THE TEXAS SURVEYOR

Official Publication of the Texas Society of Professional Surveyors

May, 2016

SURREIN

Where's the VALUE?

Finding land surveying's worth

See page 26

INSIDE Texas Young Surveyors

See page 16

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In This Issue

On the cover - Where's the value in land surveying services? It's not reflected in a lot of the pricing now used by many surveyors. Read more about this in a feature article by Professor Gary Jeffress on page 26.

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BENCHMARK

DJ KYLE

or the first time, earn CEU's by attending the annual Strategic Planning meeting at Canyon of the Eagles in Burnet, Texas on August 5th. President-Elect Jerry Lehew will facilitate the meeting and begin with a morning presentation by Past President Davey Edwards. Dr. Edwards' presentation titled "River Channel Monitoring of the Red River of the Texas and Oklahoma State Boundary, U.S.A., using Remote Sensing Techniques and the Legal Implications on Riparian Boundaries" will earn attendees two (2) hours of CEU's (CEU's pending board approval). A panel discussion covering such topics as TSPS Legislative Goals for 2017 will follow lunch and include TBPLS Executive Director, Tony Estrada as well as various other TSPS leaders. For complete details please visit the Community Calendar on the TSPS website. Attendees must register for this event on the website so that we are able to provide CEU certificates and obtain a headcount for lunch.

The Ray Wisdom Dinner & Auction will be held following the Strategic Planning meeting on Friday evening. TSFI Chair Shane Neally, along with TSFI committee members, made the decision to change the date of the dinner & auction due to lower attendance over the last several years. They hope this change will increase participation and help make it more family friendly. TSPS chapters and individuals are encouraged to donate items to be auctioned at the event.

Boot Scootin' into the Future is the theme for the 65th Annual Convention and Tech Expo. The schedule of events, educational sessions, speakers, special events and registration information will be included in



the July edition of the *Texas Surveyor*. Online registration will open in late May and is the preferred method of registration. It saves time, money and helps reduce error. Even if you need to pay by check, you can still register online, select "check" as your payment type, and then mail your check to the TSPS office. Be sure to sign in when registering so you not only receive member pricing but also to track your CEU's and create a history in your member record.

(See Benchmark, page 21)



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FROM THE PRESIDENT

PAUL T. CAREY

Responsibility

ately there has been discussion on the matter of "Responsible Charge" at the quarterly meetings of the TBPLS. This brings up the subject of responsibility. When we surveyors sponsor a new RPLS candidate for the SIT or RPLS exam, we provide letters of recommendation to illustrate that we feel this individual is capable and responsible enough to join our profession. I believe that this endorsement of a new applicant also places a



Paul T. Carey RPLS #4454

responsible charge on the surveyor making the endorsement. That surveyor is responsible for opening the door of this profession to all of the subsequent actions of that applicant and therefore needs to be both fully aware of the character and history of this applicant and fully confident of their abilities and intentions.

"Responsible charge" as is used with regard to the further experience an SIT is required to attain, places more responsibility on the sponsoring surveyor. We must then arrange our time and schedules to provide that applicant with the variety and depth of experience which will not only satisfy the Board, but will round out the education of

the applicant and provide the tool they need to pass their examinations.

That pretty much covers the technical and obligatory aspects, but what about the professional responsibilities? Are we teaching ethics? From what we see at the TBPLS investigations, ethics is a problem among the registered as much as the aspiring. Are we teaching professionalism? What does that actually mean?

From Wikipedia, the free encyclopedia:

A professional is a member of a <u>profession</u> or any person who earns their living from a specified activity.

The term also describes the standards of education and training that prepare members of the profession with the particular knowledge and skills necessary to perform the role of that profession. In addition, most professionals are subject to strict codes of conduct enshrining rigorous <u>ethical</u> and <u>moral obligations</u>.

Professional standards of practice and ethics for a particular field are typically agreed upon and maintained through widely recognized <u>professional associations</u>. Some definitions of "professional" limit this term to those professions that serve some important aspect of public interest and the general good of society.

So according to this popular definition, membership and participation in our professional association is a responsibility of a professional. That means being present, being heard, and making contributions.

We often hear many among our colleagues ask, "Why should I join TSPS?" We also hear, "What does TSPS do for me?"

The answer to the first question is, "because it is your responsibility." Participation in your association (which is your association whether you

pay dues or not) is important to the existence and benefit of the profession as a whole. This is because TSPS speaks on your behalf, endorses or opposes rules at the TBPLS and laws at the Texas Legislature that can have a great effect on your future and your business.

In the past years I can recall a brief list of issues that TSPS Governmental Affairs efforts have affected (just to name a few):

- Stopping the elimination of the LSLS license.
- Establishment of the four-year degree requirement.
- Adjusting numerous TBPLS rule changes.
- Stopping the consolidation of the TBPLS into the Board of Licensure and Registration.
- Stopping the absorption of the TBPLS into a consolidation of Geoscientists and Architectural board.
- Having the TBPLS examine the application of the Davis-Bacon rules.
- Encouraging the elimination of the \$200 annual occupation tax.

Our future plans include an effort to see the TBPLS through the coming sunset review and remain an autonomous governing board and to push for the elimination of the sales tax on land surveys. So the answer to the second question is, "a lot, a whole lot." Just because you are not aware of these efforts doesn't mean they aren't important to you.

So as a responsible professional, how do we accomplish all of these things for our member and non-member colleagues? The obvious answer is, "dollars." A few years ago we had a professional lobbyist speak at our Strategic Planning session. He boiled the effectiveness of any effort to influence legislation down to one significant item, "dollars." When we ask a representative in the Texas House to support our position, carry our legislation or oppose some other bill, he or she is most likely to remember our request if they have a positive association with our visit, which can then be applied to their re-election, because re-election is a minimum requirement for holding a House seat. It does us no good to have the support of a former representative.

Where do these dollars come from? TSPS had a Political Action Committee called SurPAC. SurPAC relies entirely upon donations and contributions from those who have an interest in issues affecting the profession of land surveying in Texas and throughout the nation. Those donation and contributions come from us. So the last responsibility I am listing in this letter is to support yourself, your profession and your livelihood through your contribution to your only corporate representation in the Texas Legislature, SurPAC. TSPS has made it extremely convenient. There is now a link on our website along with the scale showing our goal and our current status toward that goal, just a few keystrokes away (https://tsps.site-ym.com/donations/donate.asp?id=10569).

You can also use the **SurPAC Donation Form** on page 15 of this magazine.

Be the responsible professional and empower TSPS as TSPS supports you.

DONATIONS ACCEPTED FOR CARLOS PEREZ MEMORIAL FUND

TSPS members are mourning with the family, classmates and friends of Carlos Perez, 16, a Mansfield Lake Ridge High School ninthgrader who died tragically April 1 in Corpus Christi.

Perez was scheduled to participate that weekend in the SkillsUSA state competition in land surveying. He lost his life, however, while swimming in the Gulf of Mexico with friends.

A memorial service was held Monday, April 4, 2016, and his family returned his body to Mexico for burial.

TSPS North Central Texas Chapter 2 has already made a donation to help the family, as have several individual TSPS members. You too can donate to the Perez family via a GoFundMe page created for them. Just go to:

> Carlos Perez Memorial Fund https://www.gofundme.com/carlosperez99



Carlos Perez



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ACTIVE MENTORING It's Influencing, Not Just Observing

"Isn't it our responsibility to pass that

struggles, and rejoices to those who

knowledge, those experiences,

are coming behind us?"

By Heather Sides, RPLS, PLS, CFedS

n my industry, every applicant must complete a type of apprenticeship before obtaining their professional license. In Texas, this is a minimum of 2 years that a Surveyor-In-Training (SIT) must work with a Registered Professional Land Surveyor (RPLS) to obtain the necessary skills to be able to practice our craft on their own. We have a specific number of hours that the SIT must spend doing specific tasks. It is up to the RPLS (the mentor) to monitor those hours, make sure that the SIT is performing those tasks sufficiently, and ultimately, sign off on the application that the hours are valid.

I believe that we have given our RPLSs the best tools (qualitative and quantitative benchmarks) to adequately examine an applicant's abilities and produce professionals that do our community proud. So, why isn't it working? Why are our passing rates so low? Why are there so many potential applicants that don't even try? And why are the ones that are passing not involved in furthering this profession, appear to suffer from

extreme apathy, and are unable or unwilling to see themselves as contributing members of our professional society?

I believe that it is due to passive, rather than active, mentorship.

Mentorship is not an act of simply observing. It is an act of influencing. Not only "do what I say," but also "do as I do," and sometimes "do as I didn't do." As we move

through our careers, we gain experience and knowledge. Some of these are times that we've failed, but others are those moments when we've succeeded. But, regardless of the outcome, we come out on the other side with more information than we went in. Isn't it our responsibility to pass that knowledge, those experiences, struggles, and rejoices to those who are coming behind us?

