

AS LA SD

DIGITAL NEWSLETTER

SPRING 2023



2022 HONOR AWARD: BLUFF CREEK SCULPTURE GARDEN
BY HLW ARCHITECTS



asla-sandiego.org

VISION

A world where the built and natural environments coexist in harmony and sustainable balance, where all peoples can express their diverse heritage and their individual desires to grow and thrive; and where we, as a profession, can substantially contribute to the process of achieving these ends.

MISSION

To lead, to educate and to participate in the careful stewardship, wise planning and artful design of our cultural and natural environments.

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SPRING 2023

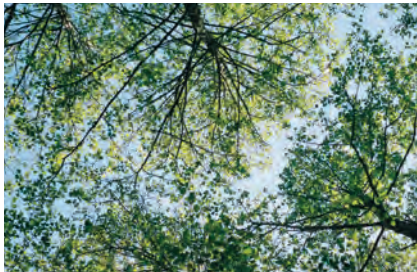


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PRESIDENT'S MESSAGE



ABOUT THE AUTHOR
MARTY ARMSTRONG, ASLA
CHAPTER PRESIDENT

Welcome to Spring San Diego!

We're finally seeing the temperatures on the rise after a pleasantly wet winter and outdoor activities in our local parks, beaches and trails are on the upswing. I hope you're able to get outside, soak in the weather and enjoy the social gathering spaces our landscape architecture community and created over the years to make San Diego such a special gem.

April is Landscape Architecture Month. Keep an eye out on our Social Media feeds on events happening throughout the county.

Your Executive Board has been busy planning Chapter events and activities for 2023. We are in need of volunteers to assist with these events in order to make them even more successful. Your participation will help you learn more about the Chapter and our profession, and you'll enjoy the benefits of networking and working with fellow members of our industry. Please consider assisting your fellow chapter members in an effort to make this year's ASLA activities truly memorable. We would love to hear from you.

See our calendar listing of upcoming events and the Board Member responsible for making it happen. Their contact information is available in each description. Also, if you have ideas for future events or if you are considering running for a Board position next year, please contact me or Tracy, our Executive Director (619.225.8155 or aslasd@sbcglobal.net).

We will begin accepting nominations for next year's Board of Directors. Complete the nomination form listed at this [LINK](#) to self nominate and forward it to Tracy Morgan Hollingworth along with a bio to be nominated to serve on the 2023-2024 Board of Directors.

Join us on October 16 as we host our 41st Annual Golf Tournament once again at Maderas. This is our major fundraising event for the Community Grant. This event requires lots of assistance, so please reach out to me (805.794.5525) or Chris Roesink (760.703.2474) to help.

Thanks for your membership and sponsorship support of our Chapter.



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Old Town San Diego State Historic Park (San Diego, CA) (Lithomosaics), Legoland Lego Movie World (Carlsbad, CA) (Imprinted Concrete & TBP Coloration System), San Diego Children's Zoo - Wildlife Explores Basecamp (San Diego, CA) (TBP Coloration System), 3rd Street Improvements (Phase 2) (Las Vegas, NV) (Lithocrete), San Diego Symphony - The Rady Shell at Jacobs Park (San Diego, CA) (Quarried Stone & Honed Concrete), Sunnyvale Sedimentary Wall (Sunnyvale, CA) (Lithocrete Sedimentary Walls)

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ASLA SAN DIEGO DIGITAL NEWSLETTER | **SPRING 2023**



IN MEMORIAM

Tom Van Dyke

We at VDLA Landscape Architects are saddened to hear of the passing of firm founder Tom Van Dyke.

Tom was a mentor to many of us and provided an environment for learning and growth in the profession of landscape architecture. Beginning in the late 1960's and into the 1970's, Tom was part of a small number of landscape architects that started their own firms in San Diego, setting the stage for what the profession is today in our region. Several prominent landscape architects in San Diego got their start working in Tom's office.

We remember Tom for his straightforward approach to managing the business, his commitment to fostering growth and developing talent among the staff, but most of all his jovial nature and hearty laugh. Our heartfelt sympathies go out to his family.

