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#### Employee News and Updates

- New Hires
- Lateral Position Changes
- Longevity
- New Family Members
- In Sympathy

### Congratulations to all Leadership Development Program (LDP) Cohort #4 Graduates



### LDP Interest Survey Open

SDDOT would like to gauge the level of interest for a LDP fifth cohort. The LDP is a six-session program typically held from April – October. The LDP builds upon existing leadership strengths and provides participants with a common core of leadership understanding and skills.

**All SDDOT employees are eligible to participate in the LDP.**

Please take a few minutes to read the [LDP Program Description](#) and to complete the [3-item Interest Survey](#).

**As noted in Secretary Jundt's Information Interchange on Nov. 21, 2024; the LDP interest survey closes on Thursday, Nov. 28, 2024.**

**PLEASE NOTE: The [survey](#) is NOT an application to the program, rather it will help us gauge employee interest in a fifth LDP for 2025.**

#### Questions?

Contact Brenda Thomas at:

[Brenda.Thomas@state.sd.us](mailto:Brenda.Thomas@state.sd.us)



# The Secretary's Corner

SDDOT recently completed the annual review and update of our **2025 Strategic Plan**. Strategic planning sets goals for our organization, establishes priorities, and focuses our energy and resources. It clearly outlines our strategic objectives and key action steps for the upcoming year.



**Strategic Objectives** – Where we must focus our strengths and resources to overcome our challenges:

- **Safety** - Everyone Home Safe Every Day
- **Workforce** – Grow and Retain a High Performing Work Force
- **Service** – Provide Excellent Services

All SDDOT employees contribute to providing a high-quality transportation system by continuously striving to innovate and improve quality of services. In coming months, you will meet with your supervisor and team to talk about the Strategic Plan and the role we each play in advancing our mission and vision! At the meetings, all SDDOT staff will receive copies of the Strategic Plan and other branded materials.

Please view the full **2025 Strategic Plan** and the **Today I Will** poster by clicking on either graphic below. Both documents are found on the Intranet as well as the SDDOT website in the reports section.

**SD DEPARTMENT OF TRANSPORTATION**

## STRATEGIC PLAN 2025

**CORE VALUES** - Principles and expected behaviors that guide our actions and conduct:

All employees contribute to providing a high-quality transportation system by continuously striving to innovate and improve the quality of services.

- 1. High Ethical Standards** - Honesty, integrity, respect, and professionalism with our internal customers, partners, stakeholders, and the public
- 2. Stewardship** - Innovative, efficient, and accountable use of public resources
- 3. Transparent Public Service** - Exemplary trustworthy public service with unprecedented access to information and decision-making processes
- 4. Safety** - Safety in all we do
- 5. Teamwork** - Inclusive, diverse, innovative, and supportive work culture
- 6. Improvement** - Initiate and implement new ideas or methods to create value

**MISSION** - We provide a safe and efficient public transportation system  
**VISION** - Better lives through better transportation

