

Building News

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EXCHANGE



A LETTER FROM OUR CEO

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I just passed the two-year mark with NCBE and believe the work we are doing is great for members and invite you to revisit the North Coast Builders Exchange. We have had a lot of change in the last couple of years and another big change is happening.

Today is our final Building News in this current format and we are hoping you will enjoy our new digital version arriving in your inbox Monday, November 6. The new format allows more access to events as well as timely news and will keep all this information archived and current programs at your fingertips.

In 2024, we will celebrate our 70th Anniversary. We have some great events planned and hope you will join us as we celebrate all year. North Coast Builders Exchange is proud to represent and serve our 900 members in Sonoma, Napa, Lake, and Mendocino counties. We are aggressively moving forward on building workforce programs in Mendocino, increasing advocacy work in Napa and bringing more member services to Lake. There are opportunities in all our counties to get involved in programs and committees.

We also ask you as members to talk to one colleague, one person you work with and ask them if they are members. We are happy to follow up and find the membership level and programs that will help them build their business.

We want you to utilize member services. Our Online Planroom, legal program, insurance benefits, workers comp and HR programs are key resources we offer to help you build your business. Utilize our seminars and workshops to access all the up-to-date information you need.

Workforce Development has seen some of our biggest successes this last year with the graduation of ninety students with the North Bay Construction Corps and many of the graduates hired to member businesses. We support shop classes and Career Technical Education courses in all four counties with Teacher Grants and awarded 43 scholarships for post-secondary students in trade schools and colleges.

Our member services and workforce development programs are important, but I want you to invest in us because of the work we do in advocacy and our daily work in telling your story. We meet with elected officials and department heads of Cities and Counties; we watch City Council and Board of Supervisors' agendas and comment at public hearings.

Our mission is clear and simple. We support the construction industry and member businesses through advocacy, workforce development and members services.

Our staff is here to help. Reach out. Attend an event. Get involved.

Seminars & Events

NCBE Member Programs:

Group Health Insurance -

Members of the North Coast-Builders Exchange have an opportunity to join our Group Health Insurance Plan. As part of a network of five Builders Exchanges, we are able to offer members and their employees a comprehensive employee benefits program that includes medical, dental, vision, and life coverage.

Group Workers' Comp -

NCBE's workers' comp program is through Compstar/Benchmark and is managed by George Petersen Insurance Agency. NCBE members will get an additional 10% discount (on the insurer's base rates) on their workers' comp through this program.

Group Legal Services -

NCBE's Group Legal Plan enables members to get excellent legal advice at very affordable rates from one of the area's top law firms – Shapiro, Galvin, Shapiro & Moran, headquartered in Santa Rosa.

Online Plan Room -

The Online Plan Service platform is an easy-to-use tool that allows users to access real-time information and construction documents on any platform; PC, Mac, Tablet, or Smart Phone. The OPS platform allows users to view, print, download, and take-off plans and specs.

For more information on our programs, call our office at 707- 542-9502.

Mechanics Lien Seminar

Friday, October 27th
10:00am - 12:00pm
NCBE Construction Training
Cost: Members \$20

Trenching/Excavation "Competent Person"

Wednesday, November 1st
1:00pm - 3:00pm
NCBE Construction Training
Cost: Members \$150

Fall Protection

"Competent Person"
Thursday, November 9th
9:00am - 11:00pm
NCBE Construction Training
Cost: Members \$125

CPR + First Aid

Tuesday, November 9th
9am - 11:30am
NCBE Construction Training Center
Cost: Members \$95

Confined Space "Competent Person" Wednesday, August 9th

1pm - 3:00pm
NCBE Construction Training Center
Cost: Members \$150

Sign-Up [Here](#) for our events and seminars!

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Board of Supervisors extends American Rescue Plan Act funding for community projects

Matt Brown

The Board of Supervisors on Tuesday extended American Rescue Plan Act funding for community-based organizations that have supported thousands of Sonoma County residents through programs that bolster food security, provide job training, strengthen mental health, expand rural broadband and many other local programs.

The Board committed a second year of ARPA funds to the Career Technical Education Foundation and tentatively funded 25 other community projects.

The community projects were initially selected in May 2022 to receive money from ARPA, which was signed into law by President Joe Biden in March 2021 to help people who suffered the most during the COVID-19 pandemic while strengthening community organizations that are best positioned to serve the county's most marginalized residents.

The Human Services Department and the Office of Equity was asked by the Board of Supervisors to distribute funding through community-based groups that had previously not worked with the county before but served communities that were disproportionately impacted by the pandemic. The staff used an Anti-Racist Results-Based Accountability framework to deepen contractor-funder relationships, improve client outcomes, and monitor program progress.

“With nearly \$40 million in federal ARPA funding, the county and its partner organizations are transforming the lives of some of our most vulnerable residents,” said Supervisor Chris Coursey, chair of the Sonoma County Board of Supervisors. “In distributing these funds, we focused on equity – investing in areas of the community that need it the most.”

Overall, Sonoma County received \$96 million from ARPA, which was divided into three categories: COVID-19 pandemic response, strategic investments in county services and cultural responsiveness, and the Community Resilience Program.

During the Board meeting, county staff provided an update on the results of those investments. ARPA has funded 487,000 meal equivalents delivered. Almost 450 people have received direct financial assistance. More than 100 people have received workforce development

and career preparation training, and 175 people have received intensive mental health supports.

The 27 projects selected for the \$39 million Community Resilience Program targeted a wide range of needs, including food and financial assistance, mental health services, housing and education.

The Community Resilience Program projects are:

- Career Technical Education Foundation, which provides a rigorous, relevant career educational and professional development program at Elsie Allen High School.
- Equitable Access California, which installs free public Wi-Fi in unincorporated West Sonoma County communities.
- 10,000 Degrees, which gives financial aid and college application assistance for 12th graders at Santa Rosa and Piner high schools.
- Latino Service Providers, a 12-month workforce development program placing participants in supported internships at partner agencies.
- Santa Rosa Junior College's wraparound job training support and internships in the construction industry
- First 5's Guaranteed Basic Income pilot program, which provides families with young children \$500 a month to increase economic stability and mobility
- On the Move, which provides financial assistance up to \$3,000, comprehensive case management, and connection to a culturally competent, equitable network of community-based mental health partners.
- Sonoma County Black Forum, which provides financial support up to \$1,200 for rental assistance, utilities and food assistance.
- Social Advocates for Youth Homelessness Consortium, which offers basic needs support for the unhoused and precariously housed.
- Food for Thought, which delivers regular meals and/or groceries and wraparound nutrition services.

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Board of Supervisors extends American Rescue Plan Act funding for community projects

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- Farm to Pantry, which delivers nutritious, multi-farm food boxes from FEED Sonoma, a co-op of 80 small, local farmers.
- Living Room, which delivers hot meals, pantry bags, snack packs, and offers job training for residents and participants.
- Community Action Partnership, which increases the number of quality child care spaces by training new Head Start/Early Head Start teachers.
- Cloverdale Mental Health Collaborative, which addresses the mental health needs of Cloverdale residents.
- Guerneville School District's Whole Family Health project, which addresses mental health and wellbeing among low-income communities of the Russian River area.
- West County Community Services' Transitions Program, offering peer-based recovery services.
- Nuestra Comunidad, which provides mental health services and nutrition education to disproportionately affected communities
- Community Action Partnership's Sonoma Connect program, which offers mental health support services.
- Positive Images, which provides mental health services for LGBTQIA+ individuals in Sonoma County.
- Social Advocates for Youth's school mental health and grief services.
- Sonoma County Black Forum's Sonoma County Black Therapy Fund.
- Sonoma County Department of Emergency Management's long-term disaster recovery project.
- California Indian Museum and Cultural Center, which provides business development assistance for traditional food businesses.
- Santa Rosa Metro Chamber, which provides outreach and support services, education and access to capital to support small businesses.
- Community Support Network's program providing housing, housing navigation, and housing stabilization services, including case management.
- Fair Housing Advocates of Northern California, which provides fair housing education and tenant organizing assistance.
- Sonoma Applied Village Services' Sonoma Transitional Housing project. This project was not approved for a second round of funding.

This second cycle of ARPA funding will run from Jan. 1 through the end of 2024. The Board of Supervisors authorized the director of the Human Services Department to extend funding for projects that demonstrate successful performance for an additional year through 2025.

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Regulatory Update: EEOC Unveils Strategic Plan

David Sparkman

A newly re-energized Equal Employment Opportunity Commission (EEOC) is stepping up its efforts to make sure employers adhere to federal laws that aim to prevent discrimination based on race, ethnicity, religion, gender, age and disability.

Until recently, the normally five-member commission had been deadlocked with just two Democrat and two Republican commissioners because the nomination of a third Democrat by President Biden had been held up in the Senate. But with that roadblock cleared in August, and Democrat Commissioner Kalpana Kotagal sworn in, the Democrat majority EEOC lost no time in pressing forward.

Details of what it intends to do were outlined in the commission's five-year Strategic Enforcement Plan (SEP). Proposed publicly last January, it was released in final form on Sept. 21. Among other things, it reveals that the agency intends to aggressively pursue its enforcement agenda through Commissioner Charges, directed investigations and litigation involving systemic harassment and discrimination, note attorneys for the law firm of Seyfarth Shaw.

