

ARDOT CAREERS FOR CIVIL ENGINEERS

AACE MEETING WITH THE PROS

JASON HUGHEY
DISTRICT 4 ENGINEER

OCTOBER 12, 2026



ARKANSAS STATE HIGHWAY COMMISSION



**Chairman
Philip Taldo**



**Vice Chairman
Keith Gibson**



**Commissioner
Marie Holder**



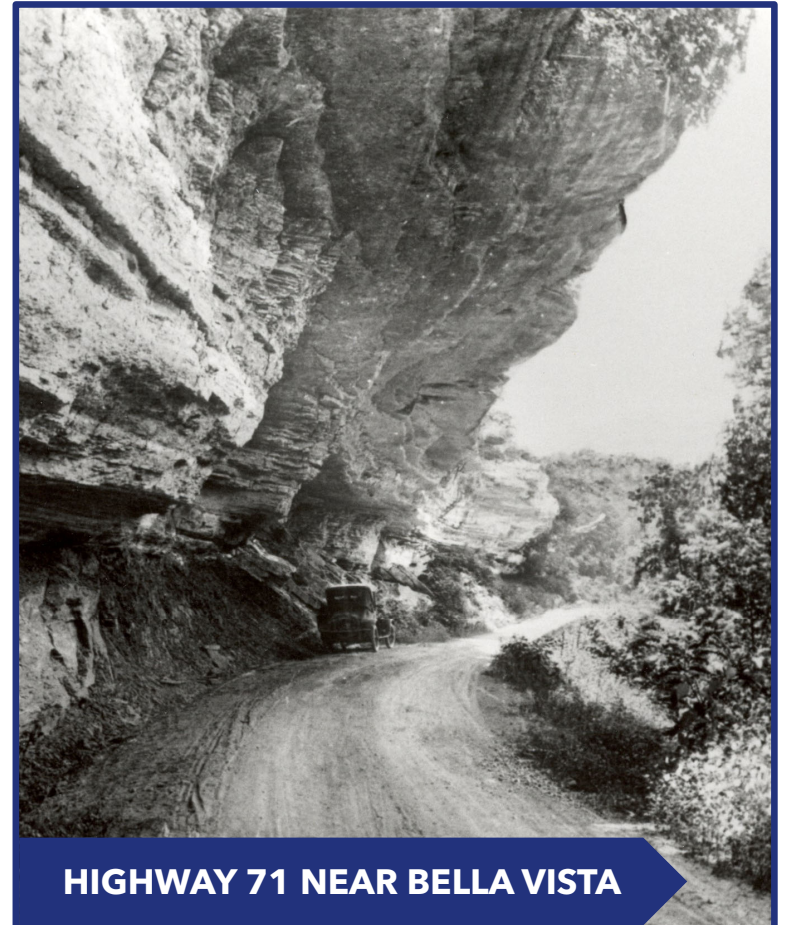
**Commissioner
David Haak**



**Commissioner
Jerry L. Halsey, Jr.**

STATE HIGHWAY COMMISSION BACKGROUND

- **1913** - First Commission Created
 - No Highway Department
 - No Highway System
- **3,600** - Vehicles
- **\$72,000** - Total Budget
- **36,000** - Miles of Public Roads



HIGHWAY 71 NEAR BELLA VISTA

WIDENING OF HIGHWAY 67 NEAR MALVERN



"The advice, counsel and expert know-how, which is available from the Department's own technical and administrative staffs, bear scant weight indeed when they are in conflict with the political pressures and political promises of the moment."

