

Phoenix releases \$11.5 billion, five-year Capital Improvement Program with nearly 1,000 projects

The City of Phoenix’s planned [2025-2030 Capital Improvement Program](#) features 966 projects with a total expected value of \$11.5 billion.

Of that total, \$2.8 billion in projects are planned for the coming fiscal year. Phoenix has a total of \$387 million remaining under the \$500 million general obligation bond approved by voters in 2023.

The draft program will go through several meetings to solicit public feedback, with a final version planned for City Council review and adoption in June.

Five departments will receive the lion’s share of project funding, with planned allocations under those headings totaling 83% of the total planned expenditures:

- Water: \$2.99 billion.
- Aviation: \$2.59 billion.
- Wastewater: \$1.75 billion.
- Transit: \$1.18 billion.
- Streets: \$1.05 billion.

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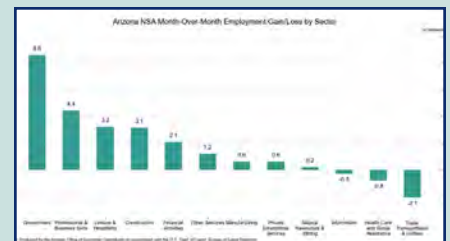
Build relationships like you build roads



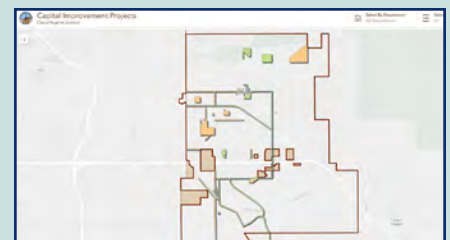
DBE Spotlight: Beyond Security LLC



Tempe council hears CIP overview



Arizona construction regained 3,100 jobs in February



Apache Junction launches CIP project mapping tool

NEWLY CERTIFIED DBE FIRMS

- [2D Demolition LLC](#)
- [3Vi, Inc.](#)
- [A&V Trucking Corporation](#)
- [Analytical Intelligence International](#)
- [Consultra Project Management Inc.](#)
- [CQMS, Construction Quality Management Solutions, Inc.](#)
- [Delta Air Conditioning LLC | DBA Delta Home Services](#)
- [Design Thoughts Inc.](#)
- [Journey Mobility LLC](#)
- [L2 Solutions LLC](#)
- [Strategic Evaluations, Inc.](#)

Phoenix releases \$11.5 billion, five-year CIP with nearly 1,000 projects (Cont'd)

Major projects and types include:

Human services:

- A new Cesar Chavez Senior Center.
- Renovation of the McDowell Senior Center.
- Office of Homeless Solutions facility at I-17 and Northern Avenue.

Street improvements:

- Rio Salado River Bicycle/Pedestrian Bridge at Third Street.
- Lower Buckeye Road: 27th Avenue to 19th Avenue.
- 43rd Avenue: Dove Valley Road to Carefree Highway.

Libraries:

- New Estrella Civic Space Library, 99th Avenue and Lower Buckeye Road.
- New Desert View Civic Space Library, Deer Valley Drive and Tatum Blvd.

Fire:

- Fire Station 51 near 51st Avenue and State Route 303.
- Fire Station 74, 19th Avenue and Chandler Blvd.
- Fire Station 7 Replacement, Fifth Street and Hatcher Road.
- Fire Station 13 Replacement, 48th Street and Thomas Road.
- Fire Station 15 Replacement, 43rd Street and Highland Avenue.

Police:

- A new Cactus Park Precinct at 31st Avenue and Thunderbird Road.

Aviation:

- Sky Harbor Crossfield Taxiway U.
- Sky Harbor Terminal 3 North 2 Concourse.
- Sky Harbor Terminal 3 North 2 apron.
- Sky Harbor Taxiway A.
- Sky Harbor Terminal 3 North 1 outer apron reconstruction.
- Deer Valley Airport Runway 7R/25L Reconstruction.