**STRATEGIC OBJECTIVES**  
 Where we must focus our strengths and resources to overcome our challenges

SAFETY	WORKFORCE	SERVICE
<p><b>EVERYONE HOME SAFE EVERY DAY</b></p> <p><b>Focus Areas &amp; Key Actions</b>  <b>Highway Safety</b> - Reduce fatal and serious injury crashes</p> <ul style="list-style-type: none"> <li>• Implement highway safety program</li> <li>• Implement new winter operations closure strategies</li> <li>• Refine design for variable speed limit systems</li> <li>• Construction work zone research</li> </ul> <p><b>Workforce Safety</b> - Reduce workplace injuries, incidents, and crashes</p> <ul style="list-style-type: none"> <li>• Update safety committees and safety manual</li> <li>• Safety team presence and support to field and office activities</li> <li>• Empower employees to stop work due to safety concerns</li> </ul> <p><b>Key Metrics</b></p> <ul style="list-style-type: none"> <li>• Serious injury and fatal crashes</li> <li>• Work zone crashes</li> <li>• Snowplow crashes</li> <li>• Workforce injuries</li> </ul>	<p><b>GROW AND RETAIN A HIGH PERFORMING WORKFORCE</b></p> <p><b>Focus Areas &amp; Key Actions</b>  <b>Recruitment</b> - Attract a diverse qualified workforce</p> <ul style="list-style-type: none"> <li>• Promote SDDOT through schools (K-12/collegiate) and communities</li> <li>• Deploy clear, concise, and engaging requisition and job postings for all positions</li> <li>• Deploy recruitment strategies and awareness to all employees</li> </ul> <p><b>Retention</b> - Reduce turnover, enhance employee engagement, and build a stable, high-performing workforce</p> <ul style="list-style-type: none"> <li>• Promote career advancement opportunities</li> <li>• Ensure deployment of employee onboarding process checklist</li> <li>• Workgroups for similar positions to define and communicate expectations for work-life balance</li> <li>• Explore Employee Resource Groups (ERG)</li> </ul> <p><b>Development and Training</b> - Build a highly skilled and adaptable workforce</p> <ul style="list-style-type: none"> <li>• Train to learn and understand SDDOT standard practices, policies, and procedures</li> <li>• Communicate expectations on leadership development to all supervisors</li> <li>• Establish safety standing training group and implement updated safety training</li> <li>• Establish methods to measure effectiveness of training</li> </ul> <p><b>Key Metrics</b></p> <ul style="list-style-type: none"> <li>• Employees receive sufficient explanation and details regarding significant changes in the agency</li> <li>• Employees are able to balance work and personal life</li> <li>• Employees feel they are doing something worthwhile</li> <li>• Retention of employees</li> <li>• Average number of open position</li> <li>• Kirkpatrick training effectiveness</li> </ul>	<p><b>PROVIDE EXCELLENT SERVICES</b></p> <p><b>Focus Areas &amp; Key Actions</b>  <b>Highway and Bridge Condition</b> - Sustain a high quality transportation system</p> <ul style="list-style-type: none"> <li>• Delivery of STIP</li> <li>• Implement Maintenance Equipment Management System to manage highway assets</li> </ul> <p><b>Winter Operations</b> - Ensure safety and mobility during winter weather events</p> <ul style="list-style-type: none"> <li>• Enhanced messaging during winter events</li> <li>• Improved effectiveness and efficiency of operations</li> </ul> <p><b>Customer and Public Engagement</b> - Deliver transparent, timely, and accessible information with proactive two-way communication</p> <ul style="list-style-type: none"> <li>• Deploy Public Involvement Plan (PIP) and engagement practices</li> </ul> <p><b>Technology and Improvement Adoption</b> - Implement technology and improvements to improve services</p> <ul style="list-style-type: none"> <li>• IT road map implementation</li> <li>• Deploy improvement idea process to all employees</li> </ul> <p><b>Key Metrics</b></p> <ul style="list-style-type: none"> <li>• System reliability</li> <li>• Customer satisfaction</li> <li>• Pavement and bridge condition</li> <li>• SD511 usage and satisfaction</li> <li>• Winter road recovery times</li> </ul>



## Mentoring Minute by Tanya Liska and John Villbrandt

The SDDOT's 12th round of mentoring is now underway. Mentors and mentees were signed up for the program in September and **Orientation (speed mentoring)** took place in mid-October.

Orientation was a busy day where everyone in the program learned about mentoring and more importantly, got a chance to visit with every mentor/mentee. During the 12-minute "speed mentoring" sessions, mentees told the mentors some of their background and what they want to accomplish through the program. Likewise, the mentors shared similar information about themselves and told the mentees how they could help them reach their mentoring goals.

Following Orientation, participants had until October 21st to go back home and review their notes. They also reviewed the online profiles of their potential mentoring partners. This process allowed everyone to select and rank their top five potential mentoring partners based on what the mentees wanted to gain from the program, and what mentors had to offer.

Two days later, the Mentoring Committee matched mentors and mentees. This was not an easy task, it was done with much thought and consideration to hopefully ensure successful mentoring partnerships.

A **Mentor Bootcamp** was held via TEAMS in November for mentors. The boot camp provided mentors with ideas, resources, and tips to make their mentoring partnerships successful.

With the preliminary work complete, the **Mentoring Program Kickoff** took place in Ft. Pierre at the Casey Tibbs Center on Nov. 7, 2024, with **Secretary Joel Jundt** opening this 12th round!



It was an exciting, energy-filled day where the newly formed mentoring pairs got together to learn how to best communicate with each other through the DISC assessment. The pairs also started their MAP (Mentoring Action Plan) to determine what they want to accomplish over the next year.

Another mentoring season (SDDOT's 12th) is officially underway. Congratulations to the **36 pairs** that are in the program . . . and congratulations to SDDOT! Our organization will grow and become stronger through the mentoring program!

