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COFFEE BREAK



ow well a construction project turns out many times depends on the quality of the workmanship done by subcontractors. The importance for general contractors to hire good subs can't be overstated. GCs weigh such factors as expertise and reputation and even the size of the project before selecting subs. In this issue, some of Hawaii's leading GCs discuss the qualifications for choosing

the right subs when putting out bids for jobs.

As we look at construction on Kauai, experts say building industry jobs on the Garden Isle during May reached their highest level since November 2008 with 1,900 workers. That represents an increase of 400 jobs over May 2015.

Top Hawaii construction lawyers tell us that mediation, not litigation, is the way to go to settle disputes, particularly when both parties want to continue to work together.

The tourism industry continues to provide a potpourri of business for GCs and architects. In our report we take a look at what's going up for travelers and vacationing locals to enjoy around the islands.

Also in this issue, Shierly Caceres, senior marketing coordinator for Hensel Phelps Construction Corp., discusses her goals as the new president of the Guam chapter of the National Association of Women in Construction (NAWIC).

This month we welcome longtime columnist Don Chapman as he launches his "Building Hawaii" column for Building Industry Hawaii magazine. Don served as editor of MidWeek since 1994, and we're pleased to have him aboard. Help us welcome Don—and be sure to turn to page 11 to read his inaugural column on the Islands' construction community.

A hui hou,

david@tradepublishing.com

SETTING IT STRAIGHT

In the July issue it was incorrectly reported that F&H Construction, ranked No. 22 among this year's Hawaii's Top 25 Contractors, was the general contractor for the Kapiolani Community College Phase 2 project. Also, F&H was established in Hawaii in 1968. We regret the errors.

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The Construction Magazine of Hawaii

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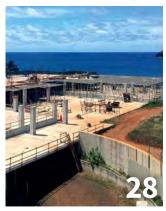
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On the Cover

Eric Hashizume of Hawaiian Dredging Construction Co. Inc. Photo by Nathalie Walker Design by Ursula A. Silva

COMING IN OCTOBER

Building Industry Hawaii reports on Construction on Maui and takes a look at what's new in Lumber & Wood. Coverage will include an update on High-rises as well as Unions & the Building Trades. And we preview the 17th annual Pacific Building Trade Expo.



If you'd like your organization's event to be considered for Datebook, contact brett@tradepublishing.com a minimum of two months prior to your event.

SEPTEMBER 3, 17; OCTOBER 1, 15

AIA Architectural Walking Tour of Honolulu

The American Institute of Architects (AIA) Honolulu Chapter's Saturday walking tours are led by a Hawaii architect who relates the tales and architectural history of Honolulu's downtown district. Tour groups must be 4-10 people.

9-11:30 a.m. AIA Honolulu Center for Architecture, 828 Fort Street Mall, Suite 100. Register/RSVP with payment in advance at aiahonolulu. org. Online registration until Aug. 18 (for Sept. 3); Sept. 16 (for Sept. 17); Oct. 14 (for Oct. 15). For more information: contact@aiahonolulu.org or 628-7243. Fee: \$15 per person.

SEPTEMBER 6

EPA Lead Renovator Refresher (4-hour)

Offered by the Building Industry Association of Hawaii (BIA-Hawaii) This four-hour refresher course is required to renew an individual's RRP-compliant Lead Renovator Initial Certification. Certificate of course completion available after successful testing.

8 a.m.-noon. CTC-Pacific, 94-487 Akoki St., Waipahu. Online registration at biahawaii.org until Sept. 6. Contact Barbara Nishikawa at 629-7505 or BLN@biahawaii.org for information and registration. Fee: BIA-Hawaii members \$180; nonmembers \$215.

SEPTEMBER 6-8; AND 14, 17, 21 OCTOBER 5-7; AND 8, 15, 22

Fall Protection - Competent Person 24-Hour

BIA-Hawaii and Lawson Associates Inc. present a 24-hour course for supervisors presented by a Qualified Fall Protection Trainer (as required by ANSI Z359.2 and ANSI Z490.1) and based on OSHA 29 CFR 1926 Sub Part M and EM 385-1-1 Section 21.C.01 and 21.C.05 requirements. Includes written reference material, classroom lecture, hands-on training and practical demonstrations. Certification awarded after successful testing.

7 a.m.-3:30 p.m. CTC-Pacific, 94-487 Akoki St., Waipahu. For more information and to register online, go to info@lawsonsafety.com, lawsonsafety.com or contact Lawson & Associates Inc. at 441-5333. Fee: \$600 plus tax and registration/online ticketing fee.

SEPTEMBER 7

Presentation Skills Course: Level II (Class No. 5)

The AIA Honolulu Chapter hosts Presentation Skills Course Level II. August 10 was the first in the series of Pam Chambers' five public speaking classes that also features small group practice.

6-8:30 p.m. (Wednesdays). AIA Honolulu Center for Architecture, 828 Fort Street Mall, Suite 100. For registration and information contact Pam Chambers at 377-5679 or SpeakOut@ pamchambers.com.

SEPTEMBER 8

Young Architects Forum: Firm Tour and Presentation

The AIA Honolulu Chapter hosts the Young Architects Forum (YAF) firm tour that gives an in-depth view of a local design firm's organization and operations. YAF welcomes professionals that are nearly licensed, newly licensed, and out to ten years of licensure. Credits pending.

5:30 p.m. Firm and location to be announced. Register/RSVP online at aiahonolulu.org until Sept. 8, but online registration in advance is encouraged. For more information, contact Jason DeMarco at JDeMarco@ferrarochoi.com or 540-0815.

