



Connecting the DOTs

October 2025

INSIDE THIS ISSUE:

Page 2

Secretary's Corner

Pages 3 & 4

Employee Meetings

Page 5

2025 Safety Awards

Page 6

Picture the SDDOT & AMI

Page 7

Mentoring Minute

Page 8 & 9

Finance Corner

Page 10

Primavera Tips/Tricks -
Project Search

Page 11

Safety News

Page 12

National Communication Award
ADA Reminders

Page 13

Winter Seasonal Snowplow Operator
Referral Program

Pages 14 - 16

Walk to School Day

Page 17

RCP&E Railroad Tour & Project
Project Development Cornhole Tourney

Pages 18 & 19

Fallen Hero Bridge Dedications
Aberdeen Parts Room Meeting

Page 20

BHRA Training Opportunities

Page 21

Training Update

Page 22

It Pays to Train & Impact Awards

Pages 23 - 25

Employee News and Updates

- New Hires
- Lateral Position Changes
- Longevity
- Retirements
- Family News
- In Sympathy

SDDOT ONLINE STORE FOR

PERSONAL BRANDED APPAREL

Open through Friday, Nov. 7, 2025

Please note this is an optional opportunity to order personal branded apparel and is paid by each employee via a personal credit card. Work-related safety apparel (as purchased by SDDOT) is completed through area offices.

SDDOT staff favorites are still available in the store, along with new winter options. There are 40 items available in a range of styles and price points.

Three Ways to Access the SDDOT Online Store . . .

- https://stores.inksoft.com/SDDOT_Fall_2025/shop/home
- https://intranetdot.sd.gov/SDDOT_Branding.aspx
- Use the QR code



Distribution:

- All orders will be produced once the store closes at 1 p.m. on Friday, Nov. 7, 2025.
- Distribution will be done via each region/area and central office. Orders WILL NOT be sent directly to home addresses.
- For order questions (sizing information is on each item); please feel free to contact Jana, our Geffdog sales representative, at info@geffdog.com (as noted on the website) or Julie Stevenson at julie.stevenson@state.sd.us.

The SDDOT Logo files are on the Intranet in the SDDOT branding tab at https://intranetdot.sd.gov/SDDOT_Branding.aspx if you would like to use your own local vendor for other personal clothing options.

The Secretary's Corner



2025 PEN Site Visit Recap:

Thank you to all who participated in the PEN site visit the first week of October. In closing remarks, the examiners commented on our mission-focused staff who continuously demonstrated an unwavering dedication to safety, efficiency, and providing excellent services to our customers.

Next Steps: We will receive a finalized feedback report in four to six weeks. The PEN team will also conduct an "Improvement Planning Session" with us to review and act upon the assessment findings. In early 2026, we will be receive an official PEN recognition level as determined by a panel of judges based on our application and site visit findings. The PEN examiners did provide a few closing preliminary comments regarding our application and site visit, as shown below.

Notable Strengths

- **Mission-Driven Workforce**
 - Employees are united by a shared sense of purpose that goes beyond day-to-day tasks. Their work is guided by the organization's mission, creating alignment between individual motivation and collective goals. The workforce is characterized by commitment, engagement, and a sense of accountability.
- **Effective Communication Systems**
 - Structures, channels, and practices that ensure information flows clearly, consistently, and in a timely way across the organization. They connect people to purpose, align teams to strategy, and create the transparency needed for trust and accountability. Effective communication systems integrate process, culture, and feedback loops.
- **Strategic Planning Integration**
 - The practice of aligning goals, resources, and actions across the entire organization so that the strategic plan becomes a living system, not a stand-alone document. It ensures that strategy is embedded into governance, operations, workforce priorities, and performance measures.

Potential Opportunities for Improvement

- **Enterprise Learning**
 - Create a systemic framework where insights flow across teams, leaders, and processes. It aligns workforce development, structure, and strategy to ensure that learning is continuous, shared, and embedded in daily operations.
- **Data to Actionable Insights**
 - Create a process for transforming raw information into clear, meaningful intelligence that drives decisions and results. It goes beyond collecting and reporting data by applying analysis, context, and visualization so leaders and teams know what the data means, why it matters, and how to respond. At its core, it ensures that information doesn't just sit in systems but becomes a catalyst for strategy, innovation, and measurable outcomes.
- **Institutionalize Systems**
 - Establish enduring structures of relationships, feedback loops, and leadership systems that make the organization function as a cohesive whole. It means embedding systemic ways of thinking, decision-making, and adaptation into the organization so that learning, accountability, and improvement are built into the system itself.

SDDOT Invites Proposals for Sale or Lease of State-Owned Rail Line:

Earlier this month, SDDOT announced the release of an Invitation for Proposals (IFP) seeking qualified parties interested in purchasing or leasing the State-owned Napa Junction to Platte rail line for common carrier freight rail operations. Since acquiring key lines following the 1980 Milwaukee Road embargo, the State of South Dakota has worked to preserve essential rail service vital to our economy.

The Napa-Platte rail line represents one of the final segments under South Dakota ownership. In September 2025, the South Dakota State Railroad Board authorized SDDOT to begin a competitive process for returning the Napa-Platte rail line to private operation (either thru the sale of or via a long-term lease) to enhance freight opportunities, support local industries, and promote long-term economic growth. The Napa-Platte rail line totals approximately 81 miles, extending from Napa Junction to Platte.

The full IFP, attachments, addenda, and question-and-answer forum are available on the SDDOT website at [Bid Letting](#). The information is located in the section entitled, "Lettings Currently Advertised for Bids." A link to bid letting is also available at <https://dot.sd.gov/>.



The 2025 SDDOT Employee meetings are underway. As we've done in the past, a survey is shared with staff members in advance of their meeting to garner questions/topics to be covered. (A post meeting survey is also sent out after each meeting!)

Please know your pre and post meeting feedback helps determine the most effective ways to interact and receive input from our 1,000 employees.