Transit:

- Capitol Light Rail Extension.
- I-10 West Light Rail Extension.

Water:

- North Gateway Advanced Water Purification Plant.

Parks will see repairs or other improvements at eight different facilities. Six programs targeting economic development efforts will receive funding. Wastewater infrastructure will also be enhanced at four plants, as well as several sewer line systems, support facilities, lift stations and other projects. ([Source](#))



Build relationships like you build roads

How smart email strategy keeps you on your clients' radar

You are building Arizona's roads, bridges and infrastructure—but who is building your visibility?

Small firms in the transportation design and construction sector understand that a strong reputation and solid relationships open doors. Yet staying visible to clients like ADOT and valuable partners can be a challenge. You are busy delivering quality work, managing crews and meeting tight deadlines. The last thing you need is another marketing task that feels like a time sink.

Here is the good news: email marketing does not have to be complicated to be effective. In fact, when done right, it can be one of your most powerful tools to grow trust, share your expertise and stay top of mind—all without a big investment of time or money.

This guide will show you how to use email newsletters to engage your audience, highlight your strengths and build the kind of visibility that leads to opportunities.

The challenge: Staying relevant in a competitive space

Clients and teaming partners are not just looking for qualified firms. They are looking for collaborators they know and trust. If they don't hear from you between proposals or project closeouts, you risk being forgotten when the next opportunity arises.

Without a steady communication strategy, even great work can go unnoticed.

The plan: Use email to educate, connect and build trust

A thoughtful newsletter helps you maintain regular contact with your audience, showcase your knowledge and build a stronger brand presence. It does not require fancy marketing skills. What it does require is consistency, clarity and a genuine desire to be helpful.

Here is how you can do it:

1. Share content that solves real problems.

Your newsletter should not be a company brochure. It should offer insights that help your readers do their jobs better. Share lessons from the field, technical tips or stories that show how you think through challenges.

Topic ideas:

- "What we learned navigating utility conflicts."
- "Three ways to stay on schedule in monsoon season."
- "Lessons from a rural safety project in Cochise County."

These topics highlight your team's capabilities while offering readers a helpful takeaway.

2. Write subject lines that open doors.

Your subject line is your first impression. Make it count. Instead of vague titles like "Spring Newsletter" use subject lines that promise value or spark curiosity.

Examples:

- "This simple detail helped streamline permitting."
- "Top safety tip from our latest bridge project."
- "How we successfully coordinated with tribal stakeholders."

These headlines invite clicks and show your audience you have something worth reading.

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Build relationships like you build roads

How smart email strategy keeps you on your clients' radar (Cont'd)

3. Use a format that respects their time.

Your audience is busy. Make your content easy to scan and digest. Use clear headlines, short paragraphs and visuals that support your message.

Try a format like this:

- **Field focus:** Highlight a recent project with a photo and two or three key facts.
- **Team insight:** A short quote or story from someone in the field.
- **Quick tip:** One action item or piece of advice your audience can use now.

This structure delivers value quickly and encourages readers to stay engaged.

4. Feature the people behind the work.

People trust people, not logos. When you showcase the individuals doing the work, you strengthen your brand and build personal connections.

Ideas to bring your team forward:

- “Crew corner” – a monthly spotlight on a field supervisor or technician.
- “Why I chose transportation” – a short Q&A with a new hire or intern.
- “Partner profile” – highlight a teaming partner who helped deliver success.

Even a short paragraph with a photo can go a long way in humanizing your firm.

5. Invite action, not just attention.

End each newsletter with a clear and helpful next step. Think about what action would deepen the relationship, not just promote your services.

Examples:

- “Read more about this project on our website.”
- “Download our right-of-way prep checklist.”
- “Tell us how you’re solving this challenge—hit reply and share.”

Calls to action do not always need to be promotional. When you invite conversation, you invite connection.

