

# Right of Way Expanding our Possibilities

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Chief of ROW, DeIDOT

# Right of Way

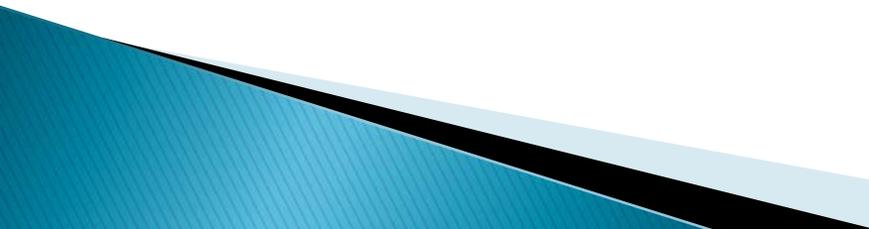
## □ Right of Way

- Real Estate Firm
  - Value, Buy, Sell, Lease, Manage and Dispose of Real Estate for DeIDOT.
  - Also ROW Engineering, Utilities and Survey
  - Purchase several million dollars of property each year
  - Sell around one million dollars worth of property each year
  - Maintain over 100 lease account
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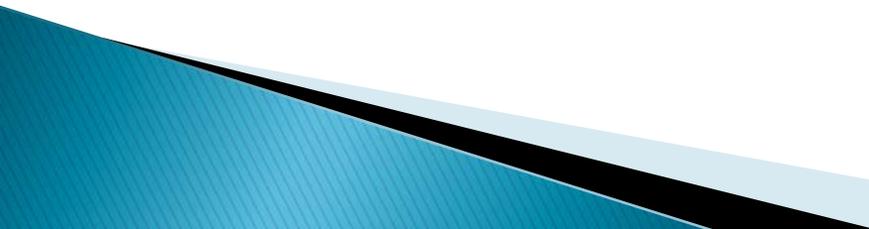
# What we do (abridged)

- Appraise property
    - Valuations include full appraisals, short appraisals, appraisal reviews, waiver valuations and similar reports
  - Buy property
    - Negotiate with property owners and attorneys for the purchase of entire properties and partial takes
  - Relocate personal property
    - Arrange the moving of personal property from a business or residence to another location
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# What we do (abridged)

- Condemn property
    - Using the Eminent Domain process we can acquire property through the courts
  - Demolish property
    - Work with contractors to mitigate asbestos and to demolish improvements
  - Maintain and/or Sell property
    - Ensure the maintenance of any property retained by the property is maintained. Identify and market excess land for potential sales
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# Contractors and DeIDOT staff

- ROW uses both contractors and staff to perform work
  - Staff includes about 30 Real Estate and 45 engineering staff
  - Real Estate consultants include: Appraisers, ROW Agents, Environmental contractors, Landscaping contractors, and Demolition contractors
  - Engineering consultants include: Designers, Surveyors, Utility Coordinators and others
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# Fee Appraisers and Reviewers

- ALL DeIDOT Real Estate appraisals are prepared by contract Fee Appraisers
  - Some appraisal reviews
  - List includes Licensed and Certified Appraisers and includes about 35 people.
  - List is renewed every 3 years.
  - List is to be renewed this year
  - Expires May 31, 2017
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# Appraisal Challenges and Impacts

## CHALLENGES

Reduced appraiser list with a lack of a cadre of experienced expert appraisers

Lack of a good system to replace appraisal talent

## IMPACTS

Delays in project delivery

Increased costs

Appraisal knowledge loss



# Specific Appraiser Challenges

- Certification and Licensing
  - Inconsistent workload
  - Unique types of appraisals
  - Possible testimony required
  - Use of only a few appraisers
  - Location restrictions (DeIDOT and Appraiser)
  - Lack of a large appraiser base in Delaware
  - Extremely difficult to obtain a license
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# Expanding Possibilities (A)

- Use our existing (new) list
  - Every appraiser will get a minimum of one offer of an appraisal assignment during the life of the contract
  - Provide an annual appraiser meeting (with CE) to discuss new topics and policies
  - Emphasize the use of DBE/WBE appraisers
  - Challenge our contract appraisers
  - Expand the use of Fee Review appraisers
  - Work with various groups to expand the appraiser pool

# Expanding Possibilities (B)

- Create an appraiser training program
  - Hire 2 Casual Seasonal employees as Appraiser Trainees
  - Retain an experienced appraiser as a contract “Supervisory” appraiser
  - Appraiser trainees will be provided the 75 hours of appraisal training needed to become an apprentice
  - Work on smaller appraisals not connected with the Capital Program
  - Obtain the experience requirement and hours to enable them to become licensed appraisers

# Plan Forward

## □ Possibility (A)

- Hold Appraiser meeting in Summer 2017
- Hire a new Appraisal Manager
- Closely monitor the job requests and supply a report annually to the Secretary
- Expand the offering of Fee review projects

## □ Possibility (B)

- Work with DeIDOT HR to create 2 C/S positions
- Work with DSU, UD and other colleges to identify candidates
- Set up funding for the contract Supervisory Appraiser
- Commence program in September 2017

# Ultimate Goals

- A vibrant appraiser pool made up of diverse and highly qualified individuals who can provide DelDOT a quality report every time
  - An opportunity to establish a pipeline for young future appraisers who may not ever have the opportunity
  - Expanded Possibilities
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