– Highway Audit Commission Report, 1951

DECADES OF PROGRESS

1975

First state to
complete its
Interstate System

1991

Highway
Improvement
Program

2011

Second Interstate
Rehabilitation
Program

2020

Renew Arkansas
Highways
Program

1985

Rural Road
Program

1999

Interstate
Rehabilitation
Program

2012

Connecting
Arkansas Program

STATE TRANSPORTATION FUNDS

AVERAGE FOR STATE FISCAL YEARS 2029-2030

**MOTOR FUEL
TAXES**



\$552 M

**HALF-CENT
SALES TAX**



\$481 M

**VEHICLE
REGISTRATION
FEES**



\$161 M

OTHER



\$78 M

**CASINO
REVENUE**



\$35 M

NATURAL GAS



\$13 M

TOTAL: \$1.3 BILLION

STATE TRANSPORTATION FUNDS

AVERAGE FOR STATE FISCAL YEARS 2029-2030

**TOTAL:
\$1.34 BILLION**

FISCAL AGENCIES

\$23 MILLION

CITIES

\$162 MILLION

COUNTIES

\$162 MILLION

STATE AID/CITY AID

\$40 MILLION

ARDOT

\$953 MILLION

FEDERAL TRANSPORTATION FUNDS

AVERAGE FOR FEDERAL FISCAL YEARS 2029-2030

**NATIONAL
HIGHWAY
PERFORMANCE
PROGRAM**



\$447 M

**SURFACE
TRANSPORTATION
& BRIDGE
PROGRAM**



\$278 M

OTHER



\$81 M

**HIGHWAY SAFETY
IMPROVEMENT
PROGRAM**



\$51 M

**CONGESTION
MITIGATION
& AIR QUALITY**



\$16 M

TOTAL: \$873 MILLION

ESTIMATED AVERAGE ANNUAL CONSTRUCTION FUNDS

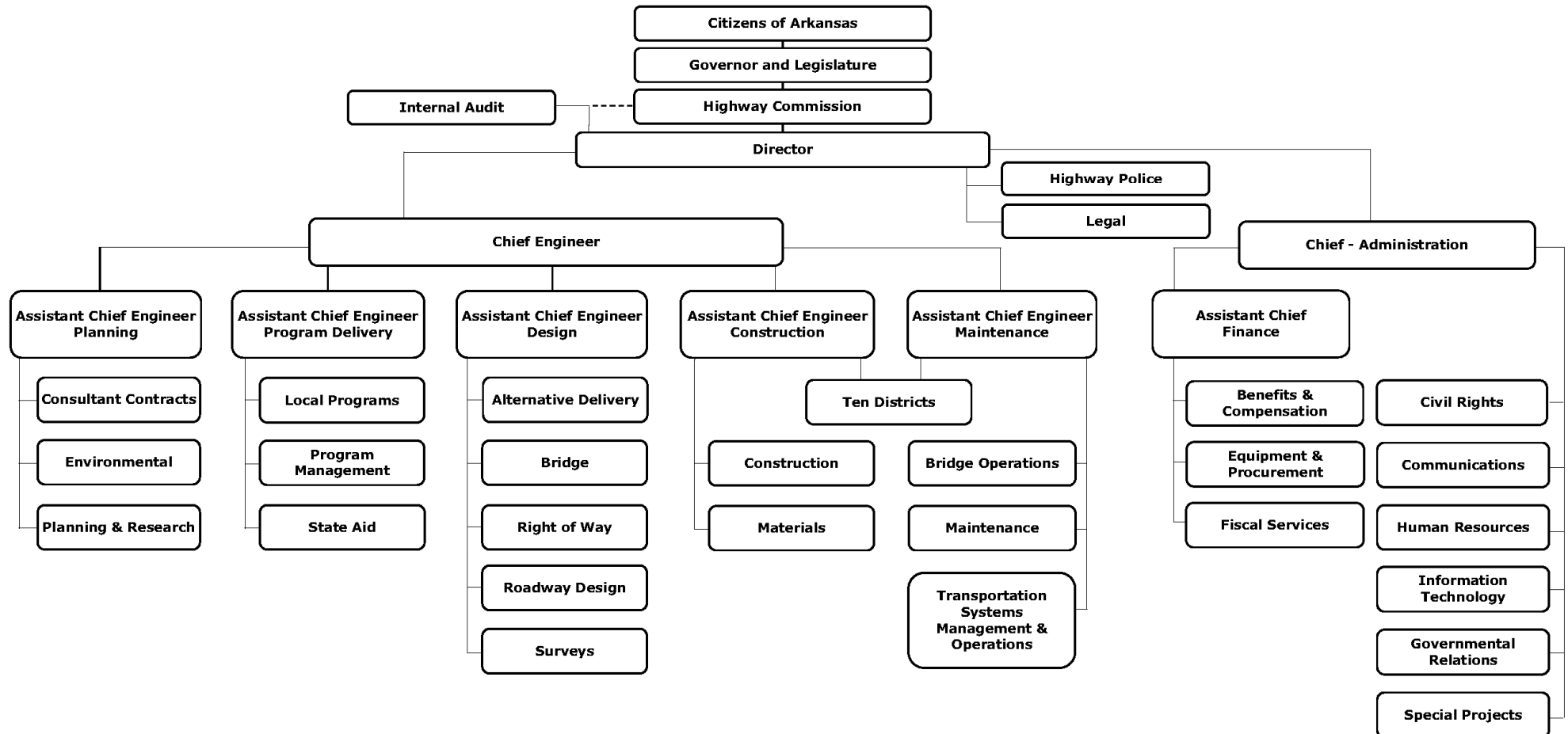
FEDERAL FISCAL YEARS 2029-2030

TOTAL: \$1.8 BILLION

PROJECT DEVELOPMENT COSTS	OPERATING BUDGET	PASS-THROUGH FUNDING	PROFESSIONAL SERVICES
			

FINAL TOTAL: \$894 MILLION

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ARDOT QUICK FACTS

**3RD LARGEST
STATE AGENCY**

**MAINTAIN MORE THAN
16,000 MILES OF
HIGHWAY & MORE THAN
7,000 BRIDGES**

**CENTRAL
OFFICES
LOCATED IN
LITTLE ROCK**

**HIGHWAY SYSTEM
VALUED AT OVER
\$200 BILLION**

**HOME TO OLDEST LAW ENFORCEMENT
AGENCY IN ARKANSAS**

