

September/October 2016

BUILDING CENTRAL FLORIDA



Project Profile:
**Artisan 420 East
Apartments**

INSIDE

Shattering Language
Barriers at DPW

5 Ways to Increase
Accountability and Profitability

2016 Platinum Value Club



WHAT ARE OUR CUSTOMERS SAYING ABOUT US?

"The foreman you had for the last two projects in this building kicked butt. He knows the building and he gets work done and done quickly and correctly. Energy Air alone gets it done. I am very happy with you guys."

"Your scope was critical above all others, and your team performed and excelled at every level."

"I could not have done this without your insight and involvement from the start. Your thoughts and opinions saved the owner a good bit of money and even more importantly; TIME."

"Energy Air has been one of the best HVAC contractors I have worked with. They are always willing to please."



ENERGY AIR, INC.
Nobody Works Harder

www.EnergyAir.com

Orlando Area
5401 Energy Air Ct.
Orlando, FL 32810
(407) 886-3729

Tampa Area
2009 Airport Rd.
Plant City, FL 33563
(813) 750-1283

**HVAC Design-Build | Installation | Service/Repair
Replacements/Retrofits | Planned Maintenance**

CAC1815793



Skanska is a proud supporter of ABC Central Florida.

SKANSKA

usa.skanska.com



About Our Cover
Sutter Roofing
Orlando, FL



One of the oldest and largest roofing and sheet metal contractors in Florida and the U.S., Sutter Roofing remains at the forefront of the roofing industry. For over 100 years, our dedicated employees have built the company's reputation by providing high performance commercial roofing systems, quality work, superior customer service, and the latest technological innovations.

Want to see your project on a future issue of Building Central Florida?

It's easy! Contact Becki Lewis or Kelsey Wilkinson at 407-628-2070 for pricing and information.

Table of Contents

Articles

- 3 President's Perspective
- 7 How Small Construction Companies Can Create an Intelligent Jobsite
- 12 Castellano's Ruling
- 13 STEP Awards
- 14 Project Profile: Artisan 420 Apartments
- 17 McCree Celebrates 90 years
- 23 Managing Your Business
- 25 Four Strategies to Boost Cash Flow

News

- 9 Member News
- 11 Event Calendar
- 11 Education Calendar
- 11 New Members

Chapter Events

- 5 Builders' Breakfast
- 5 ABC After Hours
- 21 ABC FL State Convention

COMMUNICATIONS DIRECTOR
Kelsey Wilkinson - kwilkinson@abccentralfloida.org

MARKETING DIRECTOR
Becki Lewis - blewis@abccentralfloida.org

MEMBERSHIP DIRECTOR
Stefanie Reardon - sreardon@abccentralfloida.org

Building Central Florida (BCF) is published bi-monthly by the Central Florida Chapter of Associated Builders and Contractors. All material becomes the property of ABC unless prior arrangements are made. ABC welcomes submissions of articles and press releases from our members; however, ABC reserves the right to publish based on relevance and space availability. Please direct all inquiries to bctf@abccentralfloida.org. ©2016 Central Florida Chapter Associated Builders and Contractors, Inc.

TRENCH PLATE® RENTAL Co

SHORING AND SAFETY SPECIALISTS

**FIRST IN SERVICE
SINCE 1979**
tprco.com



Slide Rail System



Build A Box



Steel Trench Shield

ORLANDO 407-854-9949

Locations throughout California, Nevada, Texas, Illinois, and Florida



Client Dreams, Delivered.

Every project starts with a dream. Balfour Beatty makes those dreams possible in Central Florida and beyond.

Orlando • Plantation • Miami

Check out our new, improved website at www.balfourbeattyus.com



Balfour Beatty
Construction

President's Perspective

Your Responses to the Legislative Straw Poll

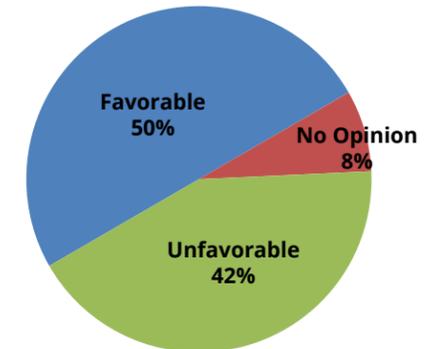
On July 14, ABC and eight other construction industry organizations came together for the annual Construction Industry Legislative Hob Nob, and attendees were asked to respond with their thoughts about the coming elections and other issues facing the construction industry.

It was not surprisingly a conservative group of people. Over half gave President Obama failing or below average scores.

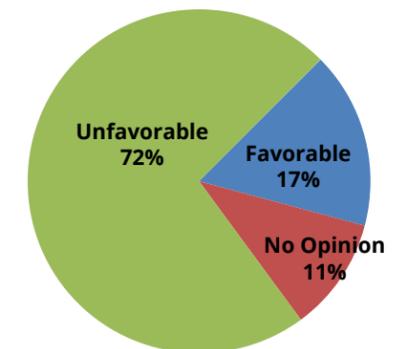
Republican presidential nominee Donald Trump was preferred by over 65% over Democrat Hillary Clinton.

As you might imagine, Trump garnered a 42% unfavorable rating, while Clinton not favored by 72%. This is of course being played out in the media and in National polls now, with a high percentage of registered Republicans and Democrats not liking their party's nominee.

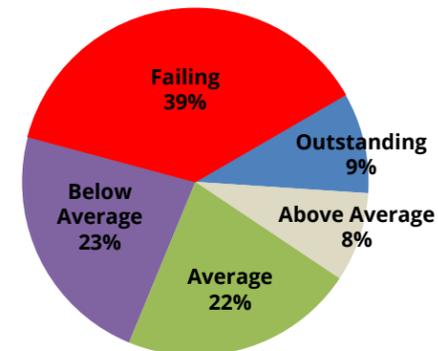
Donald Trump (R) Favorability Ratings



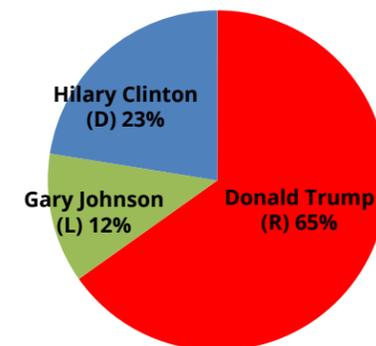
Hilary Clinton (D) Favorability Ratings



President Barak Obama Scorecard

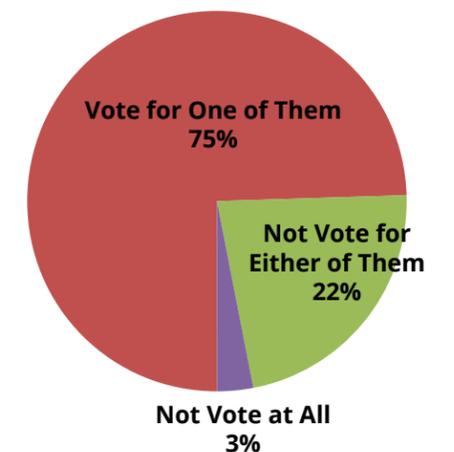


2016 Presidential Candidate Preference



Congressmen Mica and Webster scored high with participants and even Democrat Bill Nelson, while not a favorite, earned a large "No Opinion" rather than an unfavorable.

If Trump and Clinton are the major party nominees, how will that impact your voting behavior?



For 3/4ths of them, that dislike will not stop them from voting for one of them. However, about a quarter will either not vote for a president or just not vote at all.

The participants generally gave high marks to Florida's incumbent leadership. Governor Rick Scott earned a 64% favorable and Senator Marco Rubio (in spite of his loss in the presidential primary earlier this year) earned a 59% favorable rating.

Continued on page 8

Commercial Contractors of Innovative Interior Systems Since 1946



Eagle Award Winning Interiors
Cabana Bay Hotel, Orlando, FL



ACOUSTI ENGINEERING COMPANY OF FLORIDA

- 26 Locations
- Specialty Construction
- Ceilings • Walls • Floors

P: 407.425.3467 | www.acousti.com | F: 407.422.6502

Builders' Breakfast

July 12, 2016



Christopher Herman, Senior Vice President of Construction at Northwood Ravin spoke at the July 12 Builders' Breakfast meeting to discuss their newest project, Floridays.