SEPTEMBER 10, 17, 24; OCTOBER 2

Contract Documents (STP Unit 4)

The General Contractors Association (GCA) of Hawaii and the Associated General Contractors of America present a Supervisory Training Program (STP), designed and field-tested for contractors to help them effectively manage people, time, equipment and materials. Unit 4—"Contract Documents" (2015 Edition)—is the fourth in STP's six-course program. Honolulu attorneys Gerald S. Clay and Scott I. Batterman (Clay Chapman Pulice & Nervell) cover contracts and construction law, managing documents, deadlines and more. Includes course manual and refreshments. Certificate available after completion of course. Courses and units do not need to be taken in order.

7:30 a.m.-noon (Sept. 10, 24); 7:30 a.m.-12:30 p.m. (Sept. 17); 7:30 a.m.-1 p.m. (Oct. 2). GCA Conference Room, 1065 Ahua St. Limited seating; first-come, first-served. RSVP by Aug. 26. To register and for more information: info@gcahawaii.org, gcahawaii. org or call 833-1681. Fee: GCA of Hawaii members \$295; nonmembers \$395. No refunds after Aug. 26. Replacements accepted.

SEPTEMBER 12-14

Scaffolding

Offered by BIA-Hawaii and UC-San Diego's OSHA Training Institute. Course covers OSHA compliance standards for various types of scaffolding including supported, suspended and aerial lifts. Hands-on training in basic load analysis and field exercises. Also includes OSHA standards for scaffolding and resource material. Topics include platforms, bracing, guardrails, falling objects, tie-ins and scaffold bracing, and mobile scaffolds.

8 a.m.-4:30 p.m. CTC-Pacific, 94-487 Akoki Street, Waipahu. Register at oshatraining@ucsd.edu. For more information: biahawaii.org, call 800-358-9206 or visit oshatraining@ucsd.edu. Fee: \$675. No refunds after Aug. 29.

SEPTEMBER 13-15

Construction Quality Management (CQM)

GCA of Hawaii hosts this three-day CQM course, a joint training program provided by the U.S. Army Corps of Engineers, Honolulu Engineer District and the Naval Facilities Engineering

Command, Pacific Division. This training is a mandatory certification requirement for all appointed contractor quality control system managers (CQCSM) and is valid for five years. First priority to GCs sending job award letter with registration. Limited to two employees per company.

Noon-4 p.m. daily. GCA Contractors Association, 1065 Ahua St. To register and for more information, go to gcahawaii.org or call 833-1681. Fee: GCA members \$95; nonmembers \$125. No refunds for no-shows and cancellations received after Sept. 9.

SEPTEMBER 15

AIA General Membership Meeting

The AIA Honolulu Chapter's General Membership Meeting features seminars, educational credits and fellowship. Program to be announced. Lunch provided.

11:30 a.m.-1 p.m. AIA Honolulu Center for Architecture, 828 Fort Street Mall, Suite 100. Limited seating; first-come, first-served. Advanced online registration and payment at contact@aiahonolulu.org or call 628-7243. Fee: AIA Honolulu members \$20; nonmembers \$35

SEPTEMBER 15

NAWIC General Membership Meeting

The National Association of Women in Construction (NAWIC) hosts its monthly dinner and membership meeting. Get to know other women in the industry, build partnerships and increase your knowledge.

5:30 p.m. (networking); 5:45 p.m. (dinner and meeting). Honolulu Country Club, 1690 Ala Puumalu St. For information: nawic114@yahoo. com or Honolulu-nawic.org. Dinner fee \$35.

SEPTEMBER 16

How to Manage a HIOSH/OSHA Inspection

GCA of Hawaii presents a workshop led by a construction safety manager and former HIOSH compliance officer covering all aspects of HIOSH/OSHA compliance, including



BIA-Hawaii's 2015 Renaissance Building & Remodeling Awards gala at the Royal Hawaiian Hotel. PHOTO COURTESY HAWKINS BIGGINS PHOTOGRAPHY

OCTOBER 5

31st Annual BIA Renaissance Building & Remodeling Awards Gala

The year's top projects by the Islands' leading contractors, general and specialty designers, developers and architects will be announced and celebrated at BIA-Hawaii's prestigious annual gala.

5:30 p.m. (cocktails); 6:30 p.m. (dinner and awards). The Modern Honolulu, 1775 Ala Moana Blvd. To RSVP/register and for more information, contact Karen Winpenny at 629-7503 or via kkw@biahawaii.org. Fee: \$150 per person; \$1,500 per table.

a simulated construction site inspection. Manual and lunch included.

10 a.m.-2 p.m. GCA Conference Room, 1065 Ahua St. Limited seating; first-come, first-served. RSVP by Sept. 2. To register and for more information, go to info@gcahawaii.org or gcahawaii.org or call 833-1681. Fee: GCA members \$75; nonmembers \$95. No refunds after Sept. 10. Substitutions available.

SEPTEMBER 16

First Aid/CPR Class

GCA of Hawaii presents First Aid/ CPR training.

7:30-11:30 a.m. General Contractors Association, 1065 Ahua St. For information, to download registration form and to remit payment, go to gca@gcahawaii.org. Attendees will be confirmed via email. Fee: GCA members \$70, nonmembers \$100. After Sept. 12, \$20 additional fee for no-shows and cancellations.

SEPTEMBER 16

RUDC Committee Meeting

The AIA Honolulu Chapter holds its Regional and Urban Design Committee (RUDC) monthly meeting to review and discuss AIA positions on various urban design issues. The meeting is open to all AIA Honolulu members. Agenda to be announced; bring your own lunch.

Noon-1 p.m. Honolulu Center for Architecture, 828 Fort Street Mall, Suite 100. Register/RSVP at aiahonolulu.org until Sept. 16. Contact Scott Wilson at scottrw51@gmail.com.

