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#### Employee News and Updates

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### Dynamic Message Signs (DMS) Project:

Motorists traveling on Interstate 90 and Interstate 29 in South Dakota are familiar with the large digital message boards that relay travel information messages. **Dynamic Message Signs (DMS)** display information that supports immediate, appropriate decisions by motorists in response to roadway, traffic, or adverse weather conditions. DMS enhance public safety, SDDOT's highest priority. With a few exceptions, DMS messages are only displayed when a response or decision by motorists is expected.

In 2024, the SDDOT awarded a contract to replace the cabinets, displays, and control electronics of all 30 existing DMS, which are more than 20 years old. The new displays will show full-matrix color and graphics, including standard traffic symbols, such as highway shields, that conform to the **Manual on Uniform Traffic Control Devices (MUTCD)**.

The combination of traffic symbols and text **increases message comprehension** within the short viewing times available to drivers.



Pictured during a DMS installation are **Intelligent Transportation Systems** team members **Pat Brueggeman, Transportation Engineer,** and **Evan Becker, Traffic Data Technician.**

To date, approximately 20 signs have been installed. The project includes one new DMS on westbound I-90 near Whitewood. The new sign is partially financed by and will be shared with the Montana Transportation Department, who will use it to inform travelers of adverse conditions on U.S. Highway 212 between Belle Fourche and Crow Agency, MT.

The SDDOT also plans to deploy additional DMS at critical Interstate highway locations, especially near interchanges with major non-Interstate highways, in 2026. Smaller DMS are planned for important non-Interstate locations as well.

## The Secretary's Corner

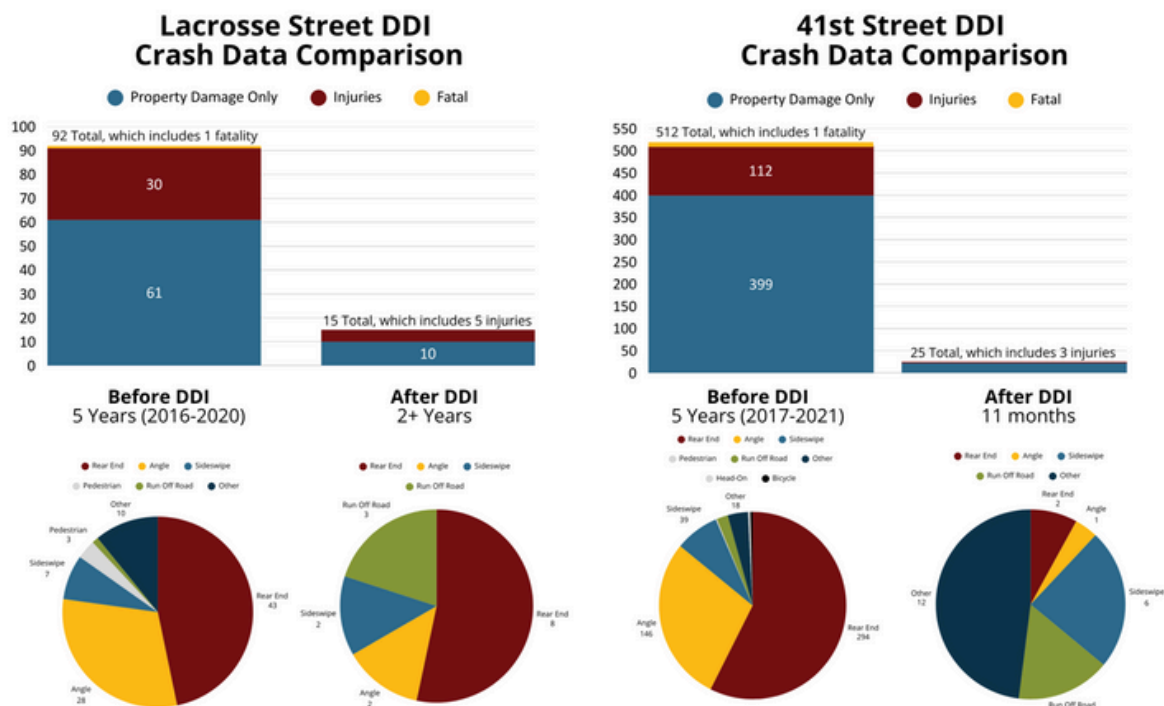


### Safety - Everyone Home Safe Every Day

The **LaCrosse Street Diverging Diamond Interchange (DDI) in Rapid City** and the **41st Street DDI in Sioux Falls** were designed to enhance safety and address future travel needs in high volume intersections within two communities experiencing population growth. The DDI design improves safety by reducing vehicle conflict points.

LaCrosse Street was the first DDI within the State of South Dakota with construction completed two years ago. **Dustin Witt, Highway Safety Engineer**, provided crash data comparisons for the five years leading up to construction and the two years since DDI completion. Dustin noted, "The Lacrosse Street interchange was averaging over 18 crashes per year prior to construction. With just over two full years since opening, crashes have reduced to less than 7.5 per year."