ARDOT OFFICES

FACILITY TYPE

- ★ Central Offices
- ★ Northwest Office
- ★ Northeast Office
- Area Headquarters
- District Headquarters
- Resident Engineer Offices

2023-2028 STRATEGIC PLAN



PURPOSE

To deliver a modern transportation system to enhance safety and quality of life in Arkansas

CORE VALUES



Safety

Committed to
Arkansans' wellbeing



Trust

Dependable
public service



Excellence

Quality in everything
we do



Accountability

Responsible and
transparent



Modern

Innovating for
the future

Safety first, working as a TEAM

GOALS & STRATEGIC OBJECTIVES

SYSTEM

Provide innovative transportation solutions to improve safety and mobility

- Plan, develop, operate, and maintain an efficient, reliable, and resilient highway system
- Focus on all aspects of safety
- Continue to emphasize system preservation
- Excel at project delivery
- Manage assets in a transparent, data-driven, and cost-effective manner
- Ensure environmental stewardship

SERVICE

Deliver reliable and efficient customer service

- Strive to exceed customer expectations
- Provide timely and courteous customer service in all communications
- Be transparent
- Ensure compliance with all relevant regulations

EMPLOYEES

Ensure ARDOT is a great place to work

- Recruit and retain quality employees
- Encourage and empower decision making at all levels
- Invest in employee career development
- Promote teamwork and accountability
- Encourage innovation and risk-based decision making
- Strengthen knowledge management

PARTNERS

Collaborate and strengthen partnerships

- Listen to Arkansas residents and community leaders
- Engage with federal, state, and local governments
- Partner with industry to improve efficiency
- Learn from peer states' best practices

