



BOTTOM|line

Promoting the professional and business interests of member engineering companies.

ACEC/MO Board of Directors for 2017-18

The ACEC/MO Nominating Committee submitted the following slate of board of directors for 2017-18 and an official ballot was emailed to all ACEC/MO voting representatives in April. The board approved the slate of officers at the ACEC/MO Board / Membership Meeting on June 2. All the nominees will be sworn in at the ACEC/MO Board / Membership Meeting on August 25 at the Capitol Plaza Hotel in Jefferson City.



Chairman
Michael S. DeBacker, P.E.



Chairman-Elect
Joseph G. Hagerty



Vice Chairman
Stephen R. Wells



Secretary / Treasurer
Vicki S. LaRose, P.E.



Director (Third Year)
Buddy D. Desai, P.E.



Director (Third Year)
Paul H. Reitz, P.E.



Director (Second Year)
Stephen D. Hicks, P.E.



Director (Second Year)
Michael L. Odrowski, P.E.



Director (First Year)
Kimberly R. Robinett



Director (First Year)
Kevin L. Wallace, P.E.



National Director
Edmond D. Alizadeh, P.E.



Alternate National Director
Linda L. Moen, P.E.

Adapting for Success in a New World...Health Reform 2017 and Beyond

Did you know that small employers must abide by the rules and regulations governing the small group market, including those related to benefit coverage, essential health benefits, actuarial value, and premium rating restrictions, such as adjusted community rating with no medical underwriting?

The small group rules apply to fully insured plans, covering groups with 50 or fewer employees and will be pooled together for premium rating purposes, otherwise known as **Adjusted Community Rating (ACR)**.

Employers that are self-insured are not subject to these requirements!

The Affordable Care Act (ACA) will require adjusted community rating for non-grandfathered policies in the individual and small group markets, with an effective date of January 1, 2014 and beyond. Most large fully insured and self-funded employers are exempt from this requirement.

What is adjusted community rating?

Under the ACA's adjusted community rating (ACR) provisions, the use of actual or expected health status or claims experience to set group premiums is prohibited.

Health insurance issuers may vary the premium rate charged to a specific non-grandfathered individual or small group from the rate established for that particular plan only on the following factors: family size (individual or family), geography (rating area), age (within a ratio of 3:1 for adults) and tobacco use (within a ratio of 1.5:1). This is subject to change.

What is guaranteed issue?

This means that with very limited exceptions, an issuer offering coverage in a particular state must accept and insure all fully insured individuals (for the individual market) and groups (for the small and large group markets) on any of the policies that are available in that state.

UnitedHealthcare ACEC Proposition - Consider the ACEC Life/Health Trust competitive advantage.

Small employers with common interests may band together to form an association health plan. ACEC Life/Health Trust qualifies as an association health plan as a result of the structure, governance, and common interests.

Therefore, member firms are treated as one large employer for purposes of rating. **Thus, not subject to rating restrictions.**

You may have heard of Transitional Relief. Transitional Relief allows you to keep what you have for another year. However, **WHY WAIT!!** You may benefit from transitioning to the ACEC Life/Health Trust NOW. Many 2-50 and 51+ Engineering groups have already made the transition into the Trust with UnitedHealthcare, realizing the benefit plan and rating advantages.

In 2016, the ACEC Life/Health Trust added 230 NEW groups totaling 13,000 members. In January 2017 alone, the addition of 65 NEW groups totaling 7,000 members. The ACEC Life/Health Trust offers over 120 plans with Composite Rates (4 tier rates) for all size groups 2+ making it easier to administer. No more separate rates for every age. So, why not take a look into the Trust now!!! For more information you can contact Lee Champion with Champion Insurance & Consulting, Inc. or Dawn Hill with ACEC/MO.



Plan Now to Attend ACEC/MO's Summer Meeting on August 25

ACEC/MO's Summer Meeting & Working Committee Session is scheduled for **Friday, August 25, 2017** at the Capitol Plaza Hotel in Jefferson City. This is the first meeting of our new fiscal year. Below is a detailed agenda for the entire day. Registration information was recently sent out and is posted on our [website](#). Please join us in Jefferson City on August 25!

