

The Monthly Newsletter of the
American Council of Engineering Companies of Arizona

Remember:

*All employees of member firms are members of ACEC of Arizona.
Everyone is welcome & encouraged to attend our meetings & programs.*

January 2019
Calendar of Events

01 - New Year's Day

Happy New Year from ACEC of Arizona!

03 - ACEC of Arizona & ADOT Liaison - CANCELED

Due to the proximity to New Year's Day, the liaison will resume in February.

04 - ACEC of Arizona Board of Directors Meeting - CANCELED

Due to the proximity to New Year's Day, the Board of Directors will resume meeting in February.

07 - 2019 Conference on Roads & Streets General Registration Opens

Time: 8:00 a.m.

Register: Visit our website at www.acecaz.org

09 - ACEC of Arizona & Maricopa County Liaison - CANCELED

Due to a scheduling conflict with Maricopa County leadership, the liaison will resume in February.

11 - LEAP Day 1

8:30 a.m - 4:30 p.m.

Desert Willow Conference Center

4342 East Cotton Center Boulevard, Phoenix, AZ 85040

17 - ACEC of Arizona Human Resources Committee - Webinar!

7:30 a.m. - 9:30 a.m.

University Club of Phoenix, 39 East Monte Vista Road, Phoenix, AZ 85004

Speaker: Katy Young, Exact Source

Topic:

Engineering Compensation to Recruit, Retain, & Reward the Next Generation

Summary:

A recent survey shows that millennials expect to stay at a job for less than 5 years. Factor in the A/E/C industry's low unemployment rate - and Baby Boom retirement rates - and you have firms in full-blown talent panic mode.

Join Katy Young of Exact Source to learn how to **decrease turnover and weather the impending labor shortage** by examining what motivates your young engineering talent. You'll also:

- Review the current climate for recruiting star performers
- Examine changes and trends for compensation averages by discipline

- Identify strategies and structures for retaining your top talent
- Compare compensation philosophies to decide which works best for your firm.

Register:

<http://www.cvent.com/d/6bq9hh>

21 - Martin Luther King Day

"The time is always right to do what is right." - Martin Luther King Jr.

21 - ACEC of Arizona Golf Committee

11:30 a.m. - 1:30 p.m.

University Club of Phoenix, 39 East Monte Vista Road, Phoenix, AZ 85004

Register:

<http://www.cvent.com/d/dbqggq>

28 - ACEC of Arizona & City of Phoenix Liaison

11:30 a.m. - 1:30 p.m.

University Club of Phoenix, 39 East Monte Vista Road, Phoenix, AZ 85004

Speaker: Kyle Kotchou, Deputy Aviation Director, Design & Construction

Topic: City of Phoenix Aviation Department Update

Register:

<http://www.cvent.com/d/lbqg15>

Coming Soon!

March 25, 2019 - ACEC of Arizona Scholarship Golf Tournament

Location: Ocotillo Golf Club, 3751 S. Clubhouse Drive, Chandler, AZ 85248

Purchase Sponsorships, Foursomes or Donate:

<https://cvent.me/1yAd1>

April 5, 2019 - Application Deadline for ACEC of Arizona Scholarships

Information & Application: [Click Here](#)

April 17-19, 2019 - 68th Arizona Conference on Roads & Street

Location: Westin La Paloma, 3800 E. Sunrise Drive, Tucson 85718

Purchase Sponsorships & Booths:

<http://www.cvent.com/d/ybq9hq/4W>

General Registration (Available 1/7/19):

www.acecaz.org

68th Arizona Conference on Roads & Streets





***Sponsorship & Booth Sales Now Open!
They're Selling FAST! Get Yours Today!***

To make a purchase & join the fun

[Click Here](#)

To view the official conference Sponsorship & Booth Guide

[Click Here](#)

Mark Your Calendar!
General Registration Opens
Monday, January 7, 2019
8:00 a.m.

68th Arizona Conference on Roads & Streets
April 17-19, 2019
Westin La Paloma Resort & Spa
Tucson, Arizona

9th Annual Arizona Transportation Legacy Awards

The Roads & Streets Legacy Awards Committee is seeking your nomination(s) for an individual to receive the *9th Annual Arizona Transportation Legacy Award*

The criteria for submitting individual Nominees for this prestigious award are:

- The Nominee must have made a significant, noteworthy contribution to any mode of transportation in Arizona. Significant contributions include (but are not limited to) planning, design, technical development, construction, management, education, and/or multi-modal transportation.
- The Nominee may come from government, private practice, construction, education or industry.
- The Nominee may be living or deceased, and may be working or retired.

