



Connecting the DOTs

January 2025

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Leadership Development Program (LDP)

Application Deadline is Friday, Jan. 31, 2025!

Please read the [LDP Program Description](#) to decide your level of interest and understand the time commitment. Meet with your supervisor prior to completing the application to ensure mutual agreement and understanding. Your supervisor needs to complete the [Supervisor LDP Endorsement](#).

Download and read through the [PDF version of the LDP Application](#). Complete the online LDP application in one sitting via Survey Monkey by clicking on this link: [Application](#). Your completed application is due no later than Friday, Jan. 31, 2025. Questions: Contact **Jaynie Spier** at jaynie.spier@state.sd.us or 605-291-5148. If you have questions or issues with the online application form, please contact **Anna Erickson at Lumin Consulting** via email aerickson@luminadvantage.com.



Bluebeam Update and Resources:

SDDOT uses Bluebeam to simultaneously review plans and provide comments on items that should be revised to provide quality deliverables to our stakeholders!

The upgrade from Bluebeam Revu 20 to 21 was necessary due to Bluebeam sunsetting support for their older software. Luckily, a one version jump allows most functionality to be the same, but due to a change in their licensing platform some small differences will be noticed.

The video entitled “**Bluebeam Revu 21 Unlicensed User’s Tools**” was developed to help with that transition.

<U:\BIP\Video Training\Bluebeam Revu 21 Unlicensed User's Tools.mp4>

View the **Bluebeam Review Guide** (our most current how-to-document) as well as other videos at this link for guidance: https://dot.sd.gov/doing-business/engineering/design-services/forms-manuals#listItemLink_1552

Questions: Contact **Rebecca Urban** in the Road Design Office



The Secretary's Corner



Transportation employees are uniquely positioned as the eyes and ears on the highways and public transportation systems!

Human Trafficking Awareness and Action:

As transportation professionals, we play a critical role in keeping the traveling public safe. One area where our vigilance can make a difference is recognizing human trafficking, a crime affecting individuals across the country.

Please take a few moments to watch the video on Human Trafficking Awareness prepared by the training team. This resource will equip you with valuable knowledge about how to spot potential signs of trafficking, respond appropriately, and report suspicious activity.



[Human Trafficking Awareness Video](#)

Your awareness, attention, and action could help save lives.

Unfortunately, human trafficking occurs at commercial truck stops, rest areas, and welcome centers across South Dakota! For additional information, please find a toolkit that offers tips and resources about human trafficking awareness at [Transportation Industry Tips and Resources](#).

AASHTO Roundtable Session: 'Centering Safety':

Read the full article at: [AASHTO Journal](#)

A roundtable session at the **2025 Transportation Research Board Annual Meeting** in Washington, D.C., featured a cross section of state department of transportation chief executives discussing how the DOT community continues to make safety a core focus of the infrastructure work under their purview.

The session also delved into how making the nation's road network safer for all roadway users – including pedestrians, bicyclists, highway workers, and others – often requires a look beyond solely infrastructure solutions to the need for behavioral changes as well.

Roadway safety continues to be a public health crisis in the U.S.," stressed session moderator Garrett Eucalitto, commissioner of the Connecticut DOT and the 2024-2025 AASTO President. "Doing "better" means building a more robust safety culture across the transportation industry while collaborating with more public and private sector partners."

"The old adage is that if you talk the talk, you must walk the walk," **stressed Joel Jundt, secretary of the SDDOT**. "What are we doing as state DOTs to change this? We can all stand up here and say 'change the behavior,' but if we don't make behavior changes [while driving] ourselves, then we are just as guilty. We must hold ourselves accountable first."

Using data is also key to helping communities encourage changes to driver behavior, as well as accept the deployment of proven safety infrastructure, he said.

"Data-driven is the key to help the public understand the 'why' behind the safety efforts," he said. That includes regularly communicating with the public to get "buy-in" regarding infrastructure projects, especially ones aimed at improving safety, Jundt noted.



Pictured from the right side toward the left: Secretary Jundt, Jared Perdue (Florida), Kristina Boardman (Wisconsin), and Marc Williams (Texas).
Photo by AASHTO.

Legislative Session Update

Governor Noem gave the 2025 State of the State address for the 100th session of the South Dakota State Legislature on Tuesday, Jan. 14, 2025. The Governor noted the dedicated work of SDDOT to keep South Dakotans safe.

