



# ON THE LEVEL

Monthly Newsletter of the Temple Area Builders Association

September 2016

## 2016 TABA Home-PAC Sporting Clay Shootout

Congrats to the Sporting Clay shooting team from Brockway, Gersbach, Franklin & Niemeier for winning the 2016 shoot. Weber's Outdoors provided a fantastic venue for this event with 10 sporting clay stations scattered throughout their property, including some unique target presentations in wooded areas. Thanks Webers!

TABA Home-PAC is the Political Action Committee of the Temple Area Builders Association. With the funds that TABA Home-PAC generates, we support local initiatives and candidates that promote and enhance the ability to make a living in the building and related industries in our area. TABA Home-PAC funds are essential to assuring that TABA maintains a strong voice in the political arena and in assuring our community remains an attractive spot for continued development.

## Upcoming Event Calendar

October 4      TABA Home-PAC Elected Officials Night @ [Cathedral Oaks](#)

December      TABA Christmas Party & Officer Election @ TBD

*"There is strength in numbers. Please help us grow as an Association by encouraging your business associates to join TABA and support our industry. TABA's efforts help keep housing affordable in our community and benefit us all!"*

*- Patrick Johnson,  
2016 TABA President*



12 N. 5th Temple, TX 76501 | [info@tahb.org](mailto:info@tahb.org) | 254-773-0445

## In This Issue

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THANK YOU TO OUR



SPORTING CLAY SHOOTOUT



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**2016 TABA Home-PAC Sporting Clay Shootout Teams**

Bell Contractors - Keene Roofing - Stylecraft Builders - MLAW Engineers - Kiella Homebuilders - Tri-Supply - Chick Landscaping - Suncoast Post-Tension - KPA Engineers - Turley & Associates - Lone Star Ag Credit - Texas Association of Builders - Brockway, Gersbach, Franklin & Niemeier - First Community Title - Bell Air Conditioning - Lengefeld Lumber - Omega Builders - Capital Farm Credit - Sojourn Real Estate - Capitol City Insurance - CRW

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**IBS Registration Now Open**

2017 International Builder Show will take place in Orlando Jan. 10-12, 2017

The industry's premier event is the best opportunity for members to see the latest building products, gain expertise and meet key business partners. Visit [www.buildershow.com](http://www.buildershow.com) for more info on the show and savings on registration!



**THANK YOU, BELL CONTRACTORS  
FOR BEING OUR TITLE SPONSOR**



**CONGRATULATIONS TO THE WINNERS  
Brockway, Gersbach, Franklin & Niemeler**



FOR MORE PHOTOS FROM THE 2016 TABA HOME-PAC SPORTING CLAY SHOOTOUT, PLEASE VISIT OUR [FACEBOOK PAGE](#)

**A SPECIAL THANK YOU TO  
DR. DAWN BUCKINGHAM FOR BEING A PART OF OUR EVENT!**





TABA Home-PAC Elected Officials' Appreciation BBQ Sponsored By Tri-Supply  
 Tuesday, October 4th, 6:00pm - - Cathedral Oaks Event Center Belton, TX  
 Elected Officials, Candidates & Their Spouses Will be Our Recognized Guests!

Reservations requested by Friday, September 30th / Limited Seating  
 254-773-0445 or [kacie@tahb.org](mailto:kacie@tahb.org) \$15 per person

## Governor Abbott proclaims October 2016 as "Careers in Construction Month"

At the request of the Texas Association of Builders, Gov. Greg Abbott has proclaimed October 2016 as "Careers in Construction Month." The Governor stated, "Texas needs men and women dedicating their talents to the construction industry, and as a state, we must encourage students and Texans of all ages to consider construction as a worthy career option ... I encourage all Texans to learn more about our construction industry and recognize the critical role it plays in the development of Texas and the nation."

As the housing market continues to strengthen, home builders across the country and here in Central Texas are seeking skilled workers – such as carpenters, framers and roofers – to help them build the American Dream. In fact, according to NAHB analysis of the federal government's latest Job Openings and Labor Turnover Survey, the number of open construction sector jobs rose to 214,000 in July.

The building trades offer a great career path. And, the residential construction industry is one of the few sectors where demand for new workers is rising. Parents, teachers, counselors and students must once again recognize that a vocational education can offer satisfying career paths and financial gains.

