



The **OREGON** Surveyor

A publication of the Professional Land Surveyors of Oregon

Vol. 39, No. 2

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Professional Land Surveyors of Oregon


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Executive Secretary

Aimee McAuliffe
PO Box 230548
Tigard, OR 97281
503-303-1472
Toll-free: 844-284-5496
execdirector@plso.org
www.plso.org

 Professional Land Surveyors of Oregon

 Professional Land Surveyors of Oregon

 @ORLandSurveyors

Publications Committee

Greg Crites, PLS, *Editor*
gac@deainc.com
Paul Galli • gallip@co.cowlitz.wa.us
Chuck Wiley • charleswiley@gmail.com
John Thatcher • johnsue648@gmail.com

Cover photo

Pat Gaylord, PLS

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PO Box 91099
Portland, OR 97291
503-445-2220 • 800-647-1511
www.llm.com

Advertising

Nicole Gardner, nicole@llm.com

Design

Benjamin Caulder, ben@llm.com

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Why Become a Surveyor?

■ Greg Crites, PLS

We often look for ways to encourage students to choose land surveying as a career path. I've heard many ideas, but the fundamental answer always seems to involve looking into our past for the specific instances that triggered our own interest. I've heard folks say repeatedly that this profession wasn't part of any conscious decision to become a Land Surveyor; instead, the choice presented itself through circuitous means. Often the decision resulted from running across a practicing professional while working in some allied industry. In my own case (as with many others among us), it happened while working in the timber industry.

I started working in the woods when I was about eleven years old. My next-door neighbor owned about 2,500 acres of second-growth timberland in Columbia County. He was well into retirement when I came along so his "logging" activities didn't seem to be much more than a hobby. I quickly realized how true this was after I graduated from college with a degree in Forest Engineering and learned first-hand how much different this early immersion in the timber industry was from the "industrial" operations which were the central figure of my chosen career. Nevertheless, the exposure to Forestry in my youth set the course for my career path, at least until I entered it and realized I'd made a mistake.

I lasted in the industry for a little more than twelve years, all the time looking for avenues to opt out of it gracefully. During this time, I was asked to take over the contract administration of the land surveyors this firm used to mark and/or maintain the property boundaries. This was primarily due to my coursework in land surveying while in college. Thus began my exposure to the profession. For nearly 70 percent of my forest engineering career, I hovered around the fringes of the surveying profession, asking questions, reviewing boundary surveys, visiting the field to check on contract compliance, witness evidence uncovered by our contractors when they claimed to have recovered original bearing trees or even original monuments and even doing some of my own research. Both of my supervisors at the time were licensed land surveyors. I was able to work under their "responsible charge" on several surveys, visit the field with them to evaluate evidence and go over in detail the contents of records of surveys I prepared under their direction for the underlying justifications behind showing some details and overlooking others. This experience helped me to understand the value of mentorship and I owe it to them and a few others for

the strong foundation they laid beneath my own licensure.

In the end, my industrial forestry employer made it easy for me to change careers. It wasn't difficult to see that contract loggers (we called them gyppo's) were the future of the industry, so along the way I figured I might as well formalize the experience I'd acquired overseeing contractors and attempt to obtain my license as a professional land surveyor, at least in Oregon. That occurred back in 1980. Prophetically, my industrial forestry employer closed down their "company" operations in 1985, reducing their staff to a handful of folks who would oversee those self-same contract loggers. I was given 15-months' severance and told to seek employment elsewhere. Thus began my "full employment" in the profession of land surveying. Along the path, I was also blessed with several opportunities to teach land surveying classes at the community college and private college level, incredibly enriching experiences at the very least.

To say that my route to this point in my career was circuitous is probably an understatement. There was an abundant amount of serendipity, a bit of luck and decisions that were made that proved to be well reasoned, though I may not have realized it at the time.

My point in telling this tale is to get you, the reader, to look within your own career path and candidly assess how you got to where you are today, why you so much enjoy what you do and how you might use that wealth of experience to attract others into our midst.

In this issue, there are several examples of why I enjoy the profession of land surveying so much. Pat Gaylord's article on The Lost Surveyor is just one. How many times in your own career have you been out searching for a "lost or obliterated" corner only to stop and think that you may just be the only person that has been to this exact spot in over 100 years? How many times has that thought culminated in the discovery of original evidence, one of those "aha" moments that you never forget? Pat had the enviable experience of accompanying the Oregon Public Broadcasting film crew on the adventure into the slot canyon now referred to as "Valhalla," a slot canyon that, at least in northern European history of the settlement of the United States, represents a singular "discovery" that figures to be as significant as the discoveries of many of the



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Chairman's Comments

■ Leland Myers, PLS; 2016 State Chair



Nancy and I recently returned from attending the Idaho Society of Professional Land Surveyors conference in Coeur d'Alene. It was a bit rainy on our trip up to Northern Idaho, but a beautiful drive back through the Palouse Country of Eastern Washington on our way home. The next day was very rainy, so we picked the best day for our return. While in Coeur d'Alene we spent three nights with my cousin who is a retired county surveyor and we did a lot of reminiscing in the evenings. His home was only a few blocks from the convention center—very handy.

I enjoy living in the mountains of Northeast Oregon, but it does have its inconveniences. Once in a while I think about flying to some destination such as Las Vegas, but I need to drive half the distance or more to get to an airport that has a plane going to where I would like to be, so driving all the way is an easy alternative.

Meeting people everywhere you go is an enjoyable experience. And as happened in Coeur d'Alene, it is almost inevitable that you will run into a person you know, or has a relative in your home town, or used to live in your area. It just goes to demonstrate how small our world is.

My congratulations to Albert Hertel for being selected as the 2015 Surveyor of the Year. Until our January conference, I had not yet met Al, but I found his hobby and/or vocation of repairing and/or building old clocks to be very interesting. I have an old family heirloom clock that works, but I want to clean it and tune it up someday. Another 'round tuit' project.

I became acquainted with Pat Gaylord several years ago and it seems to me that we share some of the same sentiments. In No. 1 of Volume 39 of *The Oregon Surveyor*, Pat has written an article entitled "Reviving the Surveying Profession." I agree whole-heartedly with his thoughts. They are well stated, so I encourage all our membership

to read it carefully. As I stated in my last column, the same problems persist that were with us fifty years ago and Pat has offered some options that may be helpful. Pat's closing paragraph says, "if we don't do it, the powers that be will find a way to replace us with technology and I guarantee that will not be a satisfactory outcome."

After reading Pat's views I found the following excerpt from the March 09, 2016 NSPS email newsletter which states, "A national campaign at the state level to do away with occupational and professional licensing is underway with broad legislation to rescind or restrict licensing having already been introduced in several states. The surveying community must be ready, vigilant and armed! With that in mind, NSPS is beginning an effort to draft a white paper that makes the case for preservation of licensing of surveyors. This document will explain why licensing of surveyors is essential to protecting public health, welfare and safety. Such a white paper can be used by all state surveying societies to proactively defend licensing and prevent legislation to delicense surveyors." Please see the rest of the article as emailed to the NSPS membership. This is not very good news for those of us in the surveying profession.

PLSO is not drafting any legislation this year but our lobbyist Darrell Fuller and the Legislative Committee are monitoring proposed legislation for any that might affect surveying.

At the request of some members at our conference in Eugene, Aimee and I have formed a BOLI Task Force. This task force has its own agenda and will fill us in with an article in the near future. This is my first effort, hopefully, to begin resolving questions which are being asked by the membership. Stay tuned. ◉

» WHY BECOME A SURVEYOR? continued »

other natural wonders those of us who live in Oregon have come to take for granted. How many times have many of you enjoyed experiences that, though perhaps not as significant in magnitude, at least stirred in you the same sense of wonder and awe, all brought to you through this career choice we call land surveying?

