

# Arkansas Highways



WINTER 1982



# Happy Holidays

With sincere warmth and gratitude,  
We wish you and your family a very happy holiday season.

## THE ARKANSAS STATE HIGHWAY COMMISSION

James A. Branyan  
Chairman

David Solomon  
Vice Chairman

Patsy Thomasson  
Member

F.H. Martin, Jr.  
Member

Raymond Pritchett  
Member

Henry Gray  
Director of  
Highways and Transportation

B.K. Cooper  
Chief Engineer

# Arkansas Highways

Volume 28 — Number 4

Winter 1982

October — November — December



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ARKANSAS HIGHWAYS is published quarterly by and for employees of the Arkansas State Highway and Transportation Department as a medium of departmental news and other information. Correspondence and material should be directed to ARKANSAS HIGHWAYS Editor, Public Affairs Office, Post Office Box 2261, Little Rock, Arkansas, 72203. ARKANSAS HIGHWAYS is freely distributed to the public at their request and to all Highway and Transportation Department employees.

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FRONT COVER — Highway and Transportation Department crews work around the clock to clear the roadways of snow and ice. Photo by David Hunter.

BACK COVER — Scenic winter picture by David Hunter.



## **THE DIRECTOR'S PAGE**

The 1983 session of the Arkansas General Assembly will probably be one of the most important ever as far as the future of the State Highway Program is concerned.

Our Legislators are all very aware of the problems plaguing the Highway and Transportation Department. These are not new problems, but the continuation of those that have been with us for several years.

Reduced Federal funding and declining state revenues have caused the Department to cutback on many of the services the public has come to expect. We have reduced roadside mowing, litter pickups and rest area maintenance. One Tourist Information Center has been closed and another is scheduled to close. New construction activity has been slowed and bid letting sessions for future work have been held only five times this year. Normally, the Highway Commission meets 10 or 11 times a year to award contracts.

Inflation has reduced the purchasing power of the 1983 revenues to pre-1975 levels. It has been estimated that approximately \$100 million in additional funds is needed just to keep the highway system status quo.

On page 8 in this issue of "Arkansas Highways" there is an article on highway funding methods. This article explains why the current methods of paying for highways are in trouble and also examines other funding approaches being used by some states.

As we go into this legislative session many of the items mentioned in this article will be discussed by our lawmakers. It is extremely important that Highway and Transportation Department employees, as well as the general public, understand these items. So please, take time to read this article and familiarize yourself with the various funding methods because you will be hearing and reading about many of them in the months ahead.

Another item that will create much discussion and publicity is the matter of increasing the legal maximum truck weight to 80,000 pounds.

This is not a new issue. It has been with us for years and the Highway Commission's position remains unchanged. The Commission will continue to oppose an increase in truck weights as long as the industry refuses to pay its fair share for roads and repairs. The recently released Federal Highway Cost Allocation Study reported that big trucks should be paying 41% of all highway costs; however, they have been paying only 35% nationally and only about 30% in Arkansas.

These are indeed difficult times. We've faced serious problems in the past and have overcome them. I am confident we can do it again. Much of our success over the years is due to the fact that Highway and Transportation Department employees are dedicated to serving the public and making the most of what we have.

Our goal is to continue to provide the citizens of Arkansas with the best highway and transportation program possible.

It has taken hard work to accomplish what we have over the years and the Highway Commissioners and I want to express our thanks to you for your tremendous dedication to this never-ending task. We would also like to wish you and your family the very best for this holiday season.

Henry Gray  
Director of Highways and Transportation



## An Interview With Highway Commission Chairman James A. Branyan

James Branyan, a Camden businessman, was appointed to the Arkansas State Highway Commission by former Governor Dale Bumpers in January 1973. He has served as Chairman since February 5, 1981. His ten-year term on the Commission will expire next month. In a recent interview with Arkansas Highways Editor Bill Stanton, Branyan discussed the developments that have taken place during his term on the Commission and expressed his views on the future.

STANTON:

*Shortly after your appointment to the Commission in 1973, the nation experienced the beginning of what became known as the Energy Crisis. This signaled the start of the decline in highway revenues brought about by reduced fuel consumption and other factors. In your opinion, how has Arkansas' highway program fared in light of these developments?*

BRANYAN:

Well in '73 when I came on - actually the first few years were pretty good years. I guess '78 and '79 were probably the biggest years we've had. In fact, I know in '79 we let more to contract than any other time. I would say Arkansas fared better than a lot of the states because we did not have indebtedness and we didn't have any bonds we had to pay off. The Constitutional independent status of the Highway Commission has certainly given us more leeway to utilize every dollar to its fullest. I think our staff has stayed so far ahead with the planning that we've been able to capitalize on a lot of Federal funds that were actually earmarked for some other states that were not able to take advantage of them. The combination of the independency of the Commission, plus a staff that's really been on their toes, has let us fare probably better than a lot of other states. Too many of the states are geared totally to the political arena and when they change governors - they change the entire highway commission, and they have not had any long-range continuity, consequently when the commission changes, the top staff people change and it's a chain reaction right on down the line. So, I really feel like Arkansas has utilized its dollars more effectively and efficiently.

STANTON:

*Another major concern that has been around throughout your term is the truck weight issue. What do you foresee happening on this question?*

BRANYAN:

I think all bodies that have either opposed it or have been in favor of it have finally reached the conclusion that 80,000 pounds would be of an economic benefit. But, on the other hand, understand that 80,000 pounds would do more damage and the Department needs money to repair that damage done to the highways by the heavy trucks. I feel very confident, at this point that with the efforts being put forth from the Commission, the Good Roads Transportation Council and other independent agencies that the people of Arkansas are more aware at this time of the 80,000 pound truck weight issue than ever before. I don't feel that just an 80,000 pound bill will be passed without some type of a revenue package with it. I doubt that the \$32 Million that we're asking for is really adequate, but I do feel that the Legislature

recognizes the needs of the Highway Department and I think they will be more susceptible to some type of revenue package tied to the 80,000 pounds that would be in relationship to the damage. The Federal Cost Allocation Study bears out the fact that what we've been saying is true and I think we've got all kinds of credibility. We've never lied to them, we're stating a fact to them and somebody's got to pay the bill. I think it's imperative that they do tie it to a weight-distance tax, or ton-mile tax, which I think has a distinct possibility of passing.

STANTON: *What do you consider major accomplishments during the ten years you've been on the Highway Commission - some of the things that stand out in your mind?*

BRANYAN: Well, there are a lot of them. If you look back as far as twenty years ago, I guess virtually all of the major projects that have been done in the State of Arkansas have been done in the last twenty years. The Interstate System, the Pine Bluff to Little Rock road has been opened - from Little Rock to Jacksonville - and from Jacksonville to Searcy and Bald Knob - the Wilbur Mills Freeway is nearly completed - the East Belt Freeway is completed - Interstate 430 around the western part of Little Rock has been completed and the El Dorado to Camden four-lane and to Fordyce is virtually all under contract. So if you look at the big major projects, the big portion of those have been opened during the ten years I've been on the Commission. Now there are a lot of other areas - we have eliminated about eight or nine ferries in the state with bridges - that's been a major obstacle we've tried to overcome. We have paved a big portion of the unpaved state highways that were gravel during this ten years. I think those are certainly major improvements that we can all look back on and take pride in. Not only that, but internally in the Department. The fringe benefits, the salary increases that have come to the employees - and I'm proud to say that during my ten years I've been to the legislative session about six or seven times - and most of those times we've been out there fighting for employee benefits. I'm proud to say that during the last ten years they've improved considerably. So, just overall, we've got a good operation. We have a tremendous staff of people that I've enjoyed my relationship with tremendously. We have as professional a staff as any state agency anywhere in the nation.

STANTON *Where has the Department fallen short over these years? Are there things you would liked to have seen accomplished, but were not?*

BRANYAN: Well, I think all of our accomplishments have got to be tied to revenue - and unfortunately, all of our revenue sources have been tied to a declining element like the license tags all based on the weight of the cars, and the gasoline tax based on consumption, which has been falling. The fact that we have lost federal funds and lost state funds has certainly limited or tied our hands as to what we can do. There are plans down at the Feds and plans on the drawing board today and if we had had more money we could certainly have accomplished a lot more. I really don't know anything that we could have done better. Of course, it's all based on the capability of financing. The cost of construction has gone up. If that had not happened, if the energy crisis had not hit, all these things we have no control over, but I think those things that we have been able to control, we've done a pretty good job with it.

STANTON: *What was your opinion of the Commission and the Department before your appointment? Has that opinion been altered in any way?*

BRANYAN: Well, of course, I really didn't have any earthly idea what a Highway Commissioner's job really was. I didn't understand the influence and the power that we could have. The five Commissioners have a tremendous responsibility and they spend a lot of money. The ten years I've been on the Commission, I guess we will have spent probably 2½ billion dollars - and that's a lot of money. The Highway Commissioners that I have served with have all been good people. They've been dedicated and they've given of their time - and certainly, as you know, there's no salary with this job. We do get a per diem and expense - but for the first six years I served on here, there was a limit as to how much we could draw - and it's been a pretty costly thing to a lot of the Commissioners in the past. To be a good Highway Commissioner and to devote as much time as I have to it, you need to be in a position where you can leave without your business closing up, and it's kind of hard. I'm in the retail business and of course when I leave,

my employees take it on for me. But it's been a very interesting ten years. It's been a challenge for me.

STANTON:

*The Department has been a constitutional agency for 30 years. There have been some attempts to change that status over the years. What are your feelings about this?*

BRANYAN:

I think all of us ought to understand that the Commission setup that we have in Arkansas, is without a doubt, the best in the United States. I would be totally committed to do whatever I could to see that the independence of the Highway Commission is maintained. We've had to fight that through the Legislature - we've had to fight it through two Constitutional Conventions since I've been on the Commission, and fortunately we've been able to prevail. But the problem we have, as I see it, is not only in highway construction, but in the maintaining of the independence of the Highway Commission, is that we have such a young society today that they can't remember what it was like before. You talk to any of the oldtimers in the State, and particularly those oldtime employees of the Highway Department, and compare what we have now as to what we had before the Mack-Blackwell Amendment and I think that there is no comparison. It would be an utter disaster for us to go back to the old system. You can talk to any other state that you want to talk to, and we're the envy of every state in the nation for having the flexibility and the long-range continuity and everything that goes with an independent highway agency, compared to one that serves strictly at the wishes of a Governor. And I would hope that the people of Arkansas, and the people who work for the Highway Department would understand the importance of that.

STANTON:

*Over the past ten years, the Department has taken on many new responsibilities, such as the State Aid County Road Program, the State Rail Plan, and expanded its role in Public Transportation. How has the Department handled this change and do you foresee additional responsibilities?*

BRANYAN:

Well I think the staff has handled it very well. We are the only agency in the State that has the professional capability, the engineering staff, and all of the things that can really handle the planning and the research for all modes of transportation. I think it was a step in the right direction to change it to the Highway and Transportation Department. We did take over the State Aid Road Program, the city aid and the rural bus transportation and handling all these factors, I think our staff has done a tremendous job and a very commendable job. I recommended back some time ago that we begin studying the possibility of maybe taking over the County Road System. I think at some point, we in Arkansas are going to have to face reality. Are we prepared to continue to pay for duplication of services or are we willing to consolidate some services? If we could get the three-mill road tax for the counties and their state turnback, our professional staff and the equipment that we have, could eliminate a lot of duplication of services that is now being carried on between the Highway Department and the county road service. I realize there's some opposition from some County Judges, but lately we have had two or three counties call and say they'd like to be one of the pilot counties. We do have enabling legislation, as I understand it, and we can put it on a trial basis in a couple of counties. I think this has got to be the trend that we go to in some areas because the cost of construction has continued to go out the ceiling and at some point we're just going to have to realize that we can't afford a duplication of services. I can see the role of the Highway and Transportation Department expanding to more modes of transportation - not just cars and trucks on the highway, but all, because I think we do have the expertise and the professional staff to handle it.

STANTON:

*If we're to continue to have a good highway program - a successful program - there's going to have to be some changes in financing. What are some of the suggestions you have for changing the method of financing for highways?*

BRANYAN:

Arkansas has gone on the theory that the road user pays for the roads. Other states have gotten away from that. Mississippi has a tremendous bonded indebtedness - Louisiana gets a tremendous amount of severance taxes - the State of Texas uses a lot of money out of general revenue - Oklahoma and a lot of other states have toll roads. Now if we're going to continue to do that, then that road user tax must be tied to some kind of an inflationary factor - like a percentage

on the gasoline instead of a fixed cents-per-gallon, and a weight-distance tax on the trucks that haul heavy loads. Of course, it's also important that if we're going to stay on just the road user tax that we get all of the road user taxes. The sales tax on new cars and trucks goes into General Revenue. If you buy tires and batteries or anything else that's related to an automobile, it goes into General Revenue. So if we're going to continue to build and maintain highways just on a road user tax, then I think it's imperative that the Legislature and the Governor recognize that we need all of the road user tax. We have proposed to the Legislature that they might phase that in over a three-year period of time, and at some point, if the State ever raises the sales tax to four or five cents, then I think that would be the time to do it. But it's a known fact that as the cars get lighter, license tags are less, and they're using less gasoline and our consumption is falling so our revenue is falling and yet the demand for highways is as great out there as it has ever been. We go around the state holding public hearings and speaking to civic clubs and they just line up to tell you what they need done in their area and it's unfortunate that we don't have the money to do it. So, somehow, we've got to do a better job in the Highway Department of convincing the public that the needs are real and that the revenue source is continuing to fall and must be tied to some inflationary factor. Most of the people of Arkansas don't really understand how we operate. You know, I speak to civic clubs and invariably somebody will come up and say, well I never dreamed of that. But unfortunately, the people that we speak to at the civic clubs, are not the ones we have to convince. We've got to reach the people that never go to a civic club and they don't understand. We've got to do a much better job of public relations than we've done in the past - and that's not easy to do.

STANTON

*Being a Highway Commissioner is a time-consuming task. These additional duties must be worked into an already busy schedule. How has this affected your personal life, and has it been worth it?*

BRANYAN:

It's been one of the most enjoyable ten years, I guess, that anybody could put in and I have thoroughly enjoyed it and it has been worth it. I can look back and see some of the projects that have been completed during my ten years and in future years I can drive with my grandkids and say I cut the ribbon on the East Belt Freeway, the Memphis Bridge, the Pine Bluff-Little Rock road, and I've dedicated a lot of the major improvements. I have never turned down a delegation, I've never turned down going to speak and I have only missed probably one or two ribbon cuttings or dedications of any kind since I've been on the Commission. I'm not saying that boastfully - but my job - my people - my employees - carry my business on so I'm free to go a whole lot more. I've met some of the greatest people in the world and I've learned to respect, not only the construction industry, but the highway people, and the people throughout the State of Arkansas that I've become very close friends with. That's the fringe benefits that you reap from it. But I certainly would recommend anybody serving on the Commission if they have time to do it. You get a lot of kicks in the rear - and you get a lot of criticism - but I've always done the best that I knew how to do and I've never been accused of being two-faced. I've been plain spoken and I don't have to worry tomorrow what I said yesterday. I've enjoyed it tremendously and I think everyone that ever serves - it has to be a great inspiration to them to have served with the people you get to serve with.