What success looks like

When you send a helpful, well-organized newsletter every quarter, you are doing more than marketing—you are building trust over time. You remind ADOT project managers, city engineers and teaming partners that your firm is reliable, smart and active. You stay visible without being pushy. When the next teaming opportunity or RFQ comes up, your name will already be in their mind.

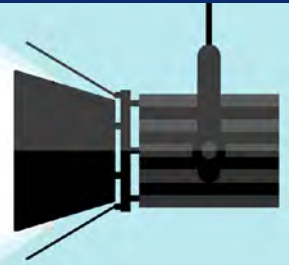
Start small. Stay consistent. Grow big.

You don’t need a communications team to build a newsletter that works. Start with one good story, one helpful takeaway and one strong subject line. Use your knowledge. Share your experiences. Let your email marketing become a quiet, steady engine of growth for your business.

You are already doing great work in the field. Now is the time to make sure the right people know it.



DBE SPOTLIGHT



Beyond Security LLC

beyondsecurityservices.com | (602) 315-5069

Certifications:
DBE/SBE



Meet the owner:

Dez (Desraye) Halon

Halon has more than 33 years of experience in armed and unarmed security, and 8 years of experience in EMS work.

Halon rose through the ranks to upper management and operations positions at top U.S. firms such as ABM Security, Allied Barton and Allied Universal. She oversees more than 20 sites and clients across multiple states including Arizona, New Mexico and Nevada.

In 2017, driven by her passion in security, Halon founded Beyond Security LLC in Scottsdale. Guided by her faith, she promotes good morals and ethics, honesty and full transparency that she instills in her management team and security personnel. Halon provides hands-on training in general security practices, active shooter response and overall safety.

In January 2021, Halon began serving the Arizona DPS State Board for Security and Private Investigators. She has been elected acting secretary for three consecutive years. Her current term will complete January 2026.

Project highlights:

Hub@202 (for Layton Construction)

Provided security officers to watch property, equipment, patrol sites, fence lines and access control of project. Extra officers were posted on the closed streets to keep everyone off the roads and controlled access to only allowable staff.

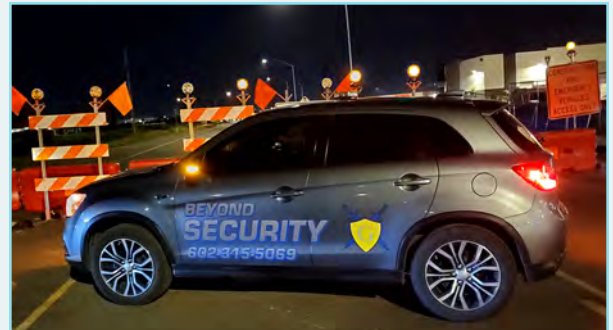
Mullett Hockey Project (for Mortenson Construction)

Provided security officers to watch and secure fence lines, equipment, theft, vandals and vagrants off of the project and also log any and all visitors or subcontractors after hours on this project.

Company history:

Beyond Security LLC has been in business since 2017 and is a woman-owned small business in Scottsdale. It has both DBE and SBE certificates through the City of Phoenix and ADOT. Beyond Security can be found on Sam.gov. Beyond Security LLC provides professional unarmed security officers for construction, closed road work, high-rises, industrial, commercial real estate and more.

All Beyond Security officers are licensed through AZ DPS. They have training before and after reaching the site as well as ongoing monthly training in security and safety.



Tempe council hears CIP overview

The Tempe city council agenda for March 20 included a work-study presentation of staff's five-year Capital Improvement Program (CIP) recommendations.

The presentation by Interim Budget Director Julie Hietter requested feedback on the CIP through 2030 in advance of a comprehensive budget review scheduled for next month.

The total CIP recommendation totaled \$1.95 billion, a minor decrease from \$1.96 billion in the current CIP.

