



# Annual Report

2021-2022



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## It Started with “Molly” Malone, CE

Board Chairman 1935-1939

The Nevada State Board of Registered Professional Engineers met for the first time on April 1, 1935, at the engineering offices of King and Malone in Reno. Governor Charles G. Walker, MINE, of Beatty, and A R Thompson, HWY, of Las Vegas to this first Board, along with the State Engineer George W “Molly” Malone, CE. It was no surprise that the new appointees quickly elected the high profile Malone as their first Chairman. What better way to get this new Board off to a well-noticed start.

It was in 1919 that the Nevada Legislature first raised the prospect of a Board of Registration for Professional Engineers, with a statute providing for its establishment. As this controversial idea was just getting started around the country, the actual implementation occurred only when it was further mandated by the Legislature in 1935. That is when Governor E P Carville made this initial selection of Board members.

Since “Molly” Malone banged the gavel for the first time, there have been a total of twelve chairmen who have led the Board through this remarkable evolution of regulation in safeguarding the “life, health and property and promoting the public welfare” of Nevada citizens.

*by Jerry Higgins*  
**The Nevada Register**  
**January 2000**



## Who we are

The Nevada Board of Professional Engineers and Land Surveyors (NVBPELS) plays a vital role in safeguarding the public by regulating and providing leadership to the engineering and land surveying professions. These professionals design the infrastructure and communities that Nevadans rely on daily, ensuring public safety, technical excellence, and ethical conduct.

Established through the **Professional Engineering Act of 1919**, with land surveying added in 1947, NVBPELS has been working on behalf of the state for over a century. It protects Nevadans through rigorous licensing standards that ensure only qualified professionals shape the roads, bridges, utilities, and neighborhoods we use every day. Whether it's designing safe highways, mapping flood zones, or planning resilient communities, the Board's oversight powers the foundation of Nevada's growth, innovation, and sustainability.

Importantly, **NVBPELS costs Nevadans nothing**. The Board is fully self-funded through licensing fees, meaning it operates independently from the state's general fund. This ensures that taxpayers bear no financial burden, while maintaining high standards that protect lives, property, and the environment. This annual report highlights the Board's activities and finances from July 1, 2021 to June 30, 2022.

Looking to the future, NVBPELS remains committed to eliminating unnecessary barriers to licensure while ensuring public protections remain strong. This balanced approach positions Nevada to meet evolving challenges—from infrastructure modernization to environmental resilience—while supporting new talent entering and thriving in Nevada's market for engineering and land surveying professionals.

NVBPELS strives for continuous improvement to license qualified professionals as quickly as possible while ensuring that Nevada's communities are mapped, engineered, and built to be sustainable, and to support future generations.

# Who We Are | Purpose & Mission

## Purpose

As stated in Nevada Revised Statute 625.005, the purpose of the Board is to safeguard life, health and property and to promote the public welfare by providing for the licensure of qualified and competent professional engineers and professional land surveyors.

## Mission

Founded on the Board's purpose, the Board's mission is to uphold the value of professional engineering and land surveying licensure by assessing minimum competency for initial entry into the profession, and to ensure ongoing standard of professionalism by facilitating compliance with laws, regulations, and code of practice; and to provide understanding and progression in licensure by openly engaging with all stakeholders.

### Our Long-term Strategic Goals



Increase stakeholder understanding that licensure is essential to safeguarding the public



Grow number, quality, and diversity of engineers and land surveyors



Align regulations with Nevada's economic strategies



Continually improve operational processes and procedures

## About this report

This annual report highlights our achievements for the 2021-2022 financial year. This report also:

- **informs the public of measurable progress against our strategic priorities.**
- **ensures transparent and responsible reporting that meets governance best practice.**
- **provides information about Board activities and financial performance of NVBPELS.**
- **informs stakeholders, public, professional organizations, and government of our areas of focus as the regulatory body for the engineering and land surveying professions in Nevada.**

### Connect with us



[facebook.com/NVBPELS](https://facebook.com/NVBPELS)



[linkedin.com/company/nvbpeles/](https://linkedin.com/company/nvbpeles/)



[x.com/NVBPELS](https://x.com/NVBPELS)



[instagram.com/\\_nvbpels](https://instagram.com/_nvbpels)

## Outreach

### Strategies:

- Increase legislators understanding of the Board and engineers/land surveyors
- Evolve technical capability and expand social media presence
- Increase visibility of the Board
- Sustain resources for effective communication

## Licensure

### Strategies:

- Promote licensure to university students
- Increase public knowledge about the value of licensure
- Continuously improve licensing processes and procedures to support license portability
- Continuous evaluation of regulations to support efficiencies in the licensing process
- Provide options to meet land surveyor education
- Maintain relevancy of engineering licensure for emerging technologies
- Engage nationally/internationally to increase awareness of industry trends

## Regulation

### Strategies:

- Maintain currency and applicability of statutes and regulations
- Increase relationships with key stakeholders
- Increase awareness of new/emerging technologies and consider potential changes that might be needed in relation to statutes and regulations
- Participate in relevant national/international working groups

## Operational Excellence

### Strategies:

- Maintain effective staff capacity
- Maintain business plan for resource allocation to support Board goals
- Maintain effective office and administrative processes
- Build a data collection strategy to ensure we have data needed for effective decision making
- Increase transparency and communication with stakeholders of Board functions, operations, and initiatives

## Board Members and Terms

Board members are appointed by the governor and may serve a total of four 3-year terms.



**Michael Kidd, PLS**

**Board Chair**

First appointed July 1, 2014,  
by Governor Sandoval

Michael Kidd serves as the City Surveyor for Henderson, overseeing land surveying, right-of-way, and property management. His career began in 1985 with the U.S. Air Force, working on construction, mapping, and boundary projects across Arizona, Nevada, Honduras, and Panama. He was President of the Southern Chapter of the Nevada Association of Land Surveyors in 1999. Michael has also served on several NCEES committees, including the Professional Surveyor Exam Committee and Finance Committee.



**Thomas Matter**

**Board Vice Chair**

First appointed April 18, 2018,  
by Governor Sandoval

Tom Matter, the first public member to serve as board vice-chair, is currently a Project Manager for Mountain West Builders, where he leads diverse vertical construction projects. Previously, he was Vertical Market Manager at Granite, responsible for regional growth in vertical construction. Tom holds an engineering degree from UNR and has over 10 years of experience in construction and engineering design. He serves on the University of Nevada Alumni Football Association board and is supports athletic programs at UNR.