I've heard some in our profession say that they are relying on the test to weed out those who are not prepared. But, the test is simply one tool in the arsenal we have to properly vet those who aspire to obtain licensure. Our test does not measure applicant's ethics or morals. It can't determine the level of responsibility to which an applicant is willing to aspire. It

doesn't take into effect the myriad of experiences that ultimately enable an intelligent person's ability to solve problems and balance all of the factors involved in being a responsible professional.

Mentoring Professional Development

This is the most obvious type of mentoring. When most people imagine mentoring, this is the primary focus. But what are we, as surveyors, missing? I believe there are a few aspects that a RPLS should focus on when mentoring a person's professional development.

Knowledge

This is the actual hands-on work. This is the "learn how I do what I do" and why. This is the working a problem out together. This is the marking up of redlines, the production of drawings, and the continuous constant questioning of techniques and the discussion of technical terms, law, and

history. In my practice, I have a variety of projects which allow me to give a rookie a relatively simple project to break his teeth on, versus a complex, multi-tiered project that I can have my veterans dive deep into boundary reconstruction. In addition, we have weekly classes to discuss a particular problem. This class enables all of the participants, rookies and veterans, to express their thoughts and be able to learn

- Heather Sides

from each other. In doing this particular exercise each week, I push myself to not only understand the concepts, but know them well enough to be able to explain them. Teaching is the best teacher.

Communication

It really doesn't matter how intelligent you are, if you are unable to express your thoughts in a manner that others can understand. We create reports, and drawings, but also emails, make phone calls and presentations. We speak to clients and colleagues. How we present ourselves

(See Active Mentoring, page 13)

(Continued from page 12)

through the written word, our voice, and our body language is just as important as the information we hope to impart. The survey profession has an image problem and the cause of that problem is us. When arriving late to a meeting with clients, engineers, and lawyers, wearing holey pants, a wrinkled jacket (maybe), and a pair of mud-caked work boots, we present ourselves as uneducated, uncouth, and unreliable. It doesn't matter if we just came from an emergency on their project. If, however, we have a quick change of clothes, or better yet, invite them to our "office" on their job site, they can appreciate our dedication and involvement on their project and give them a sense of the effort involved. It is up to us, to mentor those who are coming behind us the importance of speech, presentation, and general acceptable behavior.

Community

As a Gen-Xer, I am cynical. I don't believe in politics for the sake of politics. I do, however, believe in community. The combined effort of many is where lasting change resides. I believe in the furthering of knowledge and education. I believe that it takes a village. So, I believe that every professional should belong, be involved, and be a leader in their community. My peers are fellow surveyors, and we combine to form the Texas Society of Professional Surveyors (TSPS). As we mature in our careers, it's easy to stop learning; to get comfortable, and to stop striving for more knowledge. TSPS forces me away from this tendency. I believe that as we mentor, we must stress, nay, must require, the involvement in our community. I require that my SITs are members of TSPS and that

they attend at least one event per year. That is above and beyond what is required for their application for licensure, but I feel without that, they could fall off into the abyss of menial professional development.

Personal Professional Development

Life Balance

Through mentoring, we are able to show the struggles of balancing home and professional life. We share our experiences in relying on family in times that we need to work more hours to get that big project out the door. Alternately, how we rely on coworkers when a family member is sick or dying. Not only showing that there are times that we work sixty plus hour weeks, but also taking a week of vacation to spend time to reconnect with our spouse or children. We know that our obituaries will be written not only with what careers we held, but also how we loved those and were loved back. We have to model that behavior if we expect to have happy, healthy employees and coworkers. We spend more waking hours during the week with those we work with than those we call family. Therefore, we must learn to foster these relationships at work. And as mentors, we must create an environment that is safe, friendly, and respectful. Our mentoring rarely stops at the office door. We may also provide guidance with parenting, relationships, home purchases, or

(See Active Mentoring, page 25)





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MARK HANNA - TSPS LEGAL COUNSEL

Mark J. Hanna practices law in Austin and has served as TSPS Legal Counsel since 1992. In addition to providing legal and legislative representation for the Society, Mr. Hanna specializes in representing the interests of individual business and professional clients located throughout the State.

TEXAS REAL ESTATE LAW RECENT CASES

The following is a summary of the recent Texas real estate law cases as prepared by the Real Estate Section of the State Bar of Texas. For more information regarding these cases or other legal issues of significance to the surveying profession, contact TSPS Legal Counsel, Mark J. Hanna, 900 Congress Avenue, Suite 250, Austin, Texas 78701; telephone: (512) 477-6200; facsimile: (512) 477-1188.

Real Estate Cases - State Courts

1. Promissory Notes and Loan Agreements

1.1 *Vill. Place, Ltd. v. VP Shopping, LLC,* 404 S.W.3d 115 (Tex. App. – Houston [1st Dist.] 2013, no pet.).

The nonrecourse carveout provision that provided for the lender to recover its out of pocket expenses was not capped at the amount of the loan. The loan documents obligate the borrower to pay expenses and those are separate and apart from the obligation to pay principal and interest.

The nonrecourse carveout claim for personal liability for reduction in value of the collateral was limited to the amount of the unpaid loan balance.

1.2 *Graves v. Logan,* 404 S.W.3d 582 (Tex. App.—Houston [1st Dist.] 2010, no pet.).

There is a duty to cooperate implied in every contract in which cooperation is necessary for performance of the contract. If applicable, this implied duty requires that a party to a contract may not hinder, prevent, or interfere with another party's ability to perform its duties under the contract.

The noteholder did not breach the implied duty to cooperate when it failed or refused to provide a payoff amount.

2. Guaranties

2.1 *Moayedi v. Interstate 35/Chisam Rd., L.P.,* No. 12-0937, 2014 WL 2619524 (Tex. June 13, 2014).

A guarantor can waive the deficiency offset provisions of Property Code §51.003.

A waiver of "any," "each," and "every" defense is sufficient to waive the deficiency offset provisions of Property Code §51.003. "To waive all possible defenses seems to very clearly indicate what defenses are included: all of them."

2.2 Sowell v. Int'l Interests, L.P.,416 S.W.3d 593 (Tex. App.—Houston [14th Dist.] 2013, pet. filed).

Property Code §51.003 provides that an action for a deficiency must be brought within two years after the foreclosure. Civil Practice & Remedies Code §16.004 provides a four-year statute of limitations for a suit on a debt. There is an irreconcilable conflict between the two statutes.

Applying Government Code §311.026, the court held that §51.003 prevails as an exception to the general provision of § 16.004. In this situation, if a deficiency remains after a nonjudicial foreclosure sale under §51.002 conducted before the creditor files suit against a guarantor, then the effect of §51.003 is to extend the limitations period under §16.004 so that it ends two years after the date of the foreclosure sale.



We've Moved!

The **Ray Wisdom Dinner & Auction** has traditionally been held in conjunction with the 2nd Quarterly Board Meeting, but this year the annual fundraiser for TSFI is moving to **Friday**, **August 5** ... just after this year's Strategic Planning session.

This event and Strategic Planning are a part of the 3rd Quarterly Board Meeting weekend. The Board Meeting will be held Saturday, August 6.

Chapter and individual donations items are welcomed and are a vital part of the success of the auction. Remember that proceeds benefit the future generation of land surveyors.

Thanks in advance for your continued support for TSFI!

Here are the Ray Wisdom Dinner & Auction details:

When: August 5, 2016 at 6:00 pm

Where: Canyon of the Eagles Resort

16942 Ranch Road 2341, Burnet, Texas 78611

Why: Proceeds from the auction benefit land surveying

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Thank you for your support of SurPAC!

TEXAS YOUNG SURVEYORS

(This new **Texas Young Surveyors** column will be featured in future Texas Surveyor magazines. The first article is from TYS Director Anna Burroughs.)

ather knows best, and had I listened to him, I may have landed in surveying earlier. Before graduating high school, my father encouraged me to consider Texas State Technical College for Computer-Aided Drafting. Instead, I attended Texas Tech University. After a couple years of changing majors and unsure of my future career path, I headed back to my hometown of Abilene. After about a year, I took the leap and moved to Austin on my own. My first job in Austin was an administrative position for McGray



Anna Burroughs SIT #6830

and McGray Land Surveyors, Inc. At that time, I didn't know anything about surveying but it didn't take long to decide that surveying was an incredible career opportunity that I wanted to pursue.

As an administrative assistant, I was eventually assigned work typing descriptions and comparing the general information in the descriptions to the plat and right-of-way maps. To my surprise, I enjoyed the different aspects of the review process, the geometry and trigonometry appealed to my mathematical sense, while the research of each property allowed me to explore history. On a more personal level, after moving to a new town, not knowing what I wanted to do

with my life, I began to see the owner, Judy McGray, as a role model. As a young woman trying to find my passion, it was motivating to find out I was working with the first female RPLS in the State of Texas. Judy inspired me to see the endless opportunities that the surveying profession offers.

