



Board for Professional Engineers and Land Surveyors



2008-2010 Strategic Plan

Adopted September 2008

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Table of Contents

Executive Summary	1
Mission Statement	2
Vision Statement.....	2
Goals	3
Board Description	4
Customers and Stakeholders	5
Values.....	6
Guiding Principles	6
Goals and Objectives.....	7
Appendix	10

Executive Summary

The Board for Professional Engineers and Land Surveyors is a progressive Board, known for its dedication and commitment to action. The Board maintains its drive through the strategic planning process by laying out goals and objectives to carry out its Mission and Vision for the future.

The Board held its first strategic planning meeting in February 1994. The current plan has been prepared in compliance with Chapter 779, Statutes of 1994, and is consistent with the direction stated in the Department of Finance's Strategic Planning Guidelines document. It was developed by Board members and Board staff with assistance and guidance from the Department's Strategic Organization, Leadership and Individual Development team (SOLID).

The strategic planning process focuses the Board and its staff in reaching its goals and objectives while keeping pace with emerging trends, political climate, and natural disasters. However, in the past several fiscal years, the Board has been limited in achieving some of its goals and objectives due to limitations on hiring and funding.

This update contains goals and objectives for fiscal years 2008 through 2010. The Board is funded through revenue generated by licensee and application fees and has an annual budget for fiscal year 2008/2009 of \$9,420,000. The Board receives no funding from state or federal taxes.

Mission Statement

The Mission of the Board for Professional Engineers and Land Surveyors is to safeguard the life, health, property, and welfare of the public by regulating the practice of professional engineering and land surveying. The Board accomplishes its Mission by:

- ✓ Licensing qualified individuals as professional engineers and land surveyors.
- ✓ Anticipating changes in the engineering and land surveying professions to ensure that the laws and regulations are contemporary, relevant, and responsive.
- ✓ Establishing regulations and promoting professional conduct.
- ✓ Enforcing laws and regulations.
- ✓ Providing information so that the public can make informed decisions regarding utilizing professional engineering and land surveying services.

Vision Statement

The Board for Professional Engineers and Land Surveyors will have a major role in ensuring that Professional Engineers and Land Surveyors provide the highest quality professional services.

- ✓ Consumers and licensees will have access to comprehensive information through a wide range of technology and facilities.
- ✓ California Professional Engineers and Land Surveyors will possess the knowledge, skills, and abilities enabling them to meet the expectations of clients and consumers.
- ✓ The public will have high degree of confidence in the engineering and land surveying of roads, bridges, buildings, other facilities and systems.

Goals

The goals of the Board will be the framework through which specific objectives are enunciated. The goals are:

1. Protect consumers by:
 - ✓ Providing information about the practices of engineering and land surveying and their relevance to California consumers;
 - ✓ Effectively discouraging violations of the law before they happen;
 - ✓ Promptly investigating and adjudicating violations of the law.
2. Promote laws and regulations that are clear, relevant, unambiguous, and functional.
 - ✓ Actively influence NCEES and the Model Law.
3. Increase public and professional awareness of the Board's:
 - ✓ Mission and Vision.
 - ✓ Activities that protect the health, welfare, property, and safety of the public.
 - ✓ Services to consumers and licensees.
4. Obtain adequate resources to meet the Board's Mission and Vision:
 - ✓ Have adequate staff to provide responsive services to the public and the profession.
 - ✓ Maintain a full Board.
 - ✓ Provide leadership in NCEES.
5. Increase licensure of Professional Engineers and Land Surveyors.
 - ✓ Promote licensure.
 - ✓ Participate in development of exams to assure relevancy.
 - ✓ Promote and facilitate comity.

Board Description

The Board consists of thirteen members: seven public members, one licensed land surveyor, and five licensed engineers. The Governor appoints eleven of the members and one public member each is appointed by the Speaker of the Assembly and the Senate Rules Committee. The five licensed engineer positions consist of a civil engineer, electrical engineer, mechanical engineer, structural engineer and an engineer licensed in one of the remaining disciplines. Of the licensed engineer positions, one is from a local public agency and one is from a state agency. All members are appointed to four-year terms limited to two consecutive terms. Each member can serve a one-year "grace" period at the end of his or her appointed term.

