Welcome to the end of summer! This time of year has always been one of transition. Students prepare to return to their studies, the days get gradually shorter, and the weather cools as we prepare for another active fall here in Sacramento. Here at AEG, we are looking forward to an enjoyable fall as well. This month we will be trying out a new meeting venue, Osteria restaurant on K street in the downtown area. Our own Trinda Bedrossian will be speaking to us about current soil conservation guidelines for California’s OHV parks.

We have a busy fall schedule ahead of us, with the national meeting, student night and upcoming holidays on the horizon. So be sure to check the calendar and read through our section news so you can catch up on all that our section is doing!

As always, we are looking forward to seeing you all at our next meeting!

<table>
<thead>
<tr>
<th>Section Meeting Date:</th>
<th>August 29, 2006 (Tuesday)</th>
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</thead>
<tbody>
<tr>
<td>Guest Speaker:</td>
<td>Trinda L. Bedrossian, California Geological Survey</td>
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<tr>
<td></td>
<td><em>Where the Rubber Hits the Dirt – An Update on California’s Soil Conservation Guidelines for Off-Highway Vehicle (OHV) Use</em></td>
</tr>
<tr>
<td>Meeting Location:</td>
<td>Osteria, 915 K Street, between 9th and 10th streets on the north side of the K Street Mall. Parking garages are available within 2-3 blocks to west (Downtown Plaza) and east. On-street parking is also an option.</td>
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<tr>
<td>Meeting Schedule:</td>
<td>5:30 - 6:30 Sign-In &amp; Social Hour</td>
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<td>6:30 - 7:30 Dinner &amp; Announcements</td>
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<td>8:15 - 8:30 Questions &amp; Answers</td>
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Where the Rubber Hits the Dirt - An Update on California’s Soil Conservation Guidelines for Off-Highway Vehicle (OHV) Use

Trinda L. Bedrossian, PG, CEG, CPESC
California Geological Survey

Abstract:
In 2004, the California State Parks (CSP) contracted with the California Geological Survey (CGS) to update the 1991 Soil Conservation Guidelines/Standards for Off-Highway Vehicle (OHV) Recreation Management (Guidelines). CSP provides management of nine State Vehicular Recreation Areas (SVRAs) and provides guidelines to local and federal agencies through the grant process for OHV-related activities. These activities include the development and management of public lands including roads, trails and open riding areas. According to CSP, approximately 100,000 miles of roads and trails are available for OHV use in California. These include narrow-width and single-track trails for all-terrain vehicles (ATVs) and motorcycles, as well as wider trails and connector routes for 4-wheel drive (4WD) vehicles and snowmobiles. Per state legislation, the 1991 Guidelines must be updated by 2006 to establish a generic and measurable standard at least sufficient to allow restoration of OHV areas and trails. Given the rapid increase in OHV use in California, the Guidelines must also allow for sustainability of trail systems and recreation opportunities. As part of the Guidelines update, CGS (1) compiled an index map of published and digital data on geology and soils from all SVRA and grant-funded OHV areas; (2) conducted statewide reconnaissance of the performance of existing guidelines with more detailed observations and monitoring in three representative OHV areas; (3) revised the Guidelines into four volumes that address objectives, design, implementation and performance standards; and (4) will conduct training for individuals responsible for implementation, monitoring and compliance. A key part of the update is interaction with stakeholders, agencies and other interest groups through public workshops and a Consulting Agency Review Committee comprised of representatives from the U.S. Natural Resource Conservation Service, U.S. Forest Service, U.S. Bureau of Land Management, U.S. Geological Survey, California Department of Conservation and CSP. CGS expects the Guidelines will provide sufficient flexibility to allow their application to all sites statewide, ecosystems with multiple geology/soils types, and a variety of vehicle uses.
Trinda L. Bedrossian, PG, CEG, CPESC
California Geological Survey (retired)

Trinda L. Bedrossian has worked more than 35 years as an engineering geologist for the California Geological Survey (CGS). Since retiring officially in December 2003, she has continued to work part time with CGS assisting the California State Parks with soil conservation projects related to off-highway vehicle (OHV) use. She says this provides a new dimension to her career in applied geology and has enabled her keep in touch with other professionals in her field.