Floridays is a 13.7-acre multifamily development site, with expected construction to begin mid-August 2016. The complex will consist of 309 luxury apartments, 46 garages, and boasting over 10,000 square feet of amenity space. Located just off of I-4, the site is near the Premium Outlets and allows for easy access to major employment centers. Major theme parks including Seaworld, Universal, and Disney World are all located within 10 miles of the site.

There are four manor style buildings with surface parking. Each building will be 4 stories of type 5a construction. Building 1, located in the Northwest corner of the property, is expected to start mid-August with substantial completion scheduled for May 2018.

Based in North Carolina, Northwood Ravin is a leading full-service development, construction and property management firm serving the Southeast. The firm has communities in Virginia, Tennessee, Texas, Georgia and Florida. Their primary focus is building high-quality market rate projects, residential construction at a great value and always with an eye for design. They specialize in wood-frame, concrete and pre-cast construction as well as complex urban infill, mixed-use, and mid-rise projects.



With eight active projects, Northwood Ravin has 4,000 additional projects in the pipeline for construction over the next 12-18 months.

Phase 2 of Floridays is expected to begin 2017-2018.

Sponsored by:



Brasfield & Gorrie, LLC • Certified Slings & Supply • Comprehensive Energy Services, Inc. • DPR Construction Hartford South, LLC • Hydra Dry, Inc. • Lake Glass & Mirror, Inc. • Lykes Insurance, Inc. • Sasso & Sasso, P.A. Southern Fire Protection of Orlando • WithumSmith+Brown, PC

ABC After Hours

May 19, 2016

ABC AFTER HOURS

HILTI

Hilti Products and Services

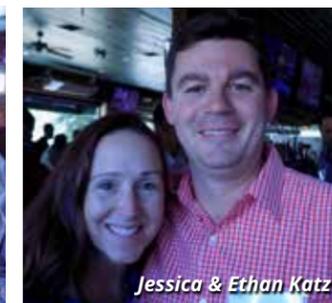
ON THE JOB. EVERY DAY.

At Hilti, our people and products are with you every step of the way. From design to demolition, we support you with expert technical advice, reliable products, prompt delivery and outstanding service from a team of highly trained professionals. Reach out to your local Account Manager, call our Customer Service team, visit Hilti Online or stop in your local Hilti Center:

Jacksonville Hilti Center 8081 Phillips Hwy Ste 14 Jacksonville, FL 32256	Orlando Hilti Center 4374 L.B. McLeod Rd, #6 Orlando, FL 32811	Tampa Hilti Center 4123 W Hillsborough Ave, Ste B Tampa, FL 33614
--	---	--

1-800-879-8000 | www.us.hilti.com

Hilti. Outperform. Outlast.



Sponsored by:



Providing Quality Wiring Systems Throughout Central Florida for over **45 years.....**
Dependability you can Trust!



visit our website @ www.mortonelectricinc.com

EC 0000843



ATTENTION TO DETAIL IS CRITICAL TO SUPERIOR RESULTS

Hensel Phelps is a world-class provider in all aspects of construction services. With experience planning, building and managing facilities in nearly every building sector, Hensel Phelps' success employing industry-leading processes has established us as a trusted partner in the industry.



HENSEL PHELPS
Plan. Build. Manage.

Southeast District Office
6557 Hazeltine National Drive
Suite One
Orlando, FL 32822
(P) 407.856.2400
www.henselphelps.com

World-Class Innovators. Landmark Buildings. Inspiring Performance.

How Small Construction Companies Can Create an Intelligent Jobsite

BY SCOTT WOLFE JR., ZLIEN

Construction Technology is no longer limited to the office desktop. Cloud-based software and mobile apps have completely revolutionized construction jobsites.

Today, accessing contracts, invoices, orders and more while in the field is as easy as a few finger taps on a smartphone screen. The key to creating an intelligent jobsite is selecting the tools and technologies that will save time and energy. Which apps and softwares are helpful varies individually from one company to the next, as well as between types of companies. For example, a subcontractor will have different needs than a company that leases equipment, and a jobsite manager will have different needs than a surveyor. Here is a breakdown of some of the key elements of an intelligent jobsite.

Implement Cloud-Based Software

Cloud-based software is a broad category. The common thread is that data is stored in the cloud, and therefore can be accessed from anywhere. While the cloud is useful to anyone and any industry (backing up photos, storing paperwork, syncing music across devices), it is especially useful to small construction companies. For contractors, suppliers, equipment lessors and anyone else who goes back and forth from the office to the jobsite, the ability to store documents and data in the cloud is huge. There's no need to worry about misplacing an important paper because everything is securely archived.

Implementing cloud-based software means different things to different companies. It could be as simple as creating a DropBox or Google Drive account to manually documents, or it could be subscribing to a software as a service (SaaS) provider that empowers companies to streamline and automate processes such as sending mechanics lien notices or managing invoices, all while storing information in the cloud.

Make the Most of Mobile Devices

These days, almost everyone has a smartphone. This means almost everyone has the Internet at their fingertips whenever they want it, wherever they want it. It also means that it's possible to access millions of apps from a smartphone, tablet or laptop from the jobsite, and hundreds of these apps are directly geared toward construction companies. Apps exist to manage construction scheduling, track finances and even make the jobsite safer.

The ability to access these apps from a smartphone on the jobsite rather than exclusively from a computer in the office empowers construction professionals to manage time more efficiently, especially those that own or work for small companies. Most apps also seamlessly sync using cloud data, so when doing work from the office, everything is up to date.

Tools of the Future

Having great apps is just one piece of the puzzle. Another key element of an intelligent jobsite is having devices to access apps and information stored in the cloud. Fortunately, there are quite a few handheld and mobile devices specifically designed to withstand the typical wear and tear that occurs on a construction site.



The Cat smartphone was designed with construction jobsites in mind. Features like thermal imaging and a waterproof body make it a great choice for anyone who spends a lot of time in the field. Panasonic's "fully rugged" Toughpad is another handheld mobile device engineered for use outdoors and in environments with extreme temperatures, vibrations, altitude and more.

Automate Grunt Work

For a really intelligent jobsite, use software to automate some of the dull day-to-day tasks that suck up time and mental energy. Consider how a lien rights management software can eliminate the necessity to research complicated lien laws and automate the sending of notices; or how payment management apps can automate billing. In addition to saving time and energy, automating these tasks reduces human error and increases accuracy and efficiency.



Scott Wolfe Jr. is the CEO of Zlien, a company that provides software and services to help building material supply and construction companies reduce their credit risk and default receivables through the management of mechanics lien and bond claim compliance. He is also the founding author of the Lien Blog, a leading online publication about liens, security instruments and getting paid on every account and the Construction Finance Journal. Scott is a licensed attorney in six states with extensive experience in corporate credit management and collections law, with a specific emphasis on utilizing mechanic liens, UCC filings and other security instruments to protect and manage receivables.

Reprinted with permission from Construction Executive magazine's Managing Your Business eNewsletter, a publication of Associated Builders and Contractors Services Corp. Copyright 2016. All rights reserved.

Continued from page 3

Locally, Mayor Teresa Jacobs scored 65% as a non-partisan elected leader. Orlando Mayor Buddy Dyer led all of those polled with 72% favorable, which signifies that while he is a Democrat, he has certainly satisfied the overwhelming majority of those participating in the poll.

Right Direction/Wrong Track?



Not surprising either were the results of the "Right Track/Wrong Direction" question. For many years, the Hob Nob participants have tracked the National polling on this very common question. This year, 73% of the Hob Nob participants – clearly Democrats as well as Republicans – said the country was on the wrong track.

With that many unsatisfied citizens, it is no wonder that there is a groundswell for change, which helped bring Trump to the nomination. But there is this conundrum that the voters are satisfied with the local incumbents. After the August 30 primary, we will see if this remains the case.

Please encourage everyone around you to register to vote in the November 4 elections. If you are not registered and if you don't vote, you are not giving the country direction. And if you think your vote won't count, just remember all of the elections – including the 2000 presidential election – where candidates were elected with way less than a 1% margin of victory.