Her report highlighted some projects included in the recommended capital plan, including:

- Minor pavement preservation and roadway mill and overlay programs (\$130 million).
- Downtown/Mill Avenue Improvements (\$34 million).
- Affordable housing enhancement program (\$32 million).
- Public Safety and Fire Medical Rescue Station No. 8 in Novus Innovation Corridor (\$30 million).
- New Police Department substation (\$26.4 million).
- Historic preservation projects (\$11.4 million).
- Sustainability and conservation (\$10 million).
- Security systems and cybersecurity programs (\$9.5 million).

Staff also recommended a \$5 million budget appropriation for property acquisitions and improvements for development opportunities aligning with council priorities, particularly for the Redevelopment Property Acquisition project. ([Source](#))



Arizona construction regained 3,100 jobs in February

The Arizona construction sector gained 3,100 jobs in February, according to the latest report published by the [Arizona Office of Economic Opportunity](#).

Arizona’s seasonally adjusted unemployment rate rose to 4.0%. The January rate was 3.9%.

The national unemployment rate rose to 4.1%, up from 4.0%. In February 2024, Arizona had a seasonally adjusted rate of 3.4%. The national rate was 3.9%.

Arizona had a not-seasonally adjusted (NSA) gain of 20,800 nonfarm employment jobs month-over-month. “Prior to the pandemic (2010-2019), NSA nonfarm employment gained 25,100 jobs on average in February,” the report states.

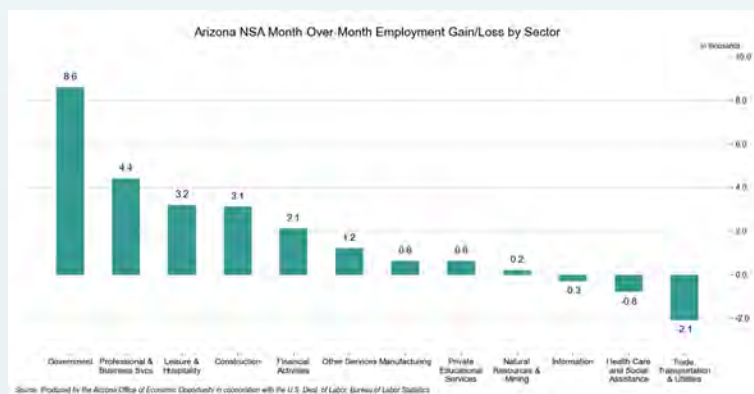
Year-over-year results showed a seasonally adjusted nonfarm employment decrease in the labor force of 13,500 jobs, or 0.4%.

The private sector gained 12,200 jobs, led by professional and business services, which added 4,400 jobs, and leisure and hospitality, which increased by 3,200. Construction’s 3,100 job gain ranked third.

Of the 12 sectors tracked, only three reported losses over the month. Trade, transportation and utilities shed 2,100. Health care and social assistance fell by 800, and information decreased by 300 jobs.

Government added 8,600 jobs.

Year-over-year, five of the 12 sectors reported gains, led by health care and social assistance’s addition of 13,800. The sectors with losses were led by professional and business services’ shedding of 11,500 jobs and construction’s loss of 5,800.



