

BECO'S
QUARTERLY
MAGAZINE

Local Public Agencies & Subrecipients



Spring 2021

ADOT

EDITOR'S NOTE

Welcome to the Spring Issue of BECO's Quarterly Newsletter.

This issue brings you stunning photography of some of Arizona's beautiful and unique landscapes along with articles about them, taken from Arizona Highways Magazine. You will also find an article on how Arizona Highways Magazine has now gone digital, allowing access to their one hundred years of publishing. ADOT is proud to have AH as part of the family!

You will find a very interesting and compelling article from "American DBE Magazine" on unconscious bias in supplier diversity.

Also, we have created a workflow chart on the DBE Goal Setting Application which you can share with anyone involved with the DBE Goal Request Process.

There are a couple of changes in the BECO DBE Compliance Team, which you will find on pages 21-23.

Please be sure to check out the article on timely payment reporting, as the monitoring of it is imperative.

And finally, you will find a fun piece on the pets of BECO's DBE Compliance Team.

If you like, please reach out to me with suggestions on content for upcoming newsletters, or if you have someone that should be added to the mailing list.

Hope you enjoy this issue!

Melanie Peterson
ADOT LPA/SR Program Manager



ANTELOPE CANYON

The American Southwest is the “canyon capital of the world,” from the vast, massive Grand Canyon, to canyons so narrow, even the slenderest of people would be challenged to squeeze through some of them. It is in this latter category where you’ll find Page, AZ’s world-famous Antelope Canyon.

Antelope Canyon is an example of a geological curiosity known as a “slot canyon.” As the name suggests, slot canyons are tiny canyons formed when water finds its way into a crack or fissure in the bedrock. Occurring largely in deserts or areas with low rainfall, a slot canyon is the result of thousands of years

of weather extremes. In the case of Antelope Canyon, an intermittent creek that now empties into the Colorado River would erupt in turbulent flash floods that wore away the sandstone rock face, followed by hot, dry periods where sandstorms buffed the canyon walls to a striated, swirled finish. Over time,

these weather patterns lessened in severity, but this natural process of erosion continues to be a part of Antelope Canyon’s ongoing evolution.

Accounts of how Antelope Canyon was first discovered vary. One of the more widely circulated versions asserts that around the time of the Great Depression, a Navajo

girl was herding livestock on her family’s ancestral lands near what is now Page, Arizona. Along the way, she wandered into a “crack” in a sandstone wall where the outside world fell silent, and divine rays of light illuminated the sculpted chambers of the cave-like formation through a gap in the roof. Some elders of the





Navajo tribe maintain that “Long Walk” holdouts took refuge in Antelope Canyon in the late 1800’s, and that spiritual beings continue to keep watch over the area.

The most famous section of Antelope Canyon is Upper Antelope Canyon. A mere 100 yards in length, it sees hundreds of thousands of tourists a year, yet represents only a small section of Antelope Canyon. Its longer counterpart, Lower Antelope Canyon, sees slightly less people due to its physical challenges, but has become just as popular as Upper Antelope Canyon in recent years. In reality, Antelope Canyon is a complex, multi-faceted ecosystem with multiple drainages funneling water into what is now Lake Powell, such as:

- Antelope Canyon X
- Cardiac Canyon
- Mountain Sheep Canyon
- Rattlesnake Canyon
- Owl Canyon
- Mystical Antelope Canyon

Slot canyons in the Page, AZ, area are located on Navajo Indian Tribal Lands, therefore, a guided tour is required to enter them, but no vacation to Northern Arizona would be complete without a visit to at least one. To fully appreciate complexity of these unique geological formations, and the power of the natural forces that created them, consider bundling your Antelope Slot Canyon tour with a boat tour of the canyon’s waterside from Antelope Point Marina. ■

Source: antelopecanyon.az

ADDRESSING UNCONSCIOUS BIAS IN SUPPLIER DIVERSITY

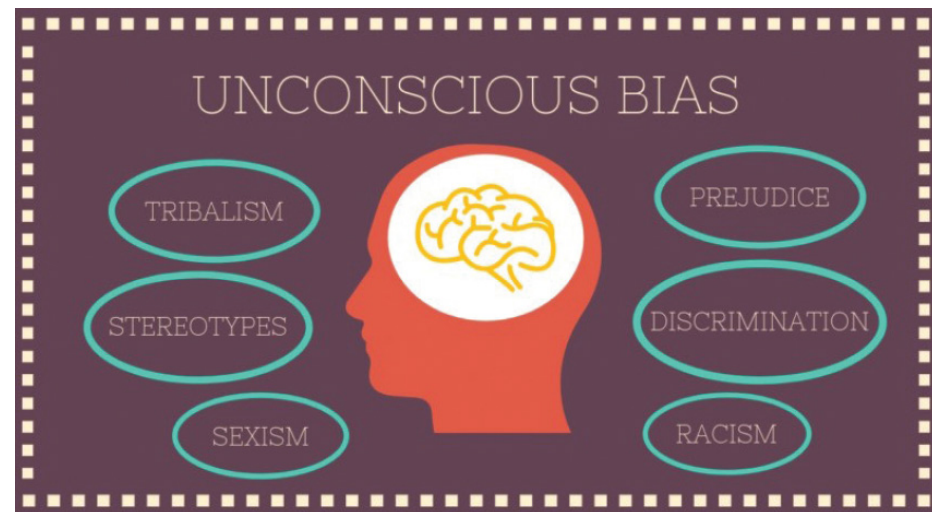
by Kurt Merrinweather
American DBE Magazine,
Summer 2020

The impact of COVID-19 has fundamentally shifted the business landscape, causing growing uncertainty for most industries; and the engineering and construction (E&C) marketplace is not exempt. While projects are beginning to come back online, construction managers are struggling to fill jobs. Contractors are experiencing challenges in accessing a steady labor force due to growing fear among workers of contracting the virus. Many employees receiving unemployment benefits feel that coming back to work does not make financial sense given the uncertainty of future wages. Numerous projects are being delayed, leading to challenges with cash flow and payments to employees and contractors.

In addition, construction managers are dealing with an uptick in internal human resources disputes involving the general workforce, craftsperson or subcontractor due to increasing uncertainty related to health, safety and the COVID-19 recovery timeline. With the rise of workplace tension, it is inevitable

that the impact of bias will begin to impact the prospects of diverse suppliers. History shows that diverse suppliers experience the brunt of economic shifts as access to capital tightens. This phenomenon forces diverse suppliers to be resourceful and innovative in order to withstand difficult market conditions. Given this reality, E&C organizations should invest even more heavily in supporting supplier diversity programs. However, supplier diversity activity may be reduced as organizations recalibrate key initiatives in the face of pandemic-fueled changes. The reason for this is due to bias.

Bias is disproportionate weight in favor of or against an idea, person or thing; usually in a way that is closed-minded, prejudicial or unfair. People may develop biases for or against an individual, a group or a belief. Conscious bias, or explicit bias, refers to the attitudes and beliefs held about a person or group on a conscious level. Unconscious bias, also known as implicit bias, refers to the attitudes or stereotypes that affect understanding, actions and decisions in an unconscious manner. It is a bias that the



4 STEPS TO COMBAT UNCONSCIOUS BIAS IN SUPPLIER DIVERSITY

1 Gather facts. The key element of eliminating bias is to make data-based decisions rather than relying on gut, intuition or conjecture. This is particularly important when evaluating relationships with diverse suppliers. This requires creating a process that allows relationships with diverse suppliers to be measured like any other partnership. This should go beyond tracking diverse supplier spend and the number of relationships in order to evaluate the true relationship impact. Key metrics that should be evaluated include:

- Cost savings realized through the partnership
- New revenue opportunities created via partnership
- New ideas created through the partnership
- Engagement of the partner within organization

When data is collected on the success of supplier diversity that is at this level of depth, there is a much better connection to business value.