Pictured with me at the Hob Nob are some of the most influential women holding elective office in Central Florida – including most of the school boards of Orange and Seminole County.

Mark P. Wylie

Member News

ALTAMONTE GLASS & MIRROR, INC.

... was recently awarded the 7-story Westin Daytona Beach Resort & Spa contract with Jim Macon Building Contractor, Inc. The Westin is anticipated to open in July 2017 and includes over \$2.2 million in exterior storefront and curtainwall. ... just wrapped up a \$1.2 million glazing project with PCL Construction Services, Inc. for the expansion of Disney Springs which included over a dozen new buildings that will provide more than 50 new retail shops and dining venues.

Other Disney Springs jobs that Altamonte Glass recently completed include Blaze Pizza and Melissa Shoes – both with The Friedrich Watkins Company, Uniqlo with Russco, Inc., Morimoto Asia with The Whiting-Turner Contracting Company, Pandora with PCL Construction Services, Inc., and Disney Vacation Club with Gilbane Building Company.

... welcomes the addition of Senior Project Manager Keith Bateman who came to us in April with over 30 years of experience in the glass & glazing trade. In recent years Keith has been specializing in high-rise envelope construction from concept to completion with projects running from \$500,000 to over \$8 million.

AUSTIN COMMERCIAL

... William Scott Coleman, an estimator for the Southeastern office of Austin Commercial, has been named national director on the board of directors for the 2016–2017 term



for the Professional Construction Estimators Association's Orlando chapter.

... Rob Allen, a senior estimator for Austin Commercial, was named president on the board of directors for the 2016–2017 term for the Professional Construction Estimators Association's Orlando chapter.



GILBANE BUILDING COMPANY

... The University of Florida Health - Proton Therapy Institute for Cancer Treatment has named Gilbane Building Company to provide construction management at-risk services to work on the first phase of its \$39 million expansion. Gilbane has experience with building facilities for healthcare institutions throughout the country and, more specifically, has experience building multiple proton therapy facilities and cancer centers throughout Florida.

With new proton institutes opening up across the U.S. – especially in Florida – UF Health's upgrades to this facility are part of a larger effort to stay at the forefront of the industry.



This expansion will increase treatment capacity by over 30% and the first phase is expected to be completed in May 2017.

Gilbane specializes in healthcare building solutions that are innovative, efficient and plan for the unique construction challenges of the healthcare market. Gilbane's experience provides valuable best practices and lessons learned to ensure its healthcare projects are a success.

HOAR CONSTRUCTION, LLC

... is proud to announce Eric Brown has been promoted to Sr. Project Manager, within the Florida division.

He has displayed the highest quality of performance and professionalism. His attention to detail and client-focused mindset is what makes him one of the best. Eric has led project teams on multiple Disney projects including the Fantasyland Expansion and the Lion King Theatre Relocation. Currently, he is leading the Celebration Pointe mixed-use project in Gainesville, Florida.

As a project manager, Eric has been a great partner, leader, and the ideal professional leading his project teams. He continues to gain experience managing multiple projects within the Florida Division.

Eric is a graduate of the University of Florida with a degree in Construction Management and has been with the company six years. He has continued to distinguish himself professionally by being involved in Leadership, Big Brothers and is currently a part of Hoar's Leadership Council.

QUALITY FABRICATION & SUPPLY

... has opened a second fabrication facility focusing on mechanical piping systems. Located a short distance from their fire protection fabrication facility, the new plant is capable of pre-fabricating spools through a diameter of 36 inches in both carbon and stainless. For additional information contact Jim Erwin at jee@qualityfab.net.

REGAN WHELAN ZEBOUNI & ATWOOD, P.A.

... Jeff Regan and Chad Walker of Regan Whelan Zebouni & Atwood were recently named among Florida's Legal Elite by Florida Trend Magazine. Florida Legal Elite recognizes attorneys who exemplify a standard of excellence in their profession based on peer review. Less than 2% of the active attorneys in Florida are selected for recognition as Florida Legal Elite.

Regan Whelan Zebouni & Atwood represents contractors throughout Florida, with offices in Orlando and Jacksonville. Chad Walker heads up the firm's Orlando office and is a new member of the ABC Programs & Events Committee.



ROBINS & MORTON

... Jeff Albright, Estimator for Robins & Morton, was named treasurer on the board of directors for the 2016–2017 term for the Professional Construction Estimators Association's Orlando chapter.



S.I. GOLDMAN COMPANY, INC. A COMFORT SYSTEMS USA COMPANY

... was selected by Charles Perry Partners, Inc., for the Lake Sumter State College Science-Health Building Plumbing project located in Leesburg, FL. Work includes all plumbing services and accessories for the new 51,000 sq. ft. two-story building that will include labs for biology, chemistry, physics, anatomy/physiology and health sciences. Work began in August 2016 and is scheduled for completion in July 2017.

THARP PLUMBING SYSTEMS

... Chris Joyce, Chief Estimator for Tharp Plumbing Systems, was named second vice president on the board of directors for the 2016–2017 term for the Professional Construction Estimators Association's Orlando chapter.



Continued on page 10

JACROSON
Plumbing / HVAC Contractors

Artisan 420 East Apartments

Involved in multi family, commercial, assisted living, hospitality and student housing projects since 1959.

www.jacroson.com 352-729-7100

WELBRO BUILDINGS CORPORATION

... Originally completed the 730-room Omni Hotel in 2003 for RIDA Development Corporation and has the following projects underway:

... Trevi's Restaurant outdoor covered bar area is currently under construction.

... The Osceola County Conference Center expansion (OCCC) consists of the addition of 63,415 sq. ft. of floor space that will include the demolition of portions of the existing building; and include numerous additions. It also includes about 2000 linear feet of new entry roadway to the OCCC and Villa Buildings.

... Phase II Villas consists of a 3-story, 93 unit, 63,762 sq. ft. occupied floor area and 21,254 sq. ft. of roof located next to the existing Phase I Villas and amenities pool, completed by WELBRO in 2006.

... In September a major enhancement will begin on the pools and lazy river area at the rear of the Omni Hotel. Proposed amenities and enhancements will include a 7,200 sq. ft. wave pool, 2,200 sq. ft. kids' pool, and about 22,000 sq. ft. of new pool deck areas. The existing tennis courts in the amenity area will be demolished and removed to make way for the new pools; two new tennis courts will be constructed as part of the new Villa Building #2 project.

NOTE:
There is no charge to submit your press release to *Building Central Florida* magazine. If you would like to announce the accomplishment of an employee or your company, send your notice to bcf@abccentralflorida.org.
Submissions must be high resolution color images in either JPEG or TIFF formats



Serving the Construction Industry Statewide for over 25 years.

www.ntoflorida.com
407-834-9288



2016 CFCABC Membership Drive
Go Fish!

Get rewarded for hooking the newest members!
October 13 • ABC Offices • 7 - 10 am or 1 - 4 pm

Contact Stefanie Reardon at 407-398-1278 or sreardon@abccentralflorida.org for more information.

