Items included in this ACEC Missouri Weekly Update are listed below.

- **COVID-19 News** *(Transition from Reacting to a Crisis to Leading Through One; Watch Out for Coronavirus Scams)*
- **Industry News** *(ACEC Lays Out Series of Recommendations for Senate Water Infrastructure Legislation; New St. Louis Construction Guideline for Review)*
- **Notable Events** *(Member Firm Offering Free Webinars to Earn PDHs; ACEC/MO Future Leaders Academy Update; ACEC Midwest States Conference Cancelled)*
- **Member Information & Calendar** *(Reminders; Member Firms Named to ENR's Top 500 Design Firms List; Member News; Calendar of Events; Tip of the Week)*

If there is something you would like us to include in the weekly updates, or if you need anything else, please contact the ACEC/MO staff. We are working remotely so please contact us by email: Bruce Wylie (BruceWylie@acecmo.org) / Dawn Hill (DawnHill@acecmo.org). We would love to hear from you!

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**COVID-19 NEWS**

**Transition from Reacting to a Crisis to Leading Through One**

The coronavirus pandemic has all of us doing business as unusual. Each situation is complex. The questions are hard — and the decisions harder. Leading people through such an unpredictable, stressful time is no easy task. Below are five strategies I’ve found to be incredibly impactful in transitioning from reacting to a crisis to leading through one.

**Put safety first, always.**
At Burns & McDonnell, our very first core principle is “safety is first.” This really translates to “people are first.” We are all accountable for safety — accountable to our families, our coworkers, our clients and ourselves. Especially now, safety measures and protocols should be strengthened in even greater ways to protect our communities.

**Focus on problem solving.**
Crises bring forth a lot of unknowns, uncertainties and rapidly evolving challenges. They also open doors for innovative, creative problem solving. Rather than focusing on what you can’t control, identify those challenges you can help solve and move forward. As a company supporting all 16 critical infrastructure categories, as defined by the U.S. Department of Homeland Security, our firm is quickly adapting to how we support and solve challenges to keep essential projects moving forward. By putting clients and communities first and focusing on
creative ways we can alleviate pain points, we’ve been able to swiftly take action to help clients navigate a constantly evolving environment.

**Stay true to your core values and principles.**
A company’s core values and principles reflect what a company believes or represents, where a company has been and where a company is heading. During a time of crisis, they solidify what a company stands for. Spotlight those within your company and let them be your guiding light through a crisis. It’s important to reiterate those core values to your teams and reflect on your company’s purpose within society. At Burns & McDonnell, employee ownership and entrepreneurialism are at the heart of who we are as a firm. Those qualities have motivated our workforce, given all a strong sense of accountability and allowed us to deliver innovative, efficient solutions throughout the pandemic.

**Stay connected.**
Maintaining a sense of connection and camaraderie is critical to keeping morale high and employees engaged. Go out of your way to check in on your team and communicate regularly. Technology has allowed us to stay connected while we all safely social distance. Schedule virtual happy hours. Set up video meetings. Follow up with potential hires virtually. These points of connection are especially meaningful now.

**Be empathetic and transparent.**
Throughout crises, show your respect and care for others — your teams and your clients. Be empathetic. Be transparent. Be vulnerable. Be honest. In short, be authentic. You’ll develop and deepen trusted relationships by being “real” with your employees and clients.

Learn more about solutions for challenges brought on by the coronavirus pandemic.

By Oko Buckle, vice president, general manager of the Atlanta offices, Burns & McDonnell

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**Watch Out for Coronavirus Scams**

According to the Federal Trade Commission (April 2020), the FTC has received over 20,000 COVID-19 related complaints since January 1, 2020. Fraudsters and scam artists are always looking for new ways to prey on consumers. Now they are using the same tactics to take advantage of consumers’ heightened financial and health concerns over the coronavirus pandemic. Federal, state, and local law enforcement have begun issuing warnings on the surge of coronavirus scams and how consumers can protect themselves. The ACEC Retirement Trust put together a list of coronavirus scams (see below) that you need to watch out for. To see the detailed information on those scams, click HERE.

