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## The Road Ahead: Diane Gutierrez-Scaccetti



Commissioner  
Gutierrez-Scaccetti

Dear DOT Family,

I begin this month's letter with a quote.

**"It was the best of times, it was the worst of times, it was the age of wisdom, it was the age of foolishness, it was the epoch of belief, it was the epoch of incredulity, it was the season of light, it was the season of darkness, it was the spring of hope, it**

**was the winter of despair..."** Charles Dickens, *A Tale of Two Cities*, published 1859.

In Dickens' novel, *A Tale of Two Cities*, set in the 18th century during the French Revolution, he describes a time of chaos, conflict, and despair that is counterbalanced by happiness, love, compassion, and hope.

We are living through another such time, one that is a pivotal moment in America. The COVID-19 pandemic and the demonstrations calling for equity following the death of George Floyd have, and will, change our country forever, hopefully for the better. Like in the Dickens' novel, these events have revealed the best and worst of humanity.

COVID-19 has been a difficult time for everyone, but it has stabilized at the Department. Things are improving and we will soon get back to moving about freely, vacationing, running errands, and visiting friends. Limiting activity meant limiting exposure. I think it has been a big contributor to less than 1% of our NJDOT family contracting the virus.

Sadly, we have experienced the loss of some of our dedicated professionals – our friends and coworkers, who we will always remember.

Throughout this pandemic, we have seen the selfless dedication of our healthcare workers putting their lives at risk to help others. We have seen

companies reinvent themselves to manufacture essential Personal Protective Equipment. And we have seen people connecting through Zoom, and sewing and baking for those less fortunate. In the ranks of our NJDOT family and extended family, we have seen acts of kindness and volunteerism that should be and will be acknowledged and celebrated. To you, we say thank you.

In the midst of this pandemic, we have been faced with another illness that the country has struggled to find a cure throughout our history. My hope is that we make our peace with history and acknowledge that what African Americans have endured is not comparable to any other immigrant population that has settled in these United States of America. Take time to reflect what it is like for others. See past the outside of a person, and instead look at who they are inside.

While peaceful protests will keep the focus on the wrong done, it will be the boots on the ground in our places of work and communities that need to develop the right action plan that leads us to unification so we can be the light that guides others to peace, understanding and acceptance.

During another tumultuous time in our nation's history, the space program united the country and the world. For a moment, it did so again. I hope you saw the SpaceX launch and the astronauts lift off on an American spacecraft for the first time in 9 years – and the rocket land itself on a drone ship in the ocean – just phenomenal!

Once again, I am grateful for the staff's commitment and dedication to the Department, their co-workers, and to the public as we move through this challenging period. I believe that when we look back on this time, we will certainly reflect on it and agree, "It was the best of times and it was the worst of times."

Be well, stay safe, and thank you.

*Diane*

# Thanks for keeping things clean

We offer special thanks to the NJDOT facilities staff who volunteered to take on essential duties and worked tirelessly to keep the staff safe by sanitizing the building's common spaces, interiors of the Safety Service Patrol vehicles, bridge offices and more. Members of the NJDOT Facilities Safety Team are: **Angelo Armano, Carmen Burgos (TES), Bruce Cavanaugh, Zyaire Cruz (TES), Thad Krupa, Angelo Nucci, El Pala, Shannon Rhodes, Jim Rogers, Mike Shaw, Nick Toth, and Rob Zydorski.**

"My staff members, who have volunteered to be a part of our Strike Team, have gone above and beyond my expectations. They stepped up to perform a very challenging task at a time when everyone is concerned with their personal health and

safety. While my Safety Unit did train all members on the proper PPE to use, how to put it on and how to remove it safely, one member of the Strike Team, Shannon Rhodes, previously worked in a hospital and was also able to help inform and instruct his teammates. Under the leadership of Bruce Cavanaugh, this team has shown real dedication and has allowed the Department to handle the majority of these cleanings in-house rather than procure a contractor. This has definitely been a trying time for all of us and this team has worked through it all and performed their job."

Debby Hatzisavvas  
Manager, Support Services  
Facilities Management



L to R- Shannon Rhodes, Zyaire Cruz, Bruce Cavanaugh, Thad Krupa and Jim Rogers




L to R- Shannon Rhodes, Zyaire Cruz, Jim Rogers, Thad Krupa, Carmen Burgos and Bruce Cavanaugh

**We asked staff why they volunteered for this job and this is what they said.**

"What I have learned over my lifetime has given me opportunities to experience things most people wouldn't do, like my decision to join the Strike Team. It is the right thing to do. Always do the right thing even if it's not the most popular choice." *Bruce Cavanaugh*

"Being part of NJDOT Strike-team has been a remarkable experience. Having Safety at all times with us. We all work as a team and that is what makes it a remarkable experience." *Carmen Burgos, a TES worker.*

"I do this for my kid." *Shannon Rhodes* 



Gary Bryant

# NJDOT holds Listening Tour for local government employees and contractors

## Local Aid Resource Center moving projects from paper to pavement

The NJDOT Division of Local Aid, under Director Laine Rankin and Assistant Commissioner, Planning Multimodal & Grants Administration Michael Russo, hosted the first in a series of listening and educational sessions this spring.