**Karen Purcell, PE**

**Board Past Chair**

First appointed July 1, 2015,  
by Governor Sandoval

Karen Purcell is the founder and president of PK Electrical, a consulting firm with over 29 years of experience in electrical engineering. Her notable projects include Project Neon, the University of Nevada Engineering Building, Nevada State Veterans Home, and Denver Concourse expansions. Karen authored *Unlocking Your Brilliance: Smart Strategies for Women to Thrive in STEM*, a book inspiring young women to enter and excel in STEM fields.



**Angelo A Spata, PE**

**Board Member**

First appointed July 1, 2018,  
by Governor Sandoval

Angelo Spata is the Engineering Director for Kiewit Engineering Group in Las Vegas, where he managed the design for Project Neon. Angelo is active in the Nevada chapters of APWA and ASCE and has led educational programs in Clark County schools. He supports the Nevada STEM initiative and the Fuel Revenue Indexing campaign, which enhances transportation infrastructure across the state.



**L Brent Wright, PE/SE**

**Board Member**

First appointed July 1, 2017,  
by Governor Sandoval

Brent Wright, founder and CEO of Wright Engineers, is a structural engineer licensed in 39 states. He has led engineering on numerous large-scale projects, including the Stratosphere Tower. Brent holds BS and MS degrees in civil engineering from Brigham Young University and serves as chairman of the Board of Appeals for Las Vegas's Department of Building and Safety. A founder of the Structural Engineers Association of Southern Nevada, he also authors the Right Brain Blog, a humorous look at the engineering industry.



**Gregory P DeSart, PE**

**Board Member**

First appointed October 1, 2016,  
by Governor Sandoval

Reappointed July 1, 2021,  
by Governor Sisolak

Greg DeSart is the president of Geotechnical & Environmental Services, Inc, and owner of Eagle Drilling Services, LLC, with extensive experience across 4,000 Nevada projects. A licensed civil engineer in Nevada and California, Greg earned his degree in geological engineering from University of Nevada Reno. He has served as President of the American Council of Engineering Companies, Chairman for the Air and Waste Management Association, and as Past Chairman for the University of Nevada Las Vegas Civil and Environmental Engineering Advisory Board.



**Matthew Gingerich, PLS**

**Board Member**

Appointed July 1, 2019,  
by Governor Sisolak

Matt Gingerich leads the Land Resources department for NV Energy's northern service territory. Over the past 20 years, he has contributed to projects supporting Northern Nevada's utility infrastructure, including a major 500-kilovolt transmission line linking northern and southern Nevada. Matt has served as President of the Nevada Association of Land Surveyors and chaired the Western Federation of Professional Surveyors.



**Robert Fyda, PE**

**Board Member**

Appointed August 31, 2020,  
by Governor Sisolak

Robert Fyda is an environmental engineer at the Southern Nevada Health District, overseeing the Safe Drinking Water program, Legionella investigations, and septic plan review. With expertise in decentralized water systems, he works closely with local and state agencies to protect groundwater resources. Robert earned a BS in Chemical Engineering and an MS in Biomedical Engineering from Columbia University. A Bloomberg Fellow, he is pursuing a doctorate in Public Health at Johns Hopkins, focusing on U.S. environmental challenges.



**Lynnette Russell, PE**

**Board Member**

Appointed September 1, 2020, by  
Governor Sisolak

Lynnette Russell, Assistant Chief of Project Management at NDOT, manages a team delivering Nevada's largest public works projects. Since moving to Nevada in 1999, she has held positions in both public and private sectors, including roles as Resident Engineer. Lynnette has served as Southern Branch Chair of APWA and is currently Director I for APWA.



# The Year in Review

## A Year of Growth and Purpose

As we look back on the past year, it's clear that 2021-2022 was a period of strategic growth, innovation, and steadfast commitment to our mission. The Nevada Board of Professional Engineers and Land Surveyors (NVBPELS) continued to uphold its responsibility of safeguarding the public while advancing licensure efficiency and embracing technology to meet the evolving needs of Nevada's professionals and communities.

From modernizing regulations to streamlining licensing processes, the Board has worked tirelessly to reduce barriers for qualified professionals while maintaining rigorous standards. Whether implementing new pathways for international applicants, launching updated resources, or engaging with stakeholders to address emerging challenges, our efforts this year have been driven by a single goal: to support the professionals who shape Nevada's infrastructure while protecting the public.

Join us as we highlight the milestones, initiatives, and achievements of the past year in The Year in Review. This section showcases how NVBPELS continues to adapt, innovate, and lead as a model for regulatory excellence across the nation.



## Message from Michael Kidd, PLS

This year, we've made great strides in modernizing our regulations and increasing public engagement, all while maintaining our commitment to public protection. By streamlining licensure and embracing technology, we're ensuring Nevada's engineers and land surveyors can thrive and contribute to the state's continued growth.

Our public engagement has escalated this year due to increased public participation in meetings as the Board continues to hold meetings virtually. We engaged with our stakeholders to advocate for statutory and regulatory changes to modernize regulation of the engineering and land surveying professions—ultimately buttressing public protections while eliminating unnecessary barriers to licensure and speeding the processing time for granting licenses. Our social media platforms are gaining traction, achieving wider engagement and increasing opportunities for communicating with a broader audience.

Our dedicated Board members and staff are continuing their great work, thriving in a hybrid work environment to continue delivering on the Board's 5-year strategic plan. This year considerable actions were taken to deliver on Board strategies—

- **modernizing statutes and regulations**
- **improving key messaging on Board website and amplifying messaging using social media**
- **building on successes highlighted as a 2019 recipient of the Nevada Taxpayer Association Cashman Good Government Award**
- **optimizing resources and expenditures to improve Board operations**

I hope you find the 2021-2022 Annual Report informative. Not only is it a snapshot of our strategic goals and outcomes, but it shows the breadth of work that we do as a regulatory board and the collaboration with our stakeholders which is key to our success.

A handwritten signature in blue ink, appearing to read "Michael Kidd". The signature is fluid and cursive, written over a white background.