2 Create a structure for evaluating the supplier diversity program. Define clear criteria to evaluate the merits of diverse supplier relationships and use them consistently. Using consistent standards can help to reduce bias. For example, create a supplier diversity partnership guide that can be used to objectively evaluate the organization's current program and the effectiveness of all current and prospective suppliers' relationships. WEConnect International has developed a tool that includes the following elements to guide program evaluation:

- Policy Assessment
- Planning
- Processes and Standards
- Measurement, Tracking and Reporting
- Accountability

3 Be mindful of subtle cues. When meeting with diverse suppliers or attending recruiting events, be sure to be fully engaged. Invite diverse suppliers to events where all suppliers or partners are present including after-hours events. Be sure that communications who are sent to partners are also sent to diverse suppliers. This intentional inclusion will help to create higher levels of engagement with diverse suppliers and increase the likelihood of success.

4 Foster awareness. In day-to-day interactions, be sure to hold yourself—and your colleagues—accountable. The key to identifying blind spots is to raise questions and opinions when key decisions are being made. For example, Google created a "bias busting checklist" to eliminate snap decisions and mitigate the consequences of unfair judgements. This same approach can be applied to interactions with diverse suppliers. When evaluating supplier diversity performance and putting together interventions to help build capacity, here are few questions or areas to address to identify blind spots in evaluation:

- Consider concrete examples of performance throughout the evaluation period
- Consider situational factors that affected performance (e.g. lacked access to resources or information)
- Consider if rating would change if supplier was in different cultural group
- Be an advocate for diverse suppliers in which you are invested

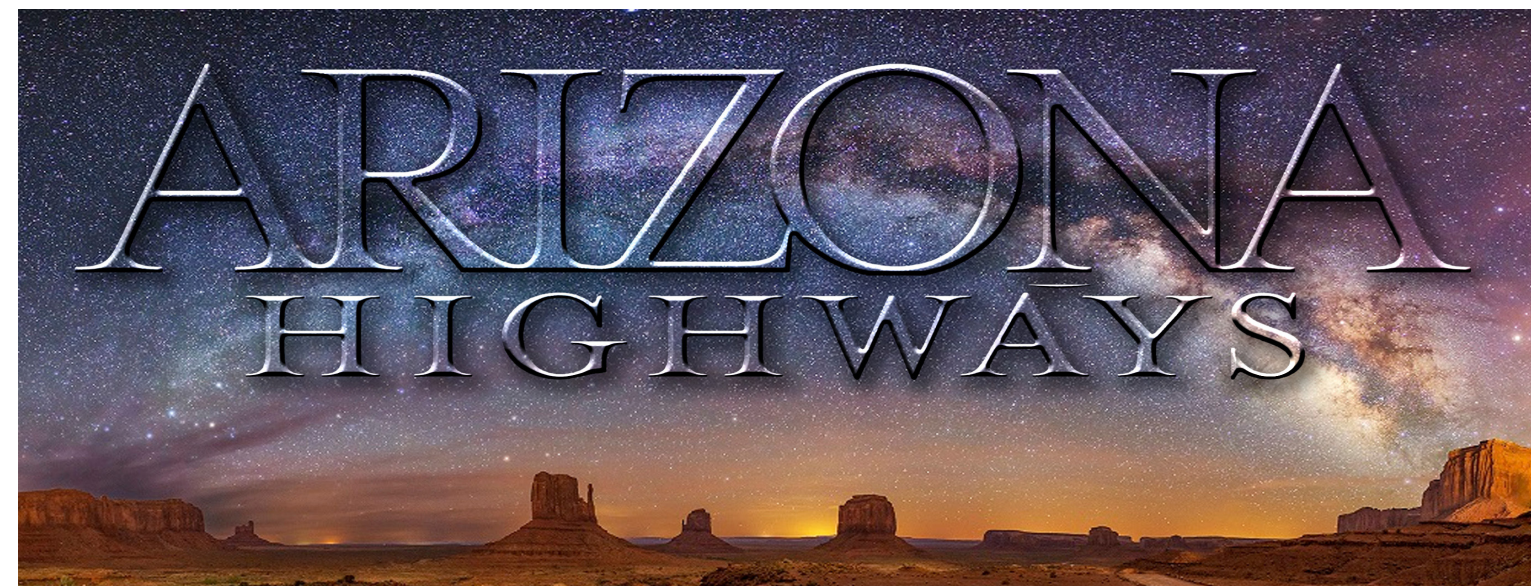
happens automatically and is triggered by the human brain, making quick judgments and assessments of people and situations – also influenced by background, cultural environment and personal experiences.

Biases within an organization create missed opportunities when people make decisions that are not objective and potentially contribute to a distrustful culture that will rob it of competitive advantage. An example of unconscious bias in a supplier diversity context is dismissing new solutions to problems because they do not fit the typical way solutions are presented. A study done by The Hackett Group shows that procurement

organizations that embrace supplier diversity are able to generate up to 133% higher return on their investments versus organizations that don't. Organizations that do not have a robust supplier diversity program are missing opportunities to strengthen their overall brands with customers. A recent study done by Hootology, using its Supplier Diversity Impact Indicator (SDII), found that among those who are aware of UPS's supplier diversity initiatives, they are 86% more likely to use UPS's services than those who are not aware.

The key question to ask is how companies can reduce the impact of unconscious bias that could limit the

focus on supplier diversity in organizations? In particular, what is the best approach to address biases that limit an organization's ability to make sound business decisions, particularly in the area of supplier diversity? The first thing that must be done is to make the unconscious, conscious through education. It is critical to help members of an organization develop a mindset shift that embraces identifying and understanding biases so that they can be confronted and addressed. Next, the organization must examine the policies, practices and structures that cultivate bias. This systemic evaluation is not a one-time initiative, but rather, an ongoing process. ■



Arizona Highways magazine was born in the early 1920s.

As automobiles emerged as the preferred mode of transportation in the U.S., a handful of states throughout the country developed magazines to entice motorists to travel newly developed roads. Sponsored by the states' departments of transportation, these magazines provide a unique resource for examining how the automobile changed the history of travel and helped to shape identities of place in America. Of these magazines, none date as far back or have featured the iconic photography that has made Arizona Highways a national treasure.

The very first publication in 1921 was a simple newsletter, with the first true magazine format of Arizona Highways published on April 15, 1925 by the engineers in the Arizona Highway Department (now the Arizona Department of

Transportation). From the very beginning, the magazine contained travel stories and scenic photographs, although in the early years the photos were black-and-white. Those early issues also contained page after page detailing the Arizona Highway Department's road-building projects. To liven those pages, the editor speckled them with cartoons, promoting the careers of such humorists as Hal Empie and Bill Mauldin, who later won a Pulitzer Prize for his illustrations of soldiers Willy and Joe during World War II.

While in the first dozen years the magazine was focused on road construction topics aimed primarily at engineers and contractors, in 1937 the magazine changed dramatically. Raymond Carlson joined the staff as editor and shifted the focus from professional to consumer. Carlson introduced a literal "Who's Who" of landscape photographers inside the pages of the

magazine to showcase the physical beauty and diversity of Arizona's landscape, flora, fauna, and people. Under Carlson's leadership, the true spirit of the magazine was born and endures to this day.

In the December 1940 issue, Carlson began to add a few color photographs by Max Kegley, a renowned photojournalist who specialized in Arizona's people and landscapes. Kegley is best known for his photographs of cowboys, Indians, rodeo sheep drives, and Arizona's unique topography.

