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Lancaster Builder

A publication of the Building Industry Association of Lancaster County



2015 ICC Model Code Changes Reviewed

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Baths Reclaim Top Spot From Kitchens

Page 6

Cover image provided by:

LH Brubaker Appliances Water Treatment

Courtesy of EGStoltzfus Homes

More info on page 4.



Photography: Kirk Zutell

BIA members are always welcome to discuss their projects with our editor, Suzanne Long.

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Employees Want a Purpose That Matters to their Career

By Shawn Garman, Garman Builders, Inc.



As we are all aware, workforce development is a topic that challenges our industry; and as things heat up in this economy, we are finding it harder and harder to hire qualified candidates. We also face the challenge of engaging our current workforce and ensuring a stable work environment.

Retention of quality employees is a topic I want to address. So I have a question for you, how do you engage and retain your workforce? We spend endless hours and dollars in advertising, interviewing and searching for that perfect employee to fill that open roll. As a business owner or manager, you should constantly be asking yourself "What am I doing to retain my current staff?"

We, at Garman, find that employees are looking for more than an 8 to 5 job. They are looking for satisfaction in what they do; they want effective communication; they want to continue to learn and bring value to the company. They want a purpose that matters in the scheme of their career.

At Garman we try to engage our team through a number of methods. Our on-boarding process includes sitting down with one of the owners and hearing the Garman Story—who we are, what we do and why we exist. New employees shadow each department so they can see the big picture, this shows them how their job affects everyone else's job and helps to set expectations. It's the beginning of the "Team."

For the benefit of the Garman team we incorporate webinars, a business self-help book club and a department book club. Simple ideas, but these ideas build the team and create interaction touchpoints with team leaders. The communication and engagement that the employee values is expanded and the team member knows that they are valued and worth investing in.

Your team wants to know where you are going—make sure to communicate with them often.

- We have weekly employee/supervisor meetings that last just 30 minutes. These meetings focus on what is needed today, what's up in the next 7 days, priorities and goals, and where they might be challenged.
- We do monthly "state of the company" meetings where we celebrate achievements and milestones, review company goals and objectives, review survey results good and bad, provide education on our product, and go over department reports. This promotes common goals and objectives and keeps everyone in the KNOW.
- We did away with the old annual reviews and went to a quarterly scorecard review tool-focused on communication, not judgment. This new method opens dialogue, outlines what is expected, focuses on areas of success and areas that may need improvement.
- People love to give back and to be involved, they love working for a company that does the same. We pick events several times a year to benefit the public or a nonprofit. This builds teamwork, it brings awareness to that local need and builds new connections in the community.
- We take the time to get to know the team on a personal level. If you care about your team, they will care about you and the company.
- Do you offer competitive benefits? How do you know? We have recently hired an outside firm to compare our benefits to what the market place is offering.
- We recommend paying a fair wage, if not a little above fair, if you want good people.

I hope that you found our approach to workforce retention helpful. Most importantly, be reminded not to take your team for granted!

Calendar of Events

June

14 Chefs on Parade 5:00–9:00 pm
15 Parade of Homes Gala & Awards 6:30 pm
16-24 Parade of Homes Tour

July

19 Annual Golf Outing Crossgates Registration 12:00 pm Shotgun Start 1:00 pm

August

9 BIA the Whole Picture 8-9am @ BIA Offices

September

21 Remodelers Council Golf Day 11am @ Pilgrim's Oak Golf Course

For more information on these and other BIA events, see pages 18 & 19.

Lancaster Builder

Lancaster Builder is published quarterly by the Building Industry Association of Lancaster County to provide information about the building industry and news of the BIA and its members.

SUBSCRIPTIONS
One subscription is provided annually to members (included in dues). Additional subscriptions within your company are $25 per year through an Affiliate membership.

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PA071323



2015 ICC Model Code Changes

Pennsylvania Department of Labor and Industry's UCC Review & Advisory Council Completes Review of 2015 ICC Model Codes.

On May 1, 2018, the PA Uniform Construction Code (PA UCC) Review and Advisory Council (RAC) submitted their required report to the Department of Labor and Industry (Department) adopting the majority of code provisions contained in the 2015 International Code Council (ICC) Model Codes.

The submission of the report to the Department signals the end of the RAC's re-review of all previously un-adopted code provisions contained in the 2012, and 2015 editions of the ICC Model Codes.

PBA was successful in advocating for the non-adoption or modification of the most egregious code provisions contained in the 2015 ICC Model Codes, but all residential builders should be prepared for a major update to the current PA UCC beginning in October of this year.

New Regulations

On October 1, 2018, new regulations will go into effect codifying the RAC report on the 2015 ICC Model Code re-review including the provisions of the 2014 National Electric Code.

PBA is working on materials and educational training sessions to help make the transition to the revised PA UCC easier to manage for our members. Moving forward, all subsequent RAC review and adoption of future Model Code provisions will be delayed by a full three years. As an example, the 2018 ICC Model Codes will not be eligible for enactment in Pennsylvania until March of 2022.

Other Key Changes for Builders

Design or Construction Contract Time-frames:

Members should also be aware that a new limitation relating to design and construction contracts will be implemented with the updates to the PA UCC. A design or construction contract that is entered into prior to the effective date of regulations implementing changes to the PA UCC, in this case October 1, 2018, may be issued under the code in place at the time that the contracts were signed if the permit to build and inspect is applied for within six months of the effective date of the regulation or the period noted by municipal ordinance, whichever is less. Simply, if you want to build under the 2009 PA UCC you must have a signed design or construction contract dated prior October 1, 2018, and pull the building permit prior to April 1, 2019.

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2017: Baths Reclaim Top Spot from Kitchens

by PAUL EMRATH

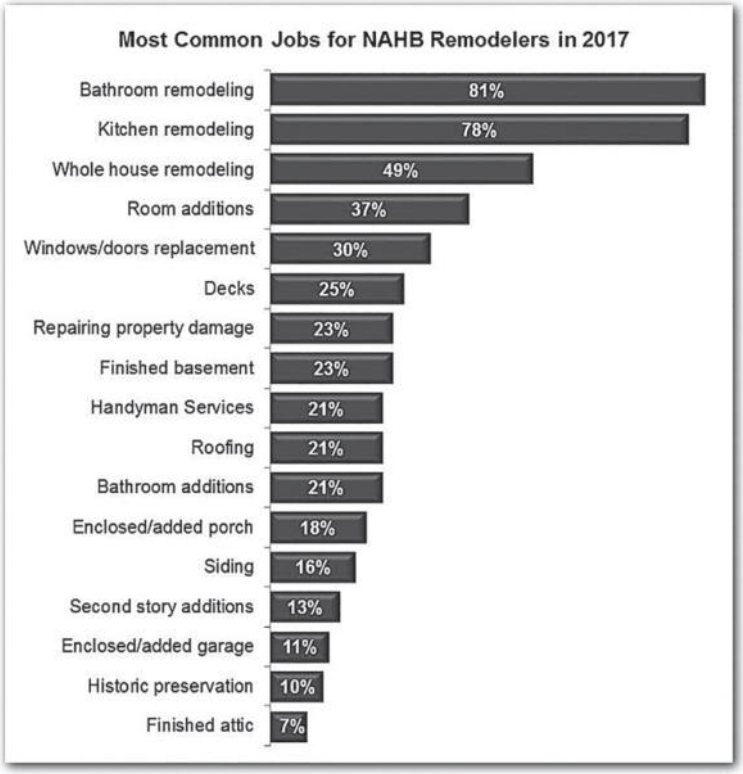
Home owners remodel their homes for many different reasons. For some, they want to enhance their own comfort and enjoyment, while others are eying the potential return on investment when the time comes to sell. The information provided in this article includes the most common types of remodeling projects performed by NAHB Remodelers during the previous calendar year. Results come from a special question on NAHB's Remodeling Market Index (RMI) survey for the first quarter of 2018.