“During the 1,000-year flood, several agencies stepped up to respond: at my direction, the South Dakota Department of Public Safety sent Highway Patrol and an Incident Management Assistance Team; the Department of Game, Fish & Parks deployed conservation officers to conduct boat rescues; the **Department of Transportation handled traffic control, detours, and helped construct a levee across the Interstate in just hours in accordance with the city’s flood plan . . .** I want to thank all of the emergency responders, volunteers, local governments, and state employees whose quick and professional actions prevented further damage.”

You can read the full address at <https://governor.sd.gov/>.

SDDOT has three agency bills this legislative session:

SB38 Modify requirement for a vehicle approaching a vehicle that is stopped or occupying the shoulder of the highway with warning lights flashing.

SB39 Revise the description of highways included in the state truck highway system.

SB40 Revise Department of Transportation regulatory authority regarding aeronautics.

The Department will be reviewing all bills proposed during the legislative session and will watch those that could affect SDDOT. Secretary Jundt will continue to provide legislative updates through the weekly Information Interchange emails.

For all legislative information, please view <https://sdlegislature.gov/>.

Secretary Jundt and the Directors presented to the House and Senate Transportation Committees in January. Please find the links to House presentation at:

<https://mylrc.sdlegislature.gov/api/Documents/275174.pdf>

Project Kudos from Representative Jensen

During the SDDOT presentation to the House Transportation Committee, Representative Phil Jensen, who represents District 33 (Meade and Pennington County) praised the SDDOT staff who worked on the S.D. Highway 44 improvement project west of Rapid City.

“Your team did a remarkable job keeping everyone apprised of what was going on and making them feel like they were in the loop. I wanted to commend you for that. It was really impressive.”

You can listen to the full recording at <https://sdpb.sd.gov/sdpbpodcast/2025/htr03.mp3>.

(The comments from Representative Jensen are at the 50:58 mark of the recording.)

The 4th Annual SDDOT Holiday Smackdown

Another successful Holiday Smackdown has concluded with some impressive stats! In the end, SDDOT donated **3,937 food items** and **\$4,663 to food pantries across our state**. Thank you to all participants. Donations will go to local food pantries, food banks, and Salvation Army locations across the state!



3,937 ITEM DONATED
\$4,663 DONATED



4TH ANNUAL SDDOT HOLIDAY SMACKDOWN



Finance Corner

The Importance of Internal Controls

Internal controls should be followed by all South Dakota Department of Transportation (SDDOT) employees. Internal controls provide reasonable assurance of effective and efficient operations, reliability of financial reporting, and compliance with applicable laws and regulations.

TRANSACTION TYPES: EXPENDITURES, TRAVEL RECORDS, TIMESHEETS, VENDOR INVOICES

- An employee may not order, receive, and approve a voucher for the same transaction.
- State assets should be used for strictly legitimate SDDOT purposes.
- An employee must not directly or indirectly, knowingly falsify, cause, or allow to be falsified any book, record, or account of the state.
- Every voucher must have an authorized signer.
- State purchasing cards must only be used by the person who was issued the card.

State assets must be protected. Theft, misuse, or waste of State assets is grounds for disciplinary action!

The SDDOT Internal Control Policy (DOT-FM-FIN-4.2) can be found at:
<https://intapps.sd.gov/hm90Policy/PolicyDocs/DOT-FM-FIN-4.2.PDF>

Employee Recognition

Congratulations to our 2024 Team Impact Award Winner!

Acrow Bridge Transport Team:
 Tel Saucerman, Steven Theunissen, Lloyd Nickels, Andrew Hatch, Vance Valloff, Denver Lich, Keith Voegeli, Charlie Goldammer, Aaron Climer, Chris Peters, Jared Lahr, Curt Theisen, Josh Timmerman, Josh Bethke, Cameron Sprecher, Thomas Polzien, Josh Anderson, John Huber, and Mark Burger.

Remember to use the SDDOT Kudos Board to recognize individuals for great achievements in the workplace! The Kudos Board can be found on the Intranet site.



The 2024 Overall Team Impact Award goes to the Acrow Bridge Team!

The Acrow Bridge is a temporary structure used during bridge construction. The structure is owned by the SDDOT and stored in Rapid City. The bridge was needed in Sioux Falls for a project.

This SDDOT team accomplished a task that we would typically hire a contractor to do. Transporting the Acrow Bridge required a great deal of coordination, equipment, and expertise to safely move 12 loaded semi-trailers across the state.

