President’s Letter

Fall is finally here! Our neighboring states have turned back their clocks, and the snowbirds are flocking in. We can now look forward to the holidays, year-end, festive foods, post-audits, green bean casserole, budgets, pumpkin pie, tax season, and the list goes on. Just when we thought we were getting over the fiscal cliff and gaining ground, our federal government shut down, leaving us with more questions than answers, confusion with regards to Obamacare, and a technologically deficient healthcare system. As we anxiously await these outcomes and many sunset statutes, we will once again be two steps back on this long road to recovery. All I know is, if financial planners could purchase an accurate crystal ball, they would be sold out faster than Tickle Me Elmo, with no plans for further production. The good news is that the Arizona Economy appears to be improving with a steady increase in construction jobs and home sales on the rise.

Through all this change, CFMA VoS continues to remain one of the most admired chapters on a national level. We have many fine professionals to thank for these endeavors and their outstanding commitments and accomplishments. It is our many fine members, their time, talents, and contributions that attribute to this success.

We just wrapped up our largest fundraiser of the year – the Golf Tournament – and once again the golf committee far exceeded our expectations. These proceeds make it possible for our chapter to award numerous scholarships to our members and the community at large in the form of university and CCIFP scholarships, as well as national conference scholarships where members become further educated in the construction industry.

To give back, members participated in the UMOM Walk at the Phoenix Zoo supported by a VoS matching donation. Our Education committee sponsored a half-day seminar by a national speaker and completed the annual CCIFP overview program. Members participated in the planning and attendance of the Annual Construction Industry conference held in Phoenix and the AGC/CFMA Construction conference in Las Vegas. Wink Ames was inducted into the National Academy of Construction being recognized as a legendary member for outstanding achievements in construction leadership; and our former President, Kevin Burnett (Sundt), was named as one of the Top Ten CFO’s in Phoenix.

We still have four months before our VoS fiscal year comes to a close on March 31. I challenge each of our members to find a way to give of themselves during the holidays and this coming spring season. Step out of your comfort zone and lead or participate in one of our many wonderful committees or create your own sub-committee. We have a new Young Professionals group for all of you X, Y, and Z Genners. We always are seeking new ideas and faces to keep our chapter fresh, growing, and adding value for our members. Please feel free to add to our blog or send your suggestions to cfma-admin@cox.net or me at andethul@pulice.com so our Officers and Board can incorporate your ideas. Your feedback is important.

As your President, I look forward to 2014 and the many programs, venues, and events our Program Committee has underway. We are hoping to surpass our goal of 300 members as we continue to make VoS the best “large” CFMA chapter. I hope to see you at the December meeting for the Spring Training Facility tour and the Coyotes hockey game in January. Many thanks to each and every one of you! Without your participation we would not be. Have a safe and wonderful Holiday Season and Happy New Year.

Anne Devine Thul, Pulice
Calendar of Events

Valley of the Sun offers numerous opportunities for participation. Whether your interest is construction education, sports, social events, or charities – VOS offers it all. Mark your calendar to participate in these events.

Monthly Lunch Dates
DoubleTree Resort
December 12 - Site Visit
January 9 - Economic Forecast Joint Lunch
January 16 - Subcontractor Challenges + Opportunities
February 20 - Surety Update

March 20 - Annual Joint Association Lunch
April 24 - note change in date

Committee Meetings
December 2, 4:30 p.m. at DPR, 222 North 44th St., Phoenix, Construction Executive of the Year Membership Committee 2nd Tuesday of month, 12 noon, Lovitt & Touché
January 6, CEoY (see above). Meetings continue on the first Monday of each month until the event.

Mission Statement

The Valley of the Sun Chapter of the Construction Financial Management Association (CFMA) is a broad-based organization of professionals committed to serving the construction industry. We are dedicated to member service by providing a forum for the exchange of ideas and a source of educational programs directed to their specific needs.

We strive to invest in our community through involvement in industry-related issues and charitable endeavors.

