

TRANSITION



Employees, including Commissioner Gutierrez-Scaccetti, show their NJDOT pride on May 10, Spirit Day, by wearing orange and logo branded clothing concluding the statewide Public Service Recognition Week festivities. Read more on page 4.

IN THIS EDITION

- The Road Ahead - page 2
- TransAction Conference - page 3
- Public Service Recognition - page 4
- Bicycle Safety Rodeo - page 7
- Take our Children to Work Day - page 8
- Safety and Health Fair - page 10
- Service Awards - page 12

The Road Ahead: Diane Gutierrez-Scaccetti



**Commissioner
Gutierrez-Scaccetti**

Last year, I announced the “Commitment to Communities” initiative that highlighted NJDOT’s pledge to local governments, helping them succeed in delivering transportation projects that improve safety and quality of life in our communities without unduly burdening local property taxpayers.

In March, I held a town hall meeting with staff to expand the vision to include a new Mission Statement and five Core Values with which to frame our outreach efforts with external stakeholders

and with our valued staff.

I am pleased to share that the department has embraced the principles and has moved theory into practice.

Internally, the “Commitment to Communities” core values were in action with initiatives including:

- Take Our Children to Work Day;
- NJDOT Employee Recognition ceremony with those winners acknowledged statewide by the Governor;
- Participation in the Governor’s Innovation ENJINE Challenge;
- NJDOT staff volunteering their time in the community fostering good will, and empowering children and their families with important safety messages.

Externally, the outstanding and innovative “Commitment to Communities” initiatives included:

- The announcement that the Municipal Aid Grant cycle will be accelerated providing local officials funding awards ahead of their budget deadlines so that they can plan more effectively;
- The creation of the first NJDOT Local Aid Resource Center providing technical support, expertise, information and services to local governments;
- The creation of New Jersey’s first transportation loan program, NJ Transportation Infrastructure Bank, aka I-Bank, providing low interest loans for municipal and county transportation projects.

These innovative programs are fulfilling the core goals and moving the “Commitment to Communities” initiative forward. They foster good relationships, listen and are responsive to the public, and embrace the concept that NJDOT is a customer-service agency. I am abundantly proud of the outstanding work accomplished thus far and am confident that we will continue to expand and provide superior multi-modal mobility to millions of New Jerseyans every day.

Thank you for your support –

Diane



Commissioner Diane Gutierrez-Scaccetti and several NJDOT Staff attended the ITS America conference in Washington, D.C., that focused on the ability of state DOTs’ to provide the seamless movement of people, data and freight in and around their regions. The Commissioner, Sal Cowan and Wasif Mirza served as panelists at various sessions.

NJDOT’s Safety Service Patrol (SSP) vehicle was on display in the Exhibit Hall highlighting its technology features including a Claris camera, iCone Hazard beacon and more.

(L-R) – Assistant Commissioner Andrew Tunnard, Director Wasif Mirza, Commissioner Diane Gutierrez-Scaccetti, Director Nicole Minutoli, Assistant Commissioner Mike Russo, Project Manager Sue Catlett, Senior Director Sal Cowan.



Governor Phil Murphy addresses the luncheon attendees at the TransAction Conference on April 17 in Atlantic City. From l-r: (Out of camera view) Mary Ameen, Executive Director, North Jersey Transportation Planning Authority; Jennifer Marandino, Executive Director, South Jersey Transportation Planning Organization; Anthony Attanasio, President, Hawk Strategies; Frank Reilly, Chairman, TransAction Conference; Governor Murphy; Diane Gutierrez-Scaccetti, Commissioner, NJ Department of Transportation; Kevin Corbett, Executive Director, NJ TRANSIT. (Out of camera view: John Keller, NJ Turnpike Authority, Executive Director; Steve Plate, Chief of Major Projects, Port Authority of NY and NJ)

NJDOT Staff Shared their Expertise at the 2019 New Jersey Annual TransAction Conference

New Jersey's 43rd Annual TransAction Conference and Expo, held on April 16 – 18 at the Tropicana Hotel in Atlantic City, brought nearly 1,000 transportation professionals together for three days of panel sessions and presentations by subject matter experts from the public and private sector, academia and elected officials.

Governor Murphy, the first governor to address the TransAction audience in its more than four decade history, stated that "... the most vital investment our administration or any New Jersey administration can make is in our transportation infrastructure. Our economy relies upon the ability of our residents to get to their jobs and to school reliably, safely, and on time. In New Jersey that means turning around NJ Transit."

It was during his luncheon address that Governor Murphy announced the reinstatement of the Atlantic City and Princeton Branch Dinky lines, ahead of



Commissioner Diane Gutierrez-Scaccetti delivers her speech.

schedule, and with expanded service, beginning on May 12. The changes were made in response to the public comments and requests.

Sixty-six workshops were held during the three-day event with 21 of them featuring NJDOT staff on topics ranging from Traffic Incident Management, Mobility on Demand, Intelligent Systems Architecture

and System Engineering, safety initiatives, emerging technologies and more. [▶](#)

TRANSPORTER

E-News



News for and about
NJ Department of Transportation
Employees and Retirees

Governor
Phil Murphy

Lt. Governor
Sheila Oliver

Commissioner
Diane Gutierrez-Scaccetti

Published by the NJDOT
Communications Office

For news and story ideas, contact:
Editor
judith.drucker@dot.nj.gov

State Employee Recognition Day Kicks off Public Service Recognition Week

Everyone Likes to Hear “Good Job!”