Prior to retiring, Trinda served 14 years as Supervising Geologist over several CGS programs including the Forest and Watershed Geology Program, the Mineral Resources Program, the Environmental Protection Program, the Geological Information and Natural Resources Program, and the Watershed Restoration Program. During her career she has also worked on and overseen numerous projects including Timber Harvest Plan Review, Regional Geologic Mapping, Alquist-Priolo Fault Zone Mapping, Mine Reclamation Review, Mineral Resource and Hazardous Minerals Studies, Environmental Document Review (including hospitals and schools), Geologic Information Coordination, and Landslide Emergency Response Coordination. She served as Editor of California Geology magazine, authored and co-authored more than 40 publications on California’s geology, and supervised the mapping of over 4000 square miles of California’s land.

Trinda grew up in the suburbs of Philadelphia, graduated from Upper Darby High School in 1965, and received her Bachelor and Master degrees in Geology respectively from the College of Wooster, Ohio in 1969 and the University of California, Davis (UCD) in December 1970. She began working for CGS a month before graduating from UCD and moved several times within northern California prior to coming back to the Davis area in 1990. Since then, she has given several guest lectures on environmental and engineering geology topics at UCD’s Geology Department, is active in the Association of Environmental and Engineering Geologists, and is a member of the Geological Society of America. She is a licensed Professional Geologist in California and New Hampshire, a Certified Engineering Geologist in California, and a nationally Certified Professional in Erosion and Sediment Control. She currently lives near Davis with her husband, Donn Ristau, also a geologist and UCD graduate (MS, 1974; PhD, 1977). Their daughter, Kelley, graduated recently from UC San Diego and is working as an aerospace engineer for Northrop Grumman in southern California.

AEG Sacramento would like to thank Mike Franchesci of Direct Traffic Control for his contributions to the 2006 Spring Workshop. Thank you Mike!

Direct Traffic Control
P.O. Box 1822
Dimaond Springs, CA 95682
Office: (530) 677-9239  Fax (530) 672-1185
Cell: (916) 606-7514
Email: 1dtc@sbcglobal.net
A Message from Your Board

by

Nate Manley

Mentoring Our Future

From time to time I opt to write the AEG Sacramento board message myself. After all, I am the editor! One of the perks I’ve got as editor is that if I’ve got something I think needs to be said, I’ve got an opportunity to say it here! (Within reason of course; Eric Chase has to rein me in from time to time!)

This month, I’d like to share some observations I’ve made lately regarding our profession and its less than stellar performance in mentoring the up and coming consulting geologists of tomorrow. As many of you know I’ve been ensconced in completing my master’s thesis at Sacramento State for the past couple of years. One of the great benefits of my work there has been the opportunity to befriend several scholastic generations of geologists coming out of the undergraduate program and I have had the pleasure of watching them enter our profession and continue to develop their geologic skills. On the other side of the equation I’ve regularly heard more experienced professionals at AEG meetings bemoan the difficulties in finding and keeping good staff level geologists. I’ve noticed though that many project managers appear to have forgotten what it was like to be a brand new geologist and seem rather reluctant to offer any mentoring to their underlings. Could there be a correlation here?

Based on my conversations with and/or observations of our newest generations of staff level geologists I’ve made a number of interesting observations regarding their respective experiences and how it has affected their professional success and personal job satisfaction. Far and away, the most important factor in determining their professional success and development as a skilled geologist has been the level of support they have received from supervisors and project managers. It is all too common to hear these young geologists describe assignments where they are sent into the field, alone, with minimal instruction or supervision and are expected to produce quality results. OK, we’ve all been there...it is the “sink or swim” approach to job training and I’ll admit that there is some value in putting a new recruit into their head a little bit. And we all know that sending a senior level person into the field to supervise can really kill a budget. The real tragedy though often comes in the aftermath. If these newbies survive their trial, nothing is said. There is no post-assignment review of how things went or discussion of how things could have been improved. If things go badly though, some managers choose to berate their staff for perceived failures. Essentially, the only feedback possible for any given project is negative.

By way of example, one friend told me “the only way I know I’ve done my job correctly is if it doesn’t come back to my desk”. Unfortunately, all this tells us is that the work was sufficiently adequate that it didn’t warrant a rewrite. A far more useful approach would be to know what parts were done well (so they could continue to keep doing it that way) and what parts could use some refinement (so they can make it better next time). Without feedback, a project manager cannot expect their staff to improve.