Michael Kidd, PLS  
Board Chair



## Message from Patty Mamola, PE

I am thrilled to be the Executive Director of the Nevada State Board of Professional Engineers and Land Surveyors. It has been a remarkably productive year which could not have been possible without the incredible Board staff that has worked hard to actualize the Board's strategies.

NVBPELS is a jurisdiction that has long played an instrumental role in Nevada's success. Engineers and land surveyors are often the invisible heroes that play key roles in creating and sustaining the communities we call home.

COVID-19 has created a paradigm shift in how we work and live our lives. Technology quickly evolved to enable work to be done anywhere on projects located anywhere in the world. NVBPELS was strategically poised to accommodate this change to enable professional engineers and land surveyors to continue to work within this new paradigm.

2021-2022 has been a strategically important year. We are meeting our goals in a methodical way, using data to gain better understanding and give us certainty of the relevance and effectiveness of our strategies.

**1,215 engineers and 25 land surveyors were added as licensed professionals—a total of 1,240.** We are licensing a continually increasing number of qualified professionals at record speed—three days or less after receiving a completed application—to support the skills needed for Nevada's economy to continue to prosper and for our communities to thrive.

We undertook updating of our regulations to aid the skills shortage enabling quicker licensing of comity applicants including qualified international applicants, who bring new skills to Nevada, supporting Nevada's legislative initiatives to encourage innovation and new technologies.

We are acting on a window of opportunity through well-timed advancement in technology, updating our website and stepping up efforts for public communication by enabling virtual meeting participation and implementation of social media strategies.

As we look to the future, NVBPELS remains committed to fostering growth and innovation in Nevada's engineering and land surveying professions. The challenges of recent years have only strengthened our resolve to adapt and thrive in a rapidly changing world. Our ability to license professionals swiftly, embrace technological advancements, and continuously reviewing and updating statutes and regulations ensures that Nevada remains competitive, innovative, and prepared for the future.

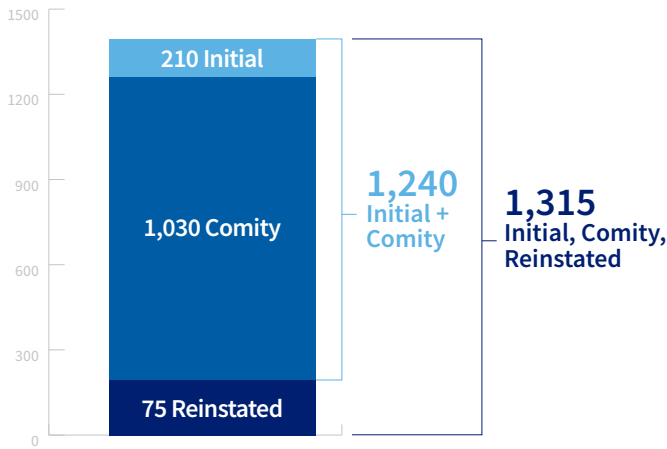
We are excited to continue to protect the public while supporting the professionals who build the foundation of our state and play a critical role in creating sustainable, thriving communities for generations to come. Together, we are positioning Nevada for continued success and prosperity, and I am excited to be on this journey with you.