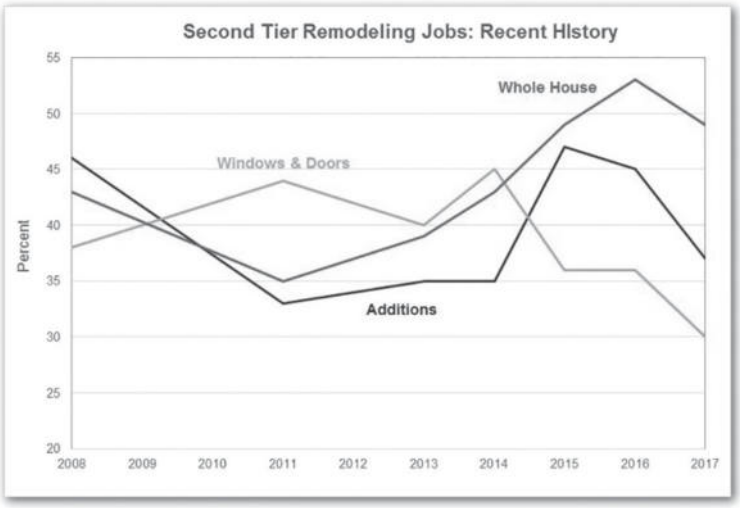
The results show kitchen and bathroom remodeling continuing to duel for the top spot. In the latest survey, 81 percent of NAHB's remodelers cited bathrooms as one of their most common projects in 2017, slightly higher than the 78 who cited bathroom remodeling. Previously, bathrooms had edged out kitchens in 2014 and 2015. Kitchens then slid to the top in 2016 before the two switched positions again in the most recent numbers. As in previous years, other remodeling jobs on the list in 2017 trailed baths and kitchens by a substantial margin. The second tier included whole house remodeling (cited as a common project by 49 percent of remodelers), room additions (37 percent), and window or door replacement (30 percent).

While the common project percentages have remained relatively stable at the top for bathroom and kitchen remodeling—each hovering right around 80 percent for the past several years—the percentages for the second-tier remodeling jobs are down noticeably from recent peaks. In 2017, whole house remodeling declined by 4 percentage points (from 53 percent the previous year), room additions were down eight points (from 37 percent), and window and door replacements were down six points (from 36 percent in 2016). The complete history for all remodeling projects listed in the survey is available in the full report.

Although the whole house remodeling and room addition percentages were down year-over-year, they remain relatively strong compared to the rest of their post-downturn history. It's possible that the 2013-2016 growth in the incidence of these larger scale projects represented in part a backlog of jobs put off during the downturn that has now largely been worked off. In contrast, the percentage of remodelers reporting window and door replacement as a common project has been declining over a longer period and has now reached its lowest point since the inception of NAHB's RMI survey in 2001. Although the survey doesn't explain why, we note that NAHB's remodelers face competition in this space from some manufacturers of replacement windows who perform their own installations—a factor not affecting the other types of remodeling listed in the survey.

To help publicize National Home Remodeling Month, resources are available to NAHB members online in the form of a comprehensive toolkit. For homeowners interested in learning more about remodeling, information is available on NAHB's Remodeling Your Home web page.







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Builder Spotlight:
Justus Edgell, Edgell Home Solutions, LLC



When did you start your company?
I have worked in the construction industry in Lancaster County for the past 27 years, working for contractors in the areas of new home construction and remodeling and during the past 12 years as a sole owner/contractor in the remodeling industry. In 2015 my wife and I combined our businesses into Edgell Home Solutions LLC.

What does Edgell Home Solutions do?
We offer custom construction. I have been primarily a remodeler, but have been involved in restoration projects, and custom furniture. I am excited about our new services and the expansion of our business to offer kitchen design and cabinet sales, and installation. We have the ability to offer custom cabinets for kitchen, bath, mudroom, study or great rooms.

What makes your company special?
We can do it all. Because we are a contractor/dealership, we can offer one-stop for customers interested in kitchen and bath and other remodeling projects,all the way through to the construction and finished project. We can provide custom millwork pieces and will build custom furniture to fit the need of any specialized project.

What do you enjoy about your job?
I am passionate about building. I received my first hammer at the age of 3 and the rest is history. I enjoy the wide variety of work available. No two days are alike. There are so many facets in the building industry. I enjoy being able to customize each project.

Why are you a BIA member?
BIA provides small businesses the opportunity for exposure and networking which is so important. They offer the promotion of reputable contractors in the local building industry. I cannot stress the importance of their work for the small business owner.

Tell us about yourself and your family.
I was born and raised in Lancaster County and am the 3rd generation living on the rural property on Pinch Rd, Manheim. I received construction and cabinet making training at Lancaster Career & Technology Center. I received the rank of Eagle Scout with Troop 47, Manheim. My wife and I were married in 1995. We raised 4 children and became grandparents in 2008. We enjoy our country setting where we spend time outdoors around the fire pit and grill and watching and photographing the wildlife. We are actively involved in church life at Newport Church, Elm, Pa, where we enjoy serving others and going on missions trips.

What are your favorite hobbies?
I enjoy photography, bee keeping and grilling. Our family is also actively involved in self sustained living, raising our own meat and growing our own vegetables and fruit. We have a poultry flock producing eggs and the bees produce our honey. We also tap maple trees in late winter. It's a rewarding country lifestyle.

What other organizations are you part of?
I'm part of the visual and sound tech team at church and help to run the sound board. I've found great reward in serving with missions outreach. I served a church in Peterhead Scotland on four occasions putting together construction teams that helped to build and remodel a new church. In 2017 our family joined an outreach team that headed to Montreux Jazz Festival in Switzerland.

Associate Spotlight:
Andy Knutsen, Knutsen Landscaping, Inc



When did you start your company?
I started Knutsen Landscaping, Inc. in August of 2000.

What does your company do?
We are primarily a design/build landscape construction company. We do landscaping, hardscaping (patios, walkways, walls), lighting and design work.

What makes Knutsen Landscaping special?
We have a very experienced team of professionals from managers to installers. Our focus on customer interaction and communication is top priority. When you put that focus with our award winning designs and our experienced team of top notch installers, we really feel like we have a lot to offer in the industry.