SEPTEMBER 17

2016 AIA Honolulu Design Awards

This year's standouts in Hawaii building design, including the People's Choice Award, will be announced at the AIA Honolulu Chapter's annual gala at the NOAA Daniel K. Inouye

Join us for the HLPA Lunch & Learn!

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Morning Session, 8am-Noon: Mid-rise Wood Construction under the 2012 IBC

- Codes and Standards for Mid-Rise Construction An All Wood Solution
- Fire Resistance Design for Wood Construction
- Understanding Restraint Rod Systems
- Podium Deck Anchorage, An Extensive look into solving this problem for Light Frame Wood Structures

Afternoon Session, 1pm-5pm Wood Construction

- How New Trends in Wood Construction Comply with the Building Code
- Wood Evolution: Inspiration Architecture with Innovative Structural Systems
- Understanding Moment Frames
- · Introduction to Deck Design

Choose either the Full Day Session (8 credits) for \$200.00 or Half Day Session for \$135.00 (4 credits)*

Register online at www.HawaiiLumber.com by 9-30-16

*Continental Breakfast and/or Lunch provided, based on your selected session(s).

Validated parking is \$3.50 for up to 8 hours



Michelle Kam-Biron, PE, SE, SECB, M. ASCE, American Wood Council Michelle Kam-Biron is a California-licensed structural engineer and Senior Director of Education for the American Wood Council (AWC) where she oversees and develops continuing educational resources related to structural wood for architects, engineers, and code officials.



Tim Kaucher is the Branch Engineering Manager for Simpson Strong-Tie Southwest U.S. where he manages and coordinates the efforts of the engineering group, R&D laboratory and training department within the branch. Mr. Kaucher conducts presentations and product training sessions to external and internal customers as well as provides technical support to engineers, architects, contractors and end users on connectors, fasteners and lateral systems.

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5-9 p.m. NOAA Inouye Regional Center, 1845 Wasp Blvd., Ford Island. For registration and more information, go to aiahonolulu.org. Purchase tickets online at aiahonolulu.org/2016DesignAwards. Fee: \$85. U.S. citizens RSVP by Sept. 2.

SEPTEMBER 22

ARE Study Session: Structural Systems - Part II

The AIA Honolulu Chapter presents an ARE Study Session to assist those on the path to licensure. Part II analyses seismic, wind and lateral forces and their impacts and implications for buildings.

5:30-7 p.m. Honolulu Center for Architecture, 828 Fort Street Mall, Suite 100. Advanced online registration and payment is required. Register at aiahonolulu.org until Sept. 22. For more information, contact Jason DeMarco at JDeMarco@ferrarochoi. com. Fee: AIA/AIAS members \$15 per person (\$10 when registering online in advance); nonmembers \$25 (\$20 when registering online in advance). Substitutions available.

SEPTEMBER 24

Seminar: Building Your Home for Life

Residential design and construction firm Graham Builders guides homeowners on home additions and renovations from start to finish: where to begin, how to select a builder, potential problems, as well as requirements for residential design, setting a budget, estimating, financing and scheduling, going green and more. Seminar is free and open to the public.

9-11 a.m. Honolulu Country Club, 1690 Puumalu St. Registration required. Limited seating. Call 593-2808 or go to grahambuilders.com.

SEPTEMBER 30

Payment Workshop: "Legal Answers Available"

Sponsored by GCA of Hawaii. Honolulu attorney Gerald S. Clay of Clay Chapman Iwamura Pulice & Nervell reviews contract- and construction-related disputes, liens, collection strategies and more. Attendees may submit questions in advance; questions from the floor will be taken if time permits. Certificate of attendance will be issued after course completion. Breakfast and course handout included.

7:30-11:30 a.m. GCA Conference Room, 1065 Ahua St. RSVP/register by Sept. 2 at gcahawaii.org. Limited seating; first-come, first-served. Fee: GCA members \$95; nonmembers \$125. No refunds after Sept. 17. Substitutions available.

OCTOBER 1

AIA CANstruction Competition: "Galacti-CAN-goods!"

Intergalactic travel, science and technology are this year's themes at the AIA Honolulu Chapter's 11th annual competition featuring giant sculptures made entirely from canned goods and built by teams led by architects and engineers. After the winners

are chosen, canned goods are donated to the Hawaii Foodbank. Donate a can and cast your vote Oct. 1-16 for the 2016 People's Choice Award winner. Keiki (ages 5-12) pitch in at 10 a.m.-1 p.m. at Kids CAN Corner on Oct. 1.

9 a.m.-2 p.m. Pearlridge Center, Uptown Center Court, 98-1005 Moanalua Rd., Aiea. For more information, go to aiahonolulu.org. Register and/or create a team by contacting Reid Mizue, AIA, Event Chair at reid@ omizuarch.com. Fee: \$100 per team.

OCTOBER 6, 7, 12, 13, 14

Construction Safety Hazard Awareness Training for Contractors

Designed specifically for contractors, this GCA of Hawaii 40-hour training course provides the additional certification for a Site Safety & Health Officer (SSHO) as stated in the NAVFAC UFGS 1.6.1.1.1. Instructor Tristan Aldeguer also covers the major revisions to the EM385-1-1. Academic and/or industry

OCTOBER 6

Lunch & Learn with HLPA

The Hawaii Lumber Products Association (HLPA) is continuing its Lunch & Learn program for architects, designers and engineers who want to earn up to eight AIA LU/HSW in one day. Two sessions, four credits each, will be offered on Thursday, Oct. 6, from 8 a.m. to 5 p.m. at the Honolulu Airport Interisland Terminal Conference Room, Iliahi.

