

# MERIT BUILDER

The Voice of Merit Shop Construction

SPRING 2016 • Rocky Mountain Chapter



**BALANCE AND FLEXIBILITY REAP REWARDS**  
DS CONSTRUCTORS, LLC - P. 18

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# Vote NO On Amendment 69 - Single Payer Health Care Initiative



Mark Latimer  
CEO / President,  
ABC Rocky Mountain  
Chapter

*Amendment 69 is laden with tax increases, would create uncertainty for employees and harm our state's economy*

**A**fter years of debate and division, health care remains a critical issue for our Nation. Across our country and our state, too many people still cannot afford – or gain access to – the health care they need. This is a real issue that impacts our lives.

But regardless of whether you live on the Front Range, the Eastern Plains, or the Western Slope; regardless of whether you are a Republican, a Democrat or an Independent; Amendment 69 is the wrong solution for Coloradoans.

The Board of Directors for ABC Rocky Mountain Chapter voted unanimously to oppose Amendment 69. The Amendment to the State Constitution would double the state budget through a \$25 billion tax increase to create a single-payer, government-run health insurance system – eliminating the current market-based system. **If passed, Colorado would immediately have the highest state taxes in the country.**

Amendment 69 would be devastating for Colorado's economy, employers and their employees.

Here is why:

- **It is costly.** The \$25 billion tax increase would essentially **DOUBLE** the size of the current

state budget. Employers would have a new 6.67 percent payroll tax, and all workers would pay another 3.33 percent payroll tax.

- **It hits business owners and sole proprietors disproportionately.** These Coloradans would pay both sides of the tax – that's 10 percent in new employment taxes. On top of that, there would be an additional 10 percent tax on all non-payroll income.
- **It is unaccountable.** While supported by your tax dollars, ColoradoCare is specifically designed to operate outside state government and TABOR limitations, run by a 21-member board elected by plan "members." This board would bear the sole ability to decide coverage, negotiate prices and reimbursement rates and raise taxes when the initial \$25 billion in annual revenue proves insufficient and would have no accountability to the governor or legislature.
- **It would limit health care choice, access and quality.** A single-payer system like this makes Colorado less attractive to providers. We fear



our best providers would leave the state and it would be hard to attract new providers to practice here.

- **Workers and their families face uncertainty about coverage.** Today, workers know what their plan covers – and what it doesn't. There are no specifics about what the ColoradoCare plan would cover, and those decisions are left to the 21-member board.
- **It will cost Colorado jobs.** By giving Colorado the highest state taxes in America to create an untested plan with uncertain coverages, ColoradoCare may force companies to choose not to locate in Colorado – or move out of Colorado – because of our health care system.
- Plus, large, self-insured companies with national presence would have to navigate multiple health care systems and make exceptions for Colorado, making our state a less attractive place to do business.

➤ **It won't impact the national cost curve.** It's unrealistic to think, even if you do support single-payer systems, that, as the only state in the union with this model, Colorado would influence the national market and cost curve.

➤ **It would be embedded in the state Constitution, making it extremely hard to amend or repeal.** Cementing an experiment in our Constitution doesn't make sense.

**Under Amendment 69, ALL Coloradoans will lose their current benefit plan, to be replaced by benefits yet to be determined, to be serviced by an entity yet to be identified, to include providers yet to be named.**

To join the cause and defeat this risky, costly experiment, visit [www.coloradansforcoloradans.com](http://www.coloradansforcoloradans.com).

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# New wage and hour laws may affect your pay practices. Are you prepared?



**Adam A. Brown**  
Attorney at Law

**FISHER & PHILLIPS** LLP  
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In June 2015, the U.S. Department of Labor published proposed regulations that will change the definitions in the federal Fair Labor Standards Act's Section 13(a)(1) executive, administrative, professional, and outside-sales exemptions. These changes, which will be published in final form sometime this year, are likely to have a profound impact on any business that utilizes one of these exemptions to avoid paying overtime.

## Exemption Overview

To understand why the new regulations will have such a large effect, it is worthwhile to engage in a quick refresher of the exemptions that will be affected by the new regulations.

The FLSA starts from a presumption that every employee is entitled to overtime at one and one half times their regular rate of pay for all hours worked in excess of 40 in a given week. However, there are exemptions to this requirement. As relevant here, employees are exempt from overtime if they meet two tests; the duties test and the salary test. Many employers erroneously believe that any employee who is paid on a salary basis instead of an hourly basis is exempt from overtime. However, in order to be properly exempt from overtime under

the FLSA, the employee must work in an executive, administrative, professional, or outside sales position. Each of these duties categories has specific definitions and regulations that explain how a particular employee qualifies for the exemption.

In addition to the duties test, exempt employees must also meet a salary test. Under current law, the employee must be paid at least \$455 per week, which annualizes to a yearly salary of \$23,660. If an employee meets one of the duties tests and is paid at least \$455 per week, the employee can be properly exempted from the overtime requirements of the FLSA.

## Proposed Changes

The new regulations will change the salary test by increasing the amount employees must be paid in order to qualify for the exemption, to approximately \$970 per week, which annualizes to a yearly salary of \$50,440. At first glance, it is easy to see how these regulations will have a profound impact on the way construction industry employers compensate certain employees. There are a large number of employees who are currently classified as exempt from overtime who make more than \$23,660 per year, but less than \$50,440 per

*...employers who pay employees the minimum salary to qualify for the exemption will be forced to give these employees raises every year to maintain the exemption, without regard to employee performance...*

year. When the new regulations become effective, employers will face tough decisions about these employees. Employers will have to either ensure these employees never work more than 40 hours in any week, pay them overtime when they do work more than 40 hours in a week, or give raises to ensure they make more than \$50,440 per year.

Additionally, for the first time in the more than 75-year history of the exemptions, the new regulations call for the minimum salary to be increased annually and tied to inflation. What this means is that employers who pay employees the minimum salary to qualify for the exemption will be forced to give these employees raises every year to maintain the exemption, without regard to employee performance, or any other considerations that normally come into play when employers consider whether to give raises.

At this time, nobody knows for sure when the final regulations will go into effect. Current predictions place implementation in June of this year, though many have speculated that the regulations may be released in final form before then. After the regulations are released in final form, they are likely to have an effective date 60-days after release.

Thankfully, the Department of Labor, to date, has not proposed any changes to the duties tests discussed above. It is important to note that the proposed changes to the salary tests are not yet in effect, and that employers are not required to do anything differently, yet.

However, the regulations are all but final at this point. Employers who have not already done so should strongly consider the following courses of action right now to ensure they are ready when the final regulations are released sometime this year:

- Take the time to evaluate what these changes will mean for you and your business. At a minimum, do a self-audit to make sure you

know whether these changes will affect the exemption status of any of your current employees.