I wonder if a collective effort at gathering stories similar to Pat's or career paths similar to my own might spark

some shred of curiosity on the part of a student or person trapped in a dissatisfying career to explore further? Forget about worrying whether the profession will continue to exist. If enough people become passionate enough about land surveying to sing its praises so loudly that they rattle down the canyons of all the Valhalla's in Oregon, maybe the career will take care of itself! ◉

What Would Your Association Look Like if You Could Start Over?



■ *Aimee McAuliffe, PLSO Exec. Secretary*

When I'm not living and breathing the needs of Oregon land surveyors, I am Just Aimee—private citizen. Now, Just Aimee is a daughter, mother, friend, dog owner and something else I take pride in...annoying little sister.

That's right folks. I spend my spare time thinking of ways to torture my older sister (or as I like to say... much *much* older sister). In my opinion, it started when she told me that the van parked at the end of the cul-de-sac was waiting to kidnap me. See? You don't feel sorry for her anymore do you? In any case, she was free game after that (or at least after I came out from under my bed). I responded in kind by leaving her boyfriends on the phone by not telling her they called...and not telling them I wasn't really going to go get her. In all fairness, this decision was always based on whether or not she yelled at me to get out of her room that day or not. But this little intro is really just another way to torture her in print. My *real* point in bringing her up is that she recently decided to pack up her current lifestyle and start over in Bend. No job. No support structure of friends. She looked around, decided her life just wasn't working the way she wanted and scrapped it. Scary, right?

This got me thinking. What if an association could do something similar? What would it look like? After all, most governing structures are organized when things are small—before potential growth problems reared their ugly head and younger generations started having opinions. Private and publically traded companies have had to do the same thing. Think of IBM and Kodak. As technology surpassed their legacy products, they were forced to reinvent themselves. However, one was more successful. Innovation and relevancy are balanced like weights. Research showed that IBM focused on asking themselves the right questions by prioritizing the customer over their legacy. As a result, IBM is now the world's largest IT and consulting company. Kodak is still emerging from bankruptcy.

What would be the right questions for PLSO?

Land Surveying as a profession is experiencing a shift. Our corporate members are an average 5–10 years from retiring. This means, PLSO needs to find out what our associate members need to get involved in the association and stay with us throughout their career.

What is the role upcoming members want PLSO to play in their career?

Back in the day, associations had a library that members would contact for a copy of an article. Can you believe that? Yes, there was life before the internet. People initially join associations for their resume and help in moving to the next stage of their career. PLSO needs to find how that is defined for upcoming members.

How do upcoming members want to receive information?

When I started my career, associations spent a lot on printing and postage costs for monthly newsletters—not to mention the amount of time it took to getting everything folded and stuffed to get out the door, *every month*. Eventually, people stopped reading it and email became more popular. But let's be honest. We all get a lot of email. Reading the newsletter has to be a priority. At least scan the headlines. (Do it for me—I need to feel like I'm not talking to empty air.) But what if they decided that a series of Instagram photos was the only way they would ever look at PLSO information? It's always a challenge to find the right balance between meeting the needs of older and younger generations.

Do upcoming members want to attend local chapter meetings? If so, what will it take to get them there?

PLSO has a hardworking board that meets statewide for quarterly meetings. At each meeting, chapters discuss the challenges they are having in getting people to attend their monthly meetings and volunteer for chapter leader positions.

What do members want out of volunteer roles?

Older generations didn't ask what they will get out of volunteering their time. It was just what you did to be part of your community. But the definition of community has shifted. How can PLSO be a part of that? Is the current leadership structure working for our younger members?

Clearly, this article is more about asking the questions than bringing any answers to the table. But if I were to put this in Paleolithic terms: adapt or die.

It's time to pull an empty chair up to the table and listen to what our upcoming work force has to say in response to these questions and not be afraid of the answers.

Gulp. ◦



5 Steps to Get Started in Social Media for Surveyors

■ Wendell Harness, PLS

When it comes to businesses getting things going for the first time in social media, it's okay to start small. It doesn't matter if you are a large, longstanding company or a fledgling solo operator. There's no good reason for you to jump into the social media frenzy and tackle all of the various networks.



In fact, it would be a nearly impossible task to stay on top of all the social media outlets and still run your surveying business. Furthermore, it would be better if you weren't participating with all of them anyway.

This might seem like puzzling advice, because you want to get the word out about your business to as many people as possible, right? Not necessarily. You want to reach the right people.

Are you unclear about how Twitter would help you gather new clients? Don't sweat it. Does Instagram seem like an inappropriate way to market your business? Avoid it for

now. Are there not enough hours in the day to maintain a blog? Don't worry about it.

Social media can be time-consuming, especially when you are just getting started. It's an important aspect of your company branding these days and also helps your Google rankings. Plus, it allows you to connect with your clients on a more personal level. But getting started seems like a big hurdle.

How do you get started? What do you share? What networks do you sign-up for? How often should you post? Is it really worth it? Yes, it is. Social media for surveyors is just as important as social media for software developers or any other profession.

Step 1

Determine your target audience



You want to limit the time you spend on social media so you can get some real work done. This means you need to determine who your audience is and which networks they use the most. You could generally say that surveyors might want to market themselves to homeowners and construction businesses, but it may depend on the type of surveying you perform.

- It's likely that you aren't targeting teenagers, so you can probably avoid SnapChat, YouTube, Instagram, Vine and Tumblr.

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- Pinterest is where you'll most likely find women who are about to become wives or moms, so that's probably not a good choice either.
- Twitter and Tumblr are great for bloggers and influencers, but probably don't necessarily fit a surveyor's target market.
- You'll find pretty much everyone on Facebook, but the younger generation is becoming more scarce. This actually works in your favor.
- Looking for some B2B action? Check out LinkedIn.

I don't want to tell you what to do, but as a surveyor, I think your best chances for success are on Facebook and LinkedIn.

Step 2

Get signed up, but be consistent

Now it's time to setup your new social accounts. To make it easy for potential clients to find you, try to setup your social media usernames (or "handles") to be consistent. For instance, use "bobsmithsurveying" for all of your accounts instead of "smithsurveying" on one and "bobsurveying" on another.

If you decided to start a Facebook page for your business, be sure to create your "vanity URL" as soon as Facebook allows you. This is important, otherwise you'll be stuck with an awkward page URL that consists of a series of random numbers. They often require you to get 25 page "likes" before you can choose your vanity URL, so get your friends to like it ASAP.

Step 3

Develop a strategy and setup a content pipeline

You may already have some content that you could share. Look at the information you already have and decide if it's something you can reuse. For instance, maybe you can share letters of recommendation or press releases. Do you take photos of the monuments you find? Share those with a brief message about what it is and why it's important. Think about some of the common questions you get from clients, then turn them into informative posts. Share photos of client projects and explain how you helped them succeed.

Get creative and don't always try to sell yourself. Find a good mix of client testimonials, project examples, helpful posts and even some funny content once in awhile. Show your prospective clients that you are human.

In the social media world, sharing is not stealing. Spend a little time each day to find content from others that is appropriate to your market and share it.

Step 4

Tell people about your new-found social status

This isn't the "Field of Dreams". You can build it, but they won't necessarily come looking for you. Place social icons on your website with links to your new social media accounts. Put them on your business cards, email signatures and marketing materials. This step is very important, otherwise you might as well not even bother creating your accounts in the first place.

Step 5

Keep going and don't give up

Seriously. It takes time to get the ball rolling, but not as much as you might think. Spend an hour or two per week posting and sharing. You might even start to enjoy it and make some new friends in the process.