AGENDA:

8:30 a.m.-9:00 a.m. -- **Registration**

9:00 a.m.-10:15 a.m. -- **Committee Meetings: Business Practices & Governmental Affairs**

10:15 a.m.-10:30 a.m. -- **BREAK**

10:30 a.m.-12:00 p.m. -- **Committee Meetings: Engineering Excellence, Environmental & Transportation**

12:15 p.m.-1:30 p.m. -- **Lunch / Speakers: Lee Champion, Champion Insurance & Consulting, Inc. & Steven A. Hill, UnitedHealthcare** - Presentations: Updates to the Affordable Care Act (ACA) and Community Rating (finding solutions for firms adversely affected by community rating); Transitional Relief and What it Means to You in the 2-50 Segment; Real Appeal - An Approved Medical Expense for Weight Loss Based on Years of Science & Research (members receive the skills needed for sustainable weight management, while employers can take advantage of the bottom line benefit - offered through the ACEC Life and Health Trust); ACEC Life and Health successes (2017 & YTD)

1:45 p.m.-3:15 p.m. -- **Board of Directors / Membership Meeting**

Prepare Now for ACEC/MO's Engineering Excellence Project Competition

All ACEC/MO member firms will be receiving an email announcement soon for the annual Engineering Excellence Project Competition. The deadline to submit project entries is **October 18**. The judging is set for **November 8** in Jefferson City. Project entries only need a completed notebook to compete on the state level. Be looking for updated rules and entry information coming out soon but will also be posted on our [website](#). Start planning now to enter our annual EEA project competition!

St. Louis Construction Guidelines

Members of the Construction Alliance (ACEC/MO, AIA-St. Louis, AGCMO, CSI-STL, IFMA-St. Louis and SLCCC) meet bi-monthly to continually update the guidelines to keep pace with current industry practices. The Construction Guidelines are housed on the [AGC of Missouri's website](#) under the Member Resources tab.

The Construction Guidelines were originally developed in the 1970s but it wasn't until the 1990s when they were updated, expanded and published for all members. The Construction Alliance was formed in 1999 when Owners, Architects, Engineers and Contractors came together to more formally develop this set of best practices in the St. Louis metropolitan area with the goal to ultimately produce more efficient, timely and economical construction for the mutual benefit of all parties. It should be noted that the guidelines are not standards of care, but are recommended industry procedures.

We invite you to review the last 3 Construction Guidelines via the links below and encourage you to send your thoughts on these guidelines. You may send your comments to [Denise Hasty](#).

Recent Featured Guidelines:

- [Services by Design-Builders](#)
- [Selection of Design Professionals](#)
- [Alternates](#)

ACEC/MO Future Leaders Academy Highlights

ACEC/MO held the 8th Annual Future Leaders Academy in March, April and May. We again had a full class of 20 members attending the program. The speakers all did an excellent job and the participants gave great feedback on all sessions. Below are photos from all the sessions. We will begin plans for the 2018 program soon. If you are considering sending someone from your firm, please [contact us](#) now so you'll have a spot secured.



Scott Heidner, J.D., Gaches Braden & Associates, was the Moderator for the entire Future Leaders Academy program.



Dan Oblinger, Leadercraft, gave presentations on Listening Like a Negotiator; Listening Lab; and The Leader's Craft in Jefferson City.



Steve Hall (right), Vice President of Government Affairs, ACEC, and **Amy Blunt**, Bespoke Group, were part of the Governmental Affairs presentation in Jefferson City.



Scott Heidner, Gaches Braden & Associates, was also part of the Governmental Affairs presentation in Jefferson City.



Mike Lally, P.E., R.G., Olsson Associates, gave a presentation on Establishing a Firm Culture for Business Development in Jefferson City.



Robert Staed, Greyling Insurance Brokerage, gave a presentation on Contract Language / Risk with Various Project Delivery Methods in St. Louis.



Andy Likes, The Vandiver Group, gave a presentation on The Art & Science of Storytelling (How to Write and Present Better Than You Ever Thought Possible) in St. Louis.



Lee James, Lee R. James & Associates, gave a presentation on Economic in Private Practice in Independence.