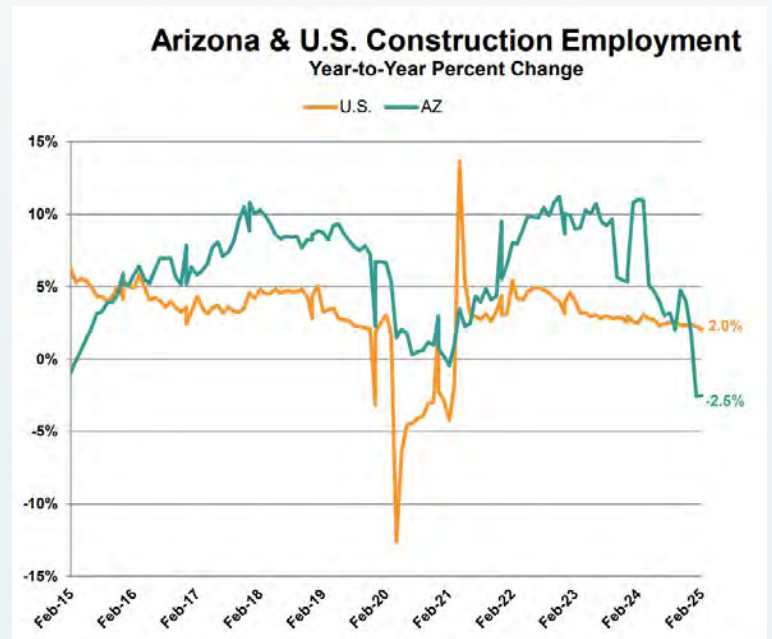
Construction employment

Statewide construction employment totals 222,100 jobs. In February 2024, the sector reported 227,900.

The Arizona construction sector features three major segments: buildings, heavy and specialty trades. There are currently 52,100 jobs in buildings, which is up 500 from January and up 3,700 from February 2024. Heavy construction gained 200 for the month at 26,000 and lost 500 over the year. Specialty trades added 2,400 over the month for a total of 144,000 and the segment lost 9,000 year-over-year.

Construction jobs in the Phoenix Metro Area (Phoenix-Mesa-Scottsdale) added 2,300 over the month for a total of 178,400. The February 2024 number was 182,200. Metro Tucson added 200 over the month to hit 20,300, which is a loss of 1,100 year-over-year.

Yuma, Flagstaff, Prescott-Prescott Valley, Lake Havasu City-Kingman and Sierra Vista-Douglas combine mining and construction jobs in reporting their job sector totals. Yuma added 100, finishing at 3,900. Flagstaff was unchanged at 3,000. Prescott-Prescott Valley added 200 to reach 7,000, as did Lake Havasu City-Kingman, which ended the month at 4,500. Sierra Vista-Douglas increased by 100, reporting 2,100 jobs.



Apache Junction launches CIP project mapping tool

The City of Apache Junction has introduced an interactive, user-friendly tool designed to keep residents, businesses and stakeholders informed about ongoing capital improvement projects throughout the city.

The new online GIS map highlights all Capital Improvement Projects (CIP) approved by the Apache Junction City Council for Fiscal Year 2024/2025. From street enhancements to new park facilities, water system upgrades and more, users can now easily view detailed information about each project at their fingertips.

CIPs cover a range of initiatives, including:

- Construction of new infrastructure and public facilities.
- Major street, park, and building upgrades.
- Capital equipment, fleet and technology investments.
- Enhancements to the Apache Junction Water District system.

Currently, the tool outlines 69 projects spanning various departments and funding sources. Users can explore projects categorized by department, funding status and fiscal year, with features that allow for filtering and zooming in on project locations via an interactive map. Each project includes information such as:

- Project description.
- Estimated budget.
- Funding sources.
- Project number.
- Estimated timeline.