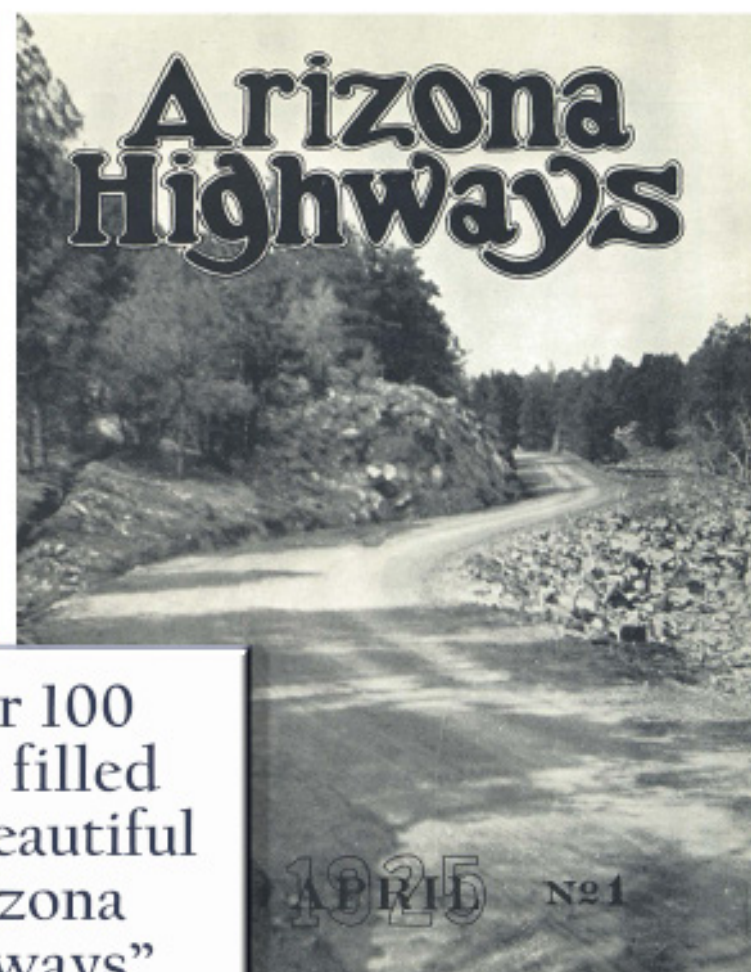
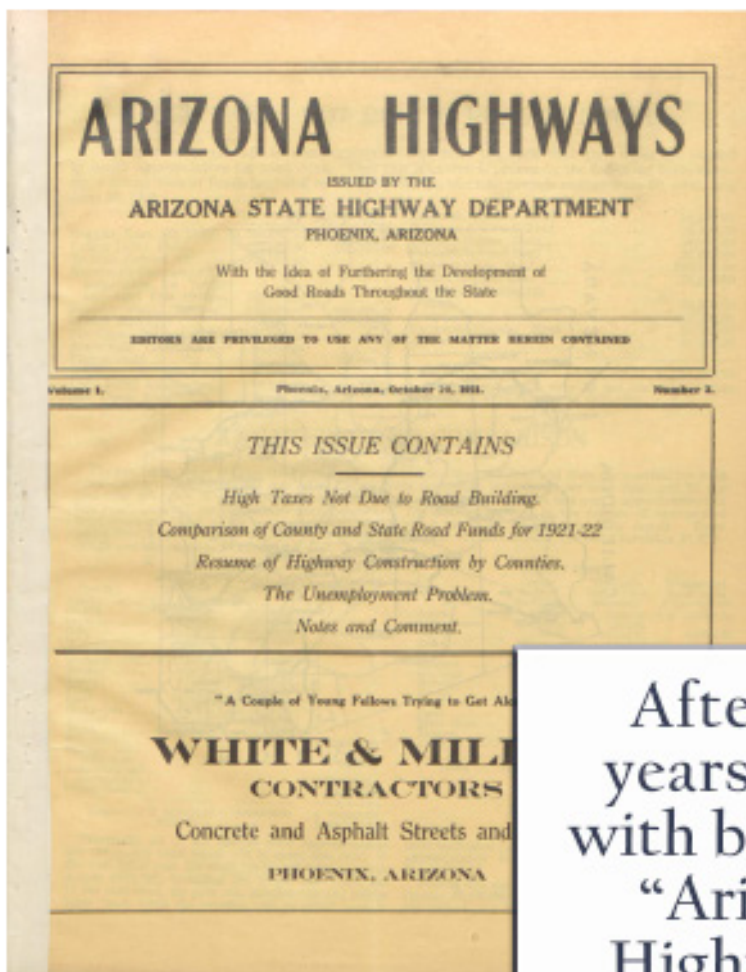
The 1940 color issue included a number of Kegley's scenic photos, two pictures of Indian ruins, an Indian portrait, Mission San Xavier del Bac, cacti, and the first of what has become a tradition in the magazine: saguaro sunset photographs. Following that first color issue, Arizona Highways became a pioneer



What Can Diverse Suppliers Due to Counteract Unconscious Bias?

While supplier diversity is increasing in importance for many organizations, diverse suppliers are continuing to experience challenges in getting connected to companies. In a recent report by CVM Solutions, diverse suppliers described challenges navigating portals and the application process required by many organizations. This creates resistance when trying to identify and pursue new opportunities. The report also highlighted the benefits that supplier diversity can deliver to partner organizations – workforce impact and interaction, supply chain impact, and ultimately increasing the diversity of the partner's workforce. The next installment of this series will highlight an organization that has counteracted unconscious bias to create success.

Kurt Merriweather is VP, Strategy and Transformation at Walk West, a Raleigh, North Carolina-based marketing firm. Walk West recently launched The Diversity Movement to help organizations create lasting business value from Diversity & Inclusion (D&I) practices. For more information, please visit thediversitymovement.com or send email to: info@thediversitymovement.com



After 100 years filled with beautiful "Arizona Highways" Magazine issues, the collection goes digital.



in color printing technology. Regular issues of full-color photography, including a 16-page portfolio of Arizona canyons, began in January 1944. In December of 1946, Arizona Highways made history by publishing the first nationally circulated magazine with full color on every page.

The lead photograph in the 1944 full-color portfolio was by Josef Muench, the German gardener who became one of the world's leading landscape photographers and a prolific contributor to Arizona Highways for more than 50 years. Josef's

Photography legend Ansel Adams, who worked primarily in black-and-white images, was also a frequent contributor in the early years.

son, David Muench, followed in his father's footsteps to become among the world's great landscape photographers and continues to contribute to Arizona Highways today.

In the post World War II years, Carlos Elmer, who was known worldwide for his stunning landscape photography, was also an active collaborator for 50 years. Elmer used a large-format camera to capture what he called "the wide look of Arizona."

Photography legend Ansel Adams, who worked primarily in black-and-white images, was also a frequent contributor in the early years. In fact, the pages of Arizona Highways were among the very first places where his color photography appeared.

The most famous of his photographs that appeared in the magazine include: Arches, North Court, Mission San Xavier del Bac, Tucson, Arizona, 1968 and Saguaro Cactus, Sunrise, Arizona, 1942.

Through the years, dozens of great landscape photographers have helped the magazine develop its reputation for outstanding scenic photography. The list includes Pulitzer Prize winners and internationally acclaimed photographers whose work has appeared in publications such as Life, The Saturday Evening Post, National Geographic, Smithsonian, Time-Life, Readers Digest, USA Today, Scientific American, Native Peoples, and American Indian Art.

In addition, Jerry Jacka captured iconic images that were accompanied by his wife Lois' lively narratives; the duo's words and pictures brought to life the artistry of American Indian jewelry, weavings, basket making, and pottery. For decades the Jackas shared the best of the Indian artisans with the world through the pages of the magazine. More than 1,500 of Jerry Jacka's photographs have appeared in Arizona Highways magazines and books. Five issues of Arizona Highways have been devoted entirely to his work, and he was featured in the PBS special: Legends & Dreamers of Arizona Highways.