- Consider what other FLSA exemptions might apply to one or more employees; and
- Seek advice or guidance about potential alternative FLSA-compliant pay plans that would serve your needs if you decide to convert one or more employees to non-exempt status. You may be able to find an entirely lawful way to establish a new pay plan that could result in little or no increase in the employee's pay.

For more information visit our website at [www.laborlawyers.com](http://www.laborlawyers.com), or contact your regular labor and employment attorney. ■

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# New Members in 2016

**A** BC Rocky Mountain has welcomed 9 new companies as members so far in 2016. Following is a list of those companies.

## AmTrust Surety

*Associate*

7125 W. Jefferson Ave, Ste 120 • Lakewood, CO 80235

Contact: Brian O'Neal

brian.oneal@amtrustgroup.com

www.amtrustgroup.com

(303) 888-6851

AmTrust Surety offers a comprehensive line-up of surety bond products for contractors, developers and other business entities throughout the country. Our clients are all sizes ranging from small local firms to the largest national home builders. We also offer a specialty program for hard to place bond risks.

## Cline Williams

*Associate*

330 South College Avenue • Fort Collins, CO 80524

Contact: Jody Duvall

jduvall@clinewilliams.com

www.clinewilliams.com

(970) 221-2637

Cline Williams is a full-service law firm with offices across Nebraska in Omaha and Lincoln as well as offices in Aurora, Scotts Bluff and Fort Collins. The firm's areas of practice include labor and employment, construction litigation, etc.

## Colorado Barricade

*Specialty Contractor*

2295 S. Lipan • Denver, CO 80223

Contact: Ted Ott

ted@coloradobarricade.com

www.coloradobarricade.com

(303) 727-5635

Colorado Barricade is a specialty contractor in the road construction industry. The company provides traffic control, pavement marking and permanent sign installation.

## Ed Bozarth Park Meadow Chevrolet

*Supplier*

8351 Parkway Drive • Lone Tree, CO 80124

Contact: Don Schroeder

www.edbozarthparkmeadow.worktrucksolutions.com

dschroeder@edbozarth.com

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Chevrolet Business Elite Dealership providing Chevrolet Products for fleet, commercial, and personal use.

## Graybar Electric Co. Inc.

*Supplier*

1375 W. 47th Ave • Denver, CO 80020

Contact: Steven Stricker

steven.stricker@graybar.com

www.graybar.com

(303) 458-7770

Graybar, a Fortune 500 Corporation, is a leader in the distribution of high quality electrical, communications and data networking products, and specializes in related supply chain management and logistics services.

## H & E Equipment Services

*Supplier*

9200 East 96th Avenue • Henderson, CO 80640

Contact: Rob Leach

rleach@he-equipment.com

www.he-equipment.com

(720) 775-9643

H & E Equipment Services provides construction equipment rentals and sales. Types of equipment available include scissor lifts, boom lifts, shooting boom fork lifts, boom truck type cranes, generators, air compressors, light towers, industrial forklifts, and a complete line of skid loaders and mini excavators. Manufacturers represented include Bobcat, Genie, Gehl, and Multiquip.

## Midwest Partitions

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Contact: Jennifer Wageman



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QualSafe offers highly qualified safety professionals, training, equipment and consulting services essential to eliminate any losses before they occur.

### ABC Chapter Awards

Denver

ABC Rocky Mountain Chapter held their annual Chapter Awards dinner and Board of Directors installation on Thursday, January 21st, at the Denver Marriott City Center downtown.

The Chapter Awards were presented to leaders within the commercial construction industry who have shown



Jeff Erker, last year’s ABCer of the Year winner, presents the 2015 award to Rachael Koch of Power Management Systems and Sales, Inc.

outstanding commitment and dedication to the chapter, industry, and the merit shop philosophy through their participation and involvement.

The following companies and individuals were honored with awards:

- **President’s Award - Young Professionals Steering Committee**
- **Outstanding Service by a New Member - Kenny Electric**
- **Associate of the Year for the second year in a row - EKS&H LLP**
- **Supplier of the Year - Power Management Systems and Sales, Inc.**
- **Subcontractor of the Year for the third year in a row - Spacecon Specialty Contractors, LLC**
- **General Contractor of the Year for the second year in a row - Hensel Phelps**
- **Young Professional of the Year - Dane Bechtholdt, Douglass Colony Group**
- **ABCer of the Year - Rachael Koch, Power Management Systems and Sales, Inc.**

There were also two new awards presented this year with a political advocacy slant: *Grassroots Champion* to **Mark Oleson of Pinkard Construction** and *Merit Shop Defender* to **Power Management Systems and Sales, Inc.**

Prior to the awards program was the installation of the 2016 Board of Directors. The individuals who serve on the ABC Board of Directors volunteer a significant amount of time – and resources – to the Chapter. Their leadership and vision allows the Chapter to grow and succeed as the voice of commercial construction.

The following individuals were sworn in as the 2016 ABC Board of Directors:

#### Executive Committee

- **Chair: Darren Hinton, Milender White Construction Co.**
- **Chair-Elect: Jason Maxwell, White Construction Group**
- **Vice Chair: Rob Marceau, RK Mechanical, Inc.**
- **Treasurer: Scott Oglesby, Bauerle & Company, P.C.**
- **Secretary: Aaron Eide, Flood and Peterson**
- **Past Chair: Allan Bliesmer, Hensel Phelps**

#### Directors

- **Mari Bergstrom, BT Construction; Marissa Bolton, Bobcat of the Rockies; Denny Doyle, LPR Construction Co.; Mark Griffin, Turner Construction Company; Paul Giovannetti, HITT Contracting; Rachael Koch, Power Management Systems & Sales; John Luthi, FCI Constructors, Inc.; Scott Larson, Encore Electric, Inc.; Patrick Wolach, Douglass Colony Group; and Trip DeMuth, Fagre Baker Daniels.**



Darren Hinton (right) with his uncle, guest and former Chapter President in '91, Bill Hinton and his wife Kathy.

### Northern Colorado Social Networking

#### Loveland

Thank you to everyone who made it out Thursday, February 4th for the NoCo Social Networking at Monroe's in Loveland.

It was good to see everyone there. Great turnout from NoCo and Denver area members!



Mike Adams and Perry "Rooster" Cogburn of Weld County Garage Buick GMC Isuzu at the NoCo Social Networking

### Meet the Generals

#### Denver

Meet the Generals was held Thursday night at the Marriott City Center in downtown Denver.

This event that is all about letting people interview with a room full of general contractors to find out about their companies, what projects they have coming up and what pre-qualification requirements they have.

Thanks to everyone who attended, our participants and our sponsors!