Why do you enjoy your job?
I have always enjoyed outdoor projects even as a child. I love being outdoors as much as possible for one thing, so I decided a long time ago that I might as well make a living out of it! Aside from simply being outdoors, I love the challenge of a project, the art, the craftsmanship and the feeling you get from working with your hands to add to the beauty that we already see all around us in nature.

Why are you a member of the BIA?
We joined the BIA because we felt it is the best organization in the area to get together with local builders and other companies associated with the building industry. Getting together with other companies in the building industry has many benefits including advocacy, code compliance, staying up on trends, networking, marketing and simply having good conversations about industry challenges.

Tell us about yourself and your family.
We have a Farmette property here near Conestoga. We run the business out of here too with an office in the barn. My wife, Amy, and I have been married now for 15 years. We have 4 children (6, 8, 10 and 12yrs. old). Also hanging out around here we have a dog, a couple horses and 5 goats. There is always something going on at the Knutsen house... never a dull moment!

What are your hobbies?
As far as hobbies go, I like anything outdoors. I really enjoy going away to the mountains, the beach, skiing or anywhere else with the family to visit new places, see new sights and learn new things. My brother and I are building a cabin on our property up north, so that has been an overriding hobby the past few years.

What other organizations are you a part of?
We are members and involved in a few of the industry leading organizations in our industry, such as PLNA (Pennsylvania Landscape & Nursery Association), ICPI (Interlocking Concrete Pavement Institute), and NCMA (National Concrete Masonry Association). We have certifications in these industries to stay up on trends and proper installation methods.

Who's News: New Hires, Promotions & Distinctions

NEW HIRES

Susquehanna Style is happy to announce the addition of **Alyssa Acevedo** to our family. With a heart for fashion, Alyssa joined the *Susquehanna Style* team as our Marketing and Events Coordinator after graduating from Penn State University with a degree in Journalism. Along with being part of the team, she runs her own fashion blog, A Small Town Fashionista. In her free time, you can find Alyssa obsessing over her dog, visiting new wineries, and fulfilling her travel bug.


Alyssa Acevedo

As some of our big events start to come around, you will all hear more from Alyssa. Along with the events aspect, she deals with social media and coordinating Style Scene. Feel free to reach out to her for anything!

RGS Associates, Inc. is pleased to announce the newest member of their team, **Meghadeep Saripalli**, Designer. Saripalli is a graduate from University of Toledo where he earned a Master of Science degree in Civil Engineering with an Environmental concentration. As an Engineer in Training, he is responsible for the creation of subdivision and land development designs and plans for assigned RGS client projects.

Meghadeep currently lives in East York where he enjoys spending his free time taking pictures, sketching, and going to the gym.

ELA Group, Inc., Engineers and Landscape Architects, of Lititz, State College and Butler, PA is pleased to announce the addition of five employees to their team of Engineers and Landscape Architects.

• **Ms. Aigul Allison** joined the team of Engineers as a Project Engineer in the Lititz, PA, corporate headquarters. Ms. Allison brings 15 years of experience in civil engineering with specialties in land development, stormwater management, erosion and sediment control, stream restoration, and wetland mitigation. Ms. Allison earned her Master of Science in Engineering at The Pennsylvania State University with a concentration in Water Resources, Hydrology and Hydraulic.

• **Mr. Edward Ostrowski**, a Registered Landscape Architect, joined the Lititz team of Landscape Architects as a Senior Project Manager. The Reinholds, PA resident brings 22 years of Civil Engineering and Landscape Architecture experience to the firm, with expertise in Project Management, SIT Design/Grading, Stormwater Management, Erosion and Sediment Control, NNPDES Permitting and Landscape/Site Amenity Design.

Mr. Ostrowski earned his Bachelor of Science in Landscape Architecture from The Pennsylvania State University. He is the President of the Cocalico Creek Watershed Association and a member of American Society of Landscape Architects.

• **Mr. Thomas W. Devenney, EIT**, began his journey with ELA Group by interning with our Water Resources Department at both our Corporate and Central PA offices. After graduating from The Pennsylvania State University with a Bachelor of Science in Environmental Systems Engineering, Mr. Devenney joined our Water Resources Department in the Lititz Office as a Project Engineer. His experience continues in water and wastewater engineering design. As a 2013 Warwick graduate and PIAA fifth-place medalist in the heavyweight division, and a former football player and graduate of PSU he loves to give back to our communities by mentoring current Warwick High School football players and wrestlers as a volunteer coach.

• **Mr. Jesse S. Chencharick** was welcomed to the Central PA Office team in State College. Mr. Chencharick will fill the role of Engineer-In-Training. He earned his Bachelor of Science in Geology and Engineering Geology from Lock Haven University. His work experience includes geological/hydrological surveying and analysis.

• **Mr. Jacob A. Rodgers** was added as Sports Facility Design Technician at ELA Sport, a division of ELA Group, Inc., located in Butler, PA. A native of the Butler area, Mr. Rodgers brings CAD design experience and permitting experience to his work. Jacob earned an AAS degree in Computer Aided Drafting Technologies from Butler County Community College.

PROMOTIONS & DISTINCTIONS

ELA Group, Inc. is pleased to announce that **Tyler E. Hill** has earned his Professional Engineer License from the Commonwealth of Pennsylvania. Hill is a Project Engineer with the Engineering and Landscape Architectural firm.


Tyler Hill

Hill joined ELA Group, Inc. in 2015 after graduating from The Pennsylvania State University in 2013 with a Bachelor of Science degree in Biological Engineering with a Natural Resources Option and minors in Environmental Engineering and Off-Road Equipment Engineering. He is also a 2008 Warwick High School graduate.

Barley Snyder is proud to announce that partner **Jill Welch** has been named to the board of directors of the Pennsylvania Dutch Council of the Boy Scouts of America.


Jill Welch

A member of the firm's Employment Practice Group, Welch's family is highly involved in scouting with Boy Scout Troop 99 in Lancaster. Her oldest son Jake Welch earned the rank of Eagle Scout in December, while her youngest son Luke Welch recently earned his Life ranking, the rank just below Eagle. Her husband Doug Welch is an assistant scout master.

The Pennsylvania Dutch Council is the Boy Scouts' leadership group for troops in Lancaster and Lebanon counties. Welch said she is looking forward to being able to serve on the board, especially at a time like now when the Boy Scouts of America, the council, the troops and the packs offer many positive ways to engage future leaders.

"I'm particularly excited to join the board at a time when new leadership opportunities are opening up for girls in scouting," Welch said.

Barley Snyder Starts Senior Living Group. Census statistics show that the senior population is growing and the average age of Pennsylvanians is increasing.

As a result, the need for senior living facilities will increase throughout the country and especially in central Pennsylvania with its growing senior population. To aid that effort, Barley Snyder has pooled its extensive experience in this space to form a Senior Living Industry Group dedicated to serving the needs of the firm's senior living clients.