Most of all, don't give up. Abandoned social presences are worse than no presence at all. If your pages get stagnant, you are letting down potential clients. Give them what they are looking for to help build your reputation and your business. ◉

As a Professional Land Surveyor for 26 years and a web developer for 16 years, Wendell strives to bring the two professions together. He is the founder of SurveyorConnect, Harness Technology and, most recently, RPLS Today. For other great articles, check out www.rplstoday.com



Minnesota in February?

■ *Chris Glantz, PLS*

It was 10° in Minnesota, on February 9, when I landed at Minneapolis St. Paul International. It may have been way too cold and windy for this native Californian, but that didn't curb my excitement and enthusiasm for what I was there to experience. You may ask, why would you visit Minnesota in February? I kept asking myself that same question as I boarded the plane in dreary Portland on my way to what I thought would be the north pole.

The reason I found myself in Minnesota in February, was to represent Oregon at the 2nd FIG Young Surveyors, North American Meeting (2YSNAM), hosted by the Minnesota Society of Professional Surveyors. What is the FIG? I hadn't heard of the FIG (said as it's spelled, not like the fruit) until I listened to Amanda Askren at the 2015 PLSO Conference. According to their website, the FIG is the International Federation of Surveyors, which defines itself as a "federation of the national member associations and covers the whole range of professional fields within the global surveying community. It provides an international forum for discussion and development aiming to promote professional practice and standards."

The FIG has various networks, one of them being the Young Surveyors Network. The Young Surveyors Network is broken down into various regional networks, North America being one of them. To be included in the Young Surveyors Network, an individual needs to be associated with a national professional organization. Luckily, being a member of the PLSO means you are also a member of the National Society of Professional Surveyors (NSPS). NSPS is excited about the Young Surveyors Network and is willing to support the group in any way possible. The NSPS Young Surveyors Network has 38 state representatives, which is amazing considering the group started in 2014 with only three.

A Young Surveyor is defined as a surveyor who is 35 years of age or younger, students of surveying, or within ten years of graduating from a Bachelor or Master's degree program. This doesn't mean we won't let any of the...umm, let's say "supporting" land surveyors in the network. The NSPS Young Surveyors want anyone who is willing to help further the surveying profession. The network was created as a vehicle to bring younger surveyors into the networks and organizations, because of the age structure of the surveying profession.

Now that I've fully detoured the article, let's get back to what I was doing in Minnesota in February. The 2YSNAM was attended by young surveyors from 23 states and six countries. There were speakers from three of the major vendors and a number of agencies (BLM, NGS, NCEES, etc). The meeting included two keynote speakers: Ken Mooyman, President of Leica Geosystems NAFTA, and Bryn Fosburgh, Vice President-Executive Committee member of Trimble

Navigation. Ken discussed the hidden value of maps, while Bryn gave us a look into surveying technology of the future. One of the highlights of the meeting was a session which gave the floor to young surveyors from five different countries who discussed challenges and experiences they have faced where they're from. The interesting part is that they face the exact same challenges we do on a day to day basis.

The meeting ended with attendees breaking up into working groups to come up with a series of questions to ask a panel of professionals, made up from the speakers who presented earlier in the day, about the future of surveying. The main topic of discussion was what can our group do to promote the profession internationally and what can be done at the national and local levels to educate the public and promote the profession. This is the age old question which seems to plague this profession, but the room was full of passionate young surveyors willing to do what it takes. I heard Curt Sumner mention that a meeting such as this wouldn't have happened 20 years ago. The fact that we were there in freezing cold Minnesota in February, was a testament to what this group has become and what it can do. I've heard "I'm just a surveyor" time and time again. Why are we relegating ourselves to "just surveyors?" I think we are teachers, mentors, friends, and I feel like the soul of the profession may have been lost along the way. But I will say this, sitting in that room with over 50 passionate land surveyors from across the world, who were there because they wanted to be, means that this profession is still alive, and there is a whole generation who loves what they do and is willing to fight for it. I'd like to challenge each and every one of you to get out and help support this group and the PLSO. Very soon you will see us around drumming up support at the local level. This problem isn't going to solve itself, and it won't be solved at a national level either. It has to start at home and it has to start with you.

Other topics such as licensing requirements, what surveyors can do to be "non-traditional," facing technology head on, and what is the NSPS doing to help support the young surveyors were discussed.

Attending this meeting gave me an opportunity to be in the same room with many surveyors, young and old, who have so much passion for what they do and what the future holds. I can honestly say, I've never been part of a group like this. I left the meeting inspired and excited for what the future holds. I'm looking forward to continuing the momentum gained at the national level back here in Oregon.

In closing, I'd like to thank the PLSO for continued support, as well as Bob Neathamer, Tim Kent, Gary Anderson, Gary Johnston, John Thatcher, and Jim Greenman, who all shelled out their own hard earned money to make sure I was able to attend. Thank you all! ◊

For the Life of the Chicken

■ Lee Spurgeon, PLS

For the more dainty readers, I feel an obligation to warn you that this story has a tragic ending, so if you are prone to blanch at horrific things in life, perhaps this story isn't for you. We will wait while you make an exit.

Okay, now on with the story, one that is based on true events. By true events, I mean it in the Hollywood sense of the word, that is most everything is completely made up.

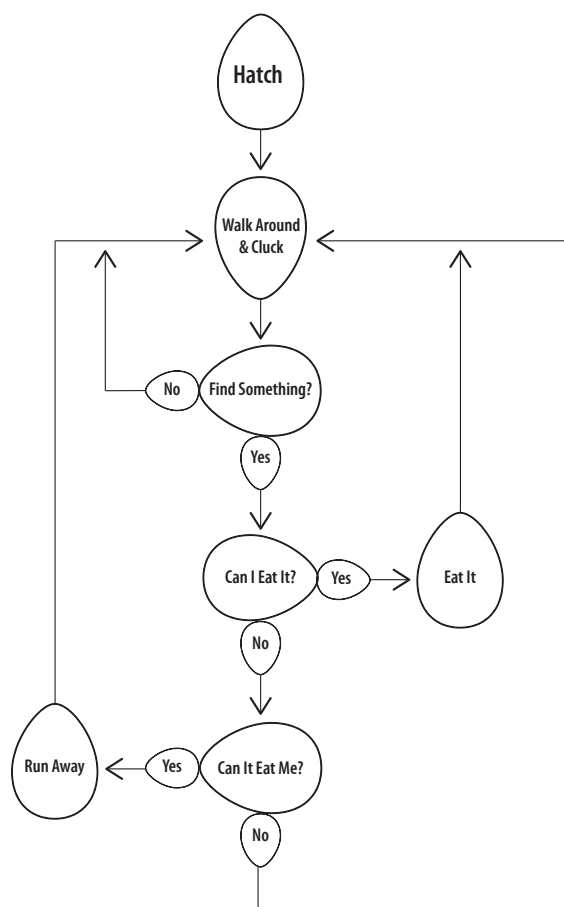
Our tale of woe begins in a quiet Portland neighborhood where two families, the Mortons and the Piszczks (not their real names) have lived next to each other for several decades. They got along well, looked after each other, remembered each other's birthdays and generally behaved as well as any neighbor in a 1950's sitcom might. The neighbors also knew their common boundary line was not where it was supposed to be. The plat map of their subdivision showed that the common line between the two properties was supposed to be at a 90 degree angle to the street, but the occupation line which is based on shrubberies and who mowed what, angled into the Morton's property from the street. The Mortons were more than happy to be accommodating neighbors for the sake of neighborhood peace and it was never a big issue until Mrs. Morton needed to care for her elderly mother and needed to sell the house and move to Arizona. The Morton's thought it was important to correct the boundary problem so that they wouldn't have to pass the problem on to a prospective purchaser. So far, this almost seems too good to be true, but there really are people out there who are decent citizens and who spend more than a little time trying to do the right thing.