The Board is mandated to safeguard the life, health, property, and the welfare of the public by regulating the practice of professional engineering and professional land surveying. The work performed by engineers and land surveyors is highly technical, requiring specialized knowledge, examination and experience.

The Board fulfills its mandate by:

- ✓ Establishing qualifications.
- ✓ Administering examinations.
- ✓ Providing information.
- ✓ Investigating complaints.
- ✓ Enforcing its laws and regulations.

Customers and Stakeholders

Defining the customer of any regulated service is critical to evaluating the need for regulation. The Board's customers and stakeholders and needs for each include:

Customer/Stakeholder	Needs
<u>Individuals</u>	
• Public	Protection of health, safety, and welfare; information; and recourse
• Clients/procurers of services	Access to licensed practitioners; information; enforcement of laws and regulations; recourse
• Licensees	Administration of licensure; information; and enforcement of laws and regulations
• Applicants	Fair examinations; access to licensure; and information
• Students	Information
<u>Organizations who interact with the Board on a significant basis</u>	
• Legislature	Protection of the public interest and effective administration of programs
• Executive Branch	Protection of the public interest and effective administration of programs
• Department of Consumer Affairs	Protection of the public interest and effective administration of programs
• State and Local Public Agencies	Information, support and outreach
• Consumer groups	Information, support and outreach
• Professional Associations	Information, support and outreach
• Student Associations	Information, support and outreach
• National Council of Examiners for Engineering and Surveying (NCEES)	Support, participation and information
• California Colleges and Universities	Information, collaboration and participation in ABET reviews
• Out-of-state Boards	Coordination and information

Values

The Board will strive for the highest possible quality throughout all of its programs, making it an outstanding and effective regulatory organization.

The Board values:

- ◆ Interaction with customers (both individuals and organizations) that is professional and customer focused.
- ◆ A proactive regulatory role.
- ◆ A progressive and effective operation.

Guiding Principles

In conducting business, the Board assures that:

- ◆ Qualified applicants are processed timely.
- ◆ Disputes between consumers and licensees are investigated promptly and impartially.
- ◆ Staff is highly competent and contributes to the integral success of the Board.
- ◆ Information is available to all through a variety of mediums including a high profile, comprehensive outreach program and a current, instructive website.
- ◆ Violations of the law are discouraged before they happen and are investigated and adjudicated promptly when committed.
- ◆ Operations are managed strategically, performance is measured against defined standards, and programs and policies are evaluated in light of emerging trends, practices and technologies.
- ◆ Legislative and regulatory changes are approached proactively.

Goals and Objectives

GOAL 1: Protect consumers by:

- Providing information about the practices of engineering and land surveying and their relevance to California consumers.
- Effectively discouraging violations of the law before they happen.
- Promptly investigating and adjudicating violations of the law.

OBJECTIVES:

1. Reduce backlog of enforcement cases.
2. Develop and implement a proactive plan to expand enforcement outreach.
3. Enhance the Board's website.
4. Establish higher fines to discourage unlicensed activity.

GOAL 2: Promote laws and regulations that are clear, relevant, unambiguous, and functional.

- Actively influence NCEES and the Model Law.

OBJECTIVES:

1. Evaluate the Professional Engineers' Act, the Professional Land Surveyors' Act, and the Board Rules and request regulatory and/or legislative changes where appropriate.
2. Seek statutory authority for a fingerprint/criminal history program.
3. Implement an examination pass-through fee.
4. Amend delinquent reinstatement requirements.
5. Perform periodic review of penalty structure for unlicensed activity.
6. Amend the geotechnical engineering regulation.

GOAL 3: Increase public and professional awareness of the Board's:

- Mission and Vision.
- Activities that protect the health, welfare, property, and safety of the public.
- Services to consumers and licensees.

OBJECTIVES:

1. Establish a public awareness campaign for consumers/public, professional, and applicant outreach.
2. Review and update publications.
3. Review and update information provided to applicants.
4. Develop information regarding unlicensed practice.
5. Obtain more resources (staff, budget) for outreach programs.
6. Obtain more budget for out-of-state and out-of-country travel.
7. Obtain more budget for internet marketing.
8. Obtain and share unlicensed practice information with other states.