Valley of the Sun Chapter

CFMA Valley of the Sun Officers, Directors, and Committee Chairs

Officers
President, Anne Devine Thul, Pulice Construction
Vice Pres., Dave Miller, Jokake Construction Co.
Secretary, Michelle Grider, Textura Construction Collaboration Solutions
Treasurer, Ryan Evans, Metal-Weld Specialties
Past President, Kevin Burnett, The Sundt Companies

Board of Directors
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Ryan Spriggs, EMC Insurance Companies
Lisa Vaglio, McCarthy Building Cos.
John Verhoff, Core Construction
Michelle Walker, SSC Boring

Committee Chairs
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Career Services, Greg Gross
Education, Marj Weber, Nancy Palmer

CEoY, Jennifer Ayers. Jessica Perkins
Golf, Tom Lawless, John Harvey
Legislative, Kevin Burnett
Membership, Lynne Pace, Paul Shurtleff
Newsletter, Michelle Grider
Programs, S. King, K. Burnett
Charity Sub-committee, Lisa Vaglio, Michelle Walker
Salary Survey, R. Colletti
Scholarship, David James, Dennis Tsonis
Succession Planning, Tom Lawless
Young Professionals + Social Sub-committee, Michelle Grider, David James
Website Task Force, Dave Miller, Michelle Walker
23rd Annual Golf Tournament - Huge Success  

Tom Lawless, Pulice

The 23rd annual Valley of the Sun CFMA golf tournament, presented by CBIZ MHM, was held on October 23rd at the Orange Tree Golf Resort. As promised, the 128 golfers enjoyed perfect weather, great company, and a day away from the office. As always, our members and their companies enthusiastically supported our #1 fundraiser. The proceeds from the tournament go towards scholarships and education in the industry and for members of the local chapter.

Congratulations to the winners of the three flights.

**1st Flight**
1st place at 55: Nathan Fisher, James Connell, Kevin Neil, David Jensen
2nd place at 56: Byron Shultz, Barry Goodrich, Danny Hanson, Andy Byrnes
3rd place at 58: Ross Dietrich, Tony Kone, David Barnett, Jeff McIlwae

**2nd Flight**
1st place at 64: Jon Wandrei, John Verhoff, David Beer, Hope Lyon
2nd place at 65: Jeff Garrett, Jim Bracy, Chris Aspeslagh
3rd place at 66: Robert Faver, Jim Patterson, Stephan King, Sherri Parkin

**3rd Flight**
1st place at 70: John Hartz, Ash Rachmeister, Eric Lahti, Brian Wortsmith
2nd place at 70: Sammie Renfro, Russ Kimberlin, Ryan Nevans, Jim Wessel
3rd place: Sean Clements, Jim Clements, Rick Mascolin, David Smart

Long Drive Mens: John Coconna
Long Drive Women: Teresa Walker
Closest to the pin: Jason Anderson and Elise Thorpe

We thank all of those who golfed or sponsored VOS’ annual golf tournament.

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Did you know . . .

CFMA VOS offers a resume bank and job posting service through the Career Services Committee chaired by Greg Gross. Greg is the conduit for posting job openings as well as keeping resumes on file for those seeking employment.

Do you have an opening you want to fill? Are you between positions or looking for a new placement? You are welcome to contact Greg at greg.gross@willis.com for confidential career services.

He will distribute your job opening to qualified industry professionals looking for opportunities. Or, if you are the candidate, Greg will send your resume to companies looking to hire someone with your qualifications.

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Save the Date! CFMA VOS CEoY Banquet

Thursday April 17, 2014 5:30 pm

Construction Executive of the Year Banquet
Hotel Palomar Phoenix | CityScape
2 East Jefferson Street, Phoenix

Plan now to attend the Construction Executive of the Year Banquet

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Congratulations to three students being awarded a scholarship for next semester:

Kelsey Maris
Liz Lawless
Sandra Sahli
Membership

Fall is here; the evening temperatures are magnificent, daytime temperatures are moderate, and it is the time of year that all CFMA members have been waiting for — the Annual Membership Drive! This year’s drive is a little different than we have seen in previous years. Rather than focusing on the current members getting rewarded for signing up new members, the new members are the recipients getting rewarded!