STANTON:

*What advice would you give to those who are to follow you in the years to come on the Highway Commission?*

BRANYAN:

I would be reluctant to do that. I think everybody has to do his own thing. I think a person would have to weigh very carefully whether they had time to devote to it to do a good job because it is a time consuming job - and it doesn't just accidentally happen. If a person wants to do a good job on the Commission, they have to be prepared to give the time and the sacrifice. And all of the Commissioners that I've served with, I think, have done that and we've all had a lot of darts shot at us. When I went on the Commission, we had dues checkoff and collective bargaining to fight and we came along then and got into the truck weight bill. We have had the Constitutional Conventions trying to take the independency away from us and too many of our fights in the Legislature had to be negative. We really haven't had the opportunity to go out there and be positive about things and sell ourselves on our good points. It gets to

the point sometimes, where it's very hard to do what you know is right for the State and for the Highway Department and yet not have some enemies on the other side shooting at you. But all I know to do is be fair and honest and try to spend the money as wisely and effectively and efficiently as we know how and we just have to let the derived benefits that you can see in the good highway system we have answer the criticism because I think it will do that.

STANTON:

*Do you see a former commissioner having a duty or an obligation to continue to speak out and be informed on a highway program - or do they just, after ten years, put it aside and go on?*

BRANYAN:

That depends on the individual. As you know, as the commissioner goes off, the present commission makes him a Commissioner-Emeritus and I think we have had a very close relationship with most of the commissioners that have gone off. Unfortunately, when you go off the commission you lose your influence as far as the legislative relationship is concerned. So there is a limit as to what you can do other than just being a good public spokesman, which is very important. The highway matters in Arkansas are very complicated and a very big business. It's hard to tell the people who live in Camden, why we spend so much money in Pulaski County. When you start trying to explain to them that there are 39 different federal classifications of money coming from the Feds and you've got to spend it in that classification or you can't spend it anywhere else - they really don't understand. Everybody's number one priority is the road they drive on, that's human nature. The people in south Arkansas really could care less what goes on up in north Arkansas unless they drive up there once in awhile to visit their family or somebody. It's extremely hard to be a good Highway Commissioner because the money is so limited that you can't be everything to everybody. It's amazing to me when you go into one part of the State and they just swear that the other section of the State is getting all of the money. You go to that end of the State and they're right in reverse, the other section is getting it all. But in reality, when you get down and look at it, at what's happened in the last twenty years, we have made tremendous strides. One of the problems that we really have is the fact that our society is so young today that they can't remember where we were twenty-five or thirty years ago and it's been quite interesting to me to go speak to civic clubs and other places and just take a survey of the age bracket of the people. You know, I finished high school in 1950 and I'm not really an old man - but in 1950 the county I lived in there was not a mile of paved highway on the state system. Today I don't think there is but one mile of unpaved highway in that county - and that's not in my district - so they didn't get them all since I've been on the Commission. Out of the 16,000 miles that we have on the state system today, there are only 750 of them that are unpaved - and a lot of those 750 miles have so low travel counts on them, they probably really don't justify being paved. But when you consider the improvements that have been made just in the time I've been on the Commission, but particularly under the 30 years it's been under the Mack-Blackwell Amendment, we've made more progress than any other state in the nation and we ought to take pride in that. As a Highway Commissioner now and a ex-commissioner later, I will always take pride in that and tell that story everywhere I get a chance.



## TRIP REPORT:

# An Analysis and Update of State Highway Funding Methods

Arkansas' highway program, like that of many states, is at a critical crossroads. Funding at both the state and federal levels is continuing to decline. Revenues produced by the traditional funding sources are not adequate for the unprecedented road repair needs throughout the nation.

States are responding by re-evaluating their historic approaches to funding and in many cases are adopting financing programs that are vastly more sophisticated, flexible and sensitive to changes in consumption, inflation and driving habits.

This article, rewritten from a recent report on highway funding prepared by The Road Information Program (TRIP) of Washington, D.C., examines the plight of the nation's roads, highways and bridges and the funding methods at the federal and state levels.

### ROAD AND BRIDGE DETERIORATION

Road and bridge deterioration is critical at a time when more government programs are battling for fewer state and federal dollars.

In the past it has been easy to postpone road and bridge repair work. But the deterioration continued. Meanwhile, the costs of delaying repairs have been soaring.

#### Roads

Periodic road resurfacing can extend its life indefinitely. But if road deterioration leads to reconstruction, the work can cost five times as much as resurfacing.

Today, an estimated 240,400 miles (12.3 percent) of the nation's paved public roads and streets are in "poor" or "very poor" condition.

An additional 1,006,500 miles (51.4 percent) of paved roads are rated only "fair"—also a substandard category.

Current road needs total an estimated \$270 billion in 1982 dollars.

#### Bridges

An estimated 126,655 bridges on the nation's public roads are classified "structurally deficient" in the 1982 Highway Bridge Replacement and Rehabilitation Report to Congress. These bridges can't support the maximum vehicle weights allowed on connecting roads.

Another 121,872 bridges are labeled "functionally obsolete" in the report. Many are single-lane bridges with hazardous approaches.

The 248,527 "structurally deficient" and "functionally obsolete" bridges account for 44.6 percent of the 557,516 bridges in the nation. The Federal Highway Administration has estimated that it would cost \$47.6 billion to rehabilitate or replace the eligible deficient bridges.

At current funding levels, many state and local transportation programs are pressed to meet immediate road maintenance let alone catching up on the growing backlog of repairs.

### THE HIDDEN COSTS IN ROAD AND BRIDGE NEGLECT

Driving over rough, rutted and broken pavement results in increased fuel consumption, damage to brake, steering and suspension systems and excessive tire wear. The annual added cost of driving on deficient roads is \$27.07 billion at mid-1982 prices or \$187 per motorist annually.

### THE USER-FEE SYSTEM

For more than 80 years, the "user-fee" concept has built and rebuilt the nation's road network. Through user-fees, users pay for the system.

"User-fees" include vehicle and parts taxes, license and registration fees, tolls and special road-use fees, as well as the motor-fuel tax.

### SHIFTS IN HIGHWAY FUNDING PATTERNS

Road programs depend on motor-fuel taxes to produce most of the revenue for road and bridge repair. But these revenues are dropping at a time when most states face unprecedented backlogs of highway repair needs.

Some states are taking extraordinary steps to stretch road and bridge life spans without paying for repairs. Arkansas claims to have some of the worst rural Interstate highway conditions in the country. In a move closely watched by other states, Arkansas is attempting to "equalize pavement wear and thus extend the life of the roads" by encouraging truck drivers to drive in the left lane. Michigan faces layoffs of up to 240 workers this year, reducing maintenance services in freeway rest areas and roadside parks. There will be less roadside mowing and sign repairs and replacements. Virginia has

reduced its highway department employment rolls by 2,000 since 1978.

The federal motor-fuel tax remains at the 1959 rate of 4-cents-per-gallon.

In the 20 years prior to 1980, the average state motor-fuel tax increased by only 3 cents per gallon. At the end of 1980, the average state fuel tax stood at 8.7 cents per gallon.

Today, the average gasoline tax for all states and the District of Columbia is 10 cents per gallon. (9.5 cents per gallon in Arkansas)

## FUEL CONSUMPTION AND REVENUES DOWN

The record number of lighter, more fuel-efficient vehicles that have hit American highways in the past few years is challenging the basis for paying road repair bills.

Motor-fuel taxes have been the mainstay of state highway funding, in 1980 generating an average of 48.6 percent of all road revenues collected at the state level. (60.1 percent in Arkansas)

But motor-fuel consumption shows no signs of stopping its decline—from 1979 to 1980 it dropped 7.11 billion gallons or 5.8 percent. Some studies now project additional fuel use drop-offs of as much as 30 percent by 1990.

## FEDERAL HIGHWAY FUNDING METHODS

States rely heavily on the federal government to meet highway needs. Federal funding for roads and bridges comes from the Federal Highway Trust Fund, which was established by the Highway Revenue Act of 1956.

Trust Fund revenues are generated by a number of highway user fees.

The 4-cent-per-gallon tax on gasoline, diesel and special fuels used in highway vehicles is the largest source of income. Other sources include taxes on special fuels, tires and inner tubes, new trucks, buses and trailers over 10,000 pounds gross weight and fees on truck parts and accessories.

But fuel-efficient vehicles have been eroding this highway funding source. While the 4-cent federal motor-fuel tax generated sufficient revenues into the early 1970s, changes in driving habits and fuel consumption over the past decade have cut into these revenues dramatically.

Revenues from the motor-fuel tax contributed 79 percent of all the funds collected by the Highway Trust Fund in 1959. But that percentage has been slipping for nearly 20 years.

Motor-fuel tax receipts dropped from 70 percent to 64 percent of total revenues between 1973 and 1974. By 1980, motor-fuel tax income was contributing only 58 percent of the Highway Trust Fund's total revenue.

## STATE HIGHWAY FUNDING METHODS

States fund highways in a variety of ways.

### Cents-Per-Gallon Motor-Fuel Taxes:

The most traditional funding mechanism is a cents-per-gallon user-fee on the sale of gasoline and diesel fuel. This is the approach used in Arkansas. This method is unsatisfactory because the rate needs to be continually adjusted by state legislatures to allow revenues to keep pace with inflation. Also, with decreases in fuel consumption, transportation officials can no longer expect revenues to increase as they had.

### Variable Motor-Fuel Taxes:

Looking for a solution to the traditional, fixed, cents-per-gallon motor-fuel tax, eight states have opted for a "variable" or "percentage-type" motor-fuel tax that adjusts automatically to several possible variables.

Over the past decade, while motor-fuel use was declining, motor-fuel prices were increasing. Initial variable-tax legislation set tax rates as a percentage of fuel costs at the retail or wholesale level. As inflation boosted motor-fuel prices up, it also boosted revenues.

But fuel consumption continued sliding at record rates, and after several years of unprecedented motor-fuel price hikes, fuel prices have dropped and moderated.

Without a "floor" or a level below which the tax can't fall, revenue for the states will drop considerably as fuel prices decline.

### Sales Tax:

Nine states obtain some of the variable tax's benefits by applying existing state sales taxes -- from which motor fuel is usually exempted -- to the wholesale or retail price of gasoline.

The sales tax allows the states a predictable revenue that will adjust to inflation. However, only Georgia has a permanent dedication of its motor-fuel sales tax revenues to roads. Hawaii is dedicating its sales tax revenue only until 1984. Partial dedication of motor-fuel sales taxes exists in Illinois, Michigan and Mississippi. Motor fuel is exempt from the sales tax in Arkansas.

### Tolls:

Perhaps one of the oldest methods of funding highway construction and upkeep is through tolls. On public roadways, tolls traditionally have been collected to repay outstanding loans used to construct the highway or bridge. But some states have continued toll collection after original construction

loans have been paid. Thirty states currently have toll facilities. There are none in Arkansas.

#### General Funds:

A total of 22 states will receive same revenue from their general funds to supplement the highway monies generated from user-fees this year. This, however, usually tends to be a stop-gap measure. Unless these funds are permanently dedicated to maintain roads and bridges, the allocations of general fund revenues require annual legislative action.

Since road and bridge construction and repair programs are generally long-term projects, an annual request for general funds often fails to provide the stable and predictable revenue source that is necessary, and relying on money from the general fund would probably necessitate an increase in other taxes.

#### Budget Indexing:

Budget indexing is used most frequent when a state legislature agrees to satisfy specific needs over a defined period of time. Several states use this method.

In Texas, for instance, the legislature identified highway construction needs for 20 years and agreed to fund them. It uses an existing Tax Clearance Fund to make up the shortfall between the cost of each year's highway work and revenues from dedicated highway user-fees.

#### License and Registration Fees:

Many states assess fees for driver's licenses, motor vehicle registrations, motor vehicle inspections, truck weights, record checks and "vanity" plates to supplement road and bridge funds. These fees usually don't provide a sizeable portion of the highway revenue, but offer a predictable income to departments of transportation.

Since most fees are a flat rate, they aren't proportional to highway use unless they consider the weight of the vehicle and the mileage driven (i.e. weight-distance taxes and ton-mile taxes).

#### Franchise Tax:

A franchise tax or excise tax is a direct tax on the oil companies in the state. Three states have enacted similar measures.

The long term impact from this type of tax on revenues is unclear. But because it operates on a percentage, it will allow increases automatically as gas prices increase and likewise, decreases as motor-fuel prices drop.

#### Other Funding Sources:

Some states have chosen non-traditional funding sources to boost road revenues with monies not generated from direct user-fees.

Severance taxes, imposed on producers of coal, natural gas, minerals, petroleum and timber, are levied as "compensation" for natural resources removed from the state's land or waterways.

In 26 of these states the revenue goes into the general fund. The other five states dedicate a portion of their severance tax revenues to roads. But the revenue is generally restricted to maintaining roads used in extracting and hauling the products.

Several states also are studying the concept of an energy-road tax. An energy-road tax would be levied against energy producers, especially coal producers, whose heavy trucks are hauling the energy material to utility plants or rail stations. No state, however, currently imposes an energy-road tax.

Some states are using bonds to finance their road and bridge needs. Many states consider bonding the only source of funds for major new construction or reconstruction.

Other user-fees being considered, especially for electric and alternative-fuel vehicles, are excise taxes on automotive parts and products or a direct tire tax levied on each tire. A tire tax could function as fairly as current motor-fuel taxes. Heavy users of the roads would pay more since they would purchase tires more often.

Still other states are studying the feasibility of having portions of lottery proceedings or gambling taxes aiding the funding for highways.



## AHTD Supervisors Attend Human Relation Training Seminar

“How do I get people to respect or like me?”

“How do I motivate others to be more productive?”

“Why don’t my intentions come off  
quite the way I want?”

Why don’t others see a situation the way I do?”

Can the necessary skills be learned to deal with some of these issues? By understanding your impact on others and practicing new behavior, you can have control over your relationships and build inter-personal competence. This is a basic ingredient of effective management and why sixty managers and supervisors attended a two-day workshop in October at the Sign Shop Complex.

The Human Relations Training Seminar was presented by the Center for Management Development, University of Central Arkansas, Conway. Dr. Bob Fisher, Director of the Center and Dr. Bo Thomas, Consultant with the Center, were the seminar leaders.

J.R. Whitehurst, District Three Maintenance Superintendent, said it was “refreshing to have instructors with the professional ability and knowledge of the course and also to have information which can be used in practical application.”

District Two Engineer Sam Smith, said, “The course was very good. I enjoyed the experience and feel the information will help me be a better manager.”

J.E. Lowder, Assistant Chief Engineer for Operations, sat in on part of the seminar. His sentiments

were the same as H.O. Beaver, Resident Engineer in District Five, “The seminar was an informative and thought provoking program.”

The seminar consisted of a lecture, group participation and included a somewhat “saucy” film that capitalized the overall significance of the program.

The objectives of the program were twofold: First, to increase productivity through better utilization of human resources; and second, to help managers create situations which allow subordinates to increase their level of job satisfaction.