The second trend I’ve seen amongst recent geology graduates is that they often get treated as expendable tools to be used up on a few projects and then ejected once they are too burnt out to keep on working. Clearly, not every company abuses their staff level people in this manner, but nearly every one fails to recognize when they are running the risk of burning their employees out. Every one of the staff level geologists I’ve spoken with recognizes that sometimes long hours are required to get the job done and all are willing to do their best to make it happen. Unfortunately, the combination of limited support, poor feedback and long hours of physically and/or mentally demanding work eventually leads to frustration and a tendency to start looking around for a better work environment. Hence, many companies will lose potentially excellent long-term employees simply because
they have failed to invest adequate mentoring time up front, instead choosing to use their employees as cheap, expendable labor.

The final trend I’ve seen is for staff level recruits to be pigeonholed into a single project type. Many staff geologists I’ve spoken with get locked into working on only one or two types of projects and once they are trained to do these projects, many companies are loathe to invest any additional effort to train them to do anything else. Functionally, this effectively limits any versatility that might be gained by being able to move staff over to more lucrative or critical projects at a later date. It also causes many young staff members to grow frustrated and seek alternative options with other employers.

Now there is a variety of counter arguments that could be made here. Some might argue that making things difficult on the new recruits is a means of weeding out the field and that those who survive are better for it. I suggest that there is a definite difference between surviving and improving. Just because somebody survives something doesn’t mean they are necessarily a better geologist for it. Seriously...how can a solid month of 60 hour weeks sampling monitoring wells actually improve your ability as a geologist? Others might argue that good training and mentoring is too costly and staff level geologists are there only because they are cheap labor. I move that this notion is only valid if you care nothing about the quality of your services. Good data, careful observations and a quality product are critical to success in our profession. None of these are possible without good help. Finally, there is the good old standby “I had to survive (insert horror story here), so they should too”.

Here at AEG Sacramento, we’ve invested a considerable amount of time, resource and effort to improve our outreach and support to students in the geosciences. We have said on many occasions that they represent our future. However, once these students graduate, our responsibility to them has not been abdicated. As responsible stewards of our profession, it should be our mandate to mentor these young geologists and help them become competent professionals of our future. For those of you out there that serve as project managers, this responsibility falls to you. Developing and retaining quality staff level people requires implementation of an actual training plan (preferably one with some variety), proactive mentoring and regular feedback (both positive and negative). Every company is different, and I’ve seen several of my friends thrive in their respective work environments. Many more though are merely surviving, struggling along with the hand they have been dealt and making the best of what they have got to work with. Regardless of their situation, I know they are all doing fine work and each has the potential to become an excellent professional. All I’m saying here is that those of us with more experience could be doing a far better job mentoring our younger members, helping them to improve and eventually flourish in this industry.

I’ve seen really good people leave their jobs or even leave the field altogether simply because no one took the time to help them fulfill the great potential they had. If nothing else, the next time you get a report from one of your staff level people, take a few extra moments to note at least one thing they did really well and to suggest one way in which they could improve their product. It will take you all of five extra minutes to do this. Then go find them at their desk, sit down and share your observations with them. Simply acknowledging their work and providing some feedback could make the difference between keeping a potentially great employee and receiving their two weeks notice next Monday.

Good luck to all of you out there, both managers and staff. Keep up the good work!

Sincerely,
Nate Manley
AEG Sacramento Section Secretary
Section News

Scholarship Applications!

Once again, the Sacramento Section is pleased to offer three scholarships for students in environmental and engineering geology degree programs. Undergraduate students will compete for two $1,000 awards and graduate students will compete for one $1,500 award. The application deadline is October 6th with scholarships being awarded at our annual Student Night meeting on October 24th on the CSU-Sacramento campus. Application materials are available in pdf format in the Students/Scholarships page of our section website: www.aegsacto.org

Membership Renewal

If you haven’t renewed your AEG membership recently be sure to take care of it soon. Membership Dues must be received by November 1, 2006 for your inclusion in the 2007 Directory.

