



DBE News & Events

May 17, 2019

ADOT Requesting P3 Design-Build Services for I-10/I-17 Split Project

The Arizona Department of Transportation recently issued a Request for Qualifications related to the design and construction of the Interstate 10 Broadway Curve, I-17 (Split) to SR 202L Capital Improvement Project in Phoenix. The selected firm will enter into a public-private partnership Design-Build contract with ADOT.

The project area consists of the I-10 from I-10/I-17 Interchange at milepost 149.5 to the Chandler Boulevard TI at milepost 160.1, including the Broadway Curve and certain portions of SR 143 and US 60.

Some elements of the proposed \$525M project are expected to include:

- Addition of general purpose lanes and HOV lanes in each direction from the I-10/I-17 Split to US 60 and from US 60 south of Ray Road
- Bridges, drainage, traffic and roadway improvements
- Development of C-D roads in the I-10/SR 143 area
- Relocation or protection of utilities
- Addition of overhead pedestrian bridges
- Signage improvements

The purpose of the project, according to the RFQ, is to improve travel time reliability and mobility and address I-10 congestion.

"Projections of future traffic volume show that congestion will continue to increase with population growth and a rising number of visitors to the region, leading to further travel delays that increase travel times within the I-10 corridor," the RFQ states. "ADOT is planning to implement improvements to the I-10 corridor that are necessary to increase freeway capacity and safety, alleviating traffic congestion on all components of the overall transportation system in the surrounding area."

The request is a two-step procurement process. Statements of Qualifications will be due July 2 and a notification of shortlisted firms will be issued in August. While a draft Request for Proposals will be issued to the shortlisted firms in September, the final RFP won't be issued until January 2020. All proposals will be due in May 2020.

ADOT is currently seeking project approval under the National Environmental Policy Act (NEPA) and an Environmental Assessment is underway. The NEPA process is anticipated to be completed sometime after the RFP is issued to shortlisted firms. A schematic improvement concept for the project is also being developed.

According to the RFQ, one of the considered options is a no-build alternative. If the no-build option is selected, ADOT cancel the procurement and the project



may no longer be pursued. If the build option is selected, "ADOT anticipates the issuance of the first Notice to Proceed prior to

the end of calendar year 2020, with construction to start thereafter based on a schedule to be developed by the Developer." •

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Construction Employers Must Adapt To Millennial Workforce Needs: Researcher

Source: Daily Commercial News

True to the stereotypes, workplace millennials want to be respected, included in decisions, sit in on important meetings before they've earned it and need to think their work is relevant, says David Coletto, Abacus Data CEO.

And like it or not, Coletto said, it's a demographic inevitability that the millennial cohort will be the main source of employees for the construction sector for the foreseeable future and it's the constructors who will have to bend to meet the millennials' needs, not the other way around.

"Every sector is having this problem," said Coletto in an interview after his evening keynote address at a Canadian Construction Association Leading the Evolution Summit on April 25.

"But given that millennials are going to be the majority of working-age people I don't think you cannot figure it out. You can try to replace retiring Canadians by looking at new Canadians or other demographics but every sector has to figure this out and construction in particular because there is an obvious gap there.

"I don't think you are going to change millennials. If they are a square peg in your circle, you are not going to get them to be circles, I think you are going to have to become more like squares."

Coletto, an older millennial himself at age 37, spoke on the theme *Get your Shift Together: What does Generational Change Mean for the Future of Construction?*

The competition for millennials, a generation defined as born between 1980 and 2000, will be tight, said Coletto.

"The oil patch, which has the advantage of being able to pay a lot, they still struggle but they are able to recruit young people," he noted. "It does require change. I don't want to cast aspersions on this entire industry but I've heard there's a reticence to change. Those organizations that make the effort do see a payoff. It's about culture change, and restructuring the workplace."

Key elements in a new recruitment and human resources strategy, Coletto said, will be addressing millennials' needs to have company intentions made clear, with "authentic" efforts to engage with them; establishing a clearly articulated corporate purpose that meshes with that of the future employee; indicating openness to hearing the recruit's opinion and inviting participation; providing constant feedback and recognition of the worker's efforts and impact, with others on the team notified of contributions; and running a digital-first enterprise that recognizes the employees' attachment to their devices.

That last point can even go so far as scheduling social media device breaks, just as employers once permitted workers to take smoke breaks, Coletto said.

Millennials want to share stories on social media and the work stories they tell have to reflect personally- or socially-significant accomplishments.

Construction employment works well in this context, Coletto suggested. Employers in the sector have good narratives to tell to recruit millennials and can easily make the case that the work is worthwhile.