Numerous theories and ideas were covered and participants learned to distinguish assertive, non-assertive and aggressive behaviors. Hopefully, each supervisor will become more effective through assertive behavior.

The participants were asked to evaluate the program; their responses were overwhelmingly positive.

Said Allan Holmes, District Four Engineer, “Very worthwhile course, time well spent.” And it was.

So employees, if you notice a change in your boss, work with him, he’s practicing his assertiveness.

## PUBLIC HEARINGS

### Highway 4 Bypass Discussed at Warren

More than 150 persons packed into the Bradley County Courthouse at Warren September 14 to hear Highway and Transportation Department officials explain a proposal to construct a southern bypass of the city of Warren.

Over 20 persons spoke in favor of the measure, although some requested minor adjustments in the alignment of the highway.

Surveys Engineer Bob Mattox told the audience that the idea of a bypass was first considered as far back as 1963. Mattox said traffic studies conducted at the time indicated there were three possible solutions that would offer various degrees of relief.

In 1964 the State Highway Commission authorized the widening and extension of Central Avenue to carry Highway 4 traffic through the city. A lack of funds delayed further consideration of the proposal until 1977 when a public hearing was held on the Central Avenue project. Citizen opposition expressed at the time led to rejection of the project and the feasibility of a bypass was again studied.

Several recommendations were made in 1980 and the improvement of the Pine and Martin Streets

intersection was the result of that study. The Department is also in process of acquiring right-of-way to improve Martin Street, which is State Highway 8.

The 1980 study also re-evaluated a northern bypass on Highway 4 and an eastern and western bypass on Highway 15.

The southern bypass of State Highway 4 was deemed the most suitable of the four bypass alternatives.

The south bypass would begin on Highway 4 west of Warren in the vicinity of the drive-in theater, proceed southeast, crossing South Martin, then east along Forest Road to Highway 15. From there the bypass would proceed east approximately one mile, then northeast to State Highway 4. The route would be about 4.8 miles long and cost an estimated \$3.4 million.

The proposed location must be approved by the Federal Highway Administration before any design work can begin. Once location approval is received, a second public hearing on the proposed design will be offered.

### Pocahontas Residents Support Bridge Widening

The Highway and Transportation Department's proposal to widen the Highway 67 Black River Bridge at Pocahontas drew support from area residents at a public hearing on the project October 5.

Under the proposal, the department would construct a new two-lane bridge parallel to and immediately downstream from the existing two lane structure. The two bridges would be separated by a median barrier. The bridge project would require acquisition of three businesses in the "Y" intersection of Highways 67/62 & 90 just west of the river.

Roadway Design Engineer Bob Walters told the audience that while the present structure is "functionally obsolete", or unable to handle the volume of traffic it serves, it is still "structurally sound". Walters said approximately 14,300 vehicles per day cross the existing bridge. That figure is projected to be over 20,000 a day by the year 2000.

Walters noted that actual awarding of a contract on the project will depend upon the availability of Federal funds, however, the department will continue with final design plans and should be ready for letting in the fall of 1983.



## North Belt Project Draws Public Interest

The Highway and Transportation Department's Environmental Division spent four days in September gathering citizen comments on the proposed North Belt Freeway project in north Pulaski County.

The proposed highway would connect Interstate 430 west of North Little Rock with Interstate 440 east of North Little Rock. The freeway would range from 12 to 18 miles in length, depending on which of the seven proposed corridors is chosen.

According to a planning study completed earlier this year, this highway facility has been part of transportation plans since 1941. The freeway was also included as part of a metropolitan circumferential route in the initial plan which included the Interstate Highway System in 1956.

The Highway Commission authorized the planning study in 1977. The purpose of the study was to provide transportation planning data and recommendations that are essential for subsequent public comment and environmental, location and design activities.

The information gathered by the Environmental Division in September will be used to assist in the preparation of an environmental assessment on the project. The Division used its mobile Information Trailer at various locations in north Pulaski County to gather the comments.



## Railroad Project Discussed at Pine Bluff

Plans to eliminate five at-grade railroad crossings in the City of Pine Bluff were discussed at a Public Hearing October 19.

The project includes the consolidation of the Missouri Pacific and the St. Louis-Southwestern railroad tracks along the Fourth Street corridor; the construction of grade separations at Texas, Walnut, Plum, Sixth, and 17th Streets; and the closing of selected streets in the Fourth Street corridor.

Pine Bluff was selected for a railroad demonstration project in 1976 by the Federal Highway Administration. A year later an extensive feasibility study for the relocation of rail lines, separation, or protection of railroad-highway grade crossings was conducted.

Following a public hearing in June 1978 it was recommended that both sets of railroad tracks be

relocated from the downtown area. However, due to Federal budget constraints, funding was not provided for the relocation project.

The Federal Highway Administration agreed to give consideration for funding of Preliminary Engineering and Design for a limited build alternative. Therefore, the five locations were ultimately chosen for the proposed grade separations. The Federal Highway Administration provided \$300,000 for the preliminary engineering, however, there are no construction funds presently available.

It is the intent of the Highway and Transportation Department to proceed with final design and request approval for the construction. The status of future funding is uncertain at this time, however, the Department is hopeful that the project will be approved for funding.



## New Section of Highway 67 Opened to Traffic

The Arkansas State Highway and Transportation Department opened a 6.6-mile section of Highway 67 from Bald Knob to near Bradford, October 18, 1982.

The total cost of the new four-lane divided highway is \$17.3 Million. Due to the decline in federal and state highway funds in recent years, the project had to be constructed under four separate contracts spread over the past four years.

The first contract, awarded in June 1978, to J.D. Barter Construction Company, Inc. of Harrisburg, Illinois, was for earthwork and bridge construction on a five-mile section from Bald Knob to Russell. The \$5.9 Million contract involved over 1.5 million cubic yards of earthwork and was completed in October 1981.

In May 1979, the Highway Commission awarded a \$4.9 Million contract to Foster & Creighton Company of Nashville, Tennessee for earthwork and bridge construction on a 4.1-mile section from Russell to Bradford. Foster & Creighton was also awarded a \$595,000 contract in July 1980 to construct a county road overpass north of Russell.

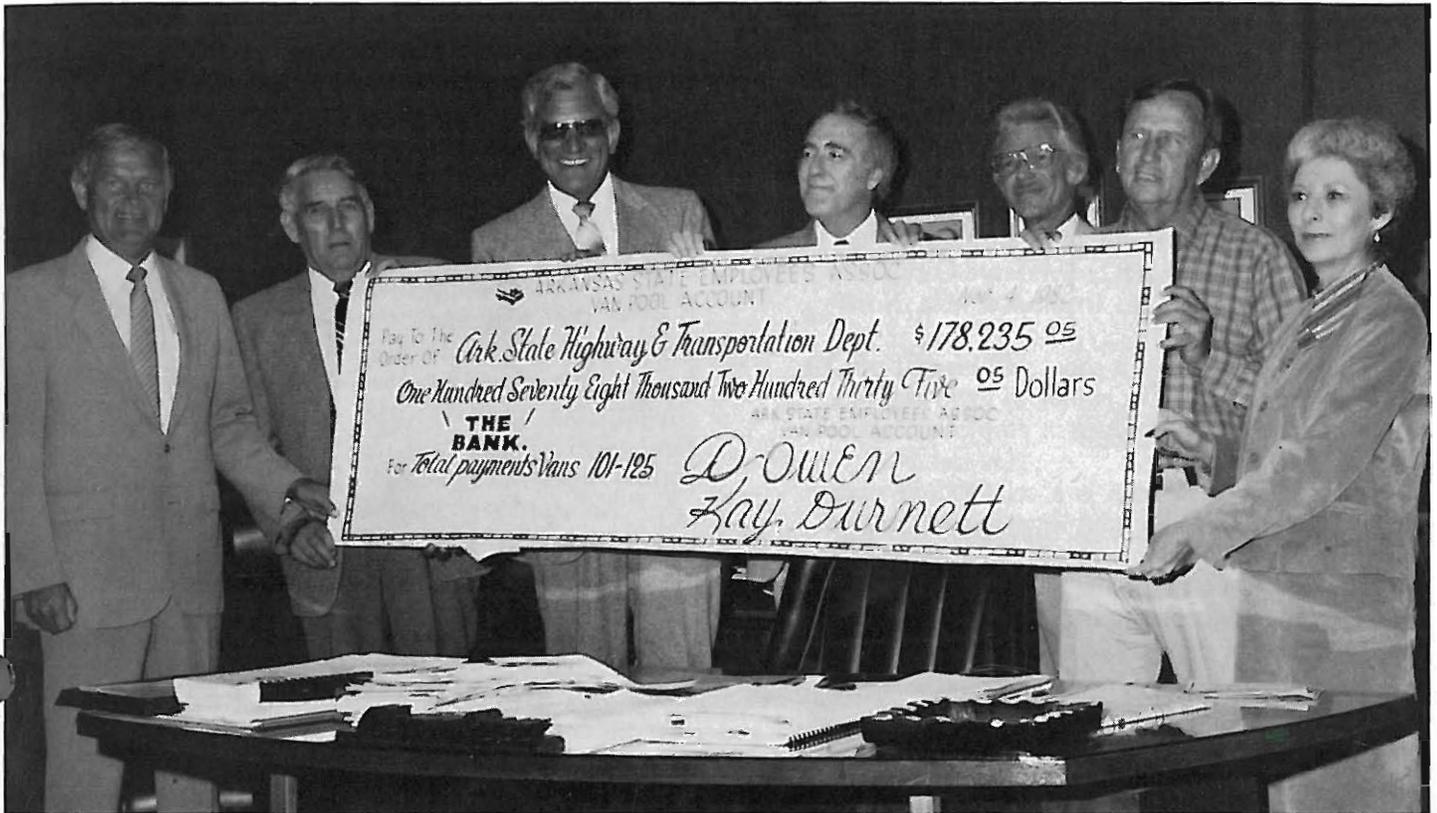
A \$5.8 Million contract for base and surfacing for the main lanes from Bald Knob to north of Russell, plus a temporary connection to existing Highway 67, was awarded in May 1981 to J.F. Barton Contracting Company of Edwardsville, Illinois.

The projects continue the four-lane development of Highway 67 north of North Little Rock, begun in the late 1950's. Plans are being developed for further extension to Newport, subject to the availability of funds.

A part of this extension, the construction of a bridge over the White River near Possum Grape, is already under construction. A \$1.5 Million contract for the three main river piers was awarded to Foster & Creighton Company in May 1981. Jensen Construction Company of Des Moines, Iowa was awarded a \$7.1 Million contract for the remaining bridge work and approaches in November 1981.

In addition, planning studies are underway on the remaining section from Newport to the Missouri State Line.

# A.S.E.A. VanPool Program Makes Final Payment to Department



A significant milestone was reached November 4 when the Arkansas State Employees Association made the final payment to the Arkansas Highway and Transportation Department for the first 25 vans purchased for the A.S.E.A. VanPool Program.

In a ceremony at the AHTD office, Henry Gray, AHTD Director, accepted a giant check in the amount of \$178,235.05 from L.D. Owen, Executive Director of A.S.E.A., signifying the final payment.

The A.S.E.A. VanPool program began in July 1979 as a pilot demonstration project to facilitate commuting by state employees who worked in the metropolitan Little Rock area and lived outside Pulaski County.

The Highway and Transportation Department agreed to loan up to \$200,000 from Federal Urban System funds to the A.S.E.A. to purchase the vans.

A.S.E.A. began with two vans in operation, one from Conway to Little Rock and the second from Sheridan to Little Rock. There are now 34 routes served by the program. Although the majority of vans are bringing employees to the Little Rock area, VanPool service is also provided for state employees

who work in Conway and at the University of Arkansas/Fayetteville campus.

Close to 500 persons are transported daily on the 34 routes in service. The vans average 3,000 miles each day. Since the beginning of the program the vans have commuted enough miles (over 2 million) for four round trips to the moon.

"The program benefits everyone - in the first two years of operation the reduction in gasoline used for commuting by the VanPool participants was over 550,000 gallons - enough to operate all of the State Police patrol cars for seven months," Owen said.

One facet of the program which has been the most impressive is the safety record. In May, Atkins Insurance Company presented awards to seven of the VanPool drivers, each of whom has driven 50,000 or more miles without being involved in an accident.

"Our office has calls daily from people who want to participate in the program. As long as there is that much interest and when we have the vans available, we'll continue expanding the program" Owen concluded.

# AHTD Employee Benefits

As a full-time employee of the Arkansas State Highway and Transportation Department, you are entitled to certain benefits. It is the purpose of this article to briefly explain each of these benefits.

## INSURANCE

There are several types of insurance coverage available to full-time employees of the Arkansas State Highway and Transportation Department. These include: (A) Health Insurance with life insurance. Optional life and dependent life are also available under the State Employees Insurance Plan; (B1) Cancer Insurance; (B2) Intensive Care Insurance; (C) Additional Life Insurance with North American Company.

An Employee Benefit sheet will be sent out, as soon as possible after December 31, showing what type of insurance coverage each employee has and other employee benefits.

(A) Health Insurance is a self-insured plan available to all full-time employees. For insured active employees, under age 65, the Department pays a share of the premium for the health coverage, which includes \$5,000 life insurance (currently the Department's share is \$41.00 per month). Insured active employees, age 65 or over, have a medicare supplement policy which includes \$5,000 life insurance, and the Department pays the whole premium.

In addition to this coverage, employees may elect to also cover a spouse, or children, or spouse and children. The premiums for these dependents are paid by the employee.

There are two health plans available. The benefits of each plan are shown in the insurance booklets available in the District and Division offices, and in the Fiscal Services Division. The following schedule shows a brief comparison of the two plans. Plan II does not pay for out-patient treatment.

	<u>Plan I</u>	<u>Plan II</u>
Maximum Benefit	\$250,000	\$50,000
Deductible Amount	\$100 in a calendar year	\$75 each hospital confinement
Covered Charges* after deductible	80% of 1st \$4,000 then 100%	80% In-hospital Only
Room Rate	Average Semi-Private room rate as covered charge*	80% of average Semi-Private
Surgery	Reasonable & Customary - As covered charges*	80% of Reasonable & Customary
Intensive Care	As covered charges*	80%
Maternity	As covered charges*	None

Out-Patient	As covered charges*	None
Supplemental Accident	\$300 within 90 days of accident	\$100 within 90 days of accident

With the health plan the employee may elect to take an optional amount of life insurance. The life insurance for active employees also includes an accidental death and dismemberment provision. At age 70 the basic and optional life coverage reduces to 25% but no less than \$2,000.

The optional life insurance is available in \$5,000 increments, up to \$45,000, based on health questions and meeting underwriting requirements. The premiums are based on age.

An employee may also take dependent life insurance on all eligible dependents for a bi-weekly cost of 55 cents per unit. A unit of dependent life is \$2,000 for the spouse, \$1,000 for each child age 14 days old to 3 years, and \$2,000 for each child age 3 years old but less than 19 years. (One unit cost 55 cents regardless of whether it covers one or more dependents).