The SEP identifies six subject matter priorities, and employers can expect the EEOC to conduct a more aggressive enforcement agenda with respect to each of them, the attorneys stress. They are:

1. Eliminating barriers in recruitment and hiring. The EEOC's focus will be on discriminatory recruitment and hiring practices, with a special emphasis on the use of technology, artificial intelligence (AI) and machine learning used in job advertisements, recruiting, and hiring decisions. The new SEP emphasizes an employer's use of all technology (not just "automated systems") in hiring and recruitment as an area of strategic focus.

The EEOC already has taken actions ranging from opening investigations and filing lawsuits against employers it believes have been using computer technology to engage in discriminatory hiring practices. Earlier this year, the commission also joined other federal agencies in signing a joint agreement to battle against the potential use of AI to violate workers' civil and labor rights.

The commission has historically focused on recruiting and hiring, in part because private plaintiffs'

counsel (tort lawyers) have been unwilling to champion large-scale hiring cases due to cost and challenges inherent in identifying potential "victims," the Seyfarth Shaw attorneys explain.

2. Protecting vulnerable workers from underserved communities. The EEOC will expand its focus on protecting vulnerable workers, and the agency also has chosen to expand the categories of workers who it categorizes as being "vulnerable and underserved."

Among those who are said to fall within the commission's embrace of vulnerable workers' rights include, among other groups: immigrant and migrant workers; workers with developmental, intellectual and mental health-related disabilities; LGBTQ+ individuals; individuals employed in low wage jobs, including teenage workers; and the survivors of gender-based violence.

The EEOC has identified these groups, among others, as deserving special protection because it believes that their members may be unaware of their rights under EEO laws, and/or may be reluctant or unable to exercise their rights for various reasons.

3. Addressing selected emerging and development issues. The EEOC states that it will continue to prioritize emerging or developing issues, and it has updated the emerging and developing issues priority to incorporate protections for workers who are affected by pregnancy, childbirth or certain related medical conditions, including those that are listed in the Pregnant Workers Fairness Act (PWFA), which was enacted earlier this year and went into effect on June 27.

The EEOC has proposed regulations to enforce the PWFA that will apply to employers with 15 or more workers and contains enforcement standards similar to those that it currently use to enforce the Americans With Disabilities Act (ADA).

This priority will also focus on addressing discrimination "influenced by or arising as backlash in response to local, national or global events." Notably, the new SEP dials back the scope of the EEOC's prior focus on COVID-19, the attorneys point out. Under the SEP, only Long COVID is considered an area of strategic emphasis.

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Regulatory Update: EEOC Unveils Strategic Plan

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4. Advancing equal pay for all workers.

The EEOC also announced that it will continue to use directed investigations and Commissioner Charges to advance the future enforcement of pay discrimination laws, including the Equal Pay Act and Title VII of federal civil rights law.

This is important because the practice of allowing individual commissioners to bring charges against specific employers was introduced by Congress to be deployed only in regard to enforcement of the ADA and Age Discrimination in Employment Act (ADEA). Once an EEOC office has received and filed a commissioner charge, it then conducts the ensuing investigation the same way it would after receiving any other filed complaint.

The EEOC further promises that it will focus on employer practices that it deems may impede equal pay, or contribute to pay disparities, such as secrecy policies, discouraging or prohibiting workers from sharing pay information, and reliance on past salary history or applicants' salary expectations to set pay.

In this regard, on Sept. 13 the EEOC and Department of Labor (DOL) Wage and Hour Division (WHD) signed an agreement to share information, coordinate investigations and enforcement, cross-train personnel, and conduct joint outreach and public education efforts. The Memorandum of Understanding (MOU) allows the agencies' staff to work together to make sure employers are following the federal wage laws.

In practical terms, this most likely means that if the DOL is investigating an employer for federal wage and hour violations and the investigators find what they believe to be discrimination against a protected group—such as women or the disabled—that information will be shared with the EEOC.

5. Preserving access to the legal system. The EEOC says it will also focus enforcement on workplace policies or practices that limit employees from exercising their rights, including any policies that may deter or prohibit filing charges with the EEOC or cooperating freely in EEOC investigations.

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Regulatory Update: EEOC Unveils Strategic Plan

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Particularly important for employers: The EEOC warns it will focus on overly broad waivers, releases, non-disclosure agreements, and non-disparagement agreements; unlawful or improper mandatory arbitration provisions; employers' failure to keep required applicant and employee data and records; and retaliatory practices that could dissuade employees from exercising their rights.

6. Preventing and remedying systemic harassment. Finally, the EEOC also said it will focus on remedying harassment, both in-person and online. As part of this priority, the EEOC can be expected to focus on promoting the adoption of comprehensive anti-harassment programs and practices by employers, the Seyfarth Shaw attorneys observe.

"The importance of the new SEP is, without hyperbole, profound," they add. "The EEOC's SEP identifies the types of claims the EEOC's front-line personnel are searching for when they are investigating charges, and what types of litigation the EEOC will aggressively pursue. The new SEP, propelled by demonstrable steps to move resources to these goals,

promises to have a significant impact on how the commission interacts with—and litigates against—employers."

Given the Biden administration's ongoing emphasis on aggressively addressing issues involving both what it sees to be systemic and individual instances of discrimination, employers should continue to keep an eye out for recent and future developments involving issues that could embroil them in enforcement actions that can be as serious as it is unexpected.

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Final Rule to Modernize Davis-Bacon Act Updates Construction Workers' Needs

EHS Today

The U.S. Department of Labor on Oct. 23 announced the implementation of a final rule that modernizes Davis-Bacon Act and Davis-Bacon and Related Acts regulations to reflect the needs of construction workers on federally funded projects better.

Implementation of the “Updating the Davis-Bacon and Related Acts Regulation” follows the August 2023 publication of the final rule in the Federal Register, which is the most comprehensive update in decades.

The update greater clarifies and enhances the effectiveness of the DBRA regulations and streamlines the process for setting and enforcing wage rates on federally funded construction projects. The DBRA’s purpose is to ensure employers on federally funded or assisted construction projects pay locally prevailing wages to construction workers and to prevent the unintended consequence of depressing workers’ wages during the government’s construction contracting activity.

“Modernizing the Davis-Bacon and Related Acts is key to making sure that the jobs being created under the Biden-Harris administration’s Investing in America agenda are good jobs and that workers get the fair wages and benefits they deserve on federally funded constructions projects across the nation,” said Acting Secretary of Labor Julie Su, in a statement. “This updated rule will create pathways to the middle class for more families and help level the playing field for high-road employers because companies who exploit their workers, or who don’t pay workers fairly, should never have a competitive advantage.”

The final rule’s regulatory changes improve the department’s ability to administer and enforce DBRA labor standards more effectively and efficiently. These changes include the following:

- Creating new efficiencies in the prevailing wage update system and making sure prevailing wage rates keep up with actual wages, which, over time, would mean higher wages for workers.
 - Returning to the “prevailing wage” definition used from 1935 to 1983 to make sure prevailing wages reflect actual wages paid to workers in the local community.
 - Periodically updating prevailing wage rates to address out-of-date wage determinations.
 - Providing broader authority to adopt state or local wage determinations when certain criteria are met.
 - Issuing supplemental rates for key job classifications when no survey data exists.
- Updating the regulatory language to better reflect modern construction practices.
 - Strengthening worker protections and enforcement, including debarment and anti-retaliation provisions.

The DBRA requirements apply to an estimated tens of billions of dollars in federal and federally assisted construction spending each year and provide minimum wage rates for hundreds of thousands of U.S. construction workers. The department expects a significant increase in the number of industry workers due to the historic investments in federally funded construction projects made possible by legislation such as the Infrastructure Investment and Jobs Act.

“In light of recent investments in our nation’s infrastructure, modernized regulations are more important than ever to ensure fair wages and benefits for the workers who build and repair our roads, bridges, federal buildings and energy infrastructure,” said Principal Deputy Wage and Hour Division Administrator Jessica Looman, in a statement. “They will help set wage rates for workers on these federally funded construction projects that better reflect the realities of today’s labor market.”

New federal investments will support projects related to clean energy, power and water infrastructure improvements, legacy pollution remediation, and renovation to the nation’s broadband and transportation infrastructures.



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Construction Economy: What Does the Future Hold?

Garry Bartecki - GB Financial Services, LLC

Are you as sick and tired of listening to the financial and business gurus pontificate about the economy, interest rates, inflation and the price oil and the need to go to electric vehicles (EV) as I am? It is mind boggling, making it that much tougher for business management to plan revenues, costs, profits (we hope) and cash flow. In case you didn't get it: YOU are probably the one that is required to provide direction and guidance about the future of your company.

Since planning for the future will be tough this year, I thought I would run through some of the basics you will need to consider regarding the balance of 2023 and the outlook for the year 2024.

First, it is the POSITIVE CASH FLOW you are planning for. Budgets and net income are nice to have around, but do not provide proof of producing positive cash flow. You understand, of course, that you can "sell" yourself into bankruptcy, where you put yourself into a situation where you do not collect enough to cover your bill payments in a timely fashion. Planning for cash flow will keep you out of that situation.

How about we discuss how to budget for expenses now that we hear that inflation is slowing down. As you know, inflation forces prices for goods and services higher. During the past couple of years, prices have gotten quite a bit higher. Getting the inflation rate down to 2% does not necessarily mean prices go back to what they were pre-pandemic. They will stay where they are at and "normalize" at this new, higher priced standard of living. This, of course, means your cash flow budget needs to use these higher prices for costing out your work.

This should not surprise you, but OEMs and other sellers of goods and services like the higher prices they have been getting and are reluctant to reduce prices until they absolutely need to. Those prices will not come down until market conditions force them to do so.

