

Sunset Report
Alabama Board of Licensure for Professional Geologists
Montgomery, Alabama

October 1, 2023 through September 30, 2025

ALABAMA DEPARTMENT OF
EXAMINERS of Public Accounts

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Rachel Laurie Riddle
Chief Examiner

October 28, 2026

Representative Margie Wilcox
Chairman, Sunset Committee
Alabama State House
Montgomery, Alabama 36130

Dear Representative Wilcox:

This report was prepared to provide information for use by the Sunset Committee in conducting its review and evaluation of the operations of the Alabama Board of Licensure for Professional Geologists in accordance with the ***Code of Alabama 1975***, Section 41-20-9.

The report contains unaudited information obtained from the management, staff, and records of the Alabama Board of Licensure for Professional Geologists in addition to information obtained from other sources.

Please contact me if you have any questions concerning this report.

Sincerely,

Rachel Laurie Riddle
Chief Examiner

Examiner
Braeden Mitchell

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PROFILE

Purpose/Authority

The Alabama Board of Licensure for Professional Geologists (the "Board") was created by Act Number 1995-399, Acts of Alabama, to protect life, property, health, safety, public welfare, and the environment through the regulation of the practice of geology in the State of Alabama. Current statutory authority for the Board is found in the ***Code of Alabama 1975***, Sections 34-41-1 through 34-41-24.

The following Act passed since the last sunset review has been codified in the current statutory authority.

Act Number 2025-169, Acts of Alabama, was passed to continue the existence and functioning of the Alabama Board of Licensure for Professional Geologists until October 1, 2027, with certain modifications to amend Section 34-41-4, ***Code of Alabama 1975***, to require that a board member resides in and be appointed from each congressional district in this state.

Characteristics	
Members and Selection	Seven members appointed by the Governor from a list of nominees submitted by the Board, or any entity designated by the Board. Membership of the Board shall include at least one representative member from each of the following professional subgroups of geologists: • Faculty of the departments of geology at colleges and universities in this state grant degrees in geological sciences • Governmental agencies employing geologists • Businesses • Mining industry • Petroleum industry • Geotechnical and environmental engineering firms • Independent geological consultants ***Code of Alabama 1975***, Section 34-41-4
Term	Three-year staggered terms. No member shall serve more than two consecutive three-year terms, without interruption in service of at least three years. ***Code of Alabama 1975***, Section 34-41-4

Qualifications	Each member of the Board shall be: • A licensed professional geologist • A citizen of the United States • A resident of this state for at least five years immediately preceding appointment and reside in Alabama during the term of office. • Be at least 25 years of age. ***Code of Alabama 1975***, Section 34-41-4
Consumer Representation	No specific statutory requirement.
Racial Representation	No statutory requirement. No minority members currently serving.
Geographical Representation	Commencing on June 1, 2025, as the terms of the members serving on the Board expire, the membership of the Board shall be appointed so that one member resides in and is appointed from each congressional district in this state. ***Code of Alabama 1975***, Section 34-41-4
Other Representation	In appointing members to the Board, the Governor shall strive to achieve diversity in race, gender, geography, residence and economic condition. ***Code of Alabama 1975***, Section 34-41-4
Compensation	Members of the Board receive $100.00 per day plus mileage payable at the same rate as paid for state officers and employees for each day of actual attendance at a regular or special meeting of the Board. ***Code of Alabama 1975***, Section 34-41-4
Attended Board Member Training	Five current Board members Two former Board members Two staff members Executive Director

Operations	
Administrator	During the Sunset review period, the Board had an administrative services contract with Smith Warren Management Services, Inc. Keith Warren, President of Smith Warren Management Services, Inc., served as the Board's Executive Director. The contract amount was for $3,000.00 per month ($36,000.00 annually) and expired on June 21, 2026. This contract was terminated. The Board entered into an interagency agreement with the Alabama Security Regulatory Board effective from June 1, 2026 through September 30, 2026 at a rate of $2,500 per month, not to exceed $10,000 for fiscal year 2026. This agreement stipulates that the Alabama Security Regulatory Board will provide office space, administrative employee services, and basic utilities, including telephone and internet charges to the Board. This agreement became effective on July 24, 2026.
Location	603 Interstate Park Drive Montgomery, AL 36109 Office Hours: Monday through Friday 8:30 a.m. through 4:30 p.m.
Real Property Ownership	The Board does not own any real property.
Employees	None.
Legal Counsel	Matt Duggan, with the Attorney General's Office, services as legal counsel for the Board. ***Code of Alabama 1975***, Section 34-41-5
Subpoena Power	The Board shall have the power to administer oaths and affirmations and to issue subpoenas to compel the attendance of witnesses and the production of evidence. ***Code of Alabama 1975***, Section 34-41-5
Internet Presence	https://www.algeobd.alabama.gov/ The Board's website contains the Board's contact information and hours of operations. In addition, there are links to the minutes of the Board's meetings, a licensee directory, the Association of State Boards of Geology (ASBOG) study guide and courses, a complaint form for consumers, and administrative rules and statutes.

Financial

Source of Funds	Licensure fees.
State Treasury	Yes, Special Revenue Fund 0912. ***Code of Alabama 1975***, Section 34-41-6
Required Distributions	No required distributions.
Unused Funds	All funds remaining unexpended and unobligated at the end of the fiscal year are retained by the Board.

Licensure

Licensees	As of March 30, 2026: Geologists: 517 Geologists-in-Training: 8 Temporary Interim Comity Permits[(1)]: 1 **Total: 526** [(1)] Permits do not exceed 90 days. ***Code of Alabama 1975***, Section 34-41-8(2) ***Source***: Administrator
Licensure Qualifications	Applicants for licensure should meet the following requirements: • Be of good moral character. • Be a graduate of an accredited college or university with a degree in geology, engineering geology, or one of the related geological sciences if the applicant has completed a minimum of 30 semester hours or their equivalent of course work in geological science. • Have at least five years of full-time professional geological work after receiving a bachelor's degree, either as a geologist-in-training or in geologic work related to the public practice of geology. • Pass an examination. • Be a citizen of the United States or, legally present in the United States. ***Code of Alabama 1975***, Section 34-41-10

<table>
<tr><td>Examinations</td><td>Applicants must pass a two-part exam, Fundamentals of Geology and Practice of Geology. The exam is prepared by the Association of State Boards of Geology (ASBOG). Examinations are administered twice a year, generally in March and October. Prometric exam centers administer the exam. Testing centers are located in Auburn, Birmingham, Dothan, Huntsville, Mobile, and Montgomery.