The amount of dependent life an employee is eligible for is determined by the total amount of life insurance carried by the employee. No one may carry an amount of dependent life which is more than one-half of his total life insurance amount. For example: If an employee is carrying a total of \$20,000 life insurance on himself, he may not carry more than \$10,000 (5 units) of dependent life. If a total of \$35,000 is carried, then the employee could not carry more than \$17,500 dependent life. Since the dependent life is in units of \$2,000, no more than 8 units, or \$16,000 could be carried. The maximum dependent life is 10 units.

Applications for an increased amount of optional or dependent coverage will be accepted only during a once-a-year enrollment period ending November 1 of each year. New employees may apply for health, optional life, and dependent life during their eligibility period as explained in the insurance booklet.

This life insurance should not be confused with life insurance available from North American, as explained in section (C).

If you leave active employment with the Department, check with the Group Insurance Office as to what arrangements, if any, may be made to continue insurance coverage. The premium deductions for the health, life, and dependent life insurance are added

together and shown, on the deduction card received with the paycheck, under the heading "Group".

The following are current semi-monthly rates for the health insurance Plan I with the \$5,000 basic life, the optional life and dependent life:

**HEALTH & \$5,000 BASIC LIFE**

	under 65	65-69
Employee Only	8.69	-0-
Employee and Spouse	31.16	22.47
Employee and Children	19.54	10.85
Employee, Spouse and Children	31.16	22.47
Employee, Spouse on Medicare	19.39	10.70
Employee, Spouse on Medicare, Children	19.39	10.70

**OPTIONAL LIFE**

Amount Optional	Age Class			
	1 thru age 35	2 36-50	3 51-64	4 65-69
5,000	.35	.53	2.85	5.58
10,000	.70	1.05	5.70	11.15
15,000	1.05	1.58	8.55	16.73
20,000	1.40	2.10	11.40	22.30
25,000	1.75	2.63	14.25	27.88
30,000	2.10	3.15	17.10	33.45
35,000	2.45	3.68	19.95	39.03
40,000	2.80	4.20	22.80	44.60
45,000	3.15	4.73	25.65	50.18

**DEPENDENT LIFE**

Units	Cost
1	.55
2	1.10
3	1.65
4	2.20
5	2.75
6	3.30
7	3.85
8	4.40
9	4.95
10	5.50

(B1) Cancer Insurance is available to any employee and members of his family of any age in any state of health, who has never had cancer. This coverage pays for the treatment of cancer, with treatment cost being reimbursed according to a schedule furnished to the insured. This plan and our group health plans do not coordinate, which means each plan pays according to its benefits and will not reduce payment if the other plan also pays.

Several plans have been offered the last several years. Every so often a new plan is offered with increased benefits. Employees who have one of the older plans may keep those plans but they are no longer available for new enrollees. New enrollees may only take the current plan.

The benefits of the plan are outlined in a brochure available in the Group Insurance office. The bi-weekly rates are shown below:

One Unit Premium Rates		Two Unit Premium Rates	
Individual	\$2.95	Individual	\$4.20
Family	\$4.29	Family	\$5.82

Family includes spouse and dependent unmarried children to age 25.

(B2) Intensive Care Insurance is also available through the same company that provides the cancer insurance (American Family Life).

The older plan allows up to \$130.00 a day for intensive care and was available in one or two units of coverage. Employees who have the older plan may keep the plan, but it is no longer available for new enrollees.

New enrollees may only take the current plan which is \$150.00 a day and available in one, two, or three units. The benefits of the plan are outlined in a brochure available in the Group Insurance Office. The rates are shown as follow:

**Premium Rates (bi-weekly)**

	3 Units	
Individual		\$2.77
Family		\$4.02
	2 Units	
Individual		\$1.85
Family		\$2.68
	1 Unit	
Individual		\$ .92
Family		\$1.34

On the deduction card the premium for this coverage is added to the Cancer premium under the heading "Cancer".

(C) Additional life insurance is available with the North American Company. Term and permanent coverage is available on employees, permanent is available on spouses, and term coverage is available on eligible dependent children.

**Term Life:**

If you are a permanent, full-time employee and work at least 20 hours a week for AHTD you are eligible to join the program without evidence of insurability, if you enroll within 30 days from date of employment. You must submit evidence of insurability if you decide to participate after that period.

The maximum amount that can be purchased is \$50,000 if you are under age 50, or \$24,000 if you are between the ages of 50 and 65. The minimum amount that can be purchased is \$10,000. Additional amounts can be purchased in increments of \$2,000.

Your coverage will commence on the first of the second month following date of enrollment (provided you are actively at work at that time). If you are not actively at work on that date, your insurance will become effective upon return to your full-time duties. For example, if you become employed on January 2 and enroll January 15, your coverage will become effective March 1. Your premium will be deducted in February to pay the March premium.

Premiums illustrated are per pay period, and depend upon your age. For example, if you are in the 30-34 age bracket, the premium per month for \$50,-

000 of coverage will be \$11.00 or \$5.50 per pay period. The premium will not change until that person attains age 35, when it will advance to the premium shown for the 35-49 age bracket. Premiums will increase to reflect an increase in age once a year on the anniversary date, December 1.

Age	Pay Period Premium per \$1,000 of Insurance
Under age 25	\$ .09
25-29	.10
30-34	.11
35-49	.15
50-64	.45
65 and over	1.00

Following termination of eligibility, your insurance will remain in force for 31 days. During this 31-day period, you may obtain any individual permanent policy at Company rates then in force for such coverage at the date of conversion or up to the same amount from North American without evidence of your continued insurability.

The term insurance on employees includes waiver of premium and accidental death and dismemberment benefits.

#### Permanent Life:

Permanent insurance is an increased benefit program that is offered through the AHTD. It is individual permanent life insurance for you and your spouse, issued regardless of your health or age. The permanent coverage is available for you and/or your spouse and builds cash values. Term insurance coverage is available for dependent children. The children's term is convertible to permanent coverage at any time before the child reaches age 25. Optional disability waiver of premium is available for the insured employee. Optional accidental death benefit is available for the insured employee and spouse.

This plan is offered only through the Highway and Transportation Department and is strictly voluntary. It is not intended to replace your group life insurance, but to compliment it by meeting your additional life insurance needs on a permanent basis. Rates are based on age and sex and may be obtained from the Group Insurance Office.

#### With Permanent Insurance:

1. Your life insurance coverage is guaranteed regardless of your health or age.
2. Individual policies are issued to each insured and can be retained if you retire or leave the Department.
3. Premiums are discounted because of reduced administrative expenses.
4. You choose the amount of insurance for you and your family to meet your insurance needs and your budget.
5. Payments are made from payroll or annuity deductions.

## CREDIT UNION

The Capitol Credit Union is a mutual, non-profit corporation that serves only its members and is owned and operated by them. The members elect a board of directors to manage the organization and a credit committee to approve loans. Members who save at the credit union provide the money for those who need to borrow. The interest paid on loans is used to pay dividends on the savings.

Employees of the State of Arkansas, their families, and retired employees of the State are eligible for membership.

You may join by completing two payroll deduction cards and sending them to Fiscal Services or to the Credit Union. There will be a one-time new membership fee of \$1.00 deducted from the new member's savings.

Each quarter the Credit Union Board of Directors determine what interest rate is to be paid based on earnings during the current period. The current rate of interest is 7%. The savings must be on deposit at the time the interest is declared. The amount of interest paid is based in the time the savings was on deposit.

Effective October 1, 1982 the amount of a share increased from \$5.00 to \$25.00. Members are required to maintain one share in their savings account at all times. This means the minimum savings balance is now \$25.00.

Deposits in savings may be withdrawn at any time by completing a "Savings Withdrawal Slip". A fee for excessive withdrawals will be charged after three withdrawals within one calendar quarter.

A person must be a member of the Capitol Credit Union for a period of three months before becoming eligible to apply for a loan. Loans are approved by a committee of Credit Union members. Loans may be paid off in advance without penalty. The loans are covered, at no extra cost, by insurance which will pay off the loan in case of total disability or death. Loan application forms may be obtained from Group Insurance or the Capitol Credit Union.

Each member's account is insured to \$100,000 by Administrator, National Credit Union Administration, and protected by bonding of employees, a substantial reserve fund, and regular audits. Deposit insurance through the National Credit Union Administration (NCUA) protects a person's investment in his credit union just as the Federal Savings and Loan Insurance (FSLIC) and the Federal Deposit Insurance Corporation (FDIC) protects deposits in a savings and loan or bank, respectively.

One major advantage is saver's life insurance. All eligible savers in this credit union are protected by life insurance. The amount of the insurance is determined by your share balance, age, and dollar limits (\$4,000 is the maximum insurable balance).

Age of Member  
at Date of Deposit  
(or Subsequent Eligibility)

Percent of  
Insurable Balance  
Covered

0 to 6 months	25%
6 months through 54 years inclusive	100%
55 years through 59 years inclusive	75%
60 years through 64 years inclusive	50%
65 years through 69 years inclusive	25%
70 years or older	0%

**DEFERRED COMPENSATION**

The State of Arkansas Deferred Compensation Plan is available to all State employees on a voluntary basis. The Plan is a tax deferred investment program. It permits an employee to authorize a portion of his/her salary to be withheld through payroll deduction and invested. The minimum is \$12.50 per pay period and the maximum is 25% of gross annual salary, with a ceiling of \$7,500. The amount withheld and any investment earnings on these funds are not subject to current State and Federal Income Taxes. These funds become subject to taxation only when the deferred income plus earnings are paid to you. Since this is generally at retirement, most people are in a lower income tax bracket.

The following example assumes a \$750.00 per pay period gross income; that \$150 per pay period is put either into some form of savings or the Deferred Compensation Plan; that the employee is in a 25% Federal Income Tax Bracket and pays 2.5% State Income Tax. To avoid confusion, there are no other deductions shown in the example.

	Without Deferred Comp.	With Deferred Comp.
Gross	\$750.00	\$750.00
Deferred Compensation	-0-	-150.00
Amount Subject to Federal & State Taxes	\$750.00	\$600.00
Federal Tax	-187.50	-150.00
State Tax	- 18.75	- 15.00
Savings	-150.00	-0-
NET	\$393.75	\$435.00

In summary, through the Deferred Compensation Plan you can save the same amount of money, \$150.00, and actually increase your take home pay \$41.25 per pay period.

For more information regarding the State of Arkansas Deferred Compensation Plan, call or write the authorized representative for the Plan:

Carolyn Marshall  
First Variable Life Insurance Company  
Plaza West Building  
McKinley and Lee Streets  
Little Rock, Arkansas 72205  
(501) 661-1500  
Toll Free 1-800-482-8949

**U.S. SAVINGS BONDS**

Savings may not be easy, but with the Payroll Savings Plan it's sure! An amount you choose is set aside every payday and used to buy safe, dependable U.S. Savings Bonds. Today's Bonds earn 9% when held to their 8-year maturity (6% the first year, 8.5% after five years). And because EE Bond interest is not subject to state or local income tax and the Federal tax can be deferred until the Bonds are cashed or reach final maturity, the actual yield could be higher.

**HOW YOUR MONEY GROWS  
IN SERIES EE SAVINGS BONDS**

Biweekly Savings	1 Year	5 Years	10 Years	15 Years
\$ 3.75	\$ 102.79	\$ 585.09	\$ 1507.05	\$ 2956.94
5.00	137.24	780.24	2015.28	3954.76
6.25	171.71	976.91	2523.23	4954.22
7.50	205.78	1170.70	3026.24	5942.58
9.38	258.34	1467.84	3791.86	7442.40
10.00	275.18	1566.10	4045.38	7938.42
12.50	344.22	1959.98	5064.50	9941.14
18.75	516.33	2939.97	7596.75	14911.71
20.00	550.52	3135.24	8102.64	15905.17
25.00	689.36	3926.98	10148.24	19918.40
31.25	861.47	4906.97	12680.49	24888.97
37.50	1034.04	5890.47	15222.36	29877.60
50.00	1378.72	7853.96	20296.48	39836.80
62.50	1722.94	9813.94	25360.98	49777.94

Employees may purchase savings bonds by payroll deduction. The employee should complete and sign a "U.S. Savings Bond Payroll Application" which is available from Fiscal Services, or Division and District offices.

The following table may be used as a guide on the amount of deduction to be withheld each payday. Example: if \$1.88 is withheld every payday, it will take 10 paydays to get a \$25.00 Bond or at \$9.38 a pay period it will take two paydays to get a \$25.00 Bond.

The odd cents will be accumulated and used for future Bond purchase or refunded when the Bond deductions are cancelled by the employee.

Savings Bond enrollment cards and information may be obtained from the Payroll Section of the Fiscal Services Division.

Bonds	Number of Days and Amount per Payday				
	10	5	4	3	2
\$25 Bond Cost: \$18.75	\$1.88	\$3.75	\$4.69	\$6.25	\$9.38
\$50 Bond Cost: \$37.50	3.75	7.50	9.38	12.50	18.75
\$75 Bond Cost: \$56.25	5.63	11.25	14.07	18.75	28.13
\$100 Bond Cost \$75.00	7.50	15.00	18.75	25.00	37.50
\$200 Bond Cost: \$150.00	15.00	30.00	37.50	50.00	75.00

## ACT 399 of 1973

When an Arkansas State Highway and Transportation Department employee who is actively engaged in construction, maintenance, or traffic control operations on a highway that is open to the traveling public, is killed or permanently and totally disabled, his spouse or surviving children are entitled to a hazardous duty benefit of \$10,000. Claim should be made to the Arkansas State Claims Commission and claim forms may be obtained from the AHTD claims attorney.

### SOCIAL SECURITY

All employees are covered by Social Security, and eligible for those benefits. When you are ready to retire, contact your closest Social Security office to learn the benefits available. Your Department wages earned in December but paid to you in January, plus any vacation carried over at the end of the year and paid in a lump-sum upon retirement may be excluded as earning in the year received, for Social Security purposes. Be sure to mention this when applying for social security, it may make a difference in the amount you are allowed to earn the year you retire.

### RETIREMENT

All employees of the Highway and Transportation Department are members of the Retirement System and contribute 6% of their gross earnings toward retirement. You can retire with creditable service and age as follow:

Age 65	10 Years
Age 62	15 Years
Age 60	20 Years
Any Age	35 Years
Disability	10 Years

Creditable service is the service paid into the Retirement System and may include time worked for the Highway and Transportation Department, any County, some Cities and other State Agencies. All time worked for the Department is eligible for credit but time worked for another Public Employer must qualify, and you must have been a member of the Highway Employees Retirement System on or before July 1, 1967. Military service may be claimed for credit under two circumstances: (1) service must have interrupted your employment, or (2) service was prior to joining the Retirement System. Service prior to joining the System can be claimed after having ten years creditable service in the System. If you quit the Department and withdrew your contributions and have returned to work, you can buy your time back by paying the amount withdrawn, plus interest, and again have credit for your time. This is a lump-sum payment.

Under provisions of a Resolution of the Board of Trustees, employees may pay into the Retirement System contributions for time when they were on Leave-Without-Pay due to illness, Worker's Compensation or convenience of the Department (after October 17, 1957) provided total time so claimed does not exceed one year.

When you leave the Department you may withdraw your contributions or leave them on deposit, if you expect to work again for the Department or another State Agency that is covered by either the Public Employees Retirement System or Teacher Retirement System.