One possible positive result caused by the inflation is the impact it is having on Americans wanting to retire. Higher costs are causing 25% of retirement-eligible workers to delay their retirement to build up their retirement funds. Could this provide an opportunity for contractors looking for additional help (who isn't)? Putting together some flexible schedules may convince those trying to put some serious dollars away to work for your company.

I always preach to take care of your balance sheet, to maintain adequate cash flows by avoiding debts and fixed obligations. A review of the International Monetary Fund's Assessing Reserve Adequacy (ARA) metrics indicates that the Penetration Index is heading upward close to 60%, which means

that of the equipment in the field in the U.S., 60% of it is rented and scheduled to climb even higher. In Europe, it is 80%. What this means, of course, is that rental companies are bearing both the cost to own and operate the units that make up the 60% ratio. They have the monthly nut to cover, and the user only pays when they use it. And at 9% interest rates or so, along with an unsteady economic forecast, contractors really want to stay away from any new fixed-cost obligations. Doing so will make your bankers happy.

As far as the rental equipment industry goes, there really is a lot of information out there to help you manage rental costs. Right now, I am looking at an Equipment Watch Rental Update for Q1 2023. There are schedules in this report covering 301 types of equipment, with 1.7 million rates collected from 506 rental companies. The report discloses daily, weekly and monthly rates for both small to medium-sized equipment and large equipment. The historical data included provides the percentage change from the prior year. The report also includes a method to adjust the base data for regional variance. If you are not on the Equipment Watch mailing list, get on it. And if you do own a fleet, Equipment Watch can provide data to inform you how many billing hours will be required to support ownership of a unit.

Another issue I am sick of concerns the EVs we are getting pushed down our throats. Because of the costs and high borrowing rates, and potential lack of usability, buying an EV product is not high on my to do list. All you have to do is listen to automotive-industry EV woes that have materialized even after spending billions to bring EV units to market.

Since we are discussing financing, please keep in mind that the banks are not out of the woods yet and it is getting harder to obtain loans at a "reasonable rate" with related covenants you can work with. No matter how you look at this, it is in your best interest to defer additional debt and fixed cost obligations at this time.

The bottom line here is that our economic situation is far from settled, requiring contractors to take steps to produce positive cash flow first and foremost. Start out with your Generally Accepted Accounting Principles (GAAP) internal statements and convert them to a cash flow statement, which should be reviewed as often as possible to stay ahead of the game. The next step is to run the operation on a FREE CASHFLOW basis, which will assist with making equipment purchase decisions, as well as provide results that will maximize the value of your company.

Is Financial Well-Being A Thing?

EHS Today Staff

With employers seeking every aspect of an employees' concerns in order to both attract and retain employees, financial well-being, it turns out, is in fact a thing.

And there is a strong business reason to provide this type of benefit for employees. A new survey out last week, Financial Wellbeing Employer Survey published by the Employee Research Institute (EBRI) found that productivity and employee satisfaction were the primary reasons for employers to offer financial wellness benefit programs.

What is driving this need for financial programs? Not surprisingly, benefits decision makers cited high costs of living as the top issue. This has in fact supplanting retirement preparedness for the first time ever. While retirement preparedness remains an important area of focus for employers as the second-most cited area to address, issues such as health care costs, budgeting and money management and daily living expenses rounded out the top five, perhaps signaling an increase in employers' concern for their workers' day-to-day finances.

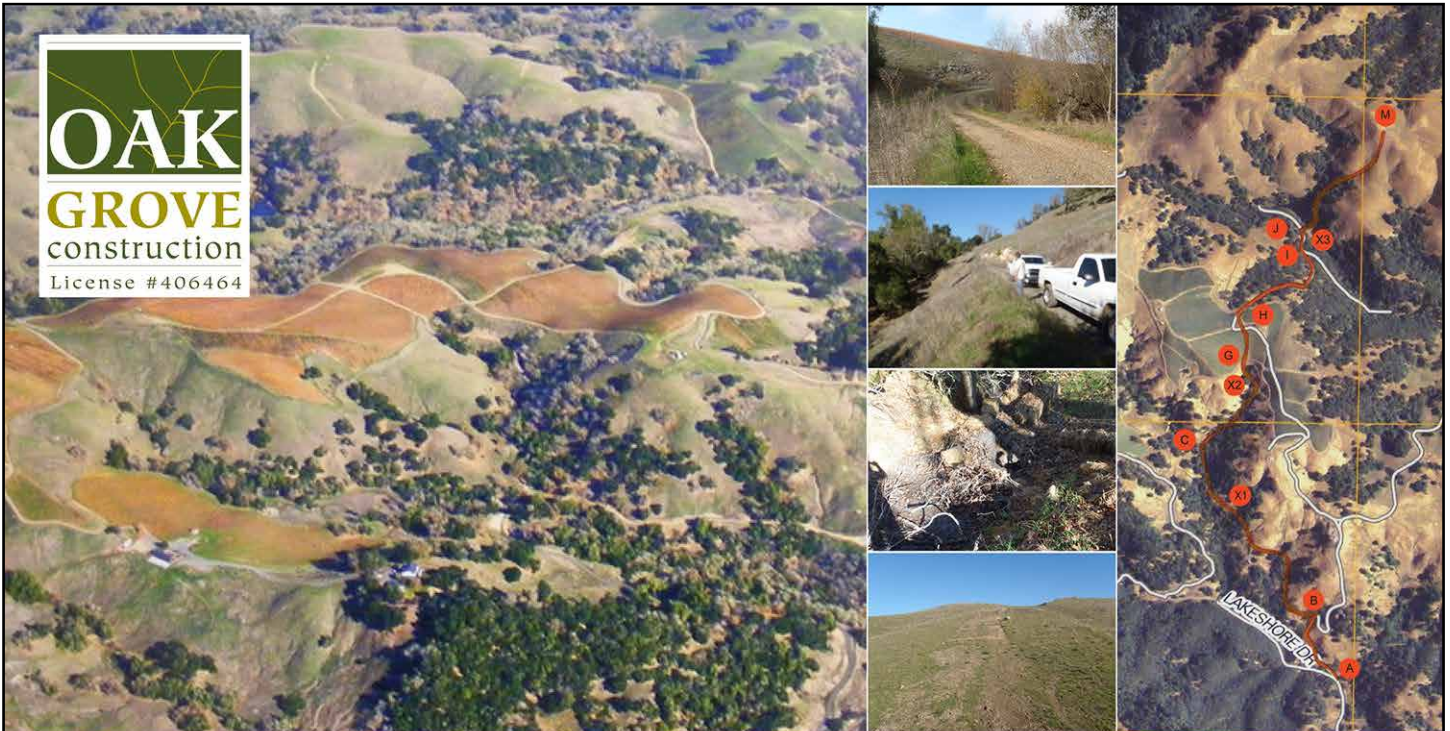
"The survey shows that financial wellbeing programs are being used to increase worker satisfaction and retention,"

explained Craig Copeland, Ph.D., director, Wealth Benefits Research, EBRI, in a statement. "However, employers cited costs to employees, as well as to the company itself, as challenges in offering financial wellbeing programs. Perhaps as a result, employers frequently cited measuring their financial wellness offerings' impact on employee productivity and worker satisfaction. At the same time, most benefits decision makers reported being optimistic that their company's budget for these benefits will increase in the short term so that they anticipate continued development of these programs."

Key findings in the survey report include:

Measuring Success — The top factors in measuring financial wellness initiatives' success were increased employee productivity and improved overall worker satisfaction. The next two most cited factors were improved use of existing employee benefits and improved employee retention. This is a change from 2022, when the satisfaction/retention measures were cited most often.

More on Page 14



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Is Financial Well-Being A Thing?

From Page 13

Reflecting that, while having an attractive workplace is still an important reason for offering financial wellness benefits, business factors are also an integral part of the measurement rubric.

Cost-Benefit Analysis — Eighty-seven percent of the companies reported having explicitly developed a cost-benefit analysis based on employee satisfaction, employee attraction/retention, employee productivity or medical/mental health claims to evaluate their financial wellness offerings. Cost-benefit analysis by employee satisfaction was the leading factor, with employee productivity next. Employee attraction/retention was just below productivity, showing that employers are still looking at satisfaction measures but are also looking at these programs' direct benefits to their company relative to the costs of them.

Top Issues, Areas of Focus and Challenges — Companies' top issues to address with their financial wellness initiatives were the high cost of living, retirement preparedness and health care costs. For top focus areas, investments and retirement planning were the top-cited primary focus, with basic financing and education and consulting programs being the next-most-mentioned areas of focus. The top challenges to offering these programs were costs to both the employer and the

employee. Outside of costs, data and privacy concerns and the complexity surrounding the programs were the top challenges faced by employers.

Impact on Mental Health — Eighty-five percent of the companies indicated that financial wellbeing initiatives had either a large impact or a small impact on employees' mental, emotional and social wellbeing. Forty-eight percent of the companies indicated it offered mental health benefits or coverage. The benefit was most likely to be provided as a part of major medical/health insurance, but it was also provided as a separate service or through both means. Of those who provided a separate service, the overwhelming majority used an employee assistance program. In addition, 4 in 10 offered financial therapists and the Calm app.

Caregiving Benefits — The caregiving benefits most often offered had to do with leave policies as opposed to benefits in the direct provision of caregiving. Six in ten employers allowed for flexible work arrangements (e.g., teleworking or compressing the work week), which was the most offered caregiving benefit.