All new members who joined in the month of October and paid full price for membership had their membership term extended until March 31, 2015! This offer was valid for new members only who joined by submitting a paper application. Members joining online did not automatically receive this offer through the website, but if they notified National, their membership dues were adjusted along with their membership period end dates.

The paper application is available from anyone on the Membership Committee, and we are happy to provide you with apps for all those new members you will be signing up!

Remember — we also have our chapter program running in conjunction with National’s program — any VOS member who is named as the referring member on a new member’s application will be entered into a drawing that runs through March 31, 2014. There is no limit! Sign up as many new members as you can and each one will be worth one chance to win a fabulous prize package!

Even more good news — the new member program recently was extended. Prospective members who sign up from now until March 31, 2014 will pay one year’s dues that will be extended to March 31, 2015. This special offer is for new members only. Click here for more information.

Questions? Feel free to contact anyone on the Membership Committee. Help us meet our 2014 membership goal of 300!

Programs

Part of the mission of Valley of the Sun CFMA is to “provide a forum for the exchange of ideas and a source of educational programs directed to their specific needs.”

Our committee goal is to live up to this mission. We are well into our fall program season and the program committee hopes you have found the program topics interesting and enlightening. As we experience the rest of the program year, we look forward to your suggestions. We value your input and are always looking for ways to make the monthly programs more meaningful and relevant to you, our members. We are excited about the upcoming year. Here are some of the scheduled programs:

December: Site Tour-New Chicago Cub’s Stadium. Hosted by Hunt Construction and Corbins Electric, lunch provided by Lucha Libre, the AZ Republic Best of 2013 Food Cart Winner

January: Subcontractor CEO Panel

February: Annual Surety Update – David Pesce, Director of Surety at Axis Insurance

March: Joint Meeting – AGC speaker

If you are interested in joining our committee or attending one of our quarterly meetings, please email me, steve@skingcpa.com or Kevin Burnett, kmburnett@sundt.com. We meet quarterly at the Doubletree Hotel at 320 North 44th Street in Phoenix – the site of our monthly meetings.
AZ Construction Industry Compensation Survey

by Lisa Autino, Harmon Electric

The 2013 Compensation Survey is open from now until December 15th. Be on the lookout for your invitation to complete the survey. The committee wanted to make this simpler so we are focusing only on the numbers for various management and support positions to give you the vital information you need most. We know titles may not always be exact. Yes, we will still need some basic information about your company to determine your industry segment. Other than that, we are asking you only for compensation data so your time commitment will be minimal. Help us make this more meaningful for you by completing the survey once you receive your invitation.

The survey once again will be electronic and all those completing it will receive a FREE copy of the results once the tabulations are finalized. Results are expected to be ready in January 2014. To make this survey the best yet, we are asking for YOUR participation. In addition to receiving a FREE copy of the results for completing the survey, all participants will be entered into a drawing for some very COOL PRIZES...that’s right, we will be giving away an iPad mini, some dinner and movie tickets, and some VISA/MC gift cards. So get on board and complete the survey before December 15th!

All information you add to the survey will be treated as confidential and proprietary. It will only be used in aggregate with other respondents. Hunter, Hagan & Company, Ltd., Certified Public Accountants, will summarize the results of the survey.

Thank you to the members of the CFMA Salary Survey Committee who have helped put this together: Rayleen Colletti, Phil Taylor, Carol Hagen, Gina Nelson, Dave Goris, and Lisa Autino.

If you would like more information about the CFMA VOS Salary Survey Committee, please contact Rayleen F. Colletti, CPA at Hunter Hagan & Company, Ltd., via email at Rayleen@hunterhagan.com.