"We have worked closely with the senior living industry for many years and have a number of exciting projects underway for our clients. We recognize that it's an industry facing many new changes and opportunities so we formed this group to consolidate our senior living resources," said **Christopher J. Churchill**, the chair of the new group. "Federal and state regulations have become more complex for senior living communities, and clients require law firms that fill their needs at all levels. This is our way of showing our commitment to the big picture."


Chris Churchill

More than a dozen attorneys currently fill out the group with experience in health care, real estate, construction, tax-exempt finance, employment and the various legal areas that impact senior living communities.

"Barley Snyder is well-equipped to be the one-stop legal partner for this industry," Churchill said, "and our community."

Susquehanna Style's

Dream Homes

edition is coming up in September.



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Lancaster Building Industry FOUNDATION

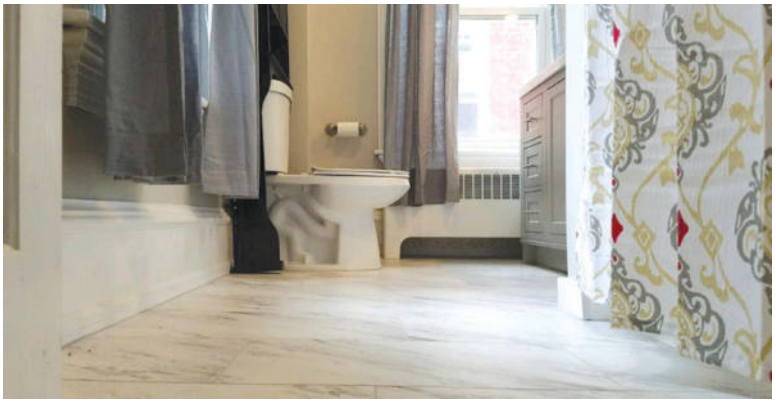
Meet the Foundation

Investing in Our Community

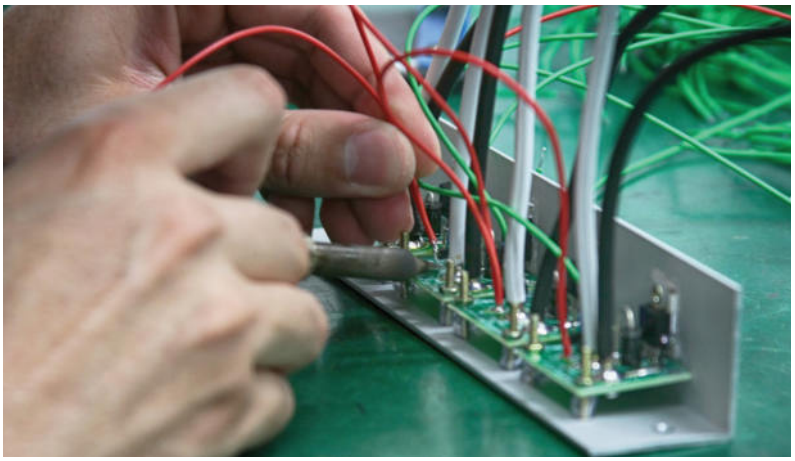


Help for Today

The Foundation made a grant of $2,500, with an additional $470 from the proceeds of a 50/50 raffle to **Good Samaritan Services** for a bathroom renovation project at the Ephrata shelter. Good Samaritan Services is a Christian ministry that provides safe, comfortable housing and supportive services to individuals and families experiencing homelessness in Chester and Lancaster Counties.







Skills for Tomorrow

The Foundation is also in the process of **reviewing 11 exceptional scholarship applications** received for the 2018–2019 school year. We are eager to provide funds to these applicants—some of whom are actively employed by BIA Members! We are thrilled to learn about the education these individuals are pursuing: HVAC, mechanical, carpentry, architecture, civil engineering, sustainable design, residential remodeling and electrical technology, to name a few; and we are equally thrilled to see that YOUR need for skilled, trained professionals can be realized.

We're asking for your help in contributing a tax deductible gift towards the 2018 Scholarship Program.

Scholarship contribution checks can be made out to:
LBI Foundation
204 Butler Ave, Suite 200
Lancaster, PA 17601.



BIA's Annual Spring Home Show

Thousands Usher in Building & Remodeling's Busiest Season

"Great leads, people were ready to commit!"







Lancaster's original indoor home event– the *BIA Spring Home Show*– has seen plenty of renovations itself since it started in the early 80's. Finding a facility offering the needed space and adequate parking to host an event of size is always a challenge. We've evolved from the concourses of Park City Center, to F&M College, and finally to Spooky Nook Sports Complex in our efforts to provide a show featuring local, professional contractors who are eager to show off their latest and greatest products and projects.

Over 3,200 guests traversed the show aisles perusing builders, remodelers, and home improvement contractors to gather information and inspiration for their home project ideas. Our attendees are eager to build, remodel, replace and repair; they are educated and ready to select the professional who can do the job!

As is tradition, we collected non-perishable food items for the Central Penn Food Bank—close to a half ton of food was contributed, we thank all those who donated!

Testimonials

"Great leads, people were ready to commit!"

"Always a good show for us, people look for us every year"

"Great location, consistent traffic—we made a lot connections"

Building Industry Association
SPRING HOME SHOW



Building Industry Association

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Discover

the latest design trends, creative floor plans and decorating ideas at this year's **Parade of Homes**!

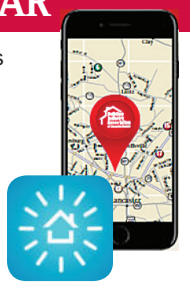
Celebrate

our exceptional local building industry at this years **Gala** and **Chefs on Parade** events!

NEW THIS YEAR

The Lancaster/Lebanon Parade of Homes is now featured on the ParadeSmart app! Download it to your smart phone to:

- View home locations
- Customize your route & access driving directions
- Read detailed home & builder Info
- Take notes & organize photos



Getting the FREE ParadeSmart app is easy as 1-2-3:

1. Go to the App Store or Google Play and search for ParadeSmart
2. Download the ParadeSmart app
3. Look for this logo & select Lancaster/Lebanon Parade of Homes

2018 PARADE OF HOMES

CHEFS ON PARADE



Enjoy a *Tasty Sneak Peek* of the Parade of Homes

Thursday, June 14, 5-9pm

Enter to win a **KitchenAid®** Mixer

Tickets $40 per person | $75 per couple*

Visit bit.ly/ChefsonPrarade2018 or call the BIA at (717) 569-2674

Proceeds will benefit the Central Pennsylvania Food Bank.

Prepaid tickets are required for admission to this exclusive event.

Sponsored by UGI Energy to do more® | MARTIN APPLIANCE The Appliance Sales & Service People

*Chefs on Parade attendees must be 16 years if age or older, and a minimum of 21 years of age to sample alcoholic beverages in accordance with state law (valid ID required).

Building Industry Association PARADE OF HOMES

Gala and Awards Reception

Friday, June 15th, 2018

6:30 – 9:30pm

A classy evening where all the movers and shakers of the local building industry join together to celebrate the accomplishments of our Parade builders. Features a reception, dinner, and awards announcements.