- *Presenting Sponsor* - Hensel Phelps
- *Giveaway Bag Sponsor* - Bobcat of the Rockies
- *Drink Sponsor* - Heating & Plumbing Engineers
- *Cocktail Hour Sponsor* - HITT Contracting and SkyBridge Communications
- *Charging Station Sponsor* - Maxim Consulting Group

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- BluSky
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- Calahan Construction Services
- FCI Constructors, Inc.
- Hensel Phelps
- HITT Contracting
- Milender White Construction Co.
- Pinkard Construction
- Roche Constructors, Inc.
- Shaw Construction
- Turner Construction
- White Construction Group

#### Table Sponsors:

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- Jones Hertz Building Supply
- Spacecon Specialty Contractors



Mark Griffin of Turner Construction talks with guests.

### ABC Rocky Mountain Chapter Members Win National Awards

#### Ft. Lauderdale, FL

ABC Rocky Mountain Chapter announced that 12 member companies won national awards during Associated Builders and Contractors' 26th annual Excellence in Construction® Awards celebration in Fort Lauderdale, Fla.



“I am amazed by the scope and quality of the Excellence in Construction projects, from manufacturing plants and museums to bridges and ball parks,” said 2016 ABC National Chair **David Chapin**, president of Willmar Electric Service, Lincoln, Neb. “Our winners overcame challenges like bad weather, site constraints and compressed schedules. They built it on time and on budget. And they kept their people safe. That’s how ABC members build America.”

“Hard work and determination were recognized and honored this past week in front of our peers and colleagues,” said **Mark Latimer**, ABC President & CEO. “The chapter, our members and our crafts professionals were recognized for excellence in numerous award categories.”

Our Chapter won for highest percentage of contractors participating in STEP for Mountain West Region, Membership Excellence: Retention and Growth, and Award for 2nd highest percentage of contractor participation in Safety Training and Evaluation Process (STEP)



*Mark Latimer was presented the Chapter awards by ABC National Chair, Pamela Volm.*

ABC also honored member companies for their achievement in safety and diversity during the event.  
**National Excellence in Construction Eagle Award Winners**

- **Adolfson & Peterson Construction**, Institutional - \$10 TO \$25 Million, Lake County High School Addition and Renovations, Leadville, Colo.
- **TIC – The Industrial Company**, Over \$200 Million, Goldstrike TCM Leach Project, Carlin, NV
- **Milender White Construction Co.**, Other construction – Less Than \$2 Million, Lenoir Landing Tower, Gilberttown, Ala.
- **Duro Electric Company**, Community / Public Service (SC), The Action Center, Lakewood, Colo.
- **Spacecon Specialty Contractors**, Acoustical, Drywall, Millwork or Plaster, Denver International Airport South Terminal Redevelopment Program, Denver, Colo.

*Continued on next page*

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**National Excellence in Construction Pyramid Award Winners**

- **Mortenson Construction**, Mega Projects – Over \$200 Million, The New Saint Joseph Hospital, Denver, Colo.
- **RK Mechanical, Mechanical**, Denver International Airport Westin Hotel, Denver, Colo.
- **MTech Mechanical**, Mechanical: Commercial – Less Than \$2 MILLION, International Broadcasting Center at the 2015 FIS Alpine World Ski Championships, Beaver Creek, Colo.

**National Safety Excellence Award Winners**

Pinnacle, Excellence, and Merit National Safety Awards are awarded to companies with best-in-class safety records with Pinnacle being the top level of award followed by Excellence and Merit.

**Excellence Award Winners:**

- **Northern Electric, Inc.**
- **LPR Construction Co., Loveland, Colo.**

**Merit Award Winner:**

- **Pinkard Construction Co.**



*Mark Latimer was presented the STEP award by ABC National Chair, Pamela Volm.*

**National Diversity Excellence Award Winner**

The ABC National Diversity Excellence Awards program recognizes members that display exemplary diversity leadership in their workforce, supply chain and community with best-in-class recruitment policies, retention practices, and training and mentoring programs.

- **Hensel Phelps**, General Contractor Over \$33 million
- **United Rentals**, Supplier & Associate

**National Craft Championships**

A field of more than 200 craft trainees competed for top honors in 15 competitions representing 13 crafts.

- **Bronze Winner: Welding – Structural, Thomas Emery, LPR Construction Co.**
- **Bryan McClure of LPR Construction Co. and Dan Sterry, TIC-The Industrial Company** were also named a finalist for the *Craft Instructor of the Year Award*.

**ABC Essentials:** Thursday, April 12th

**April GMM: ABC's Chief Economist Anirban Basu's 2016 Forecast:** April 21st • Four Seasons Hotel Denver

**11th Annual Clay Shoot:** April 28th • Colorado Clays

**May GMM: Safety Awards:** May 21st • 5:30 - 8:30 pm  
Nominate your Safety Professional:  
[www.abcrmc.org/events/awardsbanquets/safetyawards](http://www.abcrmc.org/events/awardsbanquets/safetyawards)

**Excellence In Construction Seminar:** June 7th • ABC Offices

**Campbell Amble Golf Tournament:** June 14th • Fox Hollow

**July GMM: Cajun Boil:** July 21st • Bobcat of the Rockies

*Check the events calendar at [www.abcrmc.org](http://www.abcrmc.org) for more details.*

***Do you have something that is newsworthy?***

If you do, please submit your articles, press releases, and industry-related stories to:

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2267 West Yale Avenue • Englewood, CO 80110  
P. 303-832-5812 F. 303-832-5813  
Email: [smerritt@abcrmc.org](mailto:smerritt@abcrmc.org)  
Please feel free to contact me for more information.



## Pinkard Construction to Renovate Moorhead Recreation Center for City of Aurora

*Aurora*

Pinkard Construction Company has been awarded the renovation/expansion of the Moorhead Recreation Center by the City of Aurora.

Phase I improvements to the 44-year old center in Moorhead Park on Havana Street include renovating the existing pool and expanding the 4,500 square foot drop-in center to better meet the needs of the community.

The expansion will be a load bearing masonry and structural steel addition of a play pool, pool upgrades with a new 55-foot water slide, a new entry and reception desk, new locker rooms and restrooms, a full-sized gymnasium with three cross courts and a running track, new fitness and cardio space, community teaching kitchen, multi-purpose rooms, public computer space, additional parking and landscape upgrades.



The current Moorhead Recreation Center is composed of a small gymnasium, meeting rooms, a small outdoor lap pool and a kitchen that shares space with workout equipment. The new center will be approximately 26,000 sf, and will become the second full-service recreation center in the city.

Demolition of the old space, which has been at capacity for decades, will follow owner-contracted abatement. The renovation is taking place in a vacant facility.

Pinkard was selected to construct this project following a competitive bid. Pinkard's \$8 million bid came in more than \$1 million below the owner's budget. Construction is expected to begin March 2016, and will complete January 2017.

The project was designed by Barker Rinker Seacat Architecture.

## Red Rocks Community College and Pinkard Construction Break Ground on New Recreation Center

*Lakewood*

Red Rocks Community College (RRCC), with Pinkard Construction Company and architect Davis Partnership, broke ground on RRCC's new Campus Recreation Center.