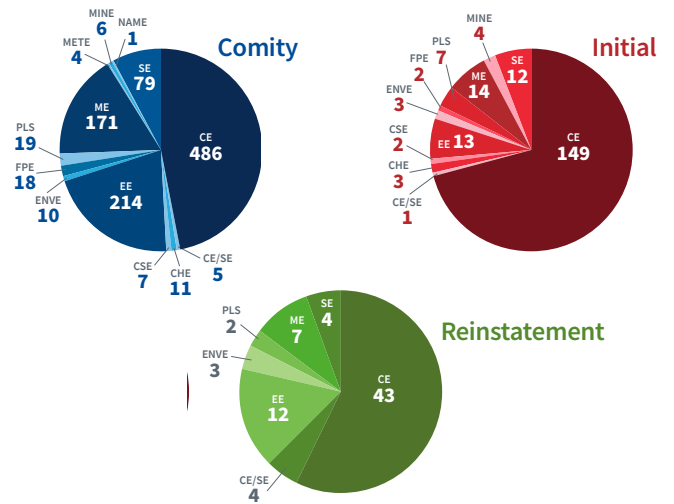
Patty Mamola, PE  
Executive Director

# The Year in Review | 2021-2022 Highlights

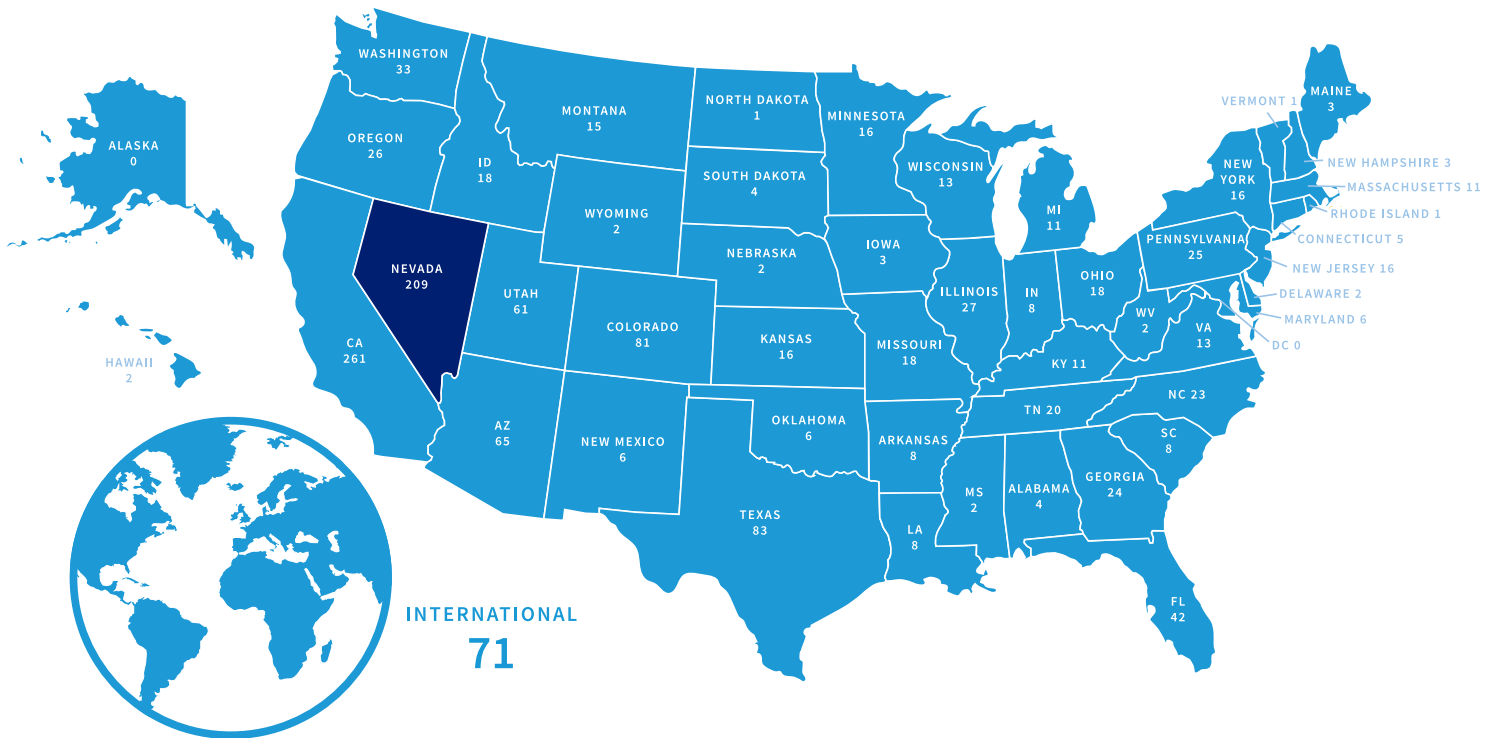
### New Nevada Licensees Added by Type



### New Nevada Licensees Added by Discipline



### New Nevada Licensees Added by State



## Increase stakeholder engagement understanding that licensure is essential to safeguarding the public.

### Social Media

In 2019 we developed a public outreach plan that included social media, officially launching in January 2020. The plan was refined in 2021 with the following adjustments:

- Shifted focus to younger audiences, particularly college students
- Explored more direct engagement methods, such as career fairs
- Reduced posting frequency to make content more targeted

Since we are relatively new to social media and have observed small but steady growth in followers and engagement, we will continue with the program. Moving forward, we will closely monitor social media analytics to assess whether our objectives are being met.

	July 1, 2021 - Dec 31 2021			Jan 1, 2022 - Jun 30 2022		
Total Followers:	258	45	191	276	50	214

Social media saw small but steady increases in followers and engagement.



Examples of the top-performing social posts of 2021-22

### Website

As part of our social media strategy, we began adding blog posts to our website. Website traffic now provides an additional measure of engagement, and by combining social media with web content, we offer multiple touchpoints to demonstrate our commitment to stakeholders. By analyzing overall site traffic, we can attribute some of this increase to our social media efforts.

### Electronic Communications

Email campaigns are a primary driver of website traffic. Significant traffic spikes align with our email blasts promoting newsletters, blog posts, and important updates for licensees:

- **MailChimp - Nevada Connection Newsletter – October 2021**  
45% open rate (6,879 opened)
- **MailChimp - Notice of Public Hearing - Intent to Adopt Regs November 2021**  
45% open rate (7,449 opened)
- **MailChimp - Nevada Law and Ethics Webinars – May 4 and May 11, 2022**  
21% open rate (453 opened)

# The Year in Review | Outreach

## Webinars

Following changes to Nevada Administrative Code 625.430 regarding continuing education, we introduced two free webinars: one on Nevada Law and another on Professional Ethics.

We first offered these webinars in May 2022 and plan to continue offering them twice a year, in May and November, enabling licensees to fulfill the new continuing education requirements. The webinars are also recorded and available as YouTube videos on our website, allowing those who cannot attend the live sessions to earn the same Professional Development Hours by viewing the recordings.

Attendance for each of the initial webinars was capped at 500 participants. Since they were posted on YouTube, the Nevada Law webinar has received an additional 1,324 views and the Professional Ethics webinar has received an additional 1,183 views.

## Government Engagement

Though initially not part of our public outreach program, the Best Practices Guide for Quality Plan Submittals has become a significant component of our outreach efforts in 2021 and 2022.

In early 2021, public agencies voiced increasing concerns over poor-quality submittals, which often required more than three reviews and led to costly delays. Professionals, on the other hand, were frustrated with the repeated submittals and their associated costs and delays. To address these issues, we facilitated discussions between public agencies and industry professionals regarding plan quality for public projects.

We then led the formation of a task force, spearheaded by the City of Henderson, to analyze the issue and recommend improvements to the submittal process. This Quality of Plan Submittal Task Force (QPSTF) included volunteers from state, county and city agencies, private firms, and NVBPELS. The task force's mission was to develop a Best Practices Guide for use by both agencies and industry.

Patty Mamola and Board staff facilitated regular meetings, led the review process, and took on the writing and production of the guide. Scheduled for release in fall 2022, the guide will be freely available on our website.



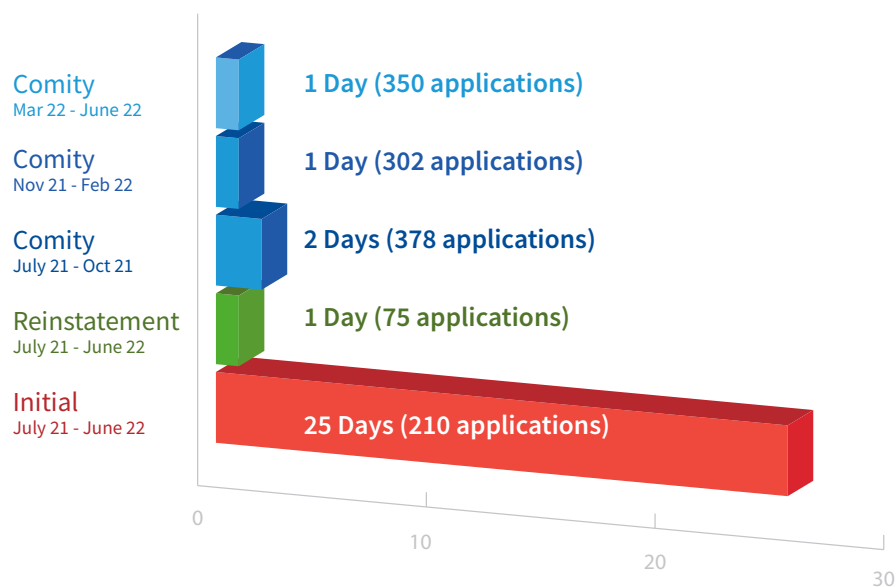
## Grow number, quality, and diversity of engineers and land surveyors.