To access the nomination form, [click here](#).

The deadline to submit a nomination is **February 15, 2019**.

Please refer all questions and submit nominations to Kelly Kaysonepheth at kkaysonepheth@aztec.us

LEAP

Leadership in Engineering Administration Program



Meet the Class of 2019!

Jennifer Acuna, Arizona Department of Transportation
Keith Christian II, Kimley-Horn & Associates, Inc.
Brittany Dalton, Terracon Consultants, Inc.
Rumpa Dey, Wood Environmental & Infrastructure Solutions, Inc.
Tracy Eberlein, AZTEC Engineering Group, Inc.
Leonard Flores, Consultant Engineering, Inc.
Angela Galietti, WSP USA
Jorge Gerardo, DARcor & Associates, Inc.
Evan Grace, J2 Engineering & Environmental Design, LLC.
Francis Hemmah, EPS Group, Inc.
Aaron Krebs, Gannett Fleming, Inc.
Mike Logan, Dibble Engineering
Jacob Lomeli, Engineering & Environmental Consultants, Inc.
Erica MacKenzie, J2 Engineering & Environmental Design, LLC.
Corin Marron, Carollo Engineers, Inc.
Seth Morales, GHD, Inc.
Anil Mudigonda, Jacobs Engineering Group, Inc.
Sanjay Paul, Rick Engineering Company
Brenan Poe, T.Y. Lin International
M. Vanessa Quinto, Jacobs Engineering Group, Inc.
Chelsi Remme, Psomas
Craig Ricketts, Jr., AECOM
Paul Schmidtke, Strand Associates, Inc.
Taylor Swanson, Kimley-Horn & Associates, Inc.
Berman Tijerino, Stanley Consultants, Inc.
Gregory Vidal, Ritoch-Powell & Associates
George Whitten, Carollo Engineers, Inc.
Tyler Wilson, HILGARTWILSON, LLC.

The Leadership in Engineering Administration Program (LEAP) is a career development program designed for upwardly mobile young professionals working in Arizona's consulting engineering industry. LEAP is a program that leads to the development of successful business leaders who consistently please our clients and create value in our firms.

People in the Newz





Kent Dibble Retiring from Dibble Engineering After 45 Years of Success, Growth

Kent Dibble stepping down December 31, 2018, leaving Dibble Engineering strongly positioned with capable leadership.

Phoenix, Arizona - Dibble Engineering, a leading regional provider of high-quality civil engineering services for the architecture, engineering and construction (AEC) industry, announces the retirement of Kent Dibble, PE, RLS, Principal and past President of the firm.

Kent began his career at Dibble Engineering in 1973, working with his uncle, Ben Dibble, PE. Ben founded Dibble Engineering in 1962 and later passed leadership to Kent and others. Kent led the business with an emphasis on the company's core values of excellence in quality, client service, and employee development.

"Kent Dibble has been a role model not only for myself, but for many employees at Dibble Engineering. His positive influence has made a lasting impact on our company and on a great number of people outside of our firm. Kent is honorable, trustworthy, humble and authentic. He's been an excellent example of virtue and high character, we are very blessed to have had him as our leader," says Greg Haggerty, CEO, Dibble Engineering.

In 2008, Dibble Engineering prepared a 10-year leadership development and succession plan in preparation for the eventual retirement of the firm's namesake. With succession complete, and after a few years of reducing his schedule and responsibilities, Kent is eager to spend time with his wife, children and grandchildren.

Kent will be retiring at the end of December 2018 after 45 years of hard work and commitment to the state of Arizona and the AEC industry. A retirement celebration honoring Kent Dibble is in planning for Q1 2019.

ACEC of Arizona Scholarship Golf Tournament

ACEC Arizona

2019 YOUTH SCHOLARSHIP GOLF TOURNAMENT

 **Ocotillo**
GOLF CLUB

3751 S. Clubhouse Drive, Chandler, AZ 85248 | Ph: (480) 917-6660



MARCH 25, 2019

6:30 AM REGISTRATION | 7:30 AM SHOTGUN START

By helping us reach our \$10,000 goal, you can make a difference in the lives and education of Arizona's youth!