New Members
June/July 2016

Allied Trucking
Eduardo Alvarez
775 Kirkman Road, Unit 108
Orlando, FL 32811
P: 407-757-0122
E: ealvarez@alliedtk.com
W: alliedtk.com
Hauling, demolition, and material removal
Category 2 - Supplier

Howland Business Apparel
Janice Howland
44 West Illiana Street, Suite 102
Orlando, FL 32806
P: 407-420-7053
E: janice@howlandba.com
W: business-apparel.com
Orlando Screen Printing and Embroidery for your custom business apparel
Category 1 - Associate

Pinkerton & Laws of Florida
David Hagen
2618 Edgewater Drive, Suite 200
Orlando, FL 32804
P: 321-400-6161
E: dhagen@pinkerton-laws.com
W: pinkerton-laws.com
General Contractor
Category 11 - \$20,000,000-\$50,000,000

ECS - Florida, LLC
Rich Haffner, P.E., C.W.I.
2815 Directors Row, Suite 500
Orlando, FL 32809
P: 407-859-8378
E: rhaffner@ecslimited.com
W: ecslimited.com
Environmental, geotechnical, construction materials testing and inspection
Category 1 - Associate

Kings Service Solutions
Yanet Herrero
10501 S. Orange Ave., Suite 111
Orlando, FL 32824
P: 407-704-8542
E: yherrero@kssgreen.com
W: ksscleaning.com
Cleaning contractor
Category 6 - Under \$1,000,000

VC Dealership Design Group
Renan Rupires
5401 S. Kirkman Rd., Suite 204
Orlando, FL 32819
P: 407-432-1506
E: renan@vcddg.com
W: vcddg.com
Architects and consultants for automotive dealerships
Category 1 - Associate
Sponsor: Thomas MacCabe - Balfour Beatty Construction



ABC
Associated Builders and Contractors, Inc.
Central Florida Chapter

EVENT CALENDAR

September 22
Construction Expo
Central Florida Fairgrounds

September 26
ABC Fall Golf Tournament
Heathrow Country Club

October 8
Excellence in Construction Awards Banquet
Hyatt Regency Orlando

October 15
Poker Run to Bketoberfest

October 20
ABC After Hours
Ember

October 26
Burger & Business
Grace Church (formerly Bahia Shrine)



ABC
Associated Builders and Contractors, Inc.
Central Florida Chapter

EDUCATION CALENDAR

September 13 - 29
Stepping Up to Supervisor

September 14
Lien Law for Beginners

September 20
Presentation Skills & CPR/First Aid Certification

September 27
Negotiating Critical Contract Terms

October 10 - November 14
Basic Blueprint Reading

October 11 - 27
Stepping Up to Supervisor

October 18
CPR/First Aid Certification

October 19
Enhancing Your Project Management Skills

October 20
Seven Deadly Sins in Construction Disputes

October 28
Lien Law

OSHA 10-hr. and 30-hr. online courses available.
OSHA Online: www.abccfllosa.com

Computer training courses available online or instructor led.
Visit www.abccentralflorida.com for more information and course schedules.

Florida Supreme Court Makes Decisions In Workers Compensation



BY HEATHER A. MCLEOD,
THE ORLANDO LAW GROUP, PL

On April 28, 2016, the Florida Supreme Court rendered its decision in *Castellanos v. Next Door Company*. Shortly thereafter the Florida Supreme Court rendered its decision in *Westphal v. City of St. Petersburg* on June 9, 2016. The *Castellanos* case had been tried on July 3, 2012 and then oral argument took place on November 5, 2014. *Westphal* was tried on June 22, 2012 with oral argument occurring on June 5, 2014. So, these cases sat pending for 540 days and 735 days respectively since oral argument. These two decisions have now turned back the clock on major provisions of the workers compensation law. In *Castellanos*, the Supreme Court declared the attorney provision of the statute unconstitutional. The statute had been changed in 2003 as such that an attorney representing an injured employee was strictly restrained to a formula fee based upon the value of the benefits secured. Prior to 2003, the statute allowed for a reasonable fee which would further allow for an attorney to receive their fee based upon the reasonable hours to secure the benefits. In coming to this ruling, the Court explained that the attorney's fees in Florida Workers' Compensation serve a dual purpose. First, the fees enable the injured worker who has not received benefits to obtain competent legal assistance. Secondly, the fees serve as a penalty to employers that are wrongfully denying benefits. As a result of the *Castellanos* decision, the attorney for the injured worker has the ability to show that a statutory or formula fee will result in an unreasonable fee and thereby assert a fee based upon the hourly basis.

The Court in *Westphal* declared the provision of the statute, 440.15 (2), as unconstitutional. This section limited the injured worker to 104 weeks of temporary total disability. The Court stated that this limitation deprived the injured worker of disability benefits under these circumstances for an indefinite amount of time which created a system of redress that no longer functioned as a reasonable alternative to tort litigation. Workers Compensation Insurance provides the Employer with immunity against a civil action. As such, the injured worker gives up the right to sue them in tort for exchange of workers compensation benefits. The Court found that the limitation to 104 weeks was no longer a reasonable exchange for giving up the rights.

To provide some history, *Westphal* involved a firefighter who had exhausted his 104 weeks of temporary benefits and sought Permanent Total Disability benefits. However, he still required additional surgeries and did not meet the prerequisite for Permanent Disability Benefits because he had not reached Maximum Medical Improvement. Thus, he fell into a gap period between exhausting the temporary benefits and being able to pursue permanent benefits. The Supreme Court found this gap period violated access to courts and cut off their benefits at a critical time with no redress. In declaring it unconstitutional, the Court revived the 260 week limit on temporary total benefits that existed in the pre-1994 version of the statute.

WHAT EFFECT WILL THESE DECISIONS HAVE ON EMPLOYERS

As a result of the *Castellanos* decision, we have seen an immediate spike in attorney representation for injured worker's claims and the filing of claims. Moreover, there were awards of attorney's fee to claimant's attorneys going back several years which had just been sitting out there. There was no way to push the fee issue and the claimant's attorneys were waiting until this decision in order to pursue an hourly based fee. We are seeing the filing of Verified Petitions for Fees to resolve those old fee awards on an hourly basis. While the starting point still remains the formula fee, there is no doubt that we will see more litigation as claimant's attorneys will have an incentive to take more depositions and engage in more litigation in order to provide evidence that the statutory fee would produce an unreasonable result. We will see their willingness to litigate smaller issues as there is an incentive to do so.

With *Westphal*, there is still some ambiguity as to the extent the limitation of 104 weeks applies. The Court's decision rendered the statute unconstitutional only "as applied to *Westphal* and others similarly situated." Thus, the ability to secure the additional weeks may be dependent upon how similar the injured worker is to *Westphal*. In the pre-1994 statute, it provided 260 weeks for temporary total benefits and a separate 260 weeks for temporary partial benefits. As such, this decision could mean the injured worker is entitled to up to 260 weeks of temporary total and that includes the 104 weeks of temporary partial. Alternatively, the decision could mean the injured worker is entitled to up to 520 weeks of combined temporary total and temporary partial. Nonetheless, we can expect that there will be a push for injured workers to remain on a no work status for as long as a period of time as possible. Because of *Castellanos* and *Westphal*, the exposure for claims has increased which means an increase in attorney representation and filing of claims. NCCI originally filed for a rate increase of 17.1% for workers compensation policies. However, they just filed on July 1, 2016 an amended rate and proposed 19.6% with an effective date of October 1, 2016. So it will now cost the employer more for policies and they will be faced with increased claim exposure.

WHAT CAN BE DONE TO MINIMIZE THE IMPACT

It is critical for Employers and their Insurance Carriers to thoroughly and accurately evaluate their claims at every stage in order to provide the appropriate benefits and negate those areas for potential fee entitlement. Investigating the claim as soon as reported will provide valuable information about the accident, the alleged injuries and also information as to the employee's prior accident history. All these facts are crucial to making the best decision for the handling of the claim. The best way to minimize the attorney fee issue is to make the correct decision and not owe a fee at all.

The medical experts selected to provide treatment will be critical to reigning in the claimant's desire to remain out of work as long as possible. It will be necessary to make sure that the medical provider is applying objective criteria in determining work status and the placing of the worker at MMI. A knowledgeable attorney will be able to address issues and design an appropriate strategy to help Employers and their Insurance carriers through the process.

Central Florida Chapter ABC Members STEP it up

ABC has a long history of commitment to construction safety. The ABC Safety Training Evaluation Process, also known as STEP, was first introduced in 1989 by the ABC National Health, Safety and Environment Committee. Continuously improved by the industry safety leaders who participate on this committee, STEP now allows ABC to compare leading (best-in-class system and process) and lagging (outputs and results) indicators to create model resources for its members.



The STEP program provides a plan for companies to build an advanced safety and health program. To assist members, ABC has also established the Safety Best Practices Portal – an evolving collection of best practices created and refined by ABC, its 70 chapters, members and strategic partners. Visit ABC National's website for additional resources at: www.abc.org/en-us/safety

“As construction industry professionals, we all have a moral obligation to protect ourselves and each other, to ensure that anyone who sets foot on our jobsites does so in the safest manner possible.

Through this analysis, and by identifying the elements that lead to improved safety performance, we can achieve our ultimate goal—to send every single construction employee home in the same—or better—condition than which they arrived, every day.

