



Welcome to our annual celebration of the very best of the best at PennDOT. Our honorees were selected from many deserving candidates who approach their work each day as a mission to serve the people of Pennsylvania with care and dedication.

We all know the tough circumstances we work in: extreme weather conditions, roadways and bridges where drivers too often are in a hurry and distracted, many more needs than our limited resources can handle and a public expectation that we will deliver what is demanded regardless of the time or cost.

From the descriptions of our Star's achievements in this program, you will see how the day-to-day work of exceptional individuals spells great success for PennDOT: significant savings for taxpayers, improved service delivery, and advancements in safety and productivity. These achievements reflect who we are, nearly 12,000 people working hard to deliver the very best transportation services for the people of Pennsylvania.

Thank you for the outstanding service you provided that merited you the distinction we bestow on you today. You serve as a model for your colleagues and help us to reach greater heights as we strive each day to do our very best.

Sincerely,

A handwritten signature in black ink that appears to read "Leslie S. Richards".

Leslie S. Richards
Secretary of Transportation

Message from Leslie S. Richards



OUR VISION

A better quality of life built on transportation excellence.

OUR MISSION

To provide a sustainable transportation system and quality services that are embraced by our communities and add value to our customers.

VALUES

PennDOT operates under a basic set of values.

Safety — We promote the delivery of a safe work environment and a safe transportation system in our products and services.

Modernization — We consistently evaluate our processes and procedures to encourage innovation and remain competitive.

Customer Service — We are committed to providing the highest level of public service and value to our customers.

Communication — We are committed to effective communication with our customers, employees, and the legislature.

Workforce Development — We value and respect one another while promoting teamwork and workforce development.

2018 STAR Recipients

District 1

James E. Carroll
Bree L. McDonald-Stewart



District 3

Bryan S. Miller, P.E.
Elizabeth A. Soltys



District 5

Adam W. Bratrude, E.I.T.
Stanley F. Storm, Jr.

District 9

Russell J. Driskel, P.E.
Donald Hoover

District 11

Dean A. Poletti, P.E.
Seth A. Michaels



Multimodal Transportation

Angela Watson, AICP

Highway Administration

Brian G. Thompson, P.E.
Matthew Hedge

Planning

Gregory M. Dunmire

Administration

Sara E. Steele
William G. Gipe



Press Office

Alexis Campbell



Driver & Vehicle Services

Alan D. Wilcox

District 2

Marc G. Maney
John (Jay) Lee

District 4

Steven M. Fisher



District 6

Salahaldin M. Ali
William Harple

District 8

David A. Wassel
Lisa A. Yohn



District 10

Courtney E. Snyder, P.E.
Terry J. Mitchell

District 12

Joshua S. Timko, E.I.T.
William L. Beaumariage, P.E.



District Office



James E. Carroll Press Officer (Community Relations Coordinator 2)

Jim provides a level of service that is second to none as the Community Relations Coordinator for District 1.



Jim came to PennDOT in late 2010, following a storied career as a newspaper journalist, often covering transportation-related topics. His experience as a reporter is the cornerstone of his work for PennDOT, where he maintains very clear and transparent lines of communication with regional media outlets, businesses, legislators, contractors, and fellow employees at the district and state levels. Jim regularly gives of his own time to work on media events, press releases, winter travel advisories, and legislatives inquiries.

As part of a focus on reaching customers and employees in unique and valuable ways, Jim constantly strives to bridge any gaps that exist within the department as well as among our partners. He provides a high-level of responsiveness that is indispensable to PennDOT and the customers we service.

District 1

Bree L. McDonald-Stewart *District Maintenance Manager*

Bree was named District 1's Maintenance Manager in November 2016 and has worked tirelessly to take the position to the next level of service and productivity. Known for her unquestioned integrity and strong leadership skills, Bree is willing to ask the tough questions in search of the greatest value for PennDOT and the public. She is not intimidated by difficult, systemic or cultural issues, and helps the department identify well-vetted, lasting solutions. Working as a strong proponent of the district's pre-cast bridge program, Bree has partnered with municipalities to identify possible projects. Bree has assembled a maintenance squad that regularly produces designs efficiently and at a lower cost despite the complexity of the project.