- Schemes Related to Economic Impact Payments
- Fraudulent Treatments, Vaccinations, and Home Test Kits
- Phishing Scams
- Charity Fraud
- Protecting Yourself from Scams

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**INDUSTRY NEWS**

**ACEC Lays Out Series of Recommendations for Senate Water Infrastructure Legislation**

With the Senate Committee on Environment and Public Works expected to release legislation in May for the reauthorizations of the Water Resources Development Act (WRDA), Clean Water Act (CWA), and Safe Drinking Water Act (SDWA), ACEC sent a letter to Committee leaders recommending aggressive steps to address the nation’s pressing water infrastructure needs. Among the recommendations:
• WRDA, CWA, and SDWA reauthorizations should reflect a broader commitment to resilience.
• The WRDA backlog should be reduced and be reviewed to mitigate future risk.
• WRDA reauthorization should articulate the strong partnership between the Corps and the private engineering sector.
• Robust funding for the State Revolving Fund (SRF) programs is critical to meet system needs, and timely as part of an infrastructure-based recovery agenda.
• Buy America provisions should not unreasonably block critical drinking water projects.
• Emerging contaminant remediation funding should be aligned with the national legal framework for hazardous substance designation and regulation of drinking water maximum contaminant levels.
• The Brooks Act should be applied to engineering of DWSRF and other grant-funded draft DWIA projects.
• Oppose so-called “open competition” materials mandates that interfere with engineering judgement.

Click HERE to read the letter.

New St. Louis Construction Guideline for Review

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 complete set of Construction Guidelines are housed on the AGC of Missouri’s website under the Member Resources tab. The link below the new featured Construction Guideline for review, comments, thoughts, suggested updates or edits, etc. We encourage you to send your thoughts to Denise Hasty.

• Use of Owner Supplied Bid Forms

NOTABLE EVENTS

Member Firm Offering Free Webinars to Earn PDHs

Bartlett & West hosts live and interactive free webinars. These webinars are a great opportunity to engage with subject matter experts as they share their knowledge and expertise. In addition, when you attend a LIVE webinar you can receive Professional Development Hours (PDH) credits. Past webinars are available ON DEMAND, but do not include PDH credits. Here is a list of the next 3 webinars in May:

• Thursday, May 14 at 11:00 AM CST: Lessons Learned in Roundabout Expansion Design
• Thursday, May 21 at 11:00 AM CST: Asset Management - It’s the Journey, Not the Destination
• Thursday, May 28 at 11:00 AM CST: Cow Power - Renewal Fuel from Manure

To learn more about each webinar and to register, click the links above. To see past On Demand webinars, click HERE.

ACEC/MO Future Leaders Academy Update

Due to the ongoing COVID-19 pandemic, we have made a decision to move the dates of the final two sessions of ACEC/MO’s Future Leaders Academy. We are working with the hotels and speakers to set up new dates in July/August or August/September. As soon as we have details finalized on the program, we’ll let the participants know and will post the update on our website.
ACEC Midwest States Conference Cancelled

Due to the ongoing COVID-19 pandemic, we made a decision last week to cancel the ACEC Midwest States Conference, which was scheduled for June 7-9, 2020 in Branson. We are however working on setting up some virtual sessions that members can attend to attain PDHs. Stay tuned to ACEC/MO for more information as we make those preparations. We are also setting up a videoconference for the Board of Directors so we can complete the items required by our bylaws. More details will be sent soon on that as well. If you have any questions, please don’t hesitate to contact the ACEC/MO staff.

MEMBER INFORMATION & CALENDAR

Reminders...

* ACEC/MO Board of Directors Ballot was recently emailed to voting member representatives. The deadline to vote for those nominated for the 2020-21 Board of Directors is May 20, 2020.

Member Firms Named to ENR's 2020 Top 500 Design Firms List

Multiple ACEC/MO members firms have the honor of being ranked in ENR's Top 500 Design Firms list. Some offices are headquartered in Missouri (italicized) and some offices are branch offices in Missouri. Below is the list of firms and their rankings. Congratulations to all member firms that made the list!

