



2023 December Newsletter

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## APWA AZ December Message from the President



The Public Works profession continues to face challenges in recruitment and retention. Sound familiar? We are always hiring in Pima County, and often see firsthand the struggles our colleagues in professional consulting or construction firms have as well. This isn't just a search for engineers – it's at all levels. What is your organization doing to help bridge that gap, and develop new resources for the future of our infrastructure building teams?

Pima County has been working with other local agencies to do outreach via many social media platforms and hold large job fairs targeting both youth and people looking for change. There is a website Arizona at Work – that operates across the state to help link up job seekers, employers, and communities to help train the workforce that local employers need to fill positions. These are targeted by location. Internships are another great route – connecting with local universities early and developing programs that are planned to result in full employment. We have two types of internships here at Pima, including one that is a temporary hire program for under qualified people to train them on the job using external grant funds. This has resulted in a lot of permanent employees with just the right skillset.

Once we have these great workers, how can we continue to provide workforce

development opportunities to grow and keep them with the organization longer? APWA has a lot of opportunities to help with this. You should all know about our awesome Public Works Institute (PWI) run by the chapter. But today I'd like to focus on the APWA Emerging Leaders Academy, or ELA. This is a yearlong national program that provides intensive leadership and management training within the context of public works. The candidates who apply must be working in the field of public works for no more than ten years or have been promoted into their first leadership role in the past three years. Recently, Stefan Whitfield with Maricopa County was accepted into the 2023 - 24 class. Congratulations to both Stefan, and to Maricopa County who will both benefit from participation in the ELA. In my organization, we have had great success with this program, having two graduates within the last five years who have become excellent leaders.

Please consider looking at your organization. Who has recently been given an opportunity to lead, who may benefit from this experience? It's a very competitive program, and the application process will take some effort and planning. The next class is for 2024-25 and applications will be posted in April - but think about how you might incorporate opportunities and training such as PWI or the ELA into your performance planning activities right now. Use extra time during the holidays to reach out to staff and talk about what goals they have for the new year and find ways to leverage APWA development programs to meet those goals. These are low cost, high impact opportunities just waiting to be used. If you need help accessing any of these, send me an email [Nancy.cole@pima.gov](mailto:Nancy.cole@pima.gov) and I'd love to share.

Have a safe (and fun) holiday season!

-Nancy

Nancy Cole, APWA Arizona Chapter President

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## APWA National Education Events

December 12-14: [Certification testing block](#)

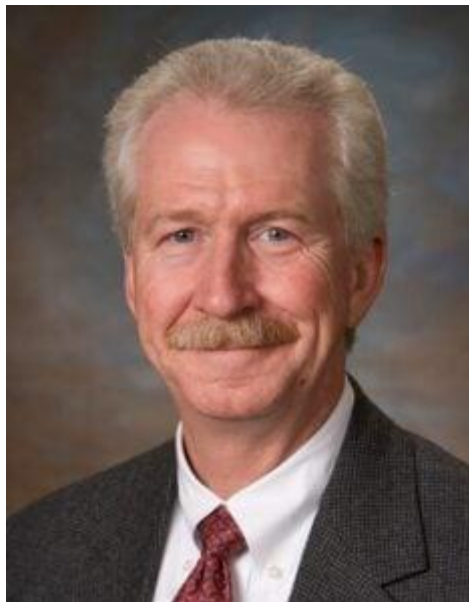
December 5: [Public Fleet Management Certificate](#)

December 7: [Successful Supervision: How to be a Better Supervisor](#)

\*Click link to sign up.

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**UPCOMING EVENTS**



Alan McGuire will speak on the economic outlook over the next couple years nationally and here in Arizona. He will also have some comments on

the expected impacts of rising interest rates, inflation, and the possibility of a recession, as well as touch on the changing residential housing market, affordability issues, and rental market trends.

**Date:** January 17, 2024 Time: 11:30am – 1:00pm

**Location:** Phoenix Country Club, 2901 N. 7<sup>th</sup> Street, Phoenix, AZ

**Agenda:** 10:00 AM APWA Arizona Board of Directors Meeting (Open to all Members) 11:30 AM Registration and Networking 11:50 AM Welcome by APWA President Nancy Cole 12:00 PM Update on projects from municipalities 12:10 PM Program 1:00 PM Adjourn

One Professional Development Hour will be provided.

**Registration Fees:**

\$35/Members and \$45/Non Members through January 12<sup>th</sup>. Prices increase \$20.00 after January 12<sup>th</sup>.

We have some complimentary registrations for Public Agency Members. Contact us at [apwaaz@gmail.com](mailto:apwaaz@gmail.com) to request.