### Application Process

In April 2021, the Board’s regulatory changes enabled a streamlined review process for endorsement/comity applicants. Applicants meeting the NCEES standards for Model Law Engineer (MLE), Model Law Structural Engineer (MLSE), or Model Law Surveyor (MLS)—indicated by a model law icon on their NCEES records—are now eligible for staff-level approval. This change reduced the average comity license approval time from 75 days to less than 5 days.

To expedite initial licensure, the Board added an interim monthly board meeting to review and approve first-time license applications. This reduced the average approval time for first-time licenses from 75 days to 25 days or less.

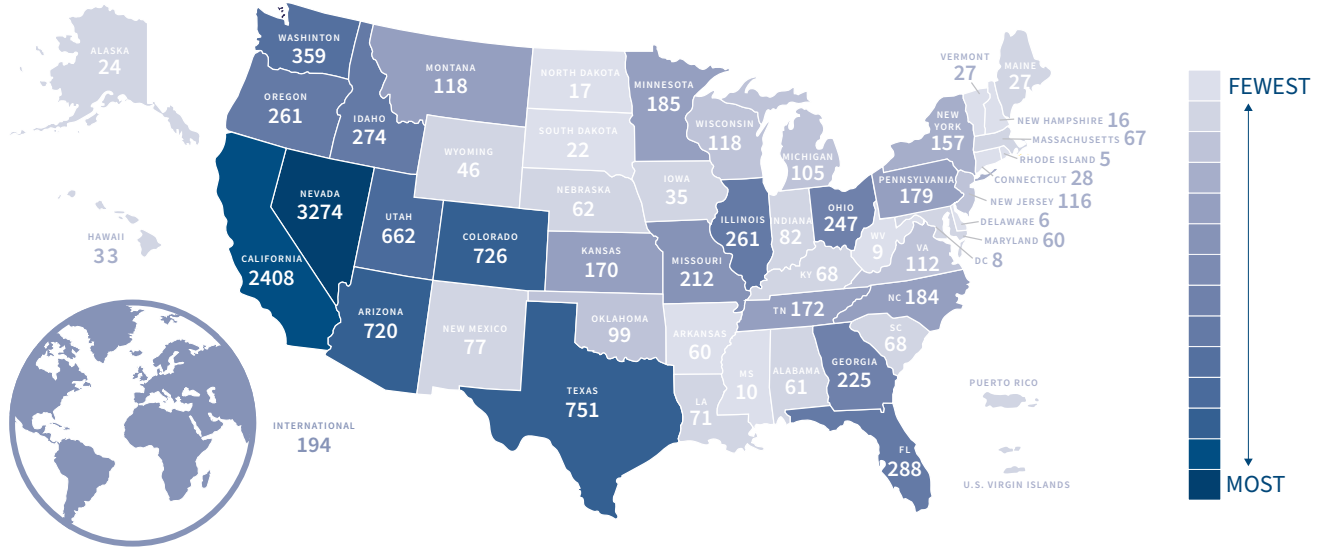
Average days from receipt of completed application to notification of approval



### Pathway to Licensure for International Comity Applicants

As part of our process improvements, we implemented regulatory updates in April 2021 in line with the International Engineering Alliance’s mobility agreements, creating a pathway for international license portability. Nevada engineers now have a streamlined path for licensure in other countries, while engineers from non-US jurisdictions participating in these agreements can pursue comity licensure in Nevada. This initiative helps diversify Nevada’s engineering workforce and enhances state capabilities by introducing new skills and innovative engineering solutions. Nevada is the first US jurisdiction to establish this pathway, setting a model other states are now adopting.

## Nevada Licensees with Active Status in 2021-2022 by State of Residence



### PLS Exam Rewrite

In 2021, Board Executive Director Patty Mamola led an effort to update the Professional Land Surveyor (PLS) exam, which had become outdated. Board Chair Michael Kidd, PLS, organized a committee of Nevada surveyors to modernize the exam by transitioning it from a closed-book to an open-book format with virtual proctoring. Launched in January 2022, the updated exam, now available on-demand, has resulted in a 300% increase in exam participation, providing a more accessible and flexible testing experience for surveyor candidates.

### Decoupling of Land Surveying Exams

In early 2021, Nevada became the first US state to decouple professional experience requirements from the national PS (Professional Surveyors) exam, as enacted by Nevada Assembly Bill 173. Previously, land surveyor licensure required candidates to complete four sequential steps:

1. Earn a 4-year land surveying degree (effective July 1, 2010)
2. Pass the Fundamentals of Surveying (FS) exam
3. Accumulate four years of land surveying experience
4. Pass the Professional Surveyor Practice (PS) exam

Decoupling allows candidates to take the PS exam before completing the four-year experience requirement. This change removes a significant barrier to licensure and enables more individuals to enter the profession.

## Aligning regulations with Nevada’s economic strategies.

### Regulatory Changes

In November 2021, the Board completed a comprehensive regulatory update that began in 2017. This review covered 37 regulations, resulting in updates to 32, the repeal of 5, and the addition of 1 new regulation. The primary goals were to eliminate unnecessary barriers to licensure, support Nevada’s economic strategies, and streamline the licensure process while upholding public safety.