– Michael D. Bellaman, President and CEO, Associated Builders and Contractors

Central Florida Chapter ABC member companies participating in the 2016 STEP program

COMPANY	CERTIFICATE	COMPANY	CERTIFICATE
Acousti Engineering Company of Florida	GOLD	Jack Jennings & Sons, Inc.	GOLD
Albu & Associates, Inc.	GOLD	JK2 Construction & Scenic	SILVER
Architectural Glass Services, Inc.	SILVER	Keator Construction	GOLD
Balfour Beatty Construction	DIAMOND	KHS&S Contractors	GOLD
Barton Malow Company	GOLD	Mechanical Services of Central Florida, Inc.	PLATINUM
Boys Electrical Contractors, LLC	GOLD	MLC Theming, Inc.	GOLD
Brambier's Windows & Walls	GOLD	Modern Plumbing Industries, Inc.	SILVER
Brasfield & Gorrie, LLC	PLATINUM	Morton Electric, Inc.	GOLD
Bright Future Electric, LLC	DIAMOND	PCL Construction Services, Inc.	GOLD
Brock Services, LLC	GOLD	R. C. Stevens Construction Company	DIAMOND
Charles Perry Partners, Inc.	SILVER	Robins & Morton	DIAMOND
Commercial Millworks, Inc.	GOLD	S.I. Goldman Company, Inc.	GOLD
Comprehensive Energy Services, Inc.	SILVER	Service Complete Electric, Incorporated	GOLD
Concrete Construction Services	DIAMOND	Sutter Roofing	PLATINUM
DPR Construction	GOLD	T&G Constructors	GOLD
Dunkman Paint & Wallcovering, LLC	GOLD	Terry's Electric, Inc.	GOLD
Energy Air, Inc.	SILVER	The Collage Companies	DIAMOND
Entech Innovative Engineering	SILVER	Titan Electric Southeast, LLC	SILVER
Enterprise Electric, LLC	GOLD	Tower Construction Company	GOLD
Exterior Walls, Inc.	PLATINUM	Tri-City Electrical Contractors, Inc.	SILVER
Ferran Services & Contracting	GOLD	Tucker Paving, Inc.	PLATINUM
Gilbane Building Company	DIAMOND	United Wall Systems, Inc.	GOLD
GMF Construction, LLC	PLATINUM	Walker & Company, Inc.	GOLD
Grunau Company, Inc.	GOLD	WELBRO Building Corporation	SILVER
Gulf Mechanical Contractors LLC	PLATINUM	Wharton-Smith, Inc.	GOLD
H.J. High Construction Company	GOLD	Wieland	GOLD
Hartford South, LLC	SILVER	Williams Company Management Group	DIAMOND
Hensel Phelps	PLATINUM	Window Interiors	DIAMOND
Hoar Construction, LLC	DIAMOND	Winter Park Construction	GOLD
J.A. Croson LLC	SILVER		



ARTISAN 420 EAST APARTMENTS

BY KELSEY WILKINSON,
CFC ABC COMMUNICATIONS DIRECTOR

Located in downtown Orlando, 420 East is where you can live, work and play with a commute of only a few steps to your favorite activities and nightlife.

Developed by McLean, Va. – based Jefferson Apartment Group, 420 East is at the corner of Church Street and Lake Avenue. Amenities include a three-level parking garage, spa, heated salt-water pool, and 24 hour fitness center. Many companies came together to construct the new 299-unit apartment complex in addition to 9,000 square feet of commercial space that will include three art galleries. General Contractor, Balfour Beatty, took special measures to communicate with neighbors to avoid disruption to ongoing operations. The project was constructed on a tight site in an urban setting, around adjacent condominium buildings and local businesses. Balfour Beatty performed work to include general carpentry, safety carpentry and final cleaning.

Balfour Beatty partnered with Sutter Roofing to complete the estimated \$42.7 million dollar project. Sutter Roofing had to overcome many challenges during the construction such as the logistics of getting the materials onto the roof, the thousands of penetrations for AC Units and the ever-changing weather. Sutter was thrilled to enhance the foot-print of downtown Orlando with this luxury project.

Terry's Electric, Inc. was selected by Balfour Beatty to perform the complete electrical system installation at this nine-story apartment building. The 18-month schedule was challenging due to the number of subcontractors to be coordinated with as well as the inspection schedule for 289 dwelling units. Their scope covered providing the incoming primary conduit from the power company vaults located in the street, as well as primary and secondary reconfiguration in order to eliminate the overhead power lines that surrounded the project site. From there they installed transformer pads, secondary conduits, and electrical services for house circuits as well as services required to provide 300 meter devices serving the apartments, retail spaces, and house panels for all of the common areas. Terry's Electric provided over 80,000 man-hours of labor to complete this project.

J.A. Croson, LLC [mechanical] had its share of logistical and technical challenges. From a plumbing perspective, the most

Continued on page 27



McCree

GENERAL CONTRACTORS & ARCHITECTS

Happy 90th Anniversary!

From your friends at

Comprehensive
Energy
Services, Inc.

Relationship Based • Performance Driven

www.CESmechanical.com

Electrical Contracting Made Brilliant

ESI's experienced electricians, engineers, designers and technicians utilize state-of-the-art technology to provide all phases of commercial, industrial and institutional electrical contracting.



Powered by Possibilities.

1746 U.S. Hwy 441 • Leesburg, FL

352-787-1322

www.electric-services.com

90 Years "Rooted In" Florida

BY CINDY MCCREE-BODINE, MCCREE GENERAL CONTRACTORS & ARCHITECTS



Mccree General Contractors & Architects celebrates its 90th anniversary this year! Third and Fourth generational leaders continue to see the company forward by continuing to live/work/do by the McCree mantra "Designed & Built Right." What most people recognize McCree for is being "Rooted In" Central Florida with a well established reputation for high quality workmanship, distinguished community service and honest business practices. What you may not know is how McCree has changed in its 90 years and how it has progressed into today's fast paced, information friendly, and highly technical society.

McCree began with building residences in Texas when the company founder, W.A. McCree, Sr. built a large scale home for L.M. Autrey, supervisor of his day job as a project manager. The home today remains on the National Historic Registry and is well known in the Newton, Texas community. He built a second mansion for Mr. Autrey who later became Mayor of Orlando in 1921 and from there continued to build some of Central Florida's most recognizable and sought after homes.

McCree's founder believed the company needed to maintain two principles to be successful. First, always design and build it right the first time. Secondly, always have self-performing capabilities by employing well rounded craftsmen who can step in and help at any time. Building quality residences continued to be McCree's steady source of revenue until the second generation leader (one of his eight children, W.A. McCree, Jr.) joined the team. From there, commercial projects were introduced to McCree's resume and growth began for the company.

In 1959, another second generation leader, Bert McCree, came on board and McCree transformed into the first in-house Design Build firm in Orlando. The commercial and residential markets proved to be challenging, fun and constantly changing for the firm especially when Disney broke ground in 1965. In 1971, a third generational leader, Richard McCree, Sr. (son of W.A. McCree, Jr.) joined the firm and currently serves as McCree's Chairman. Under Richard Sr.'s leadership, some of McCree's largest commercial projects have been completed. This includes professional multi-story buildings, K-12 and higher education schools, religious facilities, warehouses, mixed use and industrial parks. Additionally, Richard Sr. sought to expand two of McCree's self-performing divisions.

Change and growth continued to forge McCree forward as Richard McCree, Jr., fourth generation leader and current CEO, joined the team in 1996. Since then, Richard Jr. has led McCree through some of its highest and most difficult times. Richard expanded the company's resume into numerous markets including healthcare, high-tech, recreational & sports, green buildings and expanding the tenant improvement



division of McCree. Richard Jr. has transformed McCree into a highly diversified entity offering more services all based upon his great-



grandfather's two business principles. These include some of McCree's latest ventures, McCree @ Home, MDR, DBR, and MRP.

MRP or McCree's Rigid Panel is the company that designs, builds and installs custom pre-cast concrete insulated wall panels. McCree has utilized these panels on countless projects over the last 20 years.