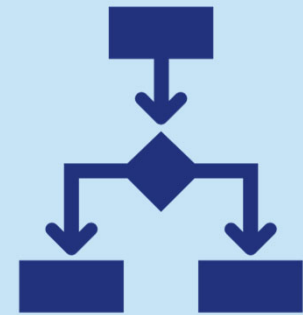
ROLE OF AN ENGINEER



PLANNING

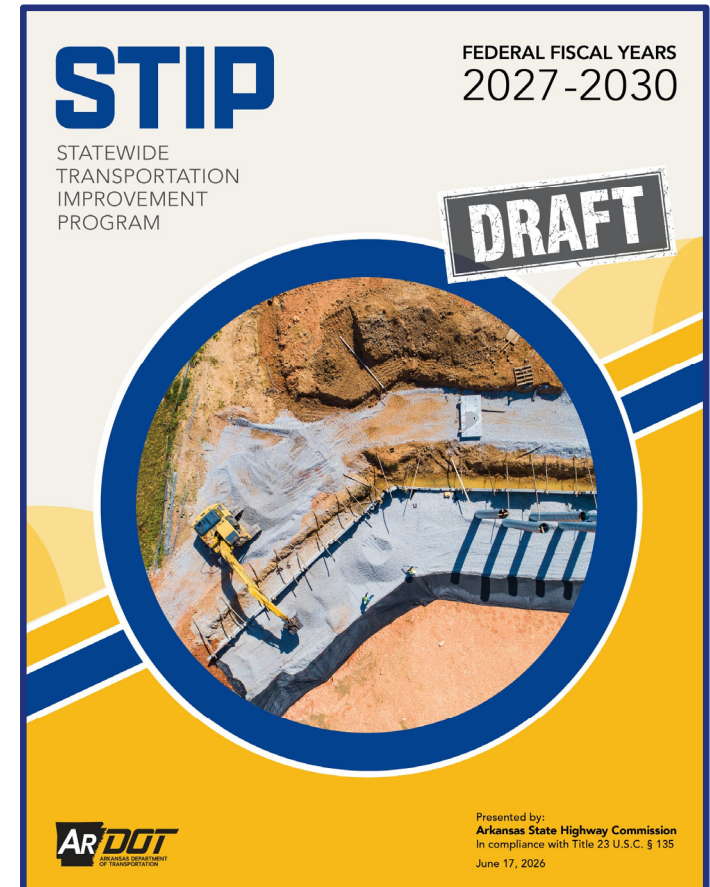
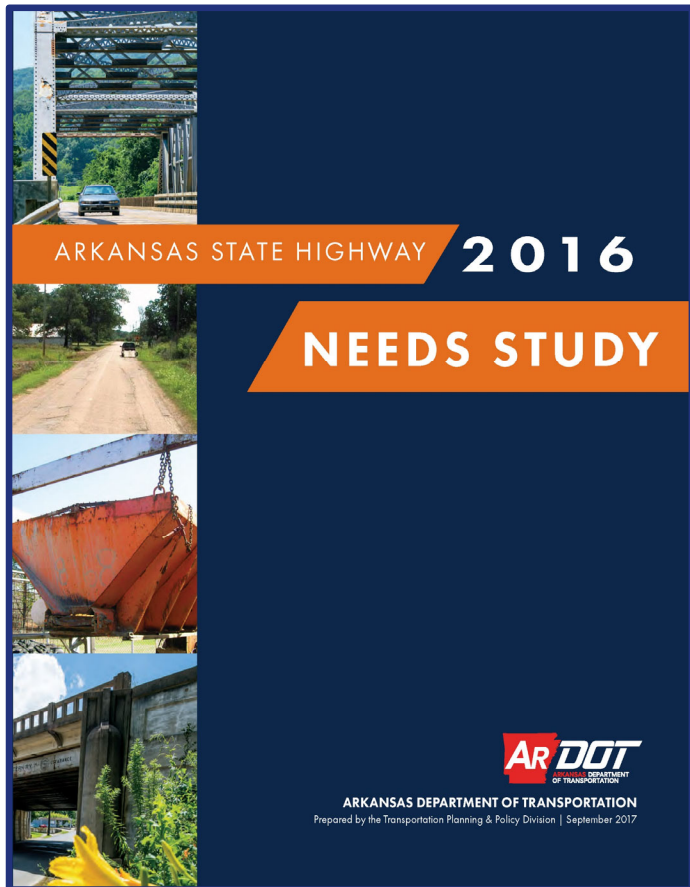