### Upcoming Events:

- **Workplace Motivators (TEAMS Event)**  
Wednesday, Dec. 11, 2024, from 1:30 p.m. to 3:30 p.m. (CT)
- Mentoring Action Plan Draft Agreement Due on Dec. 13, 2024



**Kathy Drahosz, Founder/President of The Training Connection led the event.**

**Mentoring pairs in action from left to right: Luke Neville, Andrew Kessler, Tim Wicks, and Ryon Bollinger.**



**Make Time for  
Mentoring!**



NOVEMBER 2024  
**KDSR**

## What to KNOW

Design Sessions have been completed. The BISON Team thanks everyone who was able to attend and provide valuable input. The feedback received will be taken into consideration when developing Conference Room Pilot 1 (CRP1) in January 2025. CRP1 serves as an initial opportunity to view the BISON (Oracle Fusion) environment using South Dakota-specific configuration and data.

## What to DO

For those of you that attended Design Sessions we would love your feedback. Please share any comments via the email provided below. The feedback provided will allow us to improve future sessions. Use the following questions to kickstart your thoughts and ideas.

- What aspect did I find particularly exciting for our agency?
- Are there any areas where I still have unanswered questions?

## What to SHARE

Change Champions are the individuals in your agency identified to serve as a conduit of communication between you and the BISON team. Any time you have questions about the project or need more information, feel free to reach out to your agency Change Champion.

One of the team members you will get to know over the course of the next few months is Kevin Hudson - Lead Consultant, Organizational Change Management with Sierra-Cedar. Kevin grew up in South Africa and currently lives in central Florida. Kevin is passionate about change management and helping individuals see their piece of the big picture.

## What to REPORT BACK

If you or your team have questions, please share them with the Project BISON team. A link is below on how to contact us and stay informed using the BISON website.



Photo By Travel South Dakota



Photo By Travel South Dakota



Photo By Travel South Dakota



[BISON@state.sd.us](mailto:BISON@state.sd.us)



[BISON.sd.gov](http://BISON.sd.gov)

## SDDOT Safety News

By Jon Johanson, Safety Manager

# SD DOT SDDOT SAFETY NEWS

## November Safety

When you think of November, you may think of Thanksgiving, family and friends, football, and of course, FOOD! Deviled eggs, turkey legs, grandma's secret recipe pies, so many delicious things to look forward to. If Thanksgiving is just another day to you, there are still shopping bargains and the 16 hours of Administrative Leave to be thankful for.



Food safety is important when hosting or attending gatherings with friends and family, especially when food is left out buffet style. From the initial prep of the food, to serving, storing, and re-heating, careful food handling is important to prevent food borne illness. Below are some tips for safe food handling from the [CDC](#), [FDA](#), and [USDA](#):

- [Wash your hands](#) thoroughly and frequently while handling foods, touching your face, using the restroom, shaking hands, and playing with pets.
- [Keep foods separated](#) such as fish, beef, poultry, and vegetables to prevent cross-contamination.
- Store food so that juices don't drip or seep into other foods.
- Cook food thoroughly so that fish, beef, and poultry are at a [safe internal temperature](#).
- [Bacteria grow rapidly in between 40°F and 140°F](#). After food is prepared, keep hot food hot and cold food cold. Refrigerate or freeze any perishable food within two hours.
- Many holiday favorites contain raw eggs, including eggnog, tiramisu, hollandaise sauce, and Caesar dressing. Consider [using pasteurized eggs](#) when making these and other foods that require raw eggs.
- Cookie dough and brownie batter is a delicious treat, but you should [never eat raw dough meant to be cooked](#).
- [Thaw your turkey](#) safely and thoroughly.
- If you are planning on using a deep fryer, keep an adequate size [ABC rated fire extinguisher](#) nearby. Click [here](#) for a video on the dangers of turkey fryers.
- If you observe someone choking, use back-blows and/or the Heimlich maneuver to help them. Follow this [guidance from the Mayo Clinic](#) or the [American Red Cross](#).



The monthly **SDDOT Safety News** feature (as well as past issues) is also available on the Intranet homepage; as shown below!

## SDDOT SAFETY NEWS

NOV. 2024

[VIEW SAFETY NEWS ARCHIVES](#)

## Finance Corner

### Accounts Payable: Invalid Company, Account, Center Combinations



MSA coding may need to be added to the accounting system at times when processing payments. In Batch Load, an error code will appear, "0006-Invalid Company-Account-Center combination" with the MSA coding highlighted in pink (see examples below).