It is important that you keep your beneficiary current at all times with the Retirement System as well as with Group Insurance. Changing beneficiary in one does not automatically change both. Since new applications are not required when you come back into the System, you may have changed marital status since first joining and want to name a new beneficiary. Even after retiring you need to keep your beneficiary current.

When you leave the Department, without retiring, and want a refund of your contributions, you must request it in writing. Without a written request, refunds cannot be made.

All retirement forms can be obtained from Resident Engineers and District Headquarters or by writing to the Arkansas State Highway Employees Retirement System, P.O. Box 2261, Little Rock, Arkansas, 72203.

When an employee reaches retirement age or becomes disabled and applies for retirement, there are three types of benefits available, Straight Life, Option A or Option B. (See pages 9-11 of the Retirement Handbook).

For a more detailed explanation of the retirement benefits, you may refer to your "Employees Retirement System Booklet".

The Retirement Board invites your questions on matter pertaining to your retirement benefits; the office is located in Room 401 of the Central Office Building in Little Rock or phone 569-2412.

**AS SOON AS POSSIBLE AFTER  
DECEMBER 31,  
ALL EMPLOYEES WILL RECEIVE  
A SHEET SHOWING WHAT TYPE  
OF INSURANCE COVERAGE  
THEY HAVE ALONG WITH OTHER  
EMPLOYEE BENEFITS**

September 15, 1982



# Letters Commend Good Deeds

October 8, 1982

Arkansas Highway & Transportation Dept.  
Little Rock, Arkansas

To the Arkansas Highway Commission  
and to all of your employees:

Dear Sirs and Ladies:

We are a retired couple, approaching 70, and we have just returned home to Houston from our trip into your State. It was a most enjoyable experience, made especially so, due to your years of work to provide good highways over difficult, but beautiful, terrain.

We entered Arkansas on your 41, then onto 71, then on to 23 to Eureka Springs, our destination. We returned by the same route. When we left home, we only had a 1970 Arkansas map but the nice operators of the A OK Motel in DeQueen gave us one of your 1982 maps. This was typical of the hospitality shown us all along the way.

Of particular interest to us, aside from the beautiful scenery, was your care in marking the curves, hills, and other items of warning and caution to the motorist. We would not fail to mention the rest area facilities as they are frequent and well maintained. The comfort station located north of Waldron, where 23 comes into 71 is pointed out as a model of good construction, location and maintenance.

The scenic drive along 23 was breathtaking. I remarked to a gas station operator that it was really a winding road. He suggested that I should have been there before the Highway People "straightened it out".

This letter is much longer than I intended, but it all boils down to: Thank all of you for making it possible for us to enjoy a visit to your State!

Sincerely,  
H.D. and Edith Pruett  
Houston, Texas

\*\*\*\*\*

August 4, 1982

Dear Highway Department:

Today, I ran out of gasoline on the access road leading to the Wilbur Mills Freeway near Children's Hospital.

Your crews stopped to help - went to get me some gasoline - pushed my car to the side of the road - and generally were wonderful to a pregnant woman.

I just wanted to write and thank you. They wouldn't take any money - so please convey my appreciation to them all.

Sincerely,  
Martha Wilson

Editor's Note: The crew referred to was from Resident Engineer Bobby Cornish's office in Little Rock.

\*\*\*\*\*

Mr. Bill Looney  
Public Affairs  
Arkansas Highway & Transportation Dept.

Dear Mr. Looney:

The City of Warren is appreciative of the outstanding job conducted by you and other Highway Department personnel during the September 14, 1982 public hearing on the Highway 4 Bypass. Your presentation was professional and well received by the audience.

As you know, the South Bypass is important to the community and your continued cooperation is gratefully accepted. Working with individuals such as yourself, makes public service easier to handle.

Thank you so much and let me know of further actions required on the City's behalf.

Sincerely,  
John B. Frazer  
Mayor, City of Warren

\*\*\*\*\*

To District 10  
Arkansas Highway Department

Dear Sirs:

Mr. Jeff Robbins, caretaker for the rest area north of Black Rock, found a billfold that belonged to me. It had \$480 in it. He would not take a reward.

He should be commended for his honesty.

Hubert Weist  
Bono, Arkansas

\*\*\*\*\*

August 16, 1982

District 10  
Arkansas Highway Department

Dear Sirs:

First I want to congratulate you on having such a good service and such helpful, thoughtful, polite and nice employees.

On August 3, I was on my way home from Russellville on the four-lane highway around Tech when I had a blow-out. The Highway truck pulled up behind me and I had instant help. Your employee changed my tire and had me on my way in record time. I'm so sorry I didn't get his name, but I hope you find out who he was and give him my thanks again for a job well done.

That great service makes me proud I live in Arkansas, as I was by myself and didn't know which way to turn. Thanks again.

Sincerely,  
Ruby Vance  
Morrilton, Arkansas

Editor's Note: The AHTD employee was District 8 Parts Runner, Tony Grashot.



# SERVICE AWARDS

## SEPTEMBER 1982

### 35 Years

Nathan E. Bingham . . . . . Planning Div.  
 Jessie F. Williams . . . . . District 6

### 30 Years

Otis B. Brown . . . . . District 7  
 William C. Doughty . . . . . District 8  
 Gerard L. Dumeny . . . . . District 6  
 Henry H. McCrotty . . . . . Traffic  
 Norman D. Pumphrey . . . . . District 10  
 Curtis E. Woodfield . . . . . District 2

### 20 Years

Norman E. Cobb . . . . . District 6  
 Frank A. Cross . . . . . District 3  
 Henry C. Gray . . . . . Director  
 Charles F. Mauk . . . . . District 3  
 Howard E. Morehead . . . . . District 5  
 Hesterly Purtle, Jr. . . . . District 3

### 15 Years

Earl E. Bates . . . . . District 4  
 Waylon J. Chambers . . . . . District 4  
 Edgar L. Clements . . . . . District 7  
 Nelson Farmer . . . . . Highway Police  
 Kenneth R. Gower . . . . . Fiscal Services  
 James H. Hunter . . . . . District 3  
 Carlos J. Lester . . . . . Highway Police  
 Marvin E. Staton . . . . . Fed. Aid & Contracts  
 Eddie R. Woodward . . . . . District 5

### 10 Years

George H. Barfield . . . . . District 2  
 Charles P. Brand . . . . . Bridge Design  
 Wm. Oliver Carpenter . . . . . District 2  
 Wm. Henry Cox . . . . . Henderson Ferry  
 Mary E. Crow . . . . . Fiscal Services  
 John L. Hall . . . . . District 6  
 Carroll G. Horton . . . . . District 9  
 James N. Mallett . . . . . District 9  
 Susan E. Martin . . . . . District 3  
 Jacquelyn A. Maxwell . . . . . Planning Div.  
 Paul N. Morgan . . . . . District 10  
 John W. Parks . . . . . District 3  
 Marvin Richardson . . . . . District 5  
 Floyd R. Slayden . . . . . District 5  
 Robert E. Tyler . . . . . Environmental  
 Bennie L. Walker . . . . . District 4

### 5 Years

Benny J. Barbaree . . . . . District 7  
 Stephen B. Brown . . . . . District 6  
 William F. Caton . . . . . District 3  
 Gary D. Clark . . . . . District 3  
 Roy R. Clark . . . . . District 10  
 Ricky D. Dodson . . . . . District 9  
 Gary E. Doving . . . . . District 9  
 George F. Gregory . . . . . District 1  
 Carl B. Harrell . . . . . Planning Div.  
 Otis Harris . . . . . District 5  
 Samuel Henderson . . . . . District 6  
 Jesse J. Henry, Jr. . . . . District 8  
 Jimmy W. Ingram . . . . . District 4  
 Robert D. Jackson . . . . . District 9  
 Elisha Johnson . . . . . District 10  
 Evelyn G. Kiernan . . . . . Maintenance

Walter H. Laird . . . . . District 1  
 Kimmy L. Lowrance . . . . . District 8  
 Glenn B. Malmquist . . . . . District 6  
 Peggy J. Martin . . . . . Final Estimates  
 Jerry Martin, Jr. . . . . District 9  
 Billy P. Matlock . . . . . District 9  
 Terry A. McCallister . . . . . E&P  
 Larry W. Pillow . . . . . District 5  
 Debra J. Pruitt . . . . . District 2  
 John C. Reynolds . . . . . District 7  
 David K. Richards . . . . . District 4  
 Bill J. Ritchie . . . . . HB Maint.  
 Patti E. Robinson . . . . . Construction  
 Duane L. Sowell . . . . . Safety  
 Gary D. Thomas . . . . . District 9  
 Benny R. Thompson . . . . . District 7  
 Eve L. Thompson . . . . . Legal  
 Harold T. Vines . . . . . Highway Police  
 Howard W. Willis . . . . . R-O-W

## OCTOBER 1982

### 30 Years

Frank R. Battisto . . . . . Surveys

### 25 Years

John F. Ashby . . . . . District 1  
 Dempsey M. Burrow . . . . . District 6  
 Kenneth O. Carpenter . . . . . District 5  
 Muril Cater . . . . . District 2  
 Ferrell D. Cato . . . . . District 8  
 Carl U. Williams . . . . . District 10

### 20 Years

Paul L. Broyles . . . . . R-O-W  
 Lyndal J. Brunson . . . . . District 2  
 Bertie L. Carr . . . . . Chief Engineer  
 Larry E. Cox . . . . . District 6  
 Orville L. Gold . . . . . District 5  
 Jim D. Head . . . . . Public Trans.  
 Wm. Earl Kirkpatrick . . . . . M&R

### 15 Years

Jayne T. Carley . . . . . District 10  
 Charles E. Ghormley . . . . . District 3  
 Gary C. Hawkins . . . . . District 8  
 Ewell H. Hightower . . . . . Traffic  
 Marion D. Lingo . . . . . District 4  
 Barbara J. Mize . . . . . Construction  
 Jerry W. Richmond . . . . . District 10  
 Joe M. Sorrels . . . . . District 8  
 Willard W. Williams . . . . . District 8

### 10 Years

Leslie R. Barnett . . . . . District 4  
 Fred S. Doles . . . . . District 6  
 Glendal F. Easton . . . . . District 10  
 Leroy Farr . . . . . District 6  
 William P. Hogan . . . . . State Aid  
 Donald H. Jackson . . . . . Highway Police  
 Jim S. Mize . . . . . District 10  
 George H. Montgomery . . . . . District 7  
 James E. Moody . . . . . R-O-W  
 Donald L. Purifoy . . . . . District 7  
 Jimmy M. Whitlow . . . . . Highway Police  
 Robert L. Williams . . . . . Planning Div.

### 5 Years

Eton L. Bearden . . . . . District 4  
 Ralph E. Burge . . . . . District 6  
 James L. Clark . . . . . Highway Police  
 David W. Cook . . . . . Construction  
 John W. Davidson . . . . . District 8  
 Perry A. Ellis . . . . . Computer  
 Edward B. Fisher . . . . . District 4

Jimmy A. Francis . . . . . Surveys  
 Randall S. Freeman . . . . . District 8  
 Karen J. Hall . . . . . Maintenance  
 Ray E. Jett . . . . . District 4  
 James A. Jones . . . . . Traffic  
 Bill D. McKinney . . . . . District 4  
 Kenneth F. Moody, Jr. . . . . Highway Police  
 Thomas J. Pillow . . . . . District 10  
 James E. Pound . . . . . District 6  
 Waymond P. Price . . . . . District 8  
 John L. Rolland . . . . . District 1  
 Jacob M. Schmidt . . . . . District 5  
 Larry H. Shurburte . . . . . District 1  
 Charles Thurnage . . . . . District 1  
 Marvin Walker . . . . . M&R  
 Ann Etta White . . . . . E&P  
 Roger K. Williams . . . . . Highway Police

## NOVEMBER 1982

### 35 Years

William B. Duncan, Jr. . . . . District 3

### 30 Years

W.G. Peterson . . . . . District 2

### 25 Years

Gary C. Anderson . . . . . District 5  
 S.L. Ivy . . . . . District 5  
 Donald R. Stovall . . . . . District 6  
 Calvin E. Voyles . . . . . District 1  
 John D. Waller . . . . . District 7

### 20 Years

Wm. Robert Jennings . . . . . Highway Police  
 Wm. R. Shelton, Jr. . . . . District 9

### 15 Years

Walter L. Jones . . . . . District 2  
 John R. Lewallen . . . . . District 5  
 Lavan McDaniel . . . . . District 5  
 Robert L. Patsley . . . . . Construction  
 Odis M. Seaton . . . . . District 4  
 Joe R. Shuffield . . . . . District 8  
 Wm. Fred Spears, Jr. . . . . District 6

### 10 Years

Betty B. Carter . . . . . District 2  
 Horace R. Corder . . . . . District 4  
 Samuel R. Horton . . . . . District 2  
 Danny L. McLean . . . . . Highway Police  
 Larry D. Richard . . . . . District 9  
 Byron Smith . . . . . District 9  
 Bennald C. Stroud . . . . . Roadway Design  
 Albert D. Taylor . . . . . District 4  
 Berry W. Tice . . . . . District 9  
 John L. Turner . . . . . Highway Police  
 James L. Watson . . . . . Maintenance  
 Larry R. Williams . . . . . District 8

### 5 Years

Carl R. Bramlett . . . . . District 3  
 Wm. Lowell Cox . . . . . District 9  
 Travis W. Greer, Jr. . . . . District 7  
 Dale Hopkins . . . . . District 3  
 Robert E. Lambert . . . . . District 3  
 Robin L. Linn . . . . . District 4  
 John E. Livingston, Jr. . . . . District 7  
 Joe C. Nichols . . . . . District 9  
 Melvie J. Rippond . . . . . Fiscal Services  
 Floyd Rippond, Jr. . . . . R-O-W  
 Dennis M. Robertson . . . . . Construction  
 Elmo Trublood . . . . . District 9  
 Mike Webb . . . . . Public Trans.  
 Charles B. Wright . . . . . District 6



# RETIREES

SEPTEMBER 1982

- Willis J. Anderson . . . . . Henderson Ferry
- Curtis A. Baker . . . . . District 1
- Fay I. Barber . . . . . District 4
- Minor W. Creswell . . . . . District 5
- John H. Gruben . . . . . District 8
- James E. Howell . . . . . District 7
- James M. Renfro . . . . . District 7
- Bill Joe White . . . . . Highway Police
- Jessie F. Williams . . . . . Const. OE

AUGUST 1982

- R.G. Burge . . . . . District 5
- Johnie Stephens . . . . . District 5
- Joe L. Utnage . . . . . District 8

OCTOBER 1982

- R.J. Shrable . . . . . Henderson Ferry
- James R. Godfrey . . . . . District 9
- Kenneth O. Carpenter . . . . . District 5
- James H. Day . . . . . Sign Shop
- William F. Perryman . . . . . Henderson Ferry
- Leonard B. Ingle . . . . . District 6

# AROUND THE DEPARTMENT

## COMPUTER SERVICES

Congratulations to Tony Ellis on his completion of five years of service with the Department. On October 19, our Chief, Jerry Stussy, presented Tony with a five-year pin, and cookies were served in honor of the occasion.