Key updates from 2021-2022 include enhancements to Board complaint procedures, investigations, and disciplinary actions, highlighted as follows:

- **Strengthening due process rights for licensees**
- **Limiting probationary conditions to address concerns about overly broad requirements on licensees**
- **Shifting advisory committees to serve as confidential investigative tools rather than public processes**
- **Codifying the Board’s Rules of Practice for resolving complaints**

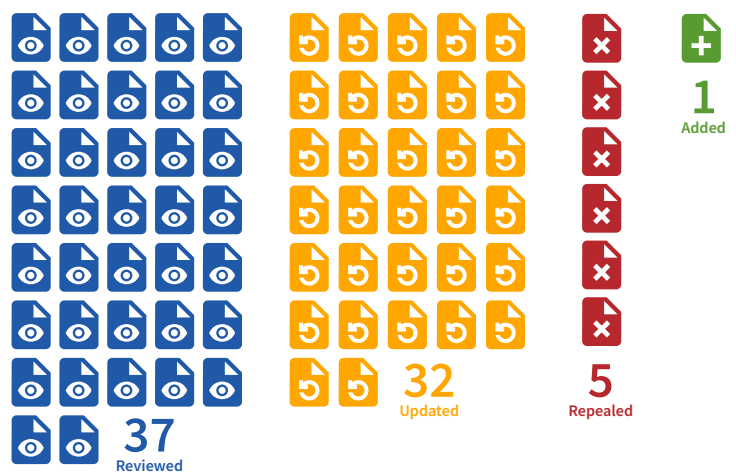
### Statutory Changes

During the 2021 legislative session, the Board submitted a bill draft request to amend statutes, focused on removing barriers to licensure and strengthening public safety. As noted in the licensure section, this included support for legislation allowing candidates to take the national Professional Surveyor exam before completing the four-year experience requirement, making licensure more accessible and encouraging new professionals to enter the field.

Additionally, the Board worked with the Public Utilities Commission of Nevada (PUCNV) to eliminate the engineering license exemption for gas pipeline utilities. With this statute change, PUCNV will develop regulations to define when a licensed professional engineer must oversee and approve high-pressure gas line work conducted by utility companies.



### Regulation Changes 2021-2022



## Striving for continuous improvement in operational processes and procedures.

### Website Improvements

#### Public-facing User Interface

Through analysis of phone inquiries, stakeholder feedback, and website analytics, we identified the most frequently requested information:

1. Finding Engineers and Land Surveyors
2. License Renewal
3. Apply for Licensure – Comity
4. Apply for Licensure – Initial
5. Firm Registration and Renewal
6. Statutes and Regulations
7. PDH Requirements and Continuing Education

We redesigned our website to prioritize these popular areas, making the information easily accessible on the homepage. Additional explanatory text was also added to reduce questions that typically led to phone calls. As a result, the website redesign made information more readily available, significantly reducing the volume of incoming calls and eliminating the need for repeat calls and responses.

#### More Time to Listen

With a reduced number of phone inquiries, staff members can dedicate more time to each caller, allowing for a more personalized, attentive response. This has led to fewer follow-up calls, improved responses for first-time callers, and a policy of responding to all emails within two hours and returning all phone calls the same day. Many callers express their appreciation, often noting that Nevada’s Board is one of the most responsive and helpful boards they have encountered.

### Technology Upgrades

#### Modernizing Licensing Functions to Support Nevada’s Economic Goals

Several essential licensing functions, such as comity applications and approvals, were still processed manually as recently as 2021. This reliance on manual reviews by Board members and the executive director caused delays and lacked full transparency, impacting licensees, firms, and Nevada’s economic goal of enabling qualified professionals to enter the workforce quickly. These delays were costly for both applicants and firms, and they created a deterrent for new firms considering Nevada as a business location. In response, we prioritized website and back-office database upgrades to streamline and modernize licensing processes.

## Paperless Application Processing

The initial phase of digital licensing began in 2015, with the rollout of an online system; however, paper applications were still in use until 2017. Significant advancements were achieved in 2017 when we transitioned from paper applications to electronic documents and integrated the NCEES (National Council of Examiners for Engineering and Surveying) database system. This integration enabled a seamless, standardized approach to licensing.

The NCEES system allows applicants to create a centralized account, consolidating all required documentation for licensure across US jurisdictions. Through this system, applicants can verify their credentials and create an official NCEES Record, which can then be transmitted directly to any state as a standardized license application. By adopting the NCEES Record as Nevada's required application format, we eliminated numerous manual tasks and fully transitioned to a paperless system for licensing applications.

This shift offered major efficiencies for Board staff and applicants alike. Applicants could now compile their information once, storing it within the NCEES system, and simply transfer their verified NCEES Record to any US licensing jurisdiction. Previously, applicants had to duplicate this process for each state where they sought licensure, resulting in redundant work and delays.

The transition to digital processing for licensing, renewals, and firm registrations not only eliminated the need for physical documents but also significantly reduced the volume of incoming and outgoing mail.

## Future Technology Enhancements

As part of our commitment to operational excellence, we are actively pursuing technological advancements to further enhance the efficiency of licensing and renewal processes for professionals and firms. These upgrades are aimed at supporting Nevada's workforce goals by streamlining application processing, minimizing administrative delays, and creating a more attractive environment for new professionals and businesses to establish themselves in Nevada.

Our continuous improvements will help ensure that applicants experience a faster, more transparent licensing process that keeps pace with the demands of today's digital economy. By simplifying and modernizing these processes, we are committed to providing a seamless experience that enables qualified professionals to join Nevada's workforce quickly, reinforcing Nevada's economic strength and adaptability.

## Staff Cross-training

With a small team, cross-training is essential to maintain continuity of operations and provide better customer service. All staff members are trained to answer calls directly, ensuring inquiries are addressed quickly. This approach requires each staff member to understand the Board's functions, as well as basic licensing and compliance processes, allowing us to respond knowledgeably to a wide range of questions. Calls are often discussed among team members, further reinforcing knowledge and serving as a practical training method.

# The Year in Review | Operational Excellence

## Licensing Training

The Board's licensing specialist provides ongoing training to all staff on the fundamentals of the licensing process. The continuous training is reinforced through real-time phone calls and emails, enhancing everyone's understanding.

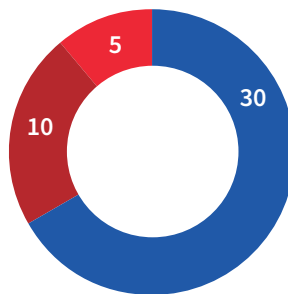
## Compliance Training

Each staff member is required to complete the National Certified Investigator and Inspector Training (NCIT) Basic Program, which covers foundational investigation techniques and procedures. Because compliance calls often start with frustrated clients, our training emphasizes de-escalation and conflict resolution. This strategy allows us to resolve many issues at the staff level, preventing escalation to formal complaints and Board-level involvement.

