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Unlocking the Power of Organizational Culture

Member Spotlight!!

Upcoming Events

IRWA CALIFORNIA INLAND EMPIRE CHAPTER 57

…On the Move

February/March 2024
Volume 7, Issue 4

President's Message

From Robbie Hechanova:

Chapter 57 IRWA Members…

Greetings all, I hope 2024 is off to a promising start for everyone. Although it didn't feel like there was a big slowdown, like we normally expect at the end of the year, things are "picking up" again. The Board met for its first meeting of the year and discussed upcoming events and various topics. Darcy Mendoza, your President Elect, has been hard at work to secure a venue for this year's Tri-Chapter luncheon that we are hosting. Why so early you ask? It's been extremely challenging finding a venue that suits our needs and at a reasonable price, so we wanted as much time possible to research and visit potential sites.

We are submitting our award recipients for 2023 to the region for consideration. This includes Newsletter of the Year, Social Media Presence Award, Young Professional of the Year, Professional of the Year, and Large/Small Employers of the Year. Unfortunately, we are not able to submit and seek back-to-back awards for Website of the Year as we are not eligible for the next 3 years, being we were last year's winners [woot woot Emily].

Paul Mim Mack is working with Conner McDonald to put on Course 701 here locally in Riverside. Stay tuned for more details. Registration is open for the Education Conference in Long Beach, don't forget to register and take advantage of the early registration pricing.

Lastly, we will be opening nominations for officers during February's luncheon, if you're interested in volunteering and serving the Chapter, please email me at rhechano@socalgas.com.

See everyone at the February luncheon.

Robbie

Membership Luncheon >>>

February 7, 2024
11:45 a.m to 1:15 p.m.

Topic: The Condemnation Process

Speakers:
Brad Kuhn, Esq., Partner
Nossaman LLP
&
Rick Rayl, Esq., Partner
Nossaman LLP

Canyon Crest Country Club 975 Country Club Drive, Riverside, CA 92506

IRWA Courses – Regional 1

C201 Communications in R.E. Acquisition, 2/5/24, Virtual Class

C804 Skills of Expert Testimony, 2/9/24, Virtual Class (Instructor TBD)

C219 Adult Communication Principles and Methods, 2/13/24, Downey, CA

C604 Environmental Due Diligence and Liablility, 2/20/24, Virtual Class

C207 Practical Negotiations for U.S. Federal and Federally Assisted Projects, 2/22/24, Virtual Class (Instructor TBD)

C400 Principles of Real Estate Appraisal, 2/22/24, Virtual Class (Instructor TBD)

C502 Non-Residential Relocation Assistance. 2/26/24. Virtual Class

C604 Environmental Due Diligence and Liability, 3/4/24, Virtual Class

C700 Introduction to Property/Asset Management, 3/6/24, Virtual Class

C219 Adult Communication Principles and Methods, 3/7/24, Reno, NV

C703 Real Property Asset Management, 3/8/24, Virtual Class (Instructor TBD)

C215 Right of Way Acquisition for Pipeline Projects, 3/11/24, Virtual Class (Instructor TBD)

C406A 15 Hour National USPAP Course, 3/18/24, Virtual Class (Instructor TBD)

C203 Alternative Dispute Resolution, 3/21/24, Virtual Class

Additional courses are listed on IRWA's website at www.irwaonline.org

Are you interested in taking a free class? Contact Kelley Kelley, Timothy Green, or any of the Board members, to find out how you can become a coordinator.

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Right of Way Acquisition
Relocation Advisory Assistance
Utility Relocation Coordination
Property Management & Revenue Capture
Staff Augmentation

IRWA Mission Statement

The International Right of Way Association will be the worldwide leader for innovation and excellence in the acquisition and management of right of way and public use.

International Right of Way Association
CHAPTER 57, INLAND EMPIRE
San Bernardino/Riverside
California

Unlocking the Power of Organizational Culture

Fulfilling people's needs to create a thriving workplace

By Margaret Graziano

Dealing with troubling workplace environments can be difficult. It's not always clear what the deeper issue is and the friction and conflict it breeds can be tough to reverse.