On May 6, NJDOT Commissioner Gutierrez-Scaccetti along with her senior leadership team held a Public Employee Recognition Award Ceremony to recognize and honor staff for their outstanding contributions to the organization, work ethic, accomplishments, and commitment to excellence in public service.

“I want you to know how much I value your efforts day-in and day-out,” Commissioner Gutierrez-Scaccetti said, “to making our transportation system one of the best in the nation.”

The Public Employee Recognition Award Ceremony was the kick-off event for the Public Service Recognition Week celebration held from May 6 through May 10. NJDOT held events each day of the week including Act of Kindness Day, Unit Appreciation Day, and NJDOT Spirit Day.

NJDOT staff were eligible for nomination in seven award categories, five of which were statewide categories. The winners then participated in the Statewide Employee Recognition Ceremony held on May 9 at the War Memorial in Trenton, when the Governor acknowledged all of the state department nominees.

The NJDOT seven award categories, nominees and winners were:



Innovation and Efficiency: Recognizes employees who have demonstrated a willingness to identify and implement business processes that make services more accessible to our customers; link budget decisions and program priorities more closely with program performance to achieve cost savings; generate revenue enhancements; and/or implement more efficient methods of service delivery.

Innovation and Efficiency Winner: Route 1 Hard Shoulder Running Team

Padmanabha Amin, Richard Casmer, Shazia Khizir, Kelly McVeigh, Wasif Mirza, Bindesh Patel, Ramchandra Patel, Jose Romero.

Individual Nominees: Robert Blight; Joseph Dailey; Komila Pandit; Krzysztof Zajac.

Team Nominees:

Post Pusher and Puller Team: Ronald D’Agostino, James Nunn, Michael Syanovitz.

“MENNAS” Project Team: Kristen Bacher, John Bystrycki, Anthony Ennas, Falguni Patel, Victor Uzlyaner.



Heroism: Recognizes employees who went above and beyond the call of duty to selflessly and successfully save someone who was in a life-threatening situation.

Heroism Winners: Michael Lapadula and Jared Piazza.

Individual Nominees: Ralph Biondi; Edis Castillo; Bradley Dailey; Daniel Tay.

Leadership/Professional Achievement:

Recognizes employees who have established a higher standard of work performance by example; demonstrated leadership qualities when presented with challenging assignments; voluntarily used their knowledge and skills to promote work-related development of other employees; contributed to building employee morale; improved work processes and/or procedures; encouraged initiative and

State Employee Recognition Continued from page 4

forward-thinking; and/or who successfully established new and outstanding methods, practices, plans, or designs resulting in cost savings, revenue generation, and/or workplace efficiencies.

Leadership/Professional Achievement Winner:
Felix Fuster, Sr.



Individual Nominees: Kristen Bacher; George Britton; Genevieve Clifton; Jeffrey Evanylo; Danielle Graves; Narinder Kohli; Daniel LiSanti; Jeannine Savage; Paul Schneider; Jeevanjot Singh; Hung Tang.

Community Service: Recognizes employees who have made outstanding contributions to the communities in which they live or to the State through organizational activities outside the workplace.



Community Service Winner: Season of Service Campaign Team Dawn Arcamone, Sharon Bird, Samantha Canulli, Lisa Cavanagh, Stephanie Chandler, Debra Christensen, Sue Dempsey, Stacy Devlin, Karen Kunzer, Lisa Laggy, Lauren Lasky, Jean Loret, Norma Maziarz, Kimberly Stuhltrager.

Individual Nominees: Lauralee Rappleye; Virginia White.

Governor's Team of Excellence: Recognizes employees who have demonstrated a commitment

to public service through leading by example and helping the Governor meet his mission to make New Jersey a fairer and stronger place to live and work.

Governor's Team of Excellence Winner:
Christopher Manz

NJDOT Department Level Recognition Awards

Employee Choice: Recognizes employees who have been nominated by their peers for demonstrating a commitment to their colleagues and/or to the mission of the Department. Nominations in this category include descriptions such as: "Hardest Worker;" "Always Willing to Help;" "Pleasant to Work With;" "Gets the Job Done;" etc.

Employee Choice Winner: Thomas Houck

Individual Nominees: Vijesh Darji; Cynthia Dey; Carmen Iantorno; Tri Nguyen; Paula Scelsi; Kelly Warboys.

Team Nominees:

Parole Reentry: Richard Christensen, Anthony Giuriceo, Charles Maciejunes, Noelia Rodriguez.

Commissioner's Award: Recognizes employees who exceeded their job expectations with exceptional customer service to the public and to the employees of the Department. These individuals are a great example to their peers and help to further the Department to successfully meet its mission.



Commissioner's Award Tie-Winners: Veronica Murphy and Kimberley Nance

Individual Nominees: Tina Ambrosio; Stephanie Chandler; Lauren Coe; Nisharg Dalwadi; W. Scott Douglas; Cheryl Goldman; Steven Irons; Sudhir Joshi; James Lewis; Tri Nguyen; Bassey Onyile; Stanley Rzepski; Kimberly Stuhltrager.