The Mortons talked to the Piszczks and they agreed to split the cost of a survey and everyone would abide by the actual survey line. My company was hired and after getting signed work orders and a down payment on deposit we went out to investigate what exactly was going on with the common boundary line. The field crews discovered that the actual boundary line was much further into the Morton's property than anyone had imagined, but a deal is a deal and we set monuments and both parties agreed to the new boundary except for one minor problem.

Lying over the new boundary line was a chicken coop that was the residence of a single rooster named Jim. Jim isn't the real name of the rooster, the real name is actually Cogburn. Jim was an accidental Easter pet that happened to hatch from a fertilized egg that had been lovingly kept warm by one of the Piszczks children. Old Jim had lived

with the Piszczks for many years and the Piszczks felt that he would be upset if his longstanding home were simply picked up and moved over. The Mortons agreed that Jim's feelings should be taken into account so they called me up and asked about way in which the boundary could be established while still taking into consideration the feelings and sensitivities of Jim.

For those of you who were raised on a farm, the dispute would have been settled over a chicken dinner. Also, if you have lived on a farm you will know that worrying about the feelings of a chicken is a rather frivolous affair because chickens have no feelings. If one were to program a chicken, this is what the programming flow chart would look like:



(Note that a rooster has three extra lines of code, but as this is a family friendly magazine, we will just have to move on without mentioning it.) Also, if you would please note that nowhere in the programming of a chicken is there anything that even closely resembles feelings and sensitivities. A chicken doesn't love you and by virtue

of some psychological principle I heard from Oprah, you cannot love a chicken. But apparently the standard chicken operating system is only for rural chickens (future dinners) and does not apply to much more sophisticated city chickens who more closely resemble Disney characters, or so I'm told.

After looking at all the options for accommodating Jim, the parties agreed that the best option would be an easement that would expire at the end of the life of the chicken. When I talked to Bob, a colleague of mine, about the chicken easement he suggested that a license would be more appropriate. (Bob is not his real name. His real name is John Thatcher but John wisely decided he didn't want anything to do with a chicken easement so I will respect his wishes and not mention him at all.) **Warning! Educational content ahead!** The difference between a license and an easement is that a license is a contract between specific individuals over the use of a piece of land and an easement is a contract for the use of a piece of land that runs with the land. I immediately rejected the idea of a license because, well, because of **Chicken Easement!** I mean, who cares about a contract that isn't going to get filed and be a part of the permanent deed records of Multnomah County when you can be the proud author of the **Chicken Easement**. See what I'm getting at? How many people in the entire state, and possibly the entire country, and maybe even the entire world, and probably even the entire universe have ever written and filed a chicken easement? No one has to my knowledge. It would be a first in the history of land surveying. This is going to be my Magnum Opus, the greatest work of my career, the defining moment that would distinguish me from all of the other surveyors on the planet. The cruel world could take everything else away from me but I would still be the world's first and foremost expert on chicken easements.

So a chicken easement needs to be written and the descriptive language is something any surveyor can write, but the real tricky part is how to uniquely describe a chicken so that everyone would know exactly which chicken needed to die before the easement was extinguished. I suppose that the legal description of the chicken itself needed to have the same standards of care that were required for a legal description for the land. It had to unambiguously describe one and only one chicken. Conceivably, the Piszczks, their heirs, successors, and/or assigns could sneak in a counterfeit chicken if they just weren't feeling it in terms of moving the chicken coop, and really, how hard can it be to uniquely describe a chicken? As it turns out, really, really hard.

According to the Internet, there are roughly 50 billion chickens pecking their way out of a shell every year. If the average chicken has a lifespan of 6 to 12 years, we are looking at somewhere between 300 billion to 600 billion chickens on this planet. Since half are hens and half are

roosters, that narrows it down to 150 billion to 300 billion roosters. Jim also happens to be a Rhode Island Red which also reduces the number down to around 300 million. So at this point, we are nowhere near getting the number down to one unique chicken and I am running out of ideas. Time to call in the experts.

The phone call went something like this: "American Poultry Foundation. How may I help you?"

"Thanks for taking my call, I am a land surveyor and I need to precisely and uniquely describe a single chicken for an easement. I am wondering if there is some system for identifying chickens."

Click. Dang, must have gotten disconnected, lucky I have speed dial.

"American Poultry Foundation. How may I help you?"

"I am sorry we must have been disconnected, I was asking about describing and identifying a single chicken."

"See here mister, I can see through your shenanigans. You aren't fooling anyone. We know you are from the American Beef Federation and we are tired of your pranks. Chickens are still a valuable commodity, even if you can buy one for \$2.15 at the Cackle Hatchery. (True story). Just because we don't brand chickens doesn't mean we are inferior to the cattle industry so we can do without your constant harassment and condescension! Good bye and stop calling us and wasting our time!" Click.

Dang. That didn't go as well as I had hoped it would. I guess I am on my own on this one. Perhaps a call to the Piszczks would be useful.

Mrs. Piszczk did offer one nugget of information, Cogburn was named Cogburn because he walked like John Wayne. Okay, that is definitely going into the description, or it least it was until I checked out videos on YouTube of John Wayne walking and chickens walking and it soon became obvious that all chickens walk like John Wayne. That was no help at all. A phone call to the County Recorder let me know that fingerprinting the chicken or a photograph of the chicken was not possible because of concerns for reproduction quality. Another dead end so where does one go from here?

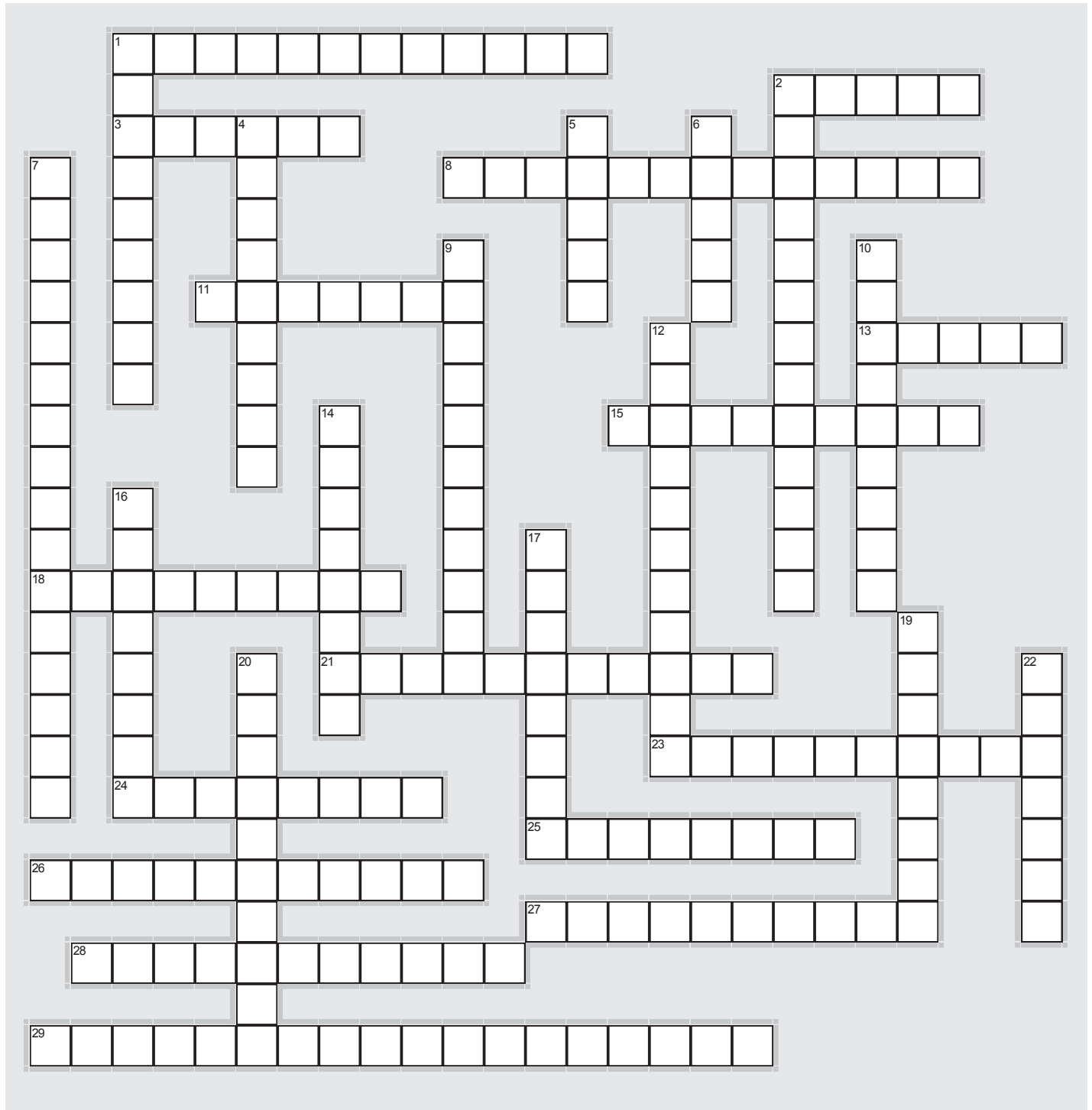
Nowhere. That is where it went. I got the phone call no one wanted to receive. Jim had passed on. Mrs. Piszczks was absolutely sure he was dead. No CPR was given. No resuscitation was attempted. This is truly a catastrophe in line with having a goat eat the Mona Lisa, painting the Sistine a nice neutral beige, or when they wrote in that annoying Scrappy Doo and ruined one of the best television shows in human history. No chicken easement means my moment for surveying greatness was over. There will never be another opportunity like that in my lifetime. A true tragedy.

