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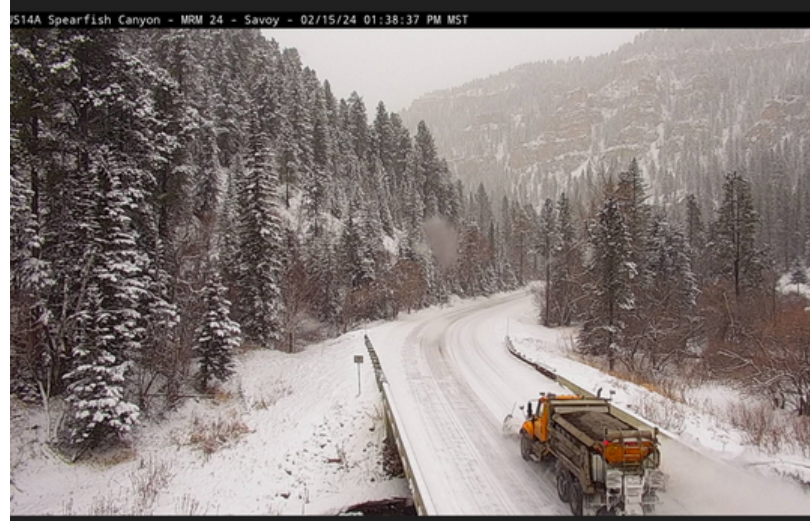
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EMPLOYEE NEWS & UPDATES

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A SD511 user captured this great picture of our winter highway maintenance team in action on U.S. Highway 14A through Spearfish Canyon on a snowy February day.



While winter certainly isn't over, we will soon be in construction season mode. Be watching for ways to participate in National Work Zone Awareness Week April 15-19, 2024!





The Secretary's Corner

Take a moment to appreciate co-workers! Click below to post!



Over the past few weeks, we've been showcasing a multi-part recruitment and retention video series to highlight the hard work happening every day to recruit and retain our most valued asset . . . our SDDOT employees!

SDDOT team members have attended over 20 different fall and spring career fair events already in this 2023-2024 academic school year.

Universities and Technical Colleges:

South Dakota State University
University of Iowa
Southeast Tech.

University of Wyoming
North Dakota State University
Lake Area Tech.

Iowa State University
Michigan Tech
Western Dakota Tech.

Community/High School Recruitment Events:

Madison Area High School Career/College Fair
Aberdeen Chamber Youth Career Expo
Huron School District Business & Career Fair

BIG Career Fair in Sioux Falls
Murdo School Career Day
Belle Fourche Career Day

We are a data-driven organization. I wanted to share a few results of our efforts.

Feb. 1, 2023 - 46 Open Positions vs. Feb. 1, 2024 - 14 Open Positions

- There were 1,838 applicants for SDDOT positions in 2023.
- In 2023, we went from an average of 1-2 applicants per position to 6+ per position.
- In 2023, we hired 295 people. Here are the top three ways new employees came to SDDOT!
 - 24% were **referred** by friends (**YOU** continue to play a big role in our recruitment!)
 - 23% from online engagement
 - 18% from an internal job listings (job boards, etc.)



Please take the time to share the vital role you play within the SDDOT with others! Every interaction is an opportunity to share our mission and vision.

Recently, I had the honor of meeting **Katie Palmer, daughter of Steve Palmer, Rapid City Area Engineering Manager**. Katie served as a House Page.

I hope my message to Katie was that the SDDOT offers a great career; where we truly make a difference for our customers each and every day!

Community Events in February

SDDOT team members from across the state were able to take shifts at community events throughout February. The SDDOT had booths at the Black Hills Stock Show, Watertown Farm Show, and the Sioux Empire Home Show in Sioux Falls.

We enjoyed discussing our state's transportation system with everyone who stopped by the booth! We also promoted SD511 usage for travel during winter weather as well as for summer construction!