The SDDOT Impact Award program is designed to recognize teams who perform acts that exceed the expectation. Nominate a team member for a 2025 Impact Awards at: <https://intranetdot.sd.gov/>.

SDDOT KUDOS BOARD

VIEW AND POST

Have your co-workers gone 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).

You can access the [kudos board here](#) or by clicking the image to the left.



Mentoring Minute

By: Scott Eisenbeisz and Wyatt Reis

January is National Mentoring Month. SDDOT has one of the best mentoring programs!

The SDDOT Mentoring program is a great way to explore the vast opportunities and resources available within the DOT. SDDOT has one of the best mentoring program. It was designed to help participants:

- Improve their skills, knowledge, and network;
- Take an active role in their individual career and leadership development;
- Recognize skills needed for success and find developmental opportunities to develop those skills;
- Gain an understanding of organizational values, relationships, and unwritten rules; and
- Increase exposure and access to other employees throughout the organization.

The **Mentoring Program** is **mentee driven**, meaning mentees decide what goals and objectives they may want to accomplish during the program year and the **committee** selects the **best mentor** (along with your input) to achieve the goals. The program is open to **ALL** employees who have completed their probationary period. The maximum benefit of the program is best achieved after employees have a firm understanding of their current position, usually one year, but that is not an excluding factor.

The current mentoring program kicked off in November 2024, so if you missed out don't worry there will be more opportunities down the road.



2024 - 2025 Program Schedule:

[\(click for a list of activities to date\)](#)

Tuesday, Jan. 28, 2025, from 1:30 – 3:30 p.m. (CT): Concept to Construction Webinar (SDDOT Commission Room and Microsoft TEAMS)

We are tapping the expertise in the Department to give a brief overview of how we get a project from concept to construction. There were a number of you who expressed interest in this area during speed mentoring. Staff from the Division of Planning & Engineering as well as Operations Area staff will be sharing about their contribution to the process.

Thursday, March 27, 2025: Transportation Commission meeting and Executive Team meeting

The morning will give us an opportunity to listen to the Transportation Commission. Following the meeting, the Commission Chair will join us to answer questions and share his perspective as a commission member. The Transportation Commission is the citizen board appointed by the Governor. The Commission determines road construction priorities, plans to meet the highway needs of the state, and advises the department on overall transportation needs.

The afternoon gives us the opportunity to observe the Executive Team meeting. This will give you a chance to see how this team works and what issues they are working on. Many people have misconceptions about the role of the Exec. Team. You'll be able to see the group in action for yourself.

You can learn more about the mentoring program by visiting our newly designed mentoring page found on the intranet: <https://intranetdot.sd.gov/mentoring.aspx>

If you have any questions, reach out to any of the **Mentoring Committee members**: June Hansen, Tanya Liska, Scott Eisenbeisz, Matt Dorfschmidt, Tim Wicks, Kellie Beck, Brad Norrid, John Villbrandt, Wyatt Reis, Joe Sestak, Ariana Griffey, and Jason Baker. They will be glad to help!

TKS Coding for Mentoring

Reminder, that coding for all mentoring events and meetings will be the same whether you are maintenance, engineering, or administrative staff.

Travel for all mentoring events and meetings

Form titled "Edit DOT Coding" with fields for Equip Nbr, Code, Org, Cntl, AFE, Func, Accom, and B. The AFE field contains the value 7817 and the Func field contains 1173. Below the fields is a "Comment" field and a "Function Description" field containing "TRAVEL TO AND FROM TRAINING" and "AFE Description: MENTORING PROGRAM - PARTICIPANTS ATTENDING MENTORING FUNCTIC". A red arrow points to the AFE field.

Attending all mentoring events and meetings

Form titled "Edit DOT Coding" with fields for Equip Nbr, Code, Org, Cntl, AFE, Func, Accom, and B. The AFE field contains the value 7817 and the Func field contains 1174. Below the fields is a "Comment" field and a "Function Description" field containing "ATTEND TRAINING" and "AFE Description: MENTORING PROGRAM - PARTICIPANTS ATTENDING MENTORING FUNCTIC". A red arrow points to the AFE field.

Variable Speed Limit Bill Passed and Contract for Construction Set



Michael Behm, Director of Planning and Engineering, received the construction contract for the Variable Speed Limit (VSL) construction project on Tuesday, Dec. 31, 2024. This signified the green light to start the project.

In the picture to the left is **Cabinet Secretary Joel Jundt** holding SB21 from the 2020 Legislative session which gave the SDDOT the authority to use VSL. **Dave Huft, Intelligent Transportation Systems Engineer Manager,** is holding the contract for construction for the SDDOT to execute.