Commissioner Gutierrez-Scaccetti displays great leadership once again as she surprises staff with introductions to Governor Murphy



Commissioner Gutierrez-Scaccetti has often shared that her leadership style includes knowing as many of the staff as possible, interacting with them on a personal level, listening to their opinions and suggestions, and providing recognition and praise for a job well done.

Her unpretentious nature and gracious leadership style was displayed when Governor Murphy visited NJDOT on April 23. As the senior leaders walked around the campus, the Commissioner took the time and introduced the Governor to various staff members along the way, personalized the experience for individuals and created memorable moments while building employee loyalty and morale.

Here are some staff reactions to the Commissioner's introduction



to the Governor:

Wasif Mirza, Director, Division of Mobility Engineering said: "Our Commissioner was just fantastic in how she made me feel. First, I saw the Commissioner walking with a few men in suits – I did not recognize anyone. She immediately brought the Governor toward me and introduced me to him. She knew my name, pronounced it correctly, recalled what I do in this organization for her... (it was an) honest expression of her sincerity towards we the "Employees." I think that was greatness of her character – she could have just ignored anyone at that point without causing any ill feeling."

Debbie Stevenson, Director, Division of Budget said: "I was walking from the cafeteria with a sandwich in hand when the Governor was in the MOB Lobby. The Commissioner was nice enough to introduce me to him as I was passing by. It was quite unexpected, but much appreciated. The Governor was very gracious and we had a brief conversation about my having been at the Hamilton College graduation a few years ago where he was a commencement speaker. It made me feel good that the Commissioner took the time to introduce me to the Governor."

Meg Frampton, TOS&S said: "When she introduced me, she told the Governor about my work for the Employee Memorial Committee and coordinating employee activities throughout the year... the Commissioner is very gracious and while we were all nervous about meeting the Governor – she took our cameras and took the time to get pictures of many of us."

Hardev Dave, Project Manager, CPM: When the Commissioner introduced the Governor to Hardev,



she reminded him that he was the lead on the Route 495 project where they had previously met at a press conference. Hardev recalled that the Governor said, "Job is going well...keep up the good work."

Michael Ray Hopkin, author of the blog "Lead on Purpose" wrote: The Product Management Perspective: Product managers depend on others in engineering, marketing, sales, etc. for their success. This dependence makes building relationships essential. **People are assets;** the only way to effectively work with others is to build positive, effective working relationships. Listen to them, consider their circumstances, show empathy, then move forward and make decisions that will be beneficial for everyone in your organization. 



NJDOT volunteers exemplified the Commitment to Communities mission at the 2019 Annual Bicycle Safety Rodeo and Safe Kids Day held in Lawrenceville

NJDOT staff volunteered their time on Saturday, May 11, 2019, at the Annual Bicycle Safety Rodeo and Safe Kids Day event, held by the St. Lawrence Rehabilitation Center in Lawrenceville, with Commissioner Gutierrez-Scaccetti by their side. The event provided children ages 3-12 and their families with an opportunity to learn about bicycle safety and accident prevention while participating in sports and other recreational activities.

The event was also an opportunity to put the Commitment to Communities mission into action with NJDOT staff providing children and their guardians with fun learning experiences teaching valuable skills. One such skill was experiencing the hazards of distracted biking/walking/driving using an elaborate walking course designed by NJDOT in-house designer Timothy James. There was also a booth with fun and creative activities including a traffic

signal quiz game and a traffic signal bingo activity.

The NJDOT volunteers were: Gaelle Figaro, Timothy James, Afrina Khandakar, Jeevan Singh, and Sharon Simmons. Chris Feintheil and Ken Mihalic provided signs and cones for the event.

The event also offered bicycle inspections, performed by a local bicycle shop, and Lawrenceville Police department, and included: bicycle tires, frames, handlebars, chain guards, and reflectors. Parents were then provided with a checklist for each bike indicating suggested safety repairs. Children were then custom fit and provided with a free bike helmet.

The Lawrenceville Police department created a rideable bicycle safety course, focusing on traffic signal and hand signal skills, how to navigate around parked cars, and how to avoid unexpected obstacles.

The Lawrenceville Fire Department had a fire engine on display and members were teaching children about fire hazards. Many other corporate sponsors participated in the event providing a valuable and fun experience for all attendees. 



Take Our Children to Work Day was a fun day of learning and adventure for children at NJDOT



The NJDOT staff made science and engineering fun at its **19th Annual Take Our Children to Work Day** event held on April 25, 2019. More than **460 children attended** the Ewing Headquarters event (up from 250 last year) and the North and South Regions welcomed nearly 35 children at each location.

Staff from many different divisions used their creativity, devoted time and effort into designing, organizing and executing unique, fun and educational activities. Children received an NJDOT Passport to Fun and received a stamp in the book after participating in an activity.

There were so many activities for the children to choose from including changing tires with hydraulic tools; and taking drawbridge controls into their own hands. There was a fossil exhibit; Sign Shop tour; State Police K-9 Unit demonstration, and the biggest, boldest and loudest display of trucks and equipment in the state, and so much more.