Soon, I began Land Surveying classes at Austin Community College (ACC) and as I sat in that first Introduction to Surveying class, I was truly excited about my future. It was in that first class that I was informed that the Land Survey/Geomatics Department had been on the chopping block due to low enrollment. My heart sank, I had finally decided on a career path and was told that the program might not be around to fulfill my degree requirements. Teaming with a group of amazing students, we formed the Land Surveying Student Organization (LSSO) to help bring awareness and increase enrollment for the ACC surveying program. Each member had a genuine passion for surveying; many stumbling into the profession like me. For a few years, we had monthly meetings, newsletters, represented ACC at the TSPS Convention and even held a Ranch Weekend Retreat. With the classes reaching at least the minimum quotas, each of us finished our degree plans at ACC and several went on to become registered.

At that time and even still today, it is difficult for me to understand why there is a lack of interest in the profession. Once I found out what surveying really was, I saw it as an attractive career with the complex and unique aspects of surveying. There are numerous roles that a surveyor can choose: from working indoors, outdoors, or both to the possibility of moving up in a company or even starting your own. Surveying is a single profession encompassing numerous disciplines: science, technology, mathematics, research, history, and even a legal aspect. It is a profession in which every day is different and every day you learn something new. As problem solvers, surveyors work with a wide variety of clients,



Anna Burroughs with 2016 MSPS President Dan Skinner. (Photo courtesy of Anna Burroughs)

supporting many other industries. One of the things that I love about surveying is the fulfillment obtained by reflecting on projects that I played a part in all over the state, from new subdivisions and shopping malls to new roadways. Surveying is an exciting, important, and historic profession that we can all encourage others to explore as a career choice.

For years, I have heard about the graying/aging profession and how surveyors have struggled with promoting and attracting young surveyors. I applaud those who have worked diligently over the years to promote, mentor and bring new people into surveying. It is more important than ever for the surveying community to come together to build and support the future generations. According to Howard Schultz, CEO of Starbucks, "When you're surrounded by people who share a passionate commitment around a common purpose, anything is possible." One thing about surveyors, we are all passionate about what we do!

Collaboration within the surveying community and communication is key to building interest among young people. It is the responsibility of each generation to pass down to future generations the history and knowledge of the surveying profession. The Texas Young Surveyors group is a bridge connecting the previous generations to the future generations. The group is the state affiliate of the National Society of Professional Surveyors (NSPS) Young Surveyors Network. Our aim is to establish a state-wide network of Young Surveyors within NSPS and

(See Texas Young Surveyors, page 17)

TEXAS YOUNG SURVEYORS



Attendees of the February 2016 FIG meeting in Minnesota gather for a group picture. (Photo by of Joe Paiva.)

(Continued from page 16)

TSPS. The mission is to bring surveyors together to promote, represent, connect, and participate in the future of our profession. The Texas Young Surveyors are working with both NSPS and TSPS to promote the surveying profession, to ensure that the young surveyor is represented at local and national efforts. We encourage young surveyors to participate and be active in local and national organizations, because the future of surveying is directly affected by the involvement of both the current and future generations. An added bonus of being involved is the networking that takes place. Your opportunities widen when you get involved. Networking is important for building your career, teaming with other surveyors, or when you are looking for a job. You will meet surveyors with different backgrounds and experiences that may help you in the future or even on a current project!

As the Director for the Texas Young Surveyors, I recently had an opportunity to obtain an in-depth glimpse of the future for young surveyors at the FIG 2nd Annual Young Surveyor Network Meeting in Minnesota. The meeting highlighted several innovative technologies that indicate an advanced and bright future for surveying. Thinking outside of the box and providing cutting edge solutions for our clients will add tremendous value and display the significance of surveying to the world. It was evident that young surveyors are needed, not only in Texas, but across the nation. An article by Susan Adams of Forbes Online shows that surveyors, cartographers, and photogrammetrists are among the top 25 most promising jobs for millennials with a growth of 12% by 2022. Geolocation Services, Data Management, and BIM (Building Information Modeling) are all ways that surveyors can play a role in meeting future engineering, construction, and GIS needs. Cadastral Surveying will continue to be an important role of the profession with a need for title surveys, right-of-way mapping, and other boundary surveys to meet the demands of population growth. A report by the Office of the State Demographer, shown in a Breitbart online article, projects that the population of Texas could double by 2050. That is a huge population growth creating the need for land title surveys, as well as new and improved infrastructure which all require surveying! Young surveyors, your future is boundless!



(Left to right) Texas Young Surveyors officers Julianne Henson (Central Texas Region Coordinator), Anna Burroughs (Director) and Connor Brown (East Texas Region Coordinator) attended the opening in March of the new surveyor's exhibit at the Texas Rangers Hall of Fame and Museum in Waco. (Photo by Daniel Rios.)

Want to Learn More About the Texas Young Surveyors and How to Participate? Go to Page 20



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(Continued from page 17)

Join Texas Young Surveyors Today!

Join the **Texas Young Surveyors** today, be active within your community, build your network and show others about our historic profession. It is **FREE**!

Mission

Promote - Ensure young surveyors are working together with NSPS/ TSPS to promote the surveying profession to the public by sharing materials, ideas and opportunities

Connect - Ensure young surveyors are connected with local and national surveying organizations and associations

Represent - Ensure young surveyors are present and represented at local and national surveying organizations and associations

Participate - Ensure young surveyors are engaged, active and have the opportunity to get a voice at local and national surveying organizations and associations

Vision

Work with NSPS/TSPS in promoting the profession from a young surveyors perspective to show the public the advanced technological, mathematical, engineering and analytical skills surveyors have that are beneficial to society.

Engage young surveyors and NSPS/TSPS members to stay connected and informed using Social Media

Provide a connection between Texas Young Surveyors and the NSPS Young Surveyors Network and the FIG Young Surveyors Network to ensure the progress of a global network of young surveyors

Encourage young surveyors to actively participate to have a voice in NSPS and TSPS

Membership Requirements

Under our membership guidelines, a young surveyor member is defined as someone in the surveying profession under the age of 35 or within 10 years from graduation from a college. A young surveyor supporter membership can be anyone that does not meet the young surveyor member definition. We welcome anyone who would like to support young surveyors and the future generations of land surveyors. If you meet the requirements of a young surveyor member and you are already a TSPS member, then guess what? You are already on our e-mail list! If not, please contact me and I will make sure to copy you on our correspondence.

Social Media

You can find the Texas Young Surveyors on Facebook, Twitter, LinkedIn, and on the TSPS Website.

Past Events

The Texas Young Surveyors held its first social event in August of 2015 at the Dell Diamond in Round Rock, Texas.

We recently supported TSPS and the Texas Ranger Hall of Fame at its Ribbon Cutting Ceremony with a barbeque social sponsored by Martin Instrument.

Upcoming Events

August 5 – Meeting at the Ray Wisdom Dinner and Auction after the TSPS Strategic Planning Session in Burnet, TX.

October 13 – Young Surveyors Social at the TSPS Convention

Texas Young Surveyors Officers

Director – Anna Burroughs, SIT North Texas Regional Coordinator – Stuart Warnock, RPLS East Texas Regional Coordinator – Connor Brown, RPLS Central Texas Regional Coordinator – Julianne Henson, RPLS

If you have any questions or if you would like to become a Regional Coordinator, please contact me at annaintx@hotmail.com.

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DJ KYLE

Some highlights during the convention include a new 50-Target Sporting Clay Event to be held at Capitol City Trap and Skeet in Austin and the annual golf tournament to be held at The Bandit Golf Club in New Braunfels both on Wednesday, October 12th. Senator Jose Menendez (San Antonio, District 26) will be the keynote speaker on Thursday morning and Brad Henderson, an expert in things strange and unusual, will be the luncheon speaker on Friday. The Annual Awards Gala will be the social event of the year with entertainment provided by Austin's own *The Derailers*, a favorite in the Capital City's music scene. The convention committee has decided to open the doors to this event to all attendees following the award ceremony and dinner. So be ready to boot scoot the night away!