This indicates a reduction in crashes of over 58%, while simultaneously improving the operations of the interchange.



The 41<sup>st</sup> Street project, located at Interstate 29 in Sioux Falls, was the first DDI on the eastern half of the State. It has been operational for nearly one year. Dustin states that the 41<sup>st</sup> Street interchange was averaging over 100 crashes each year prior to construction. As we near the one-year mark of opening, the DDI is on pace for less than 30 crashes, which is more than a 73% reduction in crashes.

This crash reduction is even more significant during the first year, which in theory, includes potential driver uncertainty about navigating a DDI intersection.

## Update on Strategic Action Plans

By Craig Smith & the Executive Team

We want to share updates on key initiatives that support our mission to provide a safe and efficient public transportation system. The Executive Team reviews and updates action plans monthly, with an in-depth review quarterly. Action plans support the strategic objectives outlined in the Strategic Plan.

### Workforce Safety:

The safety team has several initiatives underway as part of implementing the **Safety Plan**. The structure of the Region Safety Committees will remain similar, there will be additional emphasis placed on field construction and maintenance activities in addition to providing a safe environment in offices and maintenance shops. New safety committees will be formed in Central Office. A **Statewide Safety Committee**, building off the work of our regional teams, is planning quarterly meetings to provide overall guidance, statewide consistency, direction from the implementation plan, and to serve as the Standing Training Group for safety. A new self-reporting shop inspection checklist is also being developed to further embed safety into our everyday operations.

### Toward Zero Deaths:

We're advancing our **Highway Safety – Toward Zero Deaths Initiative**. A draft strategic plan is complete, and the next step is working with partner agencies to drive collective action aimed at reducing roadway fatalities.

### Career Pathways in Motion:

The Highway Maintenance Worker, Lead Highway Maintenance Worker, Journey Transportation Technician, Field Project Technicians, and Materials Technician Horizontal Career Path Plans have been implemented. Efforts continue on developing career paths for other technician roles.

### Innovation in Action:

A cross-functional team has developed a process flowchart for identifying and deploying innovations. Efforts to develop meaningful processes have been slow to develop. Additional work is needed in this area. One idea being explored is a potential "DOT Innovation Day" to celebrate and share creative solutions from around the agency.

### Data and Performance Reporting:

We are working to develop a data dashboard using Power BI to monitor Key Performance Indicators (KPIs). In parallel, we are pursuing a data governance approach and exploring methods to help manage and visualize metrics more effectively. This will be a big lift and may require assistance from BIT and a private vendor.

### Data Warehousing:

Efforts are underway to streamline data warehousing with our internal systems and statewide IT initiatives. We're also engaging in the Internal Controls Review to adopt best practices that ensure accountability and process improvement.

Continued . . .

## Update on Strategic Action Plans Continued

### To-Do List Highlights:

- **Asset Risk Register:** Being integrated into MEMs Phase II, set for late 2025.
- **Training and STEM Outreach:** The new position filled in the Training program will also help to promote STEM and SDDOT careers in schools. Initial concepts are being developed to implement this year. This will require the participation of employees throughout SDDOT.
- **Employee Engagement:** Working with BHR to provide specific feedback to supervisors from their employees. This will involve a short survey to employees and a unique report to the supervisors to provide opportunities to improve.
- **Website Feedback:** We're reviewing opportunities to improve how we manage and respond to public input online.
- **Fuel Tax Revenue & Road Usage:** Ongoing discussions around the future of transportation funding, especially with the bridge replacements upcoming on the Missouri River.
- **Crash Reporting:** We're collaborating with DPS and researching updates for more effective reporting.
- **Utility Rules:** Managing utilities in the ROW is challenging. We are considering research to provide recommendations to manage utility corridors, update utility administrative rules, and permit utilities.
- **Building and Infrastructure (B&I):** Guidance is being developed to improve planning and tracking of facility needs to include planned improvement projects.

### What We Heard from Employee Meetings:

Employee feedback is crucial and helps to guide improvements. Below are the key themes and takeaways that are being reviewed from the employee meetings.

#### Maintenance

- Clarify Lead Highway Maintenance Workers (LHMW) roles
- Better communication on equipment purchases
- Best practices: Delineator Mowing and Cutting Edge Quality

#### Field Engineering

- Support for post-project reviews
- Risk-based inspection and testing

#### Central Office

- Remote work guidance
- Post-construction surfacing surveys
- Office space and furniture needs
- Continued support and training for Open Roads

#### Looking Ahead

We're excited to explore:

- Workforce capacity challenges
- Knowledge management and IT systems
- Resiliency planning (e.g., flooding)
- Legislative ideas for 2026

**Thank you for your dedication and contributions to our shared success. Together, we're building a stronger, safer, and more responsive transportation system for all.**

**If you have ideas or want to get involved in any initiative mentioned, please reach out to your supervisor or division director.**



## Finance Corner

### SDDOT ACCOUNTING STAFF

WELCOME TO THE START OF

# FY2026

ACCOUNTING SYSTEM OPENS  
JUNE 30, 2025 @ 7:00 AM

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PLEASE REVIEW THE FY26 REMINDERS MEMO

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PLEASE CONTACT THE  
CENTRAL FINANCE OFFICE WITH QUESTIONS

<https://intranetdot.sd.gov/docs/fin/FinanceContacts.pdf>



**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 with you all. In this month's KDSR you will gain an understanding on where we are at in the CRP2 process. The BISON team will continue to keep you informed and knowledgeable about the project.