<table>
<tr><th colspan="3">Fundamentals of Geology</th></tr>
<tr><th></th><th>% Passed</th><th>% Failed</th></tr>
<tr><td>March 2024</td><td>43%</td><td>57%</td></tr>
<tr><td>October 2024</td><td>63%</td><td>37%</td></tr>
<tr><td>March 2025</td><td>60%</td><td>40%</td></tr>
<tr><td>October 2025</td><td>63%</td><td>37%</td></tr>
</table>

<table>
<tr><th colspan="3">Practice of Geology</th></tr>
<tr><th></th><th>% Passed</th><th>% Failed</th></tr>
<tr><td>March 2024</td><td>80%</td><td>20%</td></tr>
<tr><td>October 2024</td><td>13%</td><td>87%</td></tr>
<tr><td>March 2025</td><td>100%</td><td>0%</td></tr>
<tr><td>October 2025</td><td>69%</td><td>31%</td></tr>
</table>

Source: Administrator</td></tr>
<tr><td>Reciprocity</td><td>The Board shall approve licensing through comity for any individual already licensed as a professional geologist or the equivalent in any other state, territory, or possession of the United States, or the District of Columbia, if the license is current and, in the opinion of the Board, the license was issued in compliance with licensing requirements that are substantially the same as, or more stringent than, Alabama’s requirements.

Continuing educational requirements may be met without completing the entire renewal form if a licensee resides in another state which is listed by the Alabama Board as having continuing educational requirements equivalent and acceptable to the Alabama Board and the licensee certifies in the appropriate section that all continuing educational and licensure requirements for that state have been met.

The Board has agreements with Louisiana, Mississippi, and Texas.

Code of Alabama 1975, Section 34-41-5
Administrative Rule 364-X-13-.02(10)

Source: Administrator</td></tr>
</table>

<table>
<tr><td>Renewals</td><td>Licenses are renewed biennially and expire two years from the date of issuance. The right to renew without penalty is sixty days past the expiration date. The license will be renewed or restored assuming the licensee meets all other statutory requirements and pays a penalty or restoration fee.

94% of renewals are processed online.

Code of Alabama 1975, Section 34-41-12
Administrative Rule 364-X-13-.03

Source: Administrator</td></tr>
<tr><td>Licensee Demographics</td><td>As of March 30, 2026:

<table>
<tr><td>Male:</td><td>441</td></tr>
<tr><td>White</td><td>426</td></tr>
<tr><td>African American</td><td>1</td></tr>
<tr><td>Hispanic/Latino</td><td>8</td></tr>
<tr><td>Native Hawaiian/Pacific (PC) Islander</td><td>2</td></tr>
<tr><td>Asian</td><td>1</td></tr>
<tr><td>Other</td><td>3</td></tr>
<tr><td>Female:</td><td>85</td></tr>
<tr><td>White</td><td>82</td></tr>
<tr><td>African American</td><td>2</td></tr>
<tr><td>Other</td><td>1</td></tr>
</table>
Source: Administrator</td></tr>
<tr><td>Continuing Education</td><td>The licensed professional geologist must earn a minimum of 30 professional development hours per biennial period, except for the carryover permitted. The number of professional development hours which may be carried forward to the next biennial period cannot exceed fifteen hours.

Code of Alabama 1975, Section 34-41-12
Administrative Rule 364-X-13-.02</td></tr>
</table>

FINANCIAL INFORMATION

Schedule of Receipts, Disbursements, and Balances

October 1, 2023 through September 30, 2025

	2023-2024	2024-2025
Receipts		
Licensure Fees	$ 48,750.00	$ 69,625.00
Total	48,750.00	69,625.00
Disbursements		
Travel, In-State	160.15	683.46
Rentals and Leases	2,228.44	1,282.21
Utilities and Communications	271.98	376.29
Professional Services	40,598.44	56,035.85
Supplies, Materials and Operating Expenses	1,022.30	5,383.08
Total	44,281.31	63,760.89
Excess (Deficiency) of Receipts Over Disbursements	4,468.69	5,864.11
Cash Balances at Beginning of Year	27,859.61	32,328.30
Cash Balances at End of Year	32,328.30	38,192.41
Reserved for Year-End Obligations	(15,137.50)	(5,702.10)
Unobligated Cash Balances at End of Year	$ 17,190.80	$ 32,490.31

SIGNIFICANT ISSUES

There are no new significant issues.

STATUS OF PRIOR FINDINGS/SIGNIFICANT ISSUES

Prior Significant Issue 2024-001: The Board did not notify the Secretary of State of vacancies occurring as a result of the expiration of three Board members' terms prior to the expiration of their terms on September 30, 2023.

The ***Code of Alabama 1975***, Section 36-14-17(c) states, "The chair of an existing board shall notify the Secretary of State by electronic means of a vacancy as follows: (1) For a vacancy scheduled to occur on the board as a result of the expiration of a term, at least 45 days before the vacancy occurs."

Current Status: Unresolved. The Board did not notify the Secretary of State of vacancies occurring as a result of the expiration of four Board members' terms at least 45 days prior to the expiration of their terms on September 30, 2026.

MATTERS OF CONCERN FROM QUESTIONNAIRES

There are no new matters of concern noted from survey responses.

PRIOR MATTERS OF CONCERN FROM QUESTIONNAIRES

Prior Matter of Concern 2024-003: Four of the five Board members (80%) responding to our survey stated the declining number of registrations/licensees as the most significant issue facing their profession.

Current Status: Unresolved. Three of the four Board members (75%) responding to our survey mentioned the lack of geologists as the most significant issue facing their profession.

Prior Matter of Concern 2024-006: Twenty-one of the sixty-one licensees (34%) responding to our survey do not think mandatory continuing education is necessary for the competent practice of their profession.

Current Status: Unresolved. Four of the seventeen licensees (24%) responding to our survey do not think continuing education is necessary for the competent practice of their profession.

QUESTIONNAIRES

Board Member Questionnaire

A letter was sent to all seven members of the Alabama Board of Licensure for Professional Geologists requesting participation in our survey. Four participated in our survey. The percentages are based on the number who responded to the question.