At each meeting, there will be an update on topics and ideas raised during the 2024 employee meetings, to include topics such as snow plow cutting edges, role of lead highway maintenance worker, remote work guidance, risk based inspection & testing, and implementation of Open Roads.

We look forward to connecting, sharing updates, and hearing your ideas. Please mark your calendars and watch for additional details and a survey link as YOUR employee meeting date approaches.

Central Office Staff:

Thursday, Nov. 6, 2025: 8:30 a.m. – 4 p.m. (Employee Meetings/Celebrate Success)

Employee Meeting: 9 a.m. – 10:30 a.m.

- **Group 1:** Secretary, Training, Legal, ITS, Project Development, Planning Administration, Local Government, Environmental, Materials & Surfacing, Internal Services, Internal Audits, Finance, Aviation Services, and Air, Rail & Transit

Celebrate Success: 11 a.m. – 1:30 p.m. All Central Office

Employee Meeting: 2 p.m. – 3:30 p.m.

- **Group 2:** Road Design, Right-of-Way, Transportation Inventory Management, Research, Bridge Design, Operations Administration and Operations Support

Location for employee meetings/Celebrate Success: Community Bible Church in Pierre

Tuesday, Dec. 16, 2025: 10 a.m. – 11:30 a.m. in Pierre

Aberdeen & Mitchell Region Engineering Field Offices

Wednesday, Dec. 17, 2025: 1-2:30 p.m. in Pierre

Rapid City & Pierre Region Engineering Field Offices

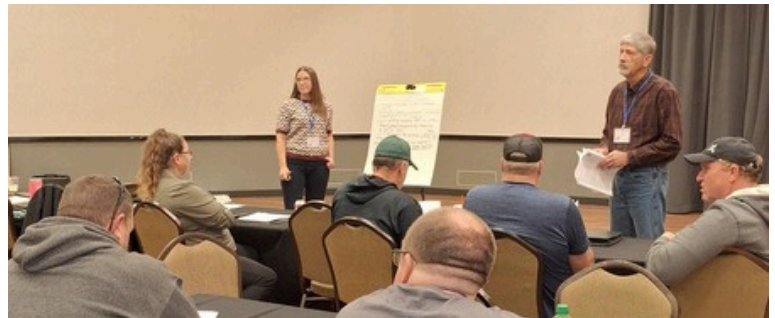
MAINTENANCE EMPLOYEE MEETINGS

Oct. 7, 2025: Aberdeen Region Maintenance Staff in Aberdeen

Oct. 7, 2025: Mitchell Region Maintenance Staff in Aberdeen

Oct. 16, 2025: Rapid City Region Maintenance Staff in Pierre

Oct. 16, 2025: Pierre Region Maintenance Staff in Pierre



Employee Meetings - 2025 Safety Awards



BEST REGION STATEWIDE
Rapid City Region



**BEST MAINTENANCE UNIT
STATEWIDE**
Madison, Flandreau



BEST UNIT ABERDEEN REGION
Ipswich, Leola, Faulkton



BEST UNIT MITCHELL REGION
Madison, Flandreau



BEST UNIT PIERRE REGION
Eagle Butte, Isabel, McIntosh



BEST UNIT RAPID CITY REGION
Sturgis, Deadwood



BEST REGION MAINTENANCE
Rapid City Area



BEST AREA MAINTENANCE
Mobridge Area



2025 SHIP SHAPE AWARD
Hot Springs, Edgemont, Oelrichs

Picture the SDDOT

Picture the SDDOT is designed as an internal contest to highlight the amazing work (and people) of the SDDOT! The contest will feature photos submitted by and voted upon by SDDOT staff!

PHOTO CATEGORIES:

- Secretariat Division
- Finance & Management Division
- Operations Division
- Planning & Engineering Division

PROCESS:

Feel free to submit any photos taken in 2025. Use this link <https://forms.office.com/g/HHMandpGkF> or scan the QR Code! This information is also available on the Intranet at [Picture the SDDOT](#).

TIMELINE:

- **Deadline to submit photos is Friday, Nov. 14, 2025.** Once the contest closes, staff will vote on photos within all four Divisions.
- Three (3) winners will be chosen within each Division for a total of twelve (12) SDDOT spotlight photos.
- From the twelve (12) staff-chosen spotlight photos, staff will then vote for one **2025 SDDOT Photo of the Year**.

Find additional guidelines on the submission site!

WINNING PHOTOS:

The top twelve (12) winning photographers and photos will be showcased with appropriate credits in SDDOT internal communication pieces such as the Information Interchange, newsletter, Lobby TVs, TEAMS backgrounds; as well as on our external website and social media platforms. All submitted photos will be placed into our SDDOT Flickr account folder for any SDDOT staff member to use for brochures, booklets, manuals, presentations, etc. This is a great way to highlight staff and build our photo library!

The final photo chosen by staff as the “**2025 SDDOT Photo of the Year**” will be featured as the cover of the **2025 SDDOT Annual Report** and used in annual national competitions.



AASHTO Management Institute (AMI) Leadership Development Series

SDDOT employees from across the State attended the **AASHTO Management Institute (AMI) Leadership Development Series** in Rapid City in October. Participants engaged in active learning and connected with colleagues from fellow DOTs around leadership topics.

Front Row L to R:

Bruce Schroeder, Julie Stevenson, Lane Goldsmith, Joanne Hight, Taylor Brusven, and Travis Holthaus

Back Row L to R:

Greg Rothschadl, Doug Sherman, Phil Clements, Chad Babcock, and Matt Dorfschmidt





Mentoring Minute

Wrapping Up the Formal Mentoring Partnership

By: Joseph Sestak and Jason Baker

A formal mentoring partnership ends with a planned termination process that includes reviewing goals, reflecting on accomplishments, expressing gratitude, and discussing the future. The process involves scheduling a final meeting to discuss experiences and provide closure, determining whether future informal contact is desired, and completing program evaluations. The goal is an orderly, positive, and intentional ending that helps the mentee transition and highlights the valuable lessons learned. With the SDDOT Mentoring Program, mentors and mentees are encouraged to conduct this meeting amongst themselves.