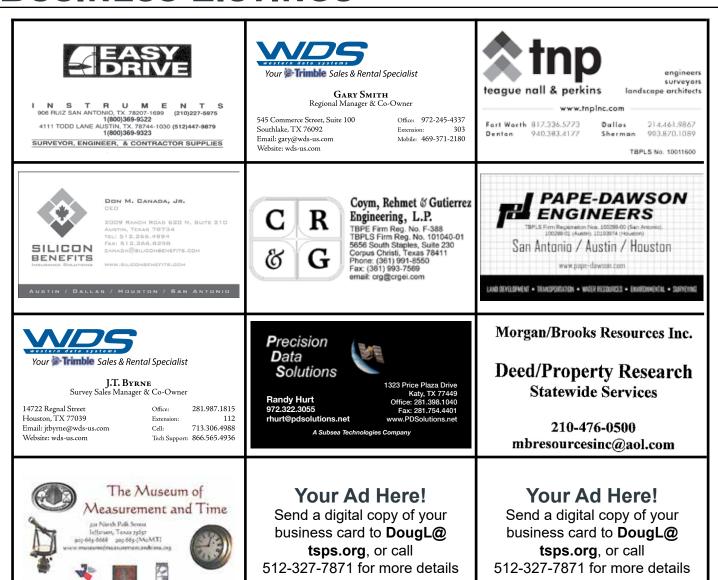
Many thanks to convention co-chairs Trisha Lund (Chapter 11) and Coleen Johnson (Chapter 13) along with their committee that includes Anna Burroughs, President Paul Carey, Henry & Monica Kuehlem, Lynn Savory and Eric Snell who have worked hard to create an exciting line

"The Annual Awards Gala will be the social event of the year with entertainment provided by Austin's own *The Derailers*, a favorite in the Capital City's music scene."

- DJ Kyle

up of topics, speakers and special events. The committee will continue its work with finalizing details and recruiting volunteers. I very much appreciated their help and commitment to making the 2016 Annual Convention a success.

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PROFESSIONAL LISTINGS

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PROFESSIONAL LISTINGS



DISTRACTED DRIVING

SAFETY COMMITTEE

By Joe Breaux, RPLS, TSPS Safety Committee Chair

pril was National Distracted Driving Awareness Month.
This year's campaign was "One Call Can Change
Everything." The campaign is conducted annually and
promoted by the National Safety Council (NSC)¹ to draw
attention to the epidemic of the thousands of deaths that
occur each year as a result of distracted driving resulting from cell phone
use.

Distracted driving, driving while doing anything that keeps a driver from paying full attention to driving, has become a serious problem and the problem grows larger each day. Distractions include daydreaming, eating, talking to a passenger, grooming, looking at GPS, use of a cell phone, adjusting music and anything that takes your eyes off of the road or hands off of the steering wheel. Drivers have even been seen reading a book or newspaper while driving, and more! Cell phone use while driving is not just talking, it includes hands-free talking, texting by typing or dictating, checking the map or using any of the many func-

tions of a cell phone. Any form of cell phone use affects a driver's attention to driving. Twenty-six percent of all car crashes involve a form of cell phone use, including hands-free. Hands-free is not Risk Free.

According to the Centers for Disease Control and Prevention (CDC)² more than eight people are killed and 1,161 are reported as injured daily in car crashes in the United States due to distracted drivers. That comes to more than 2900 deaths per year. The number one cause of unintentional deaths in the U.S. is car crashes, and cell phone use increases the odds of crashing. Driving 55 miles per hour, the time to type the average text message takes a driver's eyes off of the road long enough to cover a football field (100 yards!)

TxDOT has an ongoing campaign to raise awareness of the dangers of distracted driving and especially cell phone use called "Talk/Text CRASH3." According to TxDOT, 1 in 5 crashes involves driver distraction.

- School bus operators are prohibited from using cell phones while driving if children are present.
- In school zones, all drivers are prohibited from texting and using handheld devices while driving.

This is a general list so to be certain about additional conditions, one should check on this occasionally.

The TxDOT web page has a listing of cities and towns with ordinances banning or restricting the use of hand-held devices or cell phones. I recently check on it and counted 40 municipalities. I suggest that this be checked occasionally due to changes or additions that could take place. Three types of ordinances exist in the cities and towns listed:

- Ban on all uses of wireless communication devices while driving.
- Ban on texting while driving.
- Ban on texting and other manual uses of wireless communication devices while driving.

(Image by © Can Stock Photo Inc. / dolgachov.)

Some ordinances even include a ban while riding a bicycle or motorcycle as in Austin. Obviously, an uninformed traveler could pass through one of these municipalities and experience receiving a very unpleasant citation with fines between \$200 to \$500. Ignorance of the law is no excuse and may not carry any weight with the local law enforcement officer who might pull us over.

Going a step further, does your company have a policy restricting use of a cell phone or hand-held device while driving a company vehicle? TxDOT has such a policy restricting all drivers of state vehicles from using any hand-held device. TxDOT drivers must pull over in a safe location to take or make a cell phone call. A safe place is in a parking lot or otherwise off of the highway right of way, not along the shoulder of the road or even nearby. Yes, this is sometimes an inconvenience, but it's far safer. I suggest that each company consider such a policy, and certainly each of us should do so when driving our personal vehicles, especially when with our loved ones.

Texas does not yet have a statewide ban on texting while driving, but there are a number of local ordinances that limit or ban cell phone or hand-held device use. Here are some general conditions of those cell phone prohibitions:

- Drivers with learners permits are prohibited from using handheld cell phones in the first six months of driving.
- Drivers under the age of 18 are prohibited from using wireless communications devices.

I'd like to note that just because it may no longer be April, there are 11 other months that the Distracted Driving problem still exists. So please keep this information in mind and remember that we should continue to refrain from using hand-held devices or doing anything that would distract us from paying full attention to driving.

¹ National Safety Council, (NSC), at http://www.nsc.org

² http://www.cdc.gov

 $^{{\}it 3}\quad Texas\ Department\ of\ Transportation\ (TxDOT\ at\ http://www.txdot.gov$

ACTIVE MENTORING

any other personal item that your mentor feels comfortable enough to ask your advice. Therefore, it is necessary to not only be ethical in our professional lives, but also in our personal lives.

Value

Yes, as a mentor, you are probably responsible for determining the pay of those you are mentoring. But value is much deeper than that. Many surveyors don't recognize their importance. We don't see how our profession fits into society. However, history shows that surveying is one of the first ideas man deemed important. Wars are fought over lines drawn on maps. Taxes are accessed by the quantities we determine. Neighbors are "good" or "bad" based on the accuracy of fences. And yet, we as modern surveyors negate our value. I have personally told one applicant that I wasn't going to sign off on his application until he determined his own self-worth. I don't need one more surveyor out there that will do a project for less than his cost. I have no concern about supply and demand in our profession. I believe there will always be someone that will underbid me, but I refuse to create another surveyor that doesn't value his license because of his own personal issues.

Vulnerabilities

I've yet to meet a perfect person. And yet, I've met plenty of people who are more concerned about hiding their mistakes, then admitting them and moving on. When mentoring, you have to walk a line between being too lax with errors and creating a culture of hiding mistakes. It takes courage to admit when you're wrong. It's also easy to criticize and blame others when push comes to shove. I've found that the best way to model

"I've found that the best way to model acceptable behavior is to demonstrate it."

- Heather Sides

acceptable behavior is to demonstrate it. Be vulnerable and shameless. Realize that exposing your errors will allow others to admit to theirs. Challenge your own knowledge and freely discuss your struggles as you learn. Our weekly class has been a great challenge for me. I rarely even read the question prior to class. My group knows this. They watch as I work through the question, see me make incorrect assumptions, and then they challenge my decisions as we go. What I've found is that they are more willing to address their own insecurities because I've created an open culture where the path to the answer isn't as important as the final destination. I don't care how many wrong turns you take, as long as you get the correct answer at the end.

So, where are you? Are you ready to step up, be a coach, a mentor, and be vulnerable? Are you ready to actively mentor your people? I think it's worth it. I know I've become a better surveyor, wife, and mom because of it. I've broken out of the status quo of passive mentorship. I love the challenge and the *intentional-ness* of inspiring others. And finally, I love to see this legacy continue. I now have one of my guys mentoring others in our group. And as "Survey Momma," I couldn't be more proud.



The Value of Land Surveying Services

(The following is the second of a two-part series by Professor Gary Jeffress, Texas A&M University - Corpus Christi.)

Professor Gary Jeffress, Ph.D., RPLS

n the last edition of *The Texas Surveyor* TSPS President Paul Carey had a scathing criticism of fence surveyors. Fence surveyors are those who blindly follow the footsteps of the fence builder rather than the footsteps of the original land surveyor. This, in spite of the fact that the Texas Board of Professional Surveyors has as one of its rules:

(§663.16. Boundary Construction) When delineating a boundary line as an integral portion of a survey, the land surveyor shall: (2) Follow the footsteps of the original land surveyor.

We should all recognize that President Carey is correct in his criticism that the fence surveyor lowers the standards of our profession and such practice should be reported to the Board.

I would suggest that those surveyors that compete on price alone and continue to erode the value of surveying services are just as guilty as the fence surveyor in lowering the standards of our profession. This practice completely ignores the value we, as a profession, add to society, and our role in making sure that there is security of title to real estate, which is the largest single form of tangible asset in any free market economy.

Now that the global financial crisis is behind us we are seeing modest economic growth, which is spurring our clients back into real estate development and infrastructure expansion. The

demand for surveying services has picked up along with the demand for educated and trained survey personnel. This presents an opportunity to keep the value of our services in tune with the value we create for our clients.