Please take a moment to review and share the **[June KDSR](#)**.

## Primavera Tips and Tricks

### Duration vs. Budget Labor Units in Primavera Cloud

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 and future) and to assist in the delivery of projects in a timely manner.

This tip will explain the difference between **Duration** and **Budget Labor Units**.

In Primavera Cloud, **duration refers to the total number of working days expected to complete an activity**. It's the time period from the activity's planned start date to its planned finish date, calculated using the activity's calendar.

**Budgeted labor units, on the other hand, represent the total amount of labor effort allocated for an activity**. This is typically measured in hours, days, or other applicable units and is the planned work effort for the resources assigned to that activity.

Here is a breakdown of the key differences:

- **Duration (Planned Duration):** Focuses on the *time* element.
- **Budgeted Labor Units (Planned Units):** Focuses on the *effort or workload*.

Activity Details ▾		General	Status	Resource Assignments	Files	Relationships	Tasks	Trace Logic
Assign...								
Resource Name		Role Name		Planned Duration	Planned Units			
	Unstaffed Region Design	...	Region Design Engineer	60d	200h			

#### How they relate:

The relationship between duration and budgeted labor units is influenced by the activity's duration type. Primavera Cloud allows you to define how changes in duration, resources, and units affect each other.

- **Fixed Duration & Units:** Both duration and units are fixed. If you assign more resources, the units per time will be recalculated.
- **Fixed Duration & Units/Time:** Duration and the rate of work (units/time) are fixed. Changes in resources will impact the total units required.
- **Fixed Units:** The total work effort is fixed. Changes in resources or duration will affect the other.

In essence, duration is about the timeframe, while budgeted labor units are about the total work effort assigned to complete the activity within that timeframe.

If you have questions about the Primavera Cloud software, please reach out to the Project Delivery Team.

Earl Berg at [earl.berg@state.sd.us](mailto:earl.berg@state.sd.us) or 773-7191

Kathryn Johnson at [kathryn.johnson@state.sd.us](mailto:kathryn.johnson@state.sd.us) or 773-3567

## Western States Coalition Leadership Academy

By Brenda Thomas and Jaynie Spier

The Western States Coalition Leadership Academy is a 10-day program designed for transportation managers and leaders. It offers hands-on leadership training and networking opportunities. The curriculum is chosen by top executives from the five member states (South Dakota, North Dakota, Wyoming, Idaho, and Montana) and taught by instructors with over 120 years combined state and federal transportation leadership experience.

Topics include teamwork, leadership styles, employee motivation, habit-building, coaching, generational leadership, leading change, and more - each with a focus on real-world application you can take back to the job.

**Pictured left to right: Shea Lemmel, Jeff Brink, Derek Ferwerda, Jay Tople, Ben Moennig, Steve Schneider, Brian Wacholz, and Ryon Bollinger.**



**SDDOT participants who attended the 2025 Leadership Academy include:**

- **Brian Wacholz, Equipment Coordinator, Operations Support**
- **Steve Schneider, Highway Maintenance Supervisor, Sioux Falls Area**
- **Jeff Brink, Engineering Supervisor, Watertown Area**
- **Jay Tople, Geotech / Foundations**
- **Shea Lemmel, Engineer, V, Materials & Surfacing**
- **Derek Ferwerda, Engineering Manager I, Inventory Management**
- **Ben Moennig, ROW Manager, Right of Way**
- **Ryon Bollinger, Engineering Manager I, Road Design**

"Participating in the Western States Leadership Academy was an incredible experience. I gained deeper insight into myself, including how to recognize areas for growth in my leadership skills, identify both productive and unproductive habits, and take meaningful steps to improve them. Despite the short duration, I formed strong professional relationships that I hope will continue throughout my career.

Being selected by my agency to attend reaffirmed the trust and confidence they have in my potential as a leader. I would highly recommend this program to anyone currently in a leadership role or those aspiring to become leaders." - Brian Wacholz

This leadership academy is offered annually. If interested in the academy, please visit with your supervisor.



