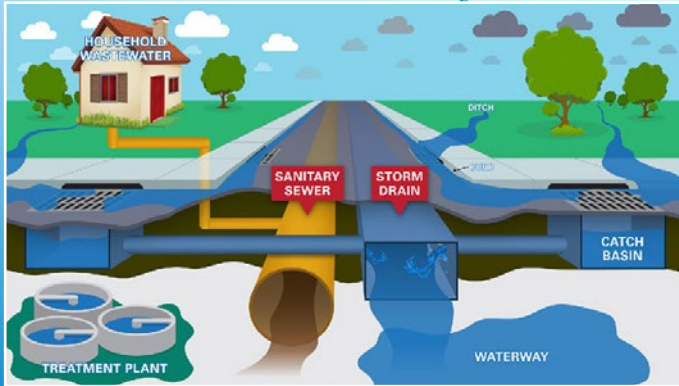
"This series really opened me up to some new ways of seeing how I interact with my team. It enabled me to quickly build strong relationships with my new team, which brought us to a high-performing team faster than my manager expected. I highly recommend this series."

**Todd Brown**, Fuels and Scales Manager, Administrative Services Division, Phoenix



"#ADOTLeads provided me with new tools, techniques and helped formalize concepts. Being part of an advocate group to discuss what we had learned was helpful. Business acumen, ethical decision making, core coaching skills and a growth mindset have made me a better leader. My team problem-solving and engaged listening skills have also improved."

**Laurence Nolan**, Systems/Network Supervisor, Information Technology Systems, Prescott Valley



This illustration from the *Stormwater Outreach for Regional Municipalities* shows how stormwater flows directly toward waterways while sanitary sewer water goes to treatment plants.



Trash in storm drains like this is carried from roadways to Arizona washes, lakes and rivers.

## Keeping stormwater clean is everyone's responsibility

**A**DOT HELPS PROTECT Arizona's washes, lakes and rivers from pollution by implementing measures to keep stormwater clean.

"When the rain falls from the sky, we must remember how important it is to our environment," said **Laura Nordan**, MS4 Program coordinator. "We all have a role to play in protecting our precious water resources. Let's work together to keep our stormwater systems clean and healthy."

Nordan and **Dave Mack**, Industrial Stormwater and Spill Prevention, Control and Countermeasure Program coordinator, work with ADOT colleagues across the state to implement the agency's Stormwater Management Program, which is a blueprint of actions to minimize pollutants from getting into stormwater.

They want to raise awareness among ADOT employees and the public about the importance of keeping stormwater clean.

Mack recently did a Lunch and Learn presentation for ADOT employees about

ADOT's Stormwater Program, which can be viewed on [ADOTNet](#). A new Stormwater Management Plan [video](#) was created by Producers/Videographers **Joe Larger** and **Russell Chase**, and voiced by Digital Communications Supervisor **John LaBarbera**. More information is available on the [Stormwater Discharge Permit](#) page. Also, the ADOT Kids web page, [azdot.gov/adotkids](#), features activities for children to learn about litter and stormwater.

### What is stormwater?

It's rainwater or snowmelt that flows over surfaces like roadways, sidewalks, parking lots and buildings into storm drains that empty into Arizona's streams, washes, lakes and rivers. Stormwater is not treated like the water used inside homes, so anything that goes into the storm drain system can impact the environment.

### How does ADOT help prevent stormwater pollution?

ADOT uses control measures to help reduce pollutants like oil, grease and chemicals, from entering the storm drain system.

Discharges are monitored from roadways and ADOT facilities, to ensure water quality standards are met. ADOT's Stormwater Program provides resources and guidance for ADOT's wide range of activities and the many personnel who carry them out everyday.

### How does litter impact stormwater?

Litter is a major problem for stormwater systems because it can easily wash into the drains and pollute our waterways. Through the [Adopt a Highway](#) program, co-managed by Communications Program Manager **Mary Currie** and the Infrastructure Delivery and Operations Division, volunteers clean up trash on roadways to help keep both highways and waterways cleaner.

### How can you help?

By disposing of your trash in designated waste containers. This will greatly reduce the amount of trash entering waterways. Learn more about ADOT's Stormwater Management Plan and submit comments or questions by visiting the [Stormwater Discharge Permit](#) page on [azdot.gov](#). ■

~ Lori Baker, Senior Communications Specialist



## NOW PLAYING

### Remote control skid-steer loader provides big savings in time and money

**THE AVONDALE** Maintenance team's cost savings using a remote control skid-steer loader is spotlighted in a new ADOT [video](#). Highway Operations Tech Supervisor **Mark Kilian** (pictured) for Avondale Maintenance narrates the video produced by Videographer **Joe Larger**.

The Avondale team cleared out a four-barrel box culvert that was 75% filled with debris. A vendor service team had quoted \$235,000 and 63 days to complete this project. But the Avondale team cleaned and inspected the culvert within just four days. This saved the state more than \$100,000 even after recouping the cost of the equipment itself.

The remote-control skid-steer has been used to clean all box culverts in the Avondale Unit's service area. It can also do regular landscape maintenance work as it is capable of utilizing multiple attachments. A second machine was purchased and is managed by Mesa Maintenance.