Lancaster Country Club • 1466 New Holland Pike, Lancaster, PA

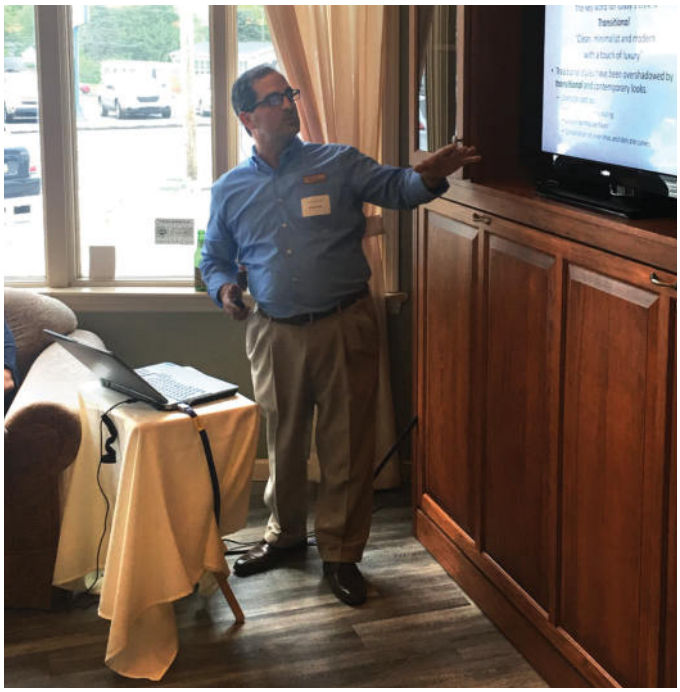
Dinner buffet & awards presentation

$45 per person

Building Industry Association REMODELERS COUNCIL

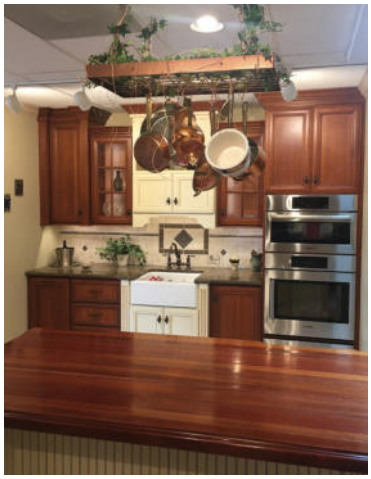
May 10 Remodelers Council Meeting





David Palm, President and Owner of Jemson Cabinetry gave an excellent presentation on what the hot trends are in kitchen and bathroom design. Our guests enjoyed a Caribbean themed appetizer selection, drinks and great conversations.

Jemson Cabinetry



Apply for NAHB Remodeler of the Month

The NAHB Remodeler of the Month award program recognizes local, active remodelers who stand out among their peers. The award focuses on recent work, customer service, community involvement and dedication to improving the industry. The winner, once selected, receives a full-page profile in ***Qualified Remodeler*** magazine.

Apply now, or read the profiles of past NAHB Reomodelers of the Month at the NAHB website: www.nahb.org/rom.

Please note:

- Candidates must be active NAHB Remodelers members.
- Local HBAs may nominate a member or members may self-nominate.
- Candidates may submit for any month and will compete with peers across the nation.
- Before being confirmed as the month's winner, NAHB will check with the candidate's EO to confirm their qualifications.
- All applications must be submitted electronically.
- The deadline is the 15th of each month.
- Winners are encouraged to apply for the **NAHB Remodeler** of the Year award.

Sponsored by:

Qualified Remodeler

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Remodeling Showcase Awards Honors Local Remodeling Firms and Projects



We proudly announced the winners of our 2018 Remodeling Showcase Awards on March 22nd at a reception and dinner held at the Barn at Overlook in Lancaster. This prestigious program bestows the highest honors in the local residential remodeling industry.

The Association's Remodelers Council honored 19 winning projects from 18 companies, representing a total of over $6 million in local remodeling work and an array of tastes and styles. The dazzling before and after photos and stories of all projects will be posted at www.biaremodelingshowcase.com.

The Remodeling Showcase program recognizes excellence in design and construction of residential remodeling and rehabilitation projects by members of the BIA's Remodelers Council. Entries are judged on workmanship/quality of construction, creativity, design, value & cost effectiveness, and sensitivity to design or intent, using a blind numeric scoring system. The six judges hailed from around the region and are building industry professionals.

Each RSA project was entered and judged in one of 13 categories: Addition, Basement, Bathroom, Commercial, Energy Efficiency, Exterior, Garage, Interior, Interior/Exterior Specialty, Kitchen, Outdoor Living, Restoration, and Whole House Remodeling. Categories were further broken down into divisions according to price, allowing projects similar in scale to be judged together. No entry was given an Award just because it scored more points than any other project in its category or because it was the only entry in a particular category. Instead, each entry had to exceed a threshold of points to receive an Award.

The 2018 BIA Remodeling Showcase Awards winners are:

- **Bareville Kitchens & Design**: *Whole House Remodel*
- **Eby Exteriors, Inc**: *Exterior*
- **Edgell Home Solutions**: *Interior/Exterior Specialty and Restoration*
- **High Efficiency Solutions, LLC**: *Energy Efficiency*
- **Knutsen Landscaping, Inc**: *Outdoor Living*
- **MBC Building & Remodeling, LLC**: *Kitchen*
- **Norman L. Graham, Inc**: Interior
- **Pinnacle Building & Design, Inc**: *Basement (2 projects), Bathroom*
- **ReBath & More:** *Bathroom*
- **Renovations by Garman, LLC:** *Basement, Commercial (2 projects), Garage*
- **TK Building & Design, LLC:** *Interior*
- **Trademark Contractors, Inc**: *Whole House Remodel*
- **Wenger's Construction, Inc**: *Addition*