Before the Final Meeting:

1. Understand that the formal relationship is ending to allow time for preparation.
2. Look back at the goals set at the start of the partnership to see what has been achieved.
3. Talk about what the mentee's next steps will be and how they can apply what they've learned.

The Final Meeting:

1. **Express Gratitude:** Acknowledge the mentor's time, effort, and contributions.
2. **Share Reflections:** Discuss significant learnings, challenges, and successes during the partnership.
3. **Discuss Feelings:** Allow both the mentor and mentee to share their thoughts and feelings about the relationship ending.
4. **Plan Future Contact:** Decide if and how the individuals will stay in touch informally.
5. **Complete Evaluations:** Fill out any necessary program evaluations to document the experience and provide feedback.

After the Final Meeting:

1. **Maintain Connections:**
The goal is often to transition from a formal to a more informal or professional relationship, not necessarily to sever ties completely.
2. **Inform Program Coordinators:**
If required, ensure all parties involved, including program administrators and supervisors, are notified.
3. **Use Documentation:**
If a final assessment is performed, it can serve as a valuable resource for future reference and development.

In addition to the one-on-one final meeting, there is also an Ending Celebration with the SDDOT Mentoring Program that will be held on Nov. 5, 2025, to celebrate the successes as a group.

Upcoming Mentoring Events:

End of Program Celebration – Wednesday, Nov. 5, 2025, at Casey Tibbs from 1 p.m. to 4 p.m. CT.

Make Time for Mentoring!

Finance Corner

VOUCHERS

After the voucher cover sheet has been printed and voucher has been scanned into File Director, the Central Office staff should place vouchers in the bins located in the Finance area. The region offices should mail their vouchers directly to the State Auditor's office.

EXCEPTION

VOUCHERS WHICH MUST BE SENT TO THE CENTRAL FINANCE OFFICE:

Travel Advances (initial requests or paybacks)	send to Brandy Hansen
DOT Negotiated Contract Payments (to be recorded)	send to Faith Kongslien
Moving Expense Authorization & Payments	send to Patty Thompson
Direct Vouchers Coded to a Construction Project	send to Stacy Parmely or Becky Hedman
Capital Asset Vouchers over \$10,000 (include Fixed Asset Data Sheets) -see DOT Capital Purchases policy for more information	send to Patti Devitt or Mary Hoyt
Payments to Vendors Under Lien or Tax Levy	send to Blaine Humann
Receiving Vouchers (Purchase Orders)	send to Susan Frederick
Payments to Dakota Asphalt Pavement Association (for training & certifications)	send to Brandy Hansen



Finance Corner Continued

MEMS REPLENISHMENT ORDER NUMBER THE DASH IS REQUIRED

The replenishment order number created in MEMS should be entered on all vouchers for supplies placed into Inventory (415). The replenishment numbers are always going to have a number followed by a dash.

The screenshot below shows where to find the replenishment number (Replenishment - 279). The number highlighted (279-1) reflects the first replenishment. If this were the second replenishment, it would show 279-2 and so on.

Replenishment - 279

Request Type
Replenishment

Inventory Name
11167-3016-0434-3: Filter, Fuel-WIX 33357

Total Quantity Ordered (EA) Total Quantity Received (EA) Total Remaining Quantity on Order (EA)
1 1 0

Replenishment - 279-1

Invoice Number	Quantity Received (EA)	Unit Cost	Total Cost
C261390563	1	\$5.41	\$5.41

Comments
Created by Melissa Hunter on 08/07/2025 10:47 AM

The following screenshots show where the number appears on both the warehouse receipt and the direct voucher.

SOUTH DAKOTA DEPARTMENT OF TRANSPORTATION
WAREHOUSE RECEIPT
DDOT 172 (04/94)

WAREHOUSE NUMBER:	1 6 7	DATE RECEIVED:	08 / 07 / 25	DATE ENTERED MSA:	08 / 07 / 25
Received From:	IState Truck Center	Vendor Invoice Number:	C261390563		
Address:	Sioux Falls, SD	Purchase Order Number:	167		
ITEM CODE	ITEM DESCRIPTION	LINE NO.	QUANTITY	UNIT COST	TOTAL COST
3016-0434-3	WIX 33357 Filter	1	1	5.41	5.41

Pay Entity 1100 Pymt Due 08/08/2025 Vendor 12291406 -

Inv Nbr C261390563:01 Contract Long Name ISTATE TRUCK INC

Inv Date 08/06/2025 Gross 169.05 Address 1 DBA ISTATE TRUCK CENTERS

Short Name ISTATETRUCKCENT NW 7246 PO BOX 1450

Pmt Code MINNEAPOLIS

Remit SDDOT - ACCT # 86556 PO# 167

Line#	Amount	Exp	Co	Account	Center	1099	DOT Coding	Subref
/Qty	/Description						/AgreeWorkOrder	
0001	5.41	299	3040	52054510	111332		415	279-1
	1.0 FILTER							



For more BISON updates,
please visit the BISON website
at <https://www.sd.gov/bison>

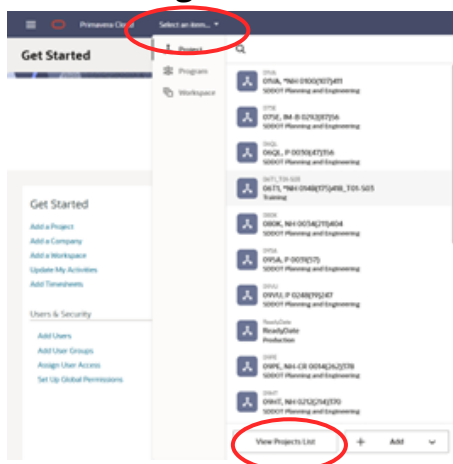
Project BISON is happy to share this month's update. The BISON team will continue to keep you informed about the project.