At the heart of any organization are its people. Without a dedicated, aligned and fully engaged workforce, no progress can be made. High-performance organizations excel in creating an environment that recognizes and addresses the fundamental human needs that drive their members.

The Hierarchy of Needs

Psychologist Abraham Maslow's hierarchy of needs, once revolutionary, is now widely embraced and frequently applied to organizational psychology. Leveraging this framework to identify what individuals require for success and taking the necessary actions to fulfill these needs can support the cultivation of an emergent culture that fosters growth, success and satisfaction in your organization.

1. Physiological

The lowest level in Maslow's hierarchy is physiological needs. These are the most basic human requirements, encompassing necessities like food, water and shelter. Although it isn't the organization's responsibility to directly provide for these needs, it is crucial to ensure they are met indirectly. This involves paying a living wage so that these basic needs are met and offering a sense of certainty to employees about their job security and expectations regarding their roles.

Establishing effective lines of communication between employees and their superiors is a great way to create certainty. When integrating new hires, make sure they have clarity on what their role is and what their responsibilities are. Encourage them to ask questions. For existing employees, having occasional check-ins ensures they are aligned with their jobs and not struggling to fulfill their physiological needs or produce at work.

2. Safety

Individuals need to feel secure both psychologically and physically in the workplace. This means that constant yelling or outbursts from superiors or colleagues cannot be tolerated. There cannot be fear of physical or psychological harm. Having rules and guidelines that discourage and have consequences for this type of behavior is often necessary. Optimizing the hiring process and having the right people in the organization is also big part of promoting feelings of safety. If someone is incredibly capable but ruins the productivity of others by spreading fear and/or anger, they are a net negative to the organization. It is impossible for people to be productive or creative in a state of fear.

Boundaries need to also be respected.

Continues on Page 5

Did you enjoy the last venue? We would appreciate any feedback you'd like to give. Please reach out to any Board member.

We'd love to hear from you!

Would you like the Chapter to host a luncheon on your favorite topic? Do you know anyone who would like to speak at an upcoming luncheon? If so, please contact Darcy Mendoza, SR/WA, R/W-NAC, President-Elect, at (951) 321-4748, or via e-mail at dmendoza@epicland.com.

Have comments or suggestions for the newsletter?

We value your opinion and welcome your input! If you have any comments or recommendations for the newsletter, please contact Sheryn Smay, SR/WA, Newsletter Chair, at (951) 826-5343 or via e-mail at ssmay@riversideca.gov.

Did you know? >>>

Fun Real Estate Trivia

The Library of Congres is the largest library in the U. S., holding almost twice as many volumes as the second largest library, the Boston Public Library.

About RWIEF

THE RIGHT OF WAY INTERNATIONAL EDUCATION FOUNDATION WAS ESTABLISHED FOR THE PRUPOSE OF FUNDING RIGHT OF WAY EDUCATION INITIATIVES. THE FOUNDATION FOCUSES ON GENERATING FINANCIAL CONTRIBUTIONS AND DETERMINES HOW MUST TO ALLOCATE THOSE FUNDS FOR THE BETTERMENT OF RIGHT OF WAY EDUCATION. OVER THE LAST FEW YEARS, FUNDS HAVE BEEN ALLOCATED FOR EDUCATIONAL SUMMITS, CREATION OF NEW COURSES, UPGRADES OF EXISTING COURSES, CONVERSION TO ON-LINE DELIVERY METHODS, AND LEADERSHIP PROGRAMS. CUTTING-EDGE EDUCATION AND PROFESSIONAL DEVELOPMENT ARE ESSENTIAL TO THE GROWTH AND ADVANCEMENT OF OUR PROFESSION AND TO EACH OF US AS PROFESSIONALS IN THIS FAST-PACED, EVER-CHANGING INDUSTRY.

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Treating people how they want to be treated goes a long way towards making them feel safe in their environment. An organization that provides safety for its employees earns trust, thus possessing a foundational element of a healthy, high-performance culture.

3. Love and Belonging

Love is a fundamental emotional need for people. While this is commonly thought of as something that relates to relationships with friends, family and significant others, there are also ways to fulfill this emotional requirement in the workplace. An organization that has an environment of kindness, respect and inclusivity is able to satisfy this basic human desire.