Email **Tracy Boom** a snip-it of the error message, requesting the combination to be added. If Tracy is out of the office, **Patty Thompson** is the 2nd point of contact.

Once the combination has been verified for accuracy and added to the accounting system, the originator will receive an email stating the combination has been added, but will have to wait until the next business day to enter the payment as all new combinations require an overnight validation.

Action

Key Required Fields: Invoice Number 2115R004610, Invoice Date 11/12/2024, Pay Entity EMPF, Vendor Number [Redacted], Grp [Redacted], Short Name [Redacted]

Voucher Details: Gross Amt 77.46, Contract #, Pmt Due Date 11/13/2024, Bank Payment, Voucher

Balanced: 0006 - Invalid Company-Account-Center combination

Remit Message: Code Description SDDOT TRAVEL REIMBURSEMENT 10/29/2024 TO 11/12/2024

Buttons: Validate, Travel Import, Save, Save and New, Close

line	Comp	Account	Center	DOT Coding	Line Desc	Subref	Bill Grp	1099	Qty	Amt	K	Accrual	Agree Work Order
0001	3040	52031400	111221	CHPS34427 3629P	N/O MEALS				0	2.80			
0002	2033	52031400	1112210286	CHPS34427 3629P	N/O MEALS				0	11.20			
0003	3040	52031500	111221	CHPS34427 3629P	O/N MEALS				0	10.80			
0004	2033	52031500	1112210286	CHPS34427 3629P	O/N MEALS				0	43.20			
0005	3040	52053500	111221	CHPS34427 3629P	Postage				0	1.89			
0006	2033	52053500	1112210286	CHPS34427 3629P	Postage				0	7.57			

Action

Key Required Fields: Invoice Number 23984, Invoice Date 11/01/2024, Pay Entity 1100, Vendor Number 12029124, Grp STATEBAROFSOUTH, Short Name STATE BAR OF SOUTH DAKOTA, 111 W CAPITOL AVE STE 1, PIERRE SD 57501 2514

Voucher Details: Gross Amt 550.00, Contract #, Pmt Due Date 11/07/2024, Bank Payment, Voucher

Balanced: 0001 - Invalid Company-Account-Center combination

Remit Message: Code Description SDDOT YEARLY BAR DUES INV# 23984

Buttons: Excel Import, Validate, Travel Import, Save, Save and New, Close

Line	Comp	Account	Center	DOT Coding	Line Desc	Subref	Bill Grp	1099	Qty	Amt	K	Accrual	Agree Work Order
0001	3040	520402000	11102	01000 11800U	Karla Engle Bar dues				0	550.00			

Action

Key Required Fields: Invoice Number 18500, Invoice Date 10/05/2023, Pay Entity 1100, Vendor Number 12051316, Grp CIVILDESIGNINC, Short Name CIVIL DESIGN INC, 609 MAIN AVE S, BROOKINGS SD 57006-3331

Voucher Details: Gross Amt 20956.91, Contract # 410866, Pmt Due Date 11/08/2023, Bank Payment, Voucher

Balanced: 0001 - Invalid Company-Account-Center combination

Remit Message: Code Description SD DOT PCN04N7 W02B1-59-23

Buttons: Excel Import, Validate, Travel Import, Save, Save and New, Close

DOT Contract payments must be sent to Central Office Finance, with Negotiated Contracts.

Line	Comp	Account	Center	DOT Coding	Line Desc	Subref	Bill Grp	1099	Qty	Amt	K	Accrual
0001	3044	5204130	111140681	CXC0102 3700N	XC0102				410866	0	20956.91	

# Celebrate Success/Central Office Employee Meetings

The first Central Office **Celebrate Success Event** took place in 2006 and continued until 2019. This was the first event since COVID! It was a great event. Many thanks to June Hansen, who led the committee and served as event emcee. Central Office employee meetings were held before and after the event, making for a great opportunity for people from across the state to get together with counterparts!



## Thank you to the 2024 Celebrate Success Committee:

Kellie Beck, Finance; Larry Dean, Project Development; Kari Kroll, Secretary's Office; June Hansen, Operations Admin; Lexi Lassel, Operations Support; Katrina Davidson, Bridge Design; Jordon Kitts, Project Development; Mary Hoyt, Finance; Katie Wilkerson, Right-of-Way; Brenda Sharkey, Air, Rail & Transit; Danae Dean, Audits; and Chris Ott, Internal Services/Audits



## BHRA - Four Tips for Staying Healthy this Winter!

While winter is a time for holidays and making memories with your friends and family, it can also take a serious toll on your physical and mental health. Here are tips to help you and your loved ones get through the cold winter months safe and sound.