District 1

She works closely with county-level management to develop data-based processes to ensure maintenance is completing the right roadway treatment at the right time. This hard work has led to an estimated cost-savings to PennDOT of \$100,000 during her time as Maintenance Manager. Bree maintains a high-level of expectations of others and expects no less of herself.





Bryan S. Miller, P.E. Civil Engineer Manager - Bridges



Bryan managed several initiatives that saved money for PennDOT and local municipalities within the district. One initiative involves using district design staff to design the repair or replacement of locally-owned bridges and county maintenance staff to repair locally-owned bridges. This reduced municipal costs by 20-30 percent and benefited the department, since

District 3

municipalities pay the wages of PennDOT employees who work on local bridge projects. Bryan has excellent communication skills, which is beneficial in his role as the district's Public-Private Partnership (P3) bridge coordinator. To date, the district and municipalities have saved a combined total of more than \$167,000 due to this initiative. He maintains a good working relationship with environmental agencies such as the Department of Environmental Protection (DEP), Army Corps of Engineers and the PA Fish and Boat Commission. Bryan managed design services and coordinated the fabrication of bridge beams for other districts, resulting in cost savings to the district. He also did an outstanding job coordinating several bridge replacement projects that were needed following catastrophic flooding in the fall of 2016. He is respected by staff and external partners for his methodical approach and drive to deliver top quality projects.



Elizabeth A. Soltys Clerk Typist 2



Customer service and teamwork are hallmarks of District 3-0 Human Resources Secretary Elizabeth A. Soltys' career at PennDOT. Elizabeth maintains a heavy workload, yet took on a major task of converting department records into digital files. This job included scanning, reviewing and uploading thousands of records for the district and county offices. This was a

District 3

mammoth undertaking but Elizabeth was up to the task. Given a short turnaround time, she worked nights and weekends to ensure the work was completed by deadline. Elizabeth identifies opportunities for improvements to existing processes in an effort to streamline them. She assists with receptionist coverage and worked multiple shifts during clerical vacancies last year. She will always find time to help others, often without being asked to do so. Her ability to absorb clerical functions from county maintenance organizations has enabled those organizations to restructure staffing. Elizabeth pays close attention to details and takes her time to make sure tasks are performed accurately and efficiently. She consistently maintains a positive and uplifting attitude. She is noted for her outstanding customer service and professional approach to every assignment.

District Office

District Office



Adam W. Bratrude, E.I.T.

Senior Civil Engineer Supervisor

Adam has been a Senior Civil Engineer Supervisor in District 5-0 since July 2015. In his current position, Adam oversees diverse and high profile road and bridge construction contacts. During this time, he has managed more than \$85 million worth of construction contracts. Most recently, Adam completed the I-78 Under-Clearance Project, a \$38 million contract involving full replacement of six (6) bridges over I-78 in Berks County. This project was the first of its kind by involving multiple bridges to be constructed within a duration of 40-60 days using Accelerated Bridge Construction methods. Adam's commitment to the completion of this project was exemplary in his ability to meet timeframe and quality standards. Adam's cost saving efforts are not easily measured, but the savings are evident. He continuously strives to reduce oversight costs on projects, helping to keep District 5 in the top third in oversight costs.



District 5



Stanley F. Storm, Jr.

Highway Foreman 3

Stanley has been an employee of PennDOT Monroe County since May 1977. In his 41 years of service, he has risen from Highway Maintenance Worker to Highway Foreman III, supervising county bridge crews.



District 5



Stanley has held the position of the American Federation of State, County and Municipal Employees (ASFCME) Shop Steward in Monroe County since 2010. In his position, he is engaged and encourages the county safety culture. He works with management to promote best practices and new innovations. There is no project involving Stanley that does not show a high level of efficiency and effectiveness. Over the past three (3) construction seasons, Stanley has been involved in the replacement of five (5) structurally deficient bridge and four (4) decks on deficient bridges in the county. He also was involved in the replacement of a box culvert that saw a savings of \$200,000.

Stanley's knowledge and expertise continues to set an example of completing high profile bridge projects throughout the district.