The 38,000 gsf project includes the construction of a new student recreation center addition to the main building at the Lakewood campus, and 3,000 gsf of renovations in the existing building. The new two-story building will include a gym, climbing and bouldering wall, exercise studios, cardio/strength equipment spaces, outdoor fitness deck, meeting rooms, offices and student gathering areas.



The new facility will be structural steel and load bearing masonry with glass curtainwall, brick, and translucent panel/plastic resin exterior skin, and will feature a radiant in-floor heating system. The renovation encompasses the

existing Fitness Center, which will be transformed into meeting space and a catering kitchen, along with an east entry retrofit.

Site work will include grading/earthwork, upgrades to the existing athletic field, drainage, utilities, and landscaping, while maintaining access and services to the existing buildings.

Pinkard's final bid came in \$2 million below Red Rocks' budget.

The project is the result of a planning and feasibility study conducted in 2013 and a vote by the Red Rocks student body. In spring 2014 students voted in favor of a fee increase to support the facility. A planning committee consisting of RRCC student government members and RRCC staff brought the project to fruition.

Construction of the \$10.2 million facility is expected to complete March 2017.



## White Construction Group's President Tim White Visits to Kindergarten Class

*Castle Rock*

White Construction Group President **Tim White** made a special visit to the kindergarten class at Knight Center-Early Education.

*Continued on next page*

The class was spending the month learning about the construction industry. Students were eager to wear their safety vests and try on hardhats as they learned about job site safety and watched a time-lapse video of a construction project from start to finish.

White Construction Group project manager **Daryn Hosiassohn** and project estimator **Courtney Tucker** gave a tour to a group of 4th grade Cub Scouts at The Move site in Castle Rock, CO.



“Many thanks for the excellent and memorable tour. For the boys to see a building in their very own town as it is currently and then see it on completion will make an amazing, lifetime impression. Thank you so very much for making this happen. It is a greater challenge than you can know to get our Boy Scouts and Cub Scouts visits to see items in the community. Your willingness to help is very much appreciated. As a Boy Scout (these are 5th grade through high school), a survey was done by Boy Scouts of America that the career the former scouts chose was first exposed to them during the course of a merit badge. Giving these boys an opportunity to see and hear what you do can be life changing. For that, you have my heartfelt thanks.” - Cubmaster **Bill P.**

### White Construction Group’s Completes Renovations at Medved Autoplex in Castle Rock

#### Castle Rock

White Construction Group recently completed renovations at two car dealerships and parts store at Medved Autoplex in Castle Rock, CO. This project was phased to allow half the showroom and operations to remain open during construction and only minimally impacting day to day operations.

The \$1M upgrades at Medved Chevrolet showroom included new lighting, paint, flooring and millwork. Walls were removed and the customer area was relocated to create more open space. This helped allow for more cars to be displayed and a better area for both workers and



customers to interact on the showroom floor. The service drive was updated with new interior paint throughout and lighting upgrades at the customer contact location. Exterior upgrades included a new aluminum composite material panels (ACM) and a new front sign entry tower.

The \$200,000 upgrades at Medved Ford South included interior demolition, structural changes and an expansion to the parts room allowing for more efficient use of their existing space to better suit their needs and accommodate customers better. Upgrades at Medved Dodge included structural repairs, mezzanine modifications for parts storage and redirecting water flow from the building entrance

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**ABC Rocky Mountain Chapter's  
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**June 17, 2016  
6:00 pm**

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Invites will be going out soon - space is limited - so register fast!

This is a free event and includes game ticket, dinner, and much more!

Bring your family! Kidz Corner provides full access passes to kids under 12!

Bring a Southern Colorado contractor prospect and be entered for an additional chance to participate in "on-field" promotional contests.

For questions or to find out about sponsorship opportunities for this event, please contact Brett Denison: [bdenison@abcrmc.org](mailto:bdenison@abcrmc.org) or 303-832-5812.



## The 1...2...3s of ABC

*"ABC Essentials" Orientation*

**April 12, 2016 • 8:00 a.m. to 9:15 a.m.  
ABC TEC • 2267 West Yale Avenue • Englewood, CO 80110**

***This event is open to all current & future ABC members!***

We know that new members of an association as diverse as Associated Builders and Contractors often feel a little overwhelmed and don't know where to start! Even seasoned members don't always know everything that goes on within their association. That's why we are inviting you to the 1...2...3s of ABC!

In about an hour and 15 minutes, ABC staff, committee, and board members will give you all the information you need to get the most out of your association and get you integrated as much or as little as you wish. We will cover networking, education, safety, governmental affairs, affinity programs and how they benefit you! If there will be more than one person from your company active with ABC, please bring them along. The more the merrier!

**There is no charge and breakfast/refreshments are included!**

To register, visit [www.abcrmc.org](http://www.abcrmc.org) and click the rotating banner or contact Brett Denison 303-832-5812 or email her at [jjohnson@abcrmc.org](mailto:jjohnson@abcrmc.org)




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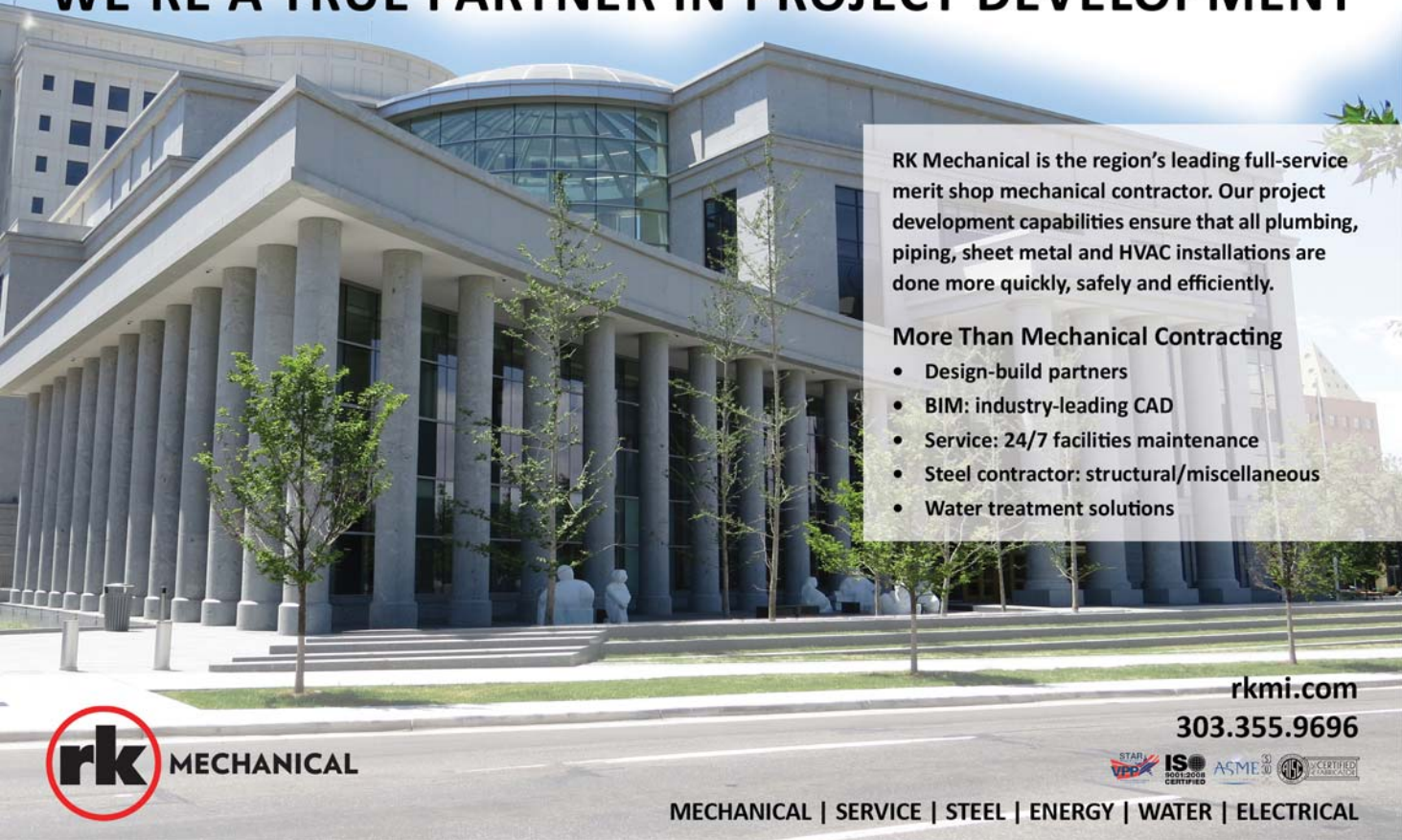