- 1. Keep it Clean** – Hand washing with soap and warm water is still one of the most effective ways to prevent the spread of viruses like the cold, flu, and COVID-19. This, along with disinfecting surfaces and keeping your distance from those who are sick will help limit your exposure to germs.
- 2. Limit Exposure to Cold** – Keep your eye on your local weather report. Dress warmly with layers and take breaks from frigid winter conditions to prevent the possibilities of frostbite and hypothermia.
- 3. Get Plenty of Sleep** – Do not underestimate the power of healthy sleeping habits. With extra travel and activities, it's easy to lose track of time. Avoiding alcohol, caffeine, and large meals close to bedtime can also help to ensure you stay on a healthy schedule.
- 4. Limit Excess Snacks** – Holiday parties bring a plethora of cakes, cookies, pies, and other delicious treats. While they're fun to eat, it's always a good idea not to eat too much!

Additional winter weather tips can be found on the [EAP website](#).



Follow Benefits on Social Media!



## 2025 International Aviation Art Contest

The SDDOT and South Dakota Pilots Association are seeking students to enter the 2025 Contest. The theme is **Women with Wings** and we invite students ages 6-17 to submit artwork inspired by the daring women who have defied society's expectations, taking to the air, and proving that the sky is a place for everyone. All artwork must be 11 ¾ x 16 ½ inches or the nearest possible equivalent in size to be considered for the contest.

The Aeronautics Office at SDDOT will judge the submissions at the state level. Prizes will be awarded to the 1st-3rd place winners in three different age categories: ages 6-9, 10-13, and 14-17. The first-place winners in each age group will then be forwarded to Washington, D.C. to participate in the national competition.

**All entries must be received by Tuesday, Jan. 7, 2025.**

Mail all entries to:  
SDDOT / Office of Air, Rail & Transit  
700 East Broadway Ave., Pierre, SD 57501

### Questions:

Email [Nancy.Hiller@state.sd.us](mailto:Nancy.Hiller@state.sd.us) or call 605-773-4430

Find the brochure at <https://dot.sd.gov/transportation/aviation/aerospace-education>.







**TRAINING UPDATE -**

Learn ~ Engage ~ Improve  
December 2024 (Upcoming Trainings)

**The Legal Side of Access Management**

Dec. 17 | 9 a.m. – 12 p.m. | Pierre

**ADA 101**

- Jan. 16 | 8:30 a.m. – 12 p.m. | Aberdeen
- Jan. 29 | 8:30 a.m. – 12 p.m. | Pierre
- Jan. 30 | 8:30 a.m. – 12 p.m. | Sioux Falls
- Feb. 13 | 8:30 a.m. – 12 p.m. | Pierre
- Feb. 13 | 1 p.m. – 4:30 p.m. | Pierre
- Feb. 25 | 8:30 a.m. – 12 p.m. | Rapid City

**Accommodating Pedestrians in the Work Zone**

- Jan. 16 | 1 – 3 p.m. | Aberdeen
- Jan. 29 | 1 – 3 p.m. | Pierre
- Jan. 30 | 1 – 3 p.m. | Sioux Falls
- Feb. 25 | 1 – 3 p.m. | Rapid City