Everyone has a need to belong and be accepted for who they are. Understanding the motives of new hires for joining the organization and what they believe they will gain from their work can aid in fostering a sense of belonging.

Organizations can further support this need by asking existing employees various questions and attempting to better understand each individual. Some questions to ask are:

- Are they happy in their role and doing their work? Is it aligned with what's important?
- How do they feel they are contributing through their work?
- What matters to them? What causes do they care about?
- What do they want to be doing with their life?
- How can their job help them experience belonging?

Asking about their job satisfaction, contributions, and personal aspirations emphasizes the importance of each individual's role in the organization's success, cementing a feeling of belonging and increasing engagement and satisfaction.

4. Esteem Needs

"I feel significant," "I feel respected" and "I feel like I'm contributing," are all feelings that are necessary to meet the level of esteem. When people feel recognized and valued, they are motivated to continue being effective and valuable. Making sure every person in your organization feels they play an important role in the organization's success, no matter their job, is paramount.

However, it is crucial to distinguish between significance (feeling important and making a difference) and contribution (being a part of something bigger than you or your ego and making a difference, even without recognition or significance). The latter is the pinnacle of Maslow's Hierarchy and the highest level of effectiveness, known as self-actualization.

5. Self-Actualization

Self-actualization involves realizing one's potential, fully developing one's abilities and having a true appreciation for life. It encompasses fulfilling the spiritual needs of growth and contribution, preventing employees from feeling like mere automatons solely focused on financial gain and only going through the motions. Self-actualized people are at their most capable, productive and fulfilled selves and regularly tap into their highest level of thinking and creativity.

According to Maslow, individuals must fulfill lower needs before pursuing higher ones. To reach self-actualization, every need in Maslow's hierarchy must be addressed first. Because of this, Maslow asserts that less than 1% of the adult population ever achieves this level. Keep in mind that this was published over 50 years ago. In today's world, psychologists think it is closer to 5%, solely because there is a deep desire in humans to contribute and feel a sense of fulfillment — the more people evolve, the more they want to experience these higher feelings of satisfaction in their work.

"To reach self-actualization, every need in Maslow's hierarchy must be addressed first."

Importance for Culture

Meeting people's needs is essential for creating an emergent culture. Consider the three fundamental elements of an emergent culture: cause, framework and energy. Cause revolves around making a difference and defining the organization's noble cause. Framework pertains to the structures in place for optimizing employees' creative potential and ability to produce, including hiring processes, delegation, team assignments and utilizing individuals' strengths. Energy is how people treat each other, the moods they bring to work and how the work that gets done within and between departments creates or mitigates the sense of belonging and unity. It is about bringing the values of the organization to life.

The fundamentals of an emergent culture are closely intertwined with the needs of individuals within the organization. Prioritizing the well-being and fulfillment of employees is key to catalyzing to Maslow's top 1%, nurturing an emergent company culture that contributes to personal and organizational success and growth.

Margaret Graziano is the founder and CEO of KeenAlignmen, as well as a Wall Street Journal bestselling author for her book "Ignite Culter". She has been recognized as one of Silicone Valley's Top 100 Women Leaders. Magi's groundbreaking work is driven by her power to uncover and catalyze human potential. Go to https://keenalignment.scoreapp.com to take KeenAlignments's Culture Assessment and see if you have an Emergent Culture.

Reprinted from IRWA's Right of Way Magazine: The Voice of the Right of way Profession, BUSINESS ESSENTIALS: Unlocking the Power of Organizational Culture, January/February 2024

Member Spotlight!!

Hello my fellow Chapter 57 members!

In this issue, I am happy to have *Darcy Mendoza, SR/WA, R/W-NAC* in our "Member Spotlight!!"

Darcy currently holds the position of President Elect and has been a member of IRWA for twelve years.

"IRWA has offered me so many opportunities to grow from serving on the board, volunteering for our chapter and other chapters, and planning events", says Darcy. She says she is "fortunate for all of the friends and professional relationships" she's made. She is grateful for being able to take courses and expand her knowledge of the industry. Darcy has earned her SR/WA and RW-NAC which has "opened doors" in her career.