Primavera Tips/Tricks - Project Search

SDDOT utilizes Primavera Cloud, which is a cloud-based scheduling software for the design phase of a project. Additionally, Primavera Cloud is utilized for various aspects of project management to help with managing resource workloads (current & future) and to assist in the delivery of projects in a timely matter.

This tip demonstrates how to search for **Projects** in Primavera Cloud.

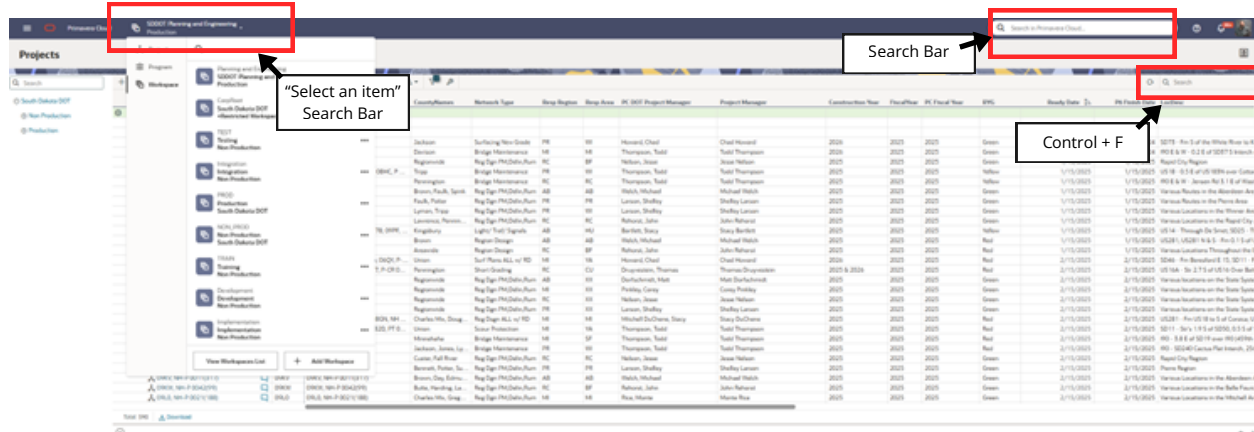
1. On the **Main Page**, “Select an item” and Select “View Project List”.



The **Projects Page** will open to show all the Projects.

2. There are three ways to **Search** for Projects in Primavera Cloud.

- a. Type “**Control + F**” on the keyboard,
- b. Use the “**Select an item**” Search Bar, or
- c. Use the “**Search Bar**”.



3. The software will drill down to the **PCN or Project** you were searching.

The search function works on the **Activities Page** as well, if you want to search for example, an Activity ID (“3055”) or Activity Name (“Gradeline”).

If you have questions about the Primavera Cloud software, reach out to the project delivery team.

Earl Berg (earl.berg@state.sd.us or 773-7191)

Kathryn Faubel (Kathryn.Faubel@state.sd.us or 773-3567)



SDDOT SAFETY NEWS

October Safety - Smoke Detector Safety Tips

By: Jon Johanson, Safety Manager

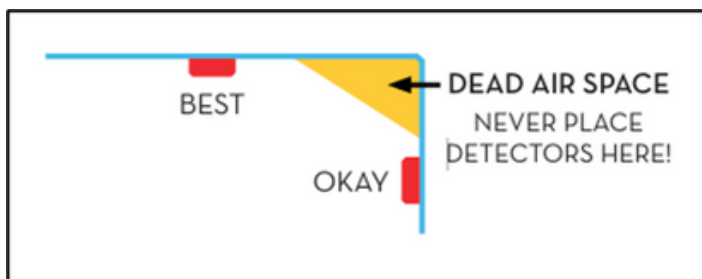
Sunday, Nov. 2, 2025, is an important day for all of us because we all will need to turn back our clock one hour and "fall back" to Standard Time at 2 a.m. You can earn bonus points if you take a few minutes to check and/or replace the 9V battery in your smoke and carbon monoxide detectors.

According to the [NFPA](#), working smoke detectors increase your chance of surviving a fire by more than 50 percent. The majority of residential fire fatalities occur at night while people are asleep. If a fire occurs in your home, your chances of survival are greatly increased if you have working smoke detectors!

Survival Plan

Step 1: Purchase, install and maintain smoke detectors in your home.

- Mount smoke detectors in the middle of the ceiling.
- For wall-mounted units, place them at least three feet away from any corner and four to six inches below the ceiling.
- Do not install smoke detectors near heating or cooling ducts.
- In mobile home units, install smoke detectors on inside walls.



Step 2: Develop and practice a home escape plan with your family.

- The emergency escape plan for your household should include two exits

out of every room and a special meeting place outside (e.g. mailbox, tree or neighbor's driveway). Practice the plan with ALL members of your household.

- Teach children how to operate window locks. Second-story windows may require a storebought escape ladder to enable a safe escape.
- Teach all members of your household to crawl low if there is smoke.

How Many and Where?

- For MINIMUM protection, install smoke detectors outside each sleeping area and for homes with more than one floor, place one on every level of your home (including the basement).
- For MAXIMUM lifesaving protection, the fire department recommends installing smoke detectors in each bedroom, in each living area and on every level of your home (including the basement).
- In new homes and remodels, the fire code requires the maximum coverage.

Replacement

Smoke detectors monitor the air 24 hours a day, every day. For best protection, replace your smoke detectors every 10 years, or consider budgeting more money up front to purchase new detectors with a built-in ten-year battery.

If you are not sure how old your smoke detectors are, it is best to replace them immediately!