A recent article discussing the end of the world financial crisis in *The Economist* titled "Thinking twice about price – In an age of austerity businesses needs to get better at charging more" (July 27th 2013 Issue) cites that businesses coming out of the financial crisis have trimmed their workforce, and cut costs to the bone. So in order to boost profits, price is all that is left to make changes to the bottom line. Clever pricing can do a lot to increase your share of profit retention and increase your spending power. The surveying profession needs to take heed to this strategy.

Surveyors are notoriously bad at setting prices. With each new technology that we absorb into our business, we become more efficient and reduce the amount of effort required to undertake a survey. The result of spending less time on a survey, both in the field and in the office, is that we reduce the value of our services by charging our clients for our time on the job rather that the value of the service itself.

A large acreage survey that would have taken a field crew of three, using a total station, a week, then two days calculating and drafting in

the office, say 10 to 15 years ago, can now be done in a day using GPS and CAD drafting techniques by one person. Do we charge the same fee to do the same job? No, we pass on all that increased efficiency to our client by continuing to charge for our time. Meanwhile, the value of the real estate we are surveying has increased many times over, which means that our liability has increased while our fees have decreased. Not a very good business strategy.

Whenever we attach our signature and seal to a survey, we create a legal document that bears a liability directly proportional to the value of the real estate on which we are reporting. Much of what we do is translated into deeds and title that facilitate valuable and legal real estate transactions. Deed descriptions are passed from one transaction to another over the decades. The value of that description becomes ever more valuable over time. Are we adequately compensated for the legal descriptions we provide? Have you pointed out to your client the value you are creating for your client and their heirs?



One way to increase your profits is to identify the value you are providing your clients. I see just about all surveying services falling into two basic categories. One, we assist our clients in creating wealth by providing a service to increase the utility of their real estate. Subdividing land into more intensive land use (say rural to urban, or urban to commercial) adds value and wealth to our land owning clients. Staking out a new house enables the construction of a home in place of a vacant lot thereby adding value to the land parcel. Two, we assist our clients in reducing risk by showing encroachments by or upon the subject tract we are surveying,

showing easements not obvious on the land surface, so our clients do not invest in real estate with clouded titles.

Apart from the obvious benefits of charging reasonable fees to share in the value we create our clients, surveyors should keep in mind the need to cover the cost of our education and training, which gave us the knowledge to undertake surveying in the first place. Like all learned professions, it is the promise of a higher standard of living and the desire to put our inherent skills in mathematics and physics to productive endeavor that we entered the profession.

Those of us that charge low fees for fast and shoddy, low value work, ignore the above logic and prey upon our uninformed clients lack of understanding of the quality of a well researched and executed survey. Informing our clients on the value of a survey based on all the research, field work, measurements, computations, and drafting is a necessary step in selling the need for quality and accuracy in performing a survey. Clients should also be made aware of the strenuous education, training, and examinations that go into licensing land surveyors.

(See Value, page 27)



(Continued from page 26)

Do we need a Board Rule that states?

(§ Compensation for Surveying Services) When charging fees for professional land surveying services, the land surveyor shall: 1) Set fees in proportion to the value of the land or real estate being surveyed.
2) Set fees that adequately allow for investment in the future of the land surveying profession.

Discuss.

(And for a refresher on boundary construction, see the entire rule below.)

Entire Boundary Construction Rule

§663.16. Boundary Construction.

When delineating a boundary line as an integral portion of a survey, the land surveyor shall:

- (1) Respect junior/senior rights for boundary retracement:
- (2) Follow the footsteps of the original land surveyor;
- (3) Follow the documented records of the land title affecting the boundaries being surveyed;
 - (A) Rely on the appropriate deeds and/or other documents including those for adjoining parcels for the location of the boundaries of the subject parcel(s).
 - (B) A land surveyor assuming the responsibility of performing a land survey also assumes the responsibility for such research of adequate thoroughness to support the determination of the location of the boundaries of the land being surveyed. The land surveyor may rely on record data related to the determination of boundaries furnished for the registrants' use by a qualified provider, provided the registrant reasonably believes such data to be sufficient and notes, references, or credits the documentation by which it is furnished.
 - (C) All boundaries shall be connected to identifiable physical monuments related to corners of record dignity. In the absence of such monumentation the land surveyor's opinion of the boundary location shall be supported by other appropriate physical evidence, which shall be explained in a land surveyor's sketch or written report.
- (4) Follow the intent of the boundary location as evidenced by the record;
- (5) Respect the proper application of the rules of dignity (priority) of calls, and applicable statutory and case law of Texas.

OFFICER AND DIRECTOR NOMINATING PROCESS

Dear TSPS Members.

RE: OFFICER AND DIRECTOR NOMINATING PROCESS

It is the time of year that we begin to look for candidates for the various TSPS elected offices. I thought I would go through the process as defined by our Constitution and By-Laws so that you are familiar with how candidates are selected. I will begin by quoting from the TSPS Constitution...

Article VII

Section 1. All officers, except that of President, shall be elected annually and shall hold office for one year or until their successors shall have been elected and qualified. The office of President shall be filled by the person who served as President-Elect during the previous year.

Section 2. Four Directors-at-Large shall be elected each year for a term of three years.

Section 4. The nominating Committee shall nominate one or more candidates for each office to be filled on the Board of Directors except for the President. Members of the Nomination Committee are ineligible for nomination. Nominations may also be made by petition. Each such petition shall be signed by not less than ten (10) members who are eligible to vote and whose dues are currently paid. Said petition, excluding any members on the Nominating Committee, shall be submitted to the Secretary-Treasurer not later than seventy (70) days before the Annual Meeting. The Secretary-Treasurer shall certify that the petition meets the foregoing qualifications and the Secretary-Treasurer shall immediately transmit any valid petition to the chairman of the Nominating Committee. The names of all nominated by the Nominating Committee and of all those nominated by the petition shall be submitted to the Secretary – Treasurer by the Nominating Committee not later than sixty (60) days before the annual meeting ...

So.... there are two ways that a TSPS member may be nominated for office.

- One way is if chosen by the Nominating Committee from various suggestions for candidates made by committee members and/or TSPS members at large
- 2. The other way is by petition, which means being nominated in writing by 10 or more TSPS members in good standing and having the petition transmitted to the Secretary-Treasurer more than 70 days prior to the Annual Meeting. (The Nominating Committee is requesting such petitions be submitted to the Executive Director well in advance of the July 29th deadline preferably by June 15th and having her transmit the petition to the Secretary-Treasurer by email.)

Suggestions made to the Nominating Committee are all considered, but potential candidates may not actually be nominated for a number of reasons. If you have a candidate that you wish to ensure is on the ballot, the only way to be certain (assuming that the potential candidate meets the statutory requirements) is to nominate that potential candidate by way of petition in accordance with Article VII Section 4 of the Constitution.

If you would like to suggest a candidate for office, but do not wish to follow the petition option please, send me an email at **jim.gillis@dawson3d.com** or call me a 432-684-3000 and I will include that person in the list of potential candidates.

Yours sincerely

James B. Gillis, Chairman - Nominating Committee

COMING EVENTS

MAY

May 6 Professional Ethics Seminar - Tyler, Texas From 7:30 AM-11:30 AM in Ornelas Residential Hall, Gold Room on the Main Campus of Tyler Junior College

TSPS East Texas Chapter No. 4 presents a TSPS branded seminar with 4 CEUs (includes 3 hours of Ethics), originally created by Fred Crawford, RPLS. This seminar will be facilitated by Shane Neally, RPLS, and Willace Johnson, RPLS. This course will cover the realm of professional ethics for surveyors and engineers as laid out and defined in the "TSPS Canon of Ethics." Students will become familiar with the "canon" and learn to recognize legal ramifications of non-compliance.

View/print a registration from the Calendar of Events section at **www.tsps.org**.

AUGUST

August 5

Ray Wisdom Dinner and Auction

The 2016 Ray Wisdom Dinner and Auction, benefiting the TSFI Education Scholarship Fund, will be held Friday evening after the Strategic Planning meeting at the Canyon of the Eagles in Burnet, TX. Please donate to the Auction then plan to attend and enjoy a complimentary dinner with drinks while bidding on some great items.

August 5-6

Strategic Planning & 3rd Quarterly BOD Meeting

Canyon of the Eagles 16942 Ranch Road 2341 Burnet, Texas 78611

The Strategic Planning meeting will be held on Friday. A morning presentation by Past President Davey Edwards titled "River Channel Monitoring of the Red River of the Texas and Oklahoma State Boundary, U.S.A., using Remote Sensing Techniques and the Legal Implications on Riparian Boundaries" will earn attendees two (2) hours of CEU's. A panel discussion covering such topics as TSPS Legislative Goals for 2017 will follow lunch and include TBPLS Executive Director, Tony Estrada as well as various other TSPS leaders.

Committee meetings will be held Saturday morning and the Board meeting Saturday afternoon. All will be held at the Canyon of the Eagles in Burnet, Texas. To make a reservation, please call **512-334-2070** and ask for the "TSPS Group Code #02266" room rate of \$139/night. Reservations must be made no later than Monday, July **5**, 2016.