DESIGN



OPERATIONS

PLANNING ENGINEERS



DESIGN ENGINEERS

A Policy on Geometric Design of Highways and Streets

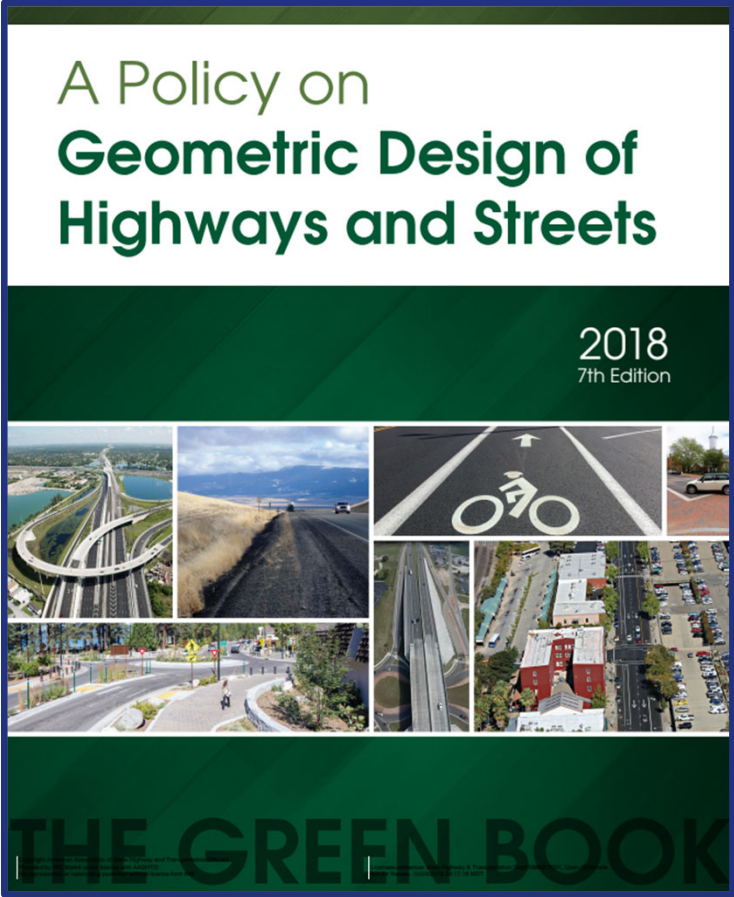
2018
7th Edition



THE GREEN BOOK

A Policy on Geometric Design of Highways and Streets

2018
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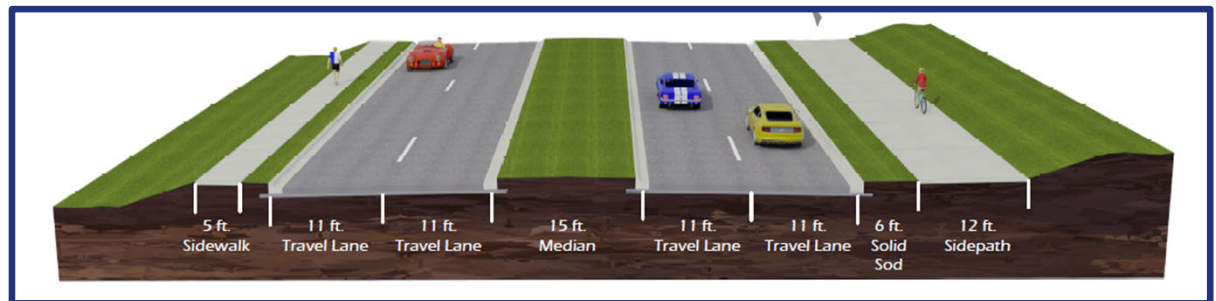