Finance Corner

Employee Travel: Incidentals

Employee Travel Template

File Report

Employee Number: 110865
 Name: HAUCK, RON A
 Address: 1817 CAMDEN CT, PIERRE, SD 57501-2935
 Home Station: PIERRE
 Office: Finance & Management
 Budget Center: 1111351
 Default DOT Coding:
 Pay Period Ending: 01/23/2024 Include next period Include previous period

Invoice Number: Z114RB007148 Invoice Total: \$45.00
 Return Date: 01/18/2024
 License Nbr:
 Remit Desc:
 Purpose of travel: State plot travel to various locations

on	DOT Coding	Out of State	Leave	Return	Auto Miles	Trans Cost	Trans Cost Amt	Overnight Meals Amt	Non-Overnight Meals Amt	Lodging Amt	Misc Cost	Misc Cost Amt	Accrua l Ind
PIR	11A004 4001	<input checked="" type="checkbox"/>	05:07 PM	10:08 PM						20.00	Incidental costs	20.00	
PIR	11A004 4001	<input type="checkbox"/>	05:23 AM	08:04 AM						6.00			
					0		\$0.00	\$0.00	\$26.00	\$0.00		\$20.00	

When there are incidentals, be sure to use the dropdown "Misc Costs" box and choose **incidental costs** before you save the template.

Add A/P Voucher

Action

Key Required Fields: Invoice Number: Z114RB007148, Invoice Date: 01/18/2024, Pay Entity: EMPL

Vendor: Number: 110865, Grp: HAUCKRONA, Short Name: HAUCK, RON A, 1817 CAMDEN CT, PIERRE SD 57501

Voucher Details: Gross Amt: 46.00, Contract #: , Pmt Due Date: 02/05/2024, Bank Payment:

Remit Message: Code: SDDOT TRAVEL REIMBURSEMENT 01/17/2024 TO 01/18/2024

Line	Comp	Account	Center	DOT Coding	Line Desc	Subref	Bill Grp	1099	Qty	Amt	K	Accrual	Agr Wo Ord
0001	6012	52031200	1111355884	11A004 4001	Incidental costs				0	20.00			
0002	6012	52031400	1111355884	11A004 4001	N/O MEALS				0	26.00			

After you save the template and **before** you save the "Add A/P Voucher", **please change the line description** - this way a complete description reflects what's being reimbursed; otherwise, the words '**incidental costs**' show up for a description. (Example: Parking Fees, Baggage Fees, etc.)

Employee Travel Voucher Reimbursement Coding:

For reimbursements for **travel-related activity**, the account should begin with **5203**.

For reimbursements for **contractual services**, the account should begin with **5204**.

Examples:

- dues & memberships = 52040200
- cell phone usage = 52045300
- registration fees = 52041600

Continued on next page...

Finance Corner

Employee Travel: Incidentals Continued...

For reimbursements for **supplies**, the account should begin with **5205**.

Examples:

- Office supplies = 52050280
- coffee, water, or pop for mtgs = 52053980
- gas station purchases:
 - retail gasoline = 52057080
 - retail E10 gasoline = 52057180
 - retail diesel = 52057580

Scott Gilbert Benefit Raffle

Scott Gilbert was overwhelmed by the support shown in his benefit raffle. Between donations and ticket sales, \$5,330 was raised for Scott to help offset the costs of his house fire. The winning names were drawn on the evening of Friday, Jan. 26, 2024, by Scott. Alan Salo, a Highway Maintenance Worker in Hayti, won first prize (Henry Golden Boy Rifle) and Roger Flint, a Highway Maintenance Worker in Huron, won second (revolver).

“I want to thank everyone who participated in the drawing or donated to the fund. It was very much appreciated,” said Scott.



Bonnie Palmer, Sr. Secretary, hands Scott the benefit proceeds.



Raffle winners: Roger Flint, left and Alan Salo, right

**Do you have your Health Assessment
and Annual Wellness exam completed?**

You've got until March 31, 2024.