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## **YOUNG PROFESSIONALS**

Join the Young Professionals committee for a tour of the City of Mesa's Dobson Ranch Park, a universally accessible park designed to allow children of all abilities to play. City of Mesa staff will be providing and tour and explaining how accessible features were incorporated into the parks design

Date: January 11<sup>th</sup>, 2024 Time: 8:00 AM to 10:00 AM Location: Dobson Ranch Park; 2359 S. Dobson Road, Mesa, AZ 85202

Contact Information: Ryan Schwarzer, [ryan.schwarzer@kimley-horn.com](mailto:ryan.schwarzer@kimley-horn.com);  
Juan Valles [jvalles@paradigmae.com](mailto:jvalles@paradigmae.com)

**No cost to attend but must pre-register before January 10<sup>th</sup>.**

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# **COMMITTEE MEMBERS NEEDED**

**Event Committee**

**Communications Committee**

**History Committee**

**Professional Development Committee**

**Membership Committee**

# 'TIS THE ★ SEASON ★ of GIVING

**Bring a canned food donation to receive an extra raffle ticket.**



**JOIN US FOR REINDEER GAMES & NETWORKING**



**THE CULINARY DROPOUT**  
**5632 N. 7TH STREET**

**THURSDAY, DECEMBER 7TH**

**5PM TO 7PM**

**Cost: \$40 for Members/\$45 for Non-members - includes  
Appetizers, 2 drink tickets and a raffle ticket.**

Additional Raffle tickets will be available for purchase. Proceeds go to St. Mary's Food Bank and will be matched by the APWA Board. Look for the Board-donated raffle baskets!

Thank you to our Title Sponsor!



**Food and Drink Sponsors & Door Prize Donations wanted!**  
Contact Nicole Moon at [Nicole.Moon@wsp.com](mailto:Nicole.Moon@wsp.com) for info.

**Register at: <https://arizona.apwa.org>**



**[Register Here](#) Interested in Sponsoring? Contact Nicole Moon!**



[Click here for Public Works Job Openings](#)

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## **American Public Works Association – Arizona Chapter**

### **2024 State Awards: Call for Nominations**

**Deadline: February 5, 2024, by Noon**

The Arizona Chapter of APWA is calling for nominations for the 2024 State Awards program. These awards recognize outstanding projects and public works staff across Arizona. The awards will be presented at the Annual Conference in Oro Valley, AZ in July.

The award categories include:

- Professional Managers of the Year (multiple categories)
- Young Professional of the Year
- Small Cities/Rural Communities Projects of the Year
- Public Works Projects of the Year:
  - Structures: Public structure rehabilitation, municipal buildings, parks, bridges, etc.



- Transportation: Roads, bridges, sidewalks, bicycle paths, mass transit, etc.
- Environment: Treatment and recycling facilities, landfill reclamation, water and sanitary sewer projects, etc.
- Historical Restoration and Preservation: Restoration and adaptive reuse of existing buildings and facilities, etc.
- Disaster or Emergency Reconstruction or Repair: Flood recovery, drought remediation, storm cleanup, etc.

Awards criteria and nomination form may be found at:

<https://arizona.apwa.org> under the News tab.

Please email nominations to:

[apwaaz@gmail.com](mailto:apwaaz@gmail.com)

Attention: AZAPWA Awards Committee.

Questions may be directed to Chris Ewell at [chris.ewell@phoenix.gov](mailto:chris.ewell@phoenix.gov)

APWA Annual Sponsorship July 1, 2023 – June 30, 2024	
<b>Corporate Chapter Sponsor</b> Includes: <ul style="list-style-type: none"> <li>• Website (logo displayed)</li> <li>• Chapter email notices (logo displayed)</li> <li>• Meeting Sponsor (logo displayed at a Phoenix monthly luncheon and a \$50 gift card door prize is included and handed out in the sponsors name)</li> <li>• Networking Mixers Sponsor (logo displayed)</li> <li>• Sponsor highlight in the newsletter for one month</li> <li>• Committee Growth – Young Professionals Event Sponsor (logo displayed on event emails)</li> <li>• Support for Public Agency Members to attend monthly meetings at a discounted rate</li> </ul>	<b>\$600</b>
<b>Special Event Sponsor</b> Typical special events are Diamondback Game Night, Bowling, Holiday Mixer. Includes: <ul style="list-style-type: none"> <li>• Logo on website event page</li> <li>• Logo on event flier and email notices</li> <li>• Logo on signage at event</li> <li>• 1 Ticket to attend event</li> </ul>	<b>\$500/per event</b>
<b>Print Sponsor</b> Includes: <ul style="list-style-type: none"> <li>• Monthly Newsletter (logo displayed)</li> <li>• Sponsor highlight in the newsletter for one month</li> <li>• Website (logo displayed)</li> <li>• Chapter Email Notices (logo displayed)</li> </ul>	<b>\$300</b>
<b>Branch Sponsor</b> Includes: <ul style="list-style-type: none"> <li>• Website (logo displayed)</li> <li>• Chapter email notices (logo displayed)</li> <li>• Meeting Sponsor (logo displayed at meetings)</li> <li>• Branch Sponsor highlight in the newsletter for one month</li> </ul> Select which Branch you are interested in sponsoring _____ Northern Branch (meets Quarterly); _____ Southern Branch (meets monthly)	<b>\$250</b>

Please consider Sponsorship opportunities as your organization is preparing for 2024 Budgets.



**Thank you for our Sponsors!**

# *Ninyo & Moore*

Geotechnical and Environmental Sciences Consultants