OBITUARY

ADVANCING ART & SCIENCE

ABOUT THE AUTHOR

LAURA BURNETT, FASLA

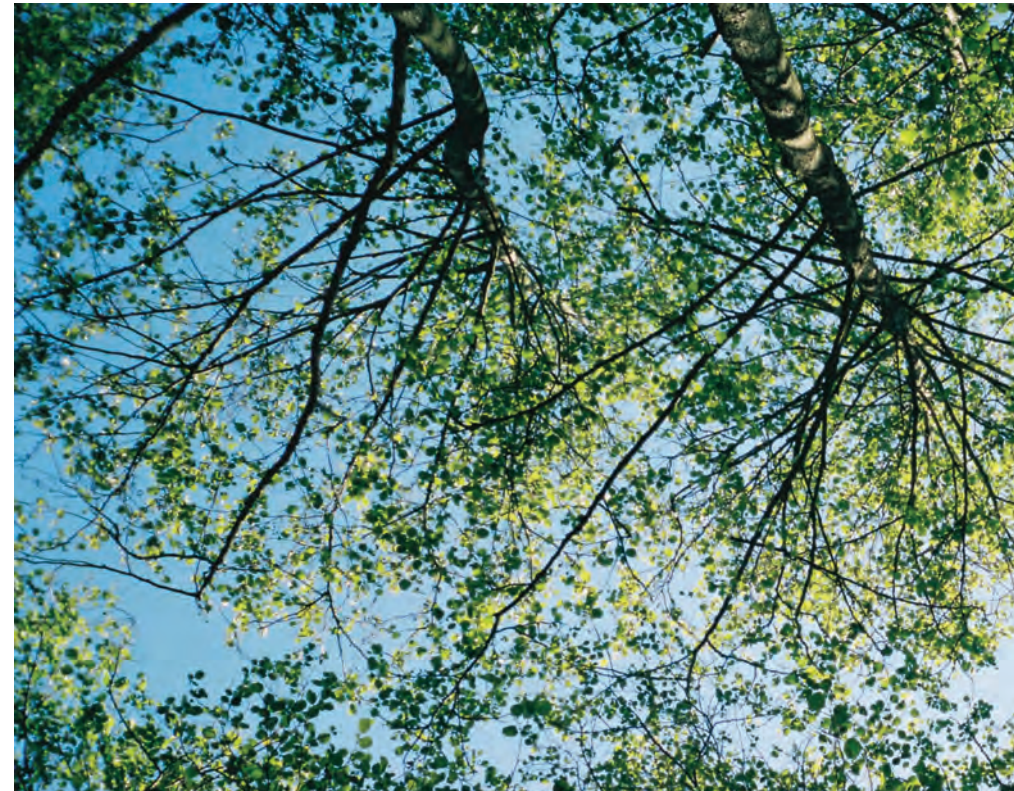
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California Urban Forests Council is a vibrant canopy of delights for landscape architects.

The council, first rooted in the nation, is a non-profit service that provides:

- ✓ education on the planting and care of our urban trees
- ✓ community outreach tools
- ✓ grant funding opportunities and educational webinars to access them
- ✓ amazing engaging graphics – flyers, infographics, posters, even zoom backgrounds
- ✓ current research and technology to grow green infrastructure and urban forests
- ✓ advocacy and education to CA political leadership and staff
- ✓ support and collaboration with our San Diego Regional Urban Forests Council
- ✓ links to business and allied professionals



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events on their website www.Caufc.org**

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PROGRAMS / EDUCATION COMMITTEE UPDATE



ABOUT THE AUTHOR

Kenya Huevo, ASLA

PROGRAMS/EDUCATION

We are excited to announce the return of the ASLA San Diego Chapter lecture series!

We are in the process of finalizing the 2023 Spring and Fall lectures, and will release details shortly regarding both lectures. You won't want to miss the exciting speakers we have lined up for these in-person events.

In addition, we are still looking for lecture sponsors and volunteers to assist with the events. If you or your firm are interested in sponsorship, or if you would like to volunteer for the lectures, please contact Kenya Huevo for more information: kenyahuevo@gmail.com.

A very special thanks to the sponsors who have committed so far: Spurlock Landscape Architects, KTUA, Schmidt Design Group, and Kimley-Horn.