Commissioner Diane Gutierrez-Scaccetti gave opening remarks at the March 11 kick-off event. "With Phase One of the Commitment to Communities Local Aid Resource Center plan complete, we are now working on Phase Two, which will assist local municipalities with successfully moving projects from paper to pavement," Commissioner Gutierrez-Scaccetti said.

The Listening Tour was created to provide an opportunity for local officials and contractors to discuss essential infrastructure topics in person and guide County and Municipal employees in taking an idea and putting it into action. It complements the comprehensive [Local Aid Resource Center](#) website, which is a centralized resource that provides in-depth information on all of the topics covered in the Listening Tour and more. All of the [Listening Tour presentations](#) are available on the website.

The Commissioner noted that the Local Aid Resource Center is a product of the Commitment to Communities (C2C) initiative that began in 2018 and provides essential tools to empower communities to address their transportation challenges and achieve

their infrastructure goals. "The local system is a critical link in keeping New Jersey roads in a state of good repair and making our communities more pedestrian and bicycle accessible and safe," said Commissioner Gutierrez-Scaccetti.

NJDOT subject matter experts answered specific questions related to Bridge Engineering and Infrastructure Management, Contract Compliance regulations, Environmental Compliance regulations, navigating the New Jersey Transportation Infrastructure Bank (NJTIB) for funding sources, and Pavement and Drainage Management and Technology. The program was a comprehensive tour in planning, funding, preparing and executing local road, bridge, bicycle and pedestrian projects.

**Listening Sessions were postponed due to the coronavirus outbreak but will be held at the following locations once larger gatherings resume.**

- NJDOT Local Aid District Office, Roxbury Corporate Center, Mount Arlington
- North Jersey Transportation Planning Authority, Newark
- Rowan College South Jersey, Vineland



## DBE Firms Graduate *The Bridge to Success* Supportive Services Program as enrollment for the next class begins in spring

Business leaders from seven certified Disadvantaged and Small Businesses recently graduated from the innovative executive development Supportive Services Program *The Bridge to Success*. The Supportive Services Program assists Disadvantaged Business Enterprise (DBE) contractors by providing them access into the growing highway, street, and bridge construction infrastructure industry and guiding them through the processes and procedures that are necessary for success.

The Disadvantaged and Small Business Program Unit within NJDOT's Division of Civil Rights and Affirmative Action directs the new program and *r6catalyst*, a NJ-based Minority and Women, DBE-certified consulting firm, manages the program, which is funded by the Federal Highway Administration (FHWA).

"The goal of the Supportive Services Program *The Bridge to Success* is to level the playing field for firms that are interested, willing and able to work on NJDOT projects," said Lydia Harper, Supervisor, NJDOT Disadvantaged and Small Business Program Unit. The Supportive Services Program is another avenue through which NJDOT can realize the goals and positive impact set forth by the Commitment to Communities initiative.

*The Bridge to Success* participants received free, in-depth business and technical training in vital areas. The program was a yearlong experience that included 21 classroom sessions. Training classes began in February 2019 and continued each week until the end of October, with a summer break from June to August. Classroom training sessions were held in the spring and the fall and included essential business skills such as strategy, leadership, marketing, organizational development, human resources, project management, financial management and business operations. Throughout the year, many participants received one-on-one technical assistance, coaching and guidance by NJDOT subject-matter experts, and the means for business owners to create strategic business plans for their company.

The Bridge to Success program received more than 60 applicants of which 20 were enrolled and seven completed the entire program. The applicants' business services included construction, trucking/hauling services, material supplies, engineering, and technology services.

An additional 10 firms joined the program for the fall session. Those participants were considered "partial" graduates and recognized for their interest,



attendance, and program participation.

The DBE Supportive Services Program also provided multiple opportunities for the participants to engage in networking with prime contractors and consultants, program alumni, and meet NJDOT staff from Procurement, Construction and Compliance. These networking forums and the interaction during training sessions resulted in participants building contractual and business relationships with one another as well as with larger prime contractors.

Enrollment for 2020 began this spring and there will be outreach throughout the summer to generate awareness and interest in the Supportive Services Program. We encourage more small and minority owned businesses to work with NJDOT as it is committed to increasing diversity and participation on federally and state-funded highway and bridge construction projects.