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## 2016 TABA Board of Directors

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**Secretary** – Megan Kiella  
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**Do Business with a member!**

Our current members are our most valuable recruitment tools! Are you encouraging the people that you do business with to join TABA?

**There is strength in numbers!**

If our industry doesn't have a strong voice, your business will be impacted one way or another. This could mean less infrastructure development or it could mean more regulation and higher fees.

Either way, your ability to grow your business could be limited if you don't have an advocate in the halls of government.

TABA not only provides networking and marketing opportunities that help you promote your business, we also navigate the political waters to help provide a pro-business environment.

We encourage you to engage your business associates, and have them join TABA so we can continue to move our industry forward!

Contact Kacie at [kacie@tahb.org](mailto:kacie@tahb.org) or 254.773.0445 for more information on how to refer your business associates, or to pass on leads regarding prospective members!



**The following companies have shown their commitment to the industry by renewing their memberships. Thank you!**

- Able Jon's - Accent Real Estate Services - Alliance Bank - Artie's Heating & Air - B&R Equipment - Baird, Crews, Schiller & Whitaker - Bell County Expo Center - Brockway, Gersbach, Franklin & Niemeier - Budget Blinds - Central Texas Design - Central Texas Housing Consortium - CentraLand Title - City of Belton - Covington Real Estate - CRW Construction - Ellis Air - Great House Plans - House of Floors - Lone Star Grading & Paving - Panel Specialists - Secrest Law Firm - Smetana & Associates - Stellar Properties - StrucSure Home Warranty - Temple Daily Telegram - Temple Economic Development Corporation - Travis Tile - Vista Real Estate - Ward & Moore Insurance - Wilsonart

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## House Votes to Delay Overtime Rule; More Comprehensive Relief Needed

The U.S. House of Representatives on Sept. 28 voted to delay the Department of Labor's (DOL) controversial overtime rule by six months. The Regulatory Relief for Small Businesses, Schools and Nonprofits Act (H.R. 6904) would push the effective date of the overtime rule from Dec. 1, 2016, to June 1, 2017.

This spring, the DOL issued a final rule that will double the current overtime salary limit from \$23,660 to \$47,476. The rule further stipulates that the salary threshold will be pegged to inflation and automatically adjusted every three years.

Though a six-month delay would be helpful as employers attempt to comply with the new regulation and absorb its impact, NAHB firmly believes that stronger legislative action is needed to reduce the harmful effects of this rule on the nation's small business community.

NAHB is member of a coalition of business groups known as the [Partnership to Protect Workplace Opportunity](#) (PPWO) to warn lawmakers that such a huge jump in the overtime threshold in such a short period of time could actually hurt a significant number of the workers the rule was meant to help. Many small business owners would be forced to scale back on pay and benefits, as well as cut workers' hours.

Since the issuance of the final regulation in May, NAHB has led the coalition's efforts to seek a better legislative solution. Specifically, NAHB is working to find a path forward for the Overtime Reform and Enhancement Act (H.R. 5813), legislation that would provide permanent reform to the Department of Labor's onerous rule by allowing small businesses operating on tight budgets sufficient time to adjust.

H.R. 5813 would provide a four-year phase-in of the \$47,476 salary threshold and eliminate a provision in the rule that requires automatic increases to the overtime salary threshold moving forward.

In a related development, Sen. Lamar Alexander (R-Tenn.), chairman of the Senate Committee on Health, Education, Labor and Pensions, today introduced the Overtime Reform and Review Act. Similar to House bill H.R. 5813, the legislation would gradually ramp up the overtime salary threshold and eliminate the three-year automatic update provision.

Barring passage of H.R. 5813 or the newly-introduced Senate bill, the PPWO supports congressional passage of H.R. 6904 as a temporary measure until permanent relief can be achieved. However, it is unclear if the Senate will vote on H.R. 6904 before the overtime rule goes into effect.

With a Dec. 1 implementation deadline looming, there is little time left for Congress to act to stop or reform the rule. As NAHB works toward permanent relief from this burdensome rule, the association will continue to [provide its members with the tools they need](#) to comply with the new overtime requirements.

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Real Estate Staging

## **Venture TD Commercial Real Estate**

Damon Gottschalk  
[www.venturetd.com](http://www.venturetd.com)  
Commercial Real Estate

## **Zarate Custom Carpentry**

Oscar Zarate  
Trim Carpenter

Members are the foundation of our association. Members provide the support, the means, and the passion to ensure that we can be successful in achieving our collective goals in promoting home ownership and ensuring the long-term stewardship of the building industry in Central Texas.