District 9

Russell J. Driskel, P.E.

*Senior Civil Engineer Supervisor
Transportation*



Russell led the challenge of addressing a failing pavement issue on I-99. The District was awarded \$32 million in interstate funds with a project letting of Spring of 2017. A process that usually takes 2-3 years had to be completed in nine (9) months. Consultant design was not a viable option due to the time needed to procure services. In-house design would be the most time and cost effective; however, it presented challenges due to existing workload coupled with the aggressive time frame for completion. Due to federal oversight, Russ had to also coordinate with the Federal Highway Administration (FHWA). Open and proactive communications were crucial to the project's success. Russ excelled at navigating the project through major milestones and still maintained his existing project assignments. Most impressively, he also kept a positive attitude and led his team by example. Use of the in-house design team saved the department over \$600,000.



District 9

Donald Hoover

Transportation Equipment Operator B



Don is a self-starter who has taken the initiative to obtain his pesticide applicator license on his own and he is the only operator in the county with a license. This helps the county by having Don provide services that would otherwise be contracted. Don also excels in instructing new operators and, in that role, continually seeks ways to communicate effectively to drive the message home. He took the initiative to reach out to fleet management to reorganize and update the county winter operator training course while ensuring all requirements were met. Safety is always at the forefront of Don's mind, so much so that he was unanimously selected by his peers and supervisors as the County Safety Committee Chairman. In-part due to his efforts, the county has seen a reduction in overall fleet accidents and injuries, and expects to see a cost savings of approximately \$57,000.

District Office

District Office



Dean A. Poleti, P.E. *Maintenance Services Engineer*

Dean oversaw the development team that allowed Cycle Maintenance to become most efficient and ensure proper preparation prior to paving and seal-coat operations on every road in District 11. Dean also displayed his extensive structures background by joining the team that created a plan for bridges including a district-wide Bridge Cycle Maintenance Plan and a plan for all district landslides. These efforts ensure the proactive and innovative managing of resources, extend the life cycles of roads and bridges, and provide cost savings through efficient and effective work. Dean was also in charge of the 50,000 square-foot District 11 Office Refresh, which included carpeting, painting, and furniture updates. Due to Dean's resourceful coordination, daily operations continued without moving any employees out of the building. Through his well-organized plan, Dean was able to save the Department approximately \$3 million. Dean's overall pleasant personality, and professionalism made the project a great success.



District 11



Seth A. Michaels *Traffic Control Specialist*



Seth received a "Go-to Person" award at District 11's Recognition Day for his assistance with county signing needs. "Seth is very dependable and takes a lot of pride in his work," noted one county manager. As a Traffic Control Specialist, Seth oversaw the installation of 411 new signs this past year, as well as assisting with field viewings with county crews to ensure proper sign placement. Through his efforts with the district's sign upgrade program, the number of signs over 18 years of age were reduced by over 10,000 in 2017. Seth also worked on signing needs of seven (7) in-house projects, most notably the West End Sign Improvement Project in the City of Pittsburgh. Additionally, Seth reviewed signing plans performed by consultants on 13 other projects. The I-279 Parkway North Improvement Project alone included 98 plan sheets and over 11,800 square feet of signage. He provides SAP consultation and training for county employees on sign-related issues, and has saved the Department over \$80,000 annually with his expertise.



District 11





Angela Watson, AICP

Multimodal Special Projects Manager



Angela oversees community planning studies and construction projects that promote and support an enhanced multimodal approach to transportation project development. She continually serves as an example of a strong, intelligent leader within state government. In the Keystone kickoff workshop, she was instrumental in setting key expectations and moving the project forward. She has been involved in four strategic areas:

Communications, Partnerships, Promoting PennDOT Initiatives, Attitude and Safety. As project manager, she oversaw: Capitol Complex Pedestrian Safety Improvement Project, Harrisburg Transportation Center Master Plan/Paxton Creek, Venango/Oil City Operations Project, and Access the Keystone. Her efforts on the Keystone Corridor projects are to increase ridership and revenue to reduce the state's operating subsidy for the line. Each of her projects supports the Department's strategic theme on sustainable policy-based investments to invest taxpayer money into smart, environmentally sustainable transportation infrastructure while supporting economic growth and enhancing communities. She leads teams of consultants and coordinates with the Deputy Secretary for Multimodal Transportation, Multimodal Deputate staff, District staff, state agencies, Metropolitan Planning Organizations (MPOs)/Rural Planning Organizations (RPOs), community officials, transit agencies, and other community stakeholders.