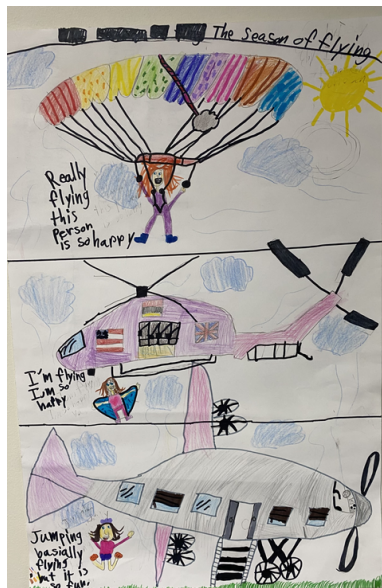


The 2024 Aviation Art Contest

Air Sports for a Peaceful World

Every year, the South Dakota Pilots Association and the Office of Air, Rail & Transit sponsor a contest in an effort to motivate and encourage young people to become more familiar with and participate in aeronautics, engineering, and science. Over 100 applicants were received. Below are the winners as well as a link to all artwork including honorable mentions in each age group.

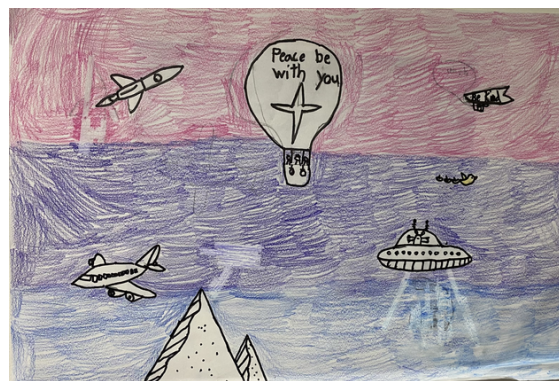
Group 1 – Ages 6-9:



1st place – Isabella Borresen -
New Underwood School – age 8



2nd place – Raquel Wakeman -
St. Thomas More Catholic School in Brookings – age 9



3rd place – Wesley Hanson-McComb -
St. Thomas More Catholic School in Brookings – age 9

Group 2 – Ages 10-13



1st place – Anastelle Borresen –
New Underwood School – age 12



2nd place – Brielle Schoon –
Jones County School District in Murdo – age 10

Save the Date: 2024 South Dakota Airports Conference



Conference Dates:

Wednesday, April 10 - Thursday, April 11, 2024

Conference Location:

The Lodge, Deadwood

For more information visit:

<https://dot.sd.gov/transportation/aviation/airport-conference>

2024 Aviation Art Contest Continued:

Group 2 - Ages 10-13 Continued...



3rd place – Reagan Schoon –
Jones County School District in Murdo –
age 10

Group 3 - Ages 14-17



1st place – Adrick Schoon -
Jones County School District in
Murdo – age 17



2nd place – Jordan Kaiser –
Hoven School – age 14



3rd place – Octavia Sutton
– New Underwood School
– age 14

To see Honorable Mentions for all age groups visit:

https://dot.sd.gov/transportation/aviation/aerospace-education#listItemLink_1974

Snowplow Contest Winners Meet Named Plows

Visit <https://dot.sd.gov/inside-sddot/of-interest/sddot-snowplow-naming-contest> for additional pictures and information from Name the Snowplow Contest meet and greet events!



"Not My First Snowdeo"

Belle Fourche Area - Submitted by Lantis Enterprises



"Snow Boss"

Aberdeen Area - Submitted by Mark Krage



"Snow-key the Bear"

Custer Area - Submitted by Mr. Chase's 3rd Grade Class



"Scoop! There it is!"

Rapid City Area - Submitted by Pete Stevenson



"Plow Bunyan"

Mitchell Area - Submitted by Justus Baxter



"Saltosaurus Rex"

Huron Area - Submitted by Lindsay and Emery Boomsma

February Career Fairs



- 1 **Hannah Covey, Pierre Region Traffic Engineer** and **Kate Sieverding, Rapid City Region Bridge Engineer** at the South Dakota School of Mines and Technology.
- 2 **Todd Seaman, Rapid City Region Engineer** and **Hannah Covey, Pierre Region Traffic Engineer** at Western Dakota Technical College.
- 3 **Rebecca Urban, Road Design Engineer** and **Corey Pinkley, Mitchell Region Traffic Engineer** at South Dakota State University.
- 4 **Matthew Brey, Watertown Area Engineer Manager** at North Dakota State University.