August 19-20

NMPS-TSPS Golf & Seminar

The annual Golf and CEUs seminar with NMPS & TSPS will be held in Ruidoso, New Mexico. The Golf Tournament will be Friday, August 18 at the Cree Meadows Golf Course in Ruidoso.

Saturday's CEU seminar will feature speaker Jeff

Lucas.

More information and a registration/sign-up form will be available soon at **www.tsps.org**!

OCTOBER

October 12-15

65th Annual Convention & Tech Expo

Embassy Suites San Marcos Hotel Spa & Conference Center 1001 E McCarty Lane

San Marcos, Texas 78666

The Annual Convention will be held the Embassy Suites San Marcos Hotel, Spa & Conference Center. The room rate is \$159/night. The Golf Tournament and Sporting Clay Event will be held on Wednesday. Thursday is the Annual Business Meeting and both Friday and Saturday are the Educational Classes and Exhibit Hall. Registration information will be available in late May.

To make a hotel reservation online, please visit our convention Calendar of Events listing at **www.tsps.org** and click on the hotel reservation link. You can also call the hotel directly at 512-392-6450. Reservations must be made no later than Friday, September 23rd.

OCTOBER - 2017

October 4-7

66th Annual Convention & Tech Expo

Embassy Suites Dallas-Frisco Hotel, Convention

Center & Spa

7600 John Q. Hammons Dr Frisco, Texas 75034

October 5-6

NSPS/TSPS Joint Meeting

Embassy Suites Dallas-Frisco Hotel, Convention

Center & Spa

7600 John Q. Hammons Dr Frisco, Texas 75034

RPLS - Dallas/Fort Worth or Midland/Odessa

Avalon Synergy has been exclusively retained to locate a



Registered Professional Land

Surveyor (RPLS) to join our growing and well-regarded Energy and Field Services client headquartered in the Dallas-Fort Worth area with offices throughout Texas. By making strategic and integrity-driven decisions, this company has experienced unprecedented profit and growth both before and during this oil & gas downturn.

You:

- RPLS licensed in Texas preferred. Will consider RPLS designation in other states.
- Bachelor's degree in Surveying or relevant field; or equivalent experience.
- · Experience with Carlson Survey a plus.
- We will discuss specifics of the opportunity with you verbally.

What's In It For You?

- Above market base salary plus bonus and profit sharing potential.
- Opportunity for advancement based on merit and performance.
- Sophisticated yet laid-back company culture fostering a positive working environment.
- Relo package provided for professionals requiring or open to relocation. This position will either operate out of Midland/Odessa or Dallas/Fort Worth.

Our client has more than weathered the latest storm in the oil & gas industry; they've grown revenue-wise and are currently in expansion mode.

If you are qualified and interested in this long-term, rewarding opportunity, contact Jason Miller at **Jason@avalonsynergy.com** (469.388.1234) with an updated Word resume for immediate, confidential consideration.

SURVEY PARTY CHIEF - GEORGETOWN, TX

Steger Bizzell seeks qualified full-time party chief to join our growing survey operations in Georgetown, TX.



ESSENTIAL FUNCTIONS:

- Perform field work to prepare survey maps, boundary/title surveys, control and construction staking, easement exhibits, ROW maps, topographical maps.
- Perform some project research, field investigations, boundary calculations.
- · Supervise and direct field crew.

ESSENTIAL JOB REQUIREMENTS:

- 3 years' experience performing boundary/topographic/construction surveys.
- · Understand land development and project management.
- Experience with operation of all instrumentation required for the collection or distribution of survey data (GPS, total station, Robotics, data collector, level).

- Excellent math and problem solving skills.
- Ability to work outside in all weather conditions.
- Requires clean driving record, non-restrictive driver's license and ability to travel frequently to project sites.
- Ability to prioritize daily workflow conflicts.
- Ability to work in fast paced environment with multiple concurrent assignments and constantly changing priorities.
- Professional attitude and appearance and able to communicate with clients and all levels of management.
- · Strong detail-oriented work style.

Company Overview

Minutes north of Austin, this civil engineering firm has, for more than forty years, been a leader in the Central Texas consulting, engineering, and surveying community. Our expertise includes Water and Wastewater Utility Design, Road and Bridge Design, GIS Mapping, Hydraulic Modeling, Capital Improvement Planning, Surveying, and Land Development.

We offer a competitive salary based on experience and a benefit package including health/dental/life insurance, matching 401(k), PTO.

Send resume to **pjstevens@stegerbizzell.com**. No phone calls please. Steger Bizzell is an EEO employer. Texas Registered Surveying Firm # 10003700.

MULTIPLE POSITIONS AVAILABLE - Houston, Texas

LUPHER, LLC Texas Professional Land Surveyors in Houston Texas has the following open Full Time Employment positions available for Surveying on Public Works & Transportation Design Projects.



Typical Projects involve Control Surveys, Boundary, Route & ROW Acquisition, Topographic, Utility Line Locations, Private Development Surveys, Construction Survey Control Mapping, etc.

- RPLS (2-5 years' experience)
- SURVEY PARTY CHIEF (5+ Years' Experience)
- INSTRUMENT MAN (2+ years' experience)
- SURVEY TECH OR S.I.T. (2+ years' experience)
- SR CAD TECH- (Autocad/Microstation/Geopak PREFERRED)
- MICROSTATION CAD TECH

Lupher, LLC offers Competitive Salary & Year End Bonus. Full Benefits include Medical, Dental, Vision, Life, IRA, & PTO.

Please email resume to rlupher@lupherllc.com

TBPLS FIRM No. 10193807

MULTIPLE POSITIONS AVAILABLE - Richardson, Texas

Richardson, Texas

Party Chief – minimum of 5 years' experience as a crew chief with knowledge of boundary/ topographic/construction surveying.



Instrument Man – minimum of 6 months experience using Trimble and/or Leica is preferred.

(See CLASSIFIED ADS, page 30)

Draftsman – minimum 2 years' experience in topographic and boundary drafting required. Carlson Survey experience is preferred.

Competitive Salary and retirement, Health/Dental/vision Insurance.

Please send resumes and work history with references to **SRojas@txasc.**com

SURVEY PROJECT MANAGER - Midland, Texas

Dunaway Associates, L.P. is a professional services company with a solid, results-oriented history.



The firm provides civil engineering, structural engineering, planning, landscape architecture, environmental services, traffic and parking engineering, hydraulics/hydrology, and land surveying services to a wide variety of public and private clients. Dunaway has a 50-year history of offering a high level of client service and responsiveness and currently has 4 offices in Texas: Austin, Fort Worth, Midland and Prosper. Visit our website at

http://dunawayassociates.com/ for more in-depth information.

We are currently looking for a Survey Project Manager to work in our **Midland** Survey Department. Details of the job are listed below:

Survey Project Manager - Midland, Texas Office

Reports to: Director of Survey Services

Responsibilities

Direct and manage all aspects of assigned projects with regard to the practice of any/all types of Professional Land Surveying; act as the primary administrator and communications link between the firm and client as well as between the survey department and other internal Dunaway department to ensure successful completion of the project in compliance with all contractual provisions and timeframe/budget limitations

Education

- Bachelor's Degree in project discipline or eight years of direct experience as equivalent
- With degree, at least five years related experience in the discipline of Professional Land Surveying
- · At least three years prior project management experience
- Prior experience managing other employees

Technical Knowledge, Skills, and Abilities

- In-depth knowledge of the discipline of Professional Land Surveying
- Solid knowledge of and proficiency with MS Office
- Knowledge of and abilities with AutoCAD Civil 3D
- Knowledge of and ability to estimate costs associated with technical tasks
- Solid understanding of project requirements
- Firm understanding of project financial performance metrics

Soft/Other Skills

 Ability to effectively and productively manage, lead, and motivate a team of different levels of employees

(Continued from page 29)

- · Ability to manage multiple projects and project teams successfully
- Excellent verbal and written communication and interpersonal skills
- Ability to make timely decisions independently through sound judgment for the betterment of all team members and the firm
- Effective problem solving skills
- Ability to make effective formal verbal and written presentations to clients and all levels of employees, including management
- Strong negotiation skills

Preferred Qualifications

- · Bachelor's Degree in Geomatics or other Geosciences
- Licensed as a Registered Professional Land Surveyor (RPLS) in the state of Texas
- Prior business development experience
- Working knowledge of AutoCAD and/or Microstation software

To apply for this job, please go to the "Careers" tab on our website (http://dunawayassociates.com/) and complete an application. You will be instructed to email both the application and your resume with salary requirements back to jobs@dunaway-assoc.com.

Thank you!