## Training Documentation

As cross-training expanded, the need for clear, accessible documentation grew. We developed a reference library to document training materials, procedures, and frequently addressed questions. This library is regularly updated, serving as a valuable resource for both new and existing team members.

Compliance Activity 2021-2022



### 45 Total Complaints Filed

30 Finding of No Violation

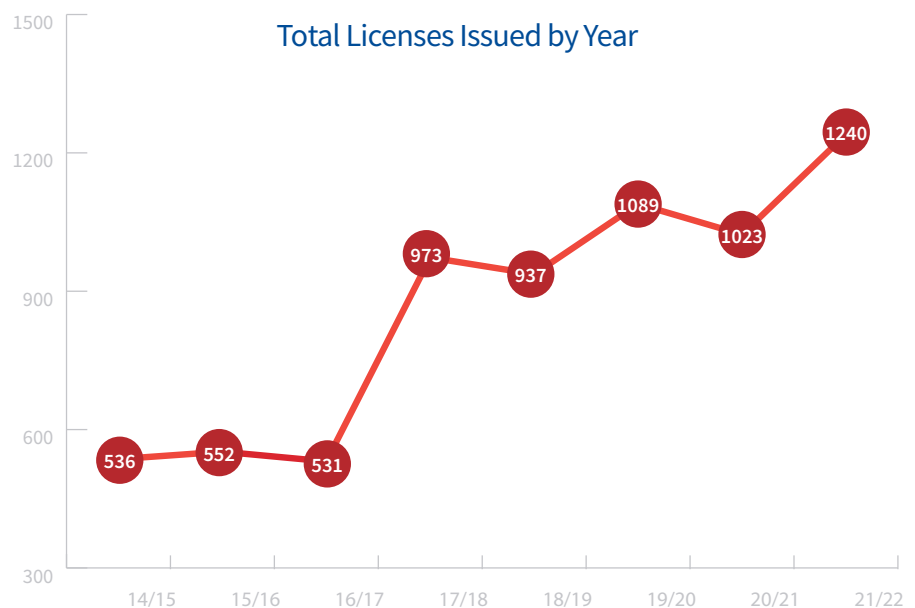
10 Resolved without Disciplinary Action

5 Disciplinary Action

## Supporting an Increasing Numbers of Professionals

As operational improvements make the licensing process faster and more transparent, we've experienced a steady increase in the number of professionals licensed in Nevada. A user-friendly website, enhanced database functions, and cross-trained staff enables us to maintain excellent service standards as our community of engineers and land surveyors grows.

Total Licenses Issued by Year





# Overview of Financials

## Building a Sustainable Financial Future for NVBPELS and Nevada’s Professionals

In 2021-2022, the Nevada Board of Professional Engineers and Land Surveyors (NVBPELS) continued to maintain a strong financial position while navigating the lingering effects of the 2008 Great Recession. Through strategic financial decisions, the Board has ensured the long-term sustainability of the organization, allowing us to increase our positive impact on Nevada and its communities.

Thanks to ongoing prudent financial management, including fee reductions, the Board generated an operating surplus of \$56,500, a decrease from prior years due to reductions in both revenue and expenses. This fiscal year marked the beginning of a multi-year program aimed at revamping operational processes to enhance service quality while lowering overall costs.

The NVBPELS is in excellent financial health, with sufficient reserves to support our continuous improvement efforts and enable necessary investments in technology to benefit Nevada’s engineers, land surveyors, licensees, and residents. Our strong financial foundation will allow us to implement meaningful technological upgrades that improve our licensing and renewal processes, making it easier and more efficient for professionals to work in Nevada.

### Future Financial Strategy

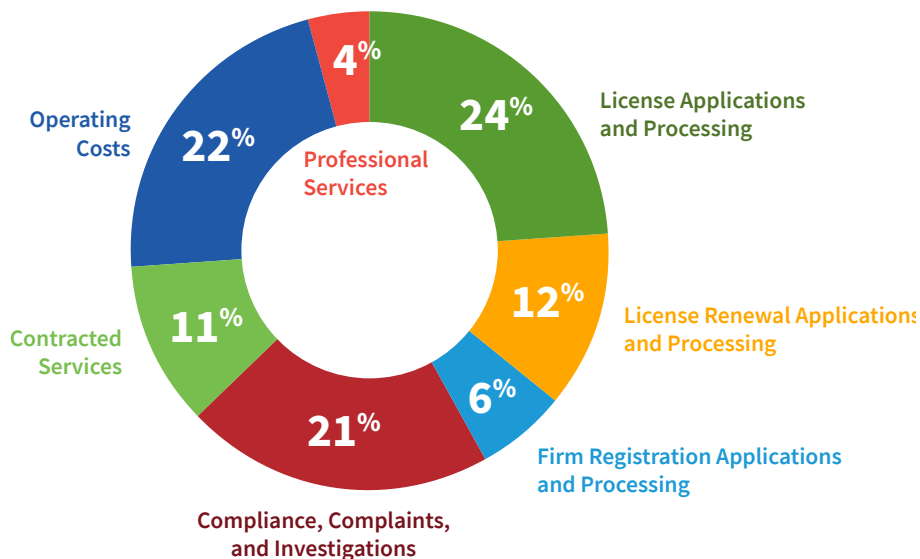
In the coming years, NVBPELS plans to leverage its strong balance sheet to make substantial investments in modernizing data systems and digital capabilities, further improving service delivery for our stakeholders. Our strategic financial approach will focus on maximizing opportunities to fulfill our purpose—licensing competent professionals—in alignment with Nevada’s economic goals to benefit all Nevadans.

# The Year in Review | Overview of Financials

## Where your money goes

### 2021-2022

To give a clear picture of how resources are allocated, the pie chart here illustrates the distribution of revenue and expenses. As a self-funded organization, NVBPELS receives revenue from license fees, **costing Nevada taxpayers \$0**. This structure allows us to focus directly on enhancing the quality and efficiency of our services for the professionals who support Nevada’s growth and infrastructure.



## Audited Financial Statements

Audited financial statements are available on our website here: <https://nvbpels.org/board/>

A summary of the past five fiscal years is provided on the following page.

**Strategic Plan**

The Nevada Board of Professional Engineers and Land Surveyors developed a comprehensive Strategic Plan in March 2017. The plan was created using a 10-30 year planning horizon based on the board's core ideology consisting of a core purpose and core values.