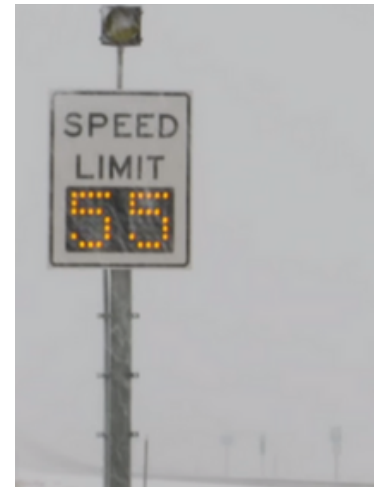
“There was a lot of work to get this bill passed. The picture goes to show that ideas can become a reality, but rely on a solid vision and a lot of perseverance,” said Behm.

Initiating and implementing new ideas or methods to create value is one of SDDOT’s core values. Innovation lies at the heart of these improvement efforts and one of the many places in the Department this innovation can be found is in project design. Continually striving for safer and more efficient designs to better serve the public is what drives new project designs.

Variable Speed Limits:

Two corridors in South Dakota will soon have variable speed limit zones. The first is designated for Interstate 29 between Flandreau and Brookings. This project is scheduled to begin in 2025. The second corridor to feature a variable speed zone will be located on Interstate 90 between Sturgis and Telford to follow.

The variable speed system works by using sensors to detect temperature, pavement conditions, traffic counts, and other relevant information to provide a recommended speed limit to SDDOT staff. As applicable, speed limits will be reduced during winter weather events and then reset as conditions allow.

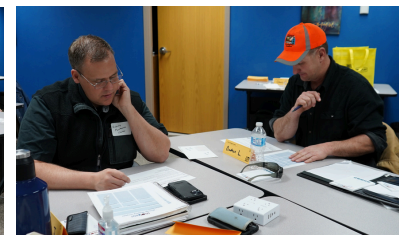
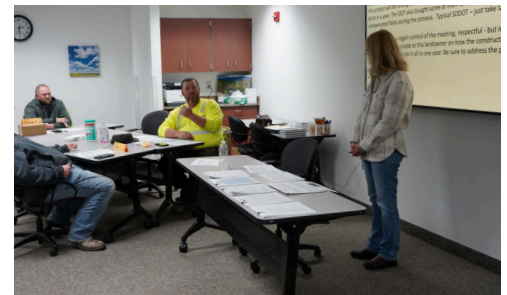


Media/Public Engagement Training

In January, the communications team provided media/public engagement training for SDDOT employees.

The SDDOT media/public engagement training is designed as an interactive session with the purpose of increasing the quality of purposeful interactions SDDOT staff have with the public.

The focus of the training is how/why we interact with general public as part of our overarching goal to build a foundation of trust, and transparency in the work we do, and provide clear and consistent messaging for our customers.



Winner Area Office Wins Twice at the Ride Quality Awards



The project on **S.D. Highway 44 from the U.S. Highway 83 Jct. in White River west to the S.D. Highway 63 Jct.**, also known as Corn Creek Junction, with Bituminous Paving Inc. as the prime contractor won **3rd place** in the **Ride Quality Awards** for a three-opportunity project at the **2025 DAPA Conference** in Deadwood.

This project involved full-depth reclamation, spot grading, and asphalt surfacing.



The project on **S.D. Highway 44 from U.S. Highway 83 Jct. east to Wood, S.D.** with Bituminous Paving Inc. as the prime contractor won **1st place** in the **Ride Quality Awards** for a two-opportunity project at the **2025 DAPA Conference** in Deadwood.

This project involved cold milling, spot grading, and asphalt resurfacing.



The Alcester-Hudson Junior High Ag Class Tours the Beresford Shop

The Alcester-Hudson Junior High Ag Class toured the Beresford Shop in December.

The class instructor is Josh Timmerman's wife. **Josh is a Highway Maintenance Worker at the Junction City Shop.**

The tour was led by **Brad Steeneck, Highway Maintenance Supervisor for the Beresford and Junction City Shops.**

After the tour, there was a discussion about SDDOT career opportunities, including both maintenance and engineering. The junior high youth enjoyed both the tour and discussion.




