

PN Admin Meeting July 2022

Attending: Dusty Parker, Jeff Gau, Aryn Kelly, Morganne Earhart, Richard Jasper, Adrian Merry, Skylar, Jody, Sam, Louise (DRYCO), Robert Hogle, Dwaine & Claudia (All County), Josephina Maldonado, Denise DeVoy

Morgan Pavement - Dusty Parker

Successes:

- Fully staffed with labor
- Using pre & post trip inspections now with [Samsara](#). Upwards of 80-90% participation with drivers, admin can track the inspections completed, and now admin can see that these inspections are done.
- [Tyfoom](#) system helping with policies. Tyfoom is a phone app which sends out 2-minute training videos daily. Tyfoom helps make sure their 190+ employees have their policies signed, that their policies are updated, and with the app admin can send out policies to the entire company.

Challenges:

- Lack of drivers
- Freeway in Utah, Walmart - both have high wages & sign on bonuses which compete in the job market.

St. Louis Paving - Jeff Gau

Successes:

- Sales up 25%
- Close to fully staffed
- Added short term disability for all year-round employees
- Added 401K last year, which is going well with good participation

Challenges:

- Extra fleet brought on are unskilled so challenged with lack of experience.
- Missing sealcoating foreman so work is inefficient
- Struggling with asphalt-based sealer and adapting to a product change and price increases
- Short one project estimator

Wright Construction - Morganne Earhart

Successes:

- Fully staffed
- On par with last year

Challenges:

- Material price escalations and communicating those escalations to customers
- Wage escalation with their crews to keep everyone happy

T & K - Richard Jasper

Successes:

- Revenues are up over 36%
- Gross margins the same as last year, which was their best year in that metric

Challenges:

- Hiring is down. Needing to fill a number of positions.
- Legal marijuana poses a hiring problem for drug testing.
 - Interview time solution offered by Jeff Gau to ask this question in pre-screening
 - Josefina Maldonado suggests doing a 4 panel instead of 5 to remove marijuana. State laws differ on CDL drug testing, so it's up to each company to consult their state laws.
 - Adrian Merry suggests doing drug tests in house to avoid wait times. Rainier does saliva tests through [Transmetron](#) and is training their own people to administer these tests quarterly.

Rainier Asphalt & Concrete - Adrian Merry

Successes:

- Started using [BambooHR](#) for employee and applicant information and tracking. Creates talent pools, monitors who they've screened. Bamboo makes sure all documents are signed and is multilingual.
- Revised processes and refreshed onboarding.
- This year is better than last year in both top and bottom lines.
- Put escalation clauses in their contracts to recover costs where they can.

Challenges:

- None mentioned

DRYCO - Skylar, Jody, Sam, Louise

Successes:

- Hiring is going well
- Sales are up, should hit 100 million this year
 - Use Indeed and in-house programs such as hiring rewards
- Company culture continues to do well. With COVID restrictions lifted they've opened up company gatherings, which increased morale.
- Biggest backlog they've ever had is around 28-30 million.
- Medical benefits started July 1, and now able to have life insurance available to all employees at \$25,000 policies which helps with hiring and retention.
- Partnered with a training center for their CDL which pays for employees to get their CDL at DRYCO's cost, and in return the employee commits to two years of driving service for DRYCO.
- Only 2 safety incidents out of 36,000 work hours.
- Hours are up from last year.
- Training with OSHA 10s and 30s has been going well in the last few months.
- Individual training and cameras on equipment has reduced safety issues.
 - Building relationships with the employees and doctors helps keep recordable incidents down.

Challenges:

- Struggling with equipment with the California EPA issues
- Materials & fuel increases
- Safety is always a big challenge.