In larger culverts, the remote control access allows the area to be cleared out without a worker being exposed to air pollutants in a confined space. ■

~ Lori Baker, Senior Communications Specialist



## MEET THE TEAM



(Left to Right) Traffic Studies Analyst **Cory Coaxen** and Supervisor **Steven Moore**



(Left to Right) Traffic Studies Analyst **Jeremy Evans** and Traffic Studies Analyst **Dustin Powers**

# FEATURES INVENTORY SERVICES TEAM

**T**HE FEATURES Inventory Services (FIS) team includes four employees. Supervisor **Steven Moore** describes the group below:

### Explain what your team does.

The team travels all over Arizona collecting data for highway features that ADOT maintains, including guardrails, signs, fences and drainage. Our team conducts a condition assessment and takes photos.

### What is one thing you'd like employees to know about your team?

Anyone employed at ADOT has access to the [Features Inventory System](#) on ADOTNet under Workplace Services, and our team provides training on how to use the system.

### What is unique about your team?

The team travels all over the state collecting data. One week they could be in Flagstaff, and the next they're working in Nogales. They are on the road about 95% of the time and see a lot of interesting things on the roadways.

### What is an interesting fact you'd like to share?

The Features Inventory System has 13 active inventories and around 850,000 active features.

### What is a recent success story for your team?

The team recently worked with the Systems Maintenance Group to build an inventory in FIS that allows them

to collect GPS location information and data related to their features. With the inventory created in FIS, we have worked with the group to start field-collecting geospatial information, as well as attribute information about size, color, condition assessments, etc. In just a few months, over 9,000 features have been collected.

### How does your team respond to customer needs?

The team receives requests from consultants and internal ADOT groups for reports and shapefiles (information formats used in mapping software) regarding features. Information on these reports include route and milepost, travel direction, lane location, as well as feature specific attributes. When we receive these requests, we work with the customers to find out exactly what they are looking for so we can provide that specific data.

### Tell us about an innovation that improved a process for your team.

The team has provided training to maintenance units on how to use our data collection tablets to update features they maintain. The unit can then use the FIS data collection program on the tablet to update the feature and upload the data. The information is then updated in the Features Inventory System. This process provides efficiency and eliminates the need for the FIS team to travel hours to update one or two features. ■

~ Ashley Richards, Senior Communications Specialist



Kathy Boyle, Internal Communications

At ADOT, it's difficult to sum up anyone's job in just a few words. That's why we're giving employees across the agency the chance to share a little bit about what they do every day. If you'd like to be featured in a future issue, please send an email to [InsideLane@azdot.gov](mailto:InsideLane@azdot.gov) and we'll provide you with a questionnaire.

**JASON PINO** has worked at ADOT for 26 years. He is the Printing and Mail Services manager.

### How do you describe your job to someone outside the agency?

My department is responsible for the printing and mailing of all ADOT mail correspondence to the customers of the state of Arizona.

### What's your typical workday like?

My typical work day can change day to day, depending on what's going on that day. I work with my staff to ensure proper coverage in the

work areas and that all printing and mailing timelines have been met. I work with multiple ADOT customers, colleagues and vendors to ensure a seamless mail process and that the department's daily mission has been met.

### What do you enjoy most about your job?

I love my career here at ADOT, and love that the agency is so diverse in what we do behind the scenes to promote a safe highway experience for residents and visitors alike.

Each and every ADOT employee plays a part in making this happen. I have met many amazing people throughout the years and am proud to call them my ADOT family.

### If you won the lottery, what would you splurge on first?

I would ensure my family was taken care of and would donate the rest to an organization that helps single-parent families or orphans.

### What's on the top of your bucket list?

I want to see the world and the different countries, and experience the different cultures and their traditions.

### Who is the celebrity that people say you resemble?

I am always mistaken for Henry Cavill. No autographs please. (Just kidding!)

### What's your favorite holiday?

Love the fall season and Halloween.

### Favorite show/movie/documentary that you've watched?

I am a big Tim Burton fan. I also enjoy "Game of Thrones," "The Hobbit" trilogy and anything nerdy.

### Do you have an interest or a hobby or a special talent that people would be surprised to know about?

I love to garden and collect 1980s memorabilia.

### What's the best vacation you've ever taken?

I visited a couple of the Hawaiian Islands, one of the best vacations of my life. I would recommend for anyone to go at least once in your lifetime.

### Favorite band/musician?

I love old-school music and alternative music. My favorite band would have to be the Red Hot Chili Peppers.

### Best concert you've seen?

Mary J. Blige 🎤

~ Compiled by Kathy Boyle, Assistant Communications Director for Internal Communications

## CAN YOU SPOT THE DIFFERENCES?

# eyethink

**NO, YOU'RE** not seeing double! Created by ADOT Graphic Designer **Frank Rodriguez**, both of these panels look the same, but there actually are six differences between the two cartoons.

Can you spot them all? Email each hidden difference to [InsideLane@azdot.gov](mailto:InsideLane@azdot.gov) by **July 14**.

Everyone who locates all six differences 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! 🍀