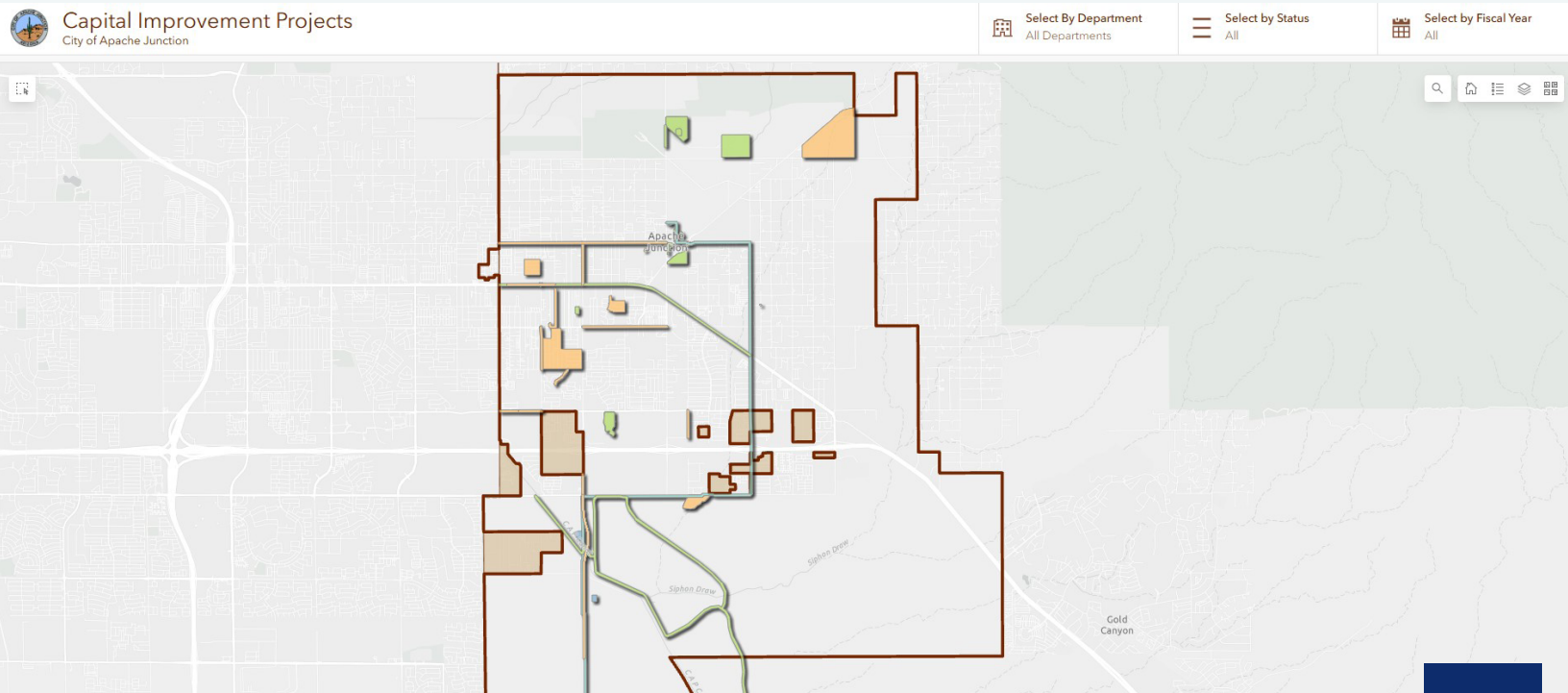
Key funding sources for these projects include:

- Development fees – Contributions from developers to help cover infrastructure costs tied to community growth.
- Capital fund – Funds allocated by the City Council from general fund reserves and other operating budgets.
- Highway user revenue fund – State-shared revenues, often combined with grants, used to fund street and stormwater projects.
- Street sales tax – Dedicated funding for transportation infrastructure improvements.
- Grants and intergovernmental funds – Financial assistance from federal, state and county agencies.

The CIP map will be updated regularly as projects advance and new ones are approved, including the upcoming FY 2025/2026 projects and future five-year plans.

This tool is the latest addition to the City’s suite of GIS resources. Apache Junction’s GIS division also maintains interactive maps covering topics such as zoning, public art, parks and recreation facilities, traffic data, floodplains and water service areas— helping residents access vital information easily and efficiently.