The legacy of the great photographers from the magazine's early years continues today with a superb range of contemporary photographers. Of particular interest are Navajo photographers LeRoy DeJolie and Monty Roessel who provide photos of remote areas of the tribal lands that few people ever see. Also of note are aerial photographers like Adriel Heisey, who built his own ultralight airplane that he pilots himself to get a raven's view of the state's multifaceted terrain.



Jack Dykinga, who won the Pulitzer Prize for feature photography in 1971, blends large format landscape art photography with documentary photojournalism. He is a regular contributor to *Arizona Highways* and *National Geographic*. Another frequent contributor, Tom Till, is one of America's most published landscape and nature photographers. Over 250,000 of Till's landscape, history, and travel images have appeared in print since 1977, including features by *National Geographic*, *The New York Times*, *Outside*,

The New Yorker, *Life*, and *Reader's Digest*.

The compelling photographic images of *Arizona Highways* have captured the imagination of the nation and the world for nearly a century. As an example of the magazine's growing popularity and national significance, *Time* magazine reviewed the publication in an article: "People Like Pictures" (*Time*, 924/1951, Vol. 58 Issue 13, p77). An excerpt from the article follows:

In its 36-page October (35 cents a copy) issue, the 30

color plates are of birds, sorghum-growing, and eye-catching photographs of autumn in the Southwest; the articles are on such subjects as Indian fighters and a ghost mining town. When 44-year-old Editor Carlson, a onetime small-town (Miami, Ariz.) newspaperman, began running *Highways* in 1937, it was a house organ for road builders, its pages a hodgepodge of construction notices and contractors' ads. With his \$100,000 yearly appropriation from the state, Carlson kicked out the ads, and turned *Highways* into a mirror of the beauties of Arizona.

He ran color pictures of Indians, western life, animals, but mostly of scenery. Without promotion or agents (forbidden by state law), *Highways* gained 200,000 readers, of whom only 14,000 are in Arizona.

As the 1951 *Time* excerpt illustrates, the popularity of the magazine soared after World War II, prompting an increase in page count to 40 and then to 48 pages. In January of 1992, the page count was increased to 56 pages, with all but one devoted to stories and photographs. Just one remaining page was used to promote the magazine's

books, calendars, and other products. The magazine's circulation rate also grew steadily from 1,000 copies in 1925 to over 500,000 copies in 1973.

Arizona Highways received several awards as its popularity increased, demonstrating the quality of its content. In addition to scenic photographs and portraits, the magazine was beloved for its historical articles, which were written in a colloquial style for a popular audience. Thomas C. Cooper catalogued the magazine's historical articles in "History in *Arizona Highways*: An

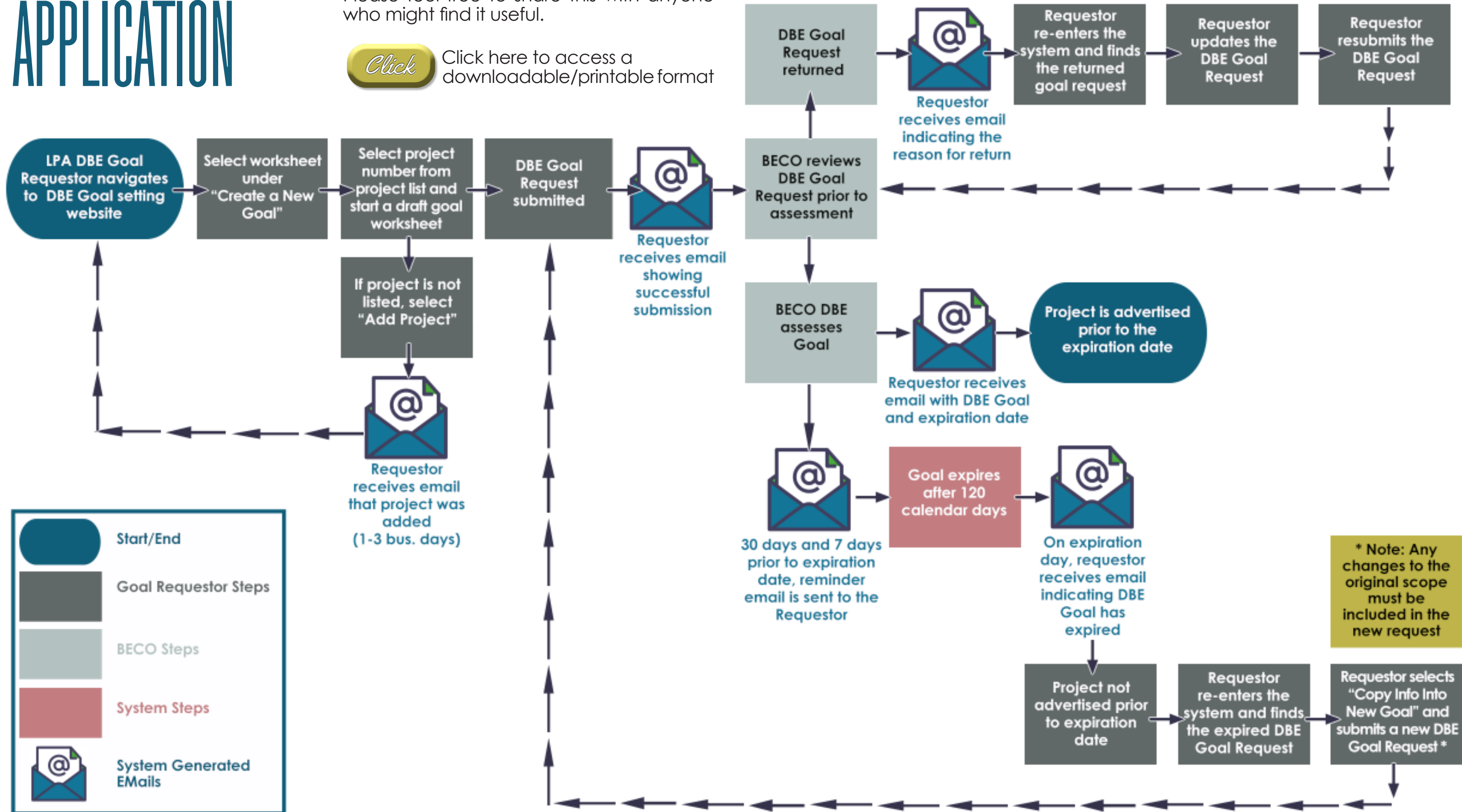
Annotated Bibliography," which was featured in a Spring 1974 issue of *Arizona and the West*. Cooper notes that "in 1955 the Photographers' Association of America cited *Arizona Highways* for its use of color and professional talent in photography. The American Association of State and Local History commended the magazine for its constant attention to history and for illustrating it well." ■