MULTIPLE POSITIONS AVAILABLE - Corpus Christi, Texas

Currently seeking:

TX RPLS/Project Surveyor Surveyor-in Training (SIT) Survey Technician Party Chief



Urban Engineering, founded in 1965, is a family owned multi-disciplined Engineering and Surveying Company based in Corpus Christi, Texas. We are seeking an RPLS, SIT, Survey Technician and Party Chief for projects in Corpus Christi and surrounding areas. Candidates may have working experience in ALTA/NSPS Land Title Surveys, Boundary and Topographic Surveys, Construction Staking, Subdivision Platting, Easements, and preparing Metes and Bounds Descriptions/Exhibits. Industrial/Energy Surveying experience desirable. Proficient in Carlson Software and AutoCAD or similar computer-aided software. Knowledge of Geographic Information Systems preferred. Candidates expected to be organized, self-sufficient, and task driven.

RPLS candidate also to include:

- State of Texas Licensure
- Ability to function in a fast-paced environment
- Experience in Civil Engineering driven projects
- QA/QC ensuring compliance to industry regulations and standards
- Quote, prepare, produce, manage, and deliver projects in a timely manner within budget
- Work closely with Survey Department Manager, providing direction and support to staff

Urban Engineering offers a competitive compensation package and benefits including:

Medical/Dental/Vision/Life/401K/Paid Leave

All offers of employment are contingent upon the prospective employee

(See CLASSIFIED ADS, page 31)

passing a background check, drug screen, and acceptable driving record.

Please send all resumes and correspondence to jolenep@urbaneng.com

SURVEY TECHNICIAN - College Station, Texas

The survey technician needs to possess knowledge of field procedures, be familiar with processing of field data, and able to apply knowledge and experience using AutoCAD Civil 3D and Carlson Software.



Typical Duties MAY INCLUDE:

- · Field crew coordination and scheduling
- · Construction calculations
- · Fieldwork review and processing
- Manage equipment
- · Deed research
- Drafting and processing data
- · Drone coordination and processing

Education/Experience

 Associates degree or equivalency in drafting/design OR LAND SURVEYING preferred.

Skills and special requirements:

- · Strong organizational skills
- · Excellent verbal and written communication skills
- · Attention to detail
- · Ability to solve problems
- · Work with limited supervision
- · Multi-task in an environment of deadlines and changing priorities

Please send resumes to hr@gessnerengineering.com.

SURVEY TECHNICIAN/AUTOCAD DRAFTSMAN OR SIT

JDJR Engineers & Consultants, Inc. is a professional Civil Engineering & Land Survey firm working primarily in the Dallas/Fort Worth area. We have an immediate need for the following position:

Candidate must have a minimum of 5 years of experience and be proficient processing field data, preparation of topographic and boundary surveys, construction staking calculations, writing metes and bounds descriptions, and performing survey calculations. Must be familiar with Carlson Software and AutoCAD 2015.

Great pay and benefits include health, dental, vision, life and disability insurance. Please email resume, references, and salary expectations to **janet@jdjreng.com**.

MULTIPLE SURVEY POSITIONS AVAILABLE

Precision Surveyors, Inc. is searching for outstanding candidates in Houston for the following positions:



Texas RPLS Survey Tech SIT or BS in Surveying

(Continued from page 30)

CAD Draftsman GIS Technician Research Assistant Field Crew Chief Jr Field Crew Chief Rodmen

Excellent opportunity for stability and advancement. Competitive Salary and Benefit package. Please send resume to jobs@precisionsurveyors.com

SENIOR ENGINEERING TECHNICIAN

City of Fort Worth

The City of Fort Worth Transportation and Public Works Department (TPW) is seeking a Senior Engineering Technician to assist the Surveying Services Division.

The Surveying Services Division has a staff of 5 positions and provides surveying field and office support including construction staking, as built construction drawings, control networks, boundary surveys, political boundary determinations, records research, subdivision platting, easement abandonment, and coordination of consultant services. The position provides a challenging environment to perform an array of surveying services for a large organization assisting a wide range of functional departments.

The selected candidate must possess the ability to perform and analyze complex technical survey, mapping and drafting functions and proficiency and accuracy in reading/reducing field notes.

Responsibilities may include processing of field data, preparation of ALTA/NSPS Land Title Surveys, boundary surveys, topographic surveys, construction stakeouts, elevation certificates, subdivision plats, legal descriptions and easement exhibits.

Candidates with a blend of progressive direct work experience in all surveying aspects would be most attractive. Knowledge of AutoCAD principles and a minimum of 2 years' experience using Carlson Survey 2014 and Trimble Business Center software as well as Trimble and Topcon field equipment. Knowledge of construction industry, ArcGIS and Adobe Photoshop software is very helpful.

Interested candidates should apply to http://fortworthtexas.gov/hr

RPLS PROJECT MANAGER / SURVEY TECHNICIAN - EI Paso, Texas

FXSA is looking for:

RPLS Project Manager- El Paso, TX. 5+ years Project Management experience: Excellent written/verbal communication skills, interacting with clients, mentoring and guiding production activities. Technical experience required: GPS Static, RTK and Survey Datums. Civil 3D and Carlson



software. Experience implementing QA/QC procedures for field data collection and project deliverables, Safety and Survey ethics policies and providing business development support. Project Management

(See CLASSIFIED ADS, page 32)

experience with ALTA/NSPS Land Title Surveys, Boundary, Topographic, Design, Route, Construction and Oil and Gas.

Survey Technician - El Paso, TX. 5+ years Experience:, proficient processing field data, understanding of survey legal and technical principles. Duties will include preparation of topographic and boundary surveys, horizontal and vertical alignments, construction staking calculations, writing metes and bounds descriptions, understanding of the Global Positioning System, State Plane coordinate systems and Datums and survey calculations. Familiar with Carlson, Civil 3D and MicroStation. SIT certification is a plus.

If interested, please e-mail resume, references, and salary expectations to igrajeda@fxsa.com.

SIT NEEDED for LEADING TEXAS BASED LAND SURVEYING COMPANY

- Assist the survey production department on drawing layout, office and field calculations
- Perform and directly oversee completion of assigned survey tasks including final project deliveries and provide quality assurance on assigned projects.



- Act as liaison between field crew, research group and managing jobs until submitted to RPLS for approval
- · Review drawing products to meet board standards and accuracy
- Review tract and parcel maps to accurately verify background maps, ad-joiner tracts, and flood plains.
- Minimum of 5 years experience in all aspects of land surveying including topographic, ALTA and boundary, construction staking, mapping and ROW surveying
- Must have ability to work both independently and as a part of a multidisciplinary team with advice and support from Project Managers and/or RPLS.
- · Experience in AutoCAD and Carlson Software
- Must be able to complete assigned projects on time
- Ability to interface with all levels of employees is a must.
- Ability to work on several projects simultaneously.
- Ability to produce quality plans from verbal instructions and interpret plans from other engineering related disciplines (survey, drainage, grading, paving, etc.).

Please send resumes to jobs@amerisurveyors.com

Competitive salary and health benefits

MULTIPLE POSITIONS - DFW Area

Marshall Lancaster & Associates, Inc. is a DFW area professional land surveying firm seeking resumes for:



Project Manager: Supervision of technical staff and budget management. Ability to operate or learn Carlson Survey and TBC. RPLS preferred.

Office Technician: Preparation of ALTA surveys, topographic surveys, subdivision platting, and construction calculations. Ability to operate or learn Carlson Survey and TBC. LSIT preferred.

(Continued from page 31)

Party Chief: Experience with Trimble robotics and GPS systems preferred.

Survey Trainee: Entry level position for dependable individual with positive attitude that enjoys the outdoors. Mathematical aptitude required and computer skills a plus.

Email resume to **hr@mla-survey.com** and visit our website at **www.mla-survey.com**.

RPLS / LAND SURVEY TECHNICIAN or SIT

Tri-Tech Surveying Company, LP has immediate openings in <u>Houston, TX</u>, <u>San Marcos, TX</u> and <u>Lufkin, TX</u>



Registered Professional Land Surveyors (RPLS)

Seeking an RPLS who is hands-on, has solid technical experience and has the ability to work in a fast paced work environment.

Principal job duties include but not limited to the following:

- Perform necessary work scopes primarily for home builder clients, commercial projects and/or engineers.
- Gain clear understanding of an adequate staff commensurate to the day to day workload. Ensure all company policy and procedures are followed accordingly.
- Ensure all new projects are assigned properly and manage workload.
- Ensure most efficient and cost effective methods are being used pertaining to orders, workflow, systems, delivery and file. Ensure deliverables meet quality control standards.
- Maintain process awareness on each job to ensure open line of communication and to maintain and enforce turnaround times to accommodate client's needs.
- Review and compare the budgets to ensure goals of the company are being met.

Position requirements:

- Must possess current Texas Registered Professional Land Surveyor license
- 2 5 years experience as an RPLS
- · Proficient in AutoCad
- Good managerial and communication skills.