Remember the benefits of AEG membership are many and include increasing your technical and business knowledge, enhancing your career opportunities, networking with hundreds of other professionals, and having fun in the process. This is in addition to the publications you receive and many discounts on AEG related items and events.

You are encouraged to invite other student and professional geologists from your office or acquaintance to become a member of AEG. A Membership Application is attached to the end of this month’s bulletin for your use and distribution.

Visit the AEG website at www.aegweb.org for additional member benefit descriptions and an online application.
August 2006 AEG Meeting
Facsimile Transmittal Sheet
(or e-mail to the address below)

To: Lisa Breckenridge (Wallace-Kuhl & Associates, Inc.)
    email: LBreckenridge@wallace-kuhl.com
Phone: (916) 372-1434
Fax:     (916) 290-5429

From: _________________________________

Or You Can Sign Up Online at: www.aegsacto.org

Subject:  August 2006 AEG Sacramento Section Meeting

Date:   Tuesday, August 29th, 2006

Place:   Osteria
        (For directions, see page 1)

Time:   5:30 - 6:30 PM - Sign In and Social Hour
        6:30 - 7:30 PM - Dinner & Announcements
        7:30 - 8:15 PM - Speaker Talk and Slide Show
        8:15 - 8:30 PM - Questions and Answers

On the Menu:  Pasta Buffet (several different pasta types and sauces)
               Grilled Chicken
               Meatballs
               Grilled vegetables
               Garden Salad

Cost: $25 member (w/ RSVP) $28 nonmember and walk-ins

Notes: All Students (w/RSVP) Eat For Free!
      Student Walk-ins: $10.00
      Alcoholic beverages are available for those 21 and over on a cash basis.


AEG Sacramento 2006
Calendar of Events

January 31st  
Dr. Lisa Hammersley, Sacramento State University  
The Clear Lake Volcanic Field

February 28th  
Jim Flores and David Siederquist  
NOA: The latest update and a demonstration of PLM

March 28th  
David Bieber and Bob Anderson  
“An Engineering Geological Tourist’s Introduction to South Africa’s Geohazards”

April 25th  
Ross Guenther  
Reopening of the Idaho- Maryland Mine, Grass Valley, CA

April 28  
Drilling and Sampling Technologies 2006 Workshop

May 30th  
Dr. Wendy Wempe, Schlumberger  
Use of Geophysical Techniques in Ground Water Basin Characterization and Monitoring

June  
No Meeting

July 12th  
AEG President Dr. Darrel Schmitz  
Katrina: Geologic, Disaster and Personal Perspectives

August 29th  
Trinda Bedrossian  
Update on California’s Soil Conservation Guidelines for Off-Highway Vehicle (OHV) Use

September  
No Meeting

October 24th  
3rd Annual Student Night  
Speaker TBA

Oct. 30-Nov. 4  
AEG 2006 National Meeting; Boston, MA  
“NORTHEAST ENGINEERING GEOLOGY: FROM TILL TO FILL”

November  
Thanksgiving Holiday, No meeting

December  
Joint AEG- GRA Holiday Meeting  
Speaker and Date TBA
MEMBER BENEFITS

Networking, with colleagues at meetings, through technical publications and on the AEG web page, is a valuable professional development benefit because it allows a member to:

♦ Broaden and update technical, practical and business knowledge.

♦ Keep career paths open by assuring that the value, utility and scope of engineering geology is recognized in the scientific, technical, legal, and regulatory arenas.

♦ Explore numerous opportunities for career enhancement through contacts at technical meetings and in continuing education programs.

♦ Influence the profession of environmental and engineering geology as it serves society and as it is regulated.

♦ Establish the standards of the profession.

$$$$$$$$$$$$

AEG members receive our quarterly professional journal, *Environmental and Engineering Geoscience* and six-issues of the *AEG NEWS* as a regular dues benefit.

Members also enjoy a 20% “member discount” on all special publications, registration fees at meetings, short courses and field trips.

PROFESSIONAL DEVELOPMENT

♦ AEG sponsors workshops and short courses for which official Continuing Education Units are offered.

♦ AEG encourages its members to participate in activities of mutual interest with other societies and organizations.

♦ The annual Richard H. Jahns Distinguished Lecturer in Engineering Geology is co-sponsored by AEG and the GSA Engineering Geology Division.