More on Page 15



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Is Financial Well-Being A Thing?

From Page 14

Roughly 4 in 10 employers offered long-term leave policies and paid family caregiver leave policies. Approximately one-quarter of employers indicated it plans to offer each of the listed caregiving benefits in the next 1-2 years.

Specific Actions Addressing Diversity — When asked if their company was taking specific actions to address diversity, equity and inclusion in their financial wellbeing initiatives through actions targeted for different genders, races/ethnicities, and ages, companies were more likely to offer different types of solutions for the different characteristics and to ensure that financial counselors and coaches were diverse than they were to tailor messages specifically for the diverse groups.

“The continued evolution of financial wellness programs is a crucial question going into 2024, particularly with student loan payments restarting this month for many employees,” said Jake Spiegel, research associate, Health and Wealth Benefits Research, EBRI, in a statement. “As these programs grow in value to employees and are used for attraction and retention, the expectation that these programs to be provided will only increase.”

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Steel Erectors Association Joins Construction Industry Alliance for Suicide Prevention Effort

EHS Today Staff

According to the Centers for Disease Prevention, construction occupations have the highest rate of suicide, as well as the highest number of suicides across all occupational groups. Over 5,000 people working in construction die by suicide each year. That's five times more than the annual number of jobsite fatalities.

To address this situation, The Steel Erectors Association of America (SEAA) announced on Oct. 19 that it has joined other industry association stakeholders of the Construction Industry Alliance for Suicide Prevention (CIASP).

"Within the construction industry, our niche is even more at risk," said Pete Gum, executive director of SEAA, in a statement. "Of the 11 construction occupations cited by the Centers for Disease Control and Prevention, structural iron and steel workers are #1 and reinforcing iron and rebar workers are #2 for highest rates of suicide."

On November 15, SEAA is offering a free webinar on mental health to help employers understand the risk factors, warning signs, and how to integrate suicide prevention training into all levels of an organization. Moderated by Sonya Bohmann, executive director of CIASP, the webinar will feature panelists representing contractors, researchers, and suppliers who are experts on this topic.

Other activities on the topic will include a resource page on its website, feature a speaker at the 2024 Convention and Trade Show April 2-5 in Glendale, Arizona, and prepare an awareness campaign for the 2024 Suicide Awareness Month.

The organization is also encouraging its members to make corporate commitments to the STAND Up Pledge.

Safe: We pledge to create a culture in which team members feel safe to ask for help if they are having suicidal

thoughts or if they are concerned that their fellow co-workers are at risk of suicide.

Training: We pledge to make suicide prevention training available to all team members so that they can recognize the warning signs and be equipped to help those at risk.

Awareness: We pledge to raise awareness by sharing the message of suicide prevention through such organizational activities as trainings, safety meetings, toolbox talks, team meetings, newsletters, and social media posts.

Normalize: We pledge to normalize the topic of suicide prevention as a health and safety priority by talking about suicide, suicide prevention, and mental health.

Decrease: We pledge to help decrease the risk of suicide in construction by ensuring that all team members have access to an awareness of our EAP/MAP, behavioral health benefits, screening tools, community crisis support, the Suicide Prevention Lifeline, and Crisis Text Line.

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9 tips to get started with low-carbon concrete

Julie Strupp

Contractors have likely heard of low-carbon concrete, used in megaprojects like Amazon's second headquarters in Arlington, Virginia, and Microsoft's Quincy, Washington, data center. While it is not yet the norm on jobsites, the use of greener cement mixes is growing rapidly.

Part of this growth has been spurred by the federal government, which is developing global warming potential requirements for concrete as part of its Buy Clean initiative to be used to award funding for its projects. The federal government is creating these requirements to enable comparisons of the environmental impacts of different materials.

Concrete is the literal foundation of modern building — the second-most used substance on Earth after water — but also contributes at least 8% of all human-caused carbon emissions, according to a University of Rochester study. There are now a wide variety of low-carbon mixes and carbon sequestration methods on the market that have a lower environmental impact than standard Portland cement.

There are many considerations for contractors regarding these new formulations. Green mixes typically behave differently from Portland cement alone, and availability of a given mix in a given area varies since concrete is regionally produced.

Using one of these materials for the first time might be intimidating, but there are simple ways to get started, said panelists at the 2023 Greenbuild International Conference and Expo in Washington, D.C., last month. Here are some of their tips on how to experiment with green concrete successfully.

Start small

The first time trying a low-carbon material, don't use it for the whole project — start with a low-stakes component that requires only minimal load bearing, such as rat slabs, temporary access mats, curbs or landscaping walls, said Lindsey Maclise, licensed structural engineer and principal with San Francisco-based Forell | Elsesser Structural Engineers.

Use these test projects to gain an understanding of how the material behaves, and to win over more skeptical members of the project team.

Make time for testing

Low-carbon concrete typically uses less cement by substituting some percentage for supplementary cementing materials such as fly ash, slag and silica fume — all industrial byproducts that can perform a similar binding role. SCMs can be used individually with Portland or blended cement and in different combinations, according to the Portland Cement Association.

Do more test cylinders when first using a new cement, said Maclise. Try a few different types of low-carbon mixes and see what works best for your needs.

Find the right client

Contractors should be selective about the clients they partner with to first attempt a more elaborate low-carbon concrete project, according to Jessie Buckmaster, director of sustainability at San Francisco-headquartered Hathaway Dinwiddie Construction. Some owners put greater value in reducing the carbon footprint of their project than others and are more willing to experiment — and to pay for the cost of experimentation.

As the market goes through the process of adjustment to this flood of new options, low-carbon concrete continues to cost more than Portland cement. Fifty years ago, fly ash mixes similarly were new and came at a premium, but have now become commonplace, Maclise said. Prices vary but are going down, and sometimes green mixes qualify for carbon offsets, said Buckmaster. Work with the owner to set bid-leveling criteria to account for low-carbon concrete.

Talk to your supplier

There are now at least dozens of types of low-carbon cements on the market, but not all are in mass production or available in every region. Talk with your supplier about what green mixes can service a given project, said Juan Gonzalez, manager of strategic development and sustainability at Central Concrete Supply in San Jose, California. Some useful questions to ask your supplier include:

- Which low-carbon mixes are available in your concrete catalog?
- What are your low-carbon concrete strategies?
- What SCMs are available to mix into Portland cement?
- What are ways to bring carbon-reduction to the next level on your project?

There's a significant amount of overdesigning with low-carbon mixes since they're still new, said Gonzalez. It's important to share concrete field data with suppliers so they can use the feedback to requalify low-carbon mixes for their actual design strength.



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By Shauna Krause
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A: Nevada requires that your resume reflect the performance and supervision of the specific trade you are applying to qualify for. Please give me a call and we can go over your work experience and see if we can hopefully make it work for you.

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A: There is a form to report the Qualifier's ownership, although it's quite obscure. It's called a Qualifier Statement of Ownership. You need to submit the completed form along with a \$25,000 bond of Qualifying Individual for him/her.

The form looks like it's what you file if you are filing for an exemption from the Qualifier bond, however it also works if you are changing the Qualifier's ownership to zero percent.

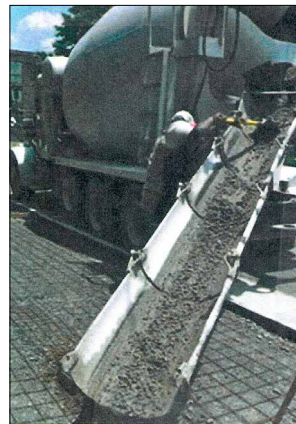
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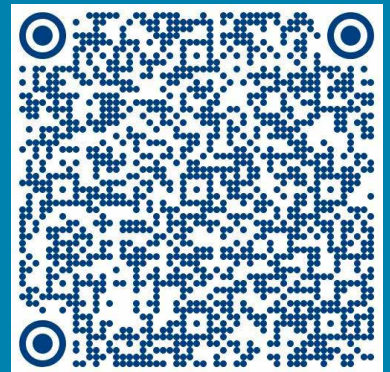
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8/14/2023	n/a	n/a	1343 Ferguson Rd	Twin Hills	remodel	80,847
8/14/2023	n/a	n/a	129 Madrid Way	Agua Caliente	remodel	10,619
8/14/2023	n/a	n/a	55 St James Dr	Windsor	shed	9,021
8/14/2023	n/a	n/a	690 Skillman Ln	Petaluma	remodel	75,605
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8/19/2023	n/a	n/a	1321 Gail Ln	Graton	pool	110,000