To explore the new CIP map and learn more about ongoing projects in Apache Junction, click [here](#). ([Source](#))



ADOT/BECO Other Associations

****ATTENTION TO ALL FIRMS****

Need help preparing DBE affidavits?
Please see our tutorial video below:

[Preparing DBE Affidavits](#)



APRIL

AAED: 2025 Spring Conference
7:30 a.m. - 9 p.m.
Location: El Conquistador Tucson, A Hilton Resort
10000 N. Oracle Road, Tucson

ACE: Finance in Construction - What PMs Need to Know
2:30 - 4:30 p.m.
Location: Small Giants Learning Lab
5555 E. Van Buren St., Phoenix

CMAA: Breakfast with MCDOT
8 - 9:30 a.m.
Location: Kitchell
1707 E. Highland Ave., Ste. 157, Phoenix

ATB: Trap Tournament
8 a.m. - 1 p.m.
Location: Tucson Trap & Skeet Club
7800 W. Old Ajo Hwy., Tucson

ASCE: Centennial Celebration
4:30 - 6 p.m.
Location: ASU Memorial Union
301 E. Orange St., Tempe

MAY

ADOT: Paving the Way for DBEs and Small Businesses
7 a.m. - 1 p.m.
Location: Mesa Convention Center, Building C
201 N. Center St., Mesa

The Business Engagement and Compliance Office (BECO)'s redesigned [BECO](#) and [Business Coach on Demand](#) pages are now live on the [azdot.gov](#) site. In an effort to better serve our customers, BECO formed a working group to identify improvements for its websites. The goal of the project was to streamline the web pages to make the information easier to find and readily accessible for our customers. The working group redesigned the layout of the BECO and Business Coach on Demand pages to provide a better user experience, including:

- Streamlined contact options making it easier to connect with BECO for faster service.
- New layout making it easier to find and access the resources you need.



Featured Federal-Aid Projects

CURRENT OPEN SOLICITATIONS

Due Date	Project Valuation	DBE Goal	Solicitation / Project Number	Type	Project Owner and Description	Contact
4/18/25 11:00 a.m. MST	\$25.73 million	6.38%	093-B-(222)T; F059201C	IFB	ADOT - System Preservation, Kingman to Wickenburg Highway (US 93) from MP 172 to Moore Ranch Road. The work consists of milling the existing asphaltic concrete pavement and replacing it with new asphaltic concrete pavement, replacing guardrails and terminals, replacing deck joint, repair bridge deck surface, replacing pavement markings and other miscellaneous work.	Contact: Mohammed Patwary, Engineering Specialist, at MPatwary@azdot.gov.
4/18/25 11:00 a.m. MST	\$5.52 million	11.88%	T031101C; GLN-0-(264)T; T011901C; GLN-0-(259)T	IFB	ADOT - Central Core Sidewalk Gap Closures and Construct Flashing Yellow Arrows, Multiple Locations within City of Glendale. The work consists of two projects which include filling the gaps of missing sidewalk by constructing new concrete sidewalk, curb and gutter and curb ramps and installing traffic signal improvements for flashing yellow arrows, installing retro-reflective tape on signal heads, signing and other related work.	Contact: Jalal Kamal, Engineering Specialist, at Jkamal@azdot.gov.
4/18/25 11:00 a.m. MST	\$14.9 million	2.29%	040-B-(236)T; F073201C	IFB	ADOT - Pavement Preservation, Kingman - Ashford Highway (I-40 WB), Fort Rock Road to Markham Pass. The work consists of milling and applying two-pass micro-surfacing.	Contact: Rene Teran, Engineering Specialist, at rteran@azdot.gov.

External Links:

- [ADOT Current Advertisements](#)
- [ADOT Engineering Advertisements](#)
- [ADOT Public-Private Partnership Initiatives](#)
- [ADOT Advertised Alternative Delivery Projects](#)
- [Bidding Opportunities Around the State](#)

DBE SUPPORTIVE SERVICES PROGRAM

1801 W. Jefferson St., Ste. 101, Phoenix AZ
602.712.7761
DBESupportiveServices@azdot.gov

ADOT DBE & SMALL BUSINESS TRANSPORTATION EXPO

May 20, 2025 • Mesa Convention Center, Building C • 7 a.m. - 1 p.m.