1. **What do you consider the most significant issue(s) currently facing the Alabama Board of Licensure for Professional Geologists and how is the Board addressing these issues?**

   Board Member #1 – "The changing nature of geological education at universities today and what background future students may have as they earn BS degrees in geology."
   Board Member #2 – "The number of active licensees are not as high as we want them to be. We are activley recruiting new students and professionals to obtain their license."
   Board Member #3 – "The aging population of our current members, and lack of new members joining as a PG. We meet at 2 of the 3 universities a year that provide a degree in geology."
   Board Member #4 – "Attritional loss of applicants for renewal and licensing. Board is holding meetings at university campuses to foster more interest in licensing among students and faculty. Keeping fees competitive with other states."

2. **What, if any, changes to the Board's laws are needed?**

   Board Member #1 – "There is state law and there are Board guidelines and rules. Not sure what you mean. But, there needs to be a clear and exacting definition of what a geologist is in state law."
   Board Member #2 – "None"
   Board Member #3 – "None"
   Board Member #4 – "None."

3. **Do you think the Board is adequately funded?**

   Yes 4 100%

4. **Do you think the Board is adequately staffed?**

   Yes 4 100%

5. **Does the Board receive regular reports on its operations from the Executive Director?**
‘

   Yes 4 100%

6. **Has the Board experienced any significant change to its operations?**

No	**4**	**100%**

7. **Does the Board plan to make any significant changes to its operations?**

No	**3**	**75%**
Unknown	1	25%

8. **Do you have any additional comments you would like to make?**

Board Member #1 – "Anyone involved in this Sunset review needs to be aware that there are only 3 geology BS degree-granting universities in Alabama (UA, AU, and USA)."
Board Member #2 – "NA"
Board Member #3 – "None"
Board Member #4 – "[redacted] & [redacted]. doing a great job! Legislative effort to consolidate all state boards is an attempt to remove independent board control. Do not agree."

Licensee Questionnaire

A letter was sent to one hundred licensees requesting participation in our survey. Seventeen participated in the survey. The percentages are based on the number who responded to the question.

1. **What do you consider the most significant issue(s) facing your profession in Alabama?**

   Respondent #1 – "Public understanding of the discipline is often limited. Many people are unaware of its diverse facets and their critical role in protecting public health and safety. Consequently, this responsibility is frequently attributed primarily to engineers, despite the essential contributions of geologists in assessing risks, informing design decisions, and supporting regulatory compliance."
   Respondent #2 – "decline in geology student population"
   Respondent #3 – "The lack of Geology and related professions being taught in middle and high schools."
   Respondent #4 – "None"
   Respondent #5 – "I reside and perform most of my work in Tennessee and while I do hold an Alabama PG, I am not aware of any issues facing my profession in Alabama."
   Respondent #6 – "Competent practitioners."
   Respondent #7 – "Emerging contaminants (i.e., PFAS)"
   Respondent #8 – "Not sure."
   Respondent #9 – "The closing of geoscience programs in several colleges and universities around the country. Over the past decade there has been an uptick in Earth science department closings. Most recently the University of Nebraska (Lincoln) has begun to shutter its program (which also includes meteorological sciences). This was a decision made by the University's administration. The program is the largest in the State's university system and produced some of the best geoscientists in the country. In a State where agriculture is an integral part of the economy this decision makes no sense. This is a concerning trend and comes at a time when the United States has a deficit of trained geologists - especially, those geoscientists who are educated and experienced in mineral exploration (think critical minerals necessary for industry and national security). There is a growing need for geological expertise in other areas (i.e. infrastructure design, planning, and development, natural hazard mitigation, environmental quality, potable water supplies, etc), and without educated geologists there are adverse implications for meeting societal needs. Alabama, for example, has a burgeoning population in the North part of the State (i.e. Huntsville, Athens, Decatur and points East) and there will be a profound demand for engineering, water, and environmental services - which require degreed geoscientists (especially those geologists who are licensed) to support that growth. In short, fewer geology programs means fewer geology graduates which means fewer licensed geologists. We don't want to see that in Alabama. Another problem is the restrictions on research funding in the geosciences (actually, all scientific fields). Unless the research is focused on certain areas (i.e. energy and mineral exploration/ production) and particular requirements pertaining to an institution's ethical profile are evident, governmental funding may be severely restricted or denied. College and university geology departments need these resources not only to expand our knowledge in geologic studies but to help support future geoscientists needed for the workforce. Geology students often work as research assistants supported from monies derived from research grants. Funding allows them to pursue student internships at various agencies and institutions. This hinders enrollments and

reduces the number of potential geologists entering the profession. I'm also concerned about the decline in the number of licensed professionals in our State. At times (I've observed from the Board's published minutes) the number of licensees practicing in Alabama is less than 500 individuals. Clearly this is not enough licensees to consistently sustain the ABLPGs program. Part of this is a demographic issue (licensees who are ageing out of the field or leaving the profession due to age related health matters). Another part of this is related to the number of graduates entering the workforce - which is a product of geoscience department enrollments. The ABLPG's financial health is of paramount importance. Licensure is also important to the safety, health, and welfare of the citizenry. I could expound further on the subject, however, I call to the reader's attention two position statements provided by the Geological Society of America which I encourage you to paste into your browser and review: The Benefits of Professional Geologist Licensure chrome extension://efaidnbmnnnibpcajpcglclefindmkaj/https://rock.geosociety.org/net/documents/gsa/positions/pos29_licensure.pdf The Role of the Geoscientist in Assuring the Safety and Integrity of Infrastructure chrome extension://efaidnbmnnnibpcajpcglclefindmkaj/https://rock.geosociety.org/net/documents/gsa/positions/pos5_Infrastructure.pdf
I appreciate your time and consideration regarding my comments."
Respondent #10 – "The decline of professionals within various professions, such as geology."
Respondent #11 – "untrained, undereducated geologists"
Respondent #12 – "The future job market"
Respondent #13 – "Engineers providing geologic services that are not technically correct. But because they are a P.E. they are accepted."
Respondent #14 – "Regulatory uncertainty"
Respondent #15 – "Unlicensed practice is a concern. State regulatory agencies are the most likely to be recipients of unlicensed practice documents and yet they seem to make few, if any, referrals for unlicensed practice review."
Respondent #16 – "Unknown"
Respondent #17 – "Lack of consistency and stability in the regulatory environment as well as associated federal and state funding."