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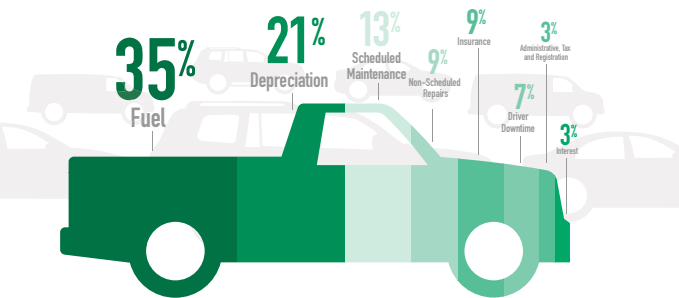


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Health & Exercise Science Addition at Colorado State University

# Balance and Flexibility are Rewarding for NoCo Company



by Melinda Denney  
President

**D**S Constructors, LLC is a small, woman owned and operated general contractor established in 2008 by **Melinda Denney**, after 20 years in the Colorado construction industry. We try to maintain a mix between design build and hard bid projects, but basically we are here to give answers to questions, options and solutions to problems, and provide our assistance and knowledge to keep projects within budget and on time. Our services range from estimating, design build, value engineering, construction management and general contracting depending on the needs and requirements of our owners/clients.

According to Melinda, “We focus our market on the northern front range from Cheyenne to Denver, east and west, but we would do a job elsewhere if our employees ‘want’ to go to where that may be”.

DS is all about enjoying your time spent at work and we value balance between work and family and/or personal time. Sounds good doesn't it? It's not as easy as it sounds. We all know the swings in construction and while there are times we have long days to meet deadlines we strive to allow our people the flexibility they need to accommodate their lives outside of work.



You may have noticed the word “we” is used often. Although we are a single owner company we work as a team. We are structured, but very loosely, so we can maintain personal interaction. All of our departments work together on projects from the beginning until the completion of the job. We find that participation at this level is rewarding for all involved and makes everyone enjoy their jobs more.

Our company has been in a slow growth mode since its inception which is driven by both market demands and by choice. We have a very detailed growth plan and strive to continue our growth according to our plan. With that said, in 2012 we were awarded our largest project; Health & Exercise Science Addition at Colorado State University. Working at CSU was not a new experience for DS, as we had continually done several smaller projects on campus since we opened our doors. However, this project is one we are most proud of.

This project was a 6,000 SF addition to accommodate a new classroom and research laboratory for the Dept. of Health & Exercise Sciences at CSU’s main campus. Work

included construction of the stand-alone addition with all associated site and utility work. The building is wood frame construction on spread footings with stucco and stone exterior, aluminum storefront, and steel entry and sun shade canopies. The terrazzo floor was a particular challenge in that while this intricate pattern was being installed, the other trades were working closely within the install area. The intricacies of this flooring required that we work closely with Colorado Design Inc. of Denver, CO.

From the beginning of this project to the end the challenge of a tight site location was difficult due to it being located in the middle of the Moby Arena Complex on campus with student foot traffic providing hazards everywhere. There were also some fun challenges in the “spider web” of utility piping, due to multiple upgrades on campus over the past years. We worked closely with the owners and engineers to help with design issues around this web throughout the entire project but we completed the project on time, with no incidents, and turned over an architecturally aesthetic building to the owner and to the campus community. *Continued on page 20*

*Although we are a single owner company we work as a team. We are structured, but very loosely, so we can maintain personal interaction.*



Terrazzo Floor at Health & Exercise Science Addition.



Classroom at Health & Exercise Science Addition.



Just to set the record straight, DS does not just do work at CSU. We have many completed projects from UNC and various private owners. We try to maintain a balance between public work and private work to stay diverse in the market.

In closing we would like to highlight one of our Current Projects. We were recently awarded the new **4Rivers Equipment** building in Fort Collins. We feel the need to mention this project, because ABC has been instrumental in helping us build relationships with other ABC members. 4Rivers is an active, participating Northern ABC member, as well as DS Constructors. It is through ABC that we have met and pursued a work relationship together and we feel that ABC is certainly providing us with a valuable service and we are excited to experience the value of being ABC members.

*DS Constructors, LLC is a Women Owned and Operated Small Business, General Contracting and Construction Company based in Loveland, Colorado. Our professional services range from estimating, design build, value engineering, CMGC, Construction management and general contracting. Contact them at (970) 635-3534 or visit their website at [www.dsconstructorsllc.com](http://www.dsconstructorsllc.com). ■*



Carter Hall, University of Northern Colorado, Greeley, CO  
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Coast Pizza, 811 8th Street, Greeley, CO  
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# Technology, Collaboration, and the Job Site

**W**hat do you think of when you hear the term “paperless?” Do you think of over-zealous tree-hugging environmentalists trying to save the forest? Or, do you view “paperless” as technology that allows you to receive information quickly and efficiently? In our current business setting, ongoing change has become the new normal. Companies that thrive in this environment of rapid change and increasing complexity are the ones that actively shape their future by utilizing some of the best technological tools available.