When asked, "What do you like most about being a member?" Darcy responded that she enjoys being able to meet new people, whether it is at a luncheon or annual education conference, where she can collaborate with others and create new professional relationships that could possibly be beneficial on future projects.

Darcy's biggest professional achievement thus far has been earning her Senior Right-of-Way Designation and advancing her career. Darcy plans to stay involved with IRWA, and other Associations, to aid in her growth with Epic Land Solutions, Inc. and "to stay up to date on all things right of way."

Does her face look familiar to you? Well, you just might recognize her from a TV reality show called "Parents Just Don't Understand" that she did with her family. During the show, she swapped places with her son for a day.

Also, she was on a game show called, "American Says." She didn't win but had a great time anyway.

One of her favorite quotes was spoken by Maya Angelou. "I've learned that people will fortet what you said, people will forget what you did, but people will never forget how you made them feel." Another favorite comes from Disney's Winnie the Pooh – "You're braver than you believe, and stronger than you seem, and smarter than you think." Darcey has learned that it's "important to believe in yourself and in everyone you surround yourself with. [She has] always strived to be the best version [of herself] and to treat people exactly how [she wants] to be treated."

"Get involved, meet new people, and build relationships" is the advice Darcy expresses to new members. "The people you meet today may have an impact on you tomorrow."

This has been a brief look into the life of Darcy Mendoza, SR/WA, R/W-NAC, Chapter 57 President Elect.

Signing off for now,
Sheryn Smay, SR/WA
Chapter 57 Newsletter Chair

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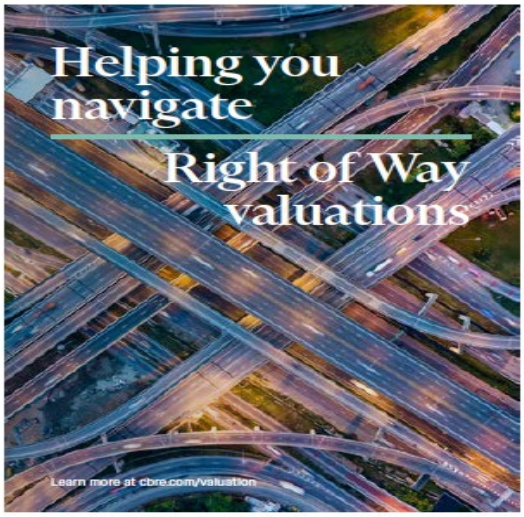

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Thursday, February 8

8:00 Registration and Networking Breakfast

8:30 **Introduction and Welcome**
Overview of Day One

Regina Danner, Esq., Program Co-Chair
Richards, Watson & Gershon, Los Angeles

Gary Kovacic, Esq., Program Co-Chair
Sullivan, Workman & Dee, Pasadena

8:45 **Eminent Domain 101**
Law, Policy, and History

Brenda Aguilar-Guerrero, Esq.
Burke, Williams & Sorensen, Oakland

9:30 **Upcoming Projects**
2024 and Beyond

Kendall Bonebrake, Esq., Assistant Chief Counsel
California High Speed Rail Authority, Sacramento

Annie Smiddy, Esq., Senior Legal Counsel
San Diego Association of Governments (SANDAG)

Julianna Tillquist, Esq., General Counsel
San Bernardino County Transportation Authority, San Bernardino

10:30 Networking Break

10:45 **Complex Problems with Multiple Judgment Creditors**
Addressing Priority of Lien Satisfaction

Chris Peterson, Esq.
Peterson Law Group, Irvine

11:30 **Early Collaboration to Resolve Possession, Discovery, and Other Issues**
Case Studies and Examples

Anish Banker, Esq.
Palmieri, Hennessey & Leifer, Irvine

Mark Wasser, Esq.
Law Offices of Mark A. Wasser, Sacramento

12:30 Lunch Break (on your own)

1:45 **Business Goodwill**
Successfully Developing and Challenging a Goodwill Loss Claim

Donna Desmond, ASA, President
Donna Desmond Associates, Los Angeles

Brad Pierce, Esq.
Pierce Law Firm, Fullerton

2:30 **Inverse Condemnation**
What Exactly Is It?