## TRAINING UPDATE -

Learn ~ Engage ~ Improve

### PLANNING & DESIGN

#### SDDOT Project Development Series

Project Management Basics  
Scope Management  
Cost Management  
Quality Management

#### NHI 130130 Inspection of Unlined Rock Tunnels

\*Includes peer review session with FHWA  
Oct. 21 - 22 | 8 a.m. - 5 p.m. | Rapid City

#### EnvisionCAD OpenRoads Designer Roadway

July 7 - 10 | 8 a.m. - 12 p.m. | Zoom

#### Bentley OpenRoads SignCAD Fundamentals

Online courses in SDLearn

### SAFETY



#### Defensive Driving Playlist

SDLearn Playlist

#### Safety and You Awareness

SDLearn Online Class

#### Heat Stress Safety

SDLearn Online Class

#### Preventing and Treating Asphalt Burns

TLN Recorded Presentation

### COMMUNICATION and TECHNOLOGY

#### Productivity Hacks Playlist

SDLearn Playlist

#### Continuous Improvement: Working Smarter, Not Harder

SDLearn Playlist

#### Phone Etiquette Playlist

Eight (8) Essential Rules for Phone Etiquette  
Ten (10) Tips for Super Customer Service  
Take and Leave Phone Messages Like a Pro  
Defusing Angry Customers

#### **It Pays to Train (IPT)**

- Quick sessions to improve our employee culture
- Information on SDDOT values, expectations, and processes
- Upcoming training announcements
- Questions and answers on all training topics

If today is the day you get paid, check out the IPT session on SDLearn at 11 a.m.

#### [Join the Microsoft Teams Meeting](#)

Miss the latest IPT session? They are all recorded and put on SDLearn. Click "Follow" on the [SDDOT It Pays to Train](#) playlist to be notified whenever there is a new recording added.

### **IT PAYS TO TRAIN**

**July 1** | Core Value – Improvement

**July 16** | Workplace Circle of Influence

**Aug. 1** | Core Value: High Ethical Standards

**Aug. 15** | Section 508 ADA Compliance

**Aug. 29** | Core Value: Stewardship

Each session runs from 11 - 11:45 a.m. (CT)

\*The exact deposit "payday" day of the week may vary slightly depending on weekends and holidays

To learn about Digital Message Boards, access the [Message Board Training playlist](#) located on SDLearn.

Training continued...



## TRAINING UPDATE -

Learn ~ Engage ~ Improve

### LEADERSHIP

#### Supervisor Summit

##### SAVE THE DATE

Aug. 18 - 19 | TBD | Pierre

#### Media Training – Public Engagement

##### SAVE THE DATE

Aug. 19 | TBD | Pierre

#### The Principles of Excellence: Baldrige 101

July 15 & 22 | 8 a.m. - 12 p.m. | Webinar

#### Advancing Performance Excellence: Baldrige 201

July 31 & Aug. 14 | 8 a.m. - 12 p.m. | Webinar

### MAINTENANCE

#### Guardrail Training

##### BRIFEN

June 24 | 8 - 9:30 a.m. CT | Teams

June 24 | 10 - 11:30 a.m. CT | Teams

##### VALTIR

July 16 | 9 - 11 a.m. CT | Sioux Falls

#### Spotter Safety in the Workplace

Online in SDLearn

#### Mower Safety

##### SDDOT Mower

##### TLN: Tractor Mower Operator Safety Training

#### New Drainage Courses in SDLearn:

##### Maintenance: Roadway Drainage

##### Drainage Features Maintenance for Safety

#### CDL EDLT Class A & B Theory

July 28-30 | 8 a.m. - 4:30 p.m. | Rapid City

Aug. 4-6 | 8 a.m. - 4:30 p.m. | Sioux Falls

Sept. 8-10 | 8 a.m. - 4:30 p.m. | Pierre

Oct. 6-8 | 8 a.m. - 4:30 p.m. | Rapid City

Dec. 8-10 | 8 a.m. - 4:30 p.m. | Sioux Falls

#### CDL EDLT Train the Trainer

July 31 | 12:30 - 5 p.m. | Rapid City

Aug. 7 | 12:30 - 5 p.m. | Sioux Falls

Sept. 11 | 12:30 - 5 p.m. | Pierre

Oct. 9 | 12:30 - 5 p.m. | Rapid City

Dec. 11 | 12:30 - 5 p.m. | Sioux Falls

Lead HMW 2 HCP

#### CDL Learners Permit

July 31 | 8 a.m. - 12 p.m. | Rapid City

Aug. 7 | 8 a.m. - 12 p.m. | Sioux Falls

Sept. 11 | 8 a.m. - 12 p.m. | Pierre

Oct. 9 | 8 a.m. - 12 p.m. | Rapid City

Dec. 11 | 8 a.m. - 12 p.m. | Sioux Falls

#### AGC Hazardous Materials Endorsement

Aug. 1 | 8 a.m. - 5 p.m. | Rapid City

Aug. 8 | 8 a.m. - 5 p.m. | Sioux Falls

Sept. 12 | 8 a.m. - 5 p.m. | Pierre

Oct. 10 | 8 a.m. - 5 p.m. | Rapid City

Dec. 12 | 8 a.m. - 5 p.m. | Sioux Falls

Lead HMW 2 HCP





## Mentoring Minute - The Benefits of Caring at Work

By Brad Norrid and Tanya Liska

Have you ever thought about how important it is for people at work to care about each other at work? It turns out, it's really important! Caring in the workplace isn't just a nice idea; it helps everyone do better.