VOS Launches Charity Sub-Committee

As part of our chapter mission, VOS “strives to invest in our community through involvement in industry related issues and charitable endeavors”. VOS has supported many Valley charities in the past including St. Mary’s Food Bank and JA’s BizTown both financially and with member services. The Board is passionate about expanding CFMA’s reach in the community and providing more opportunities for our members to give to local organizations and serve together as a chapter as well. To accomplish this, a sub-committee was formed in September, co-chaired by Lisa Vaglio of McCarthy and Michelle Walker of SSC Boring. Lisa was the driving force behind CFMA’s participation in the UMom Walk to Support Homeless Families, and she and Michelle share a vision for weaving community service deeper into the fabric of what makes our chapter great.

An annual calendar for planned service projects and donation opportunities was prepared and presented to the board in November. Now that it’s approved, it is being released to members. Watch for it to appear soon on the VOS website. Some of the anticipated charities and events include St. Mary’s food box packing, Feed My Starving Children, Habitat for Humanity, and more!

If your company is involved in a local charity and has an event planned that a group from CFMA could participate in; or, if you have a cause that you would like to have considered, please email michelle@sscboring.com.

Stay tuned to learn more about getting involved!
VOS Charity Challenge

The VOS chapter kicked off a new event earlier this summer with the UMOM Walk for the Homeless charity challenge. UMOM New Day Center’s mission is to provide homeless families with safe shelter, housing, and supportive services to assist them in reaching their greatest potential. We tasked our members with the goal of raising $1,500. If that goal was attained, then the chapter would match it (up to the $1,500). Naturally, our members rose above and beyond this challenge. As a group we raised $2,190; and, with the match, a total of $3,690 was raised for UMOM. Great job everyone!

The walk was held on Saturday, September 28th at the Phoenix Zoo. We had a great turn out that day with about 30 VOS walkers, and everyone got to stay and play at the zoo after the walk. This was a great opportunity for us to come together with our families and help make a difference in our community.

A huge thanks to everyone who donated and participated in the walk this year!!

VOS Website Off and Running

As a pilot chapter for headquarters’ new website format, CFMA re-launched our chapter website earlier this year. When we found the initial format challenging to navigate, our Website Task Force, headed up by Dave Miller of Jokake and Michelle Walker of SSC Boring, began working closely with national’s web team and Glenda to re-design the site to be much more user friendly and maximize the positive tools that were implemented by headquarters.

The new site is now much more functional and is receiving positive feedback from members. Here are some things that you can do to experience all that the site has to offer:

♦ Make sure your profile is set up and is up to date. Under Member Resources, click on My Profile to update your information and upload your picture for the directory. There is an option of a link to import your LinkedIn profile, so this step can be completed even easier.

♦ Check out the Discussions – also under the Member Resources tab. This is a powerful tool that is being used a lot more at the national level. It would be great to get more activity within our chapter. If you have a question that you would like input on from other industry experts in the chapter, or you just want to know how other companies are handling financial, HR, or management issues – post it here! We have hundreds of smart people in the VOS, so put their experience to work for you by starting and participating in these discussions.

If you have any questions about using these or other features on the website, please send an email to michelle@sscboring.com and the task force will do their best to help!

Get Involved!

To get the most out of your VOS membership, get involved.
Participate in the events offered, attended lunches, and – most of all – join a committee.
You’ll probably find you benefit at least as much as you contribute.
You’ll find committee options on the website.
OK . . . so out of my window I see glistening waters, boats owned by the 1%ers, shopping that only a female could appreciate, bike/hiking paths that look inviting, and a baseball stadium (no comment on the Diamondbacks season) . . . and despite this scenic ambiance, I know that I MUST take the elevator “down to level 1” and attend CFMA conference sessions . . . bummer!

The upside! . . . CFMA provides me great classroom sessions – I was intrigued and mesmerized by the offerings – and got CPE as a bonus!