DBR or Designed & Built Right Incorporated is a company known for McCree's self-performing divisions such as rough, structural and finish carpentry, demolition, electrical and drywall.

MDR or Millwork Done Right is the new name for McCree's self-performing Mill Shop. MDR, formerly under DBR, has completed the millwork packages for large hotels, schools, retirement living, multifamily and professional spaces throughout the US, not only on McCree's projects but for numerous other General Contractors.

McCree @ Home is an expansion of the company's residential market. McCree @ Home expands the company's long history of providing residential construction to include a full service concierge home management service.

McCree is thrilled to be celebrating 90 years alongside customers, current and past employees, professionals and countless friends who have been part of the company's success over the last nine decades. Richard McCree, Jr. happily professes, "We may be 90 years old, but we are young at heart! The team of professionals at McCree, whether they are baby boomers or Gen Z, continue to formulate ideas, embrace change, look for ways to improve and keep McCree 'Rooted In' by always practicing Designed & Built Right."

McCree was founded in 1926, and throughout its 90-year history has been family owned and operated by four generations of the McCree family. As Central Florida's oldest Design/Build firm, McCree is connected historically to the community in a fundamental way. McCree utilizes the services of in-house General Contractors, Architects, Engineers, and Designers to ensure that all the projects are completed successfully on time, on budget, and exceeding expectations for quality.





Providing custom training in

**Business Development
Presentation Coaching
Emerging Leader Development**

Give your people the tools they need to confidently connect with clients, lead teams and grow your business.

Web: www.cyndigundy.com
Email: cyndi@cyndigundy.com
Phone: 407-694-7736

STRENGTH

IN THE CONSTRUCTION INDUSTRY //

BE IN A POSITION OF STRENGTHSM

WithumSmith+Brown, PC (Withum) —Committed to client service and strong leadership that gives construction businesses the competitive edge to grow and thrive.

Ron Person, CPA, Partner
Tom Durkee, CPA, Partner
Cindy Cunningham, CPA



withum.com

withum ⁺
AUDIT TAX ADVISORY



Shattering Language Barriers at DPW

BY KELSEY WILKINSON, CFC ABC COMMUNICATIONS DIRECTOR

Imagine you're invisible . . . when others make decisions or offer services, they don't acknowledge you; your voice isn't heard.

Our society is full of people whose contributions and desires to integrate often go unnoticed. These are individuals who have the work ethic, abilities, and intelligence to move up in an industry, but are simply held back by the inability to communicate professionally. Dunkman Paint & Wallcovering, LLC (DPW) recognized this problem with their team and wanted a change.

In February 2015, DPW started an educational opportunity program for ESL (English as a Second Language) employees in an effort to find a solution to "how do we effectively communicate on the job?"

"The employees need a basic understanding of the English language to adequately communicate the contract language of the job and eliminate confusion between the employee and the contractor" President Paul Dunkman said. By providing a program to employees which would allow them the skills and knowledge to grow with the company and better serve our clients, they are also expanding the production capacity to document the work. DPW wanted to create an internal program and schedule of classes, so it was not a 'one-time thing.' Paul realized, "A major advantage of having oversight of this type of program, versus sending an employee to a class, is they can learn industry-specific terms, and how they relate in real, on-the-job situations."

DPW hired Stephanie Lancaster, former Adjunct Instructor at the University of Central Florida, to help tutor team members. Stephanie teaches a one hour and a half class, every Friday, at the DPW offices, at no charge to the employees. Within the first three weeks she saw a notable difference. One of the biggest changes was the employees' confidence in speaking with her. "I'm happy to be a part of this initiative. It's an excellent chance for me to help those who may not have had the resources to further their knowledge of

the English language."

"The purpose of the ESL program is to empower the team with knowledge" says Jose Pena, Operations Manager at DPW. Jose says this program drives the team's ambition to help better themselves.

This has allowed the team members to move from reactive positions to proactive positions. They are able to know about the project before-hand, and are capable of handling a large mass of communications. Team members are now able to read, react, and answer questions about a job, analyze the site, give directions to others, and promptly answer emails effectively and efficiently.

The bottom line, "we need to protect the contracting interest and long-term sustainability as a painting contractor" says Dunkman. "We can run an informed and smart business by empowering the employees with the knowledge and skills they need, to better themselves as our employees, and better themselves as American citizens."

If you would like more information about this program, please contact Rich Gottfried at 407-323-9935 or rgottfried@dunkmanpaint.com.



COMFORT SYSTEMS USA

S.I. Goldman Company, Inc.

4111-A N.W. 6th Street
Gainesville, FL 32609
(352) 367-0200

799 Bennett Drive
Longwood, FL 32750
(407) 830-5000

317 Riveredge Plaza, Suite 110
Cocoa, FL 32922
(321) 636-3170



www.sigoldmanco.com
CMC057041/CFC032629/CUC1224857

FINDING PARTS FOR ALL TYPES OF
HYDRAULIC AND PNEUMATIC APPLICATIONS



WHO WE ARE

Orange Seal LLC is a supplier of hydraulic and pneumatic parts. Located in Orlando Florida, we make it easy for individuals and companies to find the highest quality products for any application.

WHAT WE DO

We work for you to find the parts and products you need as quickly as possible. From seals to car carriers, ball bearings to pumps, fittings & hoses to winches, we can supply it all. We leverage relationships with major international suppliers so you get the parts you need when you need them.

For quotes visit us at www.orangeseal.us
or give us a call at (407) 565-2207



1-877-COLLIS-1

Commercial Services

Thermal Solar & PV Solar
Roof Replacement & Roof Repair
Insulation & Gutters
Roof Maintenance Program

CollisRoofing.com

CCC058022 CGC1522375 EC13006738 CFC1429287

Annual ABC of Florida State Convention

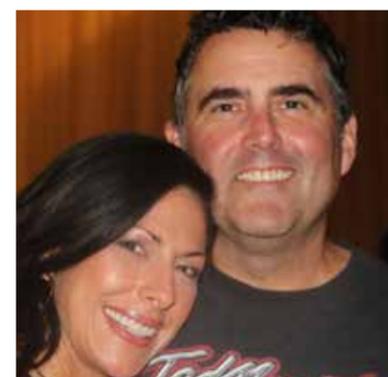
BY NANCY WRAY, CFC ABC VP/COO

The annual ABC of Florida State Convention drew almost 150 people from the five Florida chapters for this year's event.

The convention started with the State Board meeting on Thursday, July 21 to discuss the hot legislative issues that are threatening Florida businesses. Thursday evening's opening night reception was a chance to reunite with members and their families from around the State. The convention offers a combination of business and leisure events . . . On Friday morning, members had a chance to hear and talk with legislators from the Gulf Coast, after which, they were

treated to a three-hour professional development session by Chuck Roberts with Performance Management Group. Friday evening proved to be an opportunity for food and fun for those that joined the scalawags on Captain Memo's Pirate Ship.

Saturday morning's "Day at the Beach" brought out the competitors for volleyball, Frisbee golf, horseshoes, and corn hole, while enjoying the Florida sun at Clearwater Beach. The convention's final night dinner and dance was a chance to come incognito as this year's theme was "Rock and Roll." It was a well-received convention with everyone looking forward to 2017's event.



Making a Difference

with the help of our industry partners



Turner

www.TurnerConstruction.com/Orlando

Turner is an Equal Opportunity Employer M/F. All qualified applicants will receive consideration for employment without regard to their protected veteran status and will not be discriminated against on the basis of disability.

Turner Construction's Orlando office is proud to have the opportunity to work with the finest subcontractors in Central Florida. With their help in 2014, we completed projects such as the Four Seasons Orlando Resort, the Orlando Citrus Bowl Reconstruction, and the JetBlue Orlando Lodge and Training Center.

Andrew General Contractors Passionately Committed to Excellence for 20 years

BY KELSEY WILKINSON, CFC ABC COMMUNICATIONS DIRECTOR

This year, Andrew General Contractors celebrates its 20th Year Anniversary. Founded in 1996, AGC has a proven reputation for delivering high-quality commercial projects on schedule and on budget. Todd Andrew started AGC after nine years of management and operational experience in the construction industry with two other respected general contracting firms.