TRAINING UPDATE -

Learn ~ Engage ~ Improve

January 2025 (Upcoming Trainings)

DESIGN**ADA 101**

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
 March 5 | 8:30 a.m. – 12 p.m. | Sioux Falls
 March 6 | 8:30 a.m. – 12 p.m. | Pierre

TLN: Killed by a Traffic Engineer

Feb. 6 | 2 – 3 p.m. | Zoom

RSCP Core Module #4: Overview of MUTCD

Feb. 12 | 2 – 4 p.m. | Zoom

Accommodating Pedestrians in the Work Zone

Feb. 25 | 1 – 3 p.m. | Rapid City
 March 5 | 1 – 3 p.m. | Sioux Falls
 March 6 | 1 – 3 p.m. | Pierre

NHI 380129 Performance-Based Flexibility in Geometric Design

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

Bentley OpenRoads SignCAD Fundamentals

Online Courses in SDLearn

COMMUNICATION and TECHNOLOGY**It Pays to Train (IPT)**

The Training Department would like to provide an opportunity for employees to have more engagement with our staff. We will now have a quick informational Teams meeting twice a month – on the 1st and the 15th – **payday!** We will have a topic of discussion and time for questions and answers. In February, Michele will kick us off by talking about our strategic value of High Standard Ethics and Transcripts.

So, if today is the day you get paid, check out the training session on SDLearn at 11 a.m.

Join the Microsoft Teams Meeting**It Pays to Train (IPT)**

Jan. 31 | 11 - 11:45 a.m. | Teams
 Feb. 14 | 11 - 11:45 a.m. | Teams

TLN: Meeting Management: Tools, Techniques, and Skills

Feb. 11 | 1 - 2 p.m. | Zoom

The Problem-Solving Process

March 6 | 1 - 2 p.m. | Zoom

TLN: Virtues & Competencies of Engineering with Connections to the Professional Codes of Ethics

March 10 | 1 - 3 p.m. | Zoom

Computer Skills Basics

Upon request

CONSTRUCTION and MATERIALS**TLN: Asphalt Paving Series**

Mix & Production
 Feb. 4 | 9 – 10:30 a.m. | Zoom

Delivery & Laydown
 Feb. 5 | 9 – 10:30 a.m. | Zoom

Compaction & Evaluation of Pavements
 Feb. 6 | 9 – 10:30 a.m. | Zoom

NHI 130087 Inspection of Ancillary Highway Structures

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

NHI 134077 Contract Administration Core Curriculum

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

LEADERSHIP**The Principles of Excellence: Baldrige 101**

Feb. 25 & March 4 | 8 a.m. - 12 p.m. | Webinar

Baldrige PEN-on-Demand Videos

Online Videos

TLN: Empowering Excellence: People First Leadership & The Power Skills Revolution

Feb. 19 | 9:30 - 11 a.m. | Zoom

TLN: The Quality Improvement Process

Jan. 28 | 1 - 2 p.m. | Zoom


TRAINING UPDATE - CONTINUED

Learn ~ Engage ~ Improve

January 2025 (Upcoming Trainings)