Charles Cummings, Esq.
Sullivan, Workman & Dee, Pasadena

3:15 Networking Break

3:30 **Condemnation by "Privately-Owned" Public Utilities**
A Look at Short-Line Railroads

Glenn Block, Esq.
California Eminent Domain Law Group, Glendale

4:00 **An Insider's View on What Works and What Doesn't in the Court System**
Satisfying Local Rules; What Makes Clerks Angry; and Other Tidbits

Christopher Washington, Esq.
California Eminent Domain Law Group, Glendale

4:30 **You Don't See This Every Day**
Unique Challenges in Eminent Domain Actions

Regina Danner, Esq., Program Co-Chair
Richards, Watson & Gershon, Los Angeles

Jennifer McClure, Esq.
Murphy & Evertz, Costa Mesa

5:30 Adjourn to Private Networking Reception
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Friday, February 9

8:00 Sign-In and Networking Breakfast

8:30 **Welcome Back**
Overview of Day Two

Mark Easter, Esq., Program Co-Chair
Best Best & Krieger, Riverside

John Murphy, Esq., Program Co-Chair
Murphy & Evertz, Costa Mesa

8:45 **Case Law and Legislative Update**
Recent Developments in Eminent Domain

Emily Madueno, Esq. *and*
John Murphy, Esq., Program Co-Chair
Murphy & Evertz, Costa Mesa

9:45 Networking Break

10:00 **Appraisals**
What Attorneys Don't Understand About Appraisals and What They Really Need to Know

John Ellis, MAI, CRE, FRICS, Executive Vice President
CBRE | Valuation & Advisory Services, Encino

Stephen Roach, MAI, SRA, AI-GRS, CDEI
Jones, Roach & Caringella, San Diego

Michael Waldron, President, MAI
Waldron & Associates, Orange

11:00 **Masters of Trial**
What Appraisers Don't Understand About Depositions and Testifying in Court, and What *They* Need to Know

Patrick Hennessey, Esq.
Palmieri, Hennessey & Leifer, Irvine

Kendall MacVey, Esq.
Best Best & Krieger, Riverside

Alan Sozio, Esq.
Burke, Williams & Sorensen, Los Angeles

12:00 Lunch Break (on your own)

1:15 **Early Settlement Negotiations and Mediations**
Issues, Approaches, and Potential Advantages to Both Agencies and Owners

Craig Farrington, Esq.
Woodruff & Smart, Costa Mesa

Rick Friess, Esq.
Allen Matkins, Irvine

2:15 Networking Break

2:30 **What ELSE is Wrong with Eminent Domain? – Agency and Landowner Perspectives**
Building on Last Year's Discussion of Problems and Solutions

Mark Easter, Esq., Program Co-Chair
Best Best & Krieger, Riverside

Gary Kovacic, Esq., Program Co-Chair
Sullivan, Workman & Dee, Pasadena

Michael Yoshiba, Esq.
Richards, Watson & Gershon, Los Angeles

3:30 **Ethics**
What You Need to Know

Celia Lee, Esq.
Goldfarb & Lipman, Oakland

Dianne Jackson McLean, Esq.
Goldfarb & Lipman, Oakland

4:30 Evaluations and Adjourn

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former President IRWA Chapter 57
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Randall Blaesi,ASA, SR/WA, MRICS
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Job Bulletin

Clark Land Resources is Hiring Right of Way/Relocation Agents

IMPORTANT: You must submit an application at www.clarklandresources.com/careers. BY only submitting a resume through LinkedIn, you may not be considered for the position.

Clark Land Resources (An Employer of the Year [IRWA National 2021 for Employers with more than 20 Employees]) is seeking a real estate professional to complete acquisition and relocation assignments per a defined schedule and in compliance with regulatory laws and policies. Clark Land is a 11-year-old company, based in Southern California, who acquires, protects, and manages land rights for public and private agencies. Our mission is to acquire, protect, and manage land rights for public and private entities with integrity and respect toward all stakeholders. We believe in improving the quality of life in our communities by being the cornerstone of outstanding ethics and performance in the Right of Way industry.