There was a Pre-conference Event on Saturday – I am sure the Bracy/Beer combo as hosts and cooks were outstanding!! And although I did not attend; the rumors provided some exciting tidbits (took some water-boarding to break attendees down and expose the real stories); and I understand why there was a ban on any pictures . . . so, I ain’t gonna go there in this article . . . I’ll leave it to your imagination . . . As in the past, we began the official conference with the Board Meeting on Sunday – wherein CFMA declared NO increase in dues for 2014-15! And certain of the CFMA programs will continue to be supported by National’s budget $$; most notably Spring Creek (now held in Arizona at Fort McDowell: Anne you were/are a hero here – yay for you!!) CFMA has developed a “Premier Partner” relationship with Viewpoint software; providing them top billing at many of the CFMA events. Galactic HQ has determined that this partner relationship will not degrade other sponsor affiliations with CFMA . . . so should be a win for CFMA!

Also at the board meeting there was a new “class” of membership noted – “Old Geezers” >>>> John Corcoran was confirmed as its official FIRST member, and although there was NO determination of what, if any, benefits are bestowed on this member class, we were proud that John was its first member!! If this member class gets some real cool stuff, I may apply . . . not that I really qualify . . . well, maybe: oh, never mind . . .

Then . . . the conference began - - and we all rushed into our respective classrooms, to take in some GREAT SESSIONS – ranging from IT . . . to Accounting . . . to Taxes . . . to HR . . . to legal . . . to well, . . . you get the idea!!

The instructors were amazing; with content that is a MUST for CFMs!! Our own Marj Weber was a headliner on the program agenda – and her session on GCs vs. Subs was a sellout (not that they really sell the sessions, but, whatever) – how about, “was well attended”?! Course we nearly had a Girl Fight - - with Kris (the GC) being held back by Lisa (to prevent an attack on the Sub, Marj) . . . was tense; security was called to the scene – really cool stuff; no mud nearby tho, rats . . . and yes, this might be a bit embellished . . . just a bit; OK - - - a LOT!!

John Corcoran also headlined at the conference – as he received the Danny Parrish Award; much deserved - - John’s contributions to CFMA leadership have been amazing . . . go JOHN – and THANKS!!

The Annual Awards were spread out “throughout” the conference, rather than an awards breakfast - - and was a bit disappointing as Sacramento got Chapter of the Year for our “chapter size” - - thinking we got passed up for “fresh meat” . . . . But this reporter will not be deterred . . . WE ARE THE BEST UNDER THE SUN!!!

But Valley of the Sun abounded with WINNERS - - including Karl Kortman; who won an exhibitor prize at the annual prize drawing!! At every conference there are various prizes given to those of us who are willing to suffer the pain of stopping by EVERY exhibitor booth and submitting a fully ‘stamped’ form to the podium for entry into the prize ‘cage’. Then at the last exhibitor event - - they draw for super prizes . . . cars, boats, Lear jets, international travel . . . well, you get the idea!! So what did Karl win? - - an iWalk charger - - yaay!! Not exactly a Lear jet – but less expensive to maintain!! However, similar to a Lear jet, Karl was not sure how to use it; so planned to get with his kid to pilot this equipment . . . . Technology toys – best left for the 8-15 year old generation!!

So after many great sessions and amazing speakers, not to mention several evenings down at the Lobby Bar, we were ready to bring our conference to an end - - - So, as the final speaker put it: PUSH IT UP CFMA’ers ... make that commitment to excellence! For those of you who will be thinking about attending the 2014 conference - GET ON BOARD - - the educational and peer interaction is awesome!! Join US!

Mark your calendars for the 2014 conference June 7-11 in Las Vegas, Nevada
around the chapter

Can it be six months since the last newsletter? My calendar and the numerous reminders for this column tell me so. With now only bi-annual CSL issues, there is a lot of catching up to do.