Leaders and companies can help people want to care. A big part of this is when managers and leaders show they care about their employees first. Employees need to feel that they are more than just someone doing a job; they need to know someone cares about them as a person. When people feel valued and respected, not just like a number, it helps them feel loyal and a sense of belonging.

Caring isn't just about using certain skills like listening; it comes from a real desire to support others. When people feel cared for by their leaders and teammates, they are happier, work better, are more creative, and are more likely to stay with the company. It helps them bounce back from tough times and brings out their best. Building a caring workplace means connecting with people, understanding their challenges, saying "great job," asking for their ideas, and helping them learn.

Just like steering a boat, skills are important, but the real energy comes from the feeling underneath – the caring current that moves everyone forward. Finding the right amount of caring connections within your job is also important for your own happiness and health.

### Here are 5 important things about how a caring employee acts or feels:

- They care about doing good work for the company, making customers happy and feeling proud.
- They want their efforts and skills to make a real difference in the work they do.
- They like sharing their ideas and suggestions to help the team and make things better.
- They feel like they are a respected person and a valuable member of the team.
- They are interested in their job and work well with others to build a good team spirit.

Imagine a picture showing a diverse group of people smiling and working together happily. They might be high-fiving, helping each other, or looking united as a team, showing that they feel like a valued part of the group and work well together. This picture represents a cohesive and caring team, where people feel supported and connected.

### Upcoming Mentoring Events:

The next mentoring event is a tour of construction projects and supply manufacturers. This is an excellent opportunity to see a construction project in action or how another Area handles a project. It's also an excellent way to schedule a mentoring session with your mentor/mentee in conjunction with attending the tour event. You have the option to attend in either Rapid City or Sioux Falls. Below are the meeting logistics.

#### **Rapid City – Tuesday, July 22, 2025**

Meet at the Rapid City Region/Area Office  
by 8:45 a.m. (MDT)  
Event is from 9 a.m. – 3:30 p.m.

**Deadline to register is Tuesday, July 15, 2025**

#### **Sioux Falls – Tuesday, July 29, 2025**

Meet at the Sioux Falls Area Office  
by 8:45 a.m. (CT)  
Event is from 9 a.m. – 3:30 p.m.

**Deadline to register is Tuesday, July 22, 2025**

**To register, please email June Hansen by the noted deadline.** Participants will receive an outlook calendar invite with additional information about carpooling options, meal plans, and needed safety equipment for the tours.

**Make Time for Mentoring!**

## SDDOT 2025 Aeronautics Art Contest Winners

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

### Group 1 | Age 6 - 9 Category



**3<sup>rd</sup> Place**

Thea Brooks  
Ft. Pierre, S.D.

### Group 2 | Age 10 - 13 Category



**1<sup>st</sup> Place**

Anastelle Borresen  
New Underwood, S.D.



**Honorable Mention**

Natalie Volmer  
New Underwood, S.D.



**Honorable Mention**

Reagan Schoon  
Murdo, S.D.



**Honorable Mention**

Brielle

### Group 3 | Age 14 - 17 Category



**1<sup>st</sup> Place**

Jesse Schoon  
Murdo, S.D.



**2<sup>nd</sup> Place**

Tommy Studt  
New Underwood, S.D.



**3<sup>rd</sup> Place**

Lily Albers  
New Underwood, S.D.

## Updated 'Move Over' law goes into effect on July 1, 2025

The newly updated 'Move Over' law expands protections for anyone stopped or working on the side of the highway with amber, yellow, or blue warning lights. The goal is simple, keep more people safe on our roadways. Over the past month, we've been working to educate the public via social media and television interviews about the upcoming law changes.

The expanded law now requires drivers to take action when approaching any vehicle displaying flashing amber, yellow, or blue lights—not just law enforcement or emergency responders. This includes tow trucks, highway maintenance vehicles, utility crews, and even private vehicles using proper hazard lighting while stopped on the shoulder.

### What drivers must do:

- On multi-lane highways: Drivers must move into the lane farthest away from the stopped vehicle, when it's safe to do so, and pass with caution.
- On two-lane roads: Drivers are required to slow down at least 300 feet in advance, and reduce speed to 20 mph below the posted limit, or to 5 mph if the speed limit is 20 mph or less.

### Consequences for violating the law:

- Violations are a Class 2 misdemeanor, carrying a minimum fine of \$270.
- If a crash occurs because of a violation, the offense becomes a Class 1 misdemeanor, which comes with steeper penalties.