We offer generous medical, dental, vision, life, long term disability and travel insurance plans. A 401k plan is also offered. We believe work-life balance is important for the health of our employees and offer 11.5 paid holidays per year as well as Personal Time Off (PTO).

Clark Land's direct focus and experience is in providing real estate services including property rights research, interpretation and acquisition, valuation, relocation assistance plans, encroachment services, and project management assistance for projects involving water, transportation, housing, storm water, sewer, gas, electric and alternative energy systems. www.clarklandresources.com/careers. Clark Land Resources is currently accepting applications for the position of Right of Way Agent to fill vacancies in the Right of Way Operations Department. The eligibility list established may be used to fill the current and/or upcoming vacancies within this classification for up to six (6) months. The Right of Way Agent, under supervision of a Sr. Right of Way Agent or a Project Manager, performs a wide variety of professional office and field duties in the management, acquisition, and relocation of real property interests; and also performs related work as required. This position is based in Southern California. **Work Performed Duties may include, but are not limited to, the following --**

Acquisition responsibilities include:

- Research, examine, and interpret property records and title reports to determine the extent and types of encumbrances and the status of interests in properties.
- Analyze and determine the effect of encumbrances.
- Negotiate with parties of interest to remove liens, judgments, or other encumbrances.
- Prepare necessary documents to effect title changes.
- Review appraisals of properties to determine market value and costs necessary in securing properties for our clients' use.
- Examine engineering plans and property maps to determine extent of property requirements for street rights-of-way and easements.
- Negotiate with property owners, in person or through correspondence, to establish terms and conditions of property conveyances.
- Recommend settlement terms and course of action to our clients.
- Investigate sites and prevailing rates in desired location; gather sales, zoning, assessment valuation, improvements, tax, and other pertinent information for use in developing fair market value.
- Secure execution of formal lease documents; prepare outline and lease terms for attorney's use.
  - Coordinate the disposition of real property interests.
  - Maintain records and prepare a variety of reports.
  - Perform other duties as needed

Relocation Responsibilities:

- Assess the ownership and occupancy of property to develop relocation estimates and perform detailed relocation benefit calculations, perform relocation assistance duties, monitor relocation activities, and prepare summary relocation reports.
- Conduct negotiations for the acquisition of rights and relocation of displacees
- Coordinate right-of-way and relocation activities for clients
- Versed in all applicable federal, state and industry laws and regulations such as FHWA and the Uniform Act, as well as the client's policies and procedures
- Ability to work both independently and closely with a team, as required
- Communicate effectively

- Perform other duties as needed
- Maintain records and prepare a variety of reports.

Qualifications Needed --

Education -- Equivalent to an Associate's or Bachelor's Degree from an accredited college or university with major work in business administration, economics, real estate, or a closely related field. Two years of additional qualifying experience may substitute for two years of education.

Experience -- Three years of experience as stated above in Work Performed Duties…; or 5 years of experience in real estate, title, surveying, management, and/or record keeping of public property. Experience with Microsoft Office Suite© is required, and experience using database programs is helpful.

Required Qualifications -- Exacting standards for impeccable level of ethics. Excellent communication skills leading to mutual agreements with clients, property owners, and tenants.

Preferred Licenses and Certifications -- The ideal right of way agent candidates will have a valid and active California issued Real Estate License and/or a Right of Way Agent, Right of Way Professional certification from the International Right of Way Association.

Other Requirements -- Must have reliable transportation for meeting property owners or site visits.

Salary Range -- The salary will be commensurate with the candidate's experience and can range from $35.00 to $50.00+ per hour.

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Selection Process --

DOCUMENTS REQUIRED AT THE TIME OF APPLICATION --

- Completed Employment Application
- Resumé

The selection process will begin with an employment application package screening, with the best qualified candidates being invited to participate further in the assessment process. This process may include any combination of written, performance, and oral assessments to evaluate job-related education, experience, knowledge, skills, and abilities. Those who successfully complete the selection process will be placed on the eligibility list for this classification. It is the responsibility of candidates with a disability requiring accommodation in the assessment process to contact the Human Resources Department in writing to request such accommodation prior to the closing date of this recruitment. Appointment may be subject to the successful completion of a pre-employment background investigation, medical/physical examination, drug, and alcohol test. Proof of education listed in your application will be requested at the time of conditional offer. Applications will be asked to provide consent to release education and other background information prior to receiving a conditional offer. *NOTE:* Clark Land reserves the right to modify selection devices and test instruments in accordance with accepted legal, ethical, and professional standards. Candidates may reapply when there is a posting to establish an eligibility list.