MAINTENANCE**TLN: Guardrail Replacement & Repair**

Jan. 30 | 9 – 1 a.m. | Zoom

TLN: Tractor Mower Operator Safety Training

Feb. 27 | 8:30 a.m. – 12:30 p.m. | Zoom

Welding Basics

March 10-13 | 8 a.m. – 4 p.m. | Western Dakota

March 11-14 | 8 a.m. – 4 p.m. | Mitchell Tech

AGC: Traffic Control Supervisor

Feb. 4 - 5 | 8 a.m. – 5 p.m. | Sioux Falls

Feb. 6 - 7 | 8 a.m. – 5 p.m. | Sioux Falls

Feb. 20 - 21 | 8 a.m. – 5 p.m. | Rapid City

TLN: ATSSA Traffic Control Technician

March 11 | 9 a.m. – 5 p.m. | Zoom

TLN: ATSSA Traffic Control Supervisor

March 12-13 | 9 a.m. – 5 p.m. | Zoom

TLN: ATSSA Traffic Control Design Specialist

Jan. 23 - 24 | 9 a.m. – 5 p.m. | Zoom

CDL EDLT Class A & B Theory

Feb. 3-5 | 8 a.m. – 4:30 p.m. | Aberdeen

March 3-5 | 8 a.m. – 4:30 p.m. | Sioux Falls

March 17-19 | 8 a.m. – 4:30 p.m. | Pierre

CDL EDLT Train the Trainer

Feb. 6 | 12:30 – 5 p.m. | Aberdeen

March 6 | 12:30 – 5 p.m. | Sioux Falls

March 20 | 12:30 – 5 p.m. | Pierre

CDL Learners Permit

Feb. 6 | 8 a.m. – 12 p.m. | Aberdeen

March 6 | 8 a.m. – 12 p.m. | Sioux Falls

March 20 | 8 a.m. – 12 p.m. | Pierre

AGC Hazardous Materials Endorsement

Feb. 7 | 8 a.m. – 5 p.m. | Aberdeen

March 7 | 8 a.m. – 5 p.m. | Sioux Falls

March 21 | 8 a.m. – 5 p.m. | Pierre

Lead HMW 2 HCP

Lead HMW 2 HCP


Holiday Veterans Project Thank You

Below is a thank you letter for **SDDOT staff** who donated to the **Holiday Veterans Project**:

Dear Partner,

Please accept our deepest thanks for your recent contribution to the 2024 Pierre Elks Lodge 1953 Holiday Veterans Project. Generous gifts from donors like you provided the financial support needed to continue this mission.

With your faithful contributions over the years, you've demonstrated your deep commitment to the Elks in their mission to enhance the lives of our veterans. Your support has repeatedly played a key role in our success. On December 15th we delivered gifts to the Michael J. Fitzmaurice State Veterans Home and the VA Healthcare facility in Hot Springs totaling over \$40,000.

There is no way to fully express our gratitude for your loyalty. But please know that we are inspired by the dedication and generosity of donors like you who answer the call to give again and again.

Thanks again for your kindness,

Amanda Werre, Lodge Secretary
Pierre Elks Lodge 1953

Auditors Anonymous New Year, New Updates!

Our team has been working diligently with LGA to update some of our processes to make it simple across the board!

- **996 Closure Forms** – An Excel document located at: M: Drive – DOT – Common – All DOT Forms – DOT Form 900-1500
 - **Please do not submit a closure form until the Work Order is completed.**
 - Especially if there is more than one PCN – this ensures that the whole work order gets closed properly and nothing is left out.
 - When closing the Work Order – we will need to include the following.
 - 996 Form for each PCN – (for older retainer numbers, please include 996 forms for the Prime and Sub as well)
 - We are also requesting that if there is ANY money left whether fixed fee or max limiting that there is a letter/email from the consultant stating that they are no longer claiming any more max limiting or fixed fee.
 - This ensures that they cannot come back after closure and claim anything else.
 - Have you noticed the new little check box at the bottom of the 996 forms?
 - This box is there to check to ensure the completion of the Consultant Evaluation because this is a mandatory item under 23 CFR 172.9(d)(2) and yes, we will be checking this from here on out.
 - If this box is not marked, we will be asking and will not close until proof of evaluation.
- **121 Forms/Amendments** – Located at (M: Drive – DOT – Common – All DOT Forms – DOT Forms 101-199) – there is a fillable PDF document and a Word document with instructions.
 - **Please send a 121 with ALL amendments – Including time extensions**
 - For time extensions – we will accept email communication from the Consultant and DOT Project Manager – Please ensure to include the following:
 - Why?
 - Time extension duration?
 - DOT Project Manager acceptance (in a reply via email or letter)
 - Then add the 121.
 - This will help everyone keep track of amendment numbers.

Thanks for your time and always remember we are here to **HELP**, please see any of us for anything!

Take your time to **STOP**, **LOOK** over everything, **CHECK** everything, and **SEND** our way!



SDDOT Safety News

By: Jon Johanson, Safety Manager



SDDOT SAFETY NEWS

American Heart Month

If you didn't know, February is American Heart Month. February is a time where all people are encouraged to focus on their cardiovascular health. According to the [U.S. Centers for Disease Control and Prevention](#), heart disease is the leading cause of death for men, women, and people of most racial and ethnic groups in the United States. In 2022, 1 in every 5 deaths in the United States was caused by heart disease.

You may think that heart disease is an inherited illness, but heart disease is primarily a problem that can be controlled by developing healthy habits.

EXERCISE

Each week, get 2 ½ hours of moderate activity or 75 minutes of more intense activity, spread out over the week.

- Examples of moderate activity are brisk walking or gardening
- Examples of intense activity are running, swimming laps or biking

Some activity is better than none. Work your way up to the recommended number of minutes per week.