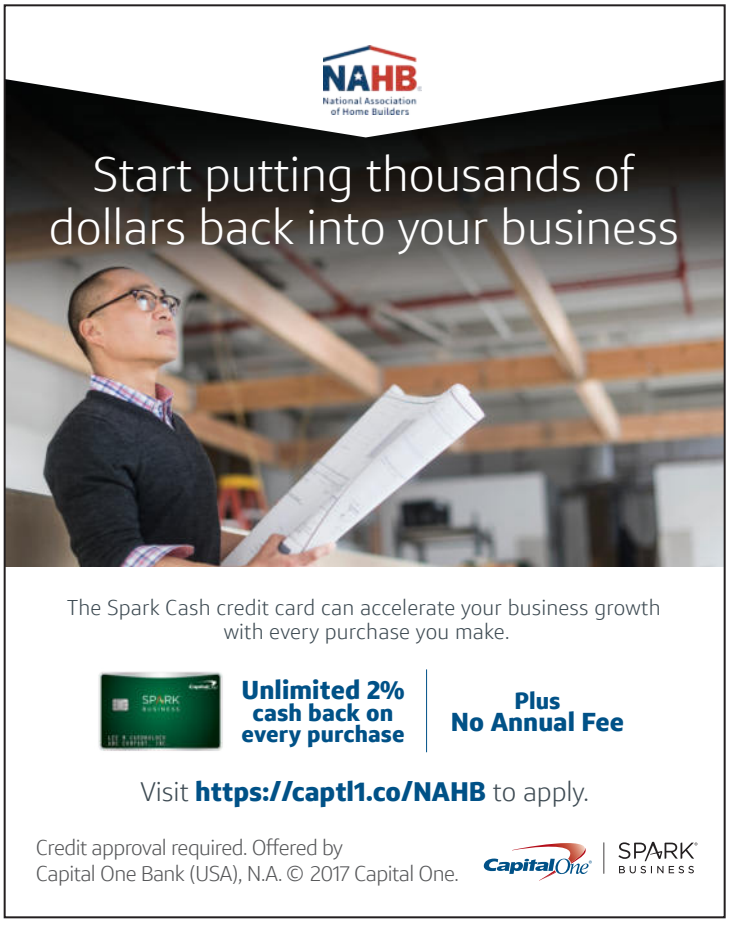
For photos and additional information, visit www.biaremodelingshowcase.com

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George Graham of Marvin Windows & Doors



Shine a light on BIA Membership

- Network with industry peers
- Promote member-to-member business
- Enjoy lunch & refreshments
- Invite a non-member friend

Meet with students from Lancaster County. They may have a future in your industry!

Building Industry Association of Lancaster County

SAVE THE DATE!

BIA MEMBER EXPO

October 18, 2018
10:00am - 1:00 pm
Spooky Nook Sports
75 Champ Blvd, Manheim

Keep watching—registration & sponsorship details are coming!

BIA MEMBER EXPO Phone-a-Thon

Look for more information on the opportunity to help our association grow! We are looking for volunteers to help us reach out to prospective members and personally invite them to our October 18th Member EXPO. Details coming soon!



Penn Stone Welcomes Spring with a *fun* BIA Members Mix & Mingle

Penn Stone hosted an amazing BIA Mix and Mingle for members! The event was held in their outdoor patio area with a wide variety of outdoor furnishings and décor. Guests enjoyed good conversations, live music, and food from the Upohar food truck. Penn Stone raffled off an outdoor party speaker and the winner was Connie Lapp from Martin's Flooring!

Thank you to Penn Stone and their employees for hosting a fun afternoon!

Penn Stone
MASONRY · HARDSCAPING · OUTDOOR LIVING



Jump on Board with BIA's Community Service Project



Declaration House

The **BIA Community Service Committee** will be putting their efforts into gathering donations and fundraising in the support of the incredible Denver House Project, and we will need your help! Three local nonprofit organizations – REAL Life Community Services, Lancaster Housing Opportunity Partnership, and Welsh Mountain Health Centers have joined together to address multiple issues in Denver, PA.

Find out how you can help!

These issues include lack of affordable housing, access to affordable health care, the need for a local social services offices and a struggling downtown area. This one project will impact them all.

Declaration House, our new name for the historic Denver House will include:

- Ten families in affordable one or two bedroom apartments
- High quality, affordable medical, dental, and behavioral health care for the whole community
- A social service hub, where local families can get the help they need
- Three new small businesses adding energy and vitality to downtown

There will be more information coming out regarding the project including specific needs. Fundraising opportunities will be available including 50/50 raffles and a portion of the proceeds from the September Remodeling Council's Golf Outing will be going towards this massive renovation project.

To find out how you can help, please contact Pauline Wilton at (717) 569-2674 or pauline@lancasterbuilders.org.

Building Industry Association of Lancaster County

It's 2019 Membership Directory Time!

Believe it or not, it is time to start planning for next year's printed directory. The BIA of Lancaster County is excited to announce its continued partnership with E&M Consulting, Inc. to produce the 2019 Membership Directory. E&M will be contacting all of the members in the coming weeks about advertising opportunities in the Membership Directory. They are extremely professional and produce a high quality publication, and we ask that you give E&M a moment of your time. E&M will be managing the ad sales, creative design, and formatting.

Promote Your Business
Support BIA of Lancaster County

For questions or to advertise, contact Rob at E&M

717-823-6942
800-572-0011
rob@emconsultinginc.com.

BIA Events and Education

For registration flyers and additional information, visit the events calendar at www.LancasterBuilders.org.

BIA EVENTS



11 days of fabulous home touring!

CHEFS ON PARADE
June 14, 5:00 - 9:00 pm



In this favorite Parade tradition, some of our distinguished homes will spotlight an esteemed chef's culinary talents on the Thursday before the public opening in a special Parade preview event. Participating chefs will prepare a tasting menu of food samples for up to 250 guests, who will engage in a gourmet culinary tour. Tickets available at eventbrite.com, and a portion of sales benefits the Central Pennsylvania Food Bank.

Download the FREE ParadeSmart app! See page 13.

Cost: $40 per person; $75 per couple.

THE PARADE OF HOMES GALA
June 15, 6:30 - 9:00 pm
Eden Resort & Suites, 222 Eden Road, Lancaster

It's the grandest BIA event of the year. Spend a classy evening celebrating this year's Parade entries with the participating builders, and be among the first to see who the big winners will be. The Gala begins with cocktails and dinner, followed by the awards presentation.*Cost: $45 per person*

THE PARADE OF HOMES
June 16-24

Make your plans to visit a few of the fabulous homes that will be on display at this year's Parade! Not only will you get to see the top home trends of the year and get great ideas for your own home, but you will also get to marvel first-hand at the magnificent work that our builders accomplish.

Download the FREE ParadeSmart app! See page 13.

Cost: FREE

ANNUAL BIA GOLF OUTING & DINNER
July 19, 12:00 pm Registration, 1:00 pm Shotgun Start
5:30 pm Reception, 6:30 pm Dinner & Awards
Crossgates Golf Club, 1 Crossland Pass, Millersville

Make your plans to come out with colleagues and friends to enjoy a day on the links, a barbeque picnic, and of course, networking with the top leaders in our local building industry. After playing in our scramble, return to the pavilion for refreshing beverages and dinner followed by our awards and door prize presentation. Sponsorships are also available for those who want to take their game to the next level. Contact the BIA for details.

Cost: $110 per person for golf and dinner; $95 golf only; $30 Dinner only

BIA: THE WHOLE PICTURE
August 9, 8:00 - 9:00 am
BIA Offices, 204 Butler Avenue, Suite 200, Lancaster

Your BIA membership just might be the most valuable and useful tool in your possession. Are you using it to its fullest potential? Come out to this free event, where we'll fill you up not only with pastries and coffee, but also an abundance of must-have information on your membership benefits package, including discounts, networking opportunities, educational offerings, and more so you can be sure that you're maximizing your dues investment.