Georgia Z. Phillips  
CPA



Like many other industries, construction has been transformed by information technology over the past few decades. Contractors use their primary accounting systems to produce specialized, industry-specific reports and information that’s not available from standard off the shelf software. However, outside of core accounting functions, many contractors have been slow to adopt some of the newest construction-specific software developed for use in the field. Two areas in particular merit special attention: employee time tracking technology and general project management software.

Although a number of contractors still rely on manual, paper-based records to track employee time and attendance, computer-based time sheet programs are gaining wider acceptance. A major benefit of automated time and attendance software programs is their integration with a company’s payroll program or third-party payroll manager. This integration greatly reduces the opportunities

for errors and the administrative expense of manually entering time card data. The availability of cloud-based programs streamlines the process even further by allowing workers to clock in on the job site via a wireless device.

Looking beyond basic time and attendance features, more advanced programs can also log workers’ time by project, task or subtask. This information can be aggregated over a number of projects to help fine tune a company’s job costing and estimating processes, resulting in more accurate performance benchmarks.

Basic project management software has advanced dramatically over the years, moving far beyond rudimentary estimating and project scheduling programs. Today’s project management software typically integrates a variety of highly specialized modules. These modules address the full range of general contractor and subcontractor processes — from bid management, job costing and scheduling to invoicing, change orders and job closeout.

The most sophisticated programs incorporate building information modeling (BIM) principles. BIM produces a digital representation of all the physical and functional characteristics of a facility throughout its life cycle.

BIM goes beyond two-dimensional drawings or three-dimensional models to incorporate a fourth dimension: time. Contractors can see not only how project systems and components will integrate physically, but also how the phases and activities of the building process will integrate over time. BIM also adds a fifth



dimension — cost — so that all the decision-making information is incorporated into a single model.

When coupled with wireless technology, BIM can allow project managers to access every bit of information they need on a handheld device – without having to go back to the trailer or office to fetch paper plans. This means faster decision-making, better synchronization of work, and more timely approvals.

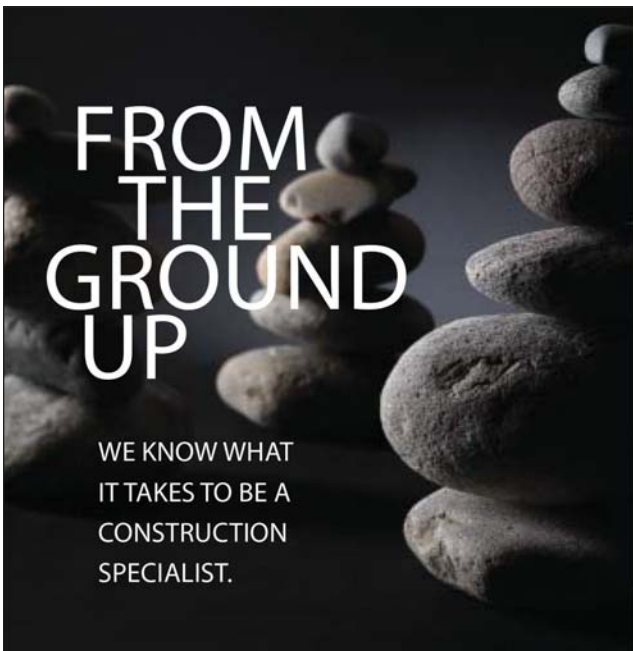
**Basic project management software has advanced dramatically over the years, moving far beyond rudimentary estimating and project scheduling programs.**

All of this helps the project stay on track and within budget. In essence, the movement of information has flipped: instead of the traditional “office to job site,” we now see information flowing from the job site directly to the office.

While BIM and wireless data access may not be practical on smaller, individual projects, they are widely becoming the standard for large-scale commercial and public works jobs. More and more contractors will find that these capabilities are now expected of them and can be viewed as a differentiator in not only the project bidding process, but also in the acquisition and retention of key employee talent.

A regular review of today’s available technology is not just important, it is imperative. The proper technology, when used correctly, can not only set apart a company in the marketplace, it can also elevate a company to the status of leading edge, anticipatory, and proactive, versus staid and reactive. Staying abreast of technology is an ongoing challenge, but the benefits that can be gained from the process are many.

*Georgia Phillips, CPA, is a senior tax manager with Bauerle and Company, PC. Bauerle has worked closely with Rocky Mountain construction firms since 1979, providing expertise in the financial, income tax, information systems, and merger and acquisition areas. Contact Georgia at gphillips@bcdenver.com or call at 303-759-0089. Visit their website at www.bcdenver.com. ■*



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# Terumo BCT

**in·ge·nu·ity** \ injə n(y)ooədə n: the quality of being clever, original, and inventive



**Alexis Smith**  
Marketing Director



**W**hen the heart of an organization and its culture is innovation and ingenuity, all facets of that brand need to reflect and inspire those core values, especially the environment in which it operates. Terumo BCT is a global leader in medical device manufacturing with a focus on innovation and collaboration in order to unlock the potential of blood and cell therapies. In the early stages of the project's realization, it was evident that this company's new global headquarters in

Lakewood, Colorado needed a design that would reflect its commitment to patients, collaboration, innovation, and learning -- a memorable building that stood out as a landmark in its neighborhood while still serving as a gateway to the other, original buildings on its campus.

Taking on this project, Douglass Colony Group knew it would be unique; a reflection of innovation, of course, requires ingenuity in its products, techniques, and appearance. However, such an altruistic company deserved an equally noble effort



in providing a headquarters that would adequately portray its cutting-edge, pioneering image, and Douglass Colony was up for the challenge. Unlike anything it has done before, Douglass Colony Group took on the roof as well as the entire skin of the building (with the exception of the windows), using exotic, high-end materials such as Parklex real wood panels and pre-weathered Jarden zinc panels and installing from the wall sheathing out to assure the creation of something not only practical and efficient, but also astounding and visionary in appearance.

As with any project, challenges followed the conception of Terumo BCT's headquarters project, and with it being such a unique project, the challenges, too, were uncommon and particular to the building, creating a certain complexity in constructing the skin. To add to the exclusivity of the building's appearance, exotic, high-end materials were used, creating eye-catching textures and designs. However, the use of these rare products only added to the difficulty of the project. All of the Parklex and Zinc panels were custom made for an exact fit

on the building, calling for flawless execution. In order to accomplish this, the entire building was scanned using a cloud point scanner to provide exact measurements. The Parklex panels were then designed in CAD format and fabricated on one of Douglass Colony's three automated CNC router tables. All of the zinc wall panels were also custom designed and fabricated in Douglass Colony's facility using an automated, computer-controlled 21' folder.

The scope of this project was significantly large, as Douglass Colony Group set out to handle the entire skin. With so little room for error, it was vital that the project followed both exact and efficient execution. The use of the Cloud Point Scanner and CAD panel design eliminated the possibility of any incorrect panels with dead-on measurements with no deviations or mistakes. Additionally, in order to increase efficiency, Douglass Colony turned to using one contractor with multiple scopes all coordinated through one single point of contact. This removed any chances of miscommunication or muddled strategizing or organization.