Michelle Kam-Biron, California-licensed structural engineer and senior director of education for the American Wood Council (AWC), will run the morning session "Mid-rise Wood Construction under the 2012 IBC" from 8 a.m. to noon. Topics to be covered include:

- Codes and Standards for Mid-Rise
- Construction An All Wood Solution
- Fire Resistance Design for Wood Construction
- Understanding Restraint Rod Systems
- Podium Deck Anchorage: An Extensive Look into Solving This Problem for Light Frame Wood Structure

The afternoon session "Wood Construction" from 1-5 p.m. will be run by Tim Kaucher, branch engineer manager for Simpson Strong-Tie Southwest U.S. Topics to be covered include:

- How New Trends in Wood Construction Comply with the Building Code
- Wood Evolution: Inspiration Architecture with Innovative Structural Systems
- Understanding Moment Frames
- Introduction to Deck Design

Register for the full day session (eight credits) for \$200 or half-day session (four credits) for \$135 at HawaiiLumber.com by Friday, Sept. 30. (Continental breakfast and/or lunch is provided. Validated parking is \$3.50 for up to eight hours.)

BUILDING HAWAII

A boyhood fascination with big cement trucks

BY DON CHAPMAN

orking in Kakaako the past six years provided daily scenes of big machines, big buildings and big work forces. From the MidWeek offices at the corner of South Street and Pohukaina, or just going out for lunch, I was fascinated to watch multiple buildings sprouting from the flats, both low-rise and high-rise structures planned for multiple uses. One day, they say, Kakaako will be a new and vibrant urban community, and it will be just as interesting, in a sociological way, to watch what happens when construction is done and people start moving in. But during this phase, for a guy who never got over a boyhood fascination with big cement trucks and earth-movers and towering cranes, there was always something equally educational and entertaining happening out the office windows.

But it was more than that. It also was the men and women who made those buildings rise from bare dirt. In neon shirts, reminiscent of color-coded sailors moving in tight choreography across the deck of an aircraft carrier, these lunchbox-toting folks toiled through summer heat and winter rain to keep those new structures rising steadily into the sky. They have my admiration. And I always wondered about the people who design these mammoth works of art—hopefully they are—and then who figures what materials have to be delivered on what date to a construction site, and how many workers of what skills are needed when?

Such a constructo-geek am I, on one occasion I actually pulled the car over and asked a worker to explain what he and his co-laborers were doing.

In many ways, that's what I'll also be doing in this new column in Building Industry Hawaii, having retired from those Kakaako offices last month after 22 years as MidWeek's editor.

And a few blocks down South Street at the News Building on Kapiolani

Boulevard, where I spent 13 years as a daily columnist with the old Advertiser, twin towers now stand. By happy happenstance, the portion of the nearly 90-year-old building being preserved includes space that was my old office, thank you very much.

There also are serious stories to be told here because of what the construction industry means to the 50th State. The Aug. 18 issue of the Star-Advertiser reported the Hawaii construction industry accounted for 5.9 percent of the state's

gross domestic product in 2015—\$79.7 million.

The next day, I met with Gladys Marrone, Building Industry Association CEO, who had the recent National Association of Home Builders meeting in Miami fresh on her mind.

Also attending were Dean Uchida, BIA vicepresident and NAHB **BUILD-PAC** trustee;

Greg



Thielen, BIA past president and NAHB national area chairman for Region 15; and Curt Kiriu, BIA board member and NAHB state representative. (They got in and out before Zika hit town.)

"The highlight for me," Gladys said, "is that housing is now a part of the presidential campaign."

Donald Trump paid a personal visit and Hillary Clinton's campaign sent pinch-hitter Gene Sperling, who served as National Economic Council director and principal economic policy advisor for Presidents Bill Clinton and Barack Obama.

"Trump said he understands homebuilding because his father was a



homebuilder," Gladys said. He also talked about reducing regulations and taxes. Sperling spoke of housing's "importance to the economic landscape of the country." He cited massive college debt as one factor limiting home ownership, and touted replacing aging infrastructure as a benefit for the construction industry.

Gladys, a proud Farrington High alum who is one of just seven Certified Association Executives recognized in Hawaii by the American Society of Association Executives, also had



Gladys Marrone



Barbara Nishikawa





Karen Winpenney



Cathleen Langin



Sassy Mae Sumulong-Belza

some local news: the hiring of Karen Winpenney as BIA events and marketing manager.

"We haven't had a real marketing effort for a while, and it's nice to have that now," Gladys said. "We have a great team in place."

For Karen, this is her second goround at BIA.

"I like it here," she said. "And I should mention, we have an all-female team."

It includes operations manager Lea Wong, training director Barbara Nishikawa, member services coordinator Cathleen Langin and administrative assistant Sassy Mae Sumulong-Belza.

DOT Jobs Push Year's Tally Above \$1.1B

The two largest contracts awarded in July by government agencies were both by the Department of Transportation for projects at Honolulu International Airport as the total value of jobs for the first seven months of 2016 climbed above \$1.1 billion.

The combined amount of all of July's awards was \$638,460,565. The DOT's contracts accounted for \$565,045,513 of the month's tally.

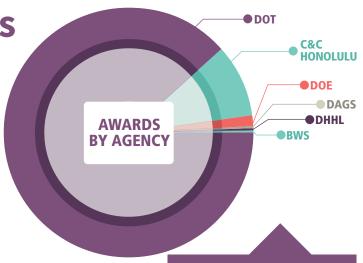
Watts Constructors LLC landed the largest award in July—\$314,548,504 to build the Consolidated Car Rental

Oahu

Facility (CONRAC) at Honolulu airport. It was among eight contracts awarded in July for work at HNL.

The next biggest contract, also from the DOT, went to Hensel Phelps Construction Co. for its \$197,699,290 bid on the NDWP IIT Mauka Extension at HNL. The Mauka Extension will consist of a two-story, 260,000-square-foot structure to house a security checkpoint and passenger holdrooms as well as concession areas and restrooms.