New this year was the **Edible Aquifer** activity that provided an opportunity for children to build a mini aquifer in a cup using crushed ice, mini marshmallows, chocolate chips, ice cream, puffed cocoa cereal and chocolate sprinkles, each representing layers of gravel, sand, rock, and soil. After building the aquifer, children were able to visualize why it is so important to our environment to keep our groundwater free from contamination. The prize was eating it after the lesson! Special thanks to the creativity of the Bureau of Environmental Resources.



The Escape Room was a big hit again this year with some returning participants. Cassie Canonico, 11 years old, was with her mother Vikki from CPM. She had participated in The Escape Room last year and was looking forward to working on the challenging quizzes and crossword searches with the other children again this year.

Eight-year-old Aiden Woods, who was with his dad Keith Woods from Structural

Evaluation, said that this was his second year attending the NJDOT Take Our Children to Work Day event but his first time participating in **The Escape Room**. "I am really excited," he said. He watched YouTube videos about escape rooms in order to prepare for the day's event. His brother Colin, 4 ½ years old, and sister Ellery, 6 years old, were simply happy to be surrounded by the activity and excitement of the day.

Scott Ackerman and Stephanie Nock were leading the event. The 40-minute challenge demanded that the participants concentrate on the questions, use math skills, and team work. Scott credited his science teacher education training acquired prior to joining the DOT with the skills and patience required to manage the event for the past four years.

Stephanie's patience with the children, consistently served with a broad smile, was remarkable. Her 7-year-old niece Arianna assisted her. It was an exciting adventure for all who entered. 

TID DOTS!

Tid Dots is a collection of employee awards, retirements, service anniversaries and other sharable and NJDOT pride-producing news.

Traffic Incident Management Unit Receive Kudos for their Training Program

NJDOT Traffic Incident Management Unit staff participates in providing Federal Highway Administration (FHWA) compliant **Traffic Incident Management (TIM)** training programs statewide. NJDOT staff held a training for St. Luke's Emergency and Transport Services and received a letter of gratitude.

"On behalf of St Luke's Emergency and Transport Services I wish to extend our personal thanks for your commitment to highway safety and the dedication to the Traffic Incident Management Class. The information that was presented was insightful and your delivery was both informative and kept the interest of the class." Abridged

Rodney Wolfe Jr.
Director of Operations
St. Luke's Emergency & Transport Services
St. Luke's University Health Network

The TIM training program is coordinated with other agencies including State Police, firefighters, emergency medical personnel and others to educate stakeholders on how to plan and coordinate a multi-disciplinary approach to detect, respond to, and clear traffic incidents so that traffic flow may be restored as safely and quickly as possible.

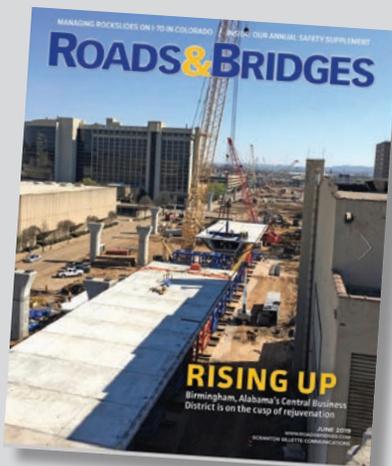
Recipients of TIM training often include:

- Law enforcement
- Fire and rescue personnel
- Emergency medical services
- Transportation agencies
- Towing and recovery professionals
- Communications center and dispatch personnel
- Hazardous materials spill response contractors
- Coroners and medical examiners
- Public works professionals

Training classes may be requested at NJTIM.org

"New Jersey's 3.5-mile-long Pulaski Skyway deck replacement featured precast deck panels connected with UHPC, stainless steel rebar, and a polyester concrete overlay to maximize durability. The New Jersey Department of Transportation chose this system to minimize future repairs and traffic disruption on the bridge, which carries 67,000 vehicles a day. Using 5,000 cubic yards of UHPC to connect 1 million square feet of deck panels, the project is the largest application of UHPC to date and serves as an example for other agencies."

Commissioner
Diane Gutierrez-Scaccetti
Innovator, May/June 2019



Roads & Bridges magazine reported on the Intelligent Transportation Society of America DOT 2019 Annual Meeting held on June 4 – 7 in Washington, D.C. Commissioner Gutierrez-Scaccetti was quoted as saying: "Funding and training, those are our two biggest challenges. My biggest concern is the education process to gain public acceptance and trust. How can we communicate what we're doing, that is the most important thing..." [Click here](#) to read the article and the Commissioner's complete quote.

Commissioner Gutierrez-Scaccetti was in Good Company at the WTS International Conference

Women's Transportation Seminar (WTS) International organization held its annual conference on May 15 – 17 in Boston and focused its program on the theme The Hub of Ingenuity. More than 700 corporate and governmental transportation leaders from around the world attended to exchange ideas and learn about the latest developments in the industry.

Founded in 1977 by a group of pioneering women in transportation, [WTS International](#) offers professional development and mentoring programs, networking opportunities and scholarships for members worldwide. Commissioner Gutierrez-Scaccetti joined other top female transportation professionals on a panel entitled "A View from the Top: Female DOT CEOs Take the Stage." The panel shared their thoughts on the importance of mentorship and career navigation to leadership style and the role of decision making in preparing their organizations for a 21st century transportation system. 