EAT HEART-HEALTHY FOODS AND MAINTAIN A HEALTHY WEIGHT

Heart healthy foods are high in nutrition, low in saturated fat and cholesterol. Eat more of:

- Lean meats like poultry and fish, or lean cuts of beef
- Fruits and vegetables, which can be fresh, canned or frozen
- Whole grains, nuts and beans

Avoid food and drinks that are high in sodium, added sugar, or fat.

Limit foods that are high in fat, calories and cholesterol to special treats like a birthday dinner. Avoid alcohol or drink alcohol in moderation, which means one drink a day for women and two drinks a day for men. If you are overweight, ask your doctor to recommend a

healthy goal weight and dietary changes to make.

REDUCE STRESS

If you are feeling stressed at work, talk to your supervisor about it. If that's not an option, consider discussing the issue with your doctor or utilize the services provided through the [Employee Assistance Program](#).

- Get enough sleep; most adults need 7 to 9 hours of sleep every day
- Disconnect from your smart phone, computer, tablet, or smart watch, when on personal time. 24/7 connectivity is stressful
- Take time for yourself to work on a hobby, do something fun with family or friends
- Learn to say "no" to things you don't want to do

ANNUAL WELLNESS EXAM

Get your annual checkup every year. High blood pressure and high cholesterol contribute to heart disease, and neither is something you know is happening without those annual tests. Your doctor can also advise you on everything discussed in this document: how to eat a heart-healthy diet, manage your stress and get more exercise.

By making a few changes in your lifestyle, you can protect your heart and help yourself live a longer, healthier and happier life.



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

SDDOT SAFETY NEWS

DEC. 2024

NOV. 2024

[VIEW SAFETY NEWS ARCHIVES](#)

2025 SD Airports Conference

April 2-3, 2025

The Lodge, Deadwood



This conference is for airport managers, finance officers, mayors, and other city/county personnel to learn more about how to better run their local airport. Many consultants and aviation vendors were also in attendance as this conference is a great networking opportunity for everyone.

Find registration information at <https://dot.sd.gov/transportation/aviation/airport-conference>.



BHRA Watercooler

The BHRA Watercooler is a new monthly video where you can learn all the latest benefits, administration, training, and HR developments. Links to additional information can be found below.

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



Additional Information:

Well-Being Rewards: [Website Link](#)

Wondr Health: [Website Link](#)

Spring Training: [SDLearn](#) | [Website Link](#)

Ethics Training: [SDLearn](#)

Procurement: [Website Link](#)



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

We successfully kicked off the **Conference Room Pilot 1** earlier this month. We are excited about this next step with **Project BISON**. Inside of the KDSR you will also notice a link in the middle of the page. This gives everyone access to a complete a quick survey. We want to hear back from you. The survey ends Wednesday, Jan. 22, 2025.

Find more information in the [January KDSR](#).

Winter Safety - Parking Lot Tips and Tricks

By: Carol Evans, Region Safety Coordinator

There has been several employee slip and falls in parking lots this winter. Parking lot conditions change throughout the day and night, with the snow, thaw, and refreezing conditions.

I carry a salt shaker in my car to salt my way to and from my vehicle. It is simple, just fill the clean dry water container with sidewalk salt, it fits nicely in your vehicles cup holder and is handy to grab and shake salt out in front of you as you walk if needed. It gives you some grit/grip and will melt the ice and snow for a safe return to your vehicle.

To prevent slips and falls on ice, you can:

- **Wear proper shoes:** Wear flat shoes with non-slip soles or attach shoe ice grips to the bottom of your shoes. Avoid high-heeled shoes or leather-soled shoes. ☺
- **Walk carefully:** Walk slowly and take shorter steps, keeping your center of gravity over your front leg. Point your toes outward and keep your feet flat on the ground. ☺
- **Use handrails:** Use handrails when walking up or down stairs, or along a sloping walkway. ☺
- **Keep your hands free:** Keep your hands out of your pockets so you can use them for balance. ☺
- **Walk on designated walkways:** Walk on walkways that have been salted or treated for ice. ☺
- **Clean spills immediately:** Clean spills as soon as they happen to keep the floor safe. ☺
- **Provide adequate lighting:** Make sure areas are well-lit so you can see where you are going. ☺

Use ice cleats if possible. There are several kinds available (see photos) that are easy to use. The first pair are simple and you can just slide them around to the top of the shoe once in the building while the second pair fit onto your foot wear and will need to be removed once safely inside.



A Two and a Half Year Hair Donation Journey

A journey that started over two and a half years ago finally came due! **Darren Hall, Pierre Transit Asset Specialist**, was able to grow his hair long enough to donate to Locks of Love.