*Continued on next page*

*The Parklex panels were designed in CAD format and fabricated on one of Douglass Colony's three automated CNC router tables.*





Douglass Colony Group completed the entire skin of the building as well as the roof.



A combination of unique materials: Parklex Real Wood Panels and pre-weathered Jarden Zinc.



Parklex Real Wood Panels make the new headquarters a stand-out building.

Inspired by the headquarters' owner, Douglass Colony Group sought to provide a building exterior characterized by ingenuity and innovative solutions. This visionary dedication proved to be a major asset in insuring the project's completion on schedule. With the entire skin of the building being installed after the fluid applied weather barrier, the complex interior finishes were able to start early, allowing for its on-time completion.

From the Mineral Wool insulation to the Parklex real-wood siding and Jarden pre-weathered zinc panels, all of the materials that Douglass Colony Group used on this project were natural resources and either contained recyclable elements or were completely recyclable. Because of this, the building was able to achieve LEED points for both recycled content as well as locally manufactured material.

Terumo BCT's new three-story, 120,000 square foot headquarters is built upon the key themes of globalism, innovation, collaboration, and learning, providing a gateway to the other buildings on the company's Lakewood campus and the space to enhance the global connections between associates. Through its unique design and exterior, the building creates a memorable experience as a landmark building incorporated into an existing, established neighborhood, and with its display of natural and unique building materials, it stands out yet still melds with the company's values and core beliefs.

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- Section 6 *Hierarchy - AHA-RAC-APP Survey*

## DAY 2

- Section 6 *Hierarchy - AHA-RAC-APP Survey*
- Section 7 *EM385 Review & Discussion*
- Section 8 *Non-PPE Production & Systems*
- Section 9 *Active Fall Protection*
- Section 10 *Harness*

## DAY 3

- Section 10 *Harness*
- Section 11 *Lanyards/SRL/Rope Grabs*
- Section 12 *Anchor - HLL's*
- Section 13 *Inspection*
- Section 14 *Rescue*
- Section 15 *OSHA Citations*
- Section 16 *Training*
- Section 16 *Questions/Exam*



### Young Professionals Spotlight

**Gwendolyn Cagle**  
**Outreach Recruiter**  
**RK Mechanical, Inc.**

Gwen is a Colorado native; she grew up in Castle Rock and went to St. Mary's Academy for high school. She left Colorado in 2002 to attend Loyola University, Chicago where she graduated with her bachelor's degree in Social Work in 2006. Before joining RK in October 2014, she spent eight years working for educational nonprofits as a postsecondary counselor for high school students, including two service years with AmeriCorps Public Allies.

As the Outreach Recruiter at RK, in addition to full-life cycle recruiting, Gwen's role is dedicated to building relationships with education and community partners.

Gwen enjoys an active lifestyle of skiing, hiking, camping, live music and festivals, working out at Orange Theory Fitness, and being with friends and family. Her boxer, Bailey Beans, is her most favorite in the world. *Go Broncos!*



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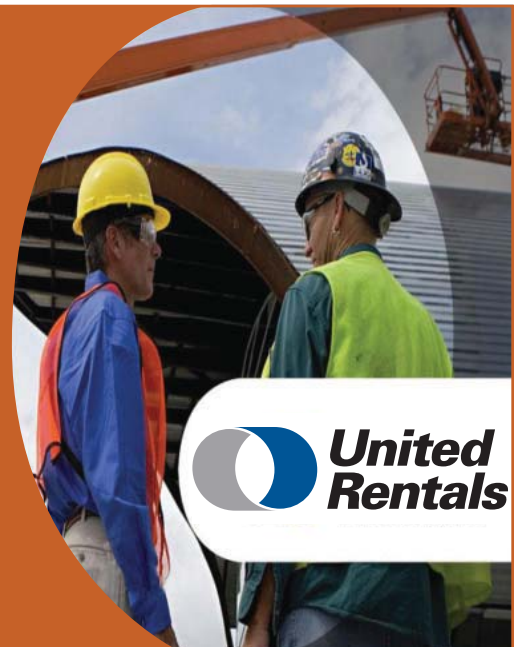
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SPHR; SHRM-SCP  
BBSI Senior HR Consultant



**D**o you remember as a child having to go through a dreaded injection for a vaccine? Often we, as adults, don't care for the hypodermic needle used for injections, even if we believe that what's injected is good for us. The same could be said for periodically checking to be sure 1099 contractors are not treated as employees. Errors can happen, but catching them before an agency or auditor comes calling prevents costly fines and taxes that businesses never plan for.

Business owners often assume they are complying with laws that they know about. But laws change, and some are very complex to follow, and agencies don't care that business owners and their managers can't keep up with the changes. That's because enforcing agencies expect compliance no matter what. For example, the Affordable Care Act (ACA) expects "Applicable Large Employers" (ALEs), or employers with 51 employees or more, to offer coverage to eligible employees. If an employer treats the 1099 workers like employees, 1099 worker headcount could be added and even if a small employer has 50 or fewer employees, and they use the same 1099 workers regularly, the IRS believes those workers should also be covered under the ACA rules. Sound crazy? Perhaps, but the issue of 1099 workers has been an issue to the IRS for many years.

Additionally, several states' attorney generals have been rigorously pursuing companies who do not look at the IRS requirements that 1099 workers carry their own workers compensation.

So what can you do for prevention? Here is how to stay in compliance:

**Are your 1099 contractors employees in disguise?** If a contractor looks like an employee and acts like an employee, the IRS may tell you that you owe back taxes and penalties, meaning an expensive, unexpected bill. For more information, go to <http://www.irs.gov/Businesses/Small-Businesses-&Self-Employed/Independent-Contractor-Self-Employed-or-Employee>. If there are any concerns, BBSI's Human Resources expert can visit you to conduct a confidential audit, providing you recommendations to mitigate risk.

Proactive checking on legal requirements can be done through information available on the internet. You can also get some help at no cost from BBSI's experts. This can be a shot in the arm toward a worksite being 100% compliant with the myriad of employment laws.