**Computer Skills Basics**

Upon request



**NHI 134077 Contract Administration Core Curriculum**

Feb. 19 | 8 a.m. – 5 p.m. | Rapid City

**NHI 130087 Inspection of Ancillary Highway Structures**

Feb. 25 | 8 a.m. – 5 p.m. | Sioux Falls

**NHI 380129 Performance-Based Flexibility in Geometric Design**

April 8-10 | 9 a.m. – 12 p.m. | Webinar



**AASHTO Guide to Snow & Ice Control**

Dec. 10 | 10 a.m. – 11 a.m. | Zoom

**Built to Move - Why Movement can Help You Live Life Fully**

Dec. 11 | 9:30 a.m. – 10:30 a.m. | Zoom

**The Importance of Roadway Foundations**

Dec. 12 | 9:30 a.m. – 11:00 a.m. | Zoom

**We Don't Work Here for the Money**

Dec. 18 | 10 – 11:30 a.m. | Zoom

**Accurate Equipment Calibration - The What & the Why**

Dec. 19 | 10 – 11:30 a.m. | Zoom

**Snowplow Truck Maintenance - Best Practices to Reduce Corrosion**

Jan. 8 | 10 – 11 a.m. | Zoom

**The Communicative Engineer**

Jan. 14 | 10 – 11:30 a.m. | Zoom

**Traffic Calming**

Jan. 21 | 9:30 – 11 a.m. | Zoom



**CDL EDLT Class A & B Theory**

- Dec. 9-11 | 8 a.m. – 4:30 p.m. | Sioux Falls
- Jan. 6-8 | 8 a.m. – 4:30 p.m. | Rapid City
- Feb. 3-5 | 8 a.m. – 4:30 p.m. | Aberdeen
- Mar. 3-5 | 8 a.m. – 4:30 p.m. | Sioux Falls
- Mar. 17-19 | 8 am – 4:30 p.m. | Pierre

**CDL EDLT Train the Trainer**

- Dec. 12 | 12:30 – 5 p.m. | Sioux Falls
- Jan. 9 | 12:30 – 5 p.m. | Rapid City
- Feb. 6 | 12:30 – 5 p.m. | Aberdeen
- Mar. 6 | 12:30 – 5 p.m. | Sioux Falls
- Mar. 20 | 12:30 – 5 p.m. | Pierre

Lead HMW 2 HCP

**CDL Learners Permit**

- Dec. 12 | 8 a.m. – 12 p.m. | Sioux Falls
- Jan. 9 | 8 a.m. – 12 p.m. | Rapid City
- Feb. 6 | 8 a.m. – 12 p.m. | Aberdeen
- Mar. 6 | 8 a.m. – 12 p.m. | Sioux Falls
- Mar. 20 | 8 a.m. – 12 p.m. | Pierre

**AGC Hazardous Materials Endorsement**

- Dec. 13 | 8 a.m. – 5 p.m. | Sioux Falls
- Jan. 10 | 8 a.m. – 5 p.m. | Rapid City
- Feb. 7 | 8 a.m. – 5 p.m. | Aberdeen
- Mar. 7 | 8 a.m. – 5 p.m. | Sioux Falls
- Mar. 21 | 8 a.m. – 5 p.m. | Pierre

Lead HMW 2 HCP



## Winter Weather Preparedness/Engagement

A Sioux Falls Area maintenance team recently took a tow plow to meet the 2nd graders at Holy Spirit Catholic School in Sioux Falls to talk about winter safety and snowplow operations.

Pictured are **Director of Operations, Craig Smith**; 2nd grade teacher Katelyn Smith (Craig's daughter); 2nd grade students Emmy and Willa Voegeli (Keith's twin granddaughters); and **Keith Voegeli, Highway Maintenance Supervisor in Sioux Falls**. The driver of the tow plow was **Curt Theisen**, who is not pictured.



## Fifth Annual Name the Snowplow Contest

The Fifth Annual Name the Snowplow Contest is underway!

During the 2024-2025 winter season, the SDDOT will be officially naming 12 snowplows – one in each of our 12 areas to represent the entire state.

The submission form closes on Friday, Dec. 6, 2024.

Once the contest closes, SDDOT employees vote on their favorites! Encourage family and friends to submit their favorite names at <https://dot.sd.gov/inside-sddot/of-interest/sddot-snowplow-naming-contest>.



## Fallen Hero Dedication

### S.D. Highway 46 bridge over Vermillion River Near Beresford

In 2019, Governor Kristi Noem and the South Dakota Departments of Veterans Affairs, Military, and Transportation launched the Fallen Heroes Bridge Dedication Program. This program dedicates state bridges to South Dakotans who were killed in action while serving their country or classified as missing in action. Below is the information (and photos) from the most recent dedication ceremonies.

South Dakota hosted a dedication ceremony on Nov. 11, 2024, at Beresford High School, to honor **U.S. Army First Lieutenant Josef L. Thorne**. Thorne was a Beresford and SDSU alum who was killed in Vietnam in 1965 at the age of 24.

Thorne, who was drafted by the Green Bay Packers, was shot down while flying a helicopter during the conflict in Vietnam. He was the first South Dakotan to be killed during the war and is the 21st person named on the Vietnam Memorial in Washington, D.C.



The ceremony included remarks from SDDVA Secretary Greg Whitlock, First Gentleman Bryon Noem, and the Thorne family. Pictured are SDDOT staff on Highway 46 bridge over the Vermillion River near Beresford officially dedicating it to **First Lt. Josef L Thorne**.