Bill Durham attended the Highway Engineering Exchange Program's (HEEP) 24th International Meeting in Nashville, Tennessee, October 4-8. He says they had a very interesting meeting.

October 8 was a happy and memorable birthday for Carolyn Stringer. Among many nice gifts, her husband Jim, surprised her with a 3-month old toy poodle. They call him Pepie and he's an enjoyable addition to the family.

We extend our sympathy to Yvonne Reeves and family on the death of her aunt.

Carolyn Bobo and husband, Mitchell, were the first from our department to tour Northern Arkansas and view the fall colors this year.

Mary Green made her son, Matt, very happy this fall by taking what she calls her "part-time" job as being his Cub Scout den leader.

Brenda Haley's son, Randy, is a first year Cub Scout and loves it. Her daughter, Wendy, was chosen to be in an accelerated class this year. She is 11 and in the 5th grade. Congratulations, Wendy!

## CONSTRUCTION

Dan Flowers, State Construction Engineer, remembered the girls in his department from his trip to Hershey, Pa. with candy jars filled with chocolate kisses. Thanks Boss!

Patti Robinson received her 5 year pin and service certificate in September and to celebrate the event we had donuts and coffee. Congratulations Patti!

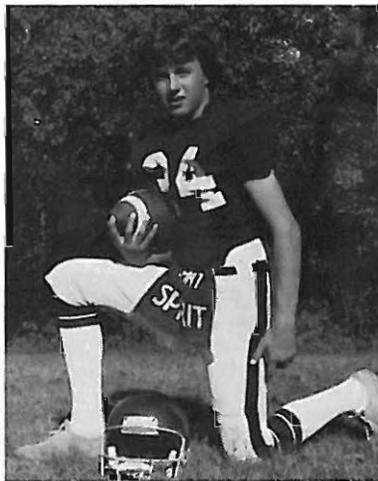
Our sympathy is extended to Jane Bussa on the loss of her father, W.H. McGouirk, who had lived in Pulaski County for 83 years.

Elaine Smart's son, Jon, plays fullback on the Mabelvale Jr. High team and his grandparents, Mr. & Mrs. B.H. Camp, came from Homer, La. to attend a game. He made a touchdown - so they went home very proud and happy.

After much looking, Doyle Carson bought a 17-foot trailer and he and his family are already making plans for a long vacation next year to enjoy it. He would like to leave right now, but on Danny plays football every Saturday at Sylvan Hills Jr. High and Doyle attends every game.

Dorothy Horton, daughter of Vershall Roy, received her PHD from the University of Illinois.

She stopped by the office and we had an opportunity to offer our congratulations before she and husband Kurk went on to their new home in Princeton, New Jersey.



Jon Smart



Jason Burnside

Marion Butler, Jim Gaither, Larry Long, and Bob Tyler all of the Environmental Division, were presented with their 10 year certificates of service and pins on September 27. We are so proud of these four great men and hope they will stay another 50 years or so.



Marion Butler and Jim Gaither

## ENVIRONMENTAL

Goodbyes are always unpleasant and on September 24 we regretfully said goodbye to our Senior Environmental Scientist and good friend Lynn Malbrough. Lynn had been with the Department 4½ years and his dedication and spirit were a tremendous asset to us all. Lynn and his wife, Debbie, and their one year old son, Mark, have moved to Tuscaloosa, Alabama, where Lynn has become a partner in a Geological Consulting firm. Our best wishes to Lynn and his family with hopes that they have complete success in their new venture.

Congratulations are in order for James and Elaine Sullivan on the arrival of their bouncing baby boy named Eddison Edward Lucian Sullivan. Little Eddison was born August 24, 1982 at Conway Memorial Hospital. He weighed 7 pounds and 15 ounces and was 21 inches long. Elaine is our landscape technician, and we are sure glad to have her back so she can spice up our potlucks again.

Fred and Carol Burnside are the proud parents of a spunky bouncing boy named Jason Lee born March 4 at Doctors Hospital. Being a happy baby his laughs are plentiful which is not unusual coming from such cute parents. Fred is our Ecologist and always seems to find time to talk about Jason, his first pride and joy.



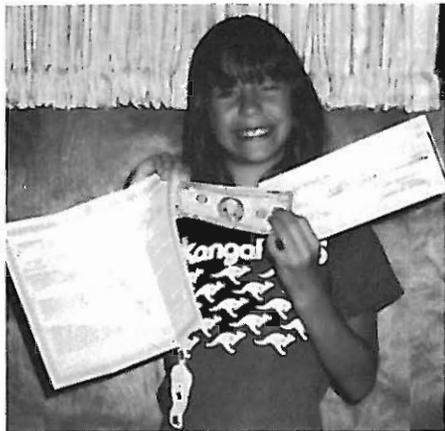
Bob Tyler



Larry Long

Heather Tyler, daughter of Bob Tyler, at the age of 7 unexpectedly became a star and a member of the Screen Actors Guild, when she wrinkled her button-nose at a cameraman at the 1981 Pepsi Challenge race here in Little Rock. Heather's smiling face now fills up the screen on a Pepsi commercial in over a hundred mar-

kets which will run for the next three years. Royalties are being invested by her "tycoon" dad, until she finished college. Congratulations to Heather! Keep wrinkling that nose cutie!



Heather Tyler

We would like to welcome a new addition to our staff, Kim White. Kim moved to Little Rock in February after tying the knot January 30 with Dale White. Dale is a former nose guard for the University of Arkansas Razorbacks and a veteran of the Cotton, Fiesta, and Orange Bowls. Dale was recently elected to the 1970-79 Arkansas Decade Team. Kim came to the Highway Department in June and helped with the workload in the Legal Division during the summer months. She transferred to our division in September. Kim has learned to "enjoy" fishing, but the squirrel and deer hunting adjustment is yet to come, which is what you get for marrying a sportsman. Welcome Kim!



Kim White

Jim Gaither and his wife, Becky, with their daughter Marsha, age 7, and their 4 year old twins, Michael and Mitchell, have been enjoying Friday nights this fall watching the Benton High football games. Jim says "his gang" is always easy to spot as "the guys" are so full of themselves, fellow fans give them plenty of room to cheer.



"The Gaither Gang"

### EQUIPMENT & PROCUREMENT

This darling little boy is Jarrett Ryan Swift. He is the son of Annette Swift and is our newest baby around the office.



Jarrett Ryan Swift

We would like to extend our deepest sympathies to the family of a former employee, Thomas Claude Ellis, who passed away in October 1982. Mr. Ellis worked in the Central Shops as a welder until his retirement in February 1968.

### LEGAL

A few people in our office took advantage of the closing warm season by taking a few trips. Laverne Thompson went to Las Vegas, Nevada in August and was able to also go to part of Old Mexico. She had an enjoyable time in both places.

Regina Whitaker Laidler visited friends and family in September when she went to The Dunes in Michigan and Winnetka and Evanston, Illinois. One of the highlights of her trip was seeing the chagall windows at the Chicago Institute.

Evelyn Allison and her husband were able to visit Eureka Springs and Altus, Arkansas and Silver Dollar City in Missouri. They both enjoyed getting away and they especially enjoyed the Passion Play. At the end of their vacation Evelyn's sister, Cherrye Duvall had her first baby. Matthew Blake Duvall was born August 12, 1982 and weighed 7 pounds and ½ ounce. They also spent some of their summer watching Evelyn's sister, Peggy Buchanan, play softball. Peggy is nine years old and this was her first year to play on a softball team.



Matthew Duvall

Peggy Buchanan

Ted and Veronica Goodloe are the proud parents of twins. Margaret Rose and John Ross were born August 9, 1982. Margaret weighed 6 pounds and ½ ounce and John weighed 6 pounds and 8½ ounces.



Ted Goodloe

Several employees in our office were honored in October for outstanding service with the Highway Department. Regina Whitaker Laidler has been with the Department ten years and Robert Wilson and Laverne Thompson, have both been here for five years. Congratulations for your dedicated service to the Department.



L. Thompson, R. Laidler  
Tom Keys and R. Wilson

Hazel Harger celebrated her birthday in October with a camping trip at Lake Nimrod. Hazel and her husband went with four other couples. They all had an enjoyable time, even though the weather was a little chilly, they didn't catch any fish, and Hazel blistered her nose.

Our deepest sympathy goes to Herman Schmidt and his family in the death of his father, Herman O. Schmidt, who passed away October 9.

The secretaries in our office were able to attend the Greater Little Rock Legal Secretaries Association "Day in Court" October 13. We observed a murder trial and had lunch at Jacques and Suzanne.

## MATERIALS & RESEARCH

Congratulations to Janice Johnson and Louis Bryant, who were wed October 7 at Holland Chapel in Benton. The couple spent their honeymoon lounging around the Arlington Hotel in Hot Springs and now live happily in Malvern.

Lucille and Jerry Stacks would like to announce the marriage of their daughter, Dorothy, to Chris House, on July 10 at Olive Hill Baptist Church in Little Rock. The couple spent their honeymoon in Branson, Missouri and now reside in Mabelvale, Ark.



Mrs. Chris House

We would like to welcome Francis McMickle, a new employee of the Chem Lab. Francis is from Forrest City and attended Hendrix College and graduating with a B.A. in Chemistry. She enjoys sewing and having a good time.

Congratulations to Terry and Liz Pearson as they are awaiting a new addition to their family around April 1983.

## PERSONNEL

The Personnel Section would like to welcome our new COE students to the Department. They are Paula Johnson, Robin Whitehurst, Annette Gill and Phyllis Green.

We had several travelers these past few months. Jane Craft and husband Bill flew to Salt Lake City, Utah in August to visit their daughter, Polly. Their travels included the grandeur of works of time and nature in Bryce Canyon and the calling of the bright lights and casino tables in Las Vegas.

Off to the other side of the country, in September, Kay and Bobby Cornish drove to Gatlinburg, Tennessee. One of the highlights of their trip was "horsing around" down a mountain side trail with two new friends, "Winston" and "Herman". Needless to say, the memories of their adventure lingered on for a few days.

In August, Emma and Clifton Galyean spent a few days within our own boundaries visiting one of the State's prettiest spots, Queen Wilhelmina.

## PHOTOGRAMMETRY

We have a new employee in Photogrammetry. She is Joe Ann Osborne. Joe likes to do latch hook, cook, listen to music, and is taking the self-defense course the Department is offering.

Sue and Buddy Walls made their trip to Michigan and took another short trip by way of Branson to Springfield, Missouri. She said she really enjoyed both trips and had a great time.

Bob Barnett, Sue Walls, and Margaret Hudson all had a birthday in October; and by coincidence, Bob and Margaret both claim to be 39, and Sue is not commenting. For the grand occasions, we had a potluck; and, as usual, everyone ate too much, but we sure enjoyed it.

Farrell Adams and Roy Walden attended a three-day seminar and workshop on automated and conventional methods used in surveying, mapping, and map data applications sponsored by the Rolla Chapter of ACSM-ASP in Rolla, Missouri in October.

Bob Barnett and his wife took a trip to northern Arkansas recently. While they were roaming around, they took in the Passion Play at Eureka Springs. As everyone else who sees the play, they were very impressed and really enjoyed it.

Farrell Adams is the proud owner of a new 1982 Buick Skyhawk. Farrell doesn't say very much about it, but his wife, Tina, says she loves it; and it seems as if Farrell has a hard time getting to drive it.

Farrell's son, Travis, played on the Army National Guard Little League Baseball team this summer. They placed first in pre-season tournament, first in league play, and first in county tournament. That is very impressive playing. We wish to congratulate Travis and his teammates.

Larry Fenton is now the Softball Commissioner of the Little Oaks Ballpark. He has been the coach for his daughter's softball team for the past few summers. This year they finished in third place. Congratulations to Larry and his team.

That's about all the news around Photogrammetry for this time, but we should be loaded with news in the next issue. Everyone around here (all the men that is) is getting ready for hunting season and that's about all they talk about.

## PLANNING

Several past retirees of the Planning Division were among those present at a recent party honoring Nathan Bingham. We were able to visit with each of them about their activities since leaving the Department and we found they are all managing to stay quite busy. LeRoy Beckett is trying to slow down somewhat, he says; he has sold all the mapping businesses that had kept him so busy since his retirement and plans to spend more time with his son and working in his yard. Alton Beck has recovered quite well from a recent gall bladder operation and spends a lot of time taking care of a large garden, which has given him a great tan! B.C. Lewis has put a great deal of time and effort into fixing up his house and yard and taking care of his garden this past summer. He always seems to be in a rush when we see him, and he tells us that being retired keeps him busier than ever. Mayo White and Buddy Lewter both retired in March of this year. Buddy tells us he

is enjoying doing as little as possible, but June says he stays busy with his yard, which is always one of the prettiest in town. He also travels quite a bit. Mayo and his wife traveled a lot during this past summer, too, visiting their children and going to the World's Fair. They have recently opened an antique shop, and we wish them great success in their new endeavor. Pete Powell formed a real estate company after his retirement several years ago and is trying to retire for the second time.



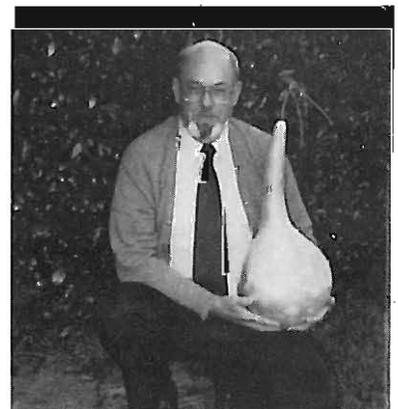
Mayo White, Claude Roberson, Pete Powell  
LeRoy Beckett and B.C. Lewis

Congratulations to Robert Williams on receiving his 10 year service award on October 12. Robert is a senior cartographer in the Mapping Section.



Robert Williams

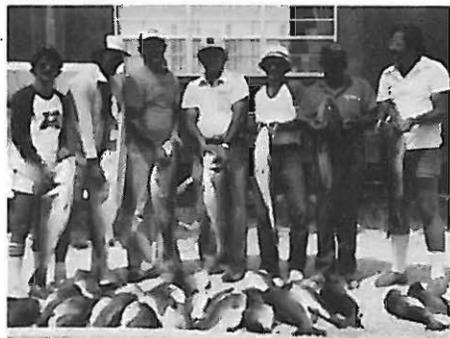
Pete Benetz had a great garden this past summer, evidenced by the beautiful tomatoes that he brought to the office. One of the pleasant surprises in his garden was a giant gourd which grew to the enormous size of 35 inches around, 24 inches top to bottom, and 17 pounds in weight.



Don Finkbeiner is a proud grandpa again. His daughter, Sherry Sullivan, gave birth to an 8 pound, 14 ounce boy on October 21.

John Milliken traveled north for a vacation in October. He and his wife visited relatives in Iowa and Missouri.

In August, some of the guys from Finance and Economics went on their annual fishing trip to the Gulf. The crew consisted of Tom Lorenzo, Tony McArthur, Eric Phillips, Lynn Malbrough, Ed Hoppe, and John Bodiak. When they returned, they had lots of stories that would make their parole officers proud. A good time was had by all, but when you ask who was the best fisherman you get a different answer from each person. Of course by looking at the picture, it's clear that the best fisherman has to be the person who is not holding his fish by the gills!