Today's engineering pool is shrinking due in large part to our nation's youth choosing not to enter the engineering profession. The American Council of Engineering Companies of Arizona (ACEC AZ) is making strides to rebuild the engineering profession by raising funds to provide multiple scholarships for students majoring in engineering at any one of Arizona's three state universities.

WHERE DO GOLF PROCEEDS GO?
To college scholarships and educational outreach materials for Arizona youth.

HOW DOES MY CHILD APPLY FOR A SCHOLARSHIP?
Applications are available at:
acecaz.org/acec-az-youth-scholarship-golf-tournament/

TITLE SPONSOR | \$6,000

Company name on the tournament (along with ACEC) and all promotional materials (including shirts). Formal recognition at the Awards Luncheon. Company logo on all golf signs. Company information to all golfers. Includes two foursomes.

AWARDS LUNCHEON SPONSOR | \$2,500

Formal recognition at the Awards Luncheon. Company name on all promotional materials and company information to all golfers. Sponsor can provide a 24"x36" company sign for placement on the course and a company banner for display at the luncheon. Includes two foursomes.

BEVERAGE CART SPONSOR | \$2,500

Formal recognition at the Awards Luncheon. Sponsor can provide representatives on the course to accompany the beverage cart (separate cart) along with a banner on the beverage cart. Includes two foursomes.

LAS VEGAS HOLE SPONSOR | \$2,500

Formal recognition at the Awards Luncheon. Sponsor can provide representatives on the course along with a 24"x36" sign. Includes two foursomes.

MAJOR SPONSOR | \$1,500

Formal recognition at the Awards Luncheon. Sponsor to provide a 24"x36" company sign for placement on the course. Includes one foursome.

HOLE SPONSOR | \$250

Formal recognition at the Awards Luncheon. Sponsor to provide graphic for a 12"x18" company sign for placement on the course.

PRIZE SPONSOR | \$100

Formal recognition on printed material.

FOURSOME/INDIVIDUAL | \$600/\$150



For more information and/or to register, please complete the attached form or contact ACEC AZ at (602) 995-2187

2019 YOUTH SCHOLARSHIP GOLF TOURNAMENT

MARCH 25, 2019 | 6:30 AM REGISTRATION | 7:30 AM SHOTGUN START

OCOTILLO GOLF COURSE

ACEC Arizona

PAYMENT OPTIONS:

To register and pay online, visit <https://cvent.me/1yAd1>

To pay by check, please make payable to ACEC of Arizona and remit to 330 E. Thomas Road, Phoenix, AZ 85012.

YOUR REGISTRATION INCLUDES:

Continental Breakfast
Awards Luncheon
Drink Ticket
Raffle Prize Entry

AVAILABLE FOR PURCHASE:

Mulligans
\$10 each

On Course Contests
\$10 entry, \$250 prize
Las Vegas Hole

\$20 enters you into a raffle for \$250

RETURN FORM & PAYMENT TO:

ACEC of Arizona

REGISTRATION INFORMATION

- TITLE SPONSOR - \$6,000
- AWARDS LUNCHEON SPONSOR - \$2,500
- BEVERAGE CART SPONSOR - \$2,500
- LAS VEGAS HOLE SPONSOR - \$2,500
- MAJOR SPONSOR - \$1,500
- HOLE SPONSOR - \$250
- PRIZE SPONSOR - \$100
- FOURSOME - \$600
- INDIVIDUAL - \$150

330 East Thomas Road,
Phoenix, AZ 85012
administration@acecaz.org

QUESTIONS?

Phone: (602) 995-2187
Email: engineers@acecaz.org

— DONATION TO SCHOLARSHIP FUND - SUGGESTED \$200

CONTACT PERSON: _____

COMPANY: _____

TELEPHONE: _____

EMAIL: _____

FOURSOME

NAME: _____

NAME: _____

NAME: _____

NAME: _____

ADDITIONAL FOURSOME

NAME: _____

NAME: _____

NAME: _____

NAME: _____

All proceeds fund college scholarships for Arizona students.
Please help us reach our \$10,000 goal and make a difference in the education of Arizona's youth!

To register and pay online, visit <https://cvent.me/1yAd1>

ACEC of Arizona Scholarship Application



ACEC of Arizona is pleased to announce the availability of the ACEC of Arizona Youth Scholarships for the 2019-2020 academic year. These scholarships are specifically designed to assist ACEC of Arizona member firm employees or family members of employees who are pursuing their education in an engineering discipline. The scholarships are limited to U.S. citizens who are Arizona residents enrolled at ASU, UofA, and NAU.