## Congratulations to Thad Bauer Governor's Leadership Development Program

**Thad Bauer, Engineer Manager, Research & Transportation Inventory Management (Pierre)**

recently graduated from the **Governor's Leadership Development Program (GLDP)**. Thad shared some information about the program.

"GLDP consisted of five master-level college courses provided by the University of South Dakota. Those participating in the program were from different South Dakota state agencies, so it was a great experience meeting new people and gaining a better understanding of how different agencies operate and the challenges they face. There were some interesting topics covered throughout the program."

"One of the most impactful questions asked by one of the professors that will stick with me is that he would ask himself, 'Are people better people after working with me?' It is something that resonated with me and my goal is that hopefully, people will become better people after working with me."



## Thank you SDDOT Central Office Staff for your generosity in support of the Governor's Grocery Project!

The **Governor's Grocery Project** is an essential initiative at Georgia Morse Middle School in Pierre that addresses food insecurity. By allowing students to select two breakfasts, two lunches, two suppers, and extra drinks and snacks, the program provides vital support for those facing food shortages at home.

This initiative helps alleviate hunger and fosters a sense of dignity and choice for students, as they can pick items they will enjoy over the weekend. On Friday afternoons during study hall or extra time, the program ensures students can access these resources without disrupting their academic responsibilities.

**Brenda Sharkey, Procurement Specialist, and Larry Dean, Planning Data Manager**, delivered the donations to Georgia Morse Middle School today for the Governor's Grocery project. According to Brenda, the teacher cried. Brenda noted the shelves were pretty bare, they definitely needed our donations.



### Celebrating our SDDOT Team!

Do you have a co-worker or co-workers who have been doing an excellent job lately? Did they go above and beyond on a project or to assist someone?

Celebrate them through the **Kudos Board** located on the Intranet! To tag a co-worker (s) in your post, place the "@" symbol before typing their name (s).

## SDDOT KUDOS BOARD

[VIEW AND POST](#)

**Reminder: Don't forget to nominate team members for the [Impact Awards](#)! Quarter four Impact Awards are due by Friday, Dec. 20, 2024.** Quarter and year-end Impact Awards to be announced in December.

2024 South Dakota Department of Transportation  
Impact Awards Nomination Form

# BHRA

<https://sdlearn.csod.com/LMS/catalog/EventsCalendar.aspx#m=2&d=11/12/2024>

**Why GOING BACK TO CLASSROOM TRAINING is AWESOME**

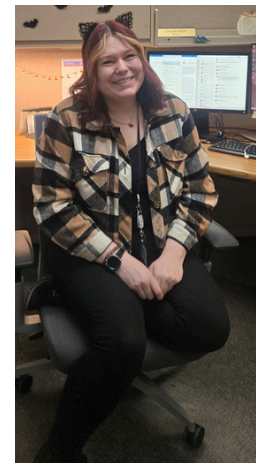
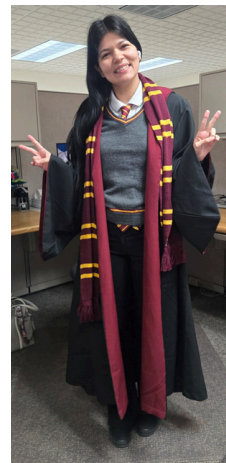
It's been a while since most of us sat in a classroom, and with busy schedules, in-person training can feel like a stretch. But here's why it's a game changer for the skills we tackle in state government work.

- 1. Get answers in real time**  
Forget endless forums and outdated answers. In a classroom, you can ask questions and get answers instantly from both your instructor and peers. No more waiting for a "how-to" video to sort things out!
- 2. Swap stories & solutions with peers**  
State government work comes with its own set of challenges. Classroom training is a rare chance to share experiences with people who truly understand your day-to-day—providing valuable solutions and "aha" moments.
- 3. Change of scenery = Creative boost**  
Sometimes, all you need is a break from the daily grind. A change of environment helps you focus without the distractions of emails and meetings—recharging your learning energy.
- 4. Surrounded by people who want you to succeed**  
In the classroom, you're surrounded by others on the same learning journey. This sense of camaraderie is motivating, and the shared experience of growing together is truly empowering.
- 5. Walk away with skills you can use**  
The best part? Classroom training is tailored to your real-world work. You'll leave with practical skills, fresh ideas, and the confidence to implement them right away.

So, the next time you're invited to classroom training, embrace the opportunity to learn, connect, and grow in ways that a computer screen simply can't offer!

Scan the QR code to login to SDLearn & see the current list of in-person classes!