Mendocino County - In Plan Check

Date	Owner	Contractor	Address	City	Type	Value
10/10/2023	Kikie Delong	n/a	12301 Tomki Rd	Redwood Valley	sfd	
10/10/2023	Randy Dorn	n/a	21470 Meadowbrook Dr	Willits	deck	
10/10/2023	Thomas McGuire	Seaside Electric	22501 Bald Hill Rd	Fort Bragg	new panel	2,000
10/11/2023	Nancy Barbosa	Fort Bragg Electric	207 No Sanderson Way	Fort Bragg	lift station	2,500
10/11/2023	Lords Land Ministries	n/a	30660 Navarro Ridge Rd	Albion	generator	65,000
10/12/2023	Ronald Bloyd	n/a	701 Salmela Rd	Navarro	mfg home	100,000
10/12/2023	Michael Boer	n/a	300 Stipp Lane	Ukiah	remodel	450,000
10/12/2023	Jin Edmund	Baughn & Cameron	4300 Curley Lane	Point Arena City	mfg home	228,737
10/13/2023	Williams Christopher	n/a	9491 Humphrey Lane	Redwood Valley	cargo container	2,500
10/13/2023	Emiliano Valencia	n/a	4469 Boonville Rd	Ukiah	generator	2,500
10/13/2023	Eugene Alliende	n/a	46640 Iversen Lane	Gualala	sfd	
10/13/2023	Williams Christopher	n/a	9491 Humphrey Lane	Redwood Valley	metal shed	2,500
10/12/2023	Richard Ford	n/a	1700 Tanya Lane	Ukiah	new panel	4,600
10/13/2023	Castle Crown	Brian Bell	16111 No Hwy 101	Willits	new breaker	5,000
10/10/2023	Jin Edmind	n/a	43300 Curley Lane	Point Arena City	grading	40,000
10/9/2023	Craig Scarborough	Haddon Heating and Cooling	1940 Clover Dr	Willits	heat pump	19,801
10/10/2023	Richard Ford	n/a	1700 Tanya Lane	Ukiah	roof solar	
10/10/2023	Linda McNeal	n/a	430 Sherry Dr	Ukiah	roof solar	
10/12/2023	Federal Home Loan M	Tiffany Sandoval	602 Crest Dr	Willits	roof solar	
10/13/2023	Andrew Nicoll	Tesla Energy	1220 Vista Verde Dr	Ukiah	battery backup	2,500
10/13/2023	Sheryl Graves	Jeffrey Liebman	1581 Concord St	Ukiah	roof solar	
10/10/2023	Michael Gallaher	MD Electric & Solar	46530 Pacific Woods Rd	Gualala	replace panel	
10/10/2023	Erda Kappeler	AC&R Services Inc	421 Vichy Hills Dr	Ukiah	hvac	10,000
10/11/2023	Jason Rader	AC&R Services Inc	1757 Lupine Way	Willits	ductless heat pum	22,000
10/12/2023	John Patricia	AC&R Services Inc	110 Canyon DR	Ukiah	mini split	19,000

Project #	Addenda	Bid Date	Bid Time	Project Name	City
23-03224	1	10/30/2023	5:00 PM	IFB for Library Self-Check Machines	Solano County
23-03461	2	10/30/2023	4:00 PM	918 Franklin Avenue Housing Rehabilitation	Yuba City
23-03472	0	10/30/2023	2:00 PM	Vine Bus Maintenance Facility Moving and Site Cleanup Services	Napa
23-03479	0	10/30/2023	1:00 PM	Refuse and Disposal Services for Northern Buttes District, Castle Crags State Park	Shasta County
23-03507	0	10/30/2023	5:00 PM	HE Forklift Rental Services	West Sacramento
23-03613	3	10/30/2023	2:00 PM	RFQ for Emergency Generator Inspection & Repair Services	Richmond
22-03250	0	10/31/2023	2:00 PM	CUPCCAA Corning Union Elementary School District 2023	Corning
23-00099	0	10/31/2023	4:00 PM	Hazardous Waste Removal (IFB #10194974)	Byron, West Sacramento, Oroville, Gustine
23-00383	1	10/31/2023	2:00 PM	CDOT 04-0Q8104 Repair Pavement, Replace Drainage Systems, and Replace Guardrail	Napa County
23-03013	3	10/31/2023	2:00 PM	TK/K Classroom Remodel at Lewiston Elementary School	Lewiston
23-03255	3	10/31/2023	10:00 AM	Roofing Project at the Community Education Center	Brentwood
23-03284	5	10/31/2023	2:00 PM	West Napa Pump Station Redundancy Project	Napa
23-03285	5	10/31/2023	2:00 PM	Watt / I-80 Transit Center Improvements	Sacramento
23-03360	2	10/31/2023	2:00 PM	Valero Flow Meter Replacement	Benicia
23-03367	0	10/31/2023	2:00 PM	Hands on Tools Mobile Construction Training - New Home Construction (No GC Openings / Sub-Bids Only)	Paradise
23-03435	3	10/31/2023	2:00 PM	C Street Enhancements Project	Galt
23-03505	4	10/31/2023	2:00 PM	Frontage Road Living Green Trail	Pittsburg
23-03533	7	10/31/2023	2:00 PM	DMV El Cerrito HVAC Replacement	El Cerrito

23-03368	0	11/1/2023	1:00 PM	Transportation Yard Charging Stations	Petaluma
23-03445	0	11/1/2023	11:00 AM	Fernwood Park Improvements	West Sacramento
23-03475	0	11/1/2023	2:00 PM	DESIGN BUILDER PREQUALIFICATION - CHCP Emissions Improvements	Davis
23-03483	0	11/1/2023	3:00 PM	Kennedy Golf Course Backflow Device	Napa
23-03493	3	11/1/2023	12:00 PM	Santa Rosa Fire Station #5 (Sub Bids Only)	Santa Rosa
23-03511	0	11/1/2023	2:15 PM	IFPQ SB Minor B - Shotcrete Retaining Wall Rebid	Kelseyville
23-03561	1	11/1/2023	4:00 PM	RFP for Downtown Tree Thinning	Mill Valley
23-03594	4	11/1/2023	2:00 PM	Sanitary Sewer Rehabilitation Project (Phase 1)	Pinole
23-03103	7	11/2/2023	2:00 PM	FLC Central Plant Upgrade	Folsom
23-03244	1	11/2/2023	2:00 PM	AC Overlay Project 2023 Phase F	Sacramento
23-03341	0	11/2/2023	2:00 PM	Walerga Road Sound Wall Replacement Project	Sacramento
23-03342	1	11/2/2023	2:00 PM	2023-24 Vegetation Removal Project	Sonoma County
23-03373	1	11/2/2023	11:00 AM	Shasta County Mental Health HVAC Replacement Project	Redding
23-03375	4	11/2/2023	10:00 AM	Obsidian Middle School Gymnasium 2nd Bid	Clearlake
23-03381	1	11/2/2023	2:00 PM	McArthur-Burney Falls Memorial State Park Repair Lower Falls Paved Trail	Burney
23-03385	0	11/2/2023	3:00 PM	Backup Generator Maintenance & Repair Services	Folsom
23-03390	4	11/2/2023	2:00 PM	CDOT Minor 56A0783 Wildfire Fuels Reduction Vegetation and Tree Removal Services in Siskiyou and Tehama Counties	Siskiyou / Tehama Counties
23-03444	0	11/2/2023	2:00 PM	City of Folsom Roundabout Policy & Feasibility Study	Folsom
23-03447	2	11/2/2023	2:00 PM	Canopy Replacement Services	Sacramento

23-03458	0	11/2/2023	2:00 PM	Township 9 Vine Park - Rebid	Sacramento
23-03470	2	11/2/2023	3:00 PM	Power Sweeping Services for the EDD Facility Parking Lot	Chico
23-03497	0	11/2/2023	2:00 PM	On-Call Construction Management and Inspection Services	Sacramento
23-03515	0	11/2/2023	12:00 PM	As-Needed Replacement of Alerton Variable Air Volume Controllers and Unscheduled Repair Services for DMV Headquarters	Sacramento
23-03522	0	11/2/2023	2:00 PM	Community Pool Replastering Project	Davis
23-03523	1	11/2/2023	3:00 PM	Weekly Landscaping and As-Needed Repair Services for EDD Facility Redding	Redding
23-03542	0	11/2/2023	3:00 PM	60 KW Natural Gas Generator with Automatic Transfer Switch for Anderson Fire Protection District	Anderson
23-03543	1	11/2/2023	11:00 AM	2023 Gas Monitoring Wells Project - West Central Landfill	Igo
23-03568	0	11/2/2023	2:15 PM	Install 6 Inch PCC Curb and Flatten Grade in Sacramento County	Sacramento County
23-03584	0	11/2/2023	3:00 PM	As Needed Office Moving and Modular Systems Furniture (MSF) Services - Northern California Region II	Butte / Shasta / Tehama / Humboldt Counties
23-03596	0	11/2/2023	3:00 PM	RFQ for On-Call Monitoring Services for Illegal Dumping (2024)	Various Cities
23-03773	0	11/2/2023	2:30 PM	04A6871 - Landfill Disposal Site Services in Contra Costa County	Walnut Creek
23-03294	4	11/3/2023	4:00 PM	Holiday Market - Redding New Construction (No GC Openings / Sub-Bids Only)	Redding
23-03439	0	11/3/2023	4:00 PM	Dixon Migrant Center - Heat Pump System Replacement	Dixon
23-03440	0	11/3/2023	4:00 PM	Davis Migrant Center - Heat Pump System Replacement	Dixon
23-03441	0	11/3/2023	4:00 PM	Madison Migrant Center - Heat Pump System Replacement	Madison
23-03506	1	11/3/2023	2:00 PM	Mark West Creek & Wetland Restoration Planning	Sonoma County
23-03615	2	11/3/2023	2:00 PM	RFP for Lease-Leaseback Construction Services for the HVAC Project at Hamilton School, Pleasant Valley ES, San Ramon ES, and San Marin HS	Novato
23-03735	2	11/3/2023	11:00 AM	Marin County 911 Fire Dispatch Project (SUB BIDS REQUESTED)	San Rafael