2. **Do you think regulation of your profession by the Alabama Board of Licensure for Professional Geologists is necessary to protect the public welfare?**

Yes	**16**	**94%**
No	1	6%

3. **Do you think any of the Board's laws, rules, or policies are an unnecessary restriction on the practice of your profession?**

No	**16**	**94%**
Unknown	1	6%

4. **Are you adequately informed by the Board of changes to and interpretations of the Board's positions, policies, rules, and laws?**

Yes	**13**	**76%**
Unknown	4	24%

5. **Do you consider mandatory continuing education necessary for the competent practice of your profession?**

Yes	**13**	**76%**
No	4	24%

6. **Does the Board respond to your inquiries in a timely manner?**

Yes	**15**	**88%**
Unknown	2	12%

7. **Has the Board performed your licensing and renewal in a timely manner?**

Yes	**17**	**100%**

8. **Do you have any additional comments you would like to make?**

Respondent #1 – "In my experience, the Board holds Licensees to high standards, which is essential as regulations governing natural resources, technologies, and professional practices continue to evolve."
Respondent #2 – "Thank you for all you do for the profession."
Respondent #3 – "Suggest developing/expanding Geology related discipline societies."
Respondent #4 – "No"
Respondent #5 – "I believe the mandatory education requirements could be relaxed some. It's now somewhat difficult to get the company you work for to pay for numerous seminars, conferences, and continuing education courses. I would also like to see a retired geologist license, one that would be sort of on hold, at a lesser annual cost, which could be converted to a full license should the holder have work again in the state. Thanks for the ability to provide feedback."
Respondent #6 – "Professional licensure is integral and vital to the protection of public health."
Respondent #7 – "None"
Respondent #8 – "No"

Respondent #9 – "I believe the ABLPG is doing a commendable job in its outreach efforts. I've noticed from their minutes that they have been holding some of their meetings at University geoscience departments. This allows them to communicate to faculty and students about professional geologist licensure and its relevance (maybe its merits). This goes a long way to expanding awareness of the credential (which until recently was not relayed to the students). I think the ABLPG should also have conversations with geology department leadership about encouraging faculty to obtain a PG license. Currently geoscience educators are exempt from licensure. Having at least one faculty member with a PG license would go a long way to promoting the value of a PG license to future geoscience professionals. I'll digress. Increasing the number of licenses in typically exempt areas of the profession would be a huge win in advancing the credential. Is there any way some form of inducement (a modest pay bump, having the costs of testing and renewal borne by the employer, some form of recognition, etc) could be offered? Expanding the number of licensees would help the ABLPG's current and future revenue challenges (as I mentioned earlier there is a decline in the viable number of licensees). If the ABLPG can get more professionals that work in exempted fields to obtain a PG license this would be quite an accomplishment."
Respondent #10 – "Not at this time."
Respondent #11 – "no"
Respondent #12 – "The Board does a great job"
Respondent #13 – "Having licensure for geologists raises the qualifications of the geologist and raises the potential demand and income of the geologists that are licensed in addition to the protection of human health, the environment and safety of the general public."
Respondent #14 – "The board has been fantastic to work with. [redacted] [redacted] in particular. Always quick to respond and she has always been great getting me the info I'm looking for."
Respondent #15 – "No"
Respondent #16 – "PG regulation and licensing is critical to maintaining the integrity of our profession and protecting public safety."
Respondent #17 – "None at this time."

APPENDICES

Appendix I – Applicable Statutes

Section 34-41-1 Short Title.
This chapter shall be known and may be cited as the "Alabama Professional Geologists Licensing Act."
(Acts 1995, No. 95-399, p. 820, §1.)

Section 34-41-2 Purposes of Chapter.
(a) The Alabama Professional Geologists Licensing Act is enacted for the following purposes:
(1) To protect life, property, health, safety, public welfare, and the environment through the regulation of the practice of geology in the State of Alabama.
(2) To define the practice of geology as a profession and to establish minimum professional standards for ethical conduct, professional responsibility, education, and experience.
(3) To prevent abuses of the practice of geology by untrained or unprincipled persons.
(b) The intent of this chapter is to ensure that only those persons who are registered and licensed pursuant to this chapter, unless they are exempted from licensing, shall publicly practice, offer, or attempt to publicly practice geology or any specialty thereof, claim any specialty in geology as a professional, business, or commercial identification, title, name, representation, or claim, or otherwise hold themselves out to the public as being qualified to practice geology or any of its specialties. Only those persons licensed pursuant to this chapter may use the term "licensed professional geologist."
(Acts 1995, No. 95-399, p. 820, §2.)

Section 34-41-3 Definitions.
When used in this chapter, the following words have the following meanings:
(1) BOARD. The Alabama Board of Licensure for Professional Geologists.
(2) GEOLOGIST. A person who holds a degree in the geological sciences from an accredited college or university.
(3) GEOLOGIST-IN-TRAINING. A person who holds a degree in the geological sciences from an accredited college or university and who has successfully passed the part of the professional examination covering fundamental or academic geological subjects.
(4) GEOLOGY. The science dealing with the earth and its history; its constituent rocks, minerals, liquids, gases, and other materials of which it is composed, and the study of the processes responsible for the development and change in the component parts of the earth, for the benefit of mankind.
(5) GOOD MORAL CHARACTER. Character that tends to ensure the faithful discharge of the professional duties of the licensed professional geologist based on truth and adherence to ethical principles.
(6) LICENSE. A certificate issued by the board recognizing the individual named in this certificate as meeting the requirements for licensing under this chapter.
(7) LICENSED PROFESSIONAL GEOLOGIST. A person who holds a license as a professional geologist under this chapter.

(8) PUBLIC PRACTICE OF GEOLOGY. The performance of geological service or work, including, but not limited to, consultation, geological investigation, surveys, evaluations, planning, mapping, or review of geological work related to the public practice of geology, or both, in which the performance is related to the public welfare or safeguarding of life, health, property, and the environment except as otherwise specifically provided by this chapter. A person publicly practices or offers to publicly practice geology if the person does any of the following:
a. Offers to or provides geological work or services to the public in any branch of the profession of geology.
b. Represents himself or herself to be a licensed professional geologist by verbal claim, sign, advertisement, letterhead, card, or in another way.
c. Implies that he or she is a licensed professional geologist or that he or she is registered under this chapter through the use of some other title.
d. Holds himself or herself out as one who performs or is able to perform any geological services or work recognized by the board as the public practice of geology.
This definition shall not be construed to regulate or interfere with the legitimate practice of any licensed professional, other than geologists.
(9) RESPONSIBLE CHARGE OF WORK. The independent control and direction by the use of initiative, skill, and independent judgment of geological work or the supervision of such work.
(10) SPECIALTY. A branch of geology which is recognized as a subdiscipline for purposes of certification after registration as a licensed professional geologist.
(11) SUBORDINATE. A person who assists a licensed professional geologist in the public practice of geology without assuming the responsible charge of work and who is under the direction and supervision of a licensed professional geologist.
(12) UNPROFESSIONAL CONDUCT. The practice of geology by a licensed professional geologist who willfully performs any act, causes omissions, or makes any assertions or representations which are fraudulent, deceitful, or misleading, or which in any manner whatsoever discredits or tends to discredit the profession of geology.
(Acts 1995, No. 95-399, p. 820, §3.)