If you see flashing lights, slow down, move over, and give extra space. Whether it's a trooper conducting a stop, SDDOT staff fixing guardrail, or a tow truck operator changing a flat tire—everyone deserves to go home safely. Read South Dakota's 'Move Over' law here:

<https://tinyurl.com/5n8zftxv>

Click on the graphic to watch a social media video showcasing the updated law.





[Click to view this month's video.](#)



The **BHRA Watercooler** gives you all the latest benefits, administration, training, and HR developments.

Links to additional information can be found below!

**Additional Information:**

- Your New Well-Being: [Website Link](#)
- Current Well-Being Portal: [Website Link](#)
- Understanding Your Paycheck: [Website Link](#)

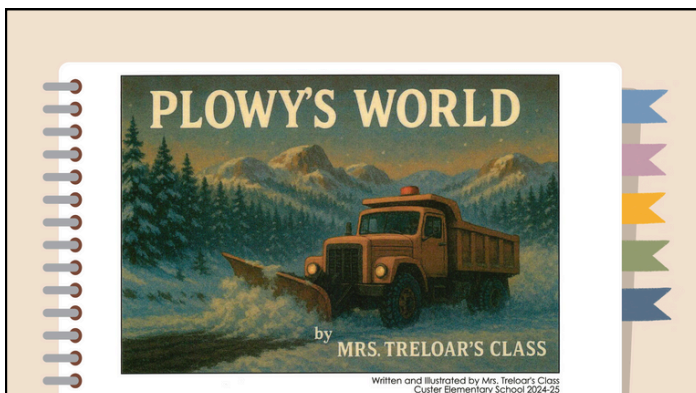
**Custer Elementary Book and Field Trip**



This is a book written about Plowy – the snowplow named by the first graders at Custer Elementary in the 2024-2025 Snowplow Naming Contest!

Many thanks to **Bruce Schroeder, Custer Area Engineer, and Tucker Pankowski, Lead Highway Maintenance Worker**, for engaging with the local school to advance safety with some of our youngest customers and their families.

Enjoy the video adaption of “Plowy’s World” by clicking on either graphic.



## SDDOT Safety News

By: Jon Johanson, Safety Manager



# SDDOT SAFETY NEWS

## Seat Belt Safety



One of the safest choices drivers and passengers can make is to buckle up. Many Americans understand the lifesaving value of the seat belt – the national use rate was at 91.2 percent in 2024

according to the [National Highway Traffic Safety Administration](#). Seat belt use in passenger vehicles saved an estimated 14,955 lives in 2017. Understand the potentially fatal consequences of not wearing a seat belt and learn what you can do to make sure you and your family are properly buckled up every time.

**Pro Tip:** Wear your seat belt when operating a state vehicle or if you are a passenger in a state vehicle. SDDOT employees are not immune to South Dakota Codified Law [32-38-1](#) regarding seat belts and can be cited by law enforcement for operating a motor vehicle without using the seatbelt.

South Dakota Codified Law [32-38-1](#) states that every operator and front seat passenger of a passenger vehicle operated on a public highway in this state shall wear a properly adjusted and fastened safety seat belt system, required to be installed in the passenger vehicle when manufactured pursuant to Federal Motor Vehicle Safety Standard Number 208 (49 C.F.R. 571.208) in effect

January 1, 1989, at all times when the vehicle is in forward motion. The driver of the passenger vehicle shall secure or cause to be secured a properly adjusted and fastened safety seat belt system on any passenger in the front seat who is at least five years of age but younger than eighteen years of age.

Additionally, the Seat Belt Policy on page 34 of the [Employee Handbook](#) states, "All state employees who are driving or are passengers in state-owned vehicles covered by the state's automobile liability insurance policy are required to wear seat belts, both in the front and back seats. (SDCL 32- 38-5; Executive Order 88-7)".

Below is a list of 11 recent incidents involving a fatal vehicle accident in South Dakota where a seat belt was not used.

- [April 2, 2025](#)
- [April 13, 2025](#)
- [April 19, 2025](#)
- [April 21, 2025](#)
- [April 21, 2025](#)
- [May 5, 2025](#)
- [May 6, 2025](#)
- [May 7, 2025](#)
- [May 14, 2025](#)
- [June 2, 2025](#)
- [June 4, 2025](#)





## Auditors Anonymous

By: Danae Dean

It's all about the details...

In Audits, we conduct our due diligence to ensure that all participating and non-participating projects comply with both State and Federal regulations. (You never know if one can flip!) We hold BOTH Prime and Sub to these standards.