Find all Safety News monthly articles at:
<https://intranetdot.sd.gov/Safety.aspx>

SDDOT Wins TransComm National Communication Award



The South Dakota Department of Transportation (SDDOT) won a top national communication award during the recent annual meeting of [TransComm](#), the communications committee for the American Association of State Highway and Transportation Officials (AASHTO). [AASHTO](#) is a national nonprofit group that represents and supports state departments of transportation.

“We’re honored that the communication efforts by the SDDOT have been recognized nationally,” said **Joel Jundt, Secretary of Transportation**. “This award highlights our steadfast commitment to keeping South Dakotans informed and engaged in our mission to provide a safe and efficient public transportation system.”

SDDOT won the award for Innovative Virtual Outreach. The SDDOT offers virtual and in-person public engagement options for the **Statewide Transportation Improvement Program (STIP)** development process each year. Over the past two years, all STIP information was also provided through an innovative, highly interactive, virtual meeting room on the SDDOT website at [STIP](#).

Thank you to **Taylor Brusven, Communications Specialist**, for accepting this award on behalf of the SDDOT at this event.

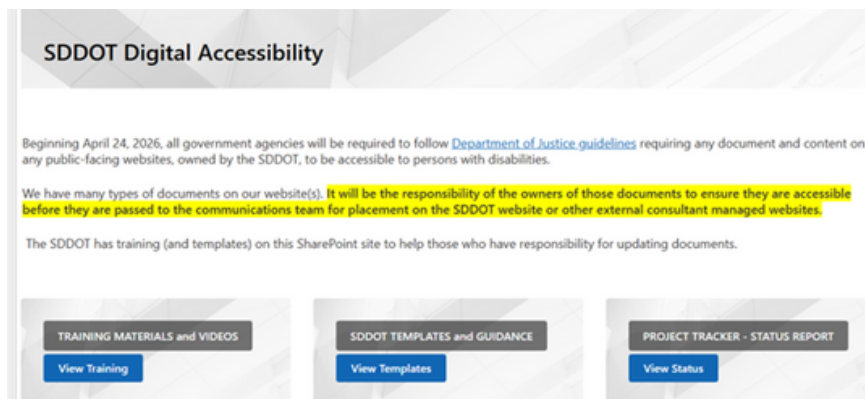


Reminder -- ADA Compliance/Digital Accessibility

Effective as of Oct. 1, 2025, any document files to be placed on the SDDOT public website needs to be ADA compliant. Every SDDOT program and region has staff who are responsible for doing the final check on any document for the website. Please make sure you are sending it to that contact for review prior to sending to be uploaded onto the website.

There is a **Digital ADA One-Stop** resource page available on the Intranet and SharePoint to provide:

- Training
- Templates
- Guidance
- Progress Tracker
 - (Listed by Program)



If you need access to this SharePoint site, please contact Taylor Brusven.

Employee Winter Seasonal Snowplow Operator Referral Incentive Program

- This incentive applies to recruitment of seasonal and reserve operators.
- Total incentive \$500.
 - \$250 at the time of referred operator hire
 - The referral incentive will be paid after the new employee completes the required training and the Highway Maintenance Supervisor submits the completed DOT 320 form to BHRA. Returning seasonals and reserves must complete training as shown on the DOT 320 form.
 - \$250 if referred operator stays in the program until the end of March
 - Reserve operators must have a reasonable response rate to qualify for the end of season incentive.
- To be eligible for the incentive payments, the referred operator:
 - Must be hired by Dec 31, 2025.
 - If the referred operator does not have at least a Class B CDL, and the hiring manager hires the referred operator contingent on obtaining a CDL, the referred operator must obtain at least a Class B CDL by Dec 31, 2025.
- Managers within the chain of command of the hire are not eligible for incentives.
- Winter seasonal and reserve employees are eligible for the referral incentive.
- Incentive payments only apply to new seasonal employees to the Department. Referral incentive will not be paid for returning winter seasonal employees.
- The referral incentive payments will be made through payroll. The first incentive payment will be included in the first payroll following receipt of the referred employee's completed DOT 320 form. The end of season incentive will be paid in the first payroll in April contingent on the referred employee's successful completion of the requirements outlined above. All payments are subject to standard payroll deductions.

Below are winter seasonal openings as of Oct. 20, 2025. If you know people in these locations who may be seeking winter employment opportunities, please share the referral incentive information!

Winter Seasonals:

Job #	Job Title	Location	Closing Date
32506	Snow Plow Operator (Winter Seasonal)	Sioux Falls	03/31/2026
32584	Snow Plow Operator (Winter Seasonal)	Herreid, Selby	03/31/2026
32585	Snow Plow Operator (Winter Seasonal)	McIntosh, Eagle Butte	03/31/2026
32641	Snow Plow Operator (Winter Seasonal)	Miller, Highmore	03/31/2026
32742	Snow Plow Operator (Winter Seasonal)	Plankinton, Woonsocket, Chamberlain	03/31/2026
32849	Snow Plow Operator (Winter Seasonal)	DeSmet	03/31/2026
32893	Snow Plow Operator (Winter Seasonal)	Sisseton, Milbank	03/31/2026
32894	Snow Plow Operator (Winter Seasonal)	Watertown, Brookings	03/31/2026
33322	Snow Plow Operator (Winter Seasonal)	Flandreau	03/31/2026

Walk to School Day

SDDOT team members were at schools across the State the morning of Wednesday, Oct. 1, 2025, for National Walk and Roll to School Day! Employees chatted with students and promoted alternative transportation options such as walking, biking, roller blading, and more!

National Walk and Roll to School Day is an annual event that involves communities from across the country (and globe!) walking and rolling to school on the same day. It began in 1997 as a one-day event. Today, thousands of schools across America—from all 50 states, the District of Columbia, and Puerto Rico—participate every October.