Section 34-41-4 Board Created; Composition.
(a) There is created the Alabama Board of Licensure for Professional Geologists which shall administer and enforce this chapter.
(b) The board shall consist of seven members appointed by the Governor from a list of nominees submitted by the board, or any entity designated by the board. Members of the board, except for the initial board, shall be licensed professional geologists. Whenever possible the membership of the board shall be inclusive and reflect the racial, gender, geographic, urban, rural, and economic diversity of the state. Commencing on June 1, 2025, as the terms of the members serving on the board expire, the membership of the board shall be appointed so that one member resides in and is appointed from each congressional district in this state.
(c) Each member of the board shall be a citizen of the United States, a resident of this state for at least five years immediately preceding appointment, reside in this state during the term of office, and be at least 25 years of age.

(d) All members of the initial board shall be appointed by the Governor from a list of nominees who shall at the time of their appointment qualify for licensing under this chapter and become duly licensed during their term. Membership of the board shall include at least one representative member from each of the following professional subgroups of geologists: Faculty of the departments of geology at colleges and universities in this state that grant degrees in the geological sciences; governmental agencies employing geologists; businesses, exclusive of those exempted herein; mining industry; petroleum industry; geotechnical engineering firms; environmental engineering firms; and independent geological consultants.
(e) After the establishment of the initial board, all members of the board shall be licensed under this chapter. The term of office of each member of the board shall be three years. Notwithstanding the foregoing, of the first members appointed, two shall be appointed for a term of one year, two for terms of two years, and three for terms of three years. No member shall serve more than two consecutive three-year terms, without interruption in service of at least three years.
(f) Each term on the board shall expire on September 30 of the year in which the term expires. When the term of a member expires, the Governor shall appoint a new member or reappoint the current member for a full term under subsections (d) and (e). If a vacancy occurs, within 90 days of the vacancy the Governor shall appoint a replacement to fill the vacancy for the remainder of the unexpired term. Except for the members of the initial board, all appointments and reappointments to the board shall be made by the Governor from a list of nominees submitted by the board, or any entity designated by the board. In appointing members to the board, the Governor shall strive to achieve diversity in race, gender, geography, residence, and economic condition.
(g) The Governor may remove a member of the board only for neglect of duty, an unexcused failure to attend more than one of the regularly scheduled meetings held in a calendar year during the term in office of the member, malfeasance, violation of this chapter, or conviction of a felony or other crime of moral turpitude.
(h) Members of the board shall receive reimbursement for expenses incurred in the performance of duties of one hundred dollars ($100) per day plus mileage payable at the same rate as paid for state officers and employees for each day of actual attendance at a regular or special meeting of the board.
(i) The board may employ the necessary personnel for performance of its functions and fix their compensation. The board may appoint committees to aid in the performance of its functions.
(Acts 1995, No. 95-399, p. 820, §4; Acts 1997, No. 97-156, p. 206, §3; Act 2001-251, p. 302, §3; Act 2025-169, §3.)

Section 34-41-5 Powers of Board.
(a) The board shall elect from its membership a chair, a vice chair, and a secretary-treasurer. The board shall adopt rules to govern its proceedings. A majority of the appointed membership of the board shall constitute a quorum for all meetings.
(b) The board shall, by regulation, adopt an administrative code and a code of professional conduct, which shall be published by the board and distributed to every applicant for licensing and to every licensee under this chapter. The publication shall constitute due notice to all applicants and licensees. The board shall solicit comments from the profession at large concerning these codes and may revise and amend the codes.

(c) The board shall have the authority to prepare, administer, and grade oral or written examinations, or both, as required or permitted by this chapter to test an applicant's academic preparation and ability to apply such training to the public practice of geology. The board may take any actions necessary to prepare, administer, and grade the examinations, to determine whether the qualifications of an applicant for licensing meet the minimum standards set forth in this chapter, and to issue a license to each successful applicant. The board shall have the authority to adopt or recognize, in part or in whole, examinations prepared, administered, or graded by other organizations, on a regional or national basis, which the board determines are appropriate to measure the qualifications of an applicant for licensing as a professional geologist or in any specialty of geology. The examination questions, correct answers, and any individual applicant's completed examination shall be available to the board. The board shall retain the authority to determine a passing grade for purposes of registration as a professional geologist in this state.

(d) The board shall consider all applications for licensing as a professional geologist or certification in any specialty thereof recognized by the board pursuant to this chapter and issue licenses as provided in this chapter. The board shall adopt a seal which shall be affixed to all licenses issued by the board.

(e) The board may authorize necessary expenditures to implement this chapter from the fees which it collects. The expenditures shall not exceed the revenues of the board during any fiscal year.

(f) The board shall meet within 30 days after a quorum of its first members is appointed, and thereafter shall hold at least three regular meetings each year. The board may provide for additional special meetings including hearings, extra working days for applications review, and examination proctoring. Minutes of each meeting of the board, recording the members present and the business taken, shall be signed and kept by the secretary-treasurer or an assistant secretary appointed by the board.

(g) The board shall establish and receive reasonable and necessary fees to be charged the applicants and registrants to support the administration and enforcement of this chapter. The secretary-treasurer shall prepare, certify, and file an annual report of all the receipts, expenditures, and fund balances with the state Comptroller.

(h) The board shall approve licensing through comity for any individual already licensed as a professional geologist or the equivalent in any other state, territory, or possession of the United States, or the District of Columbia, if the license is current and, in the opinion of the board, the license was issued in compliance with licensing requirements that are substantially the same as, or more stringent than, those established pursuant to this chapter. The board may require additional proof of experience, if desired.

(i) The board shall renew and reissue certificates as provided in this chapter. As a condition of reissuance or renewal, the board shall have the authority to require, in general or in individual cases, evidence of continued competence in the practice of geology through means such as, but not limited to, the review of qualifications, experiences, and requirements for continuing professional education.