The Senior Leaders Roundtable Session was held in Independence. The participants had a chance to ask industry leaders questions concerning industry, practices, and management. Panelists for this session were (l to r): **Tim Ross**, GBA; **Barb Wells**, CDM Smith; and **Frank Weatherford**, TranSystems Corporation.



2017 FLA Class - Back row (l to r): **Mike Erdtmann**, **Andrew Reid**, **Dave Nolan**, **Isaac Crabtree**, **Eric Livingston**, **Spence Kelly**, **Tony Augustine**, **John Burgelin** and **Tony Roth**. Front row (l to r): **Wes Theissen**, **Laura Faletto**, **Laura Rightler**, **Adrienne Eilers**, **Mike Alexander**, **John Huebbe** and **Joe Blasi**. Sitting: **Chad Harrington**. Not shown: **Caroline Epperly**, **Greg Raffaele** and **Jessi Veach**.

ACEC/MO Transportation Day Highlights

ACEC/MO hosted our Transportation Day activities on May 5 in Jefferson City, which included a Transportation Committee Meeting, reception and lunch. Members discussed the National legislative meetings, Missouri legislative update, Mercury Alliance, MoDOT priorities, MoDOT STIP, and liaison committee reports. Our speakers for the lunch program were Ed Hassinger, Chief Engineer of Missouri Department of Transportation; and Senator Bill Eigel.



Kevin Wallace (left) & **Buddy Desai** chaired the Transportation Committee Meeting.



The Transportation committee met and discussed many important transportation issues.



ACEC/MO members and MoDOT staff got together for a reception prior to luncheon program.



Ed Hassinger, Chief Engineer of Missouri Department of Transportation was a guest luncheon speaker.

ACEC Midwest States Conference Highlights

Here are highlights from the ACEC Midwest States Conference held on June 1-7, 2017 at The Buccaneer in St. Croix, U.S. Virgin Islands. This was a well-attended conference with superb speakers and programs. Below are some photos from the conference, but more photos are posted on our [website](#).

The following companies helped sponsor various events during the conference. Please help us thank these companies for supporting the 2017 ACEC Midwest States Conference.

- [ACEC Business Insurance Trust](#)
- [ACEC Life/Health Insurance Trust](#)
- [BST Global](#)
- [Greyling Insurance Brokerage, an EPIC Company](#)
- [Seiler Design Solutions](#)

The date for next year's conference is set for June 7-9, 2018 and will be held at the Chateau on the Lake in Branson. Please put those dates on your calendar and make plans to attend.



Jen Sheehan, BST Global Regional Director for North America. Speaker for "The Path to Disruption" program.



Phil Houser, Alfred Benesch & Company and ACEC Vice Chair. Speaker for "Discussion of ACEC National Issues" program.



Members took part in CEO Roundtable Discussions as part of the conference.



The ACEC/MO board and members met during the Board / Membership Meeting and discussed important items to finish out the fiscal year.



Members enjoyed rum punch and a beautiful sunset during our Sunset Cruise.



G. William Quatman, Burns & McDonnell. Speaker for "Peer Review Legislation: Why It's Important to Engineers" program.



Dan Oblinger, Leadercraft. Speaker for "Listen Like a Negotiator" and "The Performance Culture" programs.



Terri Angier, Chief of Media Relations, Oklahoma Department of Transportation. Speaker for "5 Cs of Recognition for Your Organization: Can You See Me Now?" program.

ACEC President's Update

General

- ACEC/Wisconsin was awarded a Minuteman Fund grant to help defray the cost of public advocacy efforts to pass long-term state transportation funding legislation.