Rosebud Elementary



Kennedy Elementary (Pierre)



Jefferson Elementary (Pierre)



Plankinton Elementary



Buchanan Elementary (Pierre)



Saint Joseph Elementary (Pierre)



Winner Elementary

Walk to School Day Continued



Bennett County Elementary (Martin)



Lyman Elementary (Kennebec)



Stanley County Elementary (Fort Pierre)



Vermillion Elementary / Elk Point-Jefferson Elementary

Walk to School Day Continued



Parkston Elementary



McIntosh Elementary



DeSmet Elementary/Madison Elementary/Highmore Elementary



Todd County Elementary

BHRA Watercooler:

Click on the graphic below to view this month's video.



Additional Information:

[Flu Shot Clinic Information](#)
[Department of Health Offices](#)
[LiveWellSD Portal](#)
[Preventive Care Information](#)
[BHRA Website](#)

Rapid City, Pierre, & Eastern Railroad Tour



Project Development Annual Picnic and Cornhole Tournament

On a beautiful September evening, Project Development gathered for their annual potluck picnic. Over 20 employees and their family enjoyed delicious food and great company. The mosquitoes ate well too as OFF bug spray was not an adequate defense for their persistent nature.



Afterward, the competition was fierce at the annual cornhole tournament where the reigning champion for years (**Mark Leiferman**) tried to defend his winning title, but **Greg Pollreis** and **Brian Rogness** won the tournament and the right to having their names etched in the beautiful **Project Development trophy** for posterity. A great time was had by all.



Fallen Heroes Bridge Dedication



On Sept. 18 a bridge dedication ceremony was held for **PFC Peter R. Ommen** in Central City over Deadwood Creek.

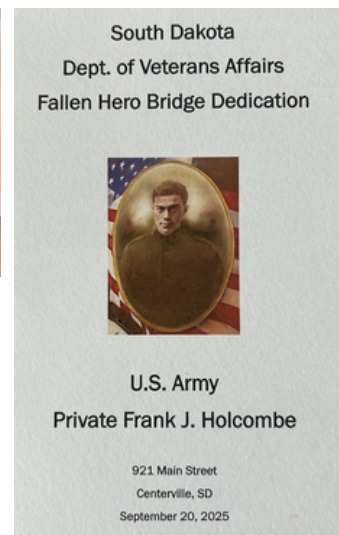
"Peter Ommen is my second cousin. His mother and my grandfather were brother and sister. Pete was in the process of purchasing my grandpa and grandma Reis's ranch south of Reliance, SD when he was done serving in Vietnam. He was 19 years old and KIA on April 30, 1967 on Hill 881 S. in Vietnam during what they called the "Hill fights" or the First Battle of Khe Sanh. It was some heavy fighting for the marine corps during that time. What an honor to have had a bridge dedicated to him and all our fallen heroes in South Dakota."

-Wyatt Reis, Highway Maintenance Supervisor (Winner)



On Sept. 20, 2025, a bridge dedication ceremony was held for **PVT Frank J. Holcombe** over the Vermillion River south of Centerville.

Thank you to **Josh Timmerman (Highway Maintenance Worker - Junction City)**, **David Groethe (Highway Maintenance Worker - Beresford)**, and **Stacy Rasmussen (Highway Maintenance Worker - Beresford)** for representing the SDDOT at this event.



On Oct. 3, 2025, a bridge dedication ceremony was held for **SGT Dirk R. Abbas**.

The dedication signage will be placed over Crow Creek, south of Britton.

Fallen Heroes Bridge Dedication

On Oct. 8, 2025, a bridge dedication ceremony was held for **PVT LeRoy Goosen**.

The dedication signage will be placed over the Okobojo Creek, south of Onida.



Annual Equipment Shop / Parts Room Meeting

The **Aberdeen Region Shop** hosted the Annual Statewide Parts Room meeting on Sept. 23, 2025.



Welcome Neighbor Day

For **Welcome Neighbor Day** on Sept. 27, 2025, the **Winner Area SDDOT** staff participated in an event called "**Meet the Heroes and Helpers**". The goal of this event was for positive public interaction and opportunities for families to see SDDOT vehicles/trucks/rigs or equipment, ask questions, and meet the everyday heroes and helpers that make our communities better.



BHRA Training Opportunities/Updated supervisor training curriculum will be rolled out soon!

Below is a sample flyer highlighting the available training opportunities offered by BHRA. You can view the full course calendar by clicking [here](#). The calendar shows training opportunities available through the end of 2025.

Newly added or updated offerings include:

- **Managing Remote Teams (for supervisors).** This training focuses on not only managing those who work from home, but also those who work in a different location than their supervisor.
- **From Peer to Leader:** Navigating Your New Role is coming soon! Oftentimes, employees are promoted to a leadership position and now must manage former peers. This can be tough; this course will give tools to help you succeed.
- **Edit, Rewrite, AI...Oh My!** Elevate your writing and editing skills while exploring how Copilot can transform your workflow. This updated course is a must for anyone looking to write smarter and faster.



BHRA'S FALL 2025 COURSE LINEUP
LEVEL UP YOUR SKILLS THIS FALL!

Customer Service Excellence: Enhancing the Customer Experience
NEW! Master the skills to turn every customer interaction into a positive experience.

Managing Remote Teams
NEW! Confidently lead remote teams with proven strategies for trust, communication, and performance.

From Peer to Leader: Navigating your New Role
NEW! Designed for first-time supervisors, this class tackles the real challenges of leading your peers—and gives you the tools to lead with integrity and impact.

Edit, Rewrite, & AI...Oh My!
Now featuring Copilot Chat! Unlock the power of our cutting-edge AI tool, now available to all state employees, and elevate your writing to new heights—faster and smarter than ever!

Everything DiSC
DIScover what drives you (and others!) Learn your DiSC style and build better relationships at work and beyond.

The Five Behaviors of a Team
Attend with your team! Discover the not-so-secret skills that great team players use: Trust, conflict, commitment, accountability & results. Based on the best-selling book, *The Five Dysfunctions of a Team* by Patrick Lencioni.