(j) Each present and former member of the board, its agents, employees, and members of committees appointed by the board to assist the board in carrying out its duties and responsibilities, shall be exempt from civil liability for any act or omission occurring while acting in an official capacity. The Attorney General or his or her appointed designee shall, without assessing charges to the board for legal services, defend the board and each present and former member of the board, its agents, employees, and members of committees appointed by the board in any action arising from any act or omission. The Attorney General or his or her appointed designee shall act as legal advisor to the board.

(k) The board may investigate all reasonably documented complaints of violations of this chapter and of unprofessional conduct by licensed and nonlicensed geologists. The board shall have the authority to refuse issuance or renewal of a license or to suspend or revoke a license. The board may impose sanctions including restrictions on the practice of any registrant or of a person, firm, or corporation practicing under the limitations of this chapter, for violations of this chapter or the rules and regulations promulgated hereunder.
(l) The board shall have the power to administer oaths and affirmations and to issue subpoenas to compel the attendance of witnesses and the production of evidence, and shall have the authority to issue cease and desist orders and to seek injunctions against violations of this chapter or the rules and regulations promulgated hereunder, as provided herein.
(m) The board shall, within one year of its appointment, establish between it and the Alabama State Board of Professional Engineers and Land Surveyors, a memorandum of understanding, containing guidelines for resolving jurisdictional concerns that may arise between registered engineers and registered geologists.
(n) The board shall have all other powers and authority consistent with this section, not enumerated herein, as are necessary for the administration and enforcement of this chapter.
(Acts 1995, No. 95-399, p. 820, §5.)

Section 34-41-6 Establishment of Revenue Trust Fund.
There is established a separate revenue trust fund in the State Treasury to be known as the "Alabama Board of Licensure for Professional Geologists Fund." All receipts and disciplinary fines collected by the board under this chapter shall be deposited in this fund and used only to implement this chapter. Monies shall be disbursed by warrant of the state Comptroller upon the State Treasury, upon itemized vouchers approved by the chair of the board or an authorized designee. No funds shall be withdrawn or expended except as budgeted and allotted according to Sections 41-4-80 to 41-4-96, inclusive, and 41-19-1 to 41-19-12, inclusive, and only in amounts as stipulated in the general appropriations bill or other appropriation bills.
(Acts 1995, No. 95-399, p. 820, §6.)

Section 34-41-7 Applicability; Exemptions.
(a) Except as provided in this section, any person who publicly practices, or offers or attempts to publicly practice, geology in the State of Alabama is subject to this chapter.
(b) The following persons are exempt from licensing under this chapter:
(1) Persons engaged solely in teaching of geology or related physical or natural sciences, and persons engaged solely in geologic research conducted through academic institutions, agencies, or government and nonprofit research organizations.
(2) Officers and employees of the United States of America and the State of Alabama practicing solely as officers and employees.
(3) Officers and employees of businesses and industries practicing solely as officers and employees, and individuals if they do not offer their professional services to the public for hire and are not engaged in activities that require the signature of a licensed professional geologist.
(4) Officers and employees of companies and corporations practicing solely as such officers and employees who work as a sole proprietorship in mining and mineral exploration and development and who do not offer their professional services to the public for hire or who are not engaged in activities that require the signature of a licensed professional geologist.

(5) Officers and employees of companies and corporations and individuals who work as a sole proprietorship in oil and/or gas exploration and development.
(6) A person who is subordinate to a licensed professional geologist or who is a geologist-in-training licensed under this chapter but only insofar as he or she acts solely in that capacity. This exemption does not permit the subordinate to practice geology or use the term "licensed professional geologist."
(Acts 1995, No. 95-399, p. 820, §7.)

Section 34-41-8 Acts Not Prohibited.
(a) This chapter does not prohibit one or more geologists from practicing through the business organizations of a sole proprietorship, partnership, corporation, or professional association. In a partnership, corporation, or professional association, in which the primary activity consists of geological services affecting the public welfare and which require licensing pursuant to this chapter, at least one partner or officer shall be a licensed geologist.
(b) This chapter shall not be construed to prevent or to affect:
(1) The practice of any profession or trade for which a license is required under any other law of this state, including, but not limited to, the practice of registered professional engineers from lawfully practicing soil mechanics, foundations engineering, and other professional engineering, licensed architects or landscape architects from lawfully practicing architecture or landscape architecture, licensed land surveyors from lawfully practicing surveying, or the practice of soil science by certified professionals.
(2) The public practice of geology by a person who is not a resident of this state and who has no established place of business in this state, when that practice does not exceed in the aggregate more than 90 days in any calendar year, provided the person is duly licensed to practice the profession in another state where the requirements for a license are not less than those specified in this chapter for obtaining the license required for the work. Within 10 days of entering this state for commencing of the work, a nonresident claiming an exemption under this subdivision shall file a statement with the board which includes his or her name, residence, and license number, and by what authority the license was issued. Upon the completion of the work, the person shall file a statement of the time engaged in the work within the state.
(Acts 1995, No. 95-399, p. 820, §8.)

Section 34-41-9 Application.
An application for licensing as a professional geologist or a geologist-in-training shall be made under oath and shall show: (1) the education of the applicant; (2) a detailed summary of his or her actual geological work experience; (3) a signed statement that the applicant has read and shall adhere to the code of professional conduct adopted by the board; and (4) not less than five references, three or more of whom shall be geologists having personal knowledge of the geologic experience of the applicant. The board shall determine a reasonable application fee which shall accompany each application.
(Acts 1995, No. 95-399, p. 820, §9.)

Section 34-41-10 Minimum Requirements to Be Eligible for License.

(a) An applicant is eligible for a license as a professional geologist in the State of Alabama if the applicant meets the following minimum requirements:

(1) Is of good moral character.

(2) Has graduated from an accredited college or university with a degree in geology, engineering geology, or one of the related geological sciences if the applicant has completed a minimum of 30 semester hours or their equivalent of course work in geological science. The appropriate college or university shall document educational experience by submitting a certified written reference or certified transcript directly to the board.