(L-R) Anna Barry, Deputy Commissioner, ConnDOT; Deborah Sharpless, CFO, Maryland Transportation Authority; Merryl Mandus, General Counsel, Georgia Regional Transportation Authority; Diane Gutierrez-Scaccetti, Commissioner, NJDOT; and Donna Wilser, Director of Internal Audit, NJ Turnpike Authority

NJDOT held its inaugural Safety and Health Fair at headquarters



Angelo Nucci

Angelo Nucci, Assistant Chief, Bureau of Employee Safety, and his team, organized the first NJDOT Safety and Health Fair at headquarters on May 31 for NJDOT employees. The event focused on bringing safe practices and healthy lifestyles at work and at home to staff.

More than 50 vendors and state regulatory agencies attended the event providing safety information to more than

600 employee attendees on topics ranging from children's car seat safety, smoke and carbon monoxide detectors, and healthy skin with sun protection.

Angelo Nucci said, "The goal of the event was to offer best safety practice information for everyone – home and work related. Based on the number of attendees, the event was a great success. My team did a fantastic job and I'm proud of them and the event."

NJ State Police, NJ Division of Consumer Affairs, NJ Department of Health, NJ Department of Environmental Protection, Employee Advisory Services, NJ Division of Forestry, were just a few of the agencies that brought their expertise and information to share. Also participating from NJDOT were Human Resources who had representatives from Paladina, R-Health and Total Benefits, the Training Unit, the

Office of Emergency Management, the Employee Advocate and the Railroad Unit.

Private companies such as Milwaukee Tools held a demonstration of new safety products including dust free drilling and sanding tools; Go Sun Smart Company, provided information on proper sunscreen application at home and for worksite wellness; University of Pennsylvania Medicine group performed blood pressure screenings, calculated body mass index, and provided posture and balance screening tests.

Miller Harness Company displayed fall protection devices and harnesses; Urban Electric Engineering spoke about electrical safety at home and in the workplace; Grainger brought flashlights, gloves, and a port-o-cool air conditioning system; and Fastenal brought first aid kits, safety rain gear and so many other items for display. 

2019 Annual Work Zone Safety Conference

NJDOT staff attended the New Jersey Work Zone Safety Conference on April 5, at Rutgers in Piscataway. The Conference addressed roadways work zone safety awareness for a multi-disciplinary audience of construction, engineering, public safety, maintenance and operations personnel.

This year's event featured a presentation on OSHA compliance for work zone safety inspections; an in-depth review of personal protective equipment; and a segment on data-driven decision making for smarter work zones.

Sergeant Robert Bemis, retired Pennsylvania State Trooper who survived a horrific struck-by crash, gave the keynote presentation. He highlighted the dangers that all road workers face daily, and provided a look into his long road to recovery and current career.

Some topics addressed at the conference panel discussions and their synopses included the following:

Understanding an OSHA Work Zone Inspection

Brian Crain, Compliance Safety and Health Officer (CSHO), OSHA

Last year, twenty percent of worker fatalities in private industry occurred at construction sites with road laborers leading that statistic. The "fatal four" accidents resulting in fatality were:

- Falls - 39.2 percent
- Struck by Object - 8.2 percent
- Electrocution - 7.3 percent
- Caught-in/Between - 5.1 percent.

OSHA performs on-site inspections protecting private sector employees. Some reasons for an on-site inspection would include:

- Review of an imminent danger
- Referral
- Complaint
- Employer reported injury
- Programmed inspection

An inspection begins with an inspector contacting the highest-ranking management official onsite, introductions and providing credentials, explaining the nature of the inspection and gathering info. Photos, video and measurements will be used to document hazards. Fall protection, scaffolding, ladders, fall protection training and eye and face protection are some of the most

frequently cited regulation oversights. It is the responsibility of the employer to maintain programs in compliance with OSHA, including frequent and regular inspections and instruction to each employee to recognize and avoid unsafe conditions. Employers are required to notify OSHA within 8 hours when an employee is killed, hospitalized, suffers from an amputation or loss of an eye.

Drones in the Work Zone

Ron Leach, Leach Strategic Partners

A drone is an unmanned aircraft system, consisting of an aircraft, controller and additional components or sensors. Drones can be used to make a work zone safer by visualizing problems areas before an accident occurs; providing a birds-eye view for cone layout, barrier and equipment placement. They can help with pre-construction photos, track job progress, perform mapping, monitor work zone operations and assist in providing video/photographs for accident investigations.

To operate a drone one must possess a UAS Pilot Certificate, pass a written exam, register the aircraft (that must weigh less than 55 pounds), operate during daylight within a line of site and fly below 400 feet. Any accidents that result in serious injury to a person or cause property damage, besides to the drone, must be reported within 10 days to the UAS. There may be temporary flight restrictions due to events, dignitary protection, etc.

Making Work Zones Smarter – Data Driven Decision Making

Tom Brennan, Professor, TCNJ

Data driven decision-making is the future of operations. There are enormous opportunities to validate traditional models with probe data sources. The constant flow model is Assess, Modify, Plan, Implement and repeat. Performance measures can include reliability, delay, queuing, speed and user cost.