We left off at the 13th Annual Arizona Construction Executive of Year Awards and Banquet held at the Hotel Palomar. And again the Committee did not fail to amaze! For those of you that missed it, this was one of the best venues to date. From the roof top reception to the lovely ballroom, the amazing menu, and well deserved award winners - the evening was fabulous!

On to the 5th Annual Education Forum, Finding Your Direction, in May. A group of 50 CFMA members and guests enjoyed the full day of topics including an Accounting update (John Armour); Prevailing Wage and how to reduce costs; our own Mike Specht dissected the WIP; the ever popular Chris Lake presented Mobile Device Mania and even brought show and tell items to share; and the day began with a presentation of Work Acquisition Strategies by FMI and ended with an Affordable Care Act update. At lunch more than 90 of our members were treated to Jim Rounds and his presentation of Sequester This! Look for the 6th Annual Education Forum coming up in May 2014.

For the first time in several years, the Chapter Education Committee sponsored a CFMA HQ program, Contracts 101, presented by Mike Holden. To our very pleasant surprise, we sold out at 40 attendees and the day was a huge success with excellent reviews for the topic and speaker. Thanks again to Mike for contributing his valuable time to further the education of our members.

June found 65 of our Chapter members in San Diego at the Annual CFMA Conference and Exhibition. Cool weather (literally) and cool sessions with some very COOL networking opportunities. I very much enjoyed the closing night party at the San Diego Air and Space Museum. My group’s particular favorite part of the museum was the special exhibit of Ripley’s Believe It or Not - and you had to have been there! Note to Readers - be sure to check out Dave James’ report on the Conference on page 7 for the ‘rest of the story’!

Our Chapter’s proudest moment of the conference had to be when John Corcoran received the Danny B. Parrish Outstanding Leadership Award (co-winner with his “brother from another mother”, Tony Stagliano). Congratulations to John - we are so proud of you.

Other special events during the past few months include a gathering at a Diamondbacks game in July and a charity walking event to benefit UMOM at the end of September.

The Program Committee continues to shine by providing our members excellent programs and opportunities to increase their knowledge of the construction industry. Some of the programs over the past few months included Generations in the Work Force; a panel of Contractor Safety Directors; IT and the Cloud; and Changes in Insurance Liability Endorsements. Upcoming programs include a tour of the new Cubs Stadium in December. Be sure to mark your calendars - you don’t want to miss any of the FUN!

And I must include the 23rd Annual CFMA VOS Golf Classic presented by CBIZ MHM. As I write this we are just receiving preliminary reports of our most successful fund raising event. I am sure we will repeat or exceed past successes, even though I opted out of taking pictures this year - to the relief, I suspect, of many of our returning golfers!!

And so, until next time.................
Wink Ames Inducted into National Academy of Construction

William “Wink” Ames, a founder of Minard-Ames Insurance Services, a member agency of INSURICA Insurance Management Network, was inducted into the National Academy of Construction (NAC) on Sunday, October 20th, during a black tie gala held at the Royal Palms Resort and Spa in Phoenix. The NAC recognizes individuals for their professional excellence and outstanding achievements in leadership within the construction industry. The road to membership begins with a peer-nomination and clearance procedure that is administered by a Membership Committee. The entire Academy must then approve all nominees before membership is conferred.

“Becoming an NAC member is, by far, the most outstanding honor I could ever have imagined,” said Mr. Ames. “NAC members are the titans of the construction industry. To be recognized at a national level by peers so accomplished is truly humbling.”

Throughout his career, Ames’ focus has been squarely fixed upon education. Having served as an instructor and on the Executive Committee for ASU’s Del E. Webb School of Construction, he was also admitted to its Hall of Fame.

Steve Minard, co-founder of Minard-Ames Insurance Services, commented, “Wink has taught literally thousands of students and thousands of contractors. He has definitely left a positive imprint on the construction industry throughout the western United States.”

In February of this year, Wink Ames was recognized for his more than 40 years of service to the Arizona commercial construction industry in a proclamation made by Governor Jan Brewer.