We hope to see you all in person at these exciting upcoming events! Stay tuned!

CCASLA LEGISLATIVE UPDATE



ABOUT THE AUTHOR
DJ TAYLOR, ASLA
CCASLA PRESIDENT



CCASLA

The California Council of ASLA (CCASLA), which is comprised of two members from each of the four California chapters, serves our membership by monitoring legislation and the lawmaking process taking place in our State's Capitol. The CCASLA works with legislative advocates to assist in determining what position to take on Assembly Bills (AB) and Senate Bills (SB) that might have an effect on the profession of Landscape Architecture in California. Those positions are generally watch, oppose, or support (see below). A portion of your Chapter dues go to support the purpose of your CCASLA Directors.

One particular bill, Assembly Bill 1573, is currently being discussed between the CCASLA Directors and our Lobbyists, Edelstein Gilbert Robson & Smith, LLC.

As written, it could negatively impact our profession by legislating heavily restrictive use of native plants, specifically native to the specific regions within the state, among other issues. While we understand and support the overall intent of the bill, we will be meeting with Assembly Member Friedman's staff in May to discuss the bill subject matter and discuss language edits to the bill.

The landscape Architects Technical Committee (LATC) was held on April 21st, and minutes to that meeting will be available soon. For more information, please visit the LATC website at www.latc.ca.gov.

Finally, CCASLA would like to introduce you to and welcome a new Director for the Southern California Chapter of ASLA, Hongjoo Kim, ASLA!

CURRENTLY MONITORED BILLS

Your ASLA membership and participation allows CCASLA to stay aware of what is happening in California Government and actively influence the outcomes we can achieve on your behalf. If you have any questions, you can contact Phil Armstrong, ASLA (phil@lightfootpg.com) and/or DJ Taylor, ASLA (dtaylor@delorenzo-intl.com).

BILL#	SUBJECT	POSITION	STATUS
AB 45 (Boerner-Horvath)	Coastal Developmt Permits:Blue Carbon Demo Projects	Watch	Asm Approp
AB 57 (Kalra)	Pocket Forest Initiative	Watch	Asm Approp
AB 334 (Rubio)	Public Contracts: Conflicts of Interest	Watch	Elections 4/19
AB 342 (Valencia)	CA Architects Board: Licensee demographic Info	Watch	Asm Approp
AB 363 (Bauer-Kahan)	Pesticides: Neonicotinoids: Eval for Non-Ag Use	Watch	Asm Approp
AB 400 (Rubio)	Local Agency Design Build Projects: Authorization	Watch	Asm Local Gov
AB 411 (Bennett)	Transportation: Trails	Watch	Asm WPW 4/18
AB 527 (Calderon)	Urban Forestry: School Greening Projects: Grants	Support	Asm Approp
AB 824 (Calderon)	Highway Greening: Statewide Strategic Plan	Watch	Asm Approp
AB 882 (Davies)	Coastal Resources: Climate Ready Program	Watch	Asm Approp
AB 883 (Mathis)	Business Licenses: Dept of Defense SkillBridge Project	Support	Asm Approp
AB 996 (Low)	DCA: Continuing Education: Conflict of Interest Policy	Watch	B&P 4/25
AB 1041 (Ramos)	Wildlife: White Sage: Taking and Possession	Watch	Asm WPW
AB 1195 (Calderon)	Climate Change Preparedness: Projects/Grant Funding	Watch	Asm Approp
AB 1572/1573(Friedman)	Prohibit Potable Water Use on Nonfunctional Turf	Watch	Asm WPW 4/18
AB 1694 (Bonta)	Regional Park/Open Space Districts: Mgmt Powers	Watch	Asm Local Govt
ACR 49 (Berman)	Annual California Native Plant Month in April	Watch	Rules
SB 337 (Minn)	Environmental Protection: Biodiversity & Conserv Rpt	Watch	Sen NRW 4/18
SB 372 (Menjivar)	DCA: Licensee&Registrant Records: Name/Gender Chg	Watch	Sen Judic 4/18
SB 414 (Allan)	Drought-Tolerant Landscaping:Local Incentive:AstroTurf	Watch	Sen Envir Qual
SB 416 (Laird)	State Agencies:Building&Renovation Projects: LEED	Support	Sen Approp
SB 527 (Min)	Urban Forestry: School Urban Greening	Support	Sen EnergyUC
SB 539 (Stern)	Sepulveda Basin: Nature-Based Solutions/Planning	Watch	Sen Approp
SB 617 (Newman)	Public Contracts: Progressive Local Design Build	Watch	Sen Trans 4/11
SB 706 (Caballero)	Public Contracts: Progressive Design Build: Local	Support	Sen Approp
SB 802 (Roth)	Licensing Boards: Disqualification: Criminal Conviction	Watch	Sen Approp 4/10