Cost: FREE

REMODELERS COUNCIL GOLF DAY
September 21, 11:00 Registration, 12:00 Shotgun Start
Pilgrim's Oak Golf Course

Several fun sponsorships available–email melanie@lancasterbuilders.org. There will be contests and prizes. A portion of the proceeds will benefit the BIA Community Service Project, the Declaration House (see page 17).

Cost: $85 single, $300 foursome, $25 dinner only

BIA MEMBER EXPO—SAVE THE DATE!
October 18, 10:00 am - 1:00 pm
Spooky Nook Sports Complex, 75 Champ Blvd, Manheim

Don't miss this prime opportunity to connect with potential business partners and see the latest and greatest products and services our members are offering! Come out for a hearty lunch and:

- Plenty of networking and fantastic prizes
- Table top displays where members can exhibit their wares
- Trade students in attendance for contractors to make those connections for skilled labor

Keep watching—registration and sponsorship details to come.

EDUCATION

HUMAN RESOURCE MANAGEMENT ACADEMY: JOB DESCRIPTIONS, H/R RECORD KEEPING AND REPORTING
JUNE 20, 8:00 – 10:00 am
ABC Keystone, 135 Shellyland Road, Manheim

Discover the importance of key HR processes: Clearing the confusion and keeping in compliance! Discover why job descriptions are important and how to effectively write descriptions used in the hiring process; key records employers must create and retain; reporting requirements; setting up personnel files and HR records' retention schedule; EEO and affirmative action plans; conducing a HR compliance and effectiveness audit and understanding of the key areas HR auditors evaluate.

Topics Covered:

- Job descriptions
- HR recordkeeping
- HR reporting
- Personnel files
- HR records retention
- HR audits
- Equal employment opportunity and affirmative action

Who should attend:

This offering is a "must experience" for those responsible for any aspect of Human Resources Management and for all who want a comprehensive understanding of the big picture of "people management" and tools for successful navigation of the precesses!

Cost: $155 for the first BIA Member and $140 for each additional person from the same company. Register by June 12, 2018

Stay in the loop! Connect with the BIA on:

facebook twitter Instagram YouTube

Have fun.
Build relationships.
Perfect your swing.
Enjoy the sunshine.
Support your association.

Do it all July 19 at Crossgates.



Door prizes needed!

Want to get on someone's leaderboard? Consider contributing a door prize to add to our always-impressive collection!

Golf novelties, grilling gear, tech gadgets, clothing and accessories, gift certificates…the options abound! Your company logo and information is welcome on or with any of the prizes to help your name stick with the winner long after the final score is tallied.

Stop into the BIA by July 10 with your donation and feel free to contact us with any questions.

Get a better shot at new business with a sponsorship!

Tournament Sponsor - $1,500
Premium Hole Sponsor - $350
Standard **Hole Sponsor - $200**
Foursome & Hole Sponsor - $575
Beverage Hole Sponsor - $500
Dinner & Beverage Sponsor - $500 SOLD!
Mulligan Sponsor - $150
Bag of Tricks Sponsor - $150

EDUCATION

COMPETENT PERSON FOR FALL PROTECTION
July 13, 7:30 – 11:30 am
ABC Keystone, 135 Shellyland Road, Manheim
This course will provide information to company individuals who are responsible for the assessment of fall hazards, selection of engineering, administrative controls and personnel fall protection systems. The course will focus on both regulatory (OSHA) requirements and best industry practices. Course will include lecture, hands-on activities, and tabletop-style exercises using potential workplace scenarios.
Benefits of Attending:
- Gain knowledge critical in protecting employees from the dangers of working at heights
- Identify workplace fall hazards
- Select and implement hazard controls in accordance with the OSHA hierarchy of hazard control
- Be informed on proper use of personal fall protection devices

Who Should Attend:
Safety representatives, project supervisors, foremen with responsibility for identifying and correcting workplace hazards should attend.
Cost: $105 per member. Register by July 5

HUMAN RESOURCE MANAGEMENT ACADEMY: EFFECTIVE RECRUITING & HIRING
July 18, 8:00 am – 10:00 am
ABC Keystone, 135 Shellyland Road, Manheim
Help your organization succeed and grow using effective recruiting strategies and sources! Create an attractive employment brand and advertisements; establish an effective hiring process, looking from within, legalities during interviewing, and resources for handling difficult hiring topics. Facing the challenge for top talent while the qualified candidate pools are shrinking!
Topics Covered:
- Recruiting strategies and sources
- Employment brands and advertisements
- Hiring processes
- Promoting from within
- Legal interviewing questions
- Difficult hiring topics

Who Should Attend:
This offering is a "must experience" for those responsible for any aspect of Human Resources Management and for all who want a comprehensive understanding of the big picture of "people management" and tools for successful navigation of the precesses!
Cost: $155 for the first BIA Member and $140 for each additional person from the same company. Register by July 10, 2018

OSHA 10 HOUR CONSTRUCTION
August 6, & 7 12:00 – 5:30 pm
ABC Keystone, 135 Shellyland Road, Manheim
This OSHA 10-Hour Construction course serves as the benchmark for introductory jobsite safety and OSHA compliance education.
Benefits of Attending:
- Understand the value of safety and its role in organization profitability and survival
- Develop hazard identification skills and knowledge to prevent accidents, reduce losses and comply with the law
- Prevent fines by understanding what OSHA expects before they walk onto the job site
- Display a professional company image by managing workplace safety obligations

Cost: $210 per BIA Member. Register by July 27.

BUILDING CODE CHANGES SEMINAR(S) Dates TBD
The BIA will be scheduling seminars with the Pennsylvania Housing Research Center to bring you up to date on the upcoming code changes taking effect on October 1, 2018. Keep an eye out for seminar dates and details in the next weeks. For more information regarding the code changes please see the feature article on pg 5.

Increased Builder Costs Weaken Housing Availability



Low inventories of homes and higher costs of materials continue to have significant impacts on the housing market. For example, the ongoing increase in softwood lumber costs — partly the result of tariffs on Canadian lumber — is harming affordability. As of the end of April, composite prices for framing lumber were up almost 42% since the start of 2017 and more than 58% above prices at the start of 2016. These price increases have added about $6,000 to the cost of a typical, newly built single-family home.

The overall economy created 164,000 jobs in April and the unemployment rate dipped to 3.9% — the lowest since 2001. However, labor remains tight for builders and remodelers, despite the housing sector adding 125,500 jobs over the last 12 months. Yet, given the low overall unemployment rate, housing's rate of job growth is likely to slow, causing wage growth to accelerate among a smaller pool of available labor.

Higher costs for materials and wages are consistent with the Federal Reserve's current view of the economy, which requires tightening monetary policy. While the Fed held rates constant in April, we expect another 25 basis point increase in June, followed by one or two additional rate hikes later in 2018. Higher rates and increasing home prices will continue to harm housing affordability. But those hindrances will be offset somewhat by income growth, which will enable positive housing demand conditions.