Multimodal Transportation



Brian G. Thompson, P.E.

Director, Bureau of Project Delivery



Brian has taken on the special assignment leading the Rapid Bridge Recovery (RBR) Program. No other Public-Private Partnership (P3) project has embarked on a multi-asset, multi-location undertaking of this magnitude. This bundling approach afforded opportunities to capitalize on economies of scale, while reducing the Commonwealth's structurally deficient bridge inventory faster than typical delivery models. The Right-of-Way (ROW) and Utility coordination processes had a very high likelihood of delaying the project and would have resulted in tens of millions of dollars of extra costs. Brian was instrumental in quantifying these risks and establishing a reasonable delivery schedule. He identified contractor quality and safety issues and changed processes so they do not occur again. The lessons learned improved the quality focus and will be a model for future contractual approaches. Through Brian's leadership, effective solutions were developed that ensured the success of the innovative RBR P3 program. Prior to the RBR assignment, he led PennDOT's Next Generation cost savings and efficiency efforts and led a team of employees to help improve maintenance operations in District 6.

Highway Administration

Central Office

Central Office



Matthew Hedge *Manager, Special Hauling Permits*

Matt's expertise is critical in the Department's efforts to guard our critical infrastructure from premature damage and wear from excessive and unmanaged commercial vehicle traffic. He maintains close working relationships with law enforcement and the trucking industry to provide key input on proposed legislation. He provided guidance on seven (7) separate proposed legislative actions that affected Fixing America's Surface Transportation (FAST) Act compliance. He advanced the Departments Strategic Theme for "Effective Partnerships" by implementing a new program for Certified Escort Vehicles (CEV), which can now be used instead of Pennsylvania State Police (PSP) for escorting superloads. Using CEV versus PSP escort saves the industry \$1,654 per occurrence. He worked directly with PSP to implement and establish requirements for certification and developed and launched a course to meet all requirements. He also worked with the Pennsylvania Motor Truck Association, PennDOT's District Traffic Engineers, and Bureau of Planning & Research to address complex issues associated with large trucks access. Matt's work has brought him accolades and awards from Northeast Association of State Transportation Officials (NASTO), American Association of State Highway and Transportation Officials (AASHTO) and the Federal Highway Administration (FHWA).



Highway Administration

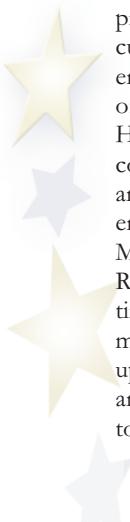
Gregory M. Dunmire

Transportation Planning Specialist Supervisor

Greg sees deficiencies and takes the initiative to solve problems. Through his own initiative, he developed the curves process and data validation process, which has enhanced the efficiency of processing data and the quality of the data made available to the Department, Federal Highway Administration (FHWA), and the public. This was completed above and beyond his normal job duties all while earning an outstanding rating for his regular work. As a result of the enhanced data validations, traffic data and Highway Performance Monitoring System (HPMS) data being entered in the Department's Roadway Management System have improved the quality and timeliness of the traffic data analysis. Traffic data and HPMS data are mandated by FHWA to be collected and reported annually. The updated process eliminates the human interpretation and the time and cost for field views. As a result, he is developing a similar process to collect grade data.



Planning Administration





Administration

Sara E. Steele

Management Analyst 2

All of Sara's accomplishments can be related to each strategic theme. She led a project team in the creation and planning for the first ever PennDOT Construction Contractor Diversity Forums with three (3) extremely successful regional events. Sara conducted the process mapping exercise with Driver and Vehicle Services to help identify improvements.

