



Highway Technicians: What will happen to my job?

- Highway Technicians 1-4 will continue to work on the same roads in same communities. On April 5, the organizational chart will officially change. At that point, affected work units will report to the highway management administrator of the new district; HTs will report to the new district for training, the Roadeo, and other relevant gatherings.
- Highway Technicians 5-6 that are Capital Programs employees will remain an employee of their current district.

Training: What About Training That I Signed Up for at District Headquarters? I Am Now in a Different District. Do I still report to the training?

The personnel departments are working together to determine what changes are needed. They will contact you if anything changes.

Construction: How will this impact when I am going to construction?

For the 2026 construction season, most project assignments will remain as originally planned before the district realignment. This will be the case for project engineers, project managers, and inspection personnel. In future years, new projects will be managed by the new district.

Transfer portal: How will this impact the transfer portal?

As of April 5, the district boundaries will change and the current policy regarding the transfer portal will continue. The contract gives priority to employees already within a district over those seeking to transfer into a district.

Procedures/Practices: What procedures are different at my new district? How will differing procedures be addressed?

We recognize that districts may operate differently and have some different procedures and practices. The new district will take an appropriate common-sense approach for the implementation of any contrasting ways of doing business.

Staffing: The new boundaries may increase or decrease the workload for some departments. How will staffing be adjusted?

Positions in the county garages of counties moving to a new district will be transferred to that district, adjusting employee numbers accordingly. Otherwise, districts will not add positions overall to account for this change.

Districts regularly adjust their organizational structure to meet changing needs and will continue to do so, but no new positions will be added as a result of the realignment.

My projects are no longer in my district. Will my position be transferred to the new district?

No positions will automatically switch to the new district. However, over time, if a new position becomes available in the other district, it may make sense to transfer.

Capital Programs: What will happen to projects that I manage or are involved in?

Capital programs will transition over several years. Construction projects in a transitioning county will generally remain the responsibility of the original district during the 2026 construction season. You can expect to continue to manage your projects through to the natural conclusion of your involvement or to a point when it makes sense to pass it to the new district.

Projects in development will similarly continue to be managed by the same people who started the project in most cases. While this is generally true, exceptions will occur as both districts involved will handle this on a case-by-case basis.