*Audrey has 32 years of experience in Human Resources (HR). She created and implemented strong employee relations processes that minimized legal issues through effective conflict resolution. She designed and delivered training on a variety of courses tied to HR, management, and leadership. In addition to her SPHR and SHRM-SCP, Audrey's credentials include a Bachelors Degree in Management from Metro State College of Denver, a Masters Degree in Applied Communication, and Certificate in Alternative Dispute Resolution, from the University of Denver (DU). She has been an adjunct professor for DU for 16 years.*

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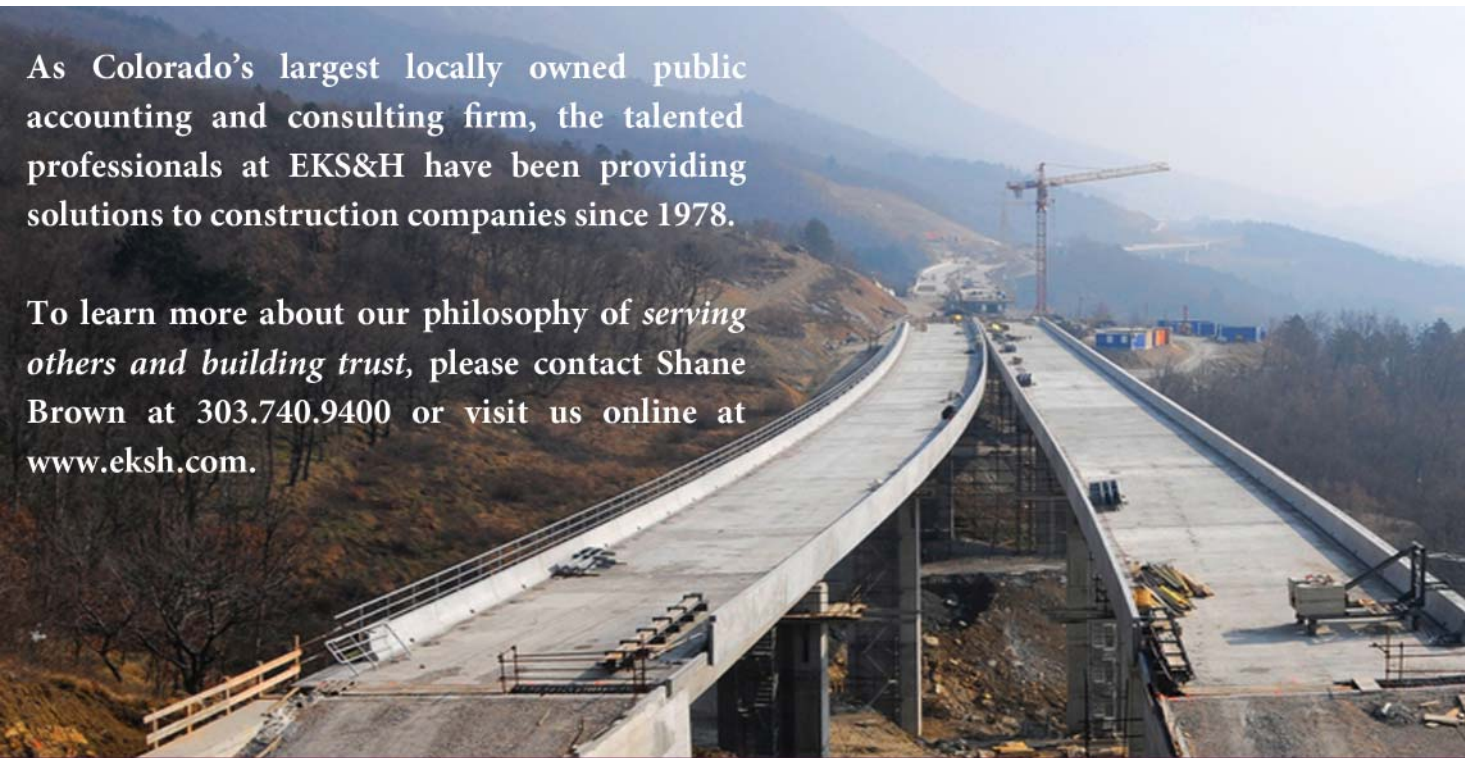


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## Boulder County Housing Authority and Key Partners Host U.S. Department of Commerce-led Delegation of Eurasian Energy Efficiency Construction Professionals



Contributed by Boulder County Housing Authority and Milender White Construction Co.

**W**hen it comes to energy efficient design, Boulder County Housing Authority (BCHA) is a leader in the field. On Tuesday, February 16th, BCHA, along with local partners, Milender White Construction Co., Blue Valley Energy, and Farnsworth Group, had the opportunity to showcase their expertise to an impressive 20-member foreign delegation. As part of the U.S. Department of Commerce's Special American Business Internship Training (SABIT) program, the delegation included representatives from Azerbaijan, Kazakhstan, Moldova, Russia, Tajikistan, Turkmenistan, and Ukraine. These industry specialists were seeking information on trends and innovations in energy efficient construction and renewables.

BCHA and its partners hosted a breakfast and technical presentation

followed by a tour of two of BCHA's existing affordable housing developments (Aspinwall and Josephine Commons in Lafayette) and the construction site of Kestrel, its newest development. The delegation's hands-on enthusiasm began the moment they looked into the geothermal mechanical room at Josephine Commons and continued as they ventured up to the roof to view the building's 98kW solar array. They were also able to visit an apartment in Josephine Commons and were amazed by the quality design and construction. Questions were plentiful and answered with the help of two Russian translators.

The real fun began when the delegation visited Milender White's construction site for Kestrel, BCHA's future 200-unit affordable housing development in Louisville. Construction was in process on the geothermal installation and the



Construction was in process on the geothermal installation at Kestrel and the delegates watched as geothermal wells were being drilled 400 feet underground. The Type B cohesive soil conditions allow the delegates to safely stand and observe from behind the orange mesh approximately 15 feet from the slope.



Construction was in process on the geothermal installation at Kestrel and the delegates watched as geothermal wells were being drilled 400 feet underground. ▶

delegates watched as geothermal wells were being drilled 400 feet underground.

Kestrel will be a highly sustainable, energy-conscious and water-smart neighborhood. The majority of the buildings are designed as solar-ready, with low-slope roofs and sufficient structural capacity to support photovoltaic panels. All buildings at Kestrel will make use of geothermal heat-pump heating and cooling. Using the steady temperatures found deep beneath the earth's surface, this system is over 25% more efficient than typical heating and cooling systems.

One of the biggest sources of pride for BCHA is that the geothermal systems operating at Aspinwall and Josephine Commons are literally paying for themselves very quickly (less than five years for Josephine Commons, for example) thanks to the energy savings. "Our buildings are also proving themselves to be extremely energy-efficient, which further helps us with the affordability of the developments. At Josephine Commons, BCHA and Farnsworth Group tracked energy usage on two duplex units over the past year and recently concluded that the homes achieved net zero energy usage. And we're getting better and better, incorporating lessons learned from each construction project into the next," adds Norrie Boyd, BCHA Planning Division Manager.

After an information-packed half-day with BCHA and their expert partners, participants are better equipped to apply energy efficiency and green building principles to construction projects in their home countries.



A delegate inspects the 98kW rooftop solar array at Josephine Commons.



Members from the Eurasian Energy Efficiency delegation, BCHA, Milender White Construction Co., Blue Valley Energy, and Farnsworth Group gathered at the Kestrel construction site.



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