As one of Central Florida's leading general contractors, Andrew's competitive edge comes from a passionate commitment to integrity, speed, and attention to detail. AGC is a medium sized commercial general contractor specializing in tenant improvements, complex renovations and ground up construction for national corporations and real estate developers in the medical, retail, office, and industrial markets.

Through the years, one of the proudest achievements for Andrew has been working with and recruiting a talented staff that has good team chemistry. When the company was formed, he started with one employee that has grown to a

team of 13. He attributes some of AGC's success to developing and maintaining relationships with his repeat business clients by learning and focusing on the individual details of each client and their project. "We work hard to build relationships with quality subcontractors who can recruit and maintain qualified skilled workers. If you treat vendors fairly and pay them on time, they will remember that and strive to properly staff your project."

AGC has won many awards through the past two decades including: Golden Brick Awards, ABC Eagle Awards, ABC Merit Awards for Excellence in Construction and ABC T.E.A.M. Awards for Excellence in Training and Education.

"I'm extremely proud of the employees who represent this company. They approach their work with a refreshing balance of enthusiasm

and determination. Also, our superintendents and project managers average 15 to 20 years of experience each – they've built up a solid reputation and know how to succeed." AGC is striving to continue to work for the best clients that appreciate the value we bring to their projects and retaining talented employees.



Five Ways to Increase Company-Wide Accountability (and Profitability)

BY JUNE R. JEWELL, AEC BUSINESS SOLUTIONS

Almost every AEC firm has difficulty holding employees accountable. This issue goes so deep that many business owners will shy away from putting any policies in place—for fear they won't be able to get employees to follow them. This practice often has the negative consequence of inconsistent quality control, compromised employee safety and reduced project profitability.

Another very damaging and frustrating result of not enforcing company policies is the constant frustration felt by managers and compliant employees. When employees are consistently showing up for work late, not following instructions or not responding to requests in a timely matter, it has a detrimental effect on the whole company.

This frustration flows down to the lowest levels, resulting in a decrease in confidence in leadership, and creating dissent among employees who are following the rules. Here are five ways to begin improving accountability and creating an environment in which employees feel responsible for complying with company policies.

1. Expect Leaders to Follow the Processes

Employees are always watching their leaders for examples of how to behave. They rationalize their behavior against the standards set by the company's managers and owners. If leaders don't follow established policies and procedures, it sets the tone for everyone else.

2. Communicate the "Why"

Believe it or not, many employees do not see the connection between their behavior and the company's financial success. Many companies roll out new policies but don't inform staff about why the policies are so important.

Taking the time to explain the reason behind certain company policies can make a big difference. Many policies are in place due to established values and criteria about the firm's quality of service and clients' expectations. Don't assume employees know why certain have the policies you have. Consistent communication goes a long way toward seeing improved employee behaviors.

3. Set Consequences

Sometimes, employees need to be reprimanded for failure to comply with company policies. There need to be clear and significant consequences for failure to do what is expected. Without consequences, compliant employees will become resentful of employees who don't comply and aren't

reprimanded. They will start to question why the policies exist in the first place, and why management does not hold the offenders accountable. This is especially important if an employee's failure to comply is keeping others from getting their jobs done.

4. Regularly Monitor Performance

There is a well-known saying: "That which is measured gets done." If you want a team to pay more attention to something, then focus on measuring and reporting it on a regular basis.

This is especially true for project managers. One practice that works very well is to review the key performance metrics for each project manager in regular meetings. Depending on what they need to focus on—employee performance, schedules, budgets, safety issues, etc.—show a report or key metrics on a big screen where it viewed by everyone. If meetings are remote, show the weekly or monthly results via a web meeting.

If data is presented at regular meetings, staff is more likely to make sure the data is updated before the meeting. Calling out those who have not updated their budget, schedules, projections, etc., will spotlight the issues and let everyone know the company is serious about monitoring their performance.

5. Make It Easy

Employees may have some good reasons for not following company policies, which can be especially true if there are many "offenders." Interview employees to determine if everyone understands company policies, can access company systems and can easily accomplish their tasks. This exercise can improve how the company does things and removes bottlenecks to employees getting their jobs done efficiently. Not only will this help enforce policies and see better business results, but employees also will recognize that leadership is trying to improve the business—not just putting policies in place to police them.

Enforcing company policies does not have to be a painful experience. If policies are truly important to a firm's success, it is important to get the entire team on board about why they are needed and how they help boost profitability. If a business can't justify its policies against this criteria, then maybe they really aren't necessary at all.

Reprinted with permission from Construction Executive magazine's Managing Your Business eNewsletter, a publication of Associated Builders and Contractors Services Corp. Copyright 2016. All rights reserved.

ANDREW

General Contractors, Inc.

Happy 20th Anniversary!

From your friends at

Relationship Based • Performance Driven

www.CESmechanical.com

Mader Southeast

**Metal Framing & Drywall Lath
& Plaster / EIFS**

**Themed Construction Acoustic
Ceiling Tile Systems**

GFRG / GFRC

**Tampa, Florida
813-628-5566**

**Orlando, Florida
407-877-8818**

www.madersoutheast.com



POOLE'S RULES

**“Encourage Integrity,
Loyalty & Efficiencies.”**

-Ernie Poole
PCL founder



PCL CONSTRUCTION   **VISION & VALUES PCL'S GUIDING PRINCIPLES**
Developed by Ernie Poole, *Poole's Rules* have made PCL what it is today.
The key to securing client confidence is not only to deliver a project on time and on budget, but to deliver it using the time-honored principles of honesty, fair play and providing good value for one's construction dollar.

TOGETHER WE BUILD SUCCESS.
Watch us build at PCL.com

We don't just build.
We invent.



407.425.5550 | www.khss.com




KHS&S is rethinking how interiors and exteriors get built and is introducing innovative solutions to streamline the construction process. From BIM to prefabrication, KHS&S leads the industry in ways to add quality and value to your project.

- + Design-Assist
- + Interiors & Exteriors
- + Rockwork and Water Features
- + Themed Construction
- + Prefabrication

Four Strategies to Boost Cash Flow

BY ANITA FERGUSON, BALANCING BOOKS

In the construction industry, cash flow is an important part of keeping operations up and running effectively. With insufficient cash flow running in and out of the business, a construction firm may start to run into complications. When this occurs, the only solution for the company is to try and boost their cash flow. Following are the best kept strategies to boost cash flow in construction to help improve a firm's overall success and operations.

1. Predict Future Cash Flow

For construction firms to be able to boost cash flow in their business and industry, they first need to predict future cash flow. However, this can be difficult in some circumstances due to the changing projects and orders on current projects. To help with predicting future cash flow, a CEO or firm leader needs to take a look at prior projects and cash flow operations.

By collecting data on expenses and income gained across the years, the business has a better chance of planning and executing future cash flow management solutions in the next financial year. When predicting future cash flows, always anticipate changes to costs and income, as unexpected projects may arise from time to time.

2. Spread Out The Costs

Unless the company receives a steep discount from a materials supplier, it's best to manage your cash flow by spreading out some of the costs. While this may come with interest, it will help spread out outgoing payments to help leave more cash for the construction firm to use.

3. Process Changes to Order Quickly

In the construction industry, changes to orders are common and often result in more time, money and resources having to be used to complete the order. Extreme weather conditions generally play a major role when changes are required.

The problems occur when the project manager waits until the end of the job to implement these changes. This is where additional outlays in cost occur. Instead, it's important for the project leader to make the changes quickly to the project to reduce additional costs and time delay. If costs blow out of proportion to the original agreement, the construction firm leader needs to let the client know in order to receive money in a timely fashion.

4. Set a Goal Pay Date for Outstanding Invoices

One major problem for construction firms is the waiting time on unpaid invoices from clients. Unpaid invoices that stretch a lengthy amount of time can affect the overall cash flow coming in and out of the business. On average, a construction firm generally has a period of 60 to 90 days to get paid.

However, if the firm's leader sets a realistic and firm goal of 50 days, it helps the business receive unpaid money



faster to keep operations consistent without the company getting behind in any bills they owe. Invoicing can be done instantly and to improve client payment timing, the company can consider offering payment incentives. Upon invoicing, the construction firm also should give clear indication to the payment terms and consequences that may occur when payment is late, such as fees, limited services or halts in the project completion.