23-03799	0	11/3/2023	5:00 PM	RFP Stainless Steel Gutter Covering Material	Moraga
23-03393	2	11/6/2023	2:00 PM	Construction of a 24'x30' Storage Shed to Include Slab and Electricity at Sacred Oaks Healing Center, Davis	Davis
23-03446	2	11/6/2023	2:00 PM	Animal Shelter Expansion Project	Paradise
23-03473	0	11/6/2023	5:00 PM	SOQ - Bond and Disclosure Counsel Services	Dixon
23-03486	0	11/6/2023	1:00 PM	Fire Sprinkler Maintenance	Eldridge
23-03492	0	11/6/2023	3:00 PM	On Call Tree Trimming Services	Yolo County
23-03502	0	11/6/2023	3:00 PM	Mill Creek Ballfield Light Project	Los Molinos
23-03519	2	11/6/2023	4:00 PM	RFP Professional Engineering Services for Secondary Clarifier Improvements, Phase 1	Martinez
23-03217	2	11/7/2023	2:00 PM	Contra Loma Estates Park Renovation	Antioch
23-03346	5	11/7/2023	2:00 PM	Infrastructure Modernization Project - Schedule A	Gridley
23-03347	5	11/7/2023	2:00 PM	Infrastructure Modernization Project - Schedule B	Gridley
23-03348	5	11/7/2023	2:00 PM	Infrastructure Modernization Project - Schedule C	Gridley
23-03433	1	11/7/2023	2:30 PM	Riviera Elementary School Modernization	Kelseyville
23-03434	4	11/7/2023	10:00 AM	Arden Star Repairs and Rehabilitation - Sacramento (Sub Bids Only)	Sacramento
23-03474	0	11/7/2023	2:00 PM	Petaluma Veterans Building Restroom Renovations	Petaluma
23-03481	0	11/7/2023	2:00 PM	Architect / Design Professional Services for Junction City School District RFQ	Junction City
23-03487	2	11/7/2023	2:00 PM	Landscape/Athletics Shed Roof Repair	Rohnert Park
23-03520	0	11/7/2023	3:00 PM	Furnish Sanitary Sewer Chemical Root Control Services for the City of Redding	Redding
23-03546	0	11/7/2023	3:00 PM	10 Unit Apartments/ Multi Use (Sub Bids Only)	Petaluma

23-03601	0	11/7/2023	11:00 AM	Request for Qualifications/Pricing Proposal to Provide Design-Build Services for Jefferson Elementary School - Measure H Project - Modular Building Contract	Cloverdale
23-03652	1	11/7/2023	2:00 PM	Buena Vista Elementary School Modular Buildings Project & Parkmead Elementary School Modular Buildings Project	Walnut Creek
23-03800	0	11/7/2023	5:00 PM	RFP Cattle Fencing and Access Gates Design and Build Services	Moraga
23-00382	1	11/8/2023	2:00 PM	CDOT 01-0C55U4 Roadway Excavation, HMA, and Geosynthetic Reinforced Embankment	Mendocino County
23-00386	0	11/8/2023	2:00 PM	CDOT 04-3W5604 Polyester Concrete Overlay	Solano County
23-02384	8	11/8/2023	2:00 PM	Asphalt Paving for Light and Freight Rail Grade Crossings	Sacramento
23-03431	0	11/8/2023	4:00 PM	Inspection, Testing and Maintenance of Fire Protection Systems at DWR Oroville Field Division (Rebid)	Oroville / Beckwourth
23-03494	1	11/8/2023	2:00 PM	Low Floor Vehicle Platform Conversion Phase 3	Sacramento
23-03498	0	11/8/2023	4:00 PM	RFQ for Professional Engineering Services, Including Federal Aid Projects	Citrus Heights
23-03596	0	11/8/2023	2:00 PM	RipRap Materials and Delivery for Slope Armoring - USACOE Spec	Sacramento
23-00373	1	11/9/2023	2:00 PM	CDOT 01-434844 Structural Concrete, Bar Reinforcing Steel, Rdwy Exc, & HMA	Mendocino County
23-03229	2	11/9/2023	3:00 PM	Redding School District PDC Portables Relocation	Redding
23-03322	0	11/9/2023	2:00 PM	D49 Metro Air Park Storm Drain Pump Station Phase 2 Project	Sacramento
23-03356	1	11/9/2023	2:00 PM	Birch Street Sewer Shed I&I Improvement Project - Phase 1	Vacaville
23-03383	0	11/9/2023	2:00 PM	Fitch Mountain Elementary School HVAC/Roofing and Site Improvements LLB Project	Healdsburg
23-03389	3	11/9/2023	2:00 PM	CRC 12KV Switchgear Replacement	Sacramento
23-03406	0	11/9/2023	5:00 PM	72-Inch Force Main Rehabilitation	Sacramento
23-03407	0	11/9/2023	2:00 PM	East Parkway Safe Stay - Restrooms Showers and Laundry	Sacramento
23-03428	1	11/9/2023	3:00 PM	RFQ for Biological, Biological Surveying and Construction Management Services for HBP-Funded Bridge	Napa

23-03456	1	11/9/2023	5:00 PM	RFP for Civil/Structural Engineering and Landscape Architectural Services for the Develop Public Access Project; South of Bailey Road, Thurgood Marshall Regional Park - Home of the Port Chicago 50	Concord
23-03510	1	11/9/2023	3:00 PM	Butte County Implement Countywide HVAC Controls	Butte County
23-03516	0	11/9/2023	3:00 PM	Electrical Surge Testing Services	Sacramento
23-03558	0	11/9/2023	3:00 PM	As Needed Maintenance and Repair Services for the Chico EDD Facility	Chico
23-03577	1	11/9/2023	2:30 PM	Scissor Lift Supply and Delivery for Butte County Sheriff	Oroville
23-03587	0	11/9/2023	2:00 PM	Excess Chemical Removal	Sacramento
23-03608	0	11/9/2023	10:00 AM	UCDH East Wing #1514 Hospital Storage	Sacramento
23-03614	0	11/9/2023	2:00 PM	Reroof of Zio Fraedos	Vallejo
23-03622	1	11/9/2023	4:00 PM	RFP for Construction Management and Material Testing for Treat Boulevard Pavement Rehabilitation Project (Phase 2)	Concord
23-03761	1	11/9/2023	2:00 PM	Citywide Accessibility Improvements No. 10	Concord
23-03503	0	11/10/2023	3:00 PM	U-Haul Redding Expansion (No GC Openings / Sub-Bids Only)	Redding
23-03521	0	11/10/2023	3:00 PM	Furnish Rock and Mineral Products for the City of Redding	Redding
23-03530	0	11/10/2023	2:00 PM	FSUSD District Office Elevator Replacement (Sub Bids Only)	Fairfield
23-03537	0	11/10/2023	4:00 PM	Bar Triangle Apartments (No GC Openings / Sub-Bids Only)	Chico
23-03544	0	11/10/2023	2:00 PM	Gas Station, Carwash and Retail Structures New Construction - Redding (Sub-Bids Only / Select Bidders)	Redding
23-03567	0	11/10/2023	12:00 PM	Soil Engineering Services for a Multifamily Residential Development	Ukiah
23-03670	0	11/10/2023	2:00 PM	RFP Consultant Services - Recycled Water Master Plan and RWF Condition Assessment Project	Antioch
23-03462	0	11/13/2023	12:00 PM	Design-Build Entities	Rancho Cordova
23-03533	0	11/13/2023	3:00 PM	Forklift for Neal Road Recycling and Waste Facility	Paradise

23-03559	2	11/13/2023	2:00 PM	Shannon Elementary School Multi-Purpose Building	Pinole
23-03562	0	11/13/2023	10:00 AM	Tilt Deck Transport Trailer Supply and Delivery for Butte County Public Works	Oroville
23-03693	2	11/13/2023	2:00 PM	Dirt World Park Improvements Project	Richmond
23-03811	0	11/13/2023	2:00 PM	Kennedy High School Fencing Project	Richmond
23-03107	2	11/14/2023	2:00 PM	Stationary Engineering Services	Rancho Cordova
23-03301	0	11/14/2023	5:00 PM	Design and Engineering Services for Laguna Treatment Plant Electrical Infrastructure Improvements	Santa Rosa
23-03408	1	11/14/2023	4:00 PM	Security Services for Alder Grove and Marina Vista and Other Sites	Sacramento
23-03436	3	11/14/2023	2:00 PM	Construction Services for Lease-Leaseback Project Delivery for Cordova High School Site Fencing Project	Rancho Cordova
23-03455	3	11/14/2023	1:00 PM	VA Mather Correct Access Entrance and Parking	Mather
23-03468	1	11/14/2023	2:00 PM	Installation of Four Entry Gates at Crystal Lake, Darrah Springs, Mad River and Mount Shasta Fish Hatcheries	Cassel / Paynes Creek / Arcata / Mt. Shasta
23-03495	0	11/14/2023	10:00 AM	Painting Labor	Fairfield
23-03529	0	11/14/2023	2:00 PM	Citywide Guardrails Upgrade Project (Re-Bid)	Benicia
23-03532	3	11/14/2023	2:00 PM	South Primary Clarifier Rehabilitation Project	Sausalito
23-03550	0	11/14/2023	11:00 AM	Landscape Maintenance	Ukiah
23-00341	2	11/15/2023	2:00 PM	CDOT 04-3G3644 Electrical Substations, Power Cables, and Power Distribution Systems	Contra Costa and Marin Counties
23-03366	1	11/15/2023	2:00 PM	Carnegie Library Improvements	Lakeport
23-03526	0	11/15/2023	10:00 AM	Request for Qualifications and Proposals Lease-Leaseback Construction Services for C.K. McClatchy High School HVAC & Kitchen Modernization	Sacramento
23-03528	1	11/15/2023	2:00 PM	WWTP Primary Treatment Rehabilitation Project (Re-bid)	Benicia
23-03534	4	11/15/2023	2:00 PM	Beach Force Main Rehabilitation Project	Sausalito