Oh, and Cogburn dying, that was sad, as well. I loved that chicken and he loved me, too. ☺

The PLSO Crossword

■ Greg Crites, PLS

Theme: Surveyor Vernacular



Across

1. GLO accessory (12)
2. Light Detection and Ranging (5)
3. Accidental errors (6)
8. Used by British geodesists in the “Survey of India” to establish relative positions of remote mountain peaks (13)
11. A linear representation of the surface of the ground (7)
13. Something surveyors seldom admit to making (5)
15. Something surveyors claim to do better than anyone (9)
18. A basis for measurements (9)
21. A cartesian system (11)
23. Errors in measurement that are introduced by a faulty instrument setting (10)
24. A term used to describe the process a surveyor goes through to tie together controlling monuments to resolve a boundary (8)
25. An algebraic expression (8)
26. Adjusting a GPS RTK network to localized control (11)
27. A line of constant elevation (10)
28. The angular difference between magnetic and true north (11)
29. Standard unit of measurement in Oregon (18)

Down

1. Used to measure atmospheric pressure (9)
2. A commonly accepted process for adjusting errors in a survey (13)
4. The opposite of latitude (9)
5. NAVD 88 (5)
6. Proceeding around an arc (5)
7. A means for describing the perimeter of a parcel of land (16)
9. Often used to describe the PLSS (11)
10. Often confused with accuracy (9)
12. A written record of field work whilst performing a survey (11)
14. Often confused with precision (8)
16. Stone with an “X” (8)
17. The opposite of departure (8)
19. Two equidistant lines (8)
20. Feet to meters or visa versa (10)
22. The basic building block of the PLSS (7)

Answers on the page 15

Include spaces for answers with multiple words

BLM Public Land Survey Plats

■ *Mary J.M. Hartel, BLM, Chief, Branch of Geographic Sciences*

The following public land survey plats for Oregon were approved and/or filed during the period of September 2015 through December 2015.

Oregon, Willamette Meridian

T. 38 S., R. 3 E.	Dependent Resurvey & Subdivision of Section 13
Tps. 32 & 33 S., R. 3 W.	Dependent Resurvey, Corrective Dependent Resurvey & Subdivision of Section
T. 10 S., R. 4 E.	Dependent Resurvey & Subdivision of Sections
T. 23 S., R. 8 W.	Dependent Resurvey
T. 32 S., R. 3 W.	Dependent Resurvey & Subdivision of Section 35
Tps. 19 & 20 S., R. 2 W.	Retracement
T. 30 S., R. 15 W.	Dependent Resurvey
T. 22 S., R. 10 W.	Dependent Resurvey
T. 17 S., R. 4 W.	Dependent Resurvey, Subdivision of Sections & Survey
T. 39 S., R. 1 W.	Dependent Resurvey & Subdivision of Sections
T. 23 S., R. 9 W.	Dependent Resurvey & Subdivision of Sections
T. 41 S., R. 4 E.	Dependent Resurvey & Subdivision of Section 1
T. 24 S., R. 3 W.	Retracement
T. 40 S., R. 4 E.	Dependent Resurvey & Survey

The Surveying Merit Badge

Pat Gaylord is shown teaching the surveying merit badge to a group of Boy Scouts on March 12. To earn this badge requires running a traverse, completing a level loop, mapping the traverse to scale, showing the north arrow, who it was drawn by and other typical items that would appear on a survey map. Candidates must also bring a copy of the deed for their place of residence and write a legal description using their field traverse data in a metes and bounds format. Discussions also included current career opportunities in the surveying field. This merit badge is one of the oldest in scouting, having been established in 1911. ◉



A LEGAL DESCRIPTION
FOR THE SURVEYING MB

BEGINNING AT POINT #1 BEING A GOOD NAIL
WITH A PINK CHASER,

FROM POINT #1 AN ANGLE RIGHT OF $5-1-2$
FOR $11-2$ FEET TO A NAIL AT POINT #2

THENCE AN ANGLE RIGHT OF $1-2-3$ FOR $12-3$
FEET TO A NAIL AT POINT #3

THENCE $2-3-4$ FOR $3-4$ FEET

SURVEYING MERIT BADGE SURVEY

POINT #	ANGLE	DISTANCE
5		
1	0 1 "	XX.XX'
2	0 1 "	XX.XX'
3		
4		
5		
1		

LEAVE SPACE
@ THE BOTTOM

DATE _____
WEATHER _____

CREW
NAME 1 _____
NAME 2 _____
NAME 3 _____
NAME 4 _____

ABBREVIATIONS _____

LOCATION _____

15 Best Practices for Internship Programs

■ Reprinted with permission of the National Association of Colleges and Employers (see more at www.nacweb.org/internships)

Best Practice #1

Provide interns with real work assignments. *

Providing interns with real work is number one to ensuring your program's success. Interns should be doing work related to their major, that is challenging, that is recognized by the organization as valuable, and that fills the entire work term.

You can guarantee that hiring managers provide real work assignments by checking job descriptions, emphasizing the importance of real work assignments during a manager/mentor orientation session, and communicating with interns frequently throughout the work term to determine how they perceive what they are doing.

**Note: The best practices presented here assume the organization's goal is to convert interns to full-time hires and is therefore paying its interns. Unpaid internships present a number of problems for organizations focused on intern conversion, not the least of which is legal issues that arise if the unpaid intern is given real work assignments.*

Best Practice #2

Hold orientations for all involved.

It's important that everyone "be on the same page," so to speak. Make this happen by holding an orientation session for managers and mentors as well as a session for students. Orientations ensure that everyone starts with the same expectations and role definitions. This is time well spent—the effort you put into these sessions will pay off throughout the program.

Best Practice #3

Provide interns with a handbook and/or website.