The Workforce Diversity Visioning Team employed her facilitation skills to help build their mission statement and develop a list of goals. Sara administered approximately 70 surveys throughout the Department to help gather data that led to the design and implementation of measures to improve employee training programs and opportunities, create employee recognition efforts, identify cost/time savings, and enhance employee safety. Ms. Steele received the Bureau of Innovations "Rock Star" award for her outstanding service and professionalism.



Administration

William G. Gipe

Division Chief, Materials and Services Management Division

Bill is responsible for procurement, right to know, forms and publication management, the sales store, highway maintenance inventory management, travel, and corporate card programs. Bill has negotiated and awarded

complex procurements. He and his team awarded Request for Proposal (RFP) type procurements during CY 2017 valued at \$144.5 million. He is responsible for \$10.5 million in savings through negotiations. The procurements included high profile projects such as the Motor Vehicle and Driver Licensing Solution (MVDLS), Application Managed Services, Motorcycle Safety Program Services, and PennDOT Connects. Bill also re-engineered and modernized the Rented Equipment Invitation to Qualify (ITQ), converting from paper-based to electronic procedures. This resulted in an annual savings of \$31,000. Bill worked closely with the Department of General Services (DGS) during a procurement expo and was a featured speaker. Bill cut the total number of forms and publication items stocked at the DGS warehouse by 62%, saving \$84,000 a year.



Central Office



Central Office



Alexis Campbell

Press Officer, Driver and Vehicle Services

Alexis has a well-deserved reputation for juggling cascades of tough media calls with the many ongoing communications needs of the area of PennDOT that touches nearly 9 million licensed drivers and the owners of more than 12 million registered vehicles. Her portfolio includes day-to-day driver license and vehicle registration issues as well as motorcycles, mature drivers, school buses, and importantly, REAL ID.



She took the lead in dealing with communications for the very complex and contentious REAL ID program and, as such, was often forced to deal with a myriad of swirling communications issues simultaneously. She prepared an extensive and effective communications plan for REAL ID implementation, which has been used with Governor's Office staff and is the basis for her work with Commonwealth Media Services, the team assisting with the plan and a planned \$5 million media buy. Commonwealth Media Services (CMS) has used her plan as an example with other agencies on major issues, including opioid communications.

At one point, she was dealing with the issue of non-citizens improperly registering to vote through the Motor Voter system while fielding ongoing extensive and complicated questions and issues tied to REAL ID. She also had to deal with the controversy surrounding the elimination of vehicle registration stickers and police urging people to take their old stickers off because they were getting stopped out of state, something we could not verify. She often would handle these issues on her days off.

In recognition of her dedication and abilities, the Press Office in 2017 awarded her its annual "Best Stressed" award.

Alan D. Wilcox

Purchasing Agent 1



As primary office supply purchaser for Driver and Vehicle Services, Alan distinguishes himself by continually, providing outstanding customer service to Driver and Vehicle Service's five (5) bureaus. His supervisor and division manager routinely receive compliments from other employees on his swift and friendly customer service, as he processes over 100 requests each month, in addition to his other procurement obligations. Alan's attention to detail and refined organizational skills have been instrumental in providing exceptional customer service daily. On several occasions, Alan has contributed to the Department's cost savings goals by diligently shopping for the best possible method of procurement and price. In addition to providing outstanding service to our Deputate, Alan also serves as a Searcher during fire drills at the Riverfront Office Center, helping to ensure the safety of everyone on the 4th floor, in the event of an emergency.

Press Office

Driver and
Vehicle Services



Marc G. Maney

Transportation Construction Inspector



Marc was the inspector-in-charge of the Centre County, State Route 3011 Bridge Replacement Project in the State College area. It was a complicated project with numerous challenges—including a construction schedule of 42 days, not being allowed to interfere with the country club golf course, and having to open prior to the start of school in the fall. July brought

District 2

severe rain storms that caused flooding on three different occasions—setting the project behind schedule. In response, Marc was innovative and transitioned to a 24-hour construction schedule; the first time such a schedule had been used in District 2. He conducted daily meetings to keep everyone on the same page. Marc not only completed the project on time, but also brought it in under budget—with a savings of approximately \$50,000. Marc's initiative led to the successful completion of the project, reflecting strongly on the department's strategic themes.