23-03549	1	11/15/2023	2:00 PM	Meadow Elementary School Fire Alarm Modifications	Petaluma
23-03624	1	11/15/2023	5:00 PM	RFP Engineering & Design Services for the Harbour & Wright Section 130 Rail Crossing	Richmond
23-03772	0	11/15/2023	3:00 PM	RFP for Street Sweeping Services	Various Cities
23-03138	3	11/16/2023	11:30 AM	Chiles-Pope Valley Rd Bridge over Chiles Creek	Napa County
23-03268	4	11/16/2023	2:00 PM	Construction of the Foley Family Community Pavilion	Healdsburg
23-03278	2	11/16/2023	3:00 PM	Anderson Valley Jr./Sr. High 2023 Modernization Project	Boonville
23-03291	2	11/16/2023	3:00 PM	New TK/K Classrooms Project at Gerber Elementary School	Gerber
23-03307	0	11/16/2023	2:00 PM	SR-162 ATP Pedestrian Mobility and Safety Improvement Project	Oroville
23-03320	4	11/16/2023	1:00 PM	Street Rehabilitation Maria Drive & Recycled Water Extension Maria Drive	Petaluma
23-03376	0	11/16/2023	1:00 PM	Temporary Relief Janitorial Services	Vacaville
23-03403	0	11/16/2023	2:00 PM	DESIGN BUILDER PREQUALIFICATION: Hot Water Phase 2 Building Conversion	Davis
23-03410	1	11/16/2023	11:00 AM	Building Maintenance Services at Oroville Project Headquarters DWR	Oroville
23-03457	0	11/16/2023	2:00 PM	Spring Lake Sewer Ejector Station Replacement	Santa Rosa
23-03459	0	11/16/2023	3:00 PM	Aquatic Center Pumping System Upgrades	Redding
23-03476	0	11/16/2023	2:00 PM	WWTP Solids Facility Conduit & Wire Project	Vallejo
23-03480	0	11/16/2023	3:00 PM	14117 Elmira Circle Nuisance Abatement	Magalia
23-03485	0	11/16/2023	3:30 PM	Cosumnes River Ecological Reserve - Denier Vegetation Disposal	Galt
23-03525	0	11/16/2023	3:00 PM	Serna Conference Rooms AV Equipment Upgrade	Sacramento
23-03536	2	11/16/2023	2:00 PM	Main Plant Electrical System Improvements Project	Sausalito

23-03580	0	11/16/2023	2:00 PM	Gerber Creek Bridge Replacement Design and Consulting Services	Sacramento
23-03598	0	11/16/2023	3:00 PM	Distribution Transformer Recycling and Refurbishment Program for the City of Redding	Redding
23-03613	0	11/16/2023	2:00 PM	B1400 AV Modernization Project	Fairfield
23-03673	0	11/16/2023	1:00 PM	Underground Utility Locating Services, Inmate/Ward Labor (IWL) Program, San Quentin State Prison (SQ)	San Quentin
23-03731	0	11/16/2023	2:30 PM	East Downtown Concord PDA Access and Safe Routes to Transit	Concord
23-03762	0	11/16/2023	2:00 PM	RFP/Q Construction Management, Inspection, and Testing Services - 2023/24 Pavement Rehabilitation Project (CIP 23-401) & 2024/25 Pavement Rehabilitation Project (CIP 24-401)	Moraga
23-03499	0	11/17/2023	2:00 PM	Round Valley Indian Housing Authority: 200,000 Gallon Tank Rebid	Covelo
23-03536	0	11/17/2023	2:00 PM	Backwash Ponds Repair Project	Whiskeytown
23-03565	0	11/17/2023	10:00 AM	Flooring Installation	Fairfield
23-03697	0	11/17/2023	5:00 PM	RFP for Phoenix/Bon Tempe Pump Station Project and Tocaloma Pump Station Rehabilitation Project - MMWD	Marin County
23-03698	0	11/17/2023	5:00 PM	RFP for SoulaJule Pipeline Project - MMWD	Marin County
23-03504	0	11/20/2023	2:00 PM	Brighton Village Apartments and Duplexes (Sub Bids Only)	Rancho Cordova
23-03505	0	11/20/2023	2:00 PM	Fair Oaks Townhomes (Sub Bids Only)	Fair Oaks
23-03512	0	11/20/2023	2:00 PM	Pool Resurfacing Project	Winters
23-03532	0	11/20/2023	5:00 PM	Well Drilling and Other Related Appurtenances on or near Native American Homes, Scattered Sights, Mendocino, Lake, and Sonoma Counties, California	Various
23-03535	0	11/20/2023	3:00 PM	Architectural and Engineering Design Services for the South City Park Project	Redding
23-03538	0	11/20/2023	2:00 PM	Calistoga EV Charging Stations at Community Center and Pool Project	Calistoga
23-03612	0	11/20/2023	5:00 PM	RFP - Engineering Design Services for Delta Pond Standby Generator and Annex Boiler #1 Replacement	Santa Rosa
23-03815	0	11/20/2023	2:00 PM	Lake Elementary School Technology Infrastructure	San Pablo

23-03488	0	11/21/2023	10:00 AM	Influent Wet Well Screen Improvements	Windsor
23-03519	0	11/21/2023	2:00 PM	MADF Security Fence	Santa Rosa
23-03570	0	11/21/2023	5:00 PM	CalVet Headquarters Electrical Upgrade	Sacramento
23-03572	0	11/21/2023	4:00 PM	On-Call Professional Engineering Services Sewer Collection and Treatment Systems (RFQ)	Chico
23-03573	0	11/21/2023	4:00 PM	On-Call Professional Civil Engineering Services for City of Chico (RFQ)	Chico
23-03779	0	11/21/2023	2:00 PM	West Leland Road and Loveridge Road Phase II Rehabilitation Project	Pittsburg
23-03453	1	11/22/2023	3:00 PM	Development of Infrastructure that Supports a Single-Family Housing Development	Redding
23-03784	0	11/22/2023	5:00 PM	Lincoln Elementary School Safe Route Improvements	Richmond
23-03808	0	11/22/2023	2:00 PM	RFP for Environmental and Engineering Services to Deliver Bicycle and Pedestrian Safety Improvements to Improve Equity Countywide in Contra Costa	Various Cities
23-03823	0	11/22/2023	2:00 PM	RFP for Consulting Services for Terra Linda Park and Community Center Master Plan	San Rafael
23-03547	0	11/27/2023	1:00 PM	Construction Management / Owner Agent Services for 13545 St. Mary's Avenue Rehabilitation (RFQ/P)	Red Bluff
23-03599	0	11/27/2023	5:00 PM	Napa County Multi-Jurisdictional Hazard Mitigation Plan Update	Napa
23-03560	1	11/28/2023	10:00 AM	Secondary Clarifier Improvements	Windsor
23-03422	0	11/29/2023	2:00 PM	San Juan Avenue Complete Streets Project - Phase 1A	Citrus Heights
23-03556	1	11/29/2023	10:00 AM	CHP Cottonwood Commercial Vehicle Enforcement Facility (CVEF) - Pit Cover and Bay Door Maintenance Services	Cottonwood
23-03582	0	11/29/2023	3:30 PM	Yuba County 14 Forward Exterior Fence and Gate Improvement Project	Marysville
23-03585	0	11/29/2023	3:00 PM	Tri-County Juvenile Detention Facility Integrated Electronic Security System Project	Marysville
23-03600	0	11/29/2023	4:00 PM	On-Call Construction Management and Inspection Services for the City of Chico (RFQ)	Chico
23-03768	0	11/29/2023	2:00 PM	Gas Boy Fuel Islander Maintenance Services	Marin County

23-03500	1	11/30/2023	4:00 PM	PNF Hazard Tree Stewardship IRSC - Region 5	Butte County
23-03524	0	11/30/2023	2:00 PM	Flooring Replacement at Oroville City Hall	Oroville
23-03539	1	11/30/2023	2:00 PM	Auburn Boulevard Complete Streets Project - Phase 2	Citrus Heights
23-03561	0	11/30/2023	2:30 PM	Break Room and Restroom Remodel - Yuba County	Marysville
23-03579	0	11/30/2023	2:00 PM	North Vineyard Station Open Space Preserve Trail And Landscaping Project - Elder Creek Phase 3/5 & Gerber Creek Phase 1A/2 - Rebid	Sacramento
23-03610	0	11/30/2023	2:00 PM	Arden-Arcade & Carmichael Sidewalk & Streetlights Improvement Project	Sacramento
22-02946	0	12/1/2023	2:00 PM	CUPCCAA for Burnt Ranch Elementary School District 2023	Burnt Ranch
22-03138	0	12/1/2023	2:00 PM	CUPCCAA for City of Redding 2023	Redding
22-03488	0	12/1/2023	2:00 PM	CUPCCAA for Corning Union High School District 2023	Corning
23-00612	0	12/1/2023	2:00 PM	CUPCCAA for Reeds Creek Elementary School Unified School District 2023	Red Bluff
23-03563	0	12/1/2023	1:00 PM	Single-Phase Multi-Family 4Plex	Hopland
23-03576	0	12/1/2023	1:00 PM	Manzanita Elementary School New TK Classroom Building	Santa Rosa
23-03753	0	12/1/2023	5:00 PM	San Geronimo Treatment Plant Roof Replacement Project - MMWD	Woodacre
23-03555	1	12/4/2023	11:00 AM	CHP Cottonwood Commercial Vehicle Enforcement Facility (CVEF) - Generator Maintenance Services	Cottonwood
23-03581	0	12/6/2023	3:00 PM	Examine, Assess and Replace the Heating, Ventilation and Air Conditioning (HVAC) Systems for Berrendos MS and Antelope ES Facilities	Red Bluff
23-03496	2	12/12/2023	3:00 PM	Center High School Modernization	Antelope
23-03552	1	12/12/2023	11:00 AM	CHP Northern Division Office - Parking Lot Repair Services	Redding
23-03554	0	12/12/2023	11:00 AM	CHP Trinity River Area Office - Carpet Replacement Services	Weaverville
23-03586	0	12/12/2023	11:00 AM	CHP Williams Area Office - Lobby Enclosure and Ballistic Glass Installation Services	Williams