Celebrate!

with Anova

Thursday, April 27th
6:00 pm

Karl Strauss
9675 Scranton Rd
San Diego, CA 92121

Join us for a happy hour dinner to celebrate those who just finished taking the LARE!

We invite you and other emerging professionals to enjoy an evening of food, friends, and celebration!

RSVP by April 24th to erika.e@anovafurnishings.com

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ABOUT THE COMMITTEE ON URBAN PUBLIC SOCIAL SPACES



ABOUT THE AUTHOR
Wei Wang, ASLA
CUPPS CHAIR

The Committee on Urban Public Social Spaces (CUPSS) recognizes that sustainable development is built upon three pillars: environment, economy, and social/society.

Despite the equal importance of each of these components, social sustainability has been largely overlooked in public perspectives and professional design and planning disciplines. Our committee was founded to address this neglectfulness and create a tentative concept for promoting urban public social spaces both physically (spatially) and culturally (socially) in San Diego County.

Public spaces are not just about offering a high-quality physical experience but also about facilitating connections and interactions between people and people, and people and the environment. By creating socially-oriented public spaces that reflect the physical and cultural elements of our communities, we aim to inspire mindful engagement with the public and increase attention to social-sustainable design practices.

Our mission reflects our commitment to social sustainability and our desire to inspire positive change in communities. We appreciate public spaces that foster connections and interactions, inspire mindfulness in communities when using public spaces, encourage institutions to prioritize social sustainability, and celebrate the values of public spaces through creative design strategies.

Our goals reflect our commitment to sustainable design and include increasing awareness of social and environmental justice, evolving different communities to participate in sustainable design decision-making, and developing design models/cases of socially-oriented public spaces with strategic approaches.

We Need You

CUPSS welcomes professionals and students from a variety of disciplines, including landscape architecture, urban planning, environmental science, public policy, and more. We invite you to participate in our committee by joining as a member or volunteering for one of our subcommittees.

Our subcommittees include:

Professional consultant: includes design/planning, scientist, social worker, artist, and other professionals that provide expertise in landscape architecture, urban design, and related fields to provide input and guidance on specific projects or initiatives.

Outreach Coordinator: organizes events and activities that promote social sustainability and highlight the importance of public social spaces.

Supportive members: attend meetings, join events/activities, and share your knowledge and expertise.

We value the diverse perspectives and experiences that our members bring to the table and welcome anyone with an interest in social sustainability and public space design. Whether you are a seasoned professional or a student just starting out, there is a place for you in our community.

Joining CUPSS provides the opportunity to collaborate with individuals from different backgrounds and disciplines, offering diverse perspectives and expertise on social sustainability and public space design. Being part of the committee also gives access to professional development opportunities such as workshops, lectures, and events that can enhance knowledge and skills in these areas. Joining CUPSS also provides a chance to build a professional network and establish relationships that can lead to future opportunities and partnerships. Finally, by participating in advocacy efforts and organizing events and activities, members can make a meaningful contribution to their community by promoting socially sustainable design practices and policies and creating vibrant and inclusive public spaces that enhance the quality of life for all community members.

The Committee for Urban Public Social Spaces (CUPSS) is a vibrant and expanding community that values individuals who share a deep commitment to advancing social sustainability in public spaces. We extend an invitation to join our community and collaborate with us towards creating a more equitable and sustainable tomorrow. Contact us at ASLASD@sbcglobal.net to join the committee.