John (Jay) Lee

Maintenance Repairman 2



The inspection of a bridge on SR 1006 in Clearfield County revealed that it had deteriorated to the point of requiring a weight restriction posting of three (3) tons. While the Average Daily Traffic (ADT) was low, the necessary 13-mile detour meant emergency personnel, school buses, and fuel delivery trucks could not cross the structure. Immediate repairs were

District 2

necessary, but the crew was short-handed. Jay identified the need for a complete crew and offered to help so the bridge could be re-opened as quickly as possible. Because of his initiative, the bridge was repaired and the posting was removed ahead of schedule. Although District 2 did not quantitatively record cost savings on the project, it is understood that savings are realized when a project completes early. The end result offered increased safety to the public and reflected favorably on District 2, as well as Clearfield County Maintenance and its crews.

District Office

Steven M. Fisher

Transportation Planning Specialist Supervisor

District Office

Steve oversees the coordination of the regional Metropolitan Planning Organization (MPO)/Rural Planning Organization (RPO) Twelve Year Programs for District 4. His extensive planning experience has enabled him to implement the PennDOT Connects Program initiative across the district. Using his communication and customer service skills, Steve has coordinated outreach meetings with the MPOs/RPOs and local municipal officials to educate them on the benefits of the PennDOT Connects program. Individual projects were reviewed with municipalities to obtain any concerns, comments and innovative ideas related to the projects that could be implemented in the design process. Steve has promoted the PennDOT Connects program to our local governments, enabling them to better seek alternate funding sources, thereby allowing the Department to better invest our Motor License Fund resources into our highway and bridge assets. While serving as the Transportation Planning Specialist Supervisor, Steve also retained the responsibilities of his former position until the position was filled.



District 4

Salahaldin M. Ali

Assistant Construction Engineer

Salahaldin is a hardworking manager who has gone above and beyond his workload in overseeing quality construction projects totaling more than \$250 million. He has been instrumental in facilitating communication between PennDOT and local stakeholders on a number of construction activities, specifically on the U.S. 422 corridor. Additionally, he has coordinated with local police departments to help provide safer work zones for construction employees and the motoring public. Salahaldin has recently taken over District 6's Surface Treatment program and continues to look for opportunities where paving projects can be improved and streamlined. A prime example of Salahaldin's ingenuity is a cost savings attributed to solving an issue on Interstate 76 where the condition of the existing pavement did not work with the repair method. After careful reanalysis, Salahaldin proposed a solution that saved money, eliminated a potential time extension and lessened the traffic impact to drivers.



District 6



William Harple

Highway Foreman 3



William is a dedicated employee with an innovative and conscientious approach to his work. His extensive knowledge of bridge repairs and construction techniques makes him an expert problem solver who has delivered effective solutions on many complex projects, helping the department save \$141,000. Five (5) years after the completion of a construction project

District 6

at Longwood Gardens, additional work was needed when a section of wetlands stopped growing. William coordinated with the District 6 Environmental Unit and the Department of Environmental Protection (DEP) to propose a way to limit the impact to tourists trying to access the facility during construction by building an access road to complete the work. William's efficient design not only helped PennDOT complete the project early, but also saved the department thousands of dollars. William also makes safety a top priority and routinely addresses concerns with his crews which has resulted in no lost-time injuries or accidents over the last 12 months.



David A. Wassel

Civil Engineer Manager



District 8

David is known in the District 8 maintenance unit as the “go to” guy for county maintenance budgets. He works closely with the district fiscal officer to coordinate the county budgets and is very knowledgeable in the areas of fiscal and purchasing. Wassel assists the district and county staff in areas including roadside, guide rail, mowing, lighting and maintenance contracting. He worked diligently to obtain A-409 dollars to support county crews to resurface nearly 300 miles of highway, and worked hard to fund 14 structurally deficient maintenance bridge preservation projects in District 8 to reach the Governor’s goal of removing them from the list of structurally deficient bridges across the state. David keeps current on all aspects of his position and is always willing to help anyone make PennDOT more efficient.

District Office

District Office



Lisa A. Yohn

Human Resource Analyst 1

Lisa handles the recruitment and placement program area for District 8, which underwent significant changes in 2017 with the introduction of a complex, new system called NEOGOV.