Whether in paper booklet format, or presented as a special section on your website, a handbook serves as a guide for students, answering frequently asked questions and communicating the "rules" in a warm and welcoming way.

A separate intern website serves many of the purposes of the handbook, but has the advantage of being easy to change. You can use your website as a communication tool, with announcements from the college relations staff or even articles of interest written by the interns themselves.

Best Practice #4

Provide housing and relocation assistance.

Few employers can afford to provide fully paid housing for interns, but you'll find that you get a lot of appreciation if you offer any kind of assistance toward housing expenses. If that's not possible, provide assistance in locating affordable housing: For those relocating to the job site, the prospect of finding affordable, short-term housing can be daunting. Easy availability of affordable housing will make your opportunity more attractive to students, broadening your pool of candidates.

If you can pay for all or some of your interns' housing, be sure to design (and stick to) a clear policy detailing who is eligible. This will eliminate any perceptions of unequal treatment. In addition, be aware that employer-paid or employer-subsidized housing is considered a taxable benefit. Check with your internal tax department on exceptions to this.

You will also want to consider the issue of relocation, which is separate although related to housing. Many organizations pay some or all of their interns' relocation expenses to and/or from the job site.

Best Practice #5

Offer scholarships.

Pairing a scholarship with your internship is a great way to recruit for your internship program—and this is especially true if you are having difficulty attracting a particular type of student or student with a specific skill set to your program. Attaching a scholarship can increase your pool of candidates with the desired qualifications.

Best Practice #6

Offer flex-time and/or other unusual work arrangements.

Students mention flex-time as one of their most-desired features in a job. (A flexible time schedule during their internship eases their transition to the workplace.)

If you think about how students spend the day on campus (varied schedule each day, with varied activities such as work, class, social time), you can understand that 8 a.m. to 5 p.m. Monday through Friday is a bit of an adjustment for them. A flexible schedule can make them feel less chained in by an unchanging routine.

» continues on page 14 »

Other work arrangements that have been found successful with students include keeping them on as part-time, remote employees after they go back to school (depending on the type of work they do for you and whether they have a willing manager), and having them come back and work over school breaks for a couple of weeks. These are excellent ways to keep communications open and build a stronger bond.

Best Practice #7

Have an intern manager.

Having a dedicated manager for your intern program is the best way to ensure that it runs smoothly and stays focused on your criteria for success. Unfortunately, the size and resources available to most internship programs mean that this isn't always possible. If your program isn't big enough to warrant a dedicated full-time staff member, an excellent short-term solution is to hire a graduate student (look for a student working toward an advanced HR degree) to be your intern, and put this college relations intern in charge of the daily operation of the internship program. This gives the interns a "go-to" person, and gives you and your staff a break from the many daily tasks involved in running a program of any size. For this to work, you have to plan the program structure in advance (don't expect your intern to do it), and be very accessible to your college relations intern.

Best Practice #8

Encourage team involvement.

Involve your college recruiting teams—whether they are "volunteers" who participate in college recruiting, staff members dedicated to college recruiting, or some combination of both—in your intern program. They can sponsor social or professional development events, and help to orient the interns to your company culture. In my experience, college team members served as cooks at intern picnics, hosts at speaker events, and drivers for social outings such as ball games.

Best Practice #9

Invite career center staff and faculty to visit interns on site.

Although some programs—especially those that are very structured on the university side—make visits by career center staff and faculty a regular practice, most do not. In general, career center staff and faculty members have relatively few opportunities to visit employer work sites to see firsthand the types of experiences that their students are getting. By inviting them to your site, you will build a

better working relationship with these groups, which can lead to more student referrals, enhanced campus visibility, and increased flexibility on their parts when your business needs dictate it.

Best Practice #10

Hold new-hire panels.

New-hire panels are one of the best ways to showcase an organization to interns as a great place to work. These are panels of five or six people who were hired as new grads within the last three years. They act as panelists in a meeting of interns, giving a brief summary of their background and then answering questions from the intern audience. Your interns get insight about your organization from your new hires—people who they perceive are like themselves and who they consequently view as credible sources of information.

In these meetings, I've found that the interns consistently bring up the same topics: Why did you choose this employer over others? What was your first year like? How is being a full-time employee here different from being an intern? Do you recommend getting a graduate degree? In the same field, or an M.B.A.? Is it better to go straight to graduate school after the bachelor's or better to work a while?

It's also fairly consistent that the new hires will offer other types of advice to your interns, such as how to handle finances those first couple of years out of school. (Their typical advice: Don't run right out and buy a new car, and, Start contributing the maximum to your savings plan as soon as you are allowed.)

College relations staff should attend these sessions, but should remain unobtrusive, staying in the back of the room so as not to stifle the conversation. By being there, you stay aware of what is on the minds of your target group, and you can answer any detailed questions that may come up, such as those related to benefits.

Best Practice #11

Bring in speakers from your company's executive ranks.

One of the greatest advantages to students in having internships is the access they get to accomplished professionals in their field. Consequently, speakers from the executive ranks are very popular with students—it's a great career development and role modeling experience for interns. Having a CEO speak is especially impressive. Best scenario: Your CEO speaker is personable, willing to answer questions, and willing and able to spend a little informal time with the students after speaking—your interns will be quite impressed.

For you, having your executives speak to interns is another way to “sell” your organization to the interns, and get your executives invested in (and supporting) your program.

Best Practice #12

Offer training/encourage outside classes.

Providing students with access to in-house training—both in work-skills-related areas, such as a computer language, and in general skills areas, such as time management—is a tangible way to show students you are interested in their development.

You may also want to consider providing interns with information about nearby community colleges: Many students will be interested in attending during their work term to take care of some electives and/or get a little ahead with the hours they need to graduate. If you have the budget, you may also want to consider paying the tuition for courses they take while working for you, but, as is the case with housing, any assistance you can provide—even if it’s just providing them with information about local schools—will earn you points with students.

Best Practice #13

Conduct focus groups/surveys.

Conducting focus groups and feedback surveys with these representatives of your target group is a great way to see your organization as the students see it. Focus groups in particular can yield information about what your competitors are doing that students find appealing.

Best Practice #14

Showcase intern work through presentations/expo.

Students work very hard at completing their work and are generally proud of their accomplishments. Setting up a venue for them to do presentations (formal presentations or in a fair-type setting such as an expo) not only allows them to demonstrate their achievements, but also showcases the internship program to all employees.

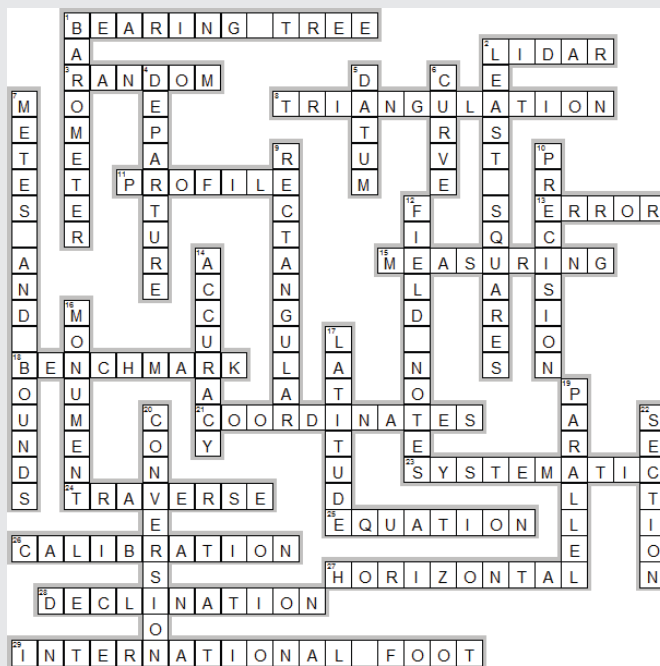
Best Practice #15

Conduct exit interviews.