Since its inception in 2016, the program has helped more than 30 DBE certified firms with various aspects of their business growth and development. Several of them were successful in obtaining work on NJDOT and other agency projects.

NJDOT congratulates the seven DBE firms that completed the entire program and successfully graduated from the Supportive Services Program *The Bridge to Success*. The companies whose executives graduated from the program are: J.C. Contracting Inc., Cruz Concrete, Excelsior Engineering, MC's Welding & Fabrication, Pinnacle Power, Uriel Trucking and WR Burnett.

The application period for 2020 SSP opened in spring 2020. For more information, email us at [njdotssp@r6catalyst.com](mailto:njdotssp@r6catalyst.com) or [DOT.DBE\\_ESBEPrograms@dot.nj.gov](mailto:DOT.DBE_ESBEPrograms@dot.nj.gov) 

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# Collaboration Demonstration

## New Jersey Hosts State Partnership Visit

*Photos by Glenn Stott*

STEFANIE POTAPA,  
AMANDA GENDEK, AND  
GLENN STOTT

Stephanie is Research Project Manager, Bureau of Research; Amanda is Manager, Bureau of Research; and Glenn is Unmanned Aircraft Systems Coordinator, Bureau of Aeronautics, New Jersey Department of Transportation, Trenton.

Each year, representatives from the Transportation Research Board (TRB) visit with state departments of transportation (DOTs) to strengthen the partnership between TRB and state DOTs, identify current issues, collect and generate information, and disseminate that information throughout the transportation community.

In late February, Christine L. Gerencher and Andrew C. Lemer of TRB traveled through inclement weather from Washington, D.C. to New Jersey to visit with staff from various New Jersey DOT units. They were met by hosts Mike Russo, Assistant DOT Commissioner, and Amanda Gendek, Manager, Bureau of Research (BOR), as well as more than 40 staff members.

### Knowledge-Sharing Opportunity

The annual TRB field visit is an important part of BOR's program because it provides a forum for New Jersey DOT staff to share such information as research initiatives, new technologies, best practices, lessons

learned, or specific problems they are currently facing. The TRB representatives then can transmit that information back to TRB so that other states, industry members, or educational institutions can benefit from it or use it to help solve the identified problem. The TRB visitors also highlight the Board's range of services to the DOT and help identify potential candidates from New Jersey DOT staff for TRB committees.

Christine is a senior program officer at TRB, managing nine committees within the Aviation group and eight committees within the Environmental and Energy Section as well as chairing the editorial board of *TR News*. Andrew is a senior program officer in TRB's National Cooperative Highway Research Program (NCHRP), managing a diverse portfolio of NCHRP-sponsored research projects with a focus on transportation asset management, system performance measurement and management, regional development, and agency information and knowledge management.

Kimbrali Davis and Stefanie Potapa of BOR worked diligently to produce the

*Above: A UAS flown during the TRB visit to New Jersey DOT captured an aerial image of the WittPenn Bridge.*

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The annual TRB state visit allowed New Jersey DOT and TRB staff to share knowledge and information on initiatives, issues, and research directions.

two-day event, collaborating with members of the following New Jersey DOT units and subject areas: Environmental Resources, Capital Investment and Development, Aeronautics, the Unmanned Aircraft System (UAS) Program, Local Aid and Economic Development, and Asset Management. The first day of the field visit allowed Christine and Andrew to hear presentations from each invited New Jersey DOT unit, followed by a roundtable discussion. These discussions covered challenges, accomplishments, research needs, and New Jersey DOT participation in various TRB committees and subcommittees.

## Field Observations

The next day, Shukri Abuhuzeima, Executive Regional Manager, Capital Program Management, presented an overview of the Route 7 Wittpenn Bridge construction project, complete with project-related statistics and background. Glenn Stott, UAS Coordinator, then spoke about the agency's UAS program and briefed the participants on what to expect when they would arrive at the construction site later that morning.

The group then traveled to the construction site, where all individuals were briefed on safety. Glenn, UAS pilot Koree Dusenbury, and visual observer Ashley Davis began a UAS flight demonstration to highlight the capabilities of these vehicles in construction project management and bridge inspection applications. For example, using a drone to inspect projects like the Wittpenn Bridge allows inspection

personnel to remain safely on the ground rather than being suspended high over a busy waterway. The drone also can move quickly from one area to another, allowing each inspector to view more structure in less time.

## Flight Demonstration


The flight began with Kimbrali and Koree conducting a full systems check followed by a detailed briefing of the mission. In his briefing, Koree—a new Federal Aviation Administration-certified UAS pilot in the Bureau of Aeronautics—included current weather conditions, potential hazards, obstructions such as overhead wires, the flight profile, and actions to be taken in the event of an emergency.