Previously, the eight (8) county maintenance offices were tasked with handling their own activities related to filling vacant position. Lisa is the only placement analyst in the district office and assumed more than a 100% increase in workload. With an average of 50-60 vacancies at any given time, she has made extraordinary efforts to fill vacancies as quickly as possible, all while keeping the county maintenance managers updated regarding the new process and any anticipated delays. Lisa's work with the new system is clearly aligned with the process improvements targeted through the Innovative, Smart, and Diverse Organization strategic themes.



District 8



Courtney E. Snyder, P.E.

Maintenance Program Engineer

Courtney, a 13-year District employee, utilized her expertise in maintenance and budgetary needs resulting in savings of over \$21 million for unfunded Interstate projects on I-80 in Clarion and I-79 in Butler. This success resulted in reducing the impacts to the County Maintenance budgets for repairs to these Interstates.



District 10



Courtney encourages the development of young engineers and other transportation-related disciplines by promoting the School To Employment at PennDOT (STEP) program within District 10's local school districts and technical schools. Her involvement assists the development of future employees into technical positions such as the Roadway Program Technician series. She also participated in District Incident Command and District Business Plan Committees.

Courtney assisted the counties in preparing five (5) year paving plans to increase efficiencies and address needs. Her expertise in asset management, Interstate programming needs, Transportation Improvement Program, and maintenance funding makes her an asset to the District and the Department.





Terry J. Mitchell

Highway Foreman 2



Terry, based in Jefferson County, looks for innovations to improve the long-term quality of our state system. He developed and implemented practices for the installation of cross pipes. These innovations resulted in better ride quality, cost savings, and were recognized as best practices by the Bureau of Maintenance Operations for workforce and equipment savings.

District 10

Terry's Mill and Fill crew exceeded planned production rates for patching on secondary routes at a cost below the contracted price, resulting in an overall savings of \$652,000. Jefferson County plans to continue this operation with Terry at the helm. He works to increase production, increase customer satisfaction, and eliminate concerns before customers bring them to us.

Terry is recognized in Jefferson County for innovative thinking that improves current practices and is valued for his ability to increase efficiency and service provided to the customer.

District Office



Joshua S. Timko, E.I.T.

Civil Engineer Transportation



For the previous three (3) years, Josh has served as the Assistant Bridge Maintenance Coordinator, Strategic Environmental Management Plan (SEMP) Coordinator, and Facilities Coordinator. He has played vital roles in all his responsibilities. He helped our Department Force Bridge Crews deliver 12 bridge projects over the last two (2) years. He saved the

District 12

Department an average of \$250,000 per bridge, which works out to a cost savings of \$1.5 million. His effort played a key role on the District's path to reduce the number of Structurally Deficient (SD) bridges. This past year, he also oversaw the completion of a slide project near the Marianna Dam. This work was completed using emergency procedures due to the nature of the work being performed as it had sensitive environmental concerns, public involvement, and a large amount of work to complete. Josh's leadership and resolve has played a critical role in our success in the District's Department force bridge initiative.

William L. Beaumariage, P.E.

Support Services Engineer-Construction



District Office



In 2017, Bill worked primarily as the Portfolio Manager in the Design Unit. He supervised the project managers and was heavily involved in the design of the Laurel Valley Improvement Project. This project was chosen as a pilot for the Federal Highway Administration's (FHWA's) Infrastructure Voluntary Evaluation Sustainability Tool

(INVEST) which rates the criteria of the full lifecycle of a project including planning, design, construction and continuing through operations and maintenance. This project is also applying for Transportation Investment Generating Economic Recovery (TIGER) discretionary grants. He has communicated effectively and efficiently with all involved (internal and external). He has overseen reducing SD bridges, is an important liaison for Public-Private Partnership (P3) bridges, and ensures fiscal responsibility for all projects he oversees. He is supportive of innovation (roundabouts, diverging diamond interchanges, etc.). He is role model and a leader for all employees in the District regarding professionalism and dedication. Bill is an excellent mentor for new employees and has helped the District be successful in innovation, safety, and project delivery.

District 12