JOIN THE COMMITTEE

MEMBERSHIP UPDATE



ABOUT THE AUTHOR

Yoshi Nagata, ASLA

VP MEMBERSHIP

Happy Spring to all of our members. Thanks for your continued support of the ASLA San Diego chapter! Please feel free to reach out if you have any questions on your membership.

WELCOME TO OUR RETURNING MEMBERS!

Devin Murphy, ASLA; Yoshihito Nagata, ASLA,; Julianne Pineda, ASLA; Kaitlyn Porter, ASLA; Sharon A. Singleton, ASLA

MEMBERSHIP ANNIVERSARIES

Congratulations to the following members for reaching membership milestones (member anniversaries in April through June are for continuing membership).

6 - 10 YEARS

2017 Difan Chen, ASLA; Troy L. Vaughn, ASLA

2016 Yu-Ju Liu, ASLA

2015 Kathleen Therese Brand, ASLA; Nathan S. Elliott, ASLA

2014 Christopher L. Langdon, ASLA

2013 Amelia Capron, ASLA

1 - 5 YEARS

2022 Jonathan Avila, ASLA; Richard Barrett, ASLA; Erika Eifler, Affiliate ASLA; Philip Bronson Gann, Associate ASLA

2021 Alani Aguerre, ASLA; Patrick Cavanaugh, ASLA; Deidre Dann, Corporate ASLA; Chris Perry, Affiliate ASLA; Timothy F. Pruss, ASLA; Matthew J. Wilkins, ASLA

2020 Benjamin Arcia, Affiliate ASLA; Donna J. Tylor, Associate ASLA

2019 Christopher W. Stebbins, ASLA

2018 Brett Jeffrey Allen, ASLA

11 - 20 YEARS

- 2011** Gail Zerbe, ASLA
- 2010** Bradley C. Lenahan, ASLA; Gary Lee Ruyle, ASLA
- 2007** Darren Jacobsen, ASLA
- 2005** James Paul Benedetti, ASLA; Martin S. Flores, ASLA; Alexander Nagel, ASLA
- 2004** Lisa Chestnut, ASLA; Marcie Harris, ASLA; Brad Lents, ASLA
- 2002** Kathryn J. Kanaan, ASLA; Martin T. McPhee, Affiliate ASLA; Michael E. Nichols, FASLA

21 - 30 YEARS

- 2001** Edward Whitehouse, FASLA
- 1999** Nelly M. Chung, ASLA; Martin J. Rosen, Honorary ASLA

31 + YEARS

- 1993** Frank N. Brower, FASLA
- 1990** Martin Poirier, FASLA
- 1988** Robin Shifflet, ASLA
- 1986** Patrick W. Caughey, FASLA
- 1985** Kurt William Carlson, ASLA; Marian Marum, ASLA; Michael Lee Singleton, ASLA; Sharon A. Singleton, ASLA
- 1984** William S. Burton, FASLA
- 1983** Barbara G. Gilman, ASLA; David W. Reed, ASLA
- 1982** Diana Womack Biegner, ASLA



KTUA PRINCIPALS MIKE AND SHARON SINGLETON HAVE RETIRED



THE NEXT GENERATION OF PRINCIPAL LEADERSHIP IS IN PLACE AFTER THE RECENT RETIREMENT OF MIKE SINGLETON, SENIOR PRINCIPAL TRANSPORTATION PLANNER, AND SHARON SINGLETON, PRINCIPAL MARKETING DIRECTOR

After decades of being an integral part of the KTUA family, Mike Singleton, Senior Principal Transportation Planner, and Sharon Singleton, Principal Marketing Director, retired as of January 1, 2023. Mike and Sharon have had the privilege of working with many clients and consultants since the mid-80s, as well as very hardworking, talented, and devoted staff.

Mike, a graduate of Cal Poly San Luis Obispo, joined KTUA in 1987 as a Principal. Mike focused on expanding into different market areas including transportation

planning, transit design and planning, military planning, park master planning, traffic calming, complete streets, pedestrian safety, and bike facility planning and design, and visual studies. He also assisted on resource management, fire management, habitat restoration, and watershed planning as well. He has had a great influence on projects throughout southern California and helped write and manage a number of grants focused on active transportation, smart growth and healthy communities for various agencies. Some of his notable projects include HUD: Guidelines for Creating Walkable and Bikeable Communities Nationwide, Mid-City State Route 15 Centerline Bus Rapid Transit Stations, City of San Diego City Heights Urban Greening Plan, and the City of Lemon Grove Main Street Promenade.