"The Fishermen"

Technical Services welcomes Tonya Musial to our midst. Tonya replaces John Baldwin, who took a teaching job at Fayetteville. She is married and is currently remodeling the kitchen in her home in Conway. We hear husband David is having a lot of fun.

September was the month of celebration for Technical Services. On September 17, Jackie Maxwell was honored for 10 years of service. Congratulations Jackie and best wishes for many more.

The big day finally arrived on September 23 for Nathan E. (Neb) Bingham. Neb was the center of attraction at his 35 year open house party. Blanche, Neb's wife, had to help us convince him to come and be with us. Technical Services presented Neb with an engraved gold lighter and a special AHTD jacket. Many of Neb's former co-workers were on hand to help celebrate. Here's wishing Neb 35 more dedicated years.



Blanche and Neb Bingham

The stork is heading toward Technical Services. Debbie Barclay is expecting sometime in December, January or February. If and when Debbie delivers, we'll let everyone know.

Statewide Planning would like to welcome two new employees - Terry Campbell is our new intern from UCA Geography Department. He is married and has a 9-month old girl. Terry is already anticipating all the big bucks to be shot during deer season this year. Jess Villines has transferred from District 4 to our section. Jess is single and lives in Jacksonville. He attended Arkansas Tech and has been with the Department for 1½ years. Jess is also preparing for the hunting season.

Van Hale and his wife, Leslie, have joined the ranks of other mortgage holders. They are among the lucky ones to obtain a new home. Their new house is in the Broadmoor Addition. Congratulations!

Steve Mitchell is pouting because he has never had his name in the magazine. Well, Steve, here it is! Are you happy now?

## PUBLIC TRANSPORTATION

A major event has taken place in the PT Unit. Jim Head celebrated his 20th anniversary with the Department on October 11. Cake and punch were served for the occasion. Our congratulations to Jim for his years of faithful service to the Department along with our hope that he will make 20 more.



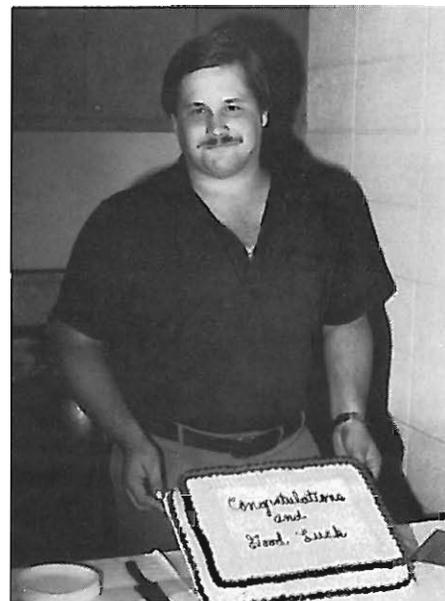
Lou Ann and Jim Head, Al Johnson

Mary and Charles Wilson enjoyed a September vacation at the World's Fair, Gatlinburg and Nashville, Tennessee. They especially liked the Arabian and Phillipine Pavilions because of their elegance and vivid color.

## RADIO

With mixed emotions, we gave Richard Moix a going away party, after six years with the Radio Section as evening radio operator. We congratulate him on his graduation from UALR and wish him good luck in his future career. Recently, Richard dropped by for a visit and confirmed the fact that jobs are very scarce - even for the college graduates. However, Richard has an interim job with Our Way transport-

ing handicapped students and workers who are confined to wheelchairs. Richard, we hope you find your career job very soon!



Richard Moix

Ronald "Ron" Jackson is our new evening radio operator - and a good one!

After graduating from high school in Pine Bluff, Ron was in the Navy for four years as an aviation electrician. He spent some of his service time in the Philippines which was most enjoyable for him.

Currently, Ron is attending the Arkansas College of Technology, majoring in electronics. Also, he is a Staff Sergeant in the Air National Guard at Jacksonville.

Ron's hobbies are fishing, movies, reading, and eating. Yes, girls, he is available!

Future plans are to complete his education and live in Arkansas - close to his family.

Welcome Ron, we're glad to have you in our Radio Section.



Ron Jackson

Danny Yates is our new communications maintenance specialist. He graduated from the Arkansas College of Technology in April 1982.

Before transferring to the Highway Department he was employed by Arkansas Educational TV.

Danny and his wife, Linda, and three sons, Kevin, 7; David, 6; and Robert, 4 - live in Benton. His hobby is hunting.

Danny, we're glad to have you as a part of our Radio Section team!

## REPRODUCTION

Big plans are being made for the upcoming deer season. We wish all the hunters the best of luck.

We are delighted to have Annette Gill working with us in our Map Sales Section. She is a COE student from Mills High School. She plans to attend business school after graduation.



Annette Gill

Jerry Heffington has been attending Arts and Crafts Shows around the state. He won second place in the Stuttgart Grand Prairie Art Festival in the category of Pen & Ink drawings. He plans to attend the Folk Festival in Eureka Springs in November.

Ava Harding fractured a bone in her foot and has had her foot and leg in a cast for about 4 weeks. We may hear her shout for joy when that cast comes off in a few days.

## RIGHT OF WAY

Congratulations are in order for several employees in the Engineering Section of Right of Way. They are: Steve Bearden, who transferred to Hydraulics. We miss Steve in Right of Way, but would like to wish him the best in his new job.

Joel Clark transferred from Buildings and Grounds in October to replace Steve in the Engineering Section. Almost everyone in Right of Way already knew Joel and we are very happy to welcome him to our Division.

Don Mitchell and his wife Vicky are now the proud parents of a baby girl, Jennifer Lynn, born October 5 at 9:27 a.m. Jennifer weighed 7 pounds and 12 ounces and was 20 and 1/8 inches long. If you want to know anything about Jennifer though, or see a picture of her, just ask her grandfather Ted Mitchell. Ted is a negotiator in the Acquisition Section.



Ted Mitchell and Jennifer Lynn

Floyd Rippond became a daddy for the second time on September 7. His wife, Melvie, who is an employee in Fiscal Services, presented him with a 9 pound, 2 ounce, 21 inch long son who they named Marcus Rashaw. Marcus has a pretty sister by the name of Felicia.

Congratulations also to Linda Chivers, secretary in the Acquisition Section of Right of Way and her husband, Charles, on the birth of their second daughter, Mandy Jo. Mandy was born August 17, and in shown in this picture with big sister, Micki, age 3. Mandy weighed 5 pounds, 3 ounces and was 17 1/4 inches long.



Mandy and Micki Chivers

Fred Williams' son, Steve, and Pam Molock were married in a lovely ceremony at Asbury United Methodist Church in Little Rock on July 10. They honeymooned at Nassau in the Bahamas. They will make their home in Manassas, Virginia, where Steve is employed as an electrical engineer for IBM. Pam will teach special education in the Prince William County School District.



Pam and Steve Williams

Congratulations are also due to several of our employees who recently received Certificates of Service. They are: Jim Moody, Utilities

Section, who received his 10 year certificate and 5 year recipients Debbie Holmes, Utilities Section; Darrell Hatchett, Relocation Section; and Wayne Willis, Administrative Section.

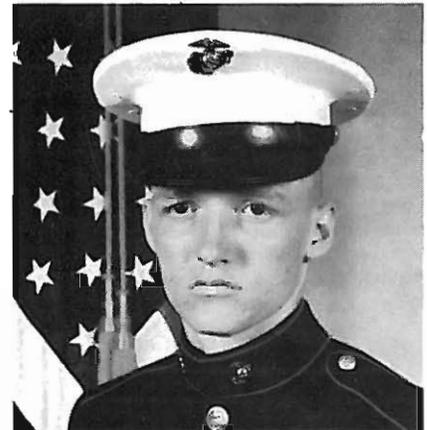
The Right of Way Division had their Annual Fish Fry at Murray Park on September 11. The weather was perfect, the food delicious and a good time was had by all who attended. Thanks again to Glendol Jackson and Nathan Garrett for a job well done on the preparation of the food plus all the other things they had to do in order for us to have a successful fish fry. Thanks also to Juanita Garrett, Nathan's wife, for the delicious baked beans.

The Appraisal Section has several proud parents including Neil and Sharon Palmer as they welcomed the birth of their first baby, Lindsey Erin Palmer, born September 30 and weighing 8 pounds and 12 1/4 ounces.



Lindsey Erin Palmer

Randy Sanders, son of Mary and Jack Sanders, just returned from Okinawa, where he has served in the Marines for the past 12 months. Randy will now be stationed at Camp LaJone, North Carolina for the duration of his enlistment. He was recently promoted to the rank of Lance Corporal and will be serving as a postal clerk at Camp LaJone. Mary and Jack are also very proud of their other son, Ricky, a 1980 graduate of Benton High School, who is employed at Taco Bell restaurant and was recently promoted to assistant manager. He is only 19 and has completed phase II of the Restaurant Management training program. He is now employed at the Asher Avenue Store in Little Rock as Assistant Manager and has previously worked at the Benton and Geyer Springs stores.



Randy Sanders

Herbert Hooten has been a "travelin man" recently. Last month he visited his son Mike and his family in Denver and had a great time and enjoyed a lot of sight seeing. He just returned from a trip to San Francisco, where he visited his son, Danny. It was a fun trip which included a visit to Reno and a lot of sight seeing in the San Francisco area.

## TRAFFIC

We wish to congratulate Tony Jones for completing 5 years of service and Ewell Hightower for completing 15 years of service with AHTD. Henry McCrotty, our Sign Layout Supervisor, completed 30 years of service in September. At a party held in his honor, Lee Gibbons, Traffic Services Section Head, presented Henry with a diamond pin.



Irma and Henry McCrotty

A sincere welcome to our new employees this issue. They are: Clifford Taylor, Keith Lawrence, Ricky Dowdle, Kenneth Williams, and Chuck Sitton. We are happy to have all of you with us.

Our best wishes go to two newly married couples. Sandra Lynette Williams and Michael Alan McNew were joined together in marriage on October 2 at Victory Baptist Church in Sherwood. Sandy is the daughter of Richard (Sandy) Williams, a carpenter in our shop.

Billy G. Strickland and Melinda Jan Debate were united in marriage on October 15 at Crabtree Pentecostal Church in Clinton. Billy is a striping machine operator.

We would like to offer our deepest sympathy to Harold Guinn on the passing away of his father, Thomas Guinn this past October.

Down here, the saying is "win a few, lose a few". Our losses this issue are: Bill Harper, David Hamilton, and John Abshure. Jim Day retired after 27½ years of service. Bob Stithem transferred to District 8 in August and Bill Strickland transferred to District 9 in October. We would like to wish these guys the best and hope they are all happy with what they are doing.

## DISTRICT TWO

This issue we are proud to announce the latest winners in the District Two Maintenance Certificate Awards. The winner for the month of July was the Ashley County crew and accepting their award was Area Foreman Gerald White. The Arkansas County crew at Stuttgart with their Area Foreman Scarler Lyons won for the month of August. Winning in the month of September was the Drew County crew and their Area Foreman Floyd Fullbright accepted their award. As always we are very proud of these top winners and hope to see

each one of the crews be at the top for a month. Keep up the good work and accomplishments.

We are pleased to welcome Brenda Layson, as our new Parts Runner, to the Department. She is single and has a 10 year old son, Michael. Being a graduate of Pine Bluff High School she enjoys raising horses, hunting and dancing. We enjoy working with Brenda as she has a good personality and is always in a good mood.

Sam Harris is our Stockroom Supervisor. He is fairly new to the Department and is a resident of Rison in Cleveland County. Sam and his wife, Linda, have two sons, Sam, Jr., age 17 and Al, age 12, who are both football players in Rison. He is a Navy veteran and holds a real estate license. He enjoys recreation such as hunting, camping and playing the guitar. Sam has 18 years experience working in the procurement and purchasing field. We are pleased to have Sam working with us in the District office and enjoy his pleasant personality and attitude.

Kelly Slater, who began as our District Parts Runner, is now employed as the Stockroom clerk. Married for one year, he and his wife, Denise, enjoy camping and league bowling. Kelly is a native of Harrisburg and a graduate of Harrisburg High School. Working with Kelly is such a pleasure as he has the friendliest and happiest attitude and makes everyone feel good.



Brenda Layson



Sam Harris

Kelly Slater

We are proud to announce the birth of a "little one" in District Two. Carl John McGilton, son of Mr. and Mrs. John H. McGilton, was born October 8 at Drew County Memorial Hospital. John works in the Ashley County Maintenance crew. Congratulations on the birth of such a fine son.



Carl John McGilton

We always knew Danny Lawson's daughter was a little doll, but now we know. Kerri Lawson of Wilmar was crowned Little Miss Drew County of 1982 during pageant activities at the Drew County Fair. Danny is the Station Attendant in Drew County.



Kerri Lawson

Service awards were presented to the following employees: awarded for 5 years of service were Wing C. Tichenor, Motor Patrol Operator-Rough; Loyd S. Owen, Backhoe Operator; George W. Mason, Body Repairman and Painter; Debra J. Pruitt, Jefferson County Area Headquarters Attendant.

For ten years of dedicated service, awards were presented to W.O. Carpenter, Truck Driver; George H. Barfield, Lead Person; an Allen G. Bullock, DeWitt Area Headquarters Attendant.

Harold Smith, Motor Patrol Operator-Rough, at Stuttgart in Arkansas County, received his 15 year service award.

Lyndal Brunson, Crew Leader in Lincoln County, received his 25 year service award as did Murlil Cater, Crew Leader in the Sealing Crew from Monticello in Drew County.



Murlil Cater

Recently the Arkansas Department of Corrections pitched in with one of their inmate crews and completed some trimming and cleaning on highway rights of way. These crews did a real fine job and it was very much appreciated. This type of joint effort will help keep our State in good shape.

We wish to express our deepest sympathies to the family of Olan L. Clark who passed away on May 31. Olan retired from the Department as Shop Foreman, on March 31, 1976, after 20 dedicated years to the Department. He is survived by his wife, two daughters and four sons.

The family of Clinton Bohannon has been busy this summer. Keith Bohannon is shown with his prize winning calf during the Southeast Arkansas Fair in Pine Bluff. He may grow up to be a rancher someday. The family

reported the World's Fair was great. On this trip they took in the Smokey Mountains and all surrounding sights. Clinton is the Area Foreman at DeWitt in Arkansas County.



Bohannon Family at World's Fair



Keith Bohannon

### DISTRICT THREE

Congratulations to the following on their years of service with the Department: G.D. Park and W.F. Canton for 5 years; J.W. Parks and Susan Martin for 10 years; J.H. Hunter, C.E. Ghormley, Marion D. Lingo and F.D. Ward for 15 years; H. Purtle, Jr., C.F. Mauk, F.A. Cross and Edward Fears for 20 years.

On September 20, the Montgomery County Area Crew honored two of their employees who recently retired with a retirement party. Erlene Rowland and Ershel Singleton were the honored guests. Refreshments were served and a gift was presented to the retirees.