Navigating Tough Talks & Documentation
(Formerly named Having Hard Conversations). This required supervisory course covers the essential skills of giving feedback, coaching others, & ensuring your documentation is top-notch.

Don't miss these other great classes!

- [Time Management](#)
- [Defusing Difficult Customers](#)
- [Four Tendencies for Employees](#)
- [Crucial Accountability](#)
- [Hogan 101: Assessment & Debrief](#)
- [Hogan 102: Strengths & Superpowers](#)
- [Hogan 103: Dealing with Derailers](#)
- [Hogan 104: Exploring Your Core Values & Motivators](#)



Bureau of Human Resources & Administration

NEW SUPERVISOR TRAINING CURRICULUM & TIMELINE

WEEK ONE

- ☐ New Supervisor Training: Welcome! On-demand video, 2 minutes
- ☐ The Key 14: Mastering Supervision in South Dakota State Government. On-demand video, 7 minutes
- ☐ Resources & the BHRA Website. On-demand video, 6 minutes
- ☐ TKS Functions for Supervisors. On-demand module, approximately 5-7 minutes
- ☐ SDLearn Basics for Supervisors. On-demand video, 3 minutes

MONTH ONE

- ☐ State of South Dakota Ethics. On-demand module, approximately 40 minutes
- ☐ State of South Dakota Compliance for Supervisors. On-demand module, approximately 2 hours
- ☐ State of South Dakota Mandatory Reporting. On-demand video, 10 minutes
- ☐ CPC Technical Foundations. On-demand module, approximately 30-40 minutes

MONTHS 2-6

- ☐ Civil Treatment Workplace for Supervisors. In-person class, 3 hours
- ☐ CPC Taking the Coach Approach. Virtual class, 3 hours

YEAR ONE

- ☐ South Dakota Interview & Selection. On-demand module, approximately 1 hour
- ☐ Classification & Compensation and Civil Service vs Exempt. On-demand video, 4 minutes
- ☐ South Dakota New Employee Onboarding. On-demand video, 21 minutes
- ☐ Navigating Tough Talks & Documenting Discipline. In-person class, 3 hours

RECURRING ANNUALLY

- ☐ State of South Dakota Ethics.
- ☐ State of South Dakota Compliance for Supervisors.
- ☐ State of South Dakota Mandatory Reporting.

RECURRING EVERY 3 YEARS

- ☐ The Key 14: Mastering Supervision in South Dakota State Government.
- ☐ CPC Taking the Coach Approach.
- ☐ Navigating Tough Talks & Documenting Discipline.
- ☐ South Dakota Interview & Selection.

TRAINING & DEVELOPMENT OPPORTUNITIES

Learn ~ Engage ~ Improve



Click on the SDLearn graphic or use this link to sign in: [SDLearn](#)

Search by the **complete course name** listed.

October 2025

	TLN: De-Escalation Training for Persons in Crisis Oct 23 9:30 – 11:30 am CDT Zoom
	TLN: Snow Fences – The What & the Why Oct 29 9:30 – 11:30 am CDT Zoom
	TLN: Stress Management for Peak Performance Oct 30 1:30 – 3:30 pm CDT Zoom
 It Pays to Train sessions highlight SDDOT's core values while diving into timely, relevant topics. With guest speakers now joining the mix, we're bringing fresh insights and real-world experiences to the table. These sessions are all about sparking connections, sharing knowledge, and making every minute count—across every region. Don't miss out!	
	TLN: Advancements in AI for Regular People Nov. 5 1:30 – 3:30 p.m. CDT Zoom
	TLN: Healthy Workplace Relationships Nov. 18 9:30 – 11 a.m. CDT Zoom
	Fire Safety Quick Tips Roadway Safety Quick Tips Slips, Trips, Falls Quick Tips Online in SDLearn
	HCP 101: Supervisor Focus – The HCP in Action HCP 101: Employee Focus – Understanding the Horizontal Career Path Recordings online in SDLearn
	The Key 14: Using the Supervisor Effectiveness Insight (SEI) Online in SDLearn
	Maintenance Manual Overview Online in SDLearn
	Survey Introduction Online in SDLearn
	Fundamentals of Culvert & Storm Drain Inspection Online in SDLearn
	Basics of Bridge Inventory Data & Inspection Reports Online in SDLearn

**New Online
Classes**

It Pays to Train – November Session:

The next **It Pays to Train** session will be held on **Monday, Nov. 3, 2025, at 11 a.m. CT**. The IPT sessions now take place on the first working Monday of each month. In November, this half-hour training session will highlight the SDDOT core value of Transparent Public Service, with guest speaker **Thad Bauer, Inventory Management & Research Program Manager**. Thad will share the results of the **2024 Statewide Customer Satisfaction Survey**. The training team will also explore the theme of Gratitude as part of the session.

It Pays to Train sessions are designed to spotlight one of SDDOT's core values alongside a related topic. The guest speakers offer real-world insights and experiences—helping to broaden participation and bring fresh perspectives. These sessions aim to build connections and share knowledge ensuring the time together is relevant and impactful.

Teams Link: https://teams.microsoft.com/l/meetup-join/19%3ameeting_OTI0M2M3MjMtMGNhYS00NzFkLTk3ZGltMDkwZTIxMDRmZjFh%40thread.v2/0?context=%7b%22Tid%22%3a%2270af547c-69ab-416d-b4a6-543b5ce52b99%22%2c%22Oid%22%3a%22f68dee05-923b-4bef-bdf2-f47684f8dac8%22%7d

Previously recorded sessions on the It Pays to Train playlist: <https://sdlearn.csod.com/ui/lms-learner-playlist/PlaylistDetails?playlistId=fb2c37eb-0fa8-43f8-9812-4d74a73c1d40>. Click "Follow" so you never miss out.