Sharon, trained as a landscape architect at Cal Poly San Luis Obispo earning her bachelor's degree in 1981, took a different career path. After joining KTUA in 1985 she worked as a project manager on several projects in San Diego, but saw a need to lead the marketing and business development at KTUA. With her technical background as a landscape architect as well as her passion and leadership, she was able to make connections with key clients and form valuable relationships within the industry. She also served on several Boards throughout her career and was heavily involved in American Public Works Association (APWA), Society for Marketing Professional Services (SMPS), Urban Land Institute (ULI), and Circulate San Diego.

Together, both Mike and Sharon shared a passion for the connection between the built and natural environment and for creating spaces and awareness for public health

and sustainable neighborhoods. Since retirement, Mike and Sharon are enjoying no deadlines, catching up on sleep, walking anywhere they can, visiting with family and friends, and volunteering in the community.

With Sharon's departure, Kristie Bevacqua joined KTUA as Director of Marketing and Business Development, bringing more than 25 years of experience in the architecture, engineering, and construction industry. In her new role she supports new business opportunities and client relations. She is a board member of the American Public Works Association (APWA) San Diego and Imperial Counties Chapter and is a member and Past President of the San Diego Chapter of the Society for Marketing Professional Services (SMPS). She earned her Certified Professional Services Marketer (CPSM) designation in 2009 from SMPS. She previously served as Recording Secretary for the Society of American Military Engineers (SAME) from 2013-2019. Kristie received her Bachelor of Science degree in Business Administration from Sonoma State University.

As KTUA surpassed its 50th anniversary in 2020, Principal Leadership is now in its third generation with Mark Carpenter serving as Principal Resource Manager, Brooke Whalen and Chris Langdon serving as Principal Landscape Architects, and Joe Punsalan as Principal Transportation Planner. The team brings their passion for design, planning, and service excellence to clients while continuing to mentor the professional development of staff and playing key roles in the continued success of the firm.

EMERGING PROFESSIONALS COMMITTEE UPDATE



ABOUT THE AUTHORS

Gwen Stark & Fernanda Suarez

EMERGING PROFESSIONALS CO-CHAIRS



[CLICK HERE IF INTERESTED IN JOINING A STUDY GROUP!](#)

HELLO EMERGING PROFESSIONALS!

In preparation for the April exam dates, we have been running LARE exam study groups for the past few months that our members have found very helpful. These study groups are a great way of creating a community of peers to share useful study resources and methods for the LARE exams which can be very intimidating to get started on. Meetings happen twice a week on Wednesday evenings virtually and Sunday mornings in person. In addition to our weekly study groups, we had a very successful Section 4 review session with Angela Woodward in March. We are looking forward to starting up these study groups as well as adding more review sessions in May to include even more of our members!

We are also happy to announce an upcoming ANOVA social mixer on April 27 following the upcoming round of LARE exams! We hope to see all of you there. This will be a great opportunity to meet other emerging professionals from our San Diego chapter and to have any questions answered regarding our committee.

Good luck to all our members taking the LARE exam this month!

If you are interested in participating in these study groups or have any questions regarding EPC, please contact Gwen Stark (gwen@ktua.com) or Fernanda Suarez (fsuarez@migcom.com).



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ABOUT THE AUTHOR
Patricia Trauth
CHAPTER TRUSTEE

The Trustees Spring Meeting will be held on April 27th and 28th. Here are some of the items that will be discussed and voted upon during our meetings: the position of President Elect, Honors and Medals nominations, and deploying the ASLA Climate Action Plan in our region.

LICENSURE COMMITTEE – I am currently on the Licensure Committee, which is managed by Elizabeth Hebron at National. The committee will provide guidance, recommendations, and comments on suggested updates to ASLA's suite of licensure policies. The committee will approve updated policies in early June and the Board of Trustees will vote on updated policies at our fall meeting in Minneapolis. Currently we have blended boards in 36 states where we share a board with architects and engineers.