Grace Pacific LLC landed four roadwork jobs on Oahu worth \$43,688,943.



Awards By Area
Oahu\$621,960,975
Maui10,388,907
Hawaii4,659,151
Kauai1,451,532
Total\$638,460,565

JULY (Awards are rounded up to the nearest dollar.)

Ound		
Watts Con	structors LLC	\$314,548,504
HNL Consolidated Car Rental Facility at Honolulu International		
Airport (UNII)		

Airport (HNL)

Hensel Phelps Construction Co.....197.699.290

HNL NDWP IIT Mauka Extension at HNL

Ralph S. Inouye Co. Ltd.......15,330,000Kapolei Consolidated Corporation Yard, Phase 3

Grace Pacific LLC13,576,765Rehabilitation of Localized Streets, Phases 19D, 19E & 19F,
Village Park, Waipio, Waikele and Waipahu Areas

Index Builders Inc.9,003,100
HNL DH Concourse Improvements, HNL

Kone Inc.5,571,110
Escalator Improvements, HNL

CC Engineering & Construction4,598,000 Campbell High School, Ilima Intermediate School & Kaimiloa Elementary School, Heat Abatement

Grace Pacific LLC4,248,598Rehabilitation of Streets, Unit 84

JULY'S TOP 10 CONTRACTORS

1) Watts Constructors LLC (1)	\$314,548,504
2) Hensel Phelps Construction Co. (1)	197,699,290
3) Grace Pacific LLC (4)	43,688,943
4) Ralph S. Inouye Co. Ltd. (1)	15,330,000
5) Index Builders Inc. (1)	9,003,100
6) Maui Paving LLC (2)	7,195,484
7) CC Engineering & Construction Inc. (5)	6,558,900
8) Kone Inc. (1)	5,571,110
9) Ideal Construction Inc. (2)	4,325,248
10) Close Construction Inc. (3)	3,280,900

Information is summarized from the Contractors Awarded section of BIDService Weekly, compiled by Research Editor Alfonso R. Rivera.

Close Construction Inc3,152,595			
HNL NDWP Elliott Street, Hawaiian & Aloha I	Facility Demolition		
at HNL			

MEI Corporation2,645,400

Nuuanu Pali Drive and Old Pali Drive, Storm Drainage

Improvements

Nan Inc.2,544,802
Escalator Improvements, Kahului Airport, Maui

Global Specialty Contractors Inc...... 1,556,480Guardrail and Shoulder Improvements at Various Locations

Road Builders Corporation......890,431
Rehabilitation of Nipo Street

Certified Construction Inc......788,036Kekuanaoa Building, Replace Roof and Exhaust Fans

Site Engineering Inc.729,100
Waianae District Park, Renovation of Comfort Station

Ke Nui Construction LLC716,500Bus Stop ADA Access Improvements (FY15) at Various Locations

Loeffler Construction Inc.....713,410Santos Lane and Nohea Street G.J. Pipeline and Service Lateral

Replacement, South Hilo, Hawaii

StarCom Builders Inc.710,000Fern Community Park, Reroof Recreation Building

Site Engineering Inc	Ted's Wiring Service Ltd218,383 Replacement of Street Light Meter Cabinets and Transformers, Phase 3	Sonny Vicks Paving Inc
CC Engineering & Construction Inc 570,800	Site Engineering Inc199,000	F&H Construction148,000 Restroom Expansion at Lanai Airport, Lanai
Kamaile Academy, Heat Abatement, Phase 1A	Central Fire Station, National Pollutant Discharge Elimination	E&B Construction12,688
Road Builders Corporation568,498 Reconstruct Parking Lot at 3129 Ualena Street at HNL	System Amethyst Builders LLC194,000	Demolition and Removal of a Residential House, Hawaiian Home Lands, Kula
CC Engineering & Construction Inc 528,000 Nanakuli Elementary School, Heat Abatement, Phase 1A	Liliha Civic Center, Health and Safety Improvements Integrated Construction Inc167,910	Hawaii
S&M Sakamoto Inc494,950 Ewa Beach Elementary School, Renovation of Buildings F & G	Traffic Engineering Devices at Various Locations, Phase 2B, Ulune Street, North Kainalu Drive, South Kainalu Drive, Kainui Drive and Mokapu Road	Yamada Paint Contr. dba GW Construction
CC Engineering & Construction	Brian's Contracting Inc157,000	Waiakea, South Hilo
Inc	Aloha Tower Beacon and Frame Repair at Honolulu Harbor	Hawaiian Dredging Construction
Paul's Electrical Contracting LLC 447,700	Continental Mechanical of the Pacific 105,231	Co. Inc
Electrical Feeder Repair at HNL	Makiki District Park, Agee Hall, Air Conditioning System Replacement	Bodell Construction Co811,586
Paul's Electrical Contracting LLC 427,375 Kaneohe Police Station, Kailua Police Station & Kahuku Police	Close Construction Inc74,880 Waikiki Elementary School, Area 02, Leahi Playfield Improvements	UV Disinfection System Replacement at Kona International Airport at Keahole, North Kona
Station, Upgrade of Security Cameras CC Engineering & Construction Inc404,100	Doonwood Engineering	Isemoto Contracting Co. Ltd 470,839 DAGS Kona Baseyard, Office Building Expansion and Related Improvements, Keauhou
Aliamanu Elementary School, Heat Abatement, Phase 1A	Close Construction Inc 53,425	Isemoto Contracting Co. Ltd433,908
MEI Corporation	Kapolei Judiciary Complex, Court Building First Floor, Public Service Counter Improvements	Terminal Repairs and Improvements, Phase I at Kona International Airport at Keahole, Kailua-Kona
Shark's Cove	Paul's Electrical Contracting LLC47,700	Heartwood Pacific LLC315,608
MJ Construction Co	Repair Shore Power Receptacles at Pier 51, Honolulu Harbor	Naalehu State Office Building, Roofing and Other Miscellaneous Repairs and Improvements
Certified Construction Inc348,750	Maui	Site Engineering Inc192,400
Repair Roof Coating at Pier 10-11 Shed, Honolulu Harbor Sea Engineering Inc	Maui Paving LLC	Kohala Middle School, Resurface Field Basketball Court, North Kohala
Demolition of Wharf and Electrical Repairs at Pier 18, Honolulu Harbor	Molokai Maui Paving LLC3,237,904	Loeffler Construction Inc
Kaikor Construction Associates319,930 Worchester Underpass Spall Repairs at HNL	Hana Highway Resurfacing, Haleakala Highway to Paia and Haleakala Highway Resurfacing, Hana Highway to North Firebreak Road	Site Engineering Inc89,370 Install Wheel Stops at Container Yard, Kawaihae Harbor
Economy Plumbing & Air Conditioning 317,745	Banks Pacific Construction Inc958,522	Kauai
No. 1 Capitol District Building, Replace Chiller No. 3 and Pumps	Makawao Elementary School, Portable Classrooms Banks Pacific Construction Inc909,622	Shioi Construction Inc. dba
ITC Water Management Inc312,211 Ewa Villages Golf Course, Irrigation Pump System Improvements	Repairs at Pier 1 Shed, Kahului Harbor	Creative Partition Systems
Maui Kupuno Builders LLC305,930 Kapolei Elementary School, Resurface Parking	Tom's Backhoe & Excavation Inc 398,850 Waterline Replacement at Hana Airport	Maui Kupuno Builders LLC dba Manu Builders LLC459,896
Island Construction & Demolition299,410	Paul's Electrical Contracting LLC 217,700 Replace Papi at Molokai Airport, Molokai	General Aviation Apron Repairs at Lihue Airport
Lincoln Elementary School, Miscellaneous R&M FY13	Despins General Construction Inc211,384	Society Contracting LLC
Site Engineering Inc235,800 Red Hill Elementary School, Area 01 Resurface	ASAP Gate Widening at Kahului Airport	Pacific Concrete Cutting & Coring Inc117,500
Brian's Contracting Inc223,000 Kaelepulu Elementary School, Miscellaneous R&M FY13	Abhe & Svoboda Inc183,700 Substructure and Fender Repairs at Piers 1 and 2, Kahului Harbor	Shed Repairs at Port Allen (Phase 2)