Typical data case studies can include work zone analysis, assessment of new work zone strategies, improvement of detour routes and work zone mobility audits. Probe data has numerous potential work zone applications and can be a tool used to improve performance. Further discussion and research is required to progress this concept. 



NJDOT Service Awards

45 YEARS OF SERVICE

JULY

Donna Zucchetti

40 YEARS OF SERVICE

MARCH

Elkins Green

Fred Harker

MAY

Linda Anderson

Jane Lyons

JUNE

Kelly Grimanis

Lucille Kruger

JULY

Brenda Gonzales

Danny Sisco

AUGUST

Arthur Christian

35 YEARS OF SERVICE

APRIL

Anita Lawson

Teresa Manna

Eileen Schack

Gregory Varone

MAY

Leonard Chetti

Gary Zayas

JUNE

Carmen Iantorno

Karen Kunzer

Richard Loveless

William Neu

Cherie Shreve

JULY

Indravadan Patel

Barbara Coakley

Linda DeMartino

Luke Seaman

AUGUST

Paul Pospiech

Ayodele Oshilaja

John Garzio

George Pinaha

30 YEARS OF SERVICE

JULY

Dawn Turner

Andrey Rosen

AUGUST

Joseph Abbott

Tesha Goodson

25 YEARS OF SERVICE

AUGUST

James Berzok

20 YEARS OF SERVICE

MARCH

Marilyn Preston

Marcus Brandmaier

Paul Menz

APRIL

Anthony Biasi

Stephen Butkus

Thomas Dixon

Robert Iadanza

Kenneth Luisi

Gerard Perna

MAY

Homer Bishop

Gerard Carroll

Melvin Hunter

William Miranda

Francis Rockino

John Shuster

JULY

Syed Kazmi

Jaime Oplinger

Stefanie Potapa

Robin Ruberti

Gary Vetro

AUGUST

Paul Shelly

Joseph Sonntag

Retiring Employee Insights

NAME: Donald J. Bourne

NICKNAME: Don

POSITION AT RETIREMENT: Regional Operations Supervisor

NUMBER OF YEARS AT NJDOT: 45 years/47 years of state service
Beginning date of service: April 08, 1974

PRIOR STATE DEPARTMENTS: Economic Development, Labor and Industry, Student Assistant

LIST POSITIONS HELD AT THE NJDOT:

Maintenance Worker 2, Maintenance Worker 1, Truck Driver, Light Equipment Operator, Heavy Equipment Operator, Assistant Crew Supervisor, Crew Supervisor, Area Supervisor, Regional Operations Supervisor

DID YOU HAVE A MENTOR OR INFLUENCER AT NJDOT? IF SO, HOW DID HE OR SHE IMPACT YOUR CAREER AND/OR PERSONAL LIFE? Back when I first started, a gentleman by the name of Joe Yatsko, always mentioned doing things the right way the first time and take no shortcuts, taxpayers deserve the best we can deliver. Working with him was a pleasure.

He WHAT INSPIRED YOU TO PURSUE A CAREER IN YOUR FIELD? The need for a job and my love of construction.

DID YOU PURSUE ADDITIONAL EDUCATION AND ADVANCED DEGREES TO ENHANCE YOUR CAREER? Taking a course in blue print reading helped me immensely in my job and made it much easier.

WHAT WAS THE PROJECT THAT YOU WORKED ON FOR WHICH YOU WERE MOST PROUD AND WHY? Safety for Papal visit to Philadelphia in September 2015 as this assisted with the protection of Pope Francis during his stay in Philadelphia.

WHAT DID YOU LEARN FROM THE EXPERIENCE? Working along with multiple disciplines to get a satisfactory result

WHAT PROJECT WAS THE MOST CHALLENGING AND WHY? Collapse of Friendship Creek and the rebuilding of the structure.

When I received the call early that morning and went to the scene, my first thought was how traffic would get around this. I made sure the proper people were notified and then proceeded to look for and plan for the long-term diversion route. As I was checking for this, almost every back road was flooded and the diversion route ended up being roughly over 18 miles in total to get around this. I contacted the sign shop, took possession of the necessary detour signs and worked with IMURT personnel to post the detour and road closure, afterwards I assisted as needed with personnel from Bridge structures and contractors to do what they had need of to get structure rebuilt, and maintain a safe diversion route.

WHAT DID YOU LEARN FROM THE EXPERIENCE? [The importance] of coordinating with the many, many disciplines of the Department.

WHAT WOULD YOU SHARE WITH A PERSON IN AN ENTRY LEVEL OR MID-LEVEL POSITION THAT MAY BE HELPFUL TO THEM IN NAVIGATING PROJECTS AND THEIR CAREER? The Department has an outstanding training unit. Take all the training possible so you can reach the maximum potential and be the best you can be.

PLEASE USE THIS SPACE TO OFFER ANY PERSONAL OR PROFESSIONAL COMMENTS YOU WISH TO EXPRESS. The Department of Transportation is truly the best State of New Jersey agency. This is where the best Leadership exists as well as the strongest personnel, all realizing that we need to maintain a safe travel way for the traveling public, as without the transportation system, nothing moves.