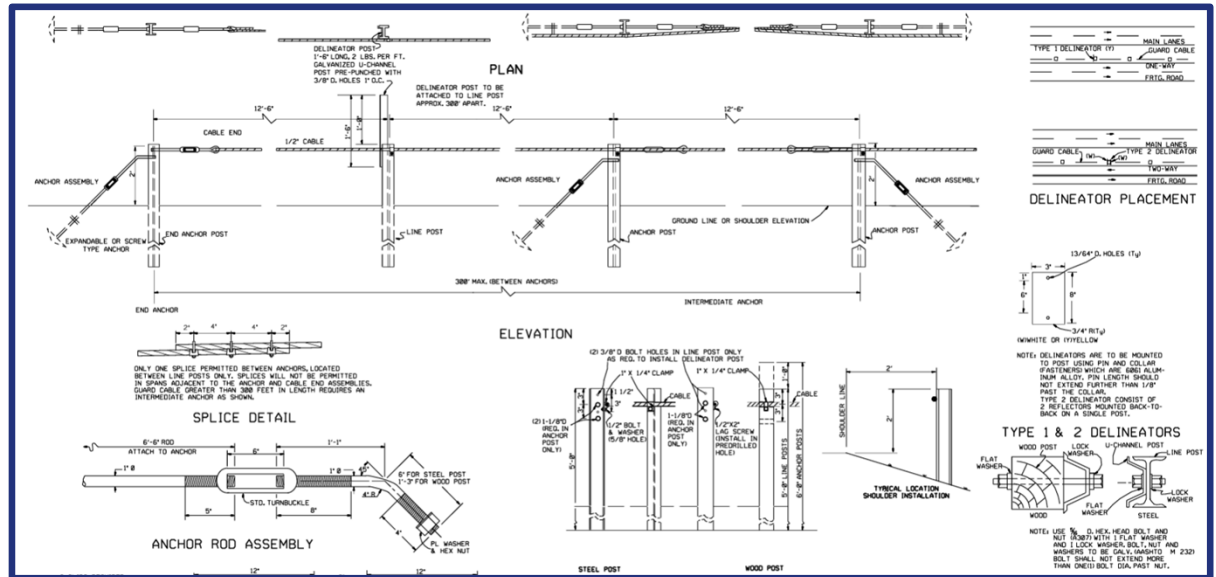


A Policy on Geometric Design of Highways and Streets

2018
7th Edition



THE GREEN BOOK



BRIDGE DESIGN ENGINEERS

COURSE REQUIREMENTS

- BSCE or BSE with emphasis in Civil Engineering
- College Courses:
 - Structural Steel Design
 - Reinforced Concrete Design
 - Hydrology or Hydraulics