<u>Land Survey Technician or Surveyor-In-Training (SIT) – Houston, TX and San Marcos, TX</u>

Seeking an experienced Land Survey Technician or certified Surveyor-In-Training. Must be able to produce and prioritize drawings for variety of land surveying projects including engineering, residential, commercial and oil/gas.

Position requirements:

- Must be proficient in AutoCad
- Working knowledge of LDD or Civil 3D preferred
- · Minimum 3 years related work experience or SIT certification

(See CLASSIFIED ADS, page 33)

Pre-employment requirements include negative drug screening and a successful motor vehicle record.

Excellent benefits package.

Qualified candidates email resume to hrmanager@tritechtx.com or apply online www.surveyingcompany.com. EOE.

RPLS SENIOR PROJECT MANAGER - Waco, Texas

1519 Surveying, LLC

15199

1519, LLC is a close-knit, highly motivated team of surveyors and engineers that prides ourselves in being innovators. We are passionate about our profession and are looking for like minded leaders to grow with us.

Job Summary

Responsible for the management and oversight of land surveying projects in our Waco, TX office. Direct the workflow of and participate in the completion of ongoing projects.

Summary of essential job functions

- Act as primary point of contact for clients of assigned projects.
- · Communicate with field crews.
- Participate in the completion of survey plats.
- Manage and prioritize workflow to meet demands of clients' schedules.
- · Collaborate with other project managers as needed.

Minimum requirements

- · Texas RPLS
- 3 yrs experience in surveying project management.

Abilities required

- Ability to prepare survey plats adhering to in-house CAD standards.
- Ability to handle multiple, simultaneous projects and meet client demands.
- Possess high level of self-motivation and exceptional communication skills.

1519 Surveying, LLC offers a full benefit package and aggressive compensation for successful candidates. See www.1519llc.com to learn more about our company. Forward résumés to david.dossey@1519llc.com

Disclaimer

The above statements are intended to describe the general nature and level of work being performed by people assigned to this classification. They are not to be construed as an exhaustive list of all responsibilities, duties, and skills required of personnel so classified. All personnel may be required to perform duties outside of their normal responsibilities from time to time, as needed.

(Continued from page 32)

Jones|Carter is looking for an experienced Crew Chief to join their survey team! Please follow the following link for details:



https://careers-jonescarter.icims.com

SURVEY CREW CHIEF - Austin, TX

SURVEYING PERSONNEL - GREENVILLE, TEXAS

IMMEDIATE POSITIONS FOR:

SURVEY MANAGER SIT CAD TECH PARTY CHIEFS

Please send resumes to: frank@owenslandsurveying.com

SURVEY TECHNICIAN/AUTOCAD DRAFTSMAN

Cuplin & Associates, Inc., a professional land surveying firm working primarily out of Burnet, Llano, Williamson & Travis Counties, Texas has an immediate need for the following positions:



SURVEY TECHNICIAN/AUTOCAD DRAFTSMAN

Candidate must have a minimum of 5 years of experience and be proficient processing field data, preparation of topographic and boundary surveys, construction staking calculations, writing metes and bounds descriptions, understanding of the State Plane coordinate systems and Datums, perform survey calculations and are familiar with Carlson Software and AutoCAD 2015.

Great pay and benefits include health insurance, life insurance, paid time off and yearly bonus incentives. Please email resume, references, and salary expectations to: jobs@cuplinassociates.com

FIELD CREW POSITIONS - Conroe, Texas

TEXAS PROFESSIONAL SURVEYING

Senior Party Chief-Position requires minimum 5 years experience as party chief, Boundaries (Texas), Topo's, Land Development & Construction Staking;

Experience required with Calculations, Total Stations, Data Collection. GPS experience a strong plus. Requires an individual who is trustworthy and self-motivated. We offer steady employment, good pay w/plenty of hours per week, health insurance, life insurance and an excellent working environment.

Applicant must be hard working and drug free.

Please send resumes to: christian@survevingtexas.com

(See CLASSIFIED ADS, page 34)

TRIMBLE SURVEY EQUIPMENT AND SOFTWARE SALES

Western Data Systems (WDS), founded in 1984 is the authorized Trimble Dealer for Texas and Oklahoma specializing in



the sales, rentals, training and technical support for Geospatial, Marine, Utility, Environmental, Fleet Management and Oil/Gas/Chemical Industries. With six (6) offices serving Texas and Oklahoma, and one of the world's largest rental fleets, we are able to provide unmatched customer service. WDS also manages the world's largest Member-Owned VRS Network serving more than 1,500 users with additional Reference Stations and Members being added each year.

WDS is hiring a Geospatial Solutions Consultant for our San Antonio Office. Qualified candidates will have multiple years of experience in the Survey/Engineering/Construction industry that includes a working knowledge of Trimble Equipment and Software. Successful candidates will also possess sales and customer service experience. Compensation includes a base salary with generous commissions. An attractive benefits package including employer-provided health insurance, vacation, and employee stock is also included. To apply, please send your resume to wds@wds-us.com or visit our website at www.wds-us.com/careers. html.

EXPERIENCED PERSONNEL FOR FIELD SURVEY CREWS

Established North Texas Civil Engineering and Land Surveying firm operating in the Garland area seeks experienced personnel for our field survey crews. Preference will be shown to people with experience using the Carlson data collectors, Leica total stations and the Leica Viva GPS systems. Full benefits and generous compensation will be provided for qualified candidates.

Contact Wayne Terry at wterry@rdelta.com

SURVEY CREW CHIEF

ACS, Temple-based firm, seeking SURVEY CREW CHIEF. Please email letter of interest and/or resume to



jobs@allcountysurveying.com

RPLS - San Angelo, Texas

Professional Land Surveyor with experience in boundary, title, topographic, route, and construction surveying. Must be proficient with and understand GPS surveying and CAD software. Will be responsible for both field and office work as well as interacting with clients. Bleyl & Associates is a growing civil engineering firm that was founded in 1997. We have brand new Trimble R10s and survey truck, and we use the latest version of AutoCAD Civil 3D. This position is in a small office with terrific staff.

Send resumes to twolff@bleylengineering.com.

INSTRUMENT OPERATORS / RODMEN - Addison, Texas

JBI Partners, Inc., an Addison, Texas civil engineering and surveying firm, has immediate full-time openings for experienced construction/topo survey Instrument Operators and entry level



Rodmen. Valid driver's license, reliable transportation, and drug screening required. Competitive pay and benefits including vacation, holiday, insurance and 401k plan. All work local – no travel required. Apply to **careers@jbipartners.com**

TSPS Sustaining Members

Advanced Geodetic Surveys, Inc.
Allen Precision Equipment
ANCO Insurance
Berntsen International, Inc.
CourthouseDirect.Com
Courthouse Research
Specialists (Richard Ortiz)
Dirksen Engineering
Easy Drive, Inc.
G4 Spatial Technologies
G&R Surveying, LLC
Geomatic Resources

GeoShack
Leica Geosystems, Inc.
LIS Survey Technologies
Martin Instrument
PRO-TERRA Aerial Mapping, Inc.
SAM, LLC
Silicon Benefits
SURV-KAP, LLC
TexasFile
Total CAD Systems
United Geo Technologies, LLC
Western Data Systems (WDS)



World's First Self-Learning System

As the industry's only solution with intelligent environmental awareness, the NEW Leica TS16, TS60, an MS60 bring the field of surveying a step closer to artificial intelligence. Incorporating groundbreaking technologies, these instruments adapt to more than 200 challenging environmental conditions, ignoring all distractions in the field and remaining locked onto the sole target – yours. Along with an immersive 3D experience from our Captivate Software, you are empowered to do what you never thought possible and what others only wish they could do.

Contact Jeff Ryall: jeff.ryall@leicaus.com 713-516-5446



Be Captivated.





1-800-241-6223 | www.allenprecision.com

Leica Network Rover

GeoMax Zenith25 Pro

Spectra Precision SP80







LEICA NETWORK ROVER PACKAGES STARTING AT \$11,495

Leica Network Rover

FEATURES

- Integrated GMS Antenna Technology
- GPS L2 and GLONASS
- IP68 protection against dust and submersion
- Base/rover or network rover configurations available
- · Fully integrated radio

PACKAGES
STARTING AT
\$166.00
PER MONTH

GeoMax Zenith 25 Pro

FEATURES

- Future Proof
 - Ouad-Band GSM/GPRS
 - UHF radio and Bluetooth®
 - True GNSS: GPS, Glonass, Galileo & SBAS
- Extremely Rugged
 - IP68 dust and waterproof
 - Withstands a 2 m drop
 - Vibration resistant

NETWORK ROVER
PACKAGES
STARTING AT
\$239.00
PER MONTH

Spectra Precision SP80

FEATURES

- New 240-channel 6G ASIC
- Z-Blade GNSS-centric
- 3.5G celluar modem
- Internal 2 Watt UHF radio Built-in WiFi communication
- SMS and e-mail alerts
- · Anti-theft protection
- How-swappable batteries