–NAHB Chief Economist Robert Dietz

2018 BIA-PAC Contributors

The BIA Political Action Committee provides funds to candidates & causes that are friendly to our industry. Thank you to the following individuals who have contributed this year:

President's Club: $1,000+

John Bear
Mike Garman
Shawn Garman
Clair Weaver

Keystone Club: $750+

Scott Provanzo

Century Club: $500+

Steve Black
Jason Garman
Mark Stanley

Chairman's Club: $100+

Kenneth Carper
Joseph F. Duff III
Scott Frick
Bruce Gingrich
Darby Graybill
Rich Hurst
Jay Provanzo
Erik Seuring
Jeffrey Stauffer
Joel Young

2018 NAHB LEGISLATIVE PRIORITIES

The National Association of Home Builders represents the home builders, remodelers and other housing industry professionals who provide the homes that are central to American family life. Our members are job creators who take on challenges and get things done.

The issues that are important to these professionals are the same issues that are critical to a vibrant, dynamic economy.

The nation's home builders are asking federal policymakers to move forward on several key issues, including:

- Reducing regulations that harm small business.
- Creating a national flood insurance program that is predictable and affordable.
- Enabling a supply of soft wood lumber sufficient to meet demand.
- Reforming the nation's housing finance system to ensure that single-family and multifamily housing credit remains readily available and affordable.
- Promoting policies and job training programs that will help ensure an ample supply of well-trained workers to build the nations homes.
- Pursuing immigration policies that complement ongoing vocational training efforts and help fill labor gaps while protecting the nation's boarders.
- Improving and streamlining the federal permitting process.

BIA 2nd Annual Legislative Roundtable Breakfast



BIA members welcomed 5 of our local legislators to join them for the 2nd annual Legislative Roundtable Breakfast on Tuesday, March 20th, at the Cork Factory in Lancaster.

Representatives in attendance were Majority Whip Bryan Cutler, Keith Greiner, Steve Mentzer, Brett Miller, and David Zimmerman. The legislators rotated tables to ensure conversation with all attendees, and the format allowed for industry issue discussions in a relaxed setting.





Among the most concerning legislative topics were DEP overregulation and permit timing issues; there is a pilot to streamline the permitting process, and we would hope that the South Central Region could participate. Also discussed was the effort to increase the 1 acre NPDES minimum to 5 acres; this is the current regulation in NY, DE and MD. We would actively support this effort to increase this NPDES minimum. There are several regulatory reform bills advancing through the process and we are advocating for these efforts that will enhance our BIA members' ability to do business.

Thank you to all who attended, and to our lawmakers who value the voice of the building industry!

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- SALT
- Sales Tax
- Tax Filings

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New Members

Join us in welcoming the following companies into the BIA and in thanking our recruiters!

ASSOCIATES

Inch's Landscaping, LLC
Rich McClellan
430 Musser Road
Mount Joy, PA 17552
Phone: (717) 755-1565
Email:rich@inchslandscaping.com
Business Activities: Lawn Care Service

TinyLux Homes
Daniel Allgyer
3351 Lincoln Highway
Paradise, PA 17562
Phone: (717) 442-1902
Email:amos@tinyluxhomes.net
Business Activities: Cabins
Sponsor: Christian Stoltzfus, Unique Construction

Capital One Spark Business Card
Tony Fiorilla
102 Nicolson Drive
Downingtown, PA 19335
Phone: (610) 312-6813
Email:anthony.fiorilla@capitalone.com
Business Activities: Credit Card Services

BUILDERS

J.L. Fisher Building & Remodeling, Inc.
John Fisher
24 Red Bud Drive
Millersville, PA 17551
Phone: (717) 875-7154
Email: jlfisherjr@comcast.net
Business Activities: Remodeling Contractor

Cancellations

DS Stoves, LLC
MT Weatherization
Parksite
The Exterior Company
York Building Products

Sorry to see you go. We'll be here if you decide to return.

Membership Renewals

Thank you for your continued commitment to the industry!

Affordable Paving & Excavating LLC
All Around Total Package Landscape & Lawncare, LLC
Amerigas
B & G Glass Service Inc
Bareville Kitchens & Design - Flooring & Tile
Barley Snyder
Basement Waterproofing Specialists
Bauman Brothers Concrete
BCF Group
Belmont Solar
Berkshire Hathaway HomeServices Homesale Realty
Bertz, Hess & Co., LLP
BMC
Brentwood Builders, Inc.
Bright Law Firm, PLLC
Broderick's Landscape Contracting, LLC
Brown Schultz Sheridan & Fritz
C & F Contracting
CB Burkholder, Inc.
CCS Building Group
Cedar Knoll Builders
Clarion Bathware
Classic Home Improvements of Pennsylvania
Clean Water Solutions
Compleat Restorations
DCS Quality Carpentry, LLC
DCS Quality Carpentry, LLC
Deer Creek Electric
DM Stokes Home Renovations
Dombach Builders, Inc.
Donrich Custom Homes LLC
Doutrich Homes, Inc.
Eagle Wing Business Network, LLC
Erb Brothers Landscaping, Inc.
EZ Marketing
Five Point Renovation and Remodel
Fox Pools - Consumer Division
Fred Metzler Construction
Fulton Bank
G.R. Mitchell, Inc.
Gingrich Builders
Good Brothers Builders, LLC
Good Homes & Additions, Inc.
Goody's Home Design, Inc.
Hajoca Corporation
Haller Builders Inc.
Heartland Builders, Inc.
Heritage Floors, Inc.
High Efficiency Solutions LLC
Homes and Land Group, LLC
Hurst Exteriors, LLC
Iddings Electric, Inc.
Inch`s Landscaping LLC
Install America
J. L. Swope Construction, Inc.
J.S. Garman Electric, Inc.
JSL Mechanical, Inc.
K & R Contractors, Inc.
King Construction Co., LLC
King Painting & Wallpapering, Inc.
Kreider and Diller Builders, Inc.
Lancaster County Housewrights LLC
Lancaster Home Builders
Lancaster Housing Opportunity Partnership
Lapp Electrical Service, Inc.
Lezzer Lumber
LMC Home Loans
LNP Media Group, Inc.
M & E Roofing, LLC
Martin Paving, Inc.
Martindale Propane
Maverick Settlement Services, LLC
Mid-Atlantic Geothermal
Middle Creek Builders, Inc.
Nolt Companies, LLC
Overhead Door Co. of Lancaster
Premier Settlements, Inc.
Prosource of Lancaster
Red Rose Cabinetry, Inc.
Renovations by Garman LLC
Revolution Builders, Inc.
Rigidply Rafters, Inc.
RKL LLP
Rohrer's Construction
Rohrer's Quarry, Inc.
Russell, Krafft & Gruber, LLP
Select Carpentry, LLC
Shank Door Company
Smokestack Masonry LLC
Solanco Fence LLC
Stealth Insulation
Sycamore Builders LLC
Thaddeus Stevens College of Technology
The AZEK Company
The Hess Agency
The Spa and Pool Place
TK Building & Design LLC
Tom Garman with Berkshire Hathaway Homesale Realty
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Vector Security
Weiler Walls, Inc.
West Shore Home
Whitetail Homes
Wilco Electric, Inc.
Wind and Solar LLC

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