LOW BIDS

The companies below submitted the low bids in July for the work detailed. Submitting the lowest bid is not a guarantee of being awarded the job However, it is a strong indication of future work, and subcontractors can plan accordingly.

Oahu
Talion Construction LLC
Commercial Electric Inc
Wayne's Carpet251,500 Replace Holdroom Carpet at Gates 1-15 at Kahului Airport, Maui
Allied Pacific Builders Inc222,000 Nuuanu Elementary School, Miscellaneous R&M FY13
Pacific Isles Equipment Rentals Inc 75,000 Kauluwela Elementary School Campus, Install Fence

Kamaaina Plumbing Inc Dole Middle School, Renovate Trailer	. 33,000
AL&C Mechanical & AC CorpRoosevelt High School, Bldg. A, Install Exhaust Vents	. 25,000
Maui	
Betsill Bros. Waikapu Landfill Post Closure Site Maintenance	638,951
Maui Kupuno Builders LLC 38	2,019
Lanai District Resurfacing (FY16), Lanai	
HI Built LLC	320,743

5	not a guarantee of being awarded the job.
	F&H Construction256,000 Hana Community Center Electrical Code Improvements
	Central Construction Inc 54,600 Fencing Improvements at Hana Ball Field Park
	Hawaii
	American Marine Corporation1,347,071 Hilo Wastewater Treatment Plant Outfall Repairs
	Jas. W. Glover Ltd643,200 Hoolulu Park, New Tennis Courts, Waiakea
	Certified Construction Inc255,492 Hoolulu Park, Wong Stadium New Roof Coating, Waiakea
	Society Contracting LLC





SPOTLIGHT ON SUCCESS.

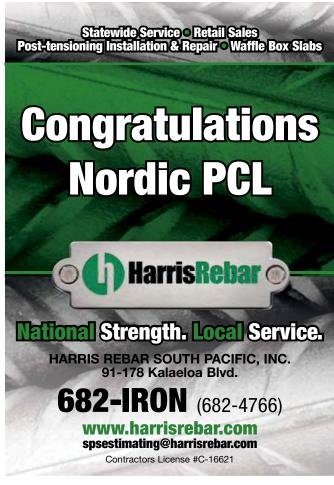
Amenities include an infinity pool and spa, barbeque cabañas, a fitness room and yoga studio, multimedia room theatre and lounge, social room with catering kitchen, locker rooms, a massage treatment room and two guest suites.

The first, second and third levels of the podium will house JN Group Inc.'s Velocity, a luxury auto galleria showcasing 16 luxury automobile and motorcycle brands, various retail tenants, a café and restaurant. The podium's remaining four floors make up a 1,097-stall parking garage topped by Symphony Honolulu's Grand Terrace recreation deck.

Nordic PCL constructed the Symphony Honolulu foundations of caissons and auger cast piles. The structure is cast-in-place concrete with post-tensioned slabs and incorporates a seven-story base podium clad in mechanical aluminum louvers and storefronts, including a two-story glass wall system.

"Symphony Honolulu is the first









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project in Hawaii to utilize 24-inch diameter auger cast piles," says Nordic PCL Project Manager Eric Ballew.