Here are just a few of the main items we look at:

- **Mileage:**
  - The current GSA rate is \$0.70 per mile, unless indicated otherwise through an improvement process.
    - [GSA Mileage Website](#) – we look at the POV rate for personal and company-owned vehicles. Typically see rate changes around January 1.
  - However, we also need details on WHO traveled, WHEN the traveling took place, and HOW MANY miles the individual traveled. We take all this information into consideration, along with the number of hours the individual worked to ensure they traveled safely, within reason, and during the days they worked.
    - Example: two hours of work with 350 miles – would be 175 mph, this travel would be unreasonable. With two hours of labor and 65 mph, approximately 130 miles would be reasonable.
- **Lodging:**
  - The current GSA rate is \$110 per night PLUS tax. There are places and time frames that it is allowed to be over, and these are also listed on the GSA website.
    - [GSA Lodging Website](#) – Typically, has rate changes around October.
  - If the lodging being claimed is below the GSA rate – we allow the exact amount as is.
  - If the lodging being claimed is above the GSA rate – we would adjust the room rate to \$110 per night and adjust taxes accordingly.
- **Meals:**
  - We follow the state rate for a daily maximum of \$40 per day.
  - If claiming actual cost for meals – please provide a DETAILED receipt with the cost breakdown. We ask for detailed receipts because we must ensure that there are no alcohol charges.
- **Wage Rates:**
  - We are constantly updating wage rates. This helps us ensure that the correct wages are being used during the time frame that is being billed.
- **Overhead & FCCM (Cost of Money) Rates:**
  - When auditing invoices, we look at the INVOICE DATE compared to the overhead letter date. We do not compare with when the work was done.
- **Other Rates:**
  - Sometimes consultants have other direct costs that are at a rate – these should be pre-approved by audits.
    - Example of rates –
      - Non-GSA rates, ATV, certain prints, GPS, Plotting, etc.

### Random Question!

(Email or Teams **Dane Dean** for a chance of being one of the first three to win a prize!)

What was the four-step slogan for processing items that come through audits at the end of one of our newsletters this year?

## SDDOT Employee News and Updates

### June New Hires:

Jeff Rhodes, Highway Maintenance Worker - Rapid City  
 Vinay Nukala, Highway Construction Project Engineer - Mobridge  
 Jacob Larson, Highway Construction Project Engineer - Pierre  
 Andrew Gordon, Highway Construction Project Engineer - Pierre  
 Logan Myhre, Journey Transportation Technician - Aberdeen  
 Dylan Osborn, Highway Construction Project Engineer - Huron  
 Samuel Schlabach, Road Design Engineer - Rapid City  
 Kyle Munier, Highway Maintenance Worker - Sturgis  
 Randy Brown, Bidding & Quality Project Engineer - Pierre  
 Craig Holmes, Highway Maintenance Worker - Rapid City  
 Sarah Wellner, Internal Controls Officer - Pierre

### June Promotions and Lateral Position Changes:

Darrell Utter, Structural Engineer - Pierre  
 Dan Alfson, Highway Maintenance Worker - Custer  
 Cameron Meinzer, Highway Maintenance Worker - Kadoka  
 Chaz Shuff, Highway Maintenance Supervisor - Aberdeen

### June Longevity:

Kevin Ellis, Survey Crew Chief – 20 years (Rapid City Area)  
 Bruce Van Zee, Lead Highway Maintenance Worker – 20 years (Mitchell Area)



**Ed Koopman, Sioux Falls Area Project Technician, (left)** received his 40-year pin from **Jared Pfaff, Sioux Falls Area Highway Construction Project Engineer Supervisor.**



**Brian Wenisch, Yankton Area Transportation Project Manager II,** (left) received his 25-year pin from **Kevin Heiman, Yankton Area Engineering Manager II.**



## SDDOT Employee News and Updates



**Kevin Ellis, Survey Crew Chief in Rapid City, (left)** received his 25-year pin from **Steve Palmer Rapid City Area, Engineering Manager.**

**Tom Druyvestein, Engineering Supervisor in Road Design, (Central Office) (right)** received his 15-year pin from **Scott Rabern, Road Design Program Manager.**



**Spencer Thompson, Sioux Falls Area Transportation Project Manager, (left)** received his 15-year pin from **Jared Pfaff, Sioux Falls Area Highway Construction Project Engineer Supervisor.**

**Emily Schmitz, Senior Appraisal ROW Specialist, (Central Office)** received her 10-year pin from **Ken Brilz, ROW Appraisal Manager.**



## SDDOT Employee News and Updates (Retirements)

### June Retirements:

Marilyn Patterson, Project Development, Agreement/Work Program Coordinator - 48 years

Melvin Malsam, Aberdeen Highway Maintenance Supervisor - 32 years

Brenda Flottmeyer, Rapid City Area Project Engineer - 36 years (26 with SDDOT)

Roger Flint, Huron Highway Maintenance Supervisor - 25 years

Mark Rieger, Transportation Project Engineer, Mobridge Area - 49 years

Dan Vockrodt, Highway Construction Project Supervisor, Pierre Area - 36 years

**Marilyn Patterson, Agreement/Work Program Coordinator in Project Development**, retired after 48 years with the State (46 years with SDDOT). **Steve Gramm, Planning Squad Leader**, presented Marilyn with a challenge coin and proclamation from Governor Rhoden.