DO YOU HAVE A PLAN AS TO HOW YOU WILL SPEND YOUR RETIREMENT? HAVE YOU SET ANY GOALS? Traveling and spending time between Myrtle Beach, South Carolina where I have a condo and the Great State of New Jersey.



Donald proudly holds the First Place Commissioner's Trophy on behalf of Region South Highway Operations team from the 2017 Statewide Winter Road-EO competition.

Retiring Employee Insights



NAME: Jeannine Savage

TITLE AT RETIREMENT: Administrative Analyst 3 (CS title) Training Coordinator, Winter Coordinator, PAR Coordinator, Region South (working title)

NUMBER OF YEARS AT NJDOT: almost 37

BEGINNING DATE OF SERVICE: September 20, 1982

POSITIONS HELD AT THE NJDOT: Clerk Stenographer, Principal Clerk Stenographer, Supervisor of Materials, Buyer, Administrative Supervisor, Administrative Analyst 2 (working title Personnel Coordinator, Region South for 10 years), Administrative Analyst 3

DID YOU HAVE A MENTOR OR INFLUENCER AT NJDOT? IF SO, HOW DID HE OR SHE IMPACT YOUR CAREER AND/OR PERSONAL LIFE? Betty DeMarco showed me that females in DOT can rise just as much as men can with hard work and the confidence to do so; Bill Kingsland, who put a lot of faith in me and gave me many opportunities to prove myself, which I gladly took advantage of and made the most of, including being the first female snow shift supervisor in DOT.

WHAT INSPIRED YOU TO PURSUE A CAREER IN YOUR FIELD? Not really sure, just rolled with it as opportunities came up.

DID YOU PURSUE ADDITIONAL EDUCATION AND ADVANCED DEGREES TO ENHANCE YOUR CAREER? I did begin to pursue a BA in business while I was the buyer, but did not continue on that track when I became Personnel Coordinator.

WHAT WAS THE PROJECT THAT YOU WORKED ON FOR WHICH YOU WERE MOST PROUD AND WHY? My role as the Winter Coordinator/REOC administrator of Region South. Helped to select and train many qualified staff members who work long and hard hours during time of weather emergencies; kept REOC fully staffed and needed information up to date. Kept all crews staffed with trained volunteers and snow reps, and plowing and spreading contractors.

WHAT DID YOU LEARN FROM THE EXPERIENCE? That times when conditions are the worst are the times when the response of DOT employees both in the REOC and our field forces perform the best. While many of you are at home during bad weather, our forces are out working hard to clear the roads, often working 16-hour days to get the job done. I couldn't be more proud of our field staff and REOC staff.

WHAT PROJECT WAS THE MOST CHALLENGING AND WHY? Being an original member of the Ops Training Unit, because we had to develop from the ground up. We also had to change the mindset of crew members that training is not a punishment or a way to get out of work, but an advantage to be used to better themselves in their jobs and in their professional/personal growth.

WHAT DID YOU LEARN FROM THE EXPERIENCE? I think the unit has succeeded because of the caring and dedication of the team members, and most employees do now see the advantages of being well trained and prepared to move ahead. I learned that with an investment of time and dedication, employees really do want to learn and to better themselves.

WHAT WOULD YOU SHARE WITH A PERSON IN AN ENTRY LEVEL OR MID-LEVEL POSITION THAT MAY BE HELPFUL TO THEM IN NAVIGATING PROJECTS AND THEIR CAREER? Don't be afraid to voice your ideas, concerns, etc., but be prepared to listen and compromise. Go for challenges even if you think you might not be up to them, because you will probably find out that you are.

PLEASE USE THIS SPACE TO OFFER ANY PERSONAL OR PROFESSIONAL COMMENTS YOU WISH TO EXPRESS. I would like to express my appreciation to so many DOT employees who came before and paved the way for where we are now, and where I am in my career. Nobody here works in a bubble, we all have to depend on each other to produce the best results - my best work was often as part of a team. This is an amazing place to work because of the people, and I will really miss so many of them.

DO YOU HAVE A PLAN AS TO HOW YOU WILL SPEND YOUR RETIREMENT? HAVE YOU SET ANY GOALS? My husband (also a DOT retiree) and I have a trip planned to Hawaii in October, which has been my lifelong dream. Our long-range plan is to complete the move to our house at the shore, and travel to the various sports hall of fames, the rock and roll hall of fame, and Phillies spring training. I also just started running, and on May 18 completed my first 5K run. I will continue to pursue this interest, with my ultimate goal being a 10K, hopefully at the Eagles Autism Challenge in 2020.

Retirees

April

Tom Banks, Construction Services and Materials, 39 years; Aurel Dogaru, Capital Program Management, Design Services, 19 years; Thomas Forte, Transportation Operations Systems and Support, 18 years; Craig Hendry, Transportation Operations Systems and Support, 13 years; Philip Kern, Transportation Operations Systems and Support, 36 years; John Juiliano, Transportation Operations Systems and Support, 18 years; Frederick Mabie, Transportation Operations Systems and Support, 19 years; Joseph Maimone, Transportation Operations Systems and Support, 34 years; Alan Margerum, Construction Services and Materials, 38 years.