"To encourage efficiency in formwork production while monitoring the safety of the crews, Nordic PCL created a form caddy built to carry multiple forms at the same time, thereby elimi-



Eric Ballew

nating unnecessary worker strain as well as wasted time in transport."

Ballew adds that space restrictions were a constant challenge throughout the course of the project.

"Because the building footprint took up the entire project site, there was no space for crews to use laydown areas to store material not in use," he says. "Careful planning, sequencing and procurement was absolutely necessary to coordinate 'just in time' material delivery prior to subsequent installation."

Symphony Honolulu has recently submitted for U.S. Green Building Council recognition for LEED certification. Ballew gives credit to the planning, design and construction teams coming together over the past four years to build "a beautiful sustainable building that affordable and market-rate residents can live in and enjoy for generations."

For developer OliverMcMillan, the finished project is a winner. "Building communities like Symphony Honolulu

isn't possible without the full partnership and buy-in of the contracting, design and development teams," says Kris Hui, senior project manager for OliverMcMillan.

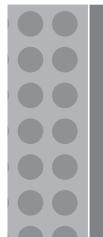
"Amidst rising construction costs, logistical challenges and securing the best subcontractors, the Symphony team was able to work together toward the common goal of creating a beautiful, sustainable place to live within Oahu's growing urban community."

MAHALO

Building Industry Hawaii thanks Nordic PCL, Group Builders, Harris Rebar, Jade Painting and Van's Flooring, for supporting this Spotlight on Success.







Mahalo Nordic PCL Construction on the completion of Symphony Honolulu!

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Guy Akasaki, President 94-260 Pupuole St. Waipahu, HI 96797 P: 808-841-7246 On the Cutting Edge

GCs qualify subs based on performance, safety, and type and size of project when selecting winning bids

BY DAVE DONDONEAU

hen Eric Hashizume was asked how important a reliable subcontractor can be on

a construction site, the

vice president of Hawaiian Dredging Construction Co. Inc.

summed up his feelings in one word: invaluable.

"A construction site is a very dynamic situation," Hashizume says. "There may be 10, 20, 30 or even more subcontractors on a project at the same time and the timing needs to be coordinated. If even one is lagging your flow of work is affected and it's hard to recover, especially on his high-rise jobs where everything is sequenced.

"You need strong leadership to orchestrate so the site works like a clock and not a train wreck. If everyone does their jobs they balance their work effectively and efficiently. When (a subcontractor) gets out of sync—and it can be only one guy—that's where you get safety issues: Guys jumping over each other trying to get things done because they're behind through no fault of their own.

"Good subcontractors are invaluable."

Hawaiian Dredging ranks as the largest construction firm in the state in Building

Industry Hawaii's July issue, reporting \$662 million in revenue in 2015. Hawaiian Dredging builds everything from high-rises to medical labs, homes and more. The wide range of projects couldn't be handled without the use of subcontractors.

Hashizume estimates the



Dan Blackburn

10-STEP SUBCONTRACTOR **CHECK LIST**

Eric Hashizume PHOTO RY NATHALIE WALKER

- 1) Solicit
- 2) Prequalify subs
- 3) Architect/engineer sublist approval
- 4) Sublist approval
- 5) Issue documents for subs
- 6) Pre-bid meeting
- 7) Receive bids
- 8) Bid analysis
- 9) Pre-award meeting
- 10) Issue subcontracts

company uses subcontractors a minimum of 70 percent of the time, and when it comes to the list of Top 25 contractors in Hawaii (based on revenue), the majority of builders do the same.

F&H Construction Division Manager Dan Blackburn says his company subcontracts almost all of its jobs except for concrete and

finish work. Like other general contractors, they keep a database of subcontractors who've made bids and how they perform for future reference.

Dale Keep, who is in charge of business development for Layton Construction Co. Inc., estimates his firm uses subcontractors 95 percent of the time. From 2014 to 2015, Layton's revenue grew to \$167.1 million from



Dale Keep

\$94.2 million, proof the strategy works.

"Subcontractors are the experts in their particular trade and have the experience in what works well, what looks good and even the less expensive alternatives," Keep says. "We rely on their expertise, the ones who have been schooled, trained and have years of experience in their particular trade.

"With each project, we assess which subcontractors are appropriate for the type and size of the work based on their prequalification. This process reassures our project team and owners that the subcontractors selected are the right fit for the particular project."

Premium Qualities

The databases used by all general contractors typically show:

- 1) Not all subcontractors are created equally;
- 2) While general contractors may not call them "black lists," without question a subcontractor who delivers shoddy work or out-prices the market or is simply difficult to work with will face a tougher road in being hired again.

"I can tell you we have in our database list what jobs they were on and particulars like dollar volume on the job," Hashizume says. "But subcontractors through the years go up and down and they tend to move from the top to middle of the list from time to time. It may be no fault of their own that they were stretched too thin on a project. They may have gotten behind because other things were delayed and all their jobs bottlenecked. We do list their past jobs, and we have a management team that's been in business a long time so sometimes they remember 'oh yeah, they had a real problem,' or 'the foreman was unworkable.' You remember those things. That's the worst thing we want to happen."

Business Industry Hawaii asked multiple general contractors what qualities they look

...continued on page 78

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Scott Allen, CEO 94-425 Maikoiko St, Waipahu, HI 96797 P: 808-330-8677 Hawaii's leader in design innovation, engineering and fabrication of solid surface showers pans and wall systems, tub decks and surrounds, and countertops In the face of its continuing success, Kevin Pena's concrete contracting business, Foundations Hawaii, Inc. remains concerned about being unable to accommodate all clients all of the time.

"Our experience working with many of Hawaii's large General Contractors has given us a great reputation," says Pena, whose firm is a member of professional organizations like BIA-Hawaii and enjoys a perfect rating from the Better Business Bureau. "But keeping ourselves available to everyone who would like to work with us is a challenge."