If you are unfamiliar with Locks of Love, it is a charity that started around 1997 and is devoted to helping children and adults up to 21 years old who suffer from medical hair loss.

It takes eight to 10 donated ponytails to make one hairpiece for a child. Ponytails have to be at least 10 inches long to donate. Shorter ponytails and gray hair donations are sold to offset the manufacturing costs of the hairpieces.

People can become sponsors to help produce the hairpieces. A donation of \$1,250 or more can support a Locks of Love child.

"Like most of you, I have known friends and family who have lost hair due to cancer treatment. Two of my close friends suffered from this, which motivated me to give. Special thanks to A Cut in Style, who did a fantastic job with the haircut," said Hall.



SDDOT Employee News and Updates

January New Hires:

Dennis Meek, Highway Maintenance Worker - Rapid City
 Timothy Hamar, Highway Maintenance Worker - Kadoka
 Jerry Greve, Civil Engineering Technician - Sioux Falls
 Joseph Linde, Highway Maintenance Worker - Webster
 Corey Kirkpatrick, Highway Maintenance Worker - Mitchell
 Cody Teller, Highway Maintenance Worker - Bison

January Promotions and Lateral Position Changes:

Joshua Reep, Region Materials Technician - Pierre
 Bryan Owens, Highway Maintenance Worker - Aberdeen
 Katie Wilkerson, Right of Way Specialist - Pierre

January Longevity:

Mike Border, Transportation Research Engineer - 20 years (Central Office)
 Scott Olson, Survey Crew Chief - 30 years (Custer Area)



Kevin Heiman, Yankton Engineer Manager, (right) received his 35-year pin from **Greg Rothschadl, Yankton Area Engineer.**

Christal Collins, Rapid City Region Materials Technician, received her 10-year pin from **Tom Horan, Rapid City Region Operations Engineer.**

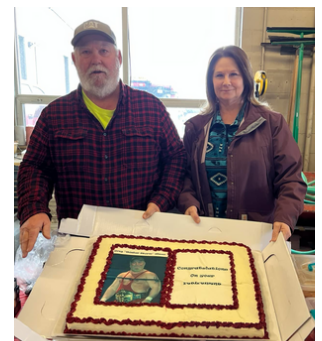


January Retirements:



Paul Nelson, Pierre Region Bridge Engineer, (right) recently retired. Paul is pictured receiving his 40-year pin from **Jim Hyde, Pierre Region Operations Engineer.**

Congratulations to **Gregg Ulmer, Winner Area Highway Maintenance Supervisor,** on his recent retirement from the SDDOT. Gregg dedicated 34 years to serving the citizens of South Dakota.



SDDOT Employee News and Updates

January Retirements Continued:

Congratulations to **Randy Brown, Pierre Standards Engineer**, on retirement from the SDDOT. Randy dedicated over 25 years to serving the citizens of South Dakota. "As I walk out the door the last time as a SDDOT employee, I would like to thank everyone that I've worked with through the 25+ years at the DOT. It has been a rewarding ride and I appreciate my time with the DOT."

New Family Members:

Patty Thompson, Accountant in the Finance Office (Pierre), welcomes granddaughters, **Paige and Clair!**

The twin girls were born Dec. 11, 2024, to Patty's son Matthew and his wife Amy, who live in Gillette Wyoming. One twin weighed 4 lbs. 5 oz. and one weighed 4 lbs. 12 oz.

Paige's oxygen was cut off during birth so she was flown to Denver while Clair stayed in hospital in Gillette. All are home now, and doing very well. They join their big brother Fred, who is two!



SDDOT Employee News and Updates

In Sympathy:



Sympathy is extended to **Heidi Olson, SDDOT Human Resource Manager, BHRA**, on the recent passing of her father. David Arithson passed away on Tuesday, Dec. 30, 2024, in Spearfish.

Memorial services are planned for March 28, 2025, at 2 p.m. at the Krebsbach and Kulseth Funeral Home Chapel in Bowman, ND.

Sympathy is extended **Stacy Parmely, Central Office Accountant II**, on the recent passing of her father. Larry Van Der Vliet passed away on Jan. 23, 2025.

Memorial services are planned for Tuesday, Jan. 28, 2025, at 2 p.m. at Grace Lutheran Church in Sisseton, SD. Visitation will be on Monday, Jan. 27, 2025, from 4 - 7 p.m. with a 7 p.m. prayer service at the Buffalo Lake Lutheran Church, in Eden, SD.