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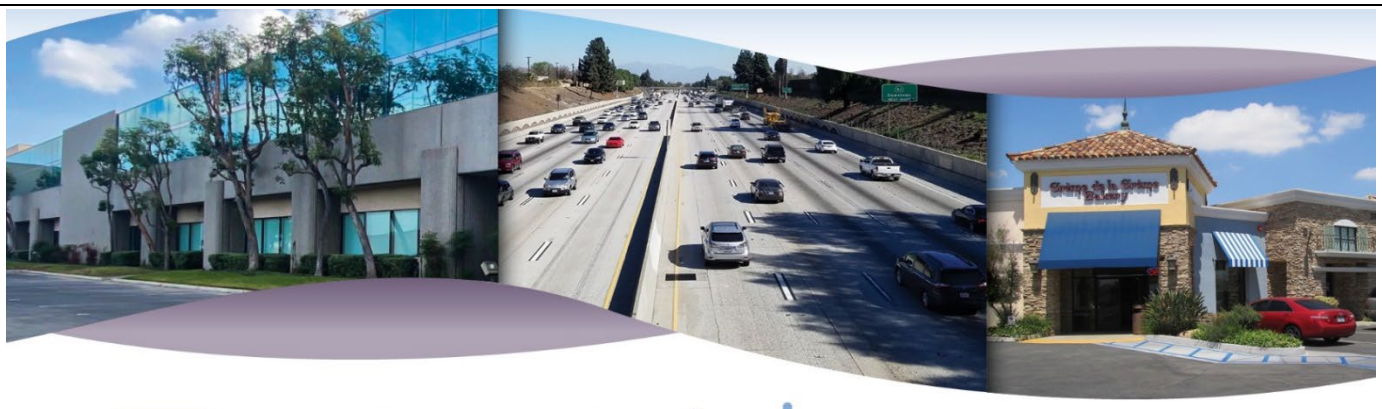
INTERNATIONAL RIGHT OF WAY ASSOCIATION
CHAPTER 57

Executive Officers	Name
President	Robbie Hechanova, RW-RAC
President-Elect	Darcy Mendoza, RWA, R/W-NAC
Treasurer	Ramie Dawit, RWA-TN
Secretary	Timothy Green
Advisors to the Board	
Immediate Past-President, 2022-23 Parliamentarian and Advisor to the Board	Hector Casillas, SR/WA
Advisors to the Board	
Past President 2021-22	Matt Nusenow, P.E.
Past President 2020-21	Peggy Barnes
Past President 2019-20	Kim Bibolet, SR/WA, R/W-NAC
Standing Committees	
Education Co-Chair	Vacant
Education Co-Chair	Vacant
Membership	Griffin Wayne
Nominations and Elections	Robbie Hechanova, RW-RAC
Professional Development (1st Year)	John Chaconas, SR/WA
Professional Development (2nd Year)	Kim Bibolet, SR/WA, R/W-NAC
Professional Development (3rd Year)	Mike Romo, SR/WA
Chapter Committees	
Communications	Emily L. Madueno
Events	Darcy Mendoza
Legal Issues	Mark Easter, Esq.
Newsletter	Sheryn Smay, SR/WA
Young Professional (YP)	Hector Casillas, SR/WA
Industry Committees	
Asset Management	Mau Obando, SR/WA
Electric & Utilities	Vacant
Environment	Matt Nusenow, P.E.
Oil & Gas Pipeline	Vacant
Public Agencies	John Chaconas, SR/WA
Relocation	Vacant
Survey	William Estepa
Transportation	Vacant
Valuation Co-Chair	Randall Blaesi, ASA, MRICS
Valuation Co-Chair	Christine Santolucito, R/W-RAC



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UPCOMING EVENTS

Membership Luncheon
February 7, 2024
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Riverside, CA

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