May

Jorge Batista, Transportation Operations Systems and Support, 30 years; Mearl Challender, Capital Program Management, Project Management, 39 years; Walter Hugg, Transportation Operations Systems and Support, 33 years; Wallace Jenkins, Transportation Operations Systems and Support, 34 years; Marian Kinsinger, Transportation Operations Systems and Support, 19 years; Frank Oberski, Transportation Operations Systems and Support, 38 years; William McClain, Capital Program Management, Outdoor Advertising, 32 years; Susan Meyers, Transportation Operations Systems and Support, 19 years; Robert Raachini, Capital Program Management, Project Management, 32 years; Anna Rossi, Accounting and Auditing, 29 years; George Williams, Local Aid and Economic Development, 33 years.

June

Suresh Amin, Capital Program Management, Design Services, 19 years; Donald Bourne, Transportation Operations Systems and Support, 45 years; Delores Branch, Capital Program Management, Right of Way and Access

Management, 35 years; Charles Brodowicz, Capital Program Management, Design Services, 39 years; Abraham Estavillo, Capital Program Management, Design Services, 26 years; John (Jack) Evans, Capital Program Management, Design Services, 39 years; Barbara Flesch, Transportation Operations Systems and Support, 39 years; Robert Galinat, Capital Program Management, Design Services, 31 years; Jeffrey Guttridge, Transportation Operations Systems and Support, 34 years; Lora Harris, Construction Services and Materials, 31 years; Denise Jones, Capital Program Management, Right of Way and Access Management, 31 years; Manharbhai Patel, Construction Services and Materials, 37 years; Manojkumar Patel, Transportation Operations Systems and Support, 33 years; Narendra H. Patel, Construction Services and Materials, 31 years; Ramchandra Patel, Transportation Operations Systems and Support, 14 years; Gavin Petillo, Transportation Operations Systems and Support, 35 years; William Piedra, Transportation Operations Systems and Support, 31 years; Jay Raio, Transportation Operations Systems and Support, 37 years; Michael Sanfilippo, Construction Services and Materials, 35 years; Kalpesh Shah, Construction Services and Materials, 29 years; John Sullivan, Capital Program Management, Right of Way and Access Management, 23 years; Nancy Sullivan, Capital Program Management, Capital Program Support, 41 years; Mark Terrizzi, Transportation Operations Systems and Support, 35 years; Thomas Zim, Statewide Planning, 33 years.

July

John Maida, Capital Program Support, 32 years; Kelly Maida, Capital Program Support, 34 years; Jeannine Savage, Transportation Operations Systems and Support, 37 years; Joseph F. Szucsik, Transportation Operations Systems and Support, 23 years.

Obituaries

Stephen DiGemma, 55 years old, passed on Monday, May 6, 2019.

Steve began his career at NJDOT as an Electrical Mechanic from August 2000 to April 2002. In November 2013, he returned to the NJDOT as an Engineering Technician 5 and at the time of his passing, he was an Engineering Technician 3 in the Statewide Transportation Management Center (STMC) in Woodbridge. Steve was a team player who was always available to lend a hand both personally and professionally. He loved being part of his team and was an integral part of NJDOT's efforts

Mark Hiestand, 66 years old passed on Sunday, April 26, 2019.

He began his career at NJDOT as a Traffic Investigator in June 2001 and at the time of his passing, Mark was a Supervisor of Traffic Investigations in the Bureau of Traffic Engineering. He was a major contributor to Department's project to regulate NJ Transit bus stops, where he energetically and voluntarily worked weekends and holidays, while on his own time. He also streamlined numerous processes within the Section of Traffic Regulations, which resulted in significant cost and resource savings. Prior to his service at the Department, he was a member of the South Brunswick Police Department, where he retired as a Sergeant in charge of the Traffic Safety Bureau.

Mark had a great sense of humor, which left

surrounding the Super Bowl at MetLife, the Pope's visit, the PGA at Baltusrol, WrestleMania and all special events. Steve loved food and was the first to offer tips for places to eat. He was also a knowledgeable movie and music buff who would set the story straight if a mistaken quote was spoken. He was an all-around good guy who enjoyed spending time with his family and extensive circle of friends. Steve will be missed by everyone he touched in his life.

He is survived by his brothers, Mark, and Peter and his wife Elsa; and his nieces, Lauren, Alex, Chloe, and Robin and her husband Max.

everyone in his path with a smile and made his Bureau's day at DOT more enjoyable. He was a generous man and a wonderful host, as well as an excellent cook and skilled woodworker. Mark had many hobbies throughout his life and mastered each one with endearing enthusiasm.

He is survived by his wife, Amy Hiestand; his son, Daniel Hiestand; his daughter, Emily Black and her spouse Eric; grandchildren, Riley Crawford, Abigail Hiestand, Joseph Black, Evelyn Black and Reed Black; his brother, David and his spouse Candace; his mother-in-law Jean Heidkamp; his sisters-in-law Ellen Foglia and her spouse Tony, Janet Heidkamp, Nancy Tanney and her spouse Joe; brothers-in-law Philip and Tammy Heidkamp and Mark and Patty Heidkamp; his aunt, Kathryn Myers; as well as many loving nieces, nephews, cousins and friends.