Whether face-to-face or over the telephone, a real-time exit interview done by a member of the college relations team is an excellent way to gather feedback on the student’s experience and to assess their interest in coming back. Having the students fill out an exit survey and bring it to the interview gives some structure to the conversation. ◉

Answers to the PLSO Crossword

From page 10



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News Briefs

■ Paul Landau, PLS

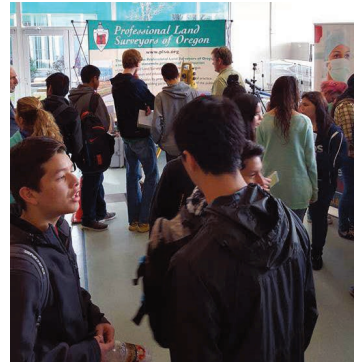
Hood River Valley High School Career Day

On February 10, PLSO members, Paul Landau, Brad Cross and Erik Carlson participated in the Career Day event at Hood River High School. After a slow start, curiosity got the best of the students and we were able to reel them in as to just what they were looking at. A robotic total station, with stinger and controller. Watching the gun follow the stinger impressed all that chose to get a closer look. We handed out a fair amount of literature and hopefully planted some seeds for future surveyors.

Thanks go out to Ray Griffin and Aimee McAuliffe for helping facilitate the booth access.



Speaking of the booth, its design totally impressed some of our presenter neighbors, so we took some pictures.



The Gorge Surveyor's Gathering

On Thursday, December 10, 2015, Bell Design Company of Bingen, WA, hosted "The (kind of) Annual Gorge Surveyors Gathering." The gathering was well attended. Companies represented besides Bell Design included Tenneson Engineering, Wyeast Surveying, Terra Surveying, the USFS and Klein and Associates.

Brad Cross, Hood River County Surveyor and Dan Boldt, Wasco County Surveyor conducted the meeting.

After introductions and dinner, Brad and Dan went over each other's contact information and office hours and then discussed briefly the new filing fee schedule for Wasco and Hood River counties.

The duties of a County Surveyor were reviewed and a new checklist for Records of Survey and Plats was introduced.

The bill to allow the County Surveyor to extend the deadline for indexing or correcting a survey was discussed. This is basically just a one word edit to ORS 209.250, from "must to may." It seems appropriate as there are times in rural Oregon that 30 days is not enough time for various reasons. Both Dan and Brad were hopeful for easy passage.

The Thomas Decision, a land-use opinion and order regarding legal lot determination in Wasco County was also discussed.

Ben Beseda gave a status report on the Columbia River Gorge National Scenic Area Urban Boundary Project.

Overall, I think the 15 or so attendees had a great time. I know I did, and I got to meet some new faces in our surveying community, and that's always a good thing.

Historic Highway Sculpture



Mr. Caswell with his work in progress.

Back on October 22, 2015, Rip Caswell, a Troutdale sculptor who is working on a piece to honor Sam Hill and Sam Lancaster commemorating the centennial of the historic Columbia River scenic highway. Mr. Caswell contacted Aimee McAuliffe needing some advice on what type of surveying instruments might have been used during the layout of the highway.

Aimee McAuliffe asked me to contact Mr. Caswell, so I did some research on what would have been the transit of choice in 1913–1914. I sent him some pictures and we talked about who else might have worked on the project. A little more digging revealed that an ODOT engineer by the name of John Elliot would have surveyed the portion of the scenic highway in Hood River County.

I am thinking that the centennial celebration, which begins on June 7 with a rededication of the highway at Multnomah Falls and continues on to July 23 with the Troutdale "Summerfest," might be a good opportunity for some PLSO outreach to the public!

The Lost Surveyor

■ Pat Gaylord, PLS

Question: Can you identify this newly discovered geologic feature in the Oregon wilderness?



The gates of Valhalla and the entrance to the slot canyon

Answer: Welcome to *Valhalla*, a newly discovered slot canyon located on the North Fork of the Breitenbush River in the Mt. Jefferson wilderness.

Valhalla was discovered by Mike Malone, a retired Forest Service employee who noticed it from a helicopter while flying over a forest fire in the Mt. Jefferson wilderness. Mike named the canyon Valhalla (from Old Norse Valhöll “hall of the slain”), which in Norse mythology is the great hall for Viking souls who died in combat and which is ruled over by the god Odin.

After several failed attempts to reach the inner canyon area over numerous years, Mike approached Oregon Public Broadcasting’s (OPB) Oregon Field Guide (OFG) about producing a story because he knew in his heart there was something special about this place. That began a year and a half effort that included ground and helicopter scouting trips

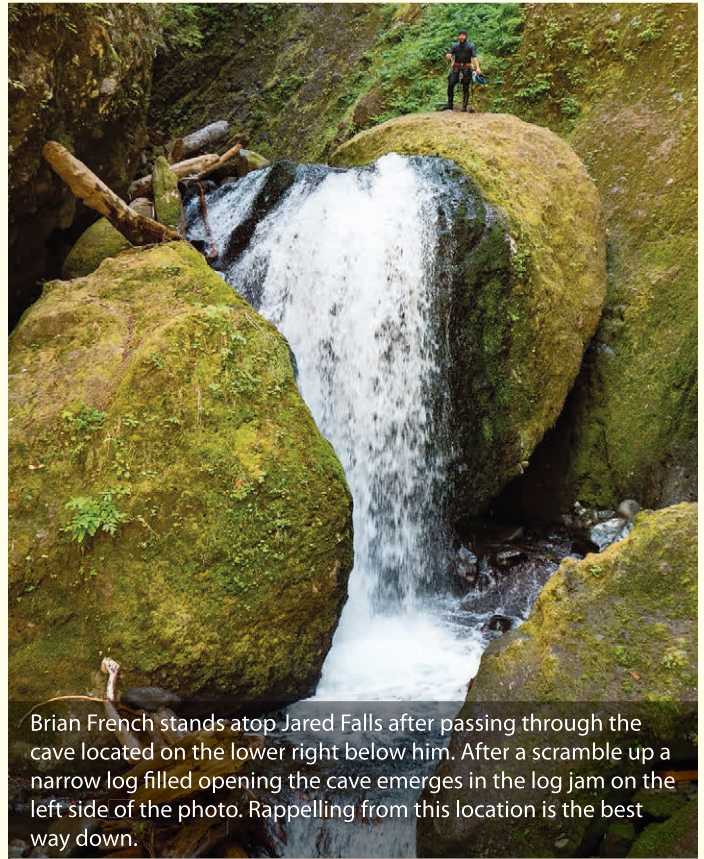
» continues on page 18»

» continued from page 17 »