(3) Has at least five years of full-time professional geological work after receipt of a bachelor's degree, either as a geologist-in-training or in geologic work related to the public practice of geology which is satisfactory to the board. The following criteria of education and experience qualify toward accumulation of the required years of professional work:

a. The board, at its discretion, may give a maximum of one year's credit for each graduate degree in geology, engineering geology, or one of the related geological sciences.

b. The board may consider work in related fields as acceptable work experience.

c. In all cases, the board shall determine if the applicant has demonstrated his or her ability by having gained experience by performing work in a responsible position. The adequacy of the required supervision and experience shall be documented to the board as described hereinbelow.

d. Professional geologic research of applicants either teaching at the college or university level or in research agencies of state or federal government shall be credited and applied toward the professional requirements herein, provided the work or research in the geological sciences can be documented in writing and is demonstrated to be of a sufficiently responsible nature to be equivalent to the professional requirements as set forth above.

e. The professional geologic work experience of the applicant shall be documented in writing. Except as otherwise provided in this subdivision, work experience obtained before receipt of a bachelor's degree shall not be accepted as credit toward professional geologic work experience.

(4) Passes an examination which is designed to demonstrate that the applicant has the necessary knowledge and requisite skill to exercise the responsibilities of the public practice of geology.

(5) Is a citizen of the United States or, if not a citizen of the United States, a person who is legally present in the United States with appropriate documentation from the federal government.

(b) The board shall waive the requirements of subdivision (4) of subsection (a) if the applicant meets all other requirements of this chapter and makes written application to the board not later than one year after the initial board requests applications.

(Acts 1995, No. 95-399, p. 820, §10; Act 2009-39, p. 137, §3.)

Section 34-41-11 Examinations.

Annual examinations shall be formulated and conducted by the board at a time and place the board shall determine. The board shall by regulation establish the fee required for examination.

(Acts 1995, No. 95-399, p. 820, §11.)

Section 34-41-12 Issuance of License.
(a) Upon payment of a license fee the board shall issue a biennial license to any applicant who has satisfactorily met all the requirements of this chapter. Licenses shall show the full name of the licensee, give a serial number, and shall be signed by both the chair and secretary-treasurer of the board under the seal of the board. The issuance of a license by the board shall be prima facie evidence that the person named therein is entitled to all the rights and privileges of a licensed professional geologist while the license remains in full force and effect.
(b) Each license expires on a biennial basis or at another interval determined by the board unless the license is renewed. An application for renewal shall be filed with the board and shall be accompanied by the renewal fee prescribed by the board. A license which has expired for failure to renew may be restored only after application and payment of the prescribed restoration fee, provided the renewal applicant meets all other provisions established by the board.
(c) An applicant for renewal of a license shall have satisfactorily maintained continuing education requirements as specified by the board.
(d) A new license to replace any license lost, destroyed, or mutilated may be issued subject to the rules of the board and payment of a fee established by the board.
(Acts 1995, No. 95-399, p. 820, §12.)

Section 34-41-13 Certification in Specialty.
If, in the opinion of the board, there is a need, in addition to licensing as a professional geologist, for more definitive recognition of geologic expertise, qualified persons may also be eligible for certification in a specialty. Specialties may be created by the board after notice to all Alabama licensed professional geologists of a hearing to explain the proposed specialty or specialties and after approval of the proposed specialty or specialties by a majority of all Alabama licensed professional geologists. Specialties shall be created by regulations which shall contain any required additional qualifications or limitations. Only licensed professional geologists shall be eligible for certification in a specialty. Applications may be submitted for both licensing and certification in a specialty at the same time, but the applicant shall be approved for licensing as a professional geologist before being considered for certification in a specialty. The certification in a specialty is dependent, in every case, upon the approval of licensing as a professional geologist.
(Acts 1995, No. 95-399, p. 820, §13.)

Section 34-41-14 Seal.
(a) Each geologist, upon the issuance of a license, shall obtain from the secretary-treasurer of the board or his or her designee, at a cost prescribed by the board, a seal of the design authorized by the board bearing the name of the licensee and the legend "Licensed Professional Geologist - State of Alabama" together with the serial number of the licensee. A licensed professional geologist shall approve, sign, and affix his or her seal to all drawings, reports, or other geologic papers, or documents involving the public practice of geology which have been prepared by the licensed professional geologist or a subordinate employee under the direction of the licensed professional geologist for the use of, or for delivery to, any person or for public record within the State of Alabama.
(b) A qualified nonresident geologist practicing geology in the State of Alabama under temporary approval of the board shall sign and impress with his or her authorized licensed seal all drawings, reports, or other geologic papers, or documents involving the public practice of geology which have been prepared by a licensed geologist or a subordinate employee under his or her direction for the use of, or for delivery to, any person or for public record within the State of Alabama.
(Acts 1995, No. 95-399, p. 820, §14.)

Section 34-41-15 Register of Applications.
(a) The board shall keep a register of all applications for licensing. The register shall include:
(1) The name, age, and address of each applicant.
(2) The date of the application.
(3) The place of business of the applicant.
(4) The education of the applicant and other pertinent qualifications.
(5) Whether an examination was required.
(6) Whether the applicant was licensed in another state.
(7) Whether the license was granted.
(8) The dates of the actions by the board.
(9) Any other information deemed necessary by the board.
(b) All official records of the board or affidavits by the secretary-treasurer of the board as to the content of such records shall be prima facie evidence of all matters required to be kept therein.
(c) The board shall treat as confidential and not subject to disclosure, except to the extent required by law or by rule or regulation of the board, individual test scores and applications and material relating thereto, including letters of reference relating to an application.
(Acts 1995, No. 95-399, p. 820, §15.)

Section 34-41-16 Roster.
The secretary-treasurer of the board shall publish biennially a roster showing the names, license numbers, places of business, and business and residence addresses of all professional geologists licensed in Alabama. Copies of this roster shall be made available to the public upon request and payment of a reasonable fee.
(Acts 1995, No. 95-399, p. 820, §16.)

Section 34-41-17 Written Charges Against Licensed Geologist.
Any person may file written charges against any licensed professional geologist pursuant to rules and regulations adopted by the board. Charges or allegations shall be in writing and shall be sworn to by the person or persons making them and shall be filed with the secretary-treasurer of the board. The board shall investigate all valid complaints.
(Acts 1995, No. 95-399, p. 820, §17.)

Section 34-41-18 Illegal Acts.
(a) It is unlawful for any person except a licensed professional geologist or a subordinate under his or her direction, as defined in Section 34-41-7(b)(6); a geologist explicitly exempt from licensing pursuant to Section 34-41-7; and those persons explicitly exempt under Section 34-41-8(b)(1) to prepare any geologic plans, reports, or documents which relate to the public welfare or safeguarding of life, health, property, or the environment.
(b) It is unlawful for any person to publicly practice, offer or attempt to publicly practice geology, use in connection with his or her name or otherwise assume, or advertise any title or description tending to convey the impression that he or she is a licensed professional geologist, unless that person has been duly licensed.