WEBSITE DESIGN – Twelve firms submitted proposals to redesign the national ASLA website, which was narrowed down to two firms with a consultant being selected last month. We have discussed what would be the best platform for our website and the Associated Management System (AMS) is the platform that has been proposed. We are looking at 2024 for the launch of our new website.

STEM PROGRAM – ASLA has applied to gain STEM status for students studying landscape architecture. STEM is an acronym for Science, Technology, Engineering and Math education. It is an interdisciplinary approach that helps students succeed in college and in their future careers. The term is typically used in the context of education policy or curriculum choices in schools. This designation would increase our exposure to the public and elevate our profession. The Department of Homeland Security (DEH) determines who acquires this status, and ours is being reviewed by the general council.

I would love to hear your thoughts on all things related to landscape architecture.

[CONTACT PATRICIA](#)



WEBINAR

GETTING APPOINTED TO LOCAL BOARDS & COMMISSIONS

WITH JOY LYNDES, FASLA; RICH RISNER, ASLA
& PATRICIA TRAUTH, ASLA

FRIDAY, MAY 12 | 12-1PM

LEARNING OBJECTIVES:

- process city & county uses to appoint local board & commission members
- where to find current opportunities
- how to ensure a good fit
- best practices for your application
- how ASLA-SD can help!

REGISTRATION REQUIRED:
[HTTPS://BPT.ME/5787847](https://bpt.me/5787847)

VOLUNTEER OPPORTUNITIES

Get involved!

Volunteer on one of our committees or as part of the board! Meet other landscape architects and become part of our local landscape architecture community.

[VOLUNTEER FORM](#)



leadership
grows here.

CA PAY TRANSPARENCY LAW QUESTIONS ANSWERED



A new California law that requires many businesses to add pay ranges to job descriptions has raised a lot of questions among both employers and employees.

[The law](#) has had an immediate impact: In early December, 41% of daily active job listings on Glassdoor in California had pay ranges provided by the employer, according to [analysis](#) from the company's lead economist. By the end of December, it was up to 54%. By Jan. 8, when the law had been in effect for just over a week, it had climbed to 61%.

On top of the new rule about pay in job postings, the law also allowed employees to ask for the salary range for their current job, and has some new requirements around how companies keep pay records and report pay information to the state.

But just because a law has taken effect doesn't mean everyone understands how it's supposed to work, or who it applies to.

The hotline that the California Chamber of Commerce runs for its members has been getting at least one call per day, on average, about this new law — many more than they get about any other individual law, said Ashley Hoffman, a policy advocate. Based on the number of questions the chamber got, it decided to do an event for members focused on the new pay transparency law. The event had over 2,000 registrants,

Hoffman estimates, one and a half to two times the usual amount.

Several readers also reached out to CalMatters about the new law. CalMatters sought answers from the state Department of Industrial Relations, the government agency charged with enforcing part of the law, as well as people advising businesses and workers on employment law to answer some questions.

Lots of employers seeking advice on how to comply with pay equity laws suggests that the laws are working, said Jacklin Rad, a lawyer who advises employers on California workplace laws at Jackson Lewis, a New York City-based law firm.

"They're looking at their pay scales, not just for job postings, but they're also taking a close look at their internal pay scales and pay ranges," and conducting pay equity analyses, said Rad, who used to be a Deputy Labor Commissioner for the state of California.

Who has to post pay scales in job postings?

The law states that any employer with "15 or more employees" must include "the pay scale for a position in any job posting."

The Labor Commissioner's office, which is charged with enforcing this part of the law, has [further guidance](#) on its website about how it interprets this.

At least 1 of those 15 employees “must be currently located in California,” according to the Department of Industrial Relations website. And, for the companies this applies to, a job posting must have a pay range “if the position may ever be filled in California, either in-person or remotely.”

Who can ask for their current salary range?

Employees can ask their employer for the salary range for their current position, and the employer must provide it. This isn’t limited to employers of a specific size.

CalMatters has asked the department whether this applies to employees who don’t live in California but work for California-based companies, but has yet to receive an answer.