Our members strive to make the American Dream a reality by providing quality, affordable homes with superior craftsmanship.

## NAHB, Business Groups Sue to Block Overtime Rule

NAHB and a coalition of more than 55 Texas and national business groups have filed a [lawsuit against the U.S. Department of Labor](#) (DOL) seeking to halt its federal overtime rule set to take effect Dec. 1.

Earlier this year, the DOL issued the rule, which will double the current overtime salary limit of \$23,660 to \$47,476. It also allows the minimum salary requirements to be raised every three years.

NAHB and many groups not in favor of the rule have warned that such a huge jump in such a short period of time could actually hurt a significant number of the workers the rule was meant to help. Many small business owners would be forced to scale back on pay and benefits, as well as cut workers' hours.

The lawsuit filed on Sept. 20 in the [U.S. District Court for the Eastern District of Texas](#) asserts that the DOL exceeded its statutory authority in issuing the regulation and violated the Administrative Procedure Act, which governs the way federal agencies can establish regulations. The legal action seeks to bar the DOL from implementing the rule. A coalition of 21 states this week also filed a separate challenge to the rule in the same court district.

NAHB has also been leading the charge to seek a legislative solution and worked closely with Rep. Kurt Schrader (D-Ore.), who recently introduced bipartisan legislation to help small businesses and their workers by mitigating the effects of the overtime rule. Learn more about this legislation [here](#).

# 2017 Home & Garden Temple Area Builders Assoc. SHOW

**February 24th, 25th and 26th, 2017**



For more information on the Show, Marketing Partnerships, or Exhibiting - please contact our Show Coordinator Kacie at 254-773-0445 or [Kacie@tahb.org](mailto:Kacie@tahb.org)

Exhibitor Packets available [here](#)

## White House Releases Housing Development Toolkit

The White House on Monday released a [Housing Development Toolkit](#) that highlights regulatory barriers to housing development and outlines tools and strategies that local governments can use to diminish the impact these barriers have on housing production and affordability.

The President's FY2017 HUD budget includes a \$300 million proposal for Local Housing Policy Grants to help facilitate the modernization of its recipients' housing regulatory approaches.

These tools and strategies include:

- Establishing by-right development
- Taxing vacant land or donating it to nonprofit developers
- Streamlining or shortening permitting processes and timelines
- Eliminating off-street parking requirements
- Allowing accessory dwelling units
- Establishing density bonuses
- Enacting high-density and multifamily zoning
- Employing inclusionary zoning
- Establishing development tax or value capture incentives
- Using property tax abatements

NAHB has long embraced a move toward fewer regulatory roadblocks and more efficient development processes. Inefficiency costs developers and builders time and money, hurts housing affordability and availability, increases government offices' administrative costs, and stifles economic growth.

NAHB recently released a report—[Development Process Efficiency: Cutting through the Red Tape](#)—which offers examples of developers, builders, land use officials and other stakeholders working together to improve the local development review and approval process and create a win-win for all parties.

While many of the recommendations in NAHB's report mirror those found in the White House toolkit, such as streamlining the permitting process and updating zoning codes, there are also key differences.

Namely, NAHB believes that there is too much focus at all levels of government on inclusionary zoning. In fact, it's one of the strategies referenced in the White House toolkit as a preferred method of achieving affordable housing goals. The problem is that inclusionary zoning is a complex market intervention and, like impact fees, is dependent on the varying pace of construction.

Inclusionary zoning is not flexible enough to respond to changing market conditions and many communities have found that it does not produce the amount of affordable housing as hoped. Inclusionary zoning policies as implemented in some communities act like a tax on housing construction, the expense of which is passed on to consumers, builders and landowners.

NAHB urges government to encourage local communities to adopt long-term comprehensive strategies that will meet the demand for new housing and economic development. The association will continue to follow implementation of the White House report. Visit [nahb.org](http://nahb.org) for more information or resources on [affordable housing strategies and process efficiency](#).

## Unlock the Value of Membership!

As a member of TABA, you are also a member of the Texas Association of Builders (TAB), and the National Association of Builders (NAHB). NAHB exists to serve its members and wants you, its members, to know the full value of its efforts.

Fighting for housing on major policy issues, providing excellent educational programming, and creating outstanding networking opportunities are just some of the ways that NAHB fulfills that mandate.