The visual observer is the crew's safety person, who keeps a close eye on potential hazards to the mission. The resident engineer is tasked with ensuring the quality of work; traditionally, this person uses tools such as a bucket truck to inspect the bridge. When using a UAS, however, the resident engineer operates the camera controls and can pan, tilt, zoom, and take photos. The strict and professional communication phrases and safety procedures among the remote pilot, visual observer, and resident engineer during the flight demonstrated impressive coordination and commitment to safety. The remote pilot first communicated each movement of the drone—which then was acknowledged by the crew—before making an input into the UAS controller.



When using a UAS for inspection, the resident engineer closely follows protocol to operate the camera controls.

Thanks to a large flat-screen television behind the rear seats of the New Jersey DOT Bureau of Aeronautics drone SUV, visitors and staff were able to observe everything on the control screens of the UAS operators and inspectors during the flight, in real time. This arrangement minimizes crew distractions and maximizes the level of detail available for resident engineers and other observers to evaluate. The large screen also displays flight telemetry, such as battery levels, altitude, speed, and camera settings. The inspection camera's optical zoom is capable of 30x magnification, so the drone can safely fly 20 feet away from a bridge and can still zoom in to magnify critical areas needing closer inspection.

Christine commented that the format of the visit could be used as a model for other states on how to prepare for annual TRB state partnership visits. 



TRB senior program officer Christine Gerencher (left) and New Jersey DOT UAS pilot Koree Dusenbury (right) prepare for the flight demonstration.




# NJDOT's Work Zone Awareness Week



# TID DOTS!

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



In March, NJDOT hosted an FHWA research peer exchange focused on Transportation Asset Management Plans (TAMPS) with representatives from FHWA, and the Delaware, Maine, Massachusetts, Rhode Island, Vermont and New Jersey DOTs. Peer exchanges allow State DOTs to examine and evaluate their programs through a collaborative effort among subject matter expert peers and promote the positive exchange of visions, ideas, knowledge and best practices that can benefit all participants. 




Wayne Patterson, Assistant Division Director, Transportation Mobility Division, is displaying his leadership skills and passion to serve NJDOT and its constituents by volunteering on the Eastern Transportation Coalition (formerly I-95 Corridor Coalition) working group. The Coalition is a partnership of more than 100 transportation agencies and State DOTs along the Eastern United States, working together to improve freight and passenger movement.

The Eastern Transportation Coalition working group ensures coordination and collaboration among the organization's regional partners.

Throughout the year, volunteers take an active part in the governance of the Coalition group, their projects, and associated activities. These members thoughtfully influence the direction of the Coalition and contribute to the goals of the Coalition.

At NJDOT, Wayne oversees the Traffic Operations Center for the South Region and parts of the Central Region. He also manages the Safety Service Patrol (SSP) program in the region.

Interesting Fact: Wayne rose through the ranks of SEPTA Operations, from dispatcher to service manager, overseeing their 24/7 Bus/Rail Operations Control and Call Center. 

## TRANSPORTER

E-News



News for and about  
NJ Department of Transportation  
Employees and Retirees

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**Phil Murphy**

Lt. Governor  
**Sheila Oliver**

Commissioner  
**Diane Gutierrez-Scaccetti**

Published by the NJDOT  
Communications Office

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# NJDOT celebrates its 22<sup>nd</sup> Annual Asian American Heritage Month with Uplifting Quotes from Asian leaders and culture

## Life lessons that transcend the boundaries of time and geography

NJDOT celebrated the 22<sup>nd</sup> Annual Asian American Heritage Month through uplifting quotes from leaders that represent various Asian countries. It is remarkable to note that the wisdom of these adages remain poignant to humanity today while having been written centuries ago. These lessons transcend the boundaries of time and geography.

Life today has chartered a very different path for us, a path that we did not envision. It is during these hard times that our endurance and resilience shines. In recognition of the challenges we have all been dealing with, the Committee produced a [video](#) that was shared on NJDOT's Facebook page that salutes the heroes responding to this pandemic and the spirit of service and commitment that our co-workers have demonstrated, both as essential frontline workers and as support.

Commissioner Diane Gutierrez-Scaccetti said, "Although this year is harder than most we have been through, it is amply evident that you have always been excellent. Your excellence shines through the darkest clouds. Together, each individual drop, you all form an Ocean – of kindness, of compassion, of resilience and of service." Take a moment to reflect on our coworkers, friends, and neighbors that are making a difference and on the good work that we can do as humans sharing one world. Here are some of the quotes the Commissioner shared:

"To strengthen the muscles of your heart is the best exercise in lifting someone else's spirit whenever you can." This is so meaningful in a time when some of us struggle with isolation and feeling overwhelmed. A kind word or a smile, or simply holding a door open for someone, can help them to feel recognized in such stressful times.