1 - Jacobs
2 - AECOM
4 - Tetra Tech, Inc.
5 - Wood
6 - HDR, Inc.
7 - WSP USA Inc.
8 - Stantec, Inc.
9 - Burns & McDonnell
11 - Black & Veatch
12 - Parsons
14 - HNTB Corporation
22 - Terracon Consultants, Inc.
25 - CDM Smith
26 - GHD, Inc.
40 - Brown and Caldwell
72 - Woolpert, Inc.
84 - IMEG Corp
85 - TranSystems Corporation
94 - Olsson
95 - Volkert, Inc.
100 - Barr Engineering Company

119 - Alfred Benesch & Company
122 - Garver
126 - Lochner
135 - Walter P Moore
172 - Hanson Professional Services Inc.
204 - HR Green, Inc.
205 - Farnsworth Group, Inc.
229 - Shannon & Wilson, Inc.
238 - Crawford, Murphy & Tilly, Inc.
240 - GeoEngineers, Inc.
261 - Ross & Baruzzini, Inc.
314 - Bartlett & West, Inc.
338 - Lochmueller Group
381 - Modjeski and Masters, Inc.
386 - GBA (George Butler Associates, Inc.)
427 - RJN Group, Inc.
441 - Geotechnology, Inc.
458 - McClure
491 - Lamp Rynearson
Member News

The ACEC Life/Health Trust announced they welcomed Michael Greene to their team. Michael brings his expertise in email marketing to their marketing department.

Burns & McDonnell is pleased to announce that Kevin Heffern, P.E., S.E., has been promoted to lead our Transportation team in St. Louis. Kevin specializes in design-build project delivery, structural design, and bridge inspections and investigations. Also, Wayne Weber has been promoted to lead their Environmental team in St. Louis, providing essential services for critical infrastructure projects throughout the U.S. Also, Steve Kellerman, P.E., joins the firm to lead and expand alternative delivery construction services for transportation projects nationwide. The firm also announced that for the 3rd consecutive year, they have been named one of the Best Workplaces in Consulting and Professional Services by Great Place to Work. The 100% employee-owned design and construction firm earned the No. 14 spot on the list.

Horner & Shifrin, Inc. announced they have been named the 4th largest engineering firm and the 16th largest environmental consulting firm by the St. Louis Business Journal. The firm is also proud to be the only St. Louis - based firm in the top 5! The firm also announced the following additions of ten new employee-owners: Matt Auld, P.E., project manager, civil-site; Chad Brenton, P.E., project engineer, building services; Mark Buwen, P.E., senior project manager, transportation; Matthew Hartman, P.E., design engineer, transportation; Donovan Herpel, engineer, transportation; Adam Karr, programmer/analyst; Renée La Bruyere, business development manager; Dave Lauver, P.E., senior project manager, MEP; Rachel Schneider, E.I., environmental engineer, water; and Barry Timms, senior plumbing designer, ME.

Klingner & Associates, P.C. is pleased to announce they added Water / Wastewater Engineer Joshua Hartsock, P.E., to its Columbia, MO, office. Hartsock transferred from Klingner's Hannibal office in late April to assist communities throughout central Missouri with supply, treatment, storage, and distribution design for water and wastewater systems.

Calendar of Events

August 21 -- ACEC/MO Summer Meeting, Columbia
October 14 -- ACEC/MO EEA Project Entry Deadline
October 19 -- ACEC/MO 4th Annual ACEC/PAC Golf Tournament, Columbia
October 28-31 -- ACEC Fall Conference, San Diego, CA
November 4 -- ACEC/MO EEA Judging
November 13 -- ACEC/MO Fall Meeting, Columbia

Newly added events are italicized. To see a complete calendar of events, go to ACEC/MO's website.

Tip of the Week

TIP: If you did all you planned to do, you didn’t plan enough.
TO DO: Keep your list within reason and challenge yourself. Remember, work expands to fill the time you have for it.