Impact Award Nominations

The 2025 Impact Award nomination review and evaluation will take place at the beginning of December. **Please submit your individual or team nominations by the end of November.**

If more than one nomination meets the requirements, multiple nominations will be recognized and awarded.

Recipients will be determined by the Executive Team based on the outlined nomination criteria.

Find the flyer and nomination form on the [Intranet](#) or click on the flyer.

Impact Awards winners will be announced in January 2026.



SOUTH DAKOTA DEPARTMENT OF TRANSPORTATION IMPACT AWARDS

SD DOT

SUMMARY
Our employees are the most important asset at the SDDOT. The Department Impact Award program is designed to recognize Department teams and individuals who perform acts that exceed the expectation of the Department in regard to conduct, service, and performance. The Executive Team will recognize exemplary performance of nominations based on the criteria outlined in this document.

NOMINATION CRITERIA
Teams and individuals will be evaluated on their actions that surpass meritorious performance in completion of their duties. The following criteria will be considered:

- Team or individual are involved in an effort that requires time and innovation to make change and implementation successful.
- Impact influences one or more areas, product, or service within the SDDOT.
- Team or individual demonstrates support of the Strategic Plan goals and objectives.
- Team or individual efforts demonstrate strong employee engagement.
- The efforts provide measurable results.

WHO IS ELIGIBLE?
Any and all, full or part time staff that goes above and beyond expectations in their day to day duties and demonstrates exemplary performance.

NOMINATION THEMES
To show the diverse ways that DOT teams and individuals make a difference in the lives of the citizens of South Dakota, nominations will be split into themes. Please submit your nomination in the theme that best fits their description of work.

You may submit a nominee for any theme you wish at any time throughout the year. The themes are as follows:

- Provides Exemplary Customer Service and Positive Team Building
- Executes the SDDOT's Crisis Management Plan or Extreme Weather Activities Above Expectations
- Creates a Fun Work Environment and is an Exceptional Team Member
- Embodies the SDDOT and Represents the DOT in a Professional Manner
- Any other work deemed to be exemplary not included in the four options above

HOW DOES THE NOMINATION PROCESS WORK?
If you would like to nominate a DOT team or individual for the Department Impact Awards, go to this link: <https://intranet.dot.sd.gov> and fill out the simple online nomination form. Nomination forms will be accepted throughout the year.

Zachary Kuhn, Highway Construction Project Engineer - Belle Fourche
 Ronald Richards, Highway Maintenance Worker - Custer
 Kolten Hatheway, Highway Maintenance Worker - Presho
 Travis Broadway, Journey Transportation Technician - Custer
 Carlos Jarrett, Highway Maintenance Worker - Mission
 Jonathan Rasmussen, Highway Maintenance Worker - Madison
 Casey Elliott, Highway Maintenance Worker - Deadwood
 Tell Trohkimoinen, Journey Transportation Technician - Belle Fourche

Aaron Richardson, Highway Maintenance Worker - Martin
Robert Carrico, Highway Maintenance Worker - Redfield
Chaz Shuff, Highway Maintenance Worker - Aberdeen
Michael Johnson, Highway Maintenance Supervisor - Aberdeen
Tim Byrd, Lead Highway Maintenance Worker - Murdo

Jana Uhrig, Auditor III – 20 years (Central Office - Audits)
Jared Pfaff, Construction Project Engineer Supervisor– 20 years (Sioux Falls Area)
Steve Wiege, Transportation Project Manager – 25 years (Rapid City Area)
John Weeldreyer, Stormwater Engineer – 25 years (Central Office, LGA/Environmental)
Joel Jundt, Cabinet Secretary – 40 years (Central Office)

Through his career he has managed numerous modes of transportation including highways/bridges, aeronautics, public transit, and railroads. He was appointed as Cabinet Secretary by Governor Noem in November 2020. He has literally played a pivotal role in the development and construction of hundreds of transportation projects across our State.



Thank you Joel for guiding the SDDOT in our mission to provide a safe and efficient public transportation system.



Steve Wiege, Transportation Project Manager (Rapid City), received his 25-year longevity pin from **Mike Carlson, Rapid City Area Engineer.**

SDDOT Employee News and Updates

Kevin Meyers, Rapid City Region Repair Shop Mechanic, received his 15-year longevity pin from **AJ Hatch, Rapid City Region Shop Foreman**.



Mike Johnson, Highway Maintenance Worker (Martin), received his 15-year longevity pin from **Wyatt Reis, Highway Maintenance Supervisor (Winner)**.



Jim Reecy, father of Brad Reecy (Aberdeen Region Traffic Tech), was honored during the **Midwest Honor Flight's 27th mission** on Tues, Sept. 23, 2025, with his grandson, **Zacc Reecy (son of Brad Reecy)**, as his guardian. Jim was being honored for the twelve years he spent with the Navy on submarines like the USS Sealion (World War II-era submarine), and the USS Alexander Hamilton (ballistic missile submarine).

The Mission 27 Honor Flight honored over 80 Veterans from Northwest Iowa, South Dakota, Northeast Nebraska, and Southwest Minnesota. They were flown out to Washington D.C. to visit Arlington and Washington D.C. to tour The Tomb of the Unknown Soldier and witness the Changing of the Guard located in Arlington National Cemetery, Iwo Jima (Marine) and the Air Force Memorials. Link to article/news story: [Dakota News Now](#)



SDDOT Employee News and Updates



Curt Theisen, Sioux Falls Lead Highway Maintenance Worker, and Mark Burger, Sioux Falls Highway Maintenance Worker brought a plow truck and other equipment to the Baltic Touch a Truck event!



SDDOT Employee News and Updates (in Sympathy)



Sympathy is extended to **Darla Brandlee, Senior Secretary (Watertown)**, on the recent passing of her mother, Kathy Raml.

Kathy passed away on Oct. 8, 2025. Memorial services were held at Crawford-Osthus Funeral Chapel in Watertown on Oct. 13, 2025.