Scholarship Award Amount: No less than \$1,000

Scholarships Awarded Per Year: Minimum of five

To be eligible for the scholarship, an applicant must:

- Be an employee or family member of an employee working for an ACEC of Arizona member firm;
- Be admitted and enrolled full time (*24 credit hours per academic year*) as a Sophomore, Junior, Senior, or Graduate Student at ASU, UofA or NAU during the 2019-2020 academic year;
- Enrolled in a curriculum leading to a profession in civil, structural, mechanical, electrical, geotechnical engineering or land surveying;
- Demonstrate the potential to continue with their college career by remaining in good standing with the University and maintaining all scholarship criteria.

To access the application,
[click here.](#)

All application documents must be submitted via email to president@acecaz.org no later than Friday, April 5, 2019 at 5:00 p.m.

Incomplete or late applications will not be considered.

Sorry the scholarships are not available to sustaining members

Questions? For assistance, please contact ACEC of Arizona at 602-995-2187 or president@acecaz.org

ACEC Business Insurance Trust



ACEC Business Insurance Trust - Better Than Ever

The ACEC Business Insurance Trust (BIT) Program has been providing business insurance products to ACEC members for the last 35 years. ACEC members enjoy enhanced coverages and exclusive benefits available only to firms within the ACEC BIT Program. Effective 1/1/18, the ACEC BIT selected Greyling Insurance Brokerage and Risk Consulting, a division of EPIC, as their new broker and program administrator.

It's been nearly a year since the ACEC Business Insurance Trust (BIT) transitioned to Greyling/EPIC. We thought we'd catch up with Jeff

Connelly, ACEC BIT Program Manager, to see how the transition is going and to gain some insight into the additional value Greyling/EPIC brings to the Program.

Why is the ACEC BIT so important to ACEC member firms?

Jeff - ACEC members rely on their membership to provide resources to assist in successfully running their business. One of these resources is the ACEC BIT. As broker for the ACEC BIT Program, Greyling is well positioned to provide the necessary insurance coverages for ACEC firms of all sizes. ACEC members know engineering and we know insurance. When insured with the Program, member firms can rest assured they can go about their business knowing they have the proper insurance in place to protect their firms.

This past year, the ACEC BIT Program transitioned to Greyling/Epic. As Program Manager, can you tell us how this change has impacted the program?

Jeff - We wanted to make sure ACEC member firms were not impacted by the change from the previous broker to Greyling. We are working to make the transition go as smoothly as possible without disrupting the ACEC member firms' day to day operations. The response from the participating firms has been extremely positive and I am happy to say the program is thriving and growing again.

Why is it essential that engineering and design firms have specialized coverage?

Jeff - There are a lot of brokers and insurance companies in our business. It is important that ACEC member firms choose an insurance company and broker that understand the engineering business. We know what is important to ACEC member firms and we have helped develop an insurance program that is specific to the risks of engineering and design

firms. The Hartford, Greyling and the ACEC BIT Trustees continue to collaborate on the design of the insurance products that are so important to the risk management of ACEC member firms. We know the business and we know how to control the risk.

What additional value does Greyling/EPIC bring to the Program?

Jeff - In addition to providing access to an exclusive insurance product with The Hartford, we are one of the leading brokers of professional liability insurance in the country. We do so much more than place an insurance policy for member firms. We provide risk consulting which includes contract reviews by our licensed attorneys. Our staff includes former general counsels of some of the largest architectural and engineering firms in the country. We also have construction litigation attorneys and former professional liability underwriters. We have the resources to help member firms with their daily challenges. Greyling has been at the table with ACEC to help support the engineering community with their legislative issues. We are here to help and provide support.

What is your advice to ACEC MO firms that do not yet participate in the ACEC BIT?

Jeff - ACEC endorses the ACEC BIT Program. There is no other insurance program that provides the best possible coverage for ACEC member firms. You pay dues to belong to an outstanding organization. Take further advantage of your membership and see how the ACEC BIT Program can help your firm.

For further information about the Business Insurance Trust, please contact Jeff.Connelly@greyling.com , LeeAnn.Wheeler@greyling.com, call 833-223-2248 or visit the ACEC BIT website at www.acecbit.org.

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<https://acecaz.org>
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