“Wink has become synonymous with the construction industry in Arizona,” said INSURICA CEO, Mike Ross. “Since Minard-Ames joined INSURICA in 2008, I’ve had the pleasure to work with and learn from Wink Ames. Together with Steve, he built a solid foundation for the agency instilled with his personal motto: ‘Fulfillment from accomplishments.’ His induction in the NAC exemplifies Wink’s commitment to the industry he loves.”

Ames graduated from the University of California, Berkley, with a degree in Civil Engineering. In addition to attaining insurance industry designations of Associate in Risk Management (ARM), and Associate in Fidelity and Surety Bonding (AFSB), Wink also achieved the designation of Certified Construction Industry Financial Professional (CCIFP).

Introducing the Most Outstanding CFOs in Phoenix in 2013

The Phoenix Business Journal honored the top number-crunchers in Phoenix with their Most Outstanding CFOs event. One of the honorees was VOS’ own Past President, Kevin Burnett, Senior Vice President and CFO of The Sundt Companies, Inc.

VOS has always known what an outstanding CFO Kevin is, but it is exciting for us to know that he is being officially recognized for his hard work, dedication, and commitment to the construction industry.

Congratulations, Kevin - we all are proud of you!
Licensed contractors should be aware of three areas of change underway at the Arizona Registrar of Contractors (ROC): complaint processing, solar contractor licensing and general rule changes.

Complaints
Over the next few months, the ROC will be changing how it processes and resolves complaints against contractors, according to a September 5 announcement from ROC director Bill Mundell. The announcement states, in part, that "the ROC will focus its regulatory efforts on 'problem contractors'."

Here are some of the changes to expect:
- "Citations will not be issued solely at the request of the person filing the complaint. The ROC will decide whether the evidence provided by the complainant and gathered by the ROC investigator support the issuance of a citation."
  Mundell predicts this change will result in fewer citations.
- "The ROC will implement an arbitration process. The arbitration process will typically be used for small-dollar disputes involving poor construction on residential property, where the contractor is not the subject of numerous prior complaints."
  The goal is to resolve claims more quickly and help the ROC focus on "larger disputes and repeat offenders."
- "The ROC will impose progressive discipline on contractor's licenses based on the severity and recurrence of violations." The ROC's "progressive discipline" will consist of letters of concern, suspension for a certain time period, suspension until compliance with an order by the ROC, and revocation of a license.

See the full newsletter, "Transition in Complaint Handling Process," at the ROC website. These changes were discussed further during the October meeting of the ROC Industry Advisory Council. Expect additional information after the meeting.

Solar Contracting
Proposed changes in the solar contracting rules contain two main provisions: (1) marking or supplementing licenses of those who qualify to work as a solar contractor, and (2) guidelines for solar energy device warranties. See the final draft of the proposed changes in detail.

Rule Changes
Here is a summary of the ROC’s proposed rule changes stemming from its five-year review:
- Reduce license classifications by reclassifying residential and commercial license classifications into the equivalent dual classification.
- Clarify common confusion in scopes of work allowed by license classifications.
- Clarify the meaning of "professional industry standards."
- Increase dollar limitations of small commercial contracting license and bonds.
- Add a rule describing unauthorized communication with the ROC.

The ROC predicts these and other changes will result in clearer and more understandable rules for contractors and "reduced licensing fees."
The Golf Committee wishes to thank all our sponsors.

**Title**

- CBIZ
- MHM
- Mayer Hoffman McCann P.C.
- An Independent CPA Firm

**Beverage Cart**

- MJ INSURANCE

**Golf Cart**

- JOKAKE
- AN EMPLOYEE-OWNED CONSTRUCTION COMPANY

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**Score Card**

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**Breakfast**

- PULICE CONSTRUCTION INC
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- BlueCross BlueShield of Arizona
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**Marketing at the Tee**

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- Viewpoint
- MGC Contractors

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- UMB Bank