2024 Employee Engagement Survey

Heidi Olson, Human Resources Manager/Business Partner

The 2024 employee engagement survey has officially come to an end. We want to sincerely thank you for your participation. Your feedback plays a crucial role in shaping the future of our workplace and enhancing the employee experience.

77.03% of SDDOT employees participated in the engagement survey, and statewide, 74% of employees participated in the survey. The Employee and Organizational Development team is analyzing the 5,000+ survey responses in preparation to meet with agency leaders this spring.

Thank you for your commitment to making the State of South Dakota a great place to work!

January Mentoring Minute

What is Networking and Why is it so Important?

Article contributions provided by Scott Eisenbeisz and Tim Wicks

Networking usually involves meeting new people who share a profession, industry, or interests. But how do you network, and why is networking so important? Building connections with the right people at the right time could be the key to taking your career to the next level.

If walking into a room full of strangers feels like your worst fear, you're not alone. Many people do their best to avoid networking altogether, but this attitude can impact or slow their success.

What is networking?

Unrelated to computer networking, professional networking refers to the act of building and maintaining relationships with other professionals in your industry or related fields. It is an important aspect of career development and can help individuals to expand their knowledge, opportunities, and connections.

Professional networking can take many forms, including attending industry events, participating in online communities, joining professional associations, and seeking out mentorship or coaching. You might network by connecting with specific individuals that you want to meet via email, LinkedIn, or other methods.

Networking can also involve informal interactions, such as chatting with colleagues during breaks, attending happy hour, going on group walks, sharing ideas and resources, and collaborating on projects.

Five reasons networking is important for career development:

Professional networking is not just about meeting new people; it's also about maintaining existing relationships. This involves staying in touch with contacts, sharing updates on your work, and offering support and assistance when needed. This all supports your career growth and development.

1. Networking contributes to your social well-being: Networking can increase your social well-being and help you develop lifelong friends. You might be focused on the professional aspect of networking. However, many friendships have started in the workplace or at professional functions.

2. Networking leads to the exchange of ideas: New ideas can keep you growing professionally and trying new things. Hearing what other people are doing at their companies can also inspire you to bring new techniques or skills to your job. Whether you work for a small business or a large corporation your fresh ideas can help you stand out and succeed in your current role.

3. Networking helps you meet people at all professional levels: Accessing higher-ups can be difficult in some organizations. This is where networking can introduce you to more experienced professionals. The opportunity to access their wisdom and career advice is key to your future growth.

Continued on next page...

What is Networking and Why is it so Important?

4. Networking boosts your professional confidence: Professional networking is an exercise in confidence, especially for people who are shy or introverted. That's part of why so many people avoid it. However, once you find yourself discussing your shared interests with a new friend, you'll see that networking isn't so bad.

5. Networking expands your visibility: The more you discuss your ideas and points of view with your peers and listen to their input, the greater visibility you develop in that area. Successful thought leaders are often excellent networkers. They understand how to connect with other individuals in their arenas, how to communicate with them, and how to listen attentively. So, putting yourself out there can help you gain traction as a thought leader.

Five ways to network professionally:

1. Attending industry events: This can include conferences, workshops, and other gatherings where professionals in your field come together to share ideas, learn from each other, and make connections.

2. Participating in online communities: Online communities, such as LinkedIn groups or forums, provide a platform for professionals to connect and share information, advice, and resources.

3. Joining professional associations: Professional associations are organizations that represent a specific industry or profession, and they often offer networking opportunities, as well as educational and career development resources.

4. Seeking out mentorship or coaching: Building relationships with more experienced professionals can be a valuable way to learn new skills, gain insights into your industry, and make connections that can lead to new opportunities.