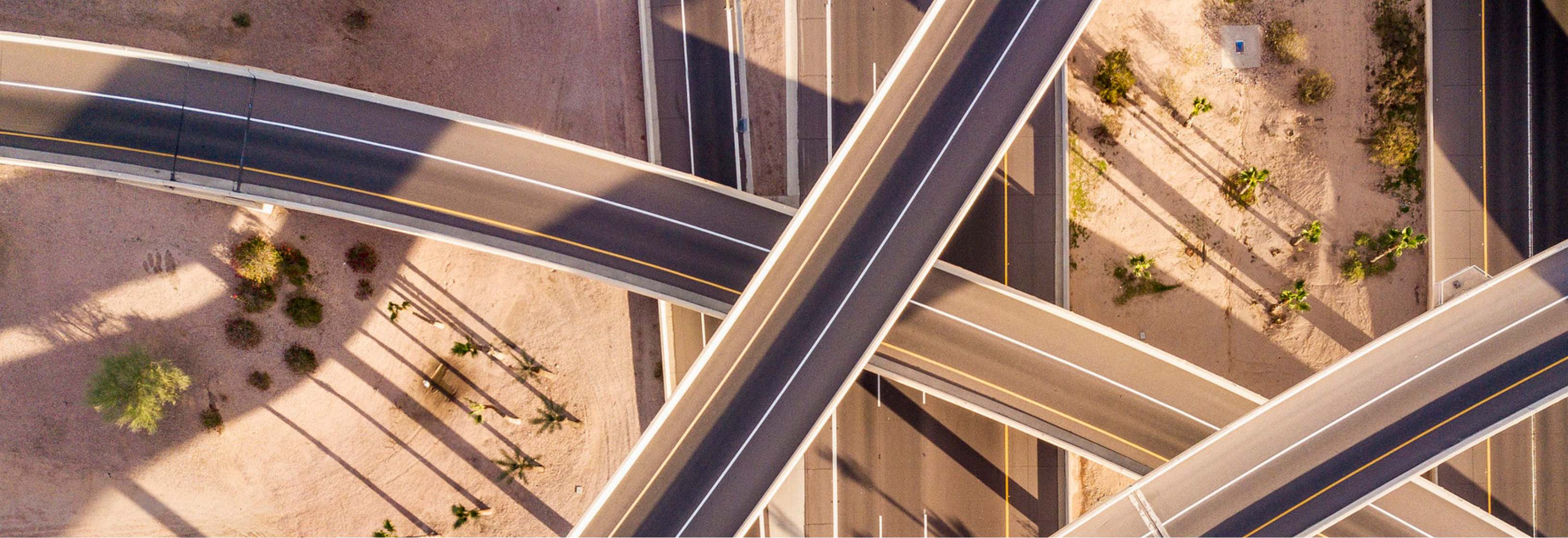


DBE GOAL SETTING APPLICATION

We have created this simple yet useful work flow chart, showing the steps in the DBE Goal Setting Request process using the DBE Goal Setting Application. Please feel free to share this with anyone who might find it useful.

[Click](#) Click here to access a downloadable/printable format





The DBE Supportive Services program is designed to assist qualified minority- and woman-owned businesses to become certified as a Disadvantaged Business Enterprise (DBE) firm. Once certified, the program strives to assist DBE firms to get work on federal-aid contracts and to become self-sufficient in their respective industries. A variety of training programs and technical assistance is provided by the Supportive Services program staff to assist DBEs in meeting these goals. Companies registered as Small Business Concerns (SBC) can also participate in the same conferences and trainings offered to DBEs.

DBE JOINT TASK FORCE MEETINGS

Join the Task Force meetings to receive project briefings to learn about what's happening in the DBE program and construction industry, and to identify and resolve barriers while finding solutions to issues facing DBEs and other small businesses.

BUSINESS DEVELOPMENT PROGRAM

Attend this interactive on-line program that provides DBE & SBC firms an opportunity to gain Business and Industry Training that will help them become more competitive within the transportation industry. Workshops begin May 20th, Apply today!

DBE JOINT TASK FORCE MEETINGS

Date: May 4, 2021
Time: 9:00 a.m.
Location: Virtual

[Click here to REGISTER](#)

BUSINESS DEVELOPMENT PROGRAM

Date: May 20, 2021
Time: 9:00 a.m.
Location: Virtual

[Click here to REGISTER](#)

INTRODUCING BECO

GABE DEMARBIEX, AKA "CADILLAC MAN"

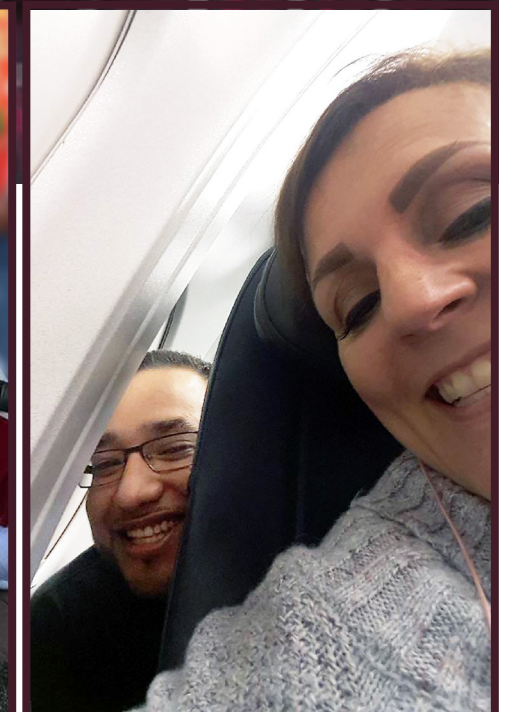
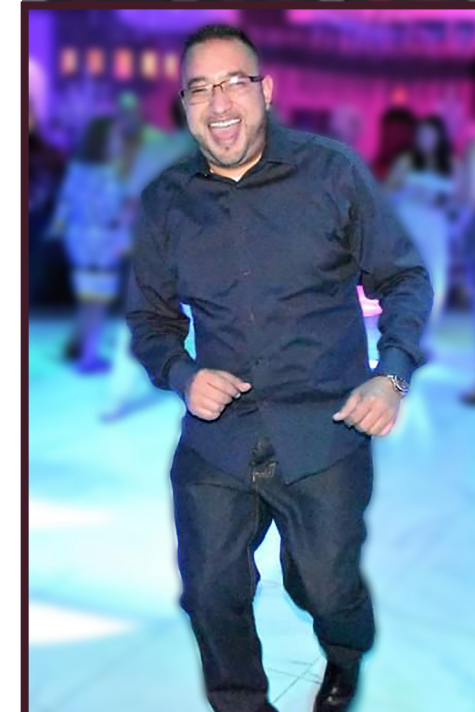
CONTRACT COMPLIANCE AND TRAINING OFFICER

In the Spring 2020 issue, we introduced you to Gabriel (Gabe), but are now introducing you to Gabe, BECO's new Contract Compliance & Training Officer. Gabe stepped into the role previously filled by Florentina (Tina) Samartinean.

Gabe began his career with ADOT in May 2006 as a Highway Construction Inspector before transitioning to a construction field office position. Over the years, Gabe quickly learned the role and responsibilities involved with contract administration/contract compliance and promoted to the Construction Field Office Manager. In his position as an Office Manager, Gabe became familiar with alternative delivery method projects such as Design Builds and the first 3P (Private, Public Partnership) project administered by ADOT, the South Mountain Freeway (SMF) Project.

He embraced new DBE compliance responsibilities during his time on the SMF Project which paved the way for him joining the BECO Compliance team as the Contractor and Field Compliance Manager in May 2018.

Gabe is a native of Arizona and when not working he enjoys spending time with his family, watching his Cardinals play and obsessing with cars, specifically Cadillacs! ■



Photos opposite page (counter-clock from top:
Gabe with his Infectious Smile
Gabe Getting his Groove on
Has Gabe been Naughty or Nice?
Gabe & Melanie (LPA Program Manager) on the plane to Austin, TX:
2019 WASHTO Civil Rights Symposium

CONGRATULATIONS!

Tina Samartinean

Our fearless leader in ADOT BECO Compliance, Tina Samartinean, has moved into the position of ADOT's Employee & Business Development (EBD) Assistant Administrator.

Tina has twenty plus years of management experience, implementing BECO's DBE, OJT and EEO programs, teaching/learning and curriculum development experience and administrative experience in the Arizona Judicial Court system. She has an AA degree in Judicial Studies, BA degree in Business/Public Administration and a Master's degree in Leadership.

If you know Tina, you probably know that she is an avid runner and hiker (backpacker), heading to the Grand Canyon for a backpacking trip right now. What you may not know is that she and her husband, Vasile, are die-hard Depeche Mode (DM) fans, going all the way back to their teenage years living in Romania. They have been to over twenty DM concerts, and you can see them at the concert in Anaheim, CA in the picture shown to the right.