PAVING THE WAY

for DBEs and Small Businesses in 2025

Who Should Attend This Event?

Attend the EXPO to make workforce development connections!

- Certified DBEs, SBEs and SBCs.
- Small Businesses who want to work on Transportation Projects.
- Design and Engineering Firms.
- General Contractors involved in Transportation Projects.
- Trade Contractors and Service Providers on Transportation Projects.
- Non-Profits who provide services to Small Businesses.
- Public Agencies.

Don't miss ADOT's, main and *only*, Small Business event of the year!

Registration and more info:
adotdbeexpo.com

Helping Your Small Business Win in 2025

The ADOT DBE & Small Business Transportation EXPO is one of the best events to connect with potential clients and find out about upcoming work. Attendees will hear about upcoming projects from transportation leaders including: ADOT, MCDOT, the city of Phoenix Public Transit and Street Transportation Departments, Valley Metro and Phoenix Sky Harbor International Airport. There will also be a Workforce Development Panel to connect you to workforce development resources.

Some of the Valley's largest engineering and construction firms will be hosting tables and meeting new potential sub-consultants, subcontractors and service providers for their projects. Additionally, small businesses can find out about a host of assistance programs through non-profits and Technical Procurement Assistance Centers.



Arizona Microbusiness
Loan Program

Helping Arizona's smallest businesses succeed



Overview

Small businesses, particularly those with less than five employees known as “microbusinesses,” are the heartbeat of Arizona’s economy. Microbusinesses drive economic development and investment as well as create jobs for thousands across the state. Making funding available to help these microbusinesses grow their businesses will impact individuals, families, and communities across the state.

Coverage Across Arizona



Find your
local lending
partner

Lenders are available to help you today. Microbusiness owners who are interested in applying for a microbusiness loan can directly visit their regional lending partner application page by scanning or clicking the QR code.

Applicant requirements



Five or fewer employees



Owned and operated
in Arizona

Loan funds may be used for:



Operation of the microbusiness,
including job creation and retention



Working capital



Acquisition or improvement
of real property



Acquisition of machinery
and equipment



Refinancing of debt obligations.

How it works

The State of Arizona has designated \$5 million to be available to Arizona's microbusinesses in the form of loans administered by the Office of Economic Opportunity in partnership with Community Development Financial Institutions (CDFIs) and non-profit community lending partners across the state.

- Microbusiness loans can range from \$2,000 - \$50,000 per qualified business. Our current regional lending partners include Growth Partners Arizona, Native Community Capital, Community Investment Corporation, Groundswell, Border Financial Resources, and Verde Valley Regional Economic Organization
- CDFI lenders and community non-profit partners will provide loan recipients the financial education and support needed to improve the outcome of each loan.
- Partners like Startup Tucson, Local First Arizona, Bureau of Indian Affairs Division of Capital Investment, Navajo Nation State Small Business Credit Initiative, Northern Technology and Business Incubator and others will supplement awarded microbusiness loans by offering financial education and training, business planning and forecasting, accounting, credit counseling and other areas to accompany funding to ensure successful growth and development of microbusinesses loan recipients and deliver positive outcomes for borrowers.
- Visionary state leadership from Arizona's Executive and Legislative branches support and champion public investment designed to facilitate economic growth and development and foster job creation in every corner of the state.

By the Numbers

The impact of microbusinesses in Arizona local communities



Arizona has 85,491 microbusinesses employing 155,449 people (average 2.1 employees per business).



Microbusinesses make up 40% of all businesses in Arizona and employ approximately 5% of the total Arizona workforce.



The top three counties with the largest percentage of total employment working at microbusiness establishments are Yavapai (9%), Santa Cruz (8%) and Gila (7%).

The top three industries with the largest percentage of total employment working at microbusiness establishments



Professional, scientific and technical services
17.3%



Real estate and rental leasing
17.0%



Other services
13.8%

**Source: Bureau of Labor Statistics, Q2 2023*