(c) One year after the initial board calls for applications, it shall be unlawful for anyone other than a professional geologist licensed under this chapter to stamp or seal any plans, plats, reports, or other documents with the seal or stamp of a licensed professional geologist, use in any manner the seal or stamp of a licensed professional geologist, or use in any manner the title "licensed professional geologist" unless that person is licensed hereunder or temporarily approved for geologic work as specified under Section 34-41-14.
(d) It is unlawful for any person to affix his or her signature to or to stamp or seal any plans, plats, reports, or other documents as defined by the rules of the board after the license of the person named thereon has expired or has been suspended or revoked.
(Acts 1995, No. 95-399, p. 820, §18.)

Section 34-41-19 Denial, Suspension, or Revocation of License.
The board may refuse to grant or renew, or may suspend or revoke the license of any person licensed under this chapter who:
(1) Has violated this chapter or any rule or regulation of the board.
(2) Has been convicted of a misdemeanor under this chapter.
(3) Has been found guilty of gross unprofessional conduct, dishonest practice, incompetence, including but not limited to obtaining a license under this chapter through fraud or deceit, and aiding or abetting another person in obtaining a license by fraud or deceit.
(4) Has been convicted of a criminal felony charge impinging on the moral and ethical character of the individual and the profession.
(5) Has suffered revocation, suspension, or denial of a certificate or license to practice geology for any reason in another state.
(Acts 1995, No. 95-399, p. 820, §19.)

Section 34-41-20 Procedures for Disciplinary Actions; Aggrieved Person May Petition Board for Hearing; Judicial Review.
(a) The board shall develop procedures for investigation, prehearing, and hearing of disciplinary actions.
(b) Any person aggrieved by a decision of the board other than a decision in a disciplinary action may petition the board for a hearing.
(c) Judicial review of the final decision of the board is available in the manner prescribed by the Alabama Administrative Procedure Act.
(Acts 1995, No. 95-399, p. 820, §20.)

Section 34-41-21 Reissuance of License.
The board may issue a license to any person whose license has been revoked, when the board finds upon written application by the applicant and a review of the facts that there is good cause to justify reissuance.
(Acts 1995, No. 95-399, p. 820, §21.)

Section 34-41-22 Actions Which Are Class B Misdemeanors.
Any person who does any of the following is guilty of a Class B misdemeanor:
(1) Willfully publicly practices, or offers or attempts to publicly practice, geology for other natural or corporate persons in Alabama without being licensed in accordance with this chapter or hereby exempted.
(2) Presents or attempts to use as his or her own, the certificate of licensure or seal of another.
(3) Gives false or forged evidence of any kind in obtaining a license.
(4) Impersonates any other licensee.
(5) Attempts to use an expired or revoked license or practices at any time during which the board has suspended or revoked the license.
(6) Violates any provision of this chapter.
(Acts 1995, No. 95-399, p. 820, §22.)

Section 34-41-23 Injunction.
As an additional remedy, the board may proceed in a court of an appropriate jurisdiction to enjoin and restrain any person for violating this chapter. The board shall not be required to post bond in connection with obtaining provisional, preliminary, or permanent injunctive relief pursuant to law.
(Acts 1995, No. 95-399, p. 820, §23.)

Section 34-41-24 Sunset Law.
The Alabama Board of Licensure for Professional Geologists shall be subject to the provisions of the Alabama Sunset Law of 1981, and shall be classified as an enumerated agency pursuant to Section 41-20-3. The board shall dissolve on October 1, 1997, unless continued as therein provided and, if continued, the board shall be reviewed every four years thereafter.
(Acts 1995, No. 95-399, p. 820, §25.)

Appendix II: Board Members

Alabama Board of Licensure for Professional Geologists
603 Interstate Park Drive
Montgomery, AL 36109
Phone: 334/420-7236 Fax: 334/263-6115
www.algeobd.alabama.gov
Email: geology@warrenandco.com

March 26, 2026

Braeden Mitchell
Examiner of Public Accounts
401 Adams Avenue Suite 280
Montgomery, AL 36104-4338

Dear Mr. Mitchell,

Please find the following current members serving on the Board of Licensure for Professional Geologists.

Please let me know if you need any additional information. Thank you for your assistance and cooperation in this matter.

Respectfully submitted,

Keith E. Warren
Executive Secretary

Mr. Chris Bryant
Term Expiration: September 30, 2026
Decatur, AL

Ms. Leslie Noble
Term Expiration: September 30, 2026
Birmingham, AL

Dr. David King, Jr., Ph.D.
Term Expiration: September 30, 2026
Auburn, AL

Dr. Scott Brande, Ph.D.
Term Expiration Date: September 30, 2026
Vestavia, AL

Mr. Alexander E. Owen
Term Expiration: September 30, 2028
Foley, AL

Mr. Ronald Bradford Jackson
Term Expiration: September 30, 2028
Daphne, AL

Mr. Griffin L. Gatschet
Term Expiration: September 30, 2026
Andalusia, AL

Appendix III: Board's Response

Alabama Board of Licensure for Professional Geologists
2740 Zelda Road, Box #5
Montgomery, AL 36106
334/420-7236 Fax: 334/263-6115
www.algeobd.alabama.gov
Email: geology@alstateboard.com

October 6, 2026

Dixie B. Thomas
Director of Operational Audits
401 Adams Avenue
Montgomery, Alabama 36104

Dear Mrs. Thomas,

Below is the Board's response to the previously identified significant issue for the Sunset Report.

Prior Significant Issue 2024-001

The continuation of this significant issue is unacceptable and should have been resolved earlier. After discussing it thoroughly, the Board Administrator and I developed a plan to achieve and maintain compliance. Because the Board Administrator is now responsible for the Secretary of State's Board Member Records, those records will be reviewed monthly for accuracy, and all vacancies will be posted at least 45 days before each term expires.

There has been confusion about members who continue serving until replacements are appointed. However, a position becomes vacant when the term expires, even if the member continues to serve.

This significant issue will be fully resolved and will not recur in future audits.

Please let me know if you have any questions or require additional information.

Respectfully,

Keith E. Warren
Executive Secretary