We are happy that Tina will remain a part of the BECO DBE Compliance team as we all continue to greatly benefit from her experience, knowledge and insights. <3

GREAT TOOLS

for contractors

As a reminder, BECO has created a short, five minute video on DBE Compliance & Payment Requirements for Contractors. In the video (picture and link below), you will find brief but clear information on Prompt Pay, Payment Reporting, TSRs and CUFs, COPs and Meeting the DBE Goal.

And going hand-in-hand with the DBE Compliance & Payment Requirements video, BECO also has nifty pamphlets you can give to your contractors on Prompt

Payment & Payment Reporting as well as on the TSR process and the Post Bid DBE Submittal process. (See following pages) We hope you and your contractors will find these tools useful. Please share these with anyone who might benefit from it.

Simply click on the images and they will link you to the LPA Website where you can download them and share digitally with anyone.



POST BID DBE SUBMITTAL



Requirements for Federal-aid Contracts with DBE Goals

To be eligible for contract award, bidders must submit DBE Affidavits or GFE documentation no later than 4 pm on the 5th calendar day after bid opening. Bidders can contact the agency prior to the deadline for guidance.

Bidders DBE Affidavit Submittals

DBE Intended Participation Affidavit – Summary

- Identifies all DBE subcontractors committed to meet the contract DBE goal
- DBEs are identified as Race-Conscious

DBE Intended Participation Affidavit – Individual DBE

- One form for each DBE listed on the Affidavit Summary

ADOT DBE Affidavit Review

Forms are evaluated for accuracy and completeness on the following for approval or rejection of Affidavits:

- NAICS Code(s) associated with the Scope of Work
- Bid Tab \$ Amount = or > Individual Affidavit \$ Amount for same Bid Item
- DBE(s) Description/Scope of Work
- Bid Item Number
- DBE Minimum Contract Amount
- AZ UTRACS Registration at <https://utracs.azdot.gov>
- Professional Licenses
 - AZ Board of Technical Registrations
 - AZ Registrar of Contractors



DBE Video Tutorial:
DBE Compliance
Requirements

TERMINATION/SUBSTITUTION/ REDUCTION (TSR)



Contractors shall make all reasonable efforts to avoid termination, substitution or reduce the work of a DBE listed on the DBE Intended Participation Affidavit Summary. All terminations, substitutions, and reduction in scope must be approved in writing by the Agency.

Contractors shall complete the following for any TSR:

- Contact the Agency at first sign of potential termination/substitution/reduction of work
- Send notice to the affected DBE and copy the Agency
- Allow at least five calendar days for the DBE to respond
- Submit TSR Request Form to the Agency
 - o If contractor finds a substitute DBE, submit revised DBE Intended Participation Affidavit Summary and a new DBE Intended Participation Affidavit for the proposed DBE
 - o If no substitution is identified or if the contractor is not meeting the assessed DBE goal, the contractor must submit GFE documentation seven days after the TSR Request is approved by the Agency

If the Agency has reduced or eliminated DBE work, the contractor is still required to submit the (TSR) Request form



DBE Video Tutorial:
DBE Compliance
Requirements



ADOT

All DBE Affidavits submitted will be reviewed after the 5th calendar day post-bid. However, bidders are permitted to make revisions to their affidavits up until 4:00 pm on the 5th day. For multiple DBE Affidavits submitted, the Agency will consider for review the last submitted DBE Affidavits prior to the 5 day deadline.

LPA/SR

azdot.gov/bec

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PROMPT PAYMENT

Prompt Payment & Payment Reporting Requirements

Prompt Pay Requirements:

Partial Payments:

The contractor and each subcontractor of any tier shall make prompt partial payments to its subcontractors within **seven days** of receipt of payment.

Final Payments:

The contractor and each subcontractor of any tier shall pay all monies, including retention (if applicable), due to its subcontractor within **seven days** of receipt of payment.

• All forms of contractual agreements, e.g. trucking leases, task orders, etc., are covered by the prompt payment requirement

• The contractor shall ensure that a copy of the prompt payment requirement is included in every reportable contract of every tier

• Sanctions are imposed for non-compliance

Everyone in Compliance - No Sanctions!



DBE Video Tutorial: DBE Compliance Requirements

PAYMENT REPORTING

Contractors:

Completing Payment Reporting is a contractual obligation.

All payments to subcontractors must be reported in the LPA DBE System by the **last day of each month**. If no payments were made, a payment of \$0 must be entered.

Avoid sanctions; report on time.

Failure to report will result in remedies as deemed appropriate which may include liquidated damages from the monies due to the contractor.

Everyone in Compliance - No Sanctions!

Subcontractors:


Verification of all payments must be completed within 15 days of receipt of email notification.

Verification Steps:

- Acknowledge through email notification
- Indicate if payment is correct/not correct
- Enter payment date
- Indicate if payment was received within seven days of date identified
- Indicate if payment is final
- Provide Comments (optional)



DBE Video Tutorial: DBE Compliance Requirements



Chollas and brittlebushes thrive at Spur Cross Ranch Conservation Area, one of the destinations along the Maricopa Trail.

MARICOPA TRAIL

If you're a hiker, there's a good chance you've climbed Camelback or trekked to the top of Piestewa Peak. Everyone knows those trails. At the other end of the spectrum is the Maricopa Trail, which winds for more than 315 miles around the Valley of the Sun.

by Noah Austin, *Arizona Highways Magazine* (October 2020)

It's a sweaty Thursday morning in early July, and John Rose, the manager of the Maricopa Trail, is hiking Segment 16 of the route near Anthem, north of Phoenix. As he talks about what went into creating the trail, he periodically stops to clear large rocks off the path. If he doesn't do it, no one will: "You're looking at my whole trail crew," he says, laughing.

The fact that Rose is a one-man operation makes the trail he manages, a project of the Maricopa County Parks and Recreation Department, that much more impressive. The 315-plus-mile Maricopa Trail, the main loop of which was completed in 2018, encircles the Valley of the Sun. And when the spur route to Buckeye Hills Regional Park opens, the trail will connect nine of the county's parks — plus Phoenix's South Mountain Park and Preserve, one of the largest municipal parks in the country.

But the Maricopa Trail isn't just a means to an end. Destinations between the parks include Scottsdale's McDowell Sonoran Preserve and the Tonto National Forest, where the loop tops out at an elevation of 4,200 feet. And Segment 16 passes through a pristine Sonoran Desert landscape where you might spot a red-tailed hawk or a herd of javelinas. The trail markers along this segment are among the more than 1,300 that Rose has installed since joining the department in 2013.