"Even if I am not doing the most groundbreaking building, even if I am just building a subway system, there's a purpose there, there is a story to be told," said Coletto. "A lot of industry doesn't like boasting about what they do, but because what I do needs to be something I'm willing to share, you have to tell me a story that I can tell my audience, and I think construction has amazing stories to tell."

According to Coletto, other traits of millennials that construction employers should incorporate into recruiting practices include:

- they want security, opportunities and to be respected;
- they ask for what they want and expect to get it;
- they want managers to listen to their concerns, even personal, and to help them solve problems; and
- they mainly consume news through social media (Facebook, 37 per cent), not radio (seven per cent) or television (10 per cent), so much so that if a catastrophic world event happens over a weekend and their feed misses it and they have not phoned a parent, they might go three days without a clue of the event.

But be careful of terminology, Coletto said — millennials have earned such a strong reputation for being narcissistic, lazy and entitled, it is the worst generational branding in history and they do not like to be called millennials. •

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Public Hearing May 17 On Tentative Five-Year Construction Program

The Arizona Department of Transportation will hold a public hearing Friday, May 17, in Phoenix on the agency's recommended plan for the next five years of construction projects statewide.

The hearing on the 2020-2024 Tentative Five-Year Transportation Facilities Construction Program begins at 9 a.m. in the ADOT Administration Building Auditorium, located at 206 S. 17th Ave.

The proposed annual update allocates funding for additional lanes along Interstate 17 between Anthem and Sunset Point, with construction beginning in 2020. The program also provides funding for design, scoping and an environmental assessment to widen Interstate 10 between Phoenix and Casa Grande. Construction for that project is targeted for 2023.

Both projects are able to advance through ADOT's partnership with the Maricopa Association of Governments, the regional planning agency that has committed some of the funds for the I-17 and I-10 improvements.

The proposal also reaches ADOT's goal of allocating \$260 million to \$320 million per year for preservation of bridges and roadways throughout the \$22.4 billion state highway system. Preservation projects include repaving highways, filling potholes, extending the life cycle of existing pavement, and repairing or reconstructing bridges.

The public comment period for the 2020-2024 Tentative Five-Year Transportation Facilities Construction Program began Friday, March 15, and ends at 5 p.m. Tuesday, June 4. In addition to public hearings already held in Tucson and Flagstaff and the public hearing in Phoenix scheduled for Friday, May 17, the State Transportation Board will hold a follow-up study session in Phoenix on Tuesday, June 4.

The State Transportation Board will make its final decision in June about what will be in the updated Five-Year Program.

The complete report, posted with a "how to read it" guide, is available azdot.gov for review and comment. ADOT welcomes feedback via an online form available at azdot.gov/Tentative5Year, by email at fiveyearconstructionprogram@azdot.gov and by phone at 855.712.8530.

Here are details on the State Transportation Board's study session and the board's June meeting at which the final Five-Year Program will be approved. Both begin at 9 a.m.:

June 4: State Transportation Board study session in the ADOT Administration Building Auditorium, 206 S. 17th Ave., Phoenix

June 21: State Transportation Board meeting at the Town of Pinetop-Lakeside Council Chambers, 325 W. White Mountain Blvd., Lakeside •



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WIN \$25,000 DOLLARS

**ELIGIBLE FOR SMALL BUSINESSES ONLY.
MUST COMPLETE FORM BY JULY 20TH.**

START MY APPLICATION

Business & Industry Events

May 17, 2019

May

16

Phoenix Luncheon Program - Central AZ Project

Location: 1 East Continental Drive, Tempe
Time: 11:45am - 1:00pm

16

Be the Winning Presentation

Location: 2901 N 7th Street, Phoenix
Time: 11:00am - 1:00pm

22

Legal Roundtable: Claims & Change Orders

Location: TBD
Time: 7:30am - 9:30am

23

ADOR Business Tax Workshop (City of Glendale)

Location: 5850 W Glendale Ave., Glendale
Time: 11:00am - 1:00pm

June

5

AMCA Training: Sexual Harassment Prevention

Location: 2415 E Camelback Rd, Suite 600, Phoenix
Time: 8:00am - 9:30am

11

ABA: Surety Financial Benchmarking

Location: 1707 E Highland Ave, Phoenix
Time: 7:30am - 9:00am

19

APWA June 2019 Luncheon

Location: 2901 N 7th Street, Phoenix
Time: 11:30am - 1:00pm



FRIDAY FORUMS

"Working with ADOT"

May 31 - Contracts & Specifications

All Friday Forum workshops are 9am – 11am and start on time.
Visit [the website](#) and "Select Events" today!