**Japan**, an island country in East Asia located in the northwest Pacific Ocean, is bordered by the Sea of Japan to the west, and extends from the Sea of Okhotsk in the north to the East China Sea and Taiwan in the south. The country has a legacy of distinctive gardens, sculpture and poetry. **Japan** has more than a dozen UNESCO World Heritage sites and is the birthplace of sushi. **Shinto** and Buddhism are Japan's two major religions. **Shinto** is as old as the Japanese culture, while Buddhism was imported from the mainland in the 6th century. Tokyo is the capital of Japan.

**Japan: "Pain is inevitable. Suffering is optional."**

**Buddha**



**Japan**



**Philippines**

**"Whenever you are feeling down because things are not going the way you would like, you just pick yourself up, dust yourself off, and move on with your life."**

**A mother's words of wisdom to her daughter.**

**Bangladesh** is situated to the east of India on the Bay of Bengal, and is a South Asian country marked by lush greenery and many waterways. Its Padma (Ganges), Meghna and Jamuna rivers create fertile plains. Travel by boat is common. The capital



**Korea**



**Bangladesh**

of Bangladesh is Dhaka. On the southern coast, the Sundarbans, an enormous mangrove forest shared with Eastern India, is home to the Royal Bengal Tiger.

Islam is the predominant religion practiced in Bangladesh, by 89.5 percent of its people.

**"This heavy storm force, we have to cross, we have to put the boat to shore."**

**Kazi Nazrul Islam**

**China, officially the People's Republic of China**, it is a country in East Asia. China emerged as one of the world's first civilizations, in the fertile basin of the Yellow River in the North

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**Vietnam**

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China Plain. Chinese civilizations have been known for trade, with the Silk Route engaging traders from Mesopotamia to the Horn of Africa. The Great Wall of China is a military wonder that is visible from space. Papermaking originated during the Han dynasty, with movable type printing and typography invented during the Tang dynasty. China is credited with many other inventions.

With Beijing as its capital city, China is the second largest economy in the world by Gross Domestic Product.

**"When we are of one mind and heart, we can move the most towering mountain."**

**Sharing the wisdom of millennia from China**

**India, officially the Republic of India**, has New Delhi as the capital. It is the second most populous country in the world. India is notable for its religious diversity and the birthplace of many of the world's faiths – Hinduism, Buddhism, Sikhism and Jainism. Indian civilization is also amongst the world's oldest, credited with multiple inventions in mathematics and Ayurveda medicine.

India, the world's largest democracy, has become a fast-growing major economy and a hub for information technology services. India is home to the architectural wonders Taj Mahal, The Golden Temple, Konark – Sun Temple and the world's tallest statue representing Sardar Patel, an Indian independence leader.

Indian art traces its origin to 3 BCE and flourished in painting, sculpture, pottery and textile in addition to literary works over the millennia. Textile art such as woven silk led to the path of the famous Silk Route. In modern times, it is home to Hindi cinema, commonly known as Bollywood, that produces large numbers of feature films for global entertainment.

**"Remember, no one is stopping you from lighting a lamp in a dark night."**

**Harivansh Rai Bacchan**

**Nepal, officially Federal Democratic Republic of Nepal**, is a country in South Asia. It is located on the southern slopes of the Himalayan mountain ranges. The capital of Nepal is Kathmandu. Nepal shares the earth's highest mountain above sea level – Mount Everest. The summit point of Mount Everest sits on the Nepal-China border. Buddhism is the world's fourth largest religion and is practiced by approximately 10 percent of Nepal's residents. Today we will share a quote from Buddha and a message from all of our Nepalese colleagues:

**"Our sorrows and wounds are healed only when we touch them with compassion."**

**Buddha**

All our friends from Nepal salute all our frontline workers. We will overcome this all together.

**Pakistan, officially the Islamic Republic of Pakistan**

is the world's fifth most populous country, with a population of 212.2 million. Pakistan has a 1,046-kilometer coastline along the Arabian Sea and Gulf of Oman in the south, and is bordered by India to the east, Afghanistan to the west, Iran to the southwest, and China to the northeast. Pakistan was created during the partition of India in 1947 constituting two halves – East and West Pakistan. East Pakistan is now Bangladesh. Islamabad is the capital of Pakistan. The country is ethnically and linguistically diverse, with 96 percent of the population following Islam. Mr. Imran Khan, a charismatic celebrity and sports person, is now the Prime Minister of the country.