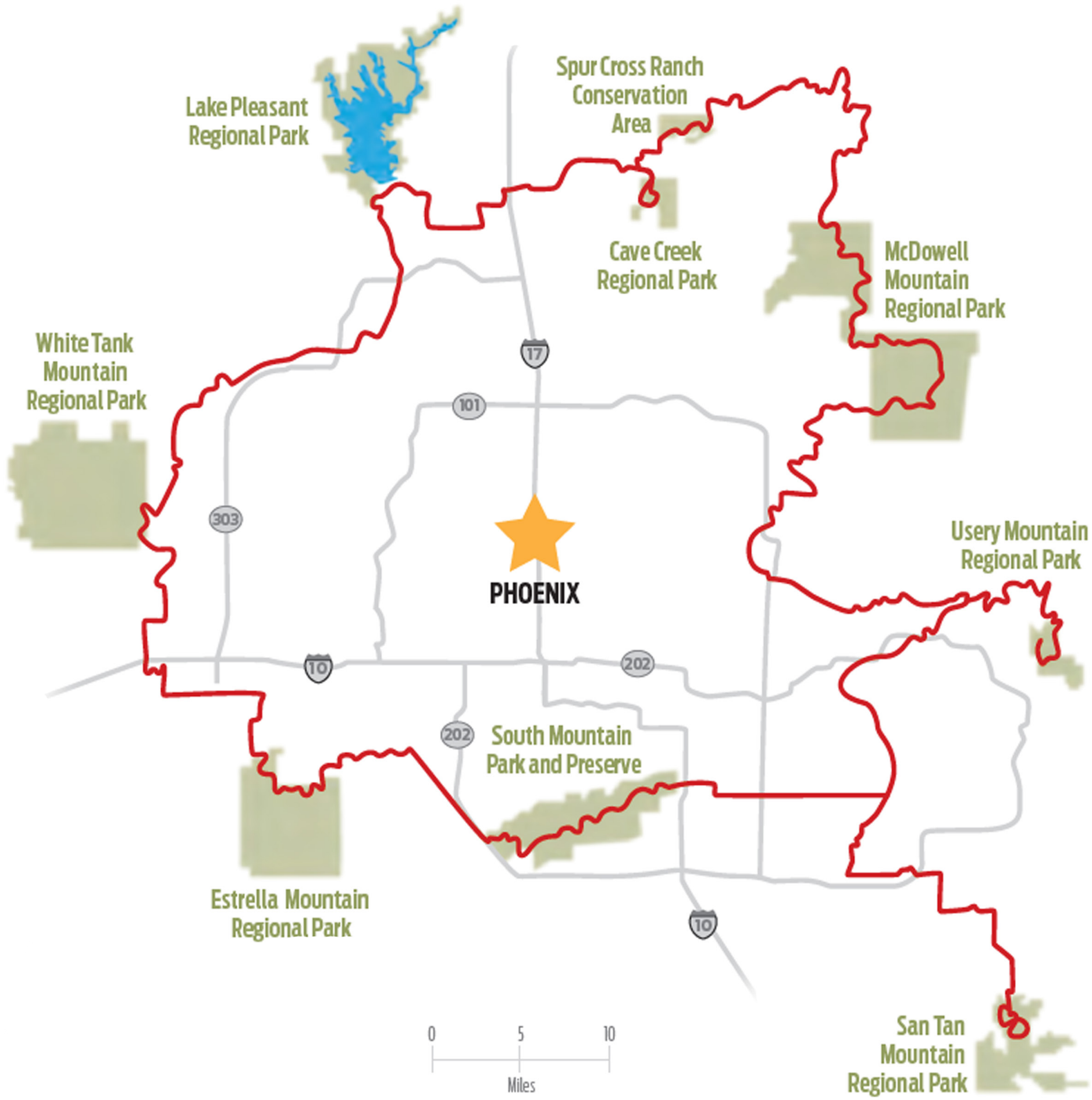
Segment 16 also includes the Andy Kunasek Trailhead — named for

the father of the trail, who served for 20 years on the county Board of Supervisors. "He wanted to serve, and he saw a need," Rose says. "He was really the one who said, 'We need to do this before it all gets developed and we can't do it.'" After Kunasek secured a \$5 million investment from the board, trail construction began in 2007. Rose has been involved since the beginning, initially as a surveyor for the county Department of Transportation. When he retired from a 34-year career there, his boss suggested he apply for the trail manager position. It was a natural fit for Rose, a life-long backpacker and native of the Phoenix area. Part of the trail follows the route of the Sun Circle Trail, a shorter trail that dates to the 1960s and uses paths along the Valley's canals. The rest of the Maricopa Trail passes through a mix of public and private land, which meant negotiating with state and city governments, the Bureau of Land Management and other entities to complete it. On land that might someday be sold and developed, the route crosses washes, canyons and other land forms that a developer likely would leave untouched, and a permanent easement ensures that regardless of what happens to the land, the trail is built to last.

The next step, Rose says, is connecting the loop to smaller trails in the Valley's communities, giving more people a way to

to access it. Ideally, the Maricopa Trail will increase visitation at the county's parks, which rely on admission fees. Already, there are signs that the plan is working: Since the trail's rededication in November 2018, Rose has noticed more signs of foot, bicycle and horse traffic. Some hikers have "thru-hiked" the entire loop, similar to the hundreds who do the same on the 817-mile Arizona Trail every year. And just before the rededication, one Central Arizona Project employee tackled the entire loop, minus the spur routes, on his mountain bike, finishing in just 43 hours.

The more people who hike or ride on the Maricopa Trail, the smoother it becomes and the easier it is to maintain, so all those people are making Rose's job easier. Not that Rose minds being out here in the desert, moving rocks and warning ATV riders off the trail. "I really do think I've got the best job in the world," he says. ■





PAYMENT REPORTING

Why is monitoring for timely Payment Reporting important?

Payment Reporting is the first step in verifying compliance with prompt payment requirements on federal and state funded projects administered by your agency. If this information is not reported timely or accurately it can cause delays in data collection and verifying compliance with the requirements.

Additionally, having accurate and up-to-date information in the LPA DBE System is imperative in order for ADOT to collect the data necessary to report to US DOT.

Excerpt from LPA EPRISE:

“The contractor shall report on a monthly basis indicating the amounts paid to all subcontractors, of all tiers, working on the project. Reporting shall be in accordance with Prompt Pay and Payment Reporting requirements section of the contract specifications.”

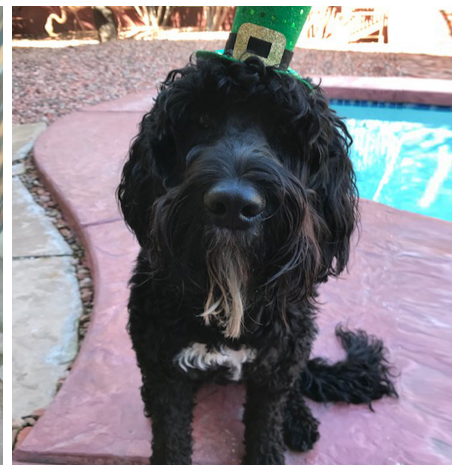
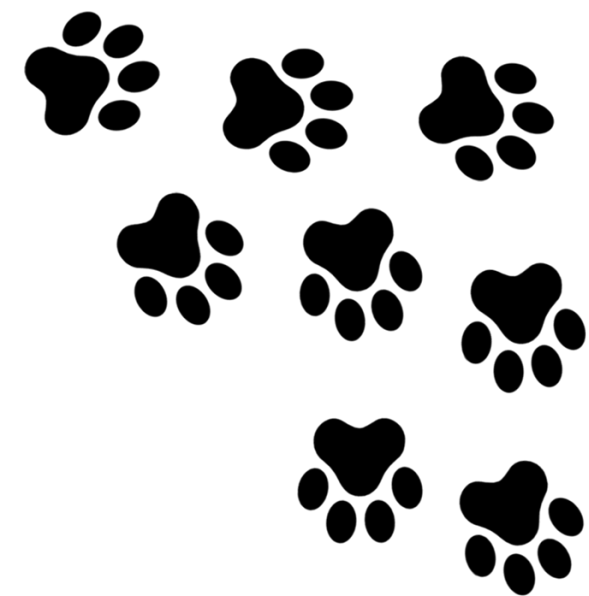
Excerpt from LPA Prompt Pay and Payment Reporting Provisions:

“The contractor shall report on a monthly basis indicating the amounts actually paid and the dates of each payment under any Reportable Contract on the project. The contractor shall provide information for payments made on all Reportable Contracts during the previous month by the last day of the current month. In the event that no payments were made during a given month, the contractor shall identify that by entering a dollar value of zero. If the contractor does not pay the full amount of any invoice from a subcontractor, the contractor shall note that and provide the reasons in the comment section of the Monthly Payment Audit of the LPA DBE System.”