GOAL 4: Obtain adequate resources to meet the Board's Mission and Vision.

- Have adequate staff to provide responsive services to the public and the profession.
- Maintain a full Board.
- Provide leadership in NCEES.

OBJECTIVES:

1. Evaluate business processes and staffing functions to ensure effective use of human resources and equipment.
2. Develop a feasibility study for acquiring an integrated database that will maintain education, experience, examination, and enforcement data.
3. Update and maintain the Board's COOP/COG Plan.
4. Pursue funding to increase attendance at NCEES Annual and Zone meetings.
5. Develop incentives/compensation to retain quality Executive Officer and staff.

GOAL 5: Increase licensure of Professional Engineers and Land Surveyors.

- Promote licensure.
- Participate in development of exams to assure relevancy.
- Promote and facilitate comity.

OBJECTIVES:

1. Develop an early admissions program.
2. Seek legislative support for an early admissions program.
3. Seek support from professional societies.
4. Expand outreach program to encourage licensure.
5. Obtain resources to support program.

Appendix

Environmental Scan

Following is a list of current issues that are affecting the Board as well as engineering and land surveying disciplines in California.

Internal to the Board

- Severe state budget constraints which are likely to continue
- Backlog of enforcement cases due to external processing timelines through the Attorney General and Office of Administrative Hearings
- Diversity of engineering licensure disciplines, emerging disciplines, and review of Title Act licensure
- Emerging technology which is changing the engineering and land surveying professions
- Decline in graduates in the licensed discipline populations
- Consistency of passing rates on examinations
- California examination development

Department of Consumer Affairs, State and Consumer Agency and State Government

- Continued positive relationship with the Department
- The Governor's eGovernment Initiative
- Need for integrated systems for licensing and enforcement
- Privacy issues especially for Internet consumers
- Department's I-licensing program
- Governor's proposal for 20,000 new engineers

Statewide

- Engineering training and practice is moving into areas not regulated by the Board such as computer engineering and related technologies
- Increased specialization within the regulated disciplines
- State specific definitions of regulated disciplines do not always coincide with other states' definitions and/or licensing structures
- Expansion of the industrial, utilities, and contracting exemptions
- Changes to design/build concepts have altered the traditional roles and responsibilities of the practitioner
- Building codes have recently changed
- New materials are increasingly being used
- Increase in national and international practice
- Declining number of graduates in the licensed disciplines with an increased demand for practitioners in these disciplines to address infrastructure upgrades (highways, schools, hospitals, etc.)

- Increased demand for licensed land surveyors and insufficient number of licensed land surveyors or civil engineers authorized to practice land surveying
- Only two schools in California offer a Bachelor's Degree in land surveying
- Imminent retirement of record numbers of baby boomers causing increased shortages of competent, experienced engineers and land surveyors
- Unlicensed activity
- Declining passing rates on examinations in California
- Low pass rate of California engineers relative to other states
- Potential for a large earthquake to strike in California which will increase demand for licensed engineers and land surveyors
- Need for consumer education because of consumers' confusion as to when a licensed engineer or land surveyor is needed
- Accessibility to Board services and information
- Continuing professional development
- Need for licensee education of laws and regulations
- Less mentoring of graduate engineers and licensed engineers
- Less motivation to become licensed
- Expectations for eGovernment
- The Reporting of Legal Actions Program became operative 1/1/08
- California's population is growing in high-risk areas, such as areas with great seismic risk, or flood plains
- California's infrastructure is not keeping pace with the growing population
- Increasing population affects natural resources such as air and water, infrastructure, and the education system

National

- California has not adopted NCEES model laws
- Mobility of engineering and land surveying population nationally and internationally
- Support is growing for national licensure
- Comity is difficult for land surveyors coming into California
- Engineering and land surveying graduates have a lack of knowledge of the licensing process
- Differing standards for Accreditation Board for Engineering Technology (ABET) accredited and non-ABET accredited schools
- New engineering disciplines at a national level are not recognized by California law, thus creating administrative and licensing problems for these individuals and potentially causing a risk to the health, safety, and welfare of the public