This is the message from our Pakistani colleagues:

**"Never give up. No matter how hard life gets, keep going and do not give up."**

**Imran Khan**

All of our Asian friends and colleagues share their gratitude to all those willing to sacrifice their own safety and well-being during this crisis to assist others. They expressed their concern for their safety and health as they forge ahead to get us to the other side of this pandemic. Your contributions are appreciated and we thank you in our prayers, hearts and minds each day.



**Sri Lanka**



**China**



**India**



**Nepal**



**Pakistan**

# Retiring Employee Interview Questions



## Doug Menz

### A Dedicated Public Servant

**WHEN COVID-19 STRUCK OUR COMMUNITY, DOUG DEFERRED HIS RETIREMENT TO CONTINUE ESSENTIAL NJDOT WORK IN AN UNDENIABLE ACT OF DEDICATION AS A PUBLIC SERVANT.**

Governor Murphy called for private sector assistance during the state of emergency in providing additional medical facilities for New Jersey COVID-19 patients.

DaVita dialysis center, a medical company that provides life-sustaining care to patients with end stage renal disease, heeded the call.

They identified a newly built facility in Paramus that could serve immune-compromised COVID-19 patients in an isolated environment. The problem - water service had not yet been installed. They needed an NJDOT permit and the water company to install the meter.

Less than three business days passed between the Commissioner's Office receiving the request and the permit approval and issuance to the Suez Water Company installation of the water meter!

Doug Menz, Operations Permit Office managed the project to a successful conclusion.

**NAME:** P. Douglas Menz

**TITLE AT RETIREMENT:** Supervising Engineer, C & M

**NUMBER OF YEARS AT NJDOT:** 25 years, start date of service January 21, 1992; laid off July 7, 1996; 4 years with Cumberland County; Returned to NJDOT: March 15, 1999

**PRIOR STATE DEPARTMENTS AND TITLES:** Worked as CO-OP (Summer Help) Route 55 construction and materials

**LIST POSITIONS HELD AT THE NJDOT:** Civil Engineer Trainee/Assistant Engineer, Senior Engineer, Principal Engineer, Supervising Engineer

**DID YOU HAVE A MENTOR OR INFLUENCER AT NJDOT? IF SO, HOW DID HE OR SHE IMPACT YOUR CAREER AND/OR PERSONAL LIFE?**

The late Emil Roessler and Joe Sacco. Emil and Joe worked in Region South Construction. They showed me how rewarding a career as an engineer in the NJDOT could be by improving the infrastructure of the State.

**WHAT INSPIRED YOU TO PURSUE A CAREER IN YOUR FIELD?**

My father was a mechanical engineer and a professor at Villanova University. Several times my dad took me on campus and showed the campus life, which included classrooms, laboratories, the arenas, and other facilities at V.U. I gravitated to this and it was there that I wanted to be an engineer.

**DID YOU PURSUE ADDITIONAL EDUCATION AND ADVANCED DEGREES TO ENHANCE YOUR CAREER?**

I acquired a Professional Engineering License and completed Certified Public Manager I, II, III

**WHAT WAS THE PROJECT ON WHICH YOU WORKED THAT YOU WERE MOST PROUD OF AND WHY?**

I was able to work with the New Jersey State Police in placing Automated License Plate Readers (ALPR) on four overhead sign structures. Two on I-78 and two on I-80. These ALPR's will gather information on fighting terrorism, gang violence, human trafficking, fight against drugs and weapons and other contraband. A meeting was held with NJSP, FHWA, and all other stakeholders back in 2016. A Memorandum of Understanding

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# Retiring Employee Interview Questions

between the Department and NJSP was executed. After years of engineering and investigations, the ALPR's are in place.

## WHAT DID YOU LEARN FROM THE EXPERIENCE?

This took a lot of cooperation between State entities and perseverance since there were so many internal and external stakeholders.

## WHAT PROJECT WAS THE MOST CHALLENGING AND WHY?

A private utility company called CPV Keasbey, LLC proposed a plan to place steel monopoles within NJDOT Right of Way along Route 440 in Edison Township. We met back in 2016 to start the permit process. The permit was just issued in March 2020. Again, a lot of effort between internal stakeholders, the township, and Middlesex County. CPV had to get design approvals and waivers from Snehal Patel, Assistant Commissioner - CPM State Transportation Engineer. A big contribution came from Vince Martorana of CPM's Utility Management Group.

## WHAT DID YOU LEARN FROM THE EXPERIENCE?

I learned how the interactions of the different Bureaus and units work within the NJDOT. I learned how to use the subject matter experts to accomplish a proposal. This shows that we work together as a Department.

## WHAT WOULD YOU SHARE WITH A PERSON IN AN ENTRY LEVEL OR MID-LEVEL POSTION THAT MAY BE HELPFUL TO THEM IN NAVIGATING PROJECTS AND THEIR CAREER?