ASI - Robert Hogle

Successes:

- Use paying brokers on a weekly basis, and quantity of work draws drivers
- Increased wages to retain talent
- Sales backlog very strong, never been higher
- Progressively increasing target margins
- Using [HeavyJob](#) to track cost, should be a time saver and more efficient
- 250+ active jobs each month

Challenges:

- Shortage of qualified, experienced drivers
- Use Transman Fleet Maintenance Software to help manage maintenance in garage and have problems with integrating other programs

All County - Dwayne & Claudia

Successes:

- Meeting their budget
- Influx of new Florida residents helping with hiring
- High backlog
- Training up at the start of the year, and 2nd quarter has shown good results
- Trying out [Fleet.io](#) to have mechanics be able to do the work orders, inspection, take pictures to verify data and send it back. Connects up to Samsara and shows those diagnostics in the platform. Fleet.io is able to show true real-time costs for the fleet. Saved on insurance using the platform.
- Culture is growing, benefits and work are steady, and long-term stability helps retain and attract employees.

Challenges:

- Hiring concerns
- Materials costs
- Fleet accident issues
- Wages CDL drivers are asking for are higher than expected.

General Pavement Management - Josefina Maldonado

Successes:

- Lowered radius when mileage will kick in and increased reimbursement to help with retention

Challenges:

- Sales are down, had to do first round of layoffs
- Looking to hire Director of Operations, only one candidate in two months

Professional Paving and Concrete - Denise DeVoy

Successes:

- Third year on a CRM called [ProCrew](#) and it's coming all together.
- Launched Fleetmatics with Verizon to help with safety with truck drivers

Challenges:

- Pricing and fuel surcharges
- Part of the 150s are on strike, and the division is the material suppliers who supply the aggregate. Cost is up on what they can get, and quality is down.

Unemployed Hiring

Morgan Pavement - Dusty Parker

- New employee referral bonus
 - New hired employee - \$1,200 bonus
 - Current employee who referred someone - \$1,200 bonus
 - Paid \$600 in 30 days and \$600 in 60 days
 - Around \$32,000 cost but close to 30 new employees

All County - Dwayne & Claudia

- Give \$1,500 for those who come in with asphalt/paving confirmed experience
- Many in the Martin Crew got \$500 start on and give them \$1,500 for bringing in another person
 - Those bringing in new employees bring in people who they like and know can do their job

DRYCO - Skylar, Jody, Sam, Louise

- Never had luck with signing bonuses
- Referral bonuses worked well, paying in tiers depending on difficulty of hiring in that position
- Gives fliers to hired taco trucks who pass them out
- Billboards on trucks
- Phone number pull tab posters in laundromats

Benefits

DRYCO - Skylar, Jody, Sam, Louise

- Increase at around 6% with the benefits
- Added life insurance, \$25,000 free to all full-time employees, and increased dental benefits
- Plans to allow employees to purchase additional life insurance on top of the \$25,000 if they choose

St. Louis Paving - Jeff Gau

- \$15,000 life insurance for everyone

Rainier Asphalt & Concrete - Adrian Merry

- Recently switched from Transamerica to Ameritas as part of a process to evaluate fees

All County - Dwayne & Claudia

- Automatic 3% match to all wages regardless of participation

Bonus & Profit Shares

Morgan - Profit share program for management, down to sales staff. Looking for laborers & drivers.

DRYCO - Have profit sharing for everyone from top execs down to laborers.

ASI - most impactful are the most simple and pooling it whenever possible. Regular payouts every month or quarterly basis. Loyalty bonus for drivers. Foremen get one rate; crewmen get another rate. Profit share for admin staff as well, which is a tiered system based on position.

Vacation Time:

Morgan gives vacation time for drivers.

DRYCO considering vacation time.

ASI gives drivers a weekend off per month.

Rainier made their sick time available for vacation as well. 40-60 hours per year, based on overtime.

St. Louis Paving compiles sick days and vacation time into one category for their crew to use as they want.

ASI developed a winter savings program, where a portion of the crew's checks can be held in escrow and paid out in December with a bonus in April/May.

Employee Communication

ASI had their first newsletter.

Morgan doesn't do a newsletter.

Rainier does a monthly newsletter. [Bamboo](#) app shows birthday & anniversaries.

Morgan uses [Tyfoom](#) which also shows birthdays & anniversaries.

All County uses [Paycor](#) which is a payroll app which also puts out messages to employees and managers. Also do a quarterly newsletter.