FRIDAY
FORUMS

SAVE
THE DATE
5/23/19
11:30am - 1pm

Lunch & Learn
How to Protect Your
Business from Fraud
ADOT

WHERE'S THE CONTRACT?

FRIDAY, JUNE 7, 2019 | 7:30AM - 9:30AM

1001 E NINTH ST., RENO, NV



**CLICK HERE
TO REGISTER**

GREATER PHOENIX WORKSHOPS



CLICK HERE

**TO VIEW
UPCOMING
EVENTS**

SAVE THE DATE

AUGUST 7-9, 2019



STATEWIDE CONFERENCE
EL CONQUISTADOR TUCSON

Project Opportunities

May 17, 2019

Links

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[Bidding Opportunities Around the State](#)

Did you know?

This summer, ADOT will begin its triennial disparity study which analyzes participation by minority- and women-owned businesses on ADOT's federal-aid projects. In addition to the quantitative analyses, the study team conducts phone, email, and in-person interviews to understand the business climate and contacting practices that impact participation. Be on the lookout for invitations to provide feedback, and calls from Customer Research International (CRI).

For details, visit azdot.gov/DBEDisparityStudy.



ADOT Bid openings after January 1st, 2017 will require prime contractors to submit DBE affidavits within 5 calendar days from bid opening. This is two days less than the current requirement. For example, if bid opens on Friday, the DBE Affidavits will be due to BECO, from the prime contractor, by Wednesday before 4:00 PM. Therefore, this is reducing the time DBEs and prime contractors have to prepare, sign and submit the DBE Affidavits to BECO. DBEs are urged to consider this new time restriction when working with prime contractors to complete and sign the DBE Affidavits in order for them to be submitted to BECO by the 5th calendar day from bid opening.

Featured Federal-Aid Projects

General/Sub Contractors Opportunities						
Due Date	Project Valuation	DBE Goal	Solicitation / Project Number	Type	Project Owner and Description	Contact
5/24/19 11am MST	\$500K	4.19%	SRS-PRS-0(207) T; SF02901C	IFB	ADOT - Construct Sidewalks, Coronado Ave: Park Ave to Country Club Dr, Prescott. The work consists of constructing sidewalks, sidewalk ramps, curb & gutter, signing & striping.	David Do, Engineering Specialist, at DDo@azdot.gov or Kara Lavertue, Construction Supervisor, at KLavertue@azdot.gov .
6/21/19 11am MST	\$16.8M	5.13%	STBG-077-A(210T; H841601C	IFB	ADOT - Gila River Bridge Replacement Str. #20151, Tucson-Oracle Jct-Globe Hwy (SR 77). The work consists of removing the existing six-span steel girder bridge & constructing a new six-span bridge, cast-in-place concrete deck, including placing new asphaltic concrete & asphaltic concrete friction course, pavement markings, & guardrail.	Jalal Kamal, Engineering Specialist, at Jkamal@azdot.gov or Chris Olson, Construction Supervisor, at colson.consultant@azdot.gov .
6/4/19 2pm	\$550K- \$615K	9.92%	IFB-PO-1900052; PO1-Ajo; 4AJOP; 3.04.0001.003	IFB	Pima County - Eric Marcus Memorial Airport Fence Project, Ajo. The work consists of construction approx. 17,800 LF of fence with 4 gates, 1 cattle guard, & swale fencing around the perimeter.	Matthew Sage, Procurement Officer, at Matthew.Sage@pima.gov .

Sexual Harassment Prevention

2019 AMCA Education Training Event

Breakfast & Learn



DATE:

June 5, 2019

TIME:

8:00—9:30 AM

LOCATION:

Spencer Fane

2415 E Camelback Rd Ste 600

Phoenix AZ 85016

ABOUT THE FACILITATOR

Helen Holden helps businesses understand how successfully navigating the alphabet soup of federal and state employment laws can positively impact company culture. Helen brings over 20 years of experience to her focus on management-side employment law, which is evident in the practical advice and training she provides to management on human resource issues. Helen's clients include companies in diverse industry sectors, including construction, real estate, manufacturing, technology, healthcare, distribution, and the retail and service sectors.

When disputes arise, Helen is a strong advocate for the employer's interests, without losing sight of the larger issues impacting the business. She regularly represents employers in agency proceedings involving allegations of discrimination or harassment and has successfully defended employers in lawsuits brought in both state and federal courts.

You won't want to miss this very timely educational event.

**Helen Holden's contact information Telephone 602.333.5485;
Fax 602.333.5431; Email hholden@spencerfane.com**

Breakfast will be provided — \$25 Registration Fee