Government Advocacy

- ACEC's grassroots Action Alert e-mail campaign helped to persuade over 200 Members of Congress to sign onto the letter from Representatives Sam Graves (R-MO) and Eleanor Holmes Norton (D-DC) to the House Ways & Means Committee in support of addressing the long-term financial stability of the Highway Trust Fund in any tax reform proposal.
- Supported Infrastructure Week events in Washington, and promoted related activities around the country.
- Congress passed the FY'17 spending package that fully funds the FAST Act, increases funding for water infrastructure, funded key foreign assistance programs, and rejected most of the proposed cuts put forward by the White House.
- Senators Ben Cardin (D-MD) and John Boozman (R-AR) introduced legislation to expand funding to address combined sewer overflows and other problems associated with wet weather events, as well as expand QBS to drinking water projects funded through the State Revolving Fund (SRF) program.
- Sent a letter to the Chairman and Ranking Member of the Senate Foreign Relations Committee in support of Ambassador Mark Green as the next Administrator of the U.S. Agency for International Development (USAID).
- ACEC and the Coalition for Fair Effective Tax Rates submitted a statement to the House Ways and Means Committee in favor of comprehensive tax reform that lowers statutory tax rates for all business structures, and considers the effective tax rates paid by different industries.
- ACEC/PAC hosted fundraising events for U.S. House Speaker Paul Ryan (R-WI) and Representatives Cheri Bustos (D-IL), Kathy Castor (D-FL), John Delaney (D-MD), Dan Lipinski (D-IL) and Richard Neal (D-MA).

Business Resources

- With more than 40 participants, May's most popular online class, *Fundamental Elements for a Financially Sustainable Ownership Program*, examined the financial fundamentals paramount to successfully transitioning ownership in member firms, including key ratios that measure profitability, liquidity, and leverage.
- Carried out a webinar to educate members on energy supply chain cybersecurity standards being developed by the North American Electric Reliability Corporation (NERC).
- Coalitions' best sellers for May included CASE's *Guideline Addressing Coordination and Completeness of Structural Construction Documents 2013*; *Guideline Addressing the Bidding & Construction Administration Phases for the Structural Engineer*; and LDC's *Monitoring Project Costs and Progress for Land Development Projects*, available at www.acec.org/bookstore.
- The education management system RCEP (<https://www.rcep.net/>) added three new approved providers (The Vinyl Institute, Lyncole Grounding Solutions, and Pretek Group) for a total of 149.

New Member Firm Welcomed

The ACEC/MO Board of Directors approved the following new member firm since our last newsletter. We want to welcome them to the Council and hope you will too.

[Advanced Project Management, Inc.](#)

800 E. 101st Terrace, Suite 350, Kansas City, MO 64131
Phone: (816) 810-4007
Contact: Kimberly Pemberton

Member News

[CBB](#) announced that Paige Martz, EIT, joined the firm as transportation design specialist.

[CDG Engineers](#) announced the following additions to their staff: Brian Flint and Tom Schulte as interns. Steve Hilderbrand, civil department manager, passed the examination to become a Certified Floodplain Manager (CFM).

[Engineering Design Source, Inc.](#) announced that Josephine Emerick has joined the firm as Senior Vice President/COO.

[Horner & Shifrin, Inc.](#) announced that the firm was named as a St. Louis Post Dispatch 2017 Top Workplace.

[Klingner & Associates, P.C.](#) announced the opening of their new branch office in Columbia. The address for their new office is 907 East Ash Street, Columbia, MO 65201.

[Oates Associates, Inc.](#) announced the following: Scott Feldt, LEED AP BD+C and Samuel Pappas joined their transportation group and will assist with roadway, streetscape, and trail projects; Nicholas de Jong is currently attaining his ADA Coordination Certification from the Great Plains ADA Center and will assist the survey, construction, and transportation departments; and Brian Heil, PE, project manager, received a Merit Award from the Engineers' Club of St. Louis in honor of his distinguished service to the organization.

[Terracon Consultants, Inc.](#) announced the following: Tom Coleman has joined the firm as materials services department manager in the St. Louis office; and Linda Billingsly joined the firm as a client development manager in the St. Louis office.

[WSP](#) announced that Renee L. Ross, PE, has joined the firm as Business Development Director, Central US.



Calendar

August 25, 2017 - ACEC/MO Summer Meeting, Jefferson City

October 15-18, 2017 - ACEC Fall Conference, Orlando, FL

October 18, 2017 - ACEC/MO EEA Project Entry Deadline

November 3, 2017 - ACEC/MO Fall Meeting, Jefferson City

November 8, 2017 - EEA Judging, Jefferson City

February 9-10, 2018 - ACEC/MO Winter Meeting & Awards Banquet, Columbia

April 15-18, 2018 - ACEC Annual Convention & Legislative Summit, Washington, DC

June 7-9, 2018 - ACEC Midwest States Conference, Branson

* Newly added events are in italics.