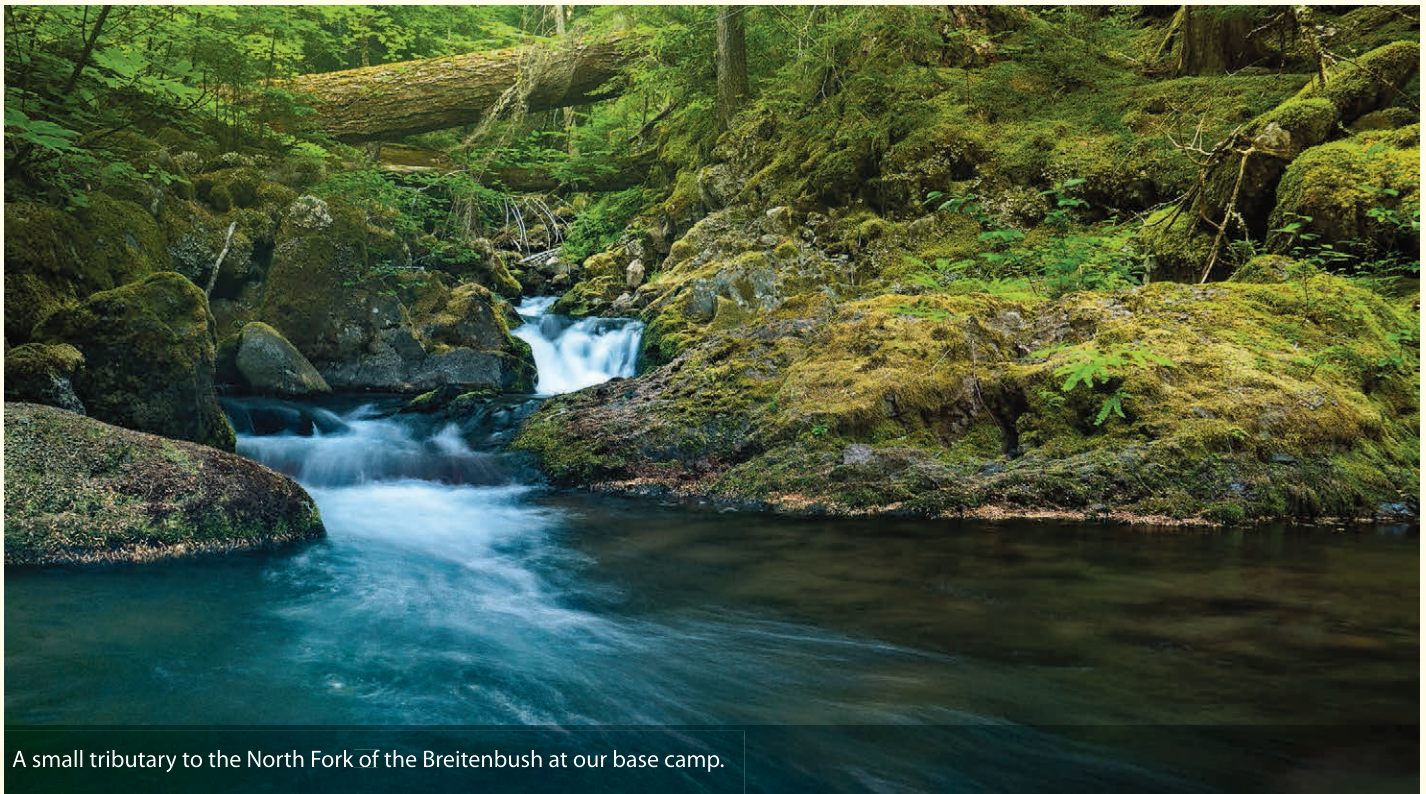
The slot canyon now known as Valhalla.

and a huge logistical effort to create a story. During the summer of 2015, I was fortunate to receive an invite from OFG to assist in their final expedition for the filming of this newly discovered wonder of Oregon. Spending three days in the wilderness with the OPB crew was a great



Brian French stands atop Jared Falls after passing through the cave located on the lower right below him. After a scramble up a narrow log filled opening the cave emerges in the log jam on the left side of the photo. Rappelling from this location is the best way down.

experience and the ability to witness this place in person was very special. Full of previously unknown waterfalls and posing great access challenges, Valhalla was one of OFG's largest logistically and technically challenging projects in their history. Many volunteers and literally



A small tributary to the North Fork of the Breitenbush at our base camp.

hundreds if not thousands of man hours were required to bring this story to the many viewers of Oregon Field Guide.

The lower end of the canyon is a slot canyon about 10 feet wide and nearly 100 feet high and draped in moss that even from a distance emits a soft green glow inviting you into the canyon. The lower slot canyon leads upstream to the first waterfall which has been named Jared Falls for a search and rescue team member who supported OPB on this story. Jared was a member of the “canyon crew” who explored this area on the OPB expedition and he was the first to discover the cave under the falls that leads to the top. The canyon walls are very unstable and we were subject to rock fall the entire time we were there. Jared Falls is no exception with rocks nearly 30 feet high forming the falls. The opening on the right side of the photo is the cave entrance that traverses across the river behind the rocks and under the falls to an opening which emerges on the top left of the falls. The base of the falls was the furthest point that I was able to explore and was just a small taste of what the rest of the crew experienced.

Upstream from Jared Falls is a rugged canyon system which contains numerous large waterfalls. The upper end of the canyon culminates at “Shangri-La” where two waterfalls, each nearly 100 feet in height, enter the canyon a short distance apart. Exploring the canyon requires mountaineering skills, special equipment and a proper safety plan. There is no cell service and help will be many hours away so don't do anything foolish. OPB's expert “canyon crew” took three days to travel less than one half mile. Their efforts included rappelling several large waterfalls, navigating numerous log jams and dodging falling rock from the canyon walls.

If you missed the episode of OFG which brought this area to life you can check it out on line at <http://www.opb.org/television/programs/ofg/episodes/2709/>. Also on this trip was the crew from Uncage the Soul productions who rappelled waterfalls and explored the inner gorge while capturing amazing footage. Uncage the Soul produced their own version of this adventure which offers a thought provoking message about exploring these locations and the impacts we can make upon the landscape by doing so. It is a great short video and I recommend you check it out as well at <http://uncagethesoul.com>. Look for Valhalla in the Documentary section. ◉

Editor's note: I would recommend that you consider putting on a good pair of headphones, queue up any recording of Edvard Greig's In the Hall of the Mountain King (Peer Gynt) on your stereo system, and watch the YouTube video of the OPB broadcast with the sound turned off on your television. This should transport you to the “right” frame of mind.

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www.linkedin.com/in/amcauliffe

PLSO OFFICE

PO Box 230548

Tigard, OR 97281

PHONE 503-303-1472

TOLL FREE 844-284-5496

FAX 503-303-1472

EMAIL office@plso.org

WEB www.plso.org

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LEGISLATIVE

Dave Williams
davew@hwa-inc.org

MEMBERSHIP

Gary Anderson
ganderson@westlakeconsultants.com

NSPS, OREGON GOVERNOR

Bob Neathamer, bob@neathamer.com

DACES LIAISON

Scott Freshwaters
sfreshwaters@chamberscable.com

THE OREGON SURVEYOR

Greg Crites, gac@deainc.com

PROFESSIONAL PRACTICES

Bob Neathamer, bob@neathamer.com

SCHOLARSHIP

Ben Stacy, bstacy001@hotmail.com

STRATEGIC PLAN

Gary Johnston, garyjohn@wildblue.net

TRIG-STAR

Open Position

TWIST

Tim Kent, takent@comcast.net

WESTFED

John Thatcher, johnsue648@gmail.com

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CHAPTER OFFICERS

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	President-elect	JT Haglund	jtaylorhaglund@gmail.com
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Mid-west 2	President	Donn Rowe	donnrowe@msn.com
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South Central 5	President	Mason Marker	mason.marker@oit.edu
	President-elect	TBD	
	Secretary/Treasurer	Rhonda Costin	costin.rhonda@gmail.com
Southwest 6	President	John Minor	johnminor3537@gmail.com
	President-elect	Mark Hoyer	mhoyer@campbellglobal.com
	Secretary/Treasurer	Jerry Estabrook	estabrooklandsurveying@yahoo.com
Umpqua 7	President	Brent Knapp	knapp@ieengineering.com
	President-elect	Adam DeGroot	adam.degroot@btsengineering.com
	Secretary/Treasurer	Weston Addington	waddington@Lrtco.com
Willamette 8	President	Daren Cone	daren.l.cone@oregon.gov
	President-elect	Kyle Latimer	latimerky@gmail.com
	Secretary/Treasurer	Paul Kowalczyk	paulk@pdgnw.com
Blue Mountain 9	President	Rod Lewis	lewis.survey@frontier.com
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