Agencies must verify that all contractors comply with the above requirements by actively monitoring monthly for compliance in the LPA DBE System.



INTRODUCING BECO DBE COMPLIANCE *pets*



Hello,
my name is Luna.
And you don't ask a
lady her age!
My mamá is
Crispina Mata

Yo Yo, we are Lynx and
Aslan. Our momma
Elisse rescued us and
we love her so much.
Our bunica is
Tina Samartinean

Olá, I'm Oliver, aka
Ollie. I am a Portuguese
Water Dog, and I'm 5
years old.
My papai is
Steve Haley

Hiya, I'm Molly. I am
a 5 month old English
Labrador, and I love
everything Disney!
My mum is
Sharon Bova

Ciao, I am Skyler.
My parents are in Italy,
so I am practicing my
language skills.
My nonna is
Jolene De La Ossa

Bongu! Thumper fom
Malta. I'm 9, and just
wanna say I refuse to
be compliant!
My momma is
Melanie Peterson

Hello, I'm Gatita.
Clearly I am a cat,
silly question... I'm with
Luna on the age thing.
My mamá is
Crispina Mata

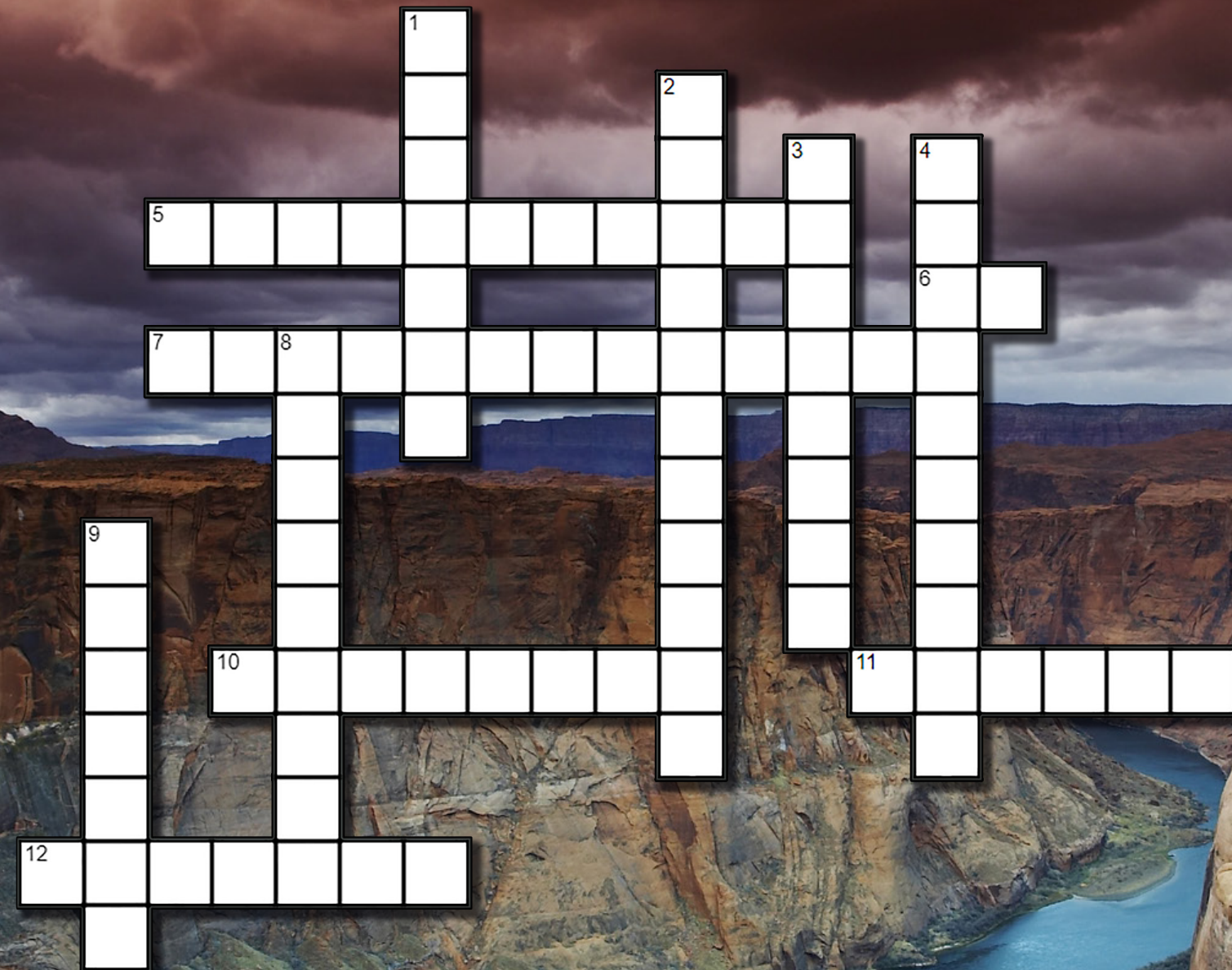


WHERE IS THIS IN ARIZONA

This abandoned settlement nestled into the breathtaking landscape of the Sonoran Desert, was established in 1863 and developed to meet the needs of Arizona's most successful gold mine. It's population quickly rose to 5,000 residents. From 1863 to 1942, the mine produced 340,000 ounces of gold and 260,000 ounces of silver and has been credited with founding the town of Wickenburg. This rise to fame came as swiftly as its fall and in 1942 the War Production Board ordered the closing of all non-essential mines to ensure that resources were focused on the war effort. The closing of the mine determined the fate of the mine, and the town was abandoned shortly thereafter.



CROSSWORD PUZZLE "ARIZONA"



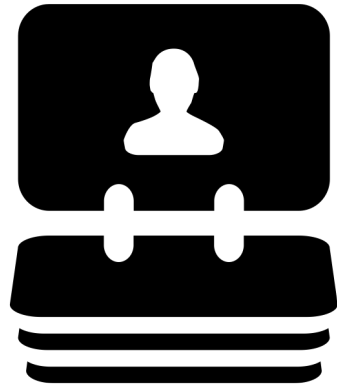
DOWN:

- 1. Capital
- 2. A Deep Gorge
- 3. Apache Chief
- 4. Bird
- 8. Gemstone
- 9. Cactus

ACROSS:

- 5. Nickname
- 6. Abbreviation
- 7. Fossil
- 10. River
- 11. Type of Landform
- 12. Type of Weather

USEFUL CONTACT *information*



General DBE Compliance Information, Questions & Concerns:

Melanie Peterson
LPA/SR Program Manager
email: mpeterson2@azdot.gov
telephone: (602) 712-7711*

**When you leave a voicemail, it immediately is
forwarded to me in an email with the voicemail attached*

Bid Verifications, Certifications of Final Payment, Monthly, Semi-Annual and Annual Reporting:

email: lpacontractorcompliance@azdot.gov
for timely processing

DBE Goal Assessment Application Related Questions

email: dbecontractgoals@azdot.gov

Technical Concerns & AZ UTRACS

Manuel Rodriguez (Manny)
email: mrodriguez5@azdot.gov
Please always cc:
mpeterson2@azdot.gov and
becotechnologygroup@azdot.gov

1. Phoenix
2. Grandcanyon
3. Geronimo
4. Roadrunner
8. Turquoise
9. Saguaro

DOWN:

5. Copperstate
6. AZ
7. Petrified Wood
10. Colorado
11. Desert
12. Dryheat

ACROSS:

CROSSWORD
PUZZLE ANSWER KEY

Source: vultureminitours.com
Vulture City, AZ

WHERE IS THIS IN ARIZONA?



"BECO's Quarterly" is a digital publication on DBE Compliance Requirements for Local Public Agencies and Subrecipients, issued once every quarter.

ADOT