“I can see employers trying to argue differently, but I think ultimately, if it’s a California-based company, it doesn’t matter where the worker is, physically, if their work is remotely being performed to the benefit of a company in California,” said Mariko Yoshihara, Legislative Counsel and Policy Director for California Employment Lawyers Association, which co-sponsored the law.

Is there a limit to how big a pay range could be, and still be legal?

“No, there is no limit,” wrote Paola Leverde, a public information officer for the Department of Industrial Relations.

The law requires employers to post the range that it “reasonably expects to pay for the job,” she said.

“Whether the posted pay scale reflects that reasonable expectation is a facts-specific determination. Any attempts to avoid the law by extremely large ranges will be subject to scrutiny.”

CalMatters has asked the department what sorts of facts it will consider in that determination, but has not yet received an answer.

“It needs to be something that’s defensible,” said Hoffman, with the chamber, about how the organization is advising businesses with questions about pay scales. If a company is hiring a technician, for example, and is really looking to hire entry-level technicians rather than highly experienced ones, that would inform the range, she said.

What can you do if you see a job posting that you think violates the law?

You can bring it to the attention of the labor commissioner by contacting any [field office](#), either in person, over the phone (833-525-4635), or via email, said Leverde. This can be done anonymously.

Leverde also said that people can file [retaliation complaints](#) anonymously if they are alleging violations of the part of the law that requires pay scales in job postings. However, the retaliation complaint form seems to require a first and last name. CalMatters has asked the department how people wishing to file a complaint anonymously should proceed and awaits a response.

How will this law get enforced?

Different parts of the law will get enforced by different parts of the state government.

One part of the law requires companies with 100 or more employees to report more detailed data to the state on what they pay workers. The reports are used "in individual investigations of complaints of pay discrimination or other types of complaints of civil rights violations against employers," Adam Romero, deputy director of executive programs at California's Civil Rights Department, told CalMatters in December.

If companies don't submit the required reports, the Civil Rights Department can seek a court order requiring them to comply. The department can also request that the court issue a penalty.

The part of the law that requires pay ranges in job postings and allows employees to ask for their current pay scale is enforced by the Labor Commissioner's Office, which is within the Department of Industrial Relations. The Commissioner has begun accepting complaints for violations of the law and it "recently sent a letter to employers regarding the new law, and will soon launch a social media campaign about the law," Laverde wrote.



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UPCOMING EVENTS & MEETINGS

APRIL

- 3-21** WLAM INSTAGRAM TAKEOVER
- 5** EXECUTIVE COMMITTEE MEETING 6PM | ONLINE
- 21** LANDSCAPE ARCHITECTS TECHNICAL COMMITTEE MEETING
AGENDA
- 27-28** ASLA NATIONAL SPRING VIRTUAL CPC/TRUSTEE MEETINGS
ASLA NATIONAL MTG VIA ZOOM

MAY

- 10** EXECUTIVE COMMITTEE MEETING 6PM | ONLINE
- 12** HOW TO GET APPOINTED TO LOCAL BOARDS & COMMISSIONS WEBINAR
REGISTER
- 23** CHAPTER BOARD OF DIRECTORS ELECTION NOMINATIONS DUE
NOMINATIONS FORM

JUNE

- 1** SOCAL SHADE SAILS SOCIAL EVENT
RSVP BY MAY 29
- 1** 2024 COMMUNITY GRANT APPLICATION POSTED ONLINE
[ASLA-SANDIEGO.ORG](https://www.asla-sandiego.org)
- 7** SPRING LECTURE - MUSEUM OF CONTEMPORARY ART LA JOLLA
530PM - 8PM
- 8** EXECUTIVE COMMITTEE MEETING 6PM | ONLINE
- 14** LAUNCH 2023-24 EXECUTIVE COMMITTEE ELECTION
- 15** E-NEWSLETTER ARTICLES DUE FOR JULY-SEPT EVENTS AND PROGRAMS

CHECK OUT OUR WEBSITE FOR ALL OUR CURRENT & UPCOMING EVENTS

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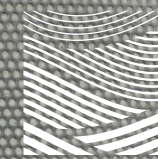
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