## Central Office Halloween - Photos shared Patricia Devitt, Accounting Manager



## Railroad Board 2024



**From left to right:** Steve Scharnweber, Ralph Schmidt, Scott Lockwood, Chairman Jeff Burket, Vice-Chair Jack Nelson, Greg Carmon, and Secretary Joel Jundt.

## SDDOT Employees Showcase Talents in Pierre Players Community Theatre

**Robert Hudecek, Pavement Condition Analyst; Blake Messegee, Structural Engineer; and Michele Beeler, Training Specialist,** showcased their creative talents by participating in the Pierre Players Community Theatre (PPCT) production of *You Can't Take It With You* by George Kaufman and Moss Hart.

This classic comedic play, known for its heartwarming themes and eccentric characters, offered our team members a chance to shine on stage and connect with the community in a unique way.



## SDDOT Employee News and Updates (New Hires and Lateral Position changes)

### November New Hires:

Hans Shaffer, Highway Maintenance Worker- Hot Springs  
 Jesse Nelson, Region Traffic Engineer - Rapid City  
 Kole DeSpiegler, Highway Maintenance Worker - Redfield  
 Calvin Ronk, Equipment Technician - Sioux Falls  
 Cory Boyd, Highway Maintenance Worker - Kadoka  
 Paul Coppock, Senior Trial Attorney - Sioux Falls  
 Mehmet Alkurtar, Highway Construction Project Engineer - Aberdeen  
 Mikel Warwick, Highway Maintenance Worker - Mitchell  
 Evelyn Dalldorf, Traffic Design Engineer - Rapid City

### November Promotions & Lateral Position Changes:

Kyle Rolf, Highway Maintenance Worker (Sign & Striping Crew) - Rapid City  
 Colin Karley, Lead Highway Maintenance Worker - Rapid City  
 Edward Kaelin, Lead Highway Maintenance Worker - Pierre  
 Bradley Reecy, Region Traffic Technician - Aberdeen  
 Jaynie Spier, Employee Development Coordinator - Sioux Falls

# SDDOT Employee News and Updates

## November Longevity:

- Kevin Tietz, Lead Highway Maintenance Worker – 25 years (Mitchell Area)
- Randy Jaukkuri, Lead Highway Maintenance Worker – 25 years (Belle Fourche Area)
- Ron Hauck, Chief Pilot – 25 years (Central Office/Aviation Services)
- Bruce Thiewes, Lead Highway Maintenance Worker – 35 years (Watertown Area)
- Bryce Chambers, Certification Analyst – 40 years (Central Office/Materials & Surfacing)



**Bruce Thiewes, Clear Lake Lead Highway Maintenance Worker**, celebrates 35 years with the SDDOT in November 2024.



**Kellie Beck, Director of Finance and Management**, received her 25-year longevity pin from **Transportation Secretary, Joel Jundt**.



**Ron Hauck, Chief Pilot - Aviation Services** received his 25-year longevity pin from **Kellie Beck, Director of Finance and Management**.



**John Anderson, Aberdeen Region Material Technician**, received his 10-year longevity pin from **Todd Hertel, Aberdeen Region Operations Engineer**.



**Shawn Patton, Aberdeen Region Highway Maintenance Worker**, received his 10-year longevity pin from **Todd Hertel, Aberdeen Region Operations Engineer**.

## SDDOT Employee News and Updates

**Katie Palmer, daughter of Steve Palmer, Rapid City Engineering Supervisor, won the Class A Flight 2 Singles Tennis Championship in October. The senior also made the All-Tournament Team.**



**Welcome to Holden Alexander Smith.**

**Holden is the grandson of Jim Hyde, Pierre Region Operations Engineer.**

Holden was born on Nov. 6, 2024, and joining sister, Harper and brother, Harrison.



**Welcome to Navy Anne Buse.**

**Navy is the daughter of Anna Buse, Consultant Management Engineer, Office of Road Design, located in Sioux Falls.**

Navy was born on Nov. 14, 2024, weighing 7 lbs. 13 oz. and 21.5 inches long.



## In Sympathy . . .

Sympathy is extended to the co-workers, family, and friends of Cody Asher. Cody passed away on Nov. 11, 2024.

Cody joined the SDDOT team in December of 2017 as a Journey Tech. In March of 2022, Cody became the Pierre Area Survey Chief. Cody was also instrumental in helping to move the SDDOT's UAS program forward.

A celebration of life was held in Pierre for family and friends.