**Melvin Malsam (left), Aberdeen Highway Maintenance Supervisor**, retired from SDDOT after 32 years. **Lane Goldsmith, Aberdeen Area Engineer**, presented Melvin with a challenge coin and proclamation from Governor Rhoden.



**Dan Vockrodt, Pierre Area Highway Construction Project Engineer Supervisor**, is pictured with **Dean VanDeWiele, Pierre Area Engineer**. Dan retired in June after 36 years with the SDDOT.



**Brenda Flottmeyer, Rapid City Area Project Engineer**, retired after 36 years of service to the State (26 with SDDOT). Brenda is pictured at her retirement celebration with **Mike Carlson, Rapid City Area Engineer**, (left) and **John Gerlach, Rapid City Project Engineer Manager**.





## SDDOT Employee News and Updates

A beautiful photo was taken of the South Dakota State Capitol in Pierre by **Perry Griffith, Air, Rail, & Transit Office Transportation Specialist.**



**Theron Singleton, Region Design Engineer in the Rapid City Region,** was the overall winner of the **Mickelson Trail Marathon** on June 1, 2025.

**He won the Marathon with the time of 3:00:38.**



## The APWA North American Snow Conference



The APWA North American Snow Conference is an annual event organized by the [American Public Works Association \(APWA\)](#) that brings together snow and ice management professionals to learn, network, and explore solutions to winter maintenance challenges.

It features educational sessions, an exhibit hall with the latest equipment, and opportunities to connect with industry leaders. The conference also provides a platform for sharing best practices and exploring new technologies in snow and ice removal.

**Pictured from left to right: Brian Wacholz, Equipment Management Specialist; Jim Hyde, Pierre Region Operations Engineer; and Steve Kamarainen, Operations Maintenance Engineer.**



## SDDOT Employee News and Updates (New Family Members)

**Saylor Elaine Rabern** was born May 30, 2025. She weighed 6 lbs. 7oz. and measured 19.5 inches.

Saylor is the first grandchild for **Scott Rabern, Program Manager for Road Design**.



**Christina Bennett, Operations Support Program Manager**, is pictured with Scott's mom and Saylor.



**Easton Douglas Sherman** was born on May 12, 2025, to Ryan and Crystal Sherman of Harrisburg.

**Easton is the 15<sup>th</sup> grandchild of Winner Area Engineer, Doug Sherman and his wife, Val.** The grandchildren total is now **10 BOYS** and **5 GIRLS**.

Easton weighed 6 lbs. 8 oz. and measured 20 inches. Pictured are Easton and his proud grandparents along with his older brother, Evan.



**Brad Gall, designer in the Road Design Office**, recently welcomed his third grandchild. **Russell Lyle Douglas** was born on June 8, 2025.

He weighed 8 lbs. 13 oz. and measured 19.5 inches.

Russell joins his sister and brother, Evy and Weston.

**Eddy Mitchell Oehme** was born June 8, 2025. He weighed 8 lbs. and measured 20.5 inches.

Eddy is the son of Shannon and **Mitch Oehme, Road Design Engineer at Central Office**.



## SDDOT Employee News and Updates (In Sympathy)

Sympathy is extended to the family, friends, and co-workers of **Joe Beel, Highway Maintenance Worker in Mission**. Joe passed away on June 21, 2025.

At this time, funeral arrangements are pending.



Sympathy is extended to **Joanie Blair, Accountant IV, (Central Office)** on the recent passing of her grandfather.

Martin John Flottmeyer, Redfield, passed away on May 28, 2025.

**His Mass of Christian Burial was held on June 3, 2025, at St. Bernard Catholic Church in Redfield. Interment followed at Greenlawn Cemetery in Redfield.**

Sympathy is extended to **Greg Aalberg, former Sioux Falls Area Engineer**, who retired in 2024, on the passing of his mother.

**Juliette "Julie" Aalberg** passed away on May 24, 2025. Services were held at St. Theodore's Catholic Church in Albert Lea, Minnesota, on June 6, 2025.

Juliette will be laid to rest at St. Theodore's Catholic Cemetery.



**Sympathy is extended to SDDOT co-workers and friends of Jan Talley. Jan was the former Accounting Manager for the Division of Finance and Management.**

Jan (Kusser) Talley, of Rapid City, passed away June 8, 2025, at her family ranch south of Highmore.

Funeral Mass was held on June 19, 2025, at St. Mary's Catholic Church, Highmore. Burial followed at Kusser Cemetery, rural Highmore.

Sympathy is extended to SDDOT co-workers and friends of **Robert "Bob" Davies**. Bob worked for the SDDOT for more than 45 years, officially retiring in 2020 from the region parts room.

Bob passed away on June 9, 2025, in Mina.

A memorial service is scheduled for 11 a.m. on Friday, June 27, 2025, at Schriver's Memorial Chapel in Aberdeen.