5. Leveraging social media: Social media platforms, such as Twitter and Instagram, can be used to build your professional network by sharing your work and engaging with others in your industry.

Link to the full article:

<https://www.betterup.com/blog/networking#:~:text=Networking%20can%20open%20doors%20to,your%20dream%20job%20one%20day.>

Make Time for Mentoring!

UPCOMING MENTORING EVENTS:

March 27-28, 2024 - March Mentoring Event

Executive Team Meeting

- Wednesday, March 27, 2024, from 1 – 5 p.m. (CT)
- DOT Commission Room

DOT Commission Meeting

- Thursday, March 28, 2024, from 9 a.m. – 12 p.m. (CT)
- DOT Training Room B-17

Winner Area and Contracting Staff win the “Concrete Paving Award of Excellence” at SDACPA Conference

Category: Municipal Streets & Intersections (>30,000 SY)

Project Location: U.S. Highway 18 and S.D. Highway 44 reconstruction project in Winner

Project Summary:

This \$22.3 million project spanned the construction seasons of 2022-2023 reconstructing the segment of S.D. Highway 44 east of Winner for approximately one mile in the 2022 season, and then the section of U.S. Highway 18/Highway 44 in Winner from Monroe Street to the west edge of the city. This project had 25 intersections and nearly 60 businesses to work with throughout the construction. The segments of Highway 44 were broken into four phases. The SDDOT used Mobi-mats for the first time for pedestrian traffic. Mobi-mats are flexible sidewalks used across dirt and graveled areas.

A testament to the excellent relationship and communication between Reede Construction, the SDDOT, the landowners, and the city is the fact there were 58 planned blockouts for intersections and approaches, and through their relationships were able to close 57 of these for paving activities. This creates a more efficient project and a better end product. Rosebud Concrete provided concrete from their ready mix plant to pour the 66,500 SY of 8.5” concrete pavement along with curb, gutter, and sidewalks for the entirety of the project.

“The working relationship among Reede Construction, SDDOT, City of Winner, City of Winner PD, and subcontractors was key in the completion of this project,” said **Doug Sherman, Winner Area Engineer.**

“Communication to the public about project progress was maintained by utilizing recorded weekly meetings which were posted on social media and continual updates were given through local media.”

Team Award Picture provided by Misty Berg, Journey Transportation Tech, Winner Area



Pictured Left to Right: Doug Sherman - SDDOT Winner Area, Brad Horstman - SDDOT Winner Area, Brad Norrid - SDDOT Winner Area, Mike Hausmann - SDDOT Winner Area, Rich Laber - Rosebud Concrete, Jordan Nelson - SDDOT Winner Area, Chad Bohnet - Rosebud Concrete, Bryan Hespe - Rosebud Concrete, Mike Moss - Rosebud Concrete, Jamie Evans - Rosebud Concrete, Gary Huber- Reede Construction, and Mike Flakus - Reede Construction.

SDDOT Employee News and Updates

February 2024 Longevity:

- Chris Kaus, RIS Analyst & Pavement Evaluation Equipment Operator – 25 years (Central Office)
- Richard Frazier, Highway Construction Project Engineer – 30 years (Winner Area)
- Wayne Hein, Region Traffic Technician – 30 years (Aberdeen Area)
- Perry Griffith, Transportation Specialist – 30 years (Central Office – Air, Rail & Transit)
- John Rehorst, Senior Region Design Manager – 30 years (Rapid City Region)
- Jay Boldt, Lead Highway Maintenance Worker – 35 years (Mobridge Area)
- Terry Patterson, Senior Right of Way Specialist – 35 years (Central Office – ROW)



Terry Patterson, Senior ROW Acquisition and Relocation Agent Pierre (right) accepting his 35-year pin from **Brad Richards, ROW Acquisition and Relocation Manager.**



Brad Steeneck, Beresford and Junction City Highway Maintenance Supervisor (left), received his 15-year pin from **Greg Rothschadl, Yankton Area Engineer.**



Matt Vobr, Highway Maintenance Worker (right), celebrated 20 years of service with the SDDOT in the Winner Area.