And the proof of its success is in the numbers.

NAHB members will save a total of about [\\$5,707 per housing start](#) in 2016 due to NAHB's advocacy efforts in 2015 and other select member benefits.

NAHB urges members to take full advantage of the many resources that it offers. They are designed to help you build a better home, build a better business and work in a policy environment that enables your business -- and those of your associates in the home building industry -- to thrive.

[This site](#) is your key to unlocking more information about the value that NAHB provides.

## New Texas Association of Builders Member Rebate Program

With the most sophisticated controller, meter based vs. timed irrigation, a fully automated filter, and real time monitoring, IrriGRAY achieves 95% irrigation efficiency.

Texas Association of Builders (TAB) members receive a 5% rebate for the purchase of one system, or a 10% rebate for the purchase of multiple systems on the same order. (Rebates to be determined on a quarterly basis and paid the following month.)

For more information or to purchase IrriGRAY:

[www.waterrenu.com/contact/](http://www.waterrenu.com/contact/)  
(844-472-9426)



## Thanks to our TABA Golf

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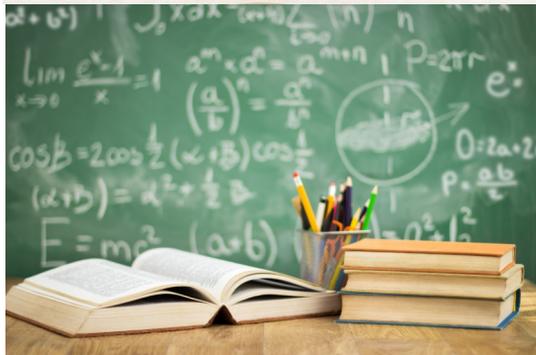
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Customs Signs & Trophy, Texas Bright Ideas; Kasberg, Patrick & Associates, LP; Sherwin Williams; Carwash Barn; Lengefeld Lumber



Changes in state and local laws and regulations could be detrimental to your business. Your active support and contribution to TABA Home-PAC is an investment in the future of our industry and our community. Join your friends and colleagues in assuring our area remains an attractive spot for continued development by contributing to TABA Home-PAC today!

# CAN YOU AFFORD **NOT** TO PARTICIPATE ?



**YES, I want to support TABA Home-PAC and its efforts to strengthen our collective voice by helping to support local initiatives and elect pro-housing candidates who give our industry a voice at the local and state levels of government.**

President \$1,000    
  Senator \$500    
  Congressman \$250  
 Legislator \$100    
  Constituent \$50

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Your personal and LLC contributions go directly and exclusively to fund pro-housing candidates and initiatives. Corporate funds are also accepted and can be used to help fund some PAC activities.

# Programs Exclusive to Members of the Texas Association of Builders

Complete information is at [TexasBuilders.org/membership/benefits](http://TexasBuilders.org/membership/benefits)

<p><b>TAB Model Construction Safety Program and Jobsite Safety Standards Package©</b></p> <p>Includes a user guide, Model Safety Plan and training webinar for only \$249.99 plus tax. Purchase online at <a href="http://TexasBuilders.org">TexasBuilders.org</a></p>	<p><i>TAB members are entitled to receive the benefits of programs and services that are not available to the general public.</i></p>	<p><b>National Purchasing Partners</b></p> <p>To learn if you are eligible for discounts from some of the nation’s most respected retailers, register today at <a href="http://MyNPP.com">MyNPP.com</a>. There is no obligation to purchase and it’s free to register.</p>
<p><b>Contractor Marketing Pros</b></p> <p>Maximize your online visibility to new customers by using CMP to provide online advertising and lead generation through your customized website that is marketed to generate leads.</p> <p style="text-align: center;">Call (877) 532-3795 or email Ryan at <a href="mailto:rbohn@contractormarketingpros.com">rbohn@contractormarketingpros.com</a></p>	<p><i>Your membership provides you with great tools to help you do business and save money!</i></p>	<p><b>TAB Member Rebate Program</b></p> <p>Sign up today to learn if you are eligible to receive quarterly rebates from dozens of manufacturers. There is no obligation to purchase and no fee to join. Register at <a href="http://hbarebates.com/tab">hbarebates.com/tab</a> to learn more.</p>



## 2015-2017

# UPDATED TAB CONTRACTS NOW AVAILABLE . . .

## TEXAS RESIDENTIAL CONSTRUCTION CONTRACTS PACKAGE

The Texas Association of Builders updated its 2015-17 Texas Residential Construction Contracts Package in July to include the following:

- New Architect/Design Professional Addendum to protect the builder when the owner hires an architect or design professional.
- New landscaping warranty exclusions in all construction/remodeling contracts, and content damage provisions in all remodeling contracts.
- The addition of a new “plan design release fee” to the existing Design-Build Agreement.