♦ AEG members make presentations and lead field trips for students at all levels.

♦ AEG’s Technical and Professional Practice Committees keep the Association in a position of influence through their wide-ranging activities.

♦ AEG’s 25 Sections and 20 Student Chapters provide educational and networking opportunities for members through regular meetings, field trips and local newsletters.

♦ Students compete for scholarships and awards, and interact with practicing professionals.

♦ Short courses, field trips, and technical sessions provide opportunities for AEG members to enhance their professional practice.

♦ International members are found in more than 20 countries and Designated Correspondents enhance technology transfer among more than a dozen countries.

MEMBERSHIP APPLICATION

ASSOCIATION OF ENVIRONMENTAL & ENGINEERING GEOLOGISTS

The Association of Environmental & Engineering Geologists (AEG) is an international, non-profit scientific and technical society, whose 3,000 members include geologists specializing in engineering geology, environmental geology, and ground-water geology as well as other professionals in affiliated fields such as civil and mining engineering, land-use planning, public policy and education.

Through its technical and professional activities, AEG strives to promote the value and importance of geologic practice in:

♦ detecting, containing, and remediating contaminated soil and ground water;

♦ recognizing and mitigating hazardous geologic processes to promote public safety and welfare; and

♦ siting, planning, designing, constructing, and maintaining engineered works.

Check Us Out
www.aegweb.org
MEMBERSHIP REQUIREMENTS

MEMBER: Applicants for Member Class shall hold a degree in geology, engineering geology or geological engineering, or a degree in a related professional field with 30 semester-hours of credit in the geosciences. In addition an applicant shall be practicing in the field of Engineering Geology, Environmental Geology or Hydrogeology. Annual Dues for new (first-time) Members = $75.00 per year for the first three years of membership. Otherwise Annual Dues = $105.00. Applicants who qualify for Member Class, but are engaged in full-time teaching at the Primary or Secondary (K-12) level are eligible for Teacher Status (Annual Dues = $35.00).

AFFILIATE: Applicants for Affiliate Member Class shall be scientists or engineers who work with engineering geologists; teachers engaged in middle-school and high school Earth Science education; or persons interested in engineering geology. Annual Dues = $70.00 (Teacher Dues = $35.00)

STUDENT: Applicants for Student Member Class shall be full-time students enrolled in an academic program in the geosciences or in a related field in engineering. Annual Dues = $25.00

INTERNATIONAL: Applicants shall hold the same requirements as for Member Class, but may select from the following dues schedule: $35, which includes the Environmental and Engineering Geology Journal; $45 with the Journal, the Annual Directory and the Annual Meeting Abstracts; or $55 with the Journal, Annual Directory, Annual Meeting Abstracts and the AEG News.

AEG memberships are based on calendar year. Applications received after October 1 will be entered for following calendar year.

APPLICATION FORM

Please complete this form and mail it with your Annual Dues payment to the Association's Headquarters office for processing. New member applicants do not pay Section dues for their initial year of membership.

Name: _____________________________________________
(Please print your name as you would like it shown on your membership certificate.)

PREFERRED ADDRESS: _____________________________________________
________________________________________________________________________
________________________________________________________________________

WORK PHONE: _____________________________________________ FAX: _______________________

PREFERRED E-MAIL: _____________________________________________

SECOND ADDRESS: _____________________________________________
________________________________________________________________________
________________________________________________________________________

Home Phone: _____________________________________________

DESIRED CLASS OF MEMBERSHIP: __________________ ANNUAL DUES AMOUNT: __________________

CERTIFICATION: _____________________________________________
(Signature)

My signature attests that, to the best of my knowledge, I meet the academic and practice requirements for the membership class I have requested and that all entries on this application are true and correct. I also authorize AEG to charge my credit card for the dues payment, if I selected the credit card payment option.

☐ Enclosed is my check for the amount of Annual Dues of $ _____________

Credit Card Payment Option
☐ Discover ☐ Master Card ☐ Visa Amount of Dues to be charged to my card = $ _____________

Card Number: _____________________________________________ Expiration Date: _______________________

SUBMISSION: Send this form with your check or credit card authorization to:
Association of Environmental & Engineering Geologists, PO Box 460518, Denver, CO 80246