Matt is pictured receiving his longevity pin from **Gregg Ulmer, Highway Maintenance Supervisor.**



SDDOT Employee News and Updates



Vance Martin, Region Design Engineer (left), celebrated 20 years of service with SDDOT recently.

Vance is pictured receiving his longevity pin from **Shelley Larson, Pierre Region Senior Design Manager.**



Joel Aeschbacher, Project Tech for the Winner Area (right), received his 40-year longevity pin from **Brad Norrid, Winner Area Highway Construction Project Engineer Manager.**



Scott Fuerst (middle), Project Development Program Assistant in Pierre, celebrated 35 years of service with the SDDOT recently.

Scott is pictured receiving his longevity pin from **Sam Weisgram, Standards and Letting Squad Engineering Manager (left),** and **Mark Leiferman, Project Development Program Manager (right).**



Perry Griffith, Air, Rail & Transit Transportation Specialist in Pierre (pictured on the right), celebrated 30 years with the SDDOT recently.

Perry celebrated his 30-year anniversary; he is pictured with **Jack Dokken, Air, Rail, and Transit Program Manager.**



SDDOT Employee News and Updates

SDDOT New Hires, Promotions, and Lateral changes:

February New Hires:

Matthew Hayes, Landscape Architect - Mitchell
Cody Earll, Highway Maintenance Worker - Mitchell
Aaron Richardson, Highway Maintenance Worker - Kadoka
Tanner Lind, Highway Maintenance Worker - Sioux Falls
Ronald Baas, Journey Transportation Technician - Sioux Falls
Darren Hall, Transit Asset Management Specialist - Pierre

February Promotions & Lateral Changes:

Thomas Druyvestein, Road Design Engineering Manager - Pierre
Thomas Spisak, Consultant Management Engineer - Sioux Falls
Mark Anderson, ROW Audits & Administration Manager - Pierre
Zack Hoffmann, Lead Highway Maintenance Worker - Wall
Dale Kunkel, Lead Highway Maintenance Worker - Plankinton



Congratulations to **Jay Boldt, Lead Highway Maintenance Worker in Isabel (left)**, who reached 35 years of service with SDDOT. **James Brooks, Mobridge Area Highway Maintenance Supervisor**, presented Jay with his pin and plaque.



Congratulations to **Richard Frazier, Project Engineer, Winner Area (right), Winner Area (right)**, for receiving his 30-year longevity plaque and pin from **Brad Norrid, Winner Area Highway Construction Project Engineer Manager**.



SDDOT Employee News and Updates



Luke Neville (right) Lead Maintenance Worker in Philip, receiving his 15-year pin from **Maintenance Supervisor Jared Fosheim.**



Dan Vockrodt, Pierre Area Engineering Manager, (left) received his 35-year pin from **Dean VanDeWiele, Pierre Area Engineer.**



Taya Jade Heiser was born on Monday, Feb. 12, 2024. Taya weighed in at 5 lbs. 14 oz. and was measured at 20 inches. Taya's parents are Tawny and Tanner Heiser of Watertown. Tawny is the daughter of **Doug Sherman, Winner Area Engineer.**

Taya is pictured with her parents and sisters, Thea and Tess.

In Sympathy:



Sympathy is extended to **Steve Gramm, Planning Squad Engineering Manager, Pierre**, on the passing of his father. Calvin Ivan Gramm, of Sioux Falls, passed away on Saturday, Feb. 3, 2024. A private funeral service was held for family and close friends



Sympathy is extended to co-workers, family, and friends of **Al Traversie**, long-time **Rapid City Region Parts Room Technician**, who passed away on Thursday, Feb. 8, 2024. A Mass of Christian Burial will be held at 10 a.m. on Friday, May 31, 2024, at St. Isaac Jogues Catholic Church in Rapid City. Inurnment will follow a luncheon at Mountain View Cemetery in Rapid City.