Shown in the picture are Joe and Martha Barham and Gary and Kathy Clark. Joe and Gary are welders in the District Shop and Kathy is the Field Clerk in the Hope Residency. They are members of the local motorcycle club, and the club tours various places during the summer months. Joe and Gary wish to inquire as to whether other AHTD employees are motorcycle enthusiasts. The club has a great time visiting places on two-wheelers and becoming acquainted with other riders from all over the United States. The club wishes to add that of all the other states they have toured, Arkansas is still the most scenic, and the roads are some of the best they have travelled.



Pictured are the sons of Earl Gene White, Crew Leader in the Pencil Bluff crew. David played third base this past summer with the Mt. Ida Pee Wee Baseball Team. He led his team with 22 stolen bases. Michael played first base with the Mt. Ida Pee Wee Super B Team. They were undefeated during the 1982 season and won the Satchel Page Memorial Tournament which was played at Glenwood. All of District Three knows that Earl Gene is very proud of his two sons.



David White



Michael White

### DISTRICT FOUR

Spring has sprung, fall has fell, winter is here and it's real pleasant at this writing. The leaves are turning, the nights are cool and the days are mild. Indian summer at its finest. And on September 29, one of our finest, retired. James Seay, Equipment Supervisor, parked it after almost 18 years with the Department. He was joined by his wife, Betty, and daughter, Debbie for the festivities. District Four Engineer Allan Holmes presented James with some nice gifts and James was applauded by the Shop crew, Area Foremen and office staff. Attending from the Central Office were Maurice Head, Al Sacco and Harry Willcockson. We will all miss James and wish him the very best of everything.



Betty, Debbie and James Seay

Archie Lewis, Area Foreman of South Sebastian County, retired with 35½ years of service. A big party was given in his honor at the Greenwood Yard. There was cake, coffee and even some homemade ice cream. Approximately 40 people attended this gala affair and presented Archie with a very nice retirement gift that will certainly be of use to him in the pursuit of one of his most avid hobbies. All of us,

and especially the Greenwood crew, will miss Archie very much and wish him the very best possible.



Archie Lewis and crew

Fay Barber, Senior Inspector with the Van Buren Residency, retired after 32 years with the Department. A retirement party was held at the Van Buren Residency for Fay and his wife on September 2. Coffee and cake were served and the crew presented Fay with a very nice departing gift. In that 32 years, Fay worked for 8 different Resident Engineers. He plans to spend his time fishing and gardening with many side trips to Houston, Texas to visit his son and grandchildren.



Fay Barber

Bridge Foreman Kim McDowell presented certificates of service to three members of his crew in September. They were Coy Ellison, 20 years; Earl Bates, 15 years; and Larry Elder, 10 years. District Engineer Allan Holmes presented certificates of service to Darrell Roper, Logan County Area Foreman, 15 years and Don Griffen, District Materials Supervisor, 10 years. Waylon Chambers, Senior Inspector of the Mena Residency, is shown receiving his 15 year certificate of service from Resident Engineer Dale Spencer. Our appreciation to all of these men for their dedicated service.



Bates



Ellison and Elder



Chambers & Spencer



Roper & Griffin

Another wedding at the Springdale Residency - it must be that mountain air. Our congratulations to Mr. and Mrs. Charles Ashcraft. Charles and Lorie were married October 1 at the Mission Blvd. Baptist Church in Fayetteville. They drove down to Hot Springs where they spent their honeymoon at the historic Arlington Hotel. Charles is a construction helper in the Springdale office.



Charles and Lorie Ashcraft

Also, congratulations are in order for Bob Hausam, Steve Pennington, Mike Neal, Roy Williams and Lewis Martin who received their certificates as Asphalt Plant Inspectors.

#### DISTRICT FIVE

Congratulations to the following employees on their years of service with the Department: Kenneth O. Carpenter, 25 years; Spencer Land, Howard E. Morehead, Orville L. Gold, 20 years; Eddie R. Woodward, 15 years; Lee Earnheart, Floyd D. Slayden, Marvin Richardson and

David D. Neighbors, 10 years; David Spinks, Price Brown, Jeffie R. Gillihan, David L. Bishop, Otis Harris, and Jacob M. Schmidt, 5 years.

In our last issue, we congratulated Chester King, Stone County Area Foreman, and A.L. Coles, Sign Foreman, for 20 years of service. The pictures shown were taken after the news deadline.



Land



Morehead



King



Coles

Wayne Bolding, Senior Inspector of the Searcy Resident Engineers Office, is a proud new grandfather. Derek Wayne Ruscin, was born October 4, weighing 8 pounds and 2½ ounces.



Derek Wayne Ruscin

S.L. Swink, Resident Engineer at Searcy, would like to share a recent picture of his grandson Nathaniel Adam Harrington, age 13 months. His daughter Sherry and husband Ronnie are the proud parents. Ronnie is employed by the Navy in Alameda, California.



Nathaniel Adam Harrington

On August 10, the District Shop employees gave a retirement party for R.G. Burge, one of the mechanics. R.G. is shown with his "hammer" cake. He is known around the shop as the only mechanic with a 16 lb. sledge hammer, which he uses with one hand like a small tack hammer. Bula Martin, wife of Shop Foreman Earnie Martin, always bakes our unique cakes. R.G. will be missed by all of us, but we wish him the best for a happy retirement.



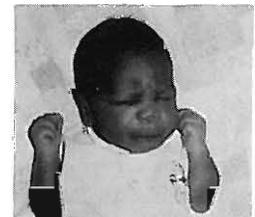
R.G. Burge and "Hammer" Cake

Paul Matthews and Bruce Smith conducted their first Cardiopulmonary Resuscitation Course August 11-12 at the District Headquarters. Ten employees successfully completed the course.

#### DISTRICT SIX

Congratulations to Jim Cole of the Malvern Headquarters in Hot Spring County. On July 30 he married Lavanda Cooper. Jim has been with the Department for 8 years. On July 17, our Assistant Storeroom Supervisor, Evelyn Arnold became Mrs. Dwight Stuart. Their wedding was in Searcy and they now reside in Gravel Ridge. Evelyn has been with District Six for 4 years. Nellie Shackelford, Area Headquarters attendant at Malvern wishes to announce that her son, Ronny Lynn, married Deanna Marie Bowen on November 5 at the Poyne Assembly of God Church.

Samuel Henderson of the Hot Springs Headquarters in Garland County announces the birth of his son, Samuel Henderson, Jr., on August 18. Samuel Jr. weighed 5 pounds and 6 ounces at birth and has a brother, Jimmy, and a sister, Erica.



Samuel Henderson, Jr.

We would like to congratulate Sue Berry and Carolyn Harris, Rest Area Attendants in Prairie County, for the letter we recently received commending them on their kindness and friendly attitude. We thank these employees for the image they reflect to visitors to our State.

Congratulations to Major H. and Kathy F. Conley, who are the proud parents of Sean Hosea, who was born October 15. He weighed 7 pounds and 8 ounces. Major assisted his wife during the delivery. Major is a Construction

Aide in Ralph Hall's Residency.

Congratulations are also in store for Larry and Debbie Duncan, who are the proud parents of Larry Nathaniel, born July 12. Larry Nathaniel weighed 7 pounds and 7 ounces. Larry also stayed and helped his wife during delivery. Larry is a Construction Project Supervisor in the North Little Rock Residency.



Larry Nathaniel Duncan

Deer season is here again and Gary Neely, Construction Project Supervisor in Ralph Hall's Residency, has claimed the first deer of the season in this office, by killing one with a bow and arrow on October 2.

Jim Cole sent us this picture of his granddaughter, Beth Michael Brassch. Jim, is working in the Hot Spring County Office and Robert Brassch, Beth's daddy, is with our Saline County office.



Beth Michael Brassch

Our Hot Spring County Office also sent in this adorable picture of LeeRoy and Sondra Davidson's granddaughter Brandi Nicole, age 1. Brandi is all ready for the upcoming hunting season.



Brandi Nicole Davidson

## DISTRICT SEVEN

Fall is upon us and along with the nice weather and beautiful scenery, we are being bombarded with football scores and sports forecasting. Not to be outdone are the hunters

of our District. Their faces beam as they talk about future squirrel and deer hunts and livelive past hunting ventures. There is an unofficial contest going on to determine who will master the art of keeping black powder dry and learning to hunt as our pioneer forefathers did in days of yore. We wish all of our hunters a safe and successful hunting season.

Congratulations to our Assistant District Engineer Claude Parton! On October 2, at the Fordyce Country Club, a Mixed Scrambler Golf Tournament was held. There was a drawing for a 24-Karat Gold-Filled Golf Putter at the close of the day and Mr. Parton's name was drawn as the winner for the men's division. Happy golfing!

Miss Janda Kara Launius, 4 year old daughter of Mr. and Mrs. Dannie Launius, our District Storeroom Supervisor, enjoys the companionship of her Dachshund puppy, Pebbles. They are bosom buddies and enjoy a trike ride together.



Janda Kara Launius and Pebbles

Henrietta McMahan, our District Payroll Clerk, has two new additions to her family. On September 11, they purchased a "new" car. They are now the proud owners of a 1933 Chevrolet Coupe. This purchase fulfills a long-time dream of Henri's husband, Chick. To soothe his conscience, Chick purchased a Cockatiel bird to keep Henrietta company when he is out cruising in his new machine. The bird answers to the name of Rocky. She is teaching him to whistle and to talk. He has learned to master a pretty good "wolf" whistle already. She says that he will imitate the person who teaches him to talk. Those of you who know Henrietta will be prepared to hear about the world's fastest talking bird.



John and Mildred Russ recently enjoyed a week long visit from their niece, Beverly McCulloch. Bev attends Oral Roberts' University in Tulsa, Oklahoma. She was out of school for "fall break". Bev's home is in Big Timber, Montana.

## DISTRICT EIGHT

Congratulations to those receiving service awards recently. They are Kim Lowrance, Jesse Henry, William Stormont, and Billy J. Black, 5 years; Vernon Stormont, 10 years; and William Doughty, 30 years.

At a recent Supervisor's Meeting at the District Headquarters, Bill Doughty received his 30 year pin from District Engineer Lawrence Fletcher. Cake and coffee was served in Bill's honor. Bill is Crew Leader in the Perry County Crew.



Bill Doughty

Congratulations to Assistant District Engineer and Mrs. M.C. Young. They are the proud parents of a new baby girl. Heather Lynn Young was born September 16 and weighed 7 pounds and 9 ounces. Heather has two big brothers to help take care of her, Steven, age 10 and Matt, age 7.

We are happy about another new baby in District 8. District Clerk Jean Blalock has a new grandson. Kent Michael McCoy was born September 28 and weighed 7 pounds and 9 ounces. The proud parents are Jean's son and daughter-in-law, Mike and Sue McCoy. Kent has a big brother, Mathew, who is 2½.

We are proud of Steve Burch and Mike Johnston, who qualified this year to teach our Districtwide CPR course. We are especially proud of the success of all our trainees in the courses held so far this year.



Congratulations to Kerry and Sharlene Blair on the birth of their new little girl. Courtney Paige was born September 16 and weighed 8 pounds and 7 ounces. Courtney has a big brother, Brandon, who is 4 years old. Kerry works in our District Wide Bridge Crew.

**DISTRICT NINE**

Our best wishes are extended to Alvin Biggers, W.J. Anderson, Bill Perryman, Rudolph Shrable, J.D. Poyner, and Jim Godfrey who recently retired from District Nine.



**Jim Godfrey**

At the September 23 District Supervisor's Meeting, service awards were presented to Calvin Rushing, Jim McIntosh, Vernie Berry, Buster Widner, Don Lively, Roy Brasel, Herb Robinson, and Don Cox. Asphalt Plant Inspector certificates were received by Roy Norman, James McEntire, and Bruce Emerson. Congratulations to all.



**Service Award Recipients**



**Asphalt Plant Inspectors**

Get well soon wishes are sent to Mrs. Tommy Jackson who is recuperating from surgery. Connis Ingram is looking good and back to work after having had surgery. Good luck with your new prosthesis, Ertie Lawrence (retiree) - We were happy to visit with you and hope you can come back to see us soon.

Congratulations to Mr. and Mrs. Doyle Shrable, who announce the arrival of a baby boy and to Mr. and Mrs. Roy Ragland who became parents of a baby boy in October.

James House and his family vacationed in Tennessee this summer and enjoyed their visit to the World's Fair. The House family is expecting a baby in October.

Glenda and Gary Roberts are expecting their baby in November and Glenda expects to be away from her Fuel Clerk duties only for a few weeks. The Roberts have two other children, Greg and Galacia.

Our sincere sympathy is extended to Herb Robinson whose mother passed away in October and to retiree Jess and Bea Davis, whose son, John, recently passed away.

The softball team from District 9 was really hot on September 11 at Russellville for the annual AHTD State Softball Tournament. There were only ten players to go - but what a ten!

The first game was with Faulkner County Maintenance at 9:45 a.m. District 9 won in 5 innings with a final score of 15-2. The second game was at 2:45 against Conway and Perry Counties. This game was closer but in the 4th inning, District 9 took the lead and the final score was 11-7.

After a rest, the "Tenacious Ten" faced Johnson County at 5:15 p.m., winning 17-4. Running about 45 minutes behind schedule, the last game was played at 8:25 p.m., pitching District 9 against Conway and Perry Counties, who had fought their way all the way up through the loser's bracket. This game promised to be good and it was, but a home run in the 3rd inning added 3 more runs to the 3-2 lead by District 9, and the momentum never slackened. The final victory was won 14-8 and the "Tenacious Ten" was jubilant. The men making up the team were Kenneth Oxford, Manager; Jim Martin, Dwayne Sowell, Don Baker, Howard Farmer, Randy Clark, Wayne Trammell, Glen Macumber, Mark Paden and Leslie Hall. Every man played extremely well and we thank them for participating.



**Kenneth Oxford and Duane Sowell**

**DISTRICT TEN**

The summer is over. Our gardens are harvested and our freezers are full. Several of our jobs have been completed and we are looking forward to winter (?) so we can, perhaps, get caught up on the paper work.

Troy Smith, Multi-Axle Truck Driver, retired October 1 after 28 years of service with the AHTD. His crew had coffee and a cake with a picture of his truck on it to honor Troy.

C.F. "Jack" Jones, Inspector in the Paragould Residency, retired September 22 after almost 27½ years of service with the Department.

We wish both of these men a long and happy retirement.

District Ten had coffee and doughnuts recently and District Engineer Norman Pumphrey

presented a 30 year pin and certificate to Bob Glover, District Materials Supervisor and a 15 year service awards to Jesse Doughty, Shop Superintendent and June Mayne, Storeroom Supervisor. Congratulations to these folks.

Three recent retirees, Jimmie Rogers, Waukeen Bateman and Jack Jones joined us and Mr. Pumphrey presented each of them with a Retirees' Cap.

Linda Kirk, Field Clerk in the Osceola Residency, has resigned to go into business for herself. We will miss her but hope for her much success in her new business venture.

A joyous Christmas to everyone!



**Jimmie Rogers, Waukeen Bateman and Jack Jones, recent retirees, wearing their new "Retiree" Caps.**



**Jesse Doughty, June Mayne and Bob Glover**



**Troy Smith, receives his Retiree's Cap from Norman Pumphrey**





Merry Christmas



"ARKANSAS HIGHWAYS"  
MAGAZINE STAFF



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& Transportation Department  
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