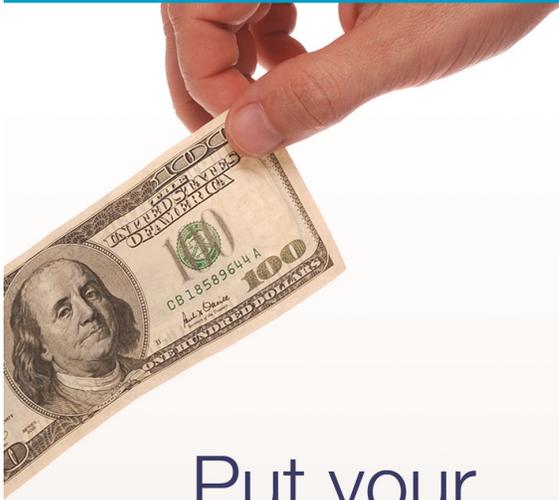
For builder and remodeler members of the Texas Association of Builders, TAB’s contracts package subscription is your blueprint for typical construction and remodeling transactions in the State of Texas.

**Members that have purchased the contracts can log into their accounts at [TexasBuilders.org](http://TexasBuilders.org) to download the updated Microsoft Word and PDF documents.**

The package of contracts and related addenda is a fantastic value and can save you thousands of dollars in legal fees. To purchase your contracts for **\$399.99** +tax, visit [TexasBuilders.org/membership/contracts-package.html](http://TexasBuilders.org/membership/contracts-package.html).



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NAHB Career Center



[nahb.org/MA](http://nahb.org/MA)

## TABA Membership Spike Club Roster - Top 10

Jim Howe -- Omega -- 556 Credits

Christopher Butler -- Jubilee Homes -- 542 Credits

John Kiella -- Kiella Homebuilders -- 481Credits

Jason Carothers -- Carothers Executive Homes -- 328 Credits

Linda Strickel -- Bonded Builders Warranty Group -- 275 Credits

Charles Amos -- Amos Electrical Supply -- 268 Credits

Curtis Lockey -- Lochridge-Priest -- 212 Credits

Dean Winkler -- CRW Construction -- 165 Credits

John Paysse -- 124 Credits

Robbie Johnson -- Stillwater Custom Homes -- 124 Credits

### What is the Spike Club?

The NAHB Spike Club is composed of all of the individual members and employees of members in local associations who have attained Spike status.

It is a vehicle to recognize these members for their outstanding achievements in member recruitment and retention in their local home builders association.

### How do I earn Spike Credits?

Individuals earn Spike Credits by sponsoring new members, and by those new members retaining their membership.

Spike credits have the following values: 1.0 credit for new Builder or Associate members and 0.5 credit for new council members, Affiliate memberships, and Builder and Associate renewal memberships.

### What is one example of a Spike Club perk?

Other than bragging rights... Spikes can attend the NAHB Spike Party & Directors' Reception held each year during the International Builders' Show. The Spike Party & Director's Reception recognizes and honors Spikes across the country for their continued commitment to membership development.

To qualify to attend the Spike Party & Director's Reception, each Spike must have a minimum of 6 credits and must earn at least one new member credit between November 1 2015 - October 31 2016.

## Membership News & Announcements

Do you have an announcement about your member company that you would like to share with the broader TABA membership?

Contact us at [kacie@tahb.org](mailto:kacie@tahb.org) or 254-773-0445 to share

## Membership Recruitment Contest

For every 2 members (Builders or Associates) you recruit between now and November, your name goes into TWO separate drawings.

One drawing will be held during the TAB Membership Committee meeting in November 2016.

The second drawing will be held at the TABA office at the end of November.

Winners will be notified by phone and you don't have to be present to win!

## Contact Us

Temple Area Builders Association  
12 N. 5th Street  
Temple, TX 76501

(254) 773-0445

[info@tahb.org](mailto:info@tahb.org)

Visit us on the web at [www.tahb.org](http://www.tahb.org)