A list of non-payers also should be written down to ensure dealings with these clients in the future is limited until payment is reached. Continuous non-payers who have an outstanding bill of a year, without any form of payment, needs to be addressed immediately, and work with this client should be discontinued completely.

A construction firm has a big responsibility to ensure proper operations are carried out. To ensure this happens, good cash flow is required. By knowing the best strategies to boost cash flow in the construction industry, firm leaders can easily help improve their overall operation without getting behind in their own sea of bills and accounts. Proper cash flow management is key to establishing a stress-free construction firm.

Anita Ferguson is a well versed content manager who specializes in the management and delivery of professional content for numerous websites in many industries, currently working and writing for *Balancing Books*.



She has many years of experience in content management and holds top degrees in her industry. She's committed to her work and delivers only the very best when working with her clients. She believes in an honest working relationship and will guide her clients in the right direction for a successful content strategy outcome.

Reprinted with permission from *Construction Executive* magazine's *Managing Your Business eNewsletter*, a publication of Associated Builders and Contractors Services Corp. Copyright 2016. All rights reserved.

Advanced Millwork Donation

Advanced Millwork recently assisted the Chapter office with designing and building two custom furniture pieces for the ABC office lobby. The pieces were made to serve multiple purposes - reception desk for events and credenza for members' use while serving to decorate the downstairs lobby.

Building a piece of furniture with AMI, is truly a team effort that starts with their Estimating team. The process begins with

design intent and understanding the functionality and utilization of the pieces. With the custom nature of the furniture, AMI's Estimator acted as Project Manager to ensure smooth transition into production.

Next, the Drafting/Engineering department creates the drawings and once approved, the project administrator works with the production team to finalize finishes and wood species. Upon approval of the specifications, work orders are generated and released to production where a lead builder was assigned.

In production, parts are cut on a panel saw, and then machined on AMI's CNC and Edgebander. From here all components go to Assembly and then to finishing and final assembly and quality control before delivery.

ABC would like to thank AMI and the team members for these beautiful, handcrafted, custom designed pieces.

Project Management

Jessica Greathouse - Estimator/Design/Project Management
Eric Robbins - Drafting/Engineering
Wilmarie Rodriguez - Project Administrator

Production Team

Oliver Guest - Work Order Admin.
Jose Toro - Lead Builder
Edward Gross - Panel Saw
Tyler Russ - CNC
Felipe Cysneiros - Edgebander
Jose Toro and Marcos Lora - Assembly
Brian Segura - Finishing
Traffic Alexander and Anthony Garrison - Delivery

AMI

Advanced Millwork, Inc.



THE RIGHT WORKERS TO GET THE JOB DONE NOW

When you need help, our team is ready. It doesn't matter if you need two workers, two dozen, or two hundred. We're ready to deploy temporary and on-demand workers whenever you need them, anywhere in North America.

Our experienced recruiting and staffing team works with our customers to develop workforce solutions that help businesses get results and improve productivity. Whether your business is in auto services, construction, events, hospitality, logistics, manufacturing, retail, restoration, warehousing, or waste, our hardworking people will get the job done.

WE'RE ALWAYS OPEN. APPLY ONLINE.
www.laborready.com/apply

NEED TO GET IN TOUCH?

Apopka
407.814.9688 | 717 S. Orange Blossom Trail

Orlando
407.681.0017 | 2362 N. Forsyth Rd.
407.648.4833 | 4200 S. Orange Blossom Trail
407.648.8868 | 1201 W. Central Blvd.

Kissimmee
407.944.1440 | 2219 E. Irlo Bronson Memorial Hwy

Daytona Beach
386.238.1377 | 1011 Eighth St., #108

Sanford
407.324.5884 | 2473 S. Park Avenue

Ocoee
407.654.6464 | 301 N. Ocoee-Apopka Rd.

We call it **WORK DONE WELL**

CONTACT US	800.24.LABOR	LABORREADY.COM
	FOLLOW US ON SOCIAL MEDIA	

SPECIALIZED WORKFORCE SOLUTIONS



Artisan 420 East continued from page 15

significant challenge involved the 4th story apartment level which required a 2 foot thick, pre stressed concrete transfer slab which in turn required Croson to install 600 sleeves with virtually no room for error. Mission accomplished, with all time and installation benchmarks met, on, or ahead of schedule. The project required a level of experience and expertise to be found with very few plumbing contractors.

Exterior Walls, Inc. installed over 120,000 sq. ft. of exterior stucco cladding system as well as thermocromex finishes. The

jobsite presented several challenges including schedule and access, EWI alleviated the access problem by implementing the utilization of mast climbers and scaffolding. This was a great relief to the access situation presented.

Additional ABC members for this project included Advanced Millwork, Inc.; Kenpat Central Florida, LLC; Steel Fabricators, LLC; Sunbelt Metals and Manufacturing, Inc.; Mobile Mini, Inc.; and Waste Management National Services, Inc.

Celebrating

Years

Fourth Generation! Design & Built Right!
 500 EAST PRINCETON STREET | ORLANDO, FL 32803 | P: 407.898.4821 | F: 407.896.8763
 WWW.MCCREE.COM | MCCREEGC

McCree
GENERAL CONTRACTORS & ARCHITECTS

LET'S BUILD SOMETHING STRONGER.



HOLLYWOOD STUDIOS SOUND STAGE ORLANDO, FLORIDA

hoar.com | @hoarllc



When It Comes To Trucking,
No One Offers You More.

ORLANDO



www.orlandotruck.com

Complete Line of Trucks

- Water Trucks •
- Mechanic Trucks •
- Fuel Lube Trucks •
- Service Bodies •
- Van Bodies •
- Dump Trucks •
- Roll Backs •
- Cranes •

Toll free:
800-432-0811

Local:
407-581-8000 - New
407-292-3515 - Used

Car Hauler:
877-305-7383

Fax: 407-581-8094



No Job Is Too Big.

Or Too Small.



Celebrating 20 years in business, **Service Complete Electric** has expertise in Hospitality/Entertainment, Commercial, Industrial and Residential electrical contracting. SCE offers Competitive Bid, Design-Build and Turnkey Service for all projects. Dedicated to providing cost-effective design, installation and maintenance, SCE believes it is equally important to help end users understand their wants and needs and deliver exactly that. Our engineering and installation experience enables us to serve and satisfy our clients.



2781 Wrights Rd. Suite 1201, Oviedo, FL 32765 • Phone: (407) 679-3500 • scefloida.com



Central Florida Chapter

PRSR STD
US POSTAGE
PAID
ORLANDO, FL
PERMIT NO. 150



Platinum Value Club Sponsors



Gold Value Club Sponsors

Acousti Engineering Company of Florida
Balfour Beatty Construction
Electric Services, Inc.
Energy Air, Inc.
Hensel Phelps
Hilti, Inc.
Hoar Construction, LLC
KHS&S Contractors
Labor Ready Southeast
McCree General Contractors & Architects
Morton Electric, Inc.
PCL Construction Services, Inc.
Rush Truck Centers of Orlando
S.I. Goldman Company, Inc.
Skanska USA Building Inc.
Turner Construction Company

Silver Value Club Sponsors

Aagaard-Juergensen, LLC
CEMEX
Enterprise Fleet Management
Fire & Life Safety America, Inc.
Gulf Mechanical Contractors, LLC
Maxim Crane Works, LP.
MLC Theming, Inc.
Modern Plumbing Industries, Inc.
R.C. Stevens Construction Company
Robins & Morton
Tharp Plumbing Systems
Wharton-Smith, Inc.

Bronze Value Club Sponsors

Brasfield & Gorrie, LLC
Certified Slings & Supply
Comprehensive Energy Services, Inc.
DPR Construction
Hartford South, LLC
Hydra Dry, Inc.
Lake Glass & Mirror, Inc.
Lykes Insurance, Inc.
Quality Labor Management, LLC
Sasso & Sasso, P.A.
Southern Fire Protection of Orlando
WithumSmith+Brown, PC

For more information on joining the Value Club, or to advertise your business in future issues of Building Central Florida, please contact Becki Lewis at 407-628-2070 or email blewis@abccentralflorida.org.