Because the Strategic Plan had been developed in 2017, the board felt it was timely to reconsider its contents. At the September 11, 2020 Strategic Planning Session, the board reaffirmed that the goals developed in the current Strategic Plan based on a 10-30 year planning horizon were still relevant. The session then focused on review and refresh of strategies. It was agreed that tactics and action items would be driven by the strategies and developed by the board and its committees at future meetings.

This updated **Executive Summary** restates the board's goals for its updated Strategic Plan and captures the board's strategies for the next 3-5 year planning horizon.

**AUDITED FINANCIAL STATEMENTS**

As required by statute, the Nevada Board is audited annually. Please see the audited financial statements listed by fiscal year below.

- 2016 / 2017
- 2017 / 2018
- 2018 / 2019
- 2019 / 2020
- 2020 / 2021
- 2021 / 2022
- 2022 / 2023
- 2023 / 2024

# The Year in Review | Overview of Financials

## Five Year Summary, 2017-2018 to 2021-2022

	2017-2018	2018-2019	2019-2020	2020-2021	2021-2022
<b>Revenues</b>					
Fees and fines:					
Application fees	\$ 203,048	\$ 215,950	\$ 243,825	\$ 193,600	\$ 153,625
Renewal fees	611,316	632,211	645,024	672,787	696,217
Examination fees	4,810	2,960	3,740	1,680	2,700
Corporate registrations	75,050	66,100	69,501	72,400	78,075
Penalties and fines	23,318	9,244	1,621	11,150	9,400
Wet stamps	17,360	16,360	501	740	380
Document fees	1,625	7,025	4,375	950	1,450
Professional development event	-	-	15,939	15,543	-
Other operating revenue	33,354	35,973	38,037	50,286	3,699
Interest income	67,910	9,234	24,841	25,302	11,866
<b>Total revenue</b>	<b>1,037,791</b>	<b>995,057</b>	<b>1,047,404</b>	<b>1,044,438</b>	<b>957,412</b>
<b>Expenditures</b>					
Personnel services:					
Board member per diem	19,699	14,094	12,500	11,725	2,650
Salaries	295,233	323,687	385,604	408,994	418,318
Retirement	8,418	15,517	11,938	24,927	19,946
Payroll taxes	27,300	30,898	32,783	34,232	34,307
Employee group insurance	55,274	43,055	56,920	51,448	58,749
<b>Total personnel services</b>	<b>405,924</b>	<b>427,251</b>	<b>499,745</b>	<b>531,326</b>	<b>533,970</b>
Operating					
Audit and accounting fees	7,716	15,057	15,171	15,051	13,051
Contract services	34,493	42,799	14,344	6,222	1,189
Database/website design	29,108	8,469	12,660	11,940	45,349
Program services	31,974	24,575	12,748	67,831	16,231
Equipment lease	5,976	6,142	4,214	4,206	3,597
Equipment/furniture	31,027	56,951	100,846	32,151	3,540
Insurance	1,685	1,380	12	6,303	4,174
Legal	94,823	113,774	93,545	104,416	56,223
Government liaison	9,000	30,956	42,000	15,872	27,328
Merchant service fees	5,946	26,030	27,447	27,878	35,812
Miscellaneous	5946	5,211	249	2,947	598
Office rent	51,691	62,448	109,159	91,401	86,147
Office supplies	7,545	12,245	19,312	10,193	7,443
Postage	9,979	9,385	8,964	7,209	13,228
Printing and copying	1,484	2,348	803	4,307	7,296
Professional services	-	-	-	13,310	13,259
Training and conferences	-	-	-	15,493	1,047
Travel	63,842	69,922	86,080	52,358	6,880
Professional Development Event	-	-	12,750	26,473	-
State administrative fees	12,183	11,861	3,463	11,928	8,289
Telephone	3,237	6,264	9,339	9,268	6,912
Disciplinary fees paid to General Fund	-	-	-	11,400	9,400
<b>Total operating</b>	<b>412,475</b>	<b>505,817</b>	<b>573,106</b>	<b>548,157</b>	<b>366,993</b>
<b>Total expenditures</b>	<b>818,399</b>	<b>933,068</b>	<b>1,072,851</b>	<b>1,079,483</b>	<b>900,963</b>
<b>Excess of revenue over expenditures</b>	<b>\$219,392</b>	<b>\$61,989</b>	<b>\$(25,447)</b>	<b>\$(35,045)</b>	<b>\$56,449</b>

# A Look Ahead

## Building on Momentum for a Stronger Future in 2022-2023

As we turn our focus to the future, NVBPELS is committed to staying proactive, innovative, and responsive to the needs of Nevada’s professionals and the public. Here are some key initiatives on the horizon for the coming year:

### Updating the Professional Land Surveyor Standards of Practice Regulations

To ensure that Nevada’s standards remain aligned with modern practices and emerging technologies, NVBPELS will update the Professional Land Surveyor Standards of Practice regulations. These revisions will provide clarity, enhance consistency, and reinforce public protection while supporting the evolving needs of land surveyors.

### Refreshing NVBPELS’s Strategic Plan

Recognizing the importance of a forward-looking approach, the Board will refresh its Strategic Plan. This update will define our priorities and strategies for the coming years, focusing on operational excellence, stakeholder engagement, and efficient licensure processes to meet Nevada’s growing demands.

### Revamping the Nevada State-Specific Land Surveyor Exam

To better align with contemporary requirements and improve accessibility for licensure candidates, NVBPELS is revamping the state-specific Land Surveyor exam. The new format will incorporate updated content and advanced testing methodologies, ensuring the exam remains relevant and reflective of the profession’s standards.

### Developing a Quality of Plan Submittal Best Practices Guide

Following stakeholder discussions initiated by the City of Henderson, NVBPELS is collaborating with public agencies and industry professionals to develop a Quality of Plan Submittal Best Practices Guide. This guide aims to address recurring challenges in plan review processes, reducing delays and enhancing efficiency for both public agencies and professionals.

These initiatives reflect our ongoing commitment to serving Nevada’s engineering and land surveying community with integrity, innovation, and dedication. Together, we are shaping a future where our professions can thrive while safeguarding the public and supporting Nevada’s growth.