Be professional, be persistent. A career here is a marathon not a sprint.

## PLEASE USE THIS SPACE TO OFFER ANY PERSONAL OR PROFESSIONAL COMMENTS YOU WISH TO EXPRESS.

Find a way to turn the "No" into a "Yes." Challenge yourself and others to further the greater good.

## DO YOU HAVE A PLAN AS TO HOW YOU WILL SPEND YOUR RETIREMENT? HAVE YOU SET ANY GOALS?

Golf . . . work . . Golf. . . fish . . .Golf. . . travel (When we can).


Doug Menz in an email to Kim Nance said, "Kim, Ms. Johnston has an executed driveway permit. I have done a lot of things in County and State government. This may be the best. You and I helped a mother in need."

**Doug Menz**  
A Dedicated Public Servant

## WHEN SERVING THE NEEDS OF THE PUBLIC, THERE ARE TIMES WHEN SPECIAL CONSIDERATION IS REQUIRED

Kimberly Nance, Office of Government and Community Relations (OCR) was the community liaison on the Route 40 Intersection Improvements project in Woodstown, Salem County. A homeowner whose property was on the project road was concerned that NJDOT would remove the second driveway apron that she had at her home. In fact, Highway Code would have dictated the removal of the second driveway.

The homeowner, the mother of a special needs person, was concerned that the removal of the second driveway would impede an ambulance from assisting them in an emergency. A special circumstance permit was required to fulfill the request.

Kim Nance and Doug Menz, Operations Permit Office, met with the woman and the town's Mayor. After much negotiation, Doug was able to work through the Special Conditions of this Minor Access Permit and get a waiver from the requirements of the Highway Access Code. Their extra efforts provided the mother and her handicapped son safe and convenient access to their residence. 

## NJDOT Service Awards

### APRIL

#### 40 YEARS OF SERVICE

Thomas Bushnar  
Mary Canulli

#### 35 YEARS OF SERVICE

Glenn Adams  
Suzanne Szczepkowski

#### 20 YEARS OF SERVICE

William Doran  
Susan Durkee  
Michael Hall  
Deborah Marquez  
Jerry Mboya  
Russell Nestor  
Ronald Pittenger  
Paul Sprewell  
Gary Szczesny

### MAY

#### 40 YEARS OF SERVICE

Lee Steiner

#### 35 YEARS OF SERVICE

Prakashvad Patel  
Patrick Vannozzi

#### 20 YEARS OF SERVICE

John Angelastro  
John Gates  
Michael Luongo  
Michael Sackner  
Charles Silvernail  
Raymond Young

## Retirees

**April 2020** - Richard Ciccone, 12 years;  
Generoso Cruz, 19 years; Victor Gallo, 27 years;  
John Garzio, 35 years; Mark Kianka, 42 years;  
Robert Lynch, 27 years; Samir Shah, 31 years;  
Robert Tresch, 18 years;

**May 2020** Thomas Azzolino, 26 years; John R.  
Bonelli, 7 years; Donald Borer, 30 years; Jeffrey  
Cox, 19 years; William Dey, 38 years; Joseph Dicola,  
26 years; Lawrence Freeman, 19 years; Lorraine  
Gabriel, 30 years; John McCleerey, 32 years

# Obituaries



## **Eddy Germain,**

a loving husband and father, passed away on Saturday, April 11, at the age of 67. Eddy was born in Haiti and after completing high school, traveled to New Jersey to join his mother. Eddy received his Associate's Degree at Essex County

College. He continued in his academic pursuit and achieved a Bachelors and Master's degree in Civil Engineering from the New Jersey Institute of Technology. Eddy climbed the NJDOT ranks to achieve the Director of Bridge Engineering and Infrastructure Management position. He was just three months shy of his 42<sup>nd</sup> Anniversary with the Department.

Commissioner Diane Gutierrez-Scaccetti said, "This news was heartbreaking to me on Saturday, and it still is today. I had the privilege of working with Eddy in my time here at NJDOT. He was a gentle spirit, the consummate professional and a dedicated member of the NJDOT family." One of Eddy's last assignments was to perform the structural road analysis to determine if we could waive the 80,000-pound restriction for commercial

vehicles so that they could deliver the necessary supplies to protect our citizens from the COVID-19 outbreak.

Eddy was a well-known and dedicated member of the community. He served on many boards and was the president of the board of Adjustment in Irvington, NJ. He enjoyed learning and teaching, so much so that in addition to being an Engineer, he was also an adjunct professor at Essex County College for 30 years. He was well respected and liked by many. He had a passion for soccer and remained actively involved with the Haitian Soccer League of New Jersey. He was an avid player of table tennis, jazz guitar, and chess. He was a caring and gentle soul with an infectious laugh. He was always available with a helping hand if it was needed.