23-00370	1	12/13/2023	2:00 PM	CDOT 03-1H6304 Construct Two Aux Lanes, Conc Barrier, & Modify Elect Systems	Sacramento County
23-03590	0	12/13/2023	2:00 PM	Housing Rehabilitation at 123 Worthy Avenue	Oroville
23-03602	0	12/20/2023	2:00 PM	Riverside Ponds & Headworks Mitigation Project	Calistoga
22-03200	0	12/29/2023	2:00 PM	CUPCCAA for Calistoga Joint Unified School District	Calistoga
22-03391	0	12/29/2023	2:00 PM	CUPCCAA for Maxwell Unified School District	Maxwell
22-03413	0	12/29/2023	2:00 PM	CUPCCAA for Sebastopol Union School District	Sebastopol
22-03415	0	12/29/2023	2:00 PM	CUPCCAA for Woodland Joint Unified School District	Woodland
22-03416	0	12/29/2023	2:00 PM	CUPCCAA for West Sonoma County Union High School District	Sebastopol
22-03417	0	12/29/2023	2:00 PM	CUPCCAA for Washington Unified School District	West Sacramento
23-00086	0	12/29/2023	2:00 PM	CUPCCAA for Solano Community College District	Fairfield
23-00113	0	12/29/2023	2:00 PM	CUPCCAA for Sacramento City Unified School District	Sacramento
23-00168	0	12/29/2023	2:00 PM	CUPCCAA for East Nicolaus Joint Union High School District	Nicolaus
23-00471	0	12/29/2023	2:00 PM	CUPCCAA for Napa County Office of Education	Napa
23-00486	0	12/29/2023	2:00 PM	Dixon Unified School District's 2023 Prequalification of Contractors	Dixon
23-00545	0	12/29/2023	2:00 PM	Request for Qualifications: On-Call Engineering Services	Windsor
23-00592	0	12/29/2023	2:00 PM	CUPCCAA for Tri-County Schools Insurance Group	Yuba City
23-00593	0	12/29/2023	2:00 PM	CUPCCAA for County of Sonoma	Santa Rosa
23-01437	0	12/29/2023	2:00 PM	CUPCCAA for Sonoma Valley Hospital Healthcare District	Sonoma
23-02086	0	12/29/2023	2:00 PM	CUPCCAA for Sonoma Clean Power Authority	Santa Rosa

23-02831	0	12/29/2023	2:00 PM	CUPCCAA for the City of Vacaville	Vacaville
23-03080	0	12/29/2023	2:00 PM	CUPCCAA for Wright Elementary School District	Santa Rosa
23-03081	0	12/29/2023	2:00 PM	CUPCCAA for Petaluma City Schools	Petaluma
23-03398	0	12/29/2023	2:00 PM	CUPCCAA for Elk Grove USD	Elk Grove
23-03411	0	12/29/2023	2:00 PM	CUPCCAA for Monte Rio Union School District	Monte Rio
23-03412	0	12/29/2023	2:00 PM	CUPCCAA for Gravenstein Union School District	Sebastopol
23-03413	0	12/29/2023	2:00 PM	CUPCCAA for Waugh Elementary School District	Petaluma
23-03414	0	12/29/2023	2:00 PM	CUPCCA for Harmony Union School District	Occidental
23-03415	0	12/29/2023	2:00 PM	CUPCCAA for Healdsburg Unified School District	Healdsburg
23-03416	0	12/29/2023	2:00 PM	CUPCCAA for Roseland Charter School	Santa Rosa
23-03417	0	12/29/2023	2:00 PM	CUPCCAA for Roseland School District	Santa Rosa
23-03419	0	12/29/2023	2:00 PM	CUPCCAA for Sonoma Valley Unified School District	Sonoma
23-03588	0	12/29/2023	2:00 PM	CUPCCAA for Los Rios Community College District	Sacramento
23-03597	0	12/29/2023	2:00 PM	CUPCCAA for the Town of Windsor	Windsor
23-03611	0	12/29/2023	2:00 PM	CUPCCAA for Yuba Community College District	Yuba City
23-03790	0	1/12/2024	2:00 PM	RFP for the Cash Purchase of the Design, Permitting, Building, Commissioning, and Maintenance of a Solar Photovoltaic (PV), Battery Energy Storage System (BESS), and Microgrid Project for the Purpose of Municipal Resiliency	San Anselmo
23-03814	0	1/16/2024	2:00 PM	Canon Pump Station Rehabilitation Project	Kensington
23-03760	2	1/24/2024	2:00 PM	RFP Design-Build Services Engineering Technology Building Renovation Project at Diablo Valley College	Pleasant Hill
23-01496	0	6/30/2024	2:00 PM	CUPCCAA for Sonoma-Marin Area Rail Transit District	Petaluma

23-03400	0	10/1/2024	2:00 PM	CUPCCAA for Tehama County Department of Education 2024	Red Bluff
23-03255	0	12/2/2024	2:00 PM	CUPCCAA for Fournoy Union Elementary School District 2024	Fournoy

Septic Permits

Sonoma County - 8/14-8/18/2023

Owner	Address	City	Type
n/a	785 Skillman Lane	Petaluma	destruct
n/a	154 Trinity Rd W	Glen Ellen	repair
n/a	1398 E Macarthur St	Sonoma	destruct

Mendocino County - 10/9-10/13/2023

Owner	Address	City	Type
n/a	23781 Hwy 1	Fort Bragg	repair
n/a	29875 Sherwood Rd	Fort Bragg	new
n/a	21100 Eastside Rd	Willitsd	new
n/a	13941 Mid Mountain Rd	Potter Valley	new

Legal Notices

Sonoma County - Notice of Completion

Date	Record	Owner	Contractor	Address	City
10/6/2023	2023046661	DR Horton Bay Inc	DR Horton Bay Inc	2170 Orchard Way	Rohnert Park
10/6/2023	2023046680	Neil Bailey	Bacon Enterprises	3547 Flintwood Dr	Santa Rosa
10/6/2023	2023046702	Quarry Heights LLC	Quarry Heights LLC	6 Obsidian Ct	Petaluma
10/6/2023	2023046800	Michael Gasprarini	Callinan Construction	2048 Medano Dr	Santa Rosa
10/10/2023	2023047065	Riverbend Associates	Focus Realty Services Inc	60 Edith St	Petaluma
10/10/2023	2023047139	Erick Nunez	ELJ Construction	3565 Southridge Dr	Santa Rosa
10/10/2023	2023047191	Portello Subdivision	APM Homes Inc	1203 Atascadero Dr	Windsor
10/11/2023	2023047357	Sonoma Co Water Agency	Rege Construction	8761 Dry Creek Rd	Healdsburg
10/11/2023	2023047510	Ami Kumar	owner	3693 Hemlock St	Santa Rosa
10/11/2023	2023047518	City of Rohnert Park	Stronger Building Services	northern fire station	Rohnert Park
10/12/2023	2023047709	Quarry Heights LLC	Quarry Heights LLC	546 Sapphire St	Petaluma
10/12/2023	2023047723	Lenora Grimando	Harkey Construction Inc	5472 Dana Dr	Santa Rosa

Sonoma County - Claim of Lien

Date	Record	Owner	Value	Claimant
10/5/2023	2023046708	Tokaji LLC	298,011.92	Baer General Construction
10/11/2023	2023047445	The Weitz Company	126,085.08	Egers Division LLC

Sonoma County - Release of Lien

Date	Record	Owner	Claimant
10/6/2023	2023046673	Stephen Collier	Emser Tile

Mendocino County - Notice of Completion

Date	Record	Owner	Contractor	Address	City
10/11/2023	8119	Ukiah Unifie School District	Intercounty Mechanical	1000 Low Gap Rd	Ukiah
10/11/2023	8116	Ukiah Unifie School District	Chapman Sports Services	1000 Low Gap Rd	Ukiah
10/11/2023	8117	Ukiah Unifie School District	All County Flooring	710 Maple Ave	Ukiah
10/11/2023	8118	Ukiah Unifie School District	All County Flooring	1000 Low Gap Rd	Ukiah
10/12/2023	8181	City of Ukiah	James Day Electric	vairous locals	ukiah

Mendocino County - Claim of Lien

Date	Record	Claimant	Value	Owner
10/10/2023	8114	Marizette Tevin	18,988.97	Weeks Drilling and Pump Co