OPERATIONS ENGINEERS

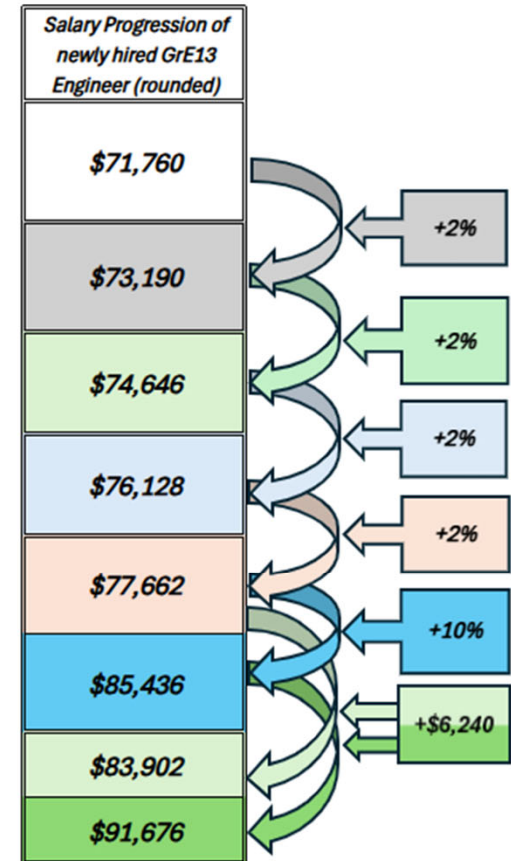


BENEFIT	VALUE	NOTE
COMPENSATION		
Annual Salary	Base pay of \$71,760/year; equivalent to \$34.50/hour	
Performance-based pay increases (awarded every July)	\$2,153 (based on 3.0% average for all employees; above average performers received more)	Performance-based pay increases raise your annual salary; they are not one-time bonus payments
Paid holidays	\$3,312/year	11 paid holidays/year plus the employee's birthday
Annual leave/paid vacation	\$3,312/year	8 hours/month first three years; increases with more years of service up to 15 hours/month
Paid sick leave	\$3,312/year	8 hours/month; no carry-over limit
RETIREMENT		
Arkansas State Highway Employees' Retirement System (ASHERS)	Value of \$10,692/year based on current average employee salaries	All employees contribute 7% of gross salary pre-tax; ARDOT contributes 14.9% of the employee salary
HEALTH AND WELLNESS		
Health/life insurance	Estimated value of \$12,032/year for family	Amount varies depending on coverage and plan selection; \$10,000 life insurance provided at no cost to employee
Optional Term Life, Disability, Accident, Vision, and Dental	No ARDOT contribution, other than to negotiate reasonable group rates	Premiums based on a variety of factors
Catastrophic Leave	Estimated value of \$960/year	Paid leave for catastrophic medical situations
Parental Leave	Maternity leave: 480 hours; paternity leave: 160 hours	Parental leave available after first year of employment
Health Savings Account	\$600/year is maximum ARDOT contribution	Amount varies depending on plan selection
Employee Assistance Program (EAP)	Up to \$900/year, depending on number of sessions needed	Voluntary, free, confidential counseling services
MISCELLANEOUS		
Professional Development Hours (PDH)	Estimated value of \$450/year	ARDOT provides PDHs to fulfill continuing education requirements for licensure
State Vehicle (if applicable)	Estimated value of \$6,200/year (based on average miles driven by engineers)	ARDOT provides vehicle for use on the job; use of personal vehicle is eligible for reimbursement per current IRS mileage rate
YOUR ANNUAL COMPENSATION AND BENEFITS WILL BE \$115,683		

ENGINEER SALARY PROGRESSION

ENGINEER SALARY PROGRESSION

LEVEL	INCREASE	TITLE	GRADE	ESTIMATED SALARY	NOTES
New Hire		Engineer	13	\$71,760	All Engineers are hired at the same salary level except those who are exceptionally well qualified or those with graduate degrees receiving an educational differential of \$2,080.
Six Months	2%	Engineer	13	\$73,190	After six months of employment, Engineers are eligible for a 2% salary increase with concurrence from the Division Head/District Engineer.
Year One	2%	Engineer	13	\$74,646	On the anniversary of their first year of employment, Engineers are eligible for a 2% salary increase (with the proper concurrence).
Year Two	2%	Engineer	13	\$76,128	On the anniversary of their second year of employment, Engineers are eligible for a 2% salary increase (with the proper concurrence).
Year Three	2%	Engineer	13	\$77,662	On the anniversary of their third year of employment, Engineers are eligible for a 2% salary increase (with the proper concurrence).
	Promotion	Advanced Engineer	15	\$85,436	When promoting to Advanced Engineer, Engineers are eligible for a 10% increase in salary or minimum of the range, whichever is greater.
PE license	+ \$6,240	Engineer	13	\$83,902	At any point in the Engineer's career, when they obtain the PE license, they are eligible for a \$6,240 salary increase (with the proper concurrence).
		Advanced Engineer	15	\$91,676	



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