Eddy Germain is survived by his wife Thecy Germain, his mother Marie Laurence Dorvil and stepfather Emmanuel Armand; his son Eddy Germain, Jr., his step sister Mireille Armand; his step children Bianka, Kiana, and Cody; his grandchildren Elyjah, Joel, Nicholas, Kristina, and Brandon; his aunt Noemie Germain Lafleur, his cousins Evans and Ronel Dorvil, and Natacha Lafleur.

Eddy will be missed by many.

Gov. Murphy praised Eddy and his work, which you can see beginning at the 4:20 mark of this [video](#), and the *Star-Ledger* ran a nice [tribute](#) as well.

**John Dauphers Jr.**, a loving brother and family member, passed away on Monday, April 20, at the age of 54.

John joined the Department in October 2002 and at the time of his passing, he achieved the rank of Engineering Technician 4 in Major Access Permits. He was a pleasant and conscientious member of the NJDOT family and was always cordial and easily approachable. John was very kind and was always checking to see how everyone was doing. He always strived to do the right thing and devoted his time and energy to doing a good job and completing his assignments. He loved a good story and telling jokes,

as he liked seeing people and making them laugh.

John was a devoted family man who loved and cared for his sister Linda, as well as his parents prior to their passing. John loved the ocean and beach and enjoyed trips to the Jersey shore. Family and vacations were his greatest joys. He was a lifelong Miami Dolphins fan and liked going to rock concerts with Linda, internet shopping, photography and working out at the gym.

John is survived by his sister, Linda Dauphers, other relatives and family members, and his faithful four-legged companion Molly. John will be missed by many.

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**Bhupinder Jaggi**, a loving wife, mother and grandmother, passed away on May 2, 2020 at the age of 63. Bhupinder joined the Department in May 2016 as a Construction and Maintenance Technician 5. At the time of her passing, she was a Construction and Maintenance Technician 4 in the Chemical Paint Laboratory.

Bhupinder's co-workers said that she was a quiet and soft-spoken individual - a true pleasure to work with. She was highly conscientious about her work, but always had time for a kind word and a

show of concern for others.

Bhupinder enjoyed her family and friends very much. She loved cooking for her family and traveling and adored taking care of her grandchildren. Bhupinder was always smiling and that is how she will be remembered by her family, her friends and her colleagues.

Bhupinder is survived by her husband, Surjit Jaggi; her daughter Sonia Jaggi; her son, Gurjeet Jaggi; and grandchildren, Simar, Viraj and Shyna. Bhupinder will be missed by many.

**Keith Fragale**, a loving son, brother, husband, and father, passed away on May 3, 2020 at the age of 43.

Keith joined the Department in May 2014 as a Maintenance Worker 2, Transportation. At the time of his passing, he was a Highway Operations Technician 2 in the Crew 212, Fort Lee.

Keith's co-workers said that he was an avid New York Mets and New York Jets fan and a great

guy. He could always be counted on to help his fellow coworkers.

Keith is survived by his wife, Janelle Fragale; twin daughters, Sophia and Valentina; parents, Linda Fragale and husband Richard, and Peter Fragale; brother, Danny Fragale; and mother-in-law, Frances Guido.

Keith will be missed by many.

**Pradipkumar (Pradip) Prabhulal Shah**, a beloved son, husband, father, brother, and uncle, passed away on May 17 at the age of 62 after a month-long battle with COVID-19.

Born on January 24, 1958 in Petlad, India to Prabhulal Thakorlal Shah and Madhuben Prabhulal Shah, he grew up in Sojitra, India with his family before moving to the US in October 1998. After a fulfilling career as a civil engineer with the New Jersey Department of Transportation, he retired in January 2020 after 17 years of service in North Region Construction to enjoy time with his family and friends.

Pradip was the pillar and patriarch of the family. He was never happier than when he was surrounded by his family and friends. He lived his life for others and was constantly giving to all those in need, measuring his success by those he was

able to help. He loved music and singing, his voice filling every room he was in with joy. Leaving an insatiable void for all who had the pleasure of knowing him, Pradip will be remembered for his generosity and dedication to others. He was a devout believer in Lord Krishna and his family finds solace knowing that his soul will be at peace.

Pradip is predeceased by his father, Prabhulal Shah, and his first wife, Nayna Pradip Shah. He is survived by his wife Amita; his daughters Janki, Prachi and Priya; his mother, Madhuben Shah; his sisters Rita, Daxa, Nandini and Manisha; numerous nieces and nephews; and many beloved family members and in-laws.

The family would like to express their sincerest gratitude for all of the love and support they have received. Pradip will be missed by many.