Lauded by employees as a great place to work, Foundations Hawaii specializes in services ranging from concrete paving and repair as well as placing slabs and concrete installations on one- and two-story single-family and multi-family projects.

In addition, Pena's 21-year-old firm

provides concrete removal, foundation inspections, basement waterproofing, and asphalt paving. Located at 2116 Lauwiliwili Street in Kapolei, Foundations Hawaii also installs and repairs brick and stone and provides mud jacking.

Completion of the company's first large scale mid-rise construction project in Kailua last year ranks among Pena's best moments in the company's 21-year history, he says.

Meanwhile, Pena's future objectives include gearing up to take on more Neighbor Island work. "The Island's construction industry is growing again and we are keeping up with the pace while expanding the services we offer," he says.

"We've recent expanded our operations to include post-tension installation, and concrete floor polishing, making us a true full-service company," he says.



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QUALITY GENERAL

Ryan Wada, President 99-1245 Waiua Pl, Aiea, Hl 96701 P: 808-487-3614 Pour Larger, Faster, Flatter Landing work is important but it's not everything, according to the boss at BEK, Inc., a residential and commercial construction company.

"The best moments come after landing a contract with the largest GC in Hawaii, and then being appreciated for the work you do," says Todd R. Middleton, owner and president of the 33-year-old Aiea firm known for its excellence in drywall and acoustical ceiling installation.

Middleton, who began taking over the business in 2003, completed the acquisition last year when its founder retired.

"Some people thought BEK might not survive but they were wrong," he says. "We're not the largest specialty contractor in the state, but we strive to maintain the high quality that BEK has delivered since 1983."

Both Middleton and the company's vice president, Joe L. Hubbard, remain active in the company's day-to-day operations.

With an impressive resume that includes work on Waiea Tower, HPU's new campus at Aloha Tower, and Kapiolani Hospital, BEK also specializes in light gauge metal framing, plastering, building insulation, firestopping, metal stud framing and exterior insulation finish systems.

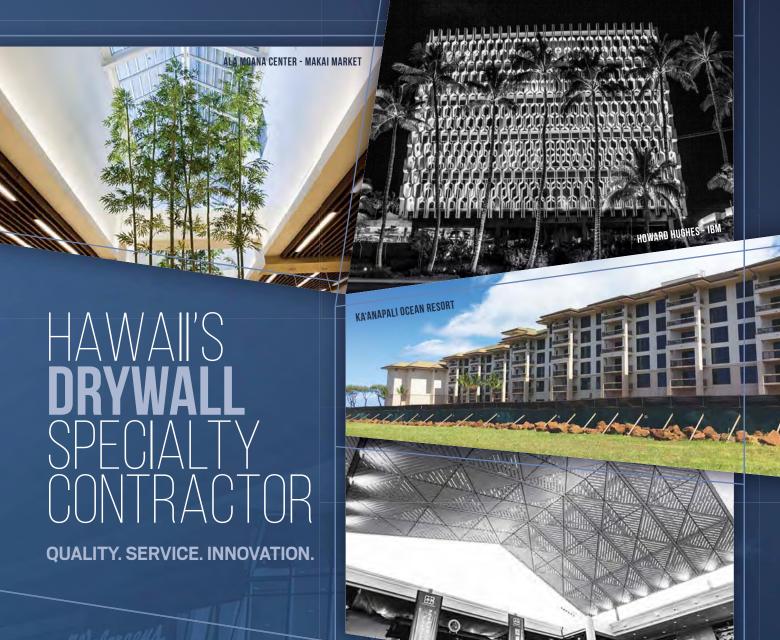
BEK, Inc. continues to seek "new ways to stay current on the ever-changing world of construction," says Middleton. Keeping quality up while maintaining and developing relationships remains BEK's ongoing objective.

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BEK, INC.





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Todd Middleton PRESIDENT. BEK INC.



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Nickolas Mendez III, owner of Triple D Painting Company, wears several hats and says they make it possible for him answer questions without delays. "I don't have to check with the boss," he jokes.

Mendez says his Mililani business—licensed to perform painting, concrete and spalling repairs, as well as waterproofing—has one primary goal: to meet and exceed client expectations.

"Our motto is customer satisfaction first," notes Mendez who recently completed a challenging project involving a delicate concrete restoration of Bishop Museum's exterior walls. "The customer was very satisfied."

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Happy clients, all 'over the place'

Chris Laird and Dene Schnaible hope their 10-year-old firm, DC Asphalt Services, continues to grow and expand. But in fact it has already ventured well beyond its main location in Kapolei.

"We have done projects and consulting all over the place," says Chris, "like American Samoa, Midway Atoll, Kiribati, Palmyra Atoll, Micronesia and all of the Hawaiian Islands.

The company excels in providing every type of paving service, from parking lot seal coating to driveway and pothole repair. Re-construction, overlay and repair of asphalt are among core services while striping, speed bumps and sidewalks are also specialties.

"We're proud to have our signature on our work, and we back up what we do," adds Chris. Besides happy clients, the company's successes include winning several top GCA and ACG safety awards, as well as "watching



the success of our employees as they continue to grow.

"Staying on top of our schedules, and making sure we take care of everyone on our bid list can be a challenge, but our excellent crew of skill professionals deliver," he adds. "Keeping up with all of the changing regulations and requirements is important, something you need to change with and adapt to."

The best moments came "when we bought our first paver and cold planer," notes Chris. "Today our team has com-

pleted countless jobs with great success and many compliments."

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John White

Kauai construction employment, however, is a different story.

"In May 2015, there were roughly 1,500 people on

Kauai employed in the construction

high total valueroughly \$146.7 million—of Kauai building permits in all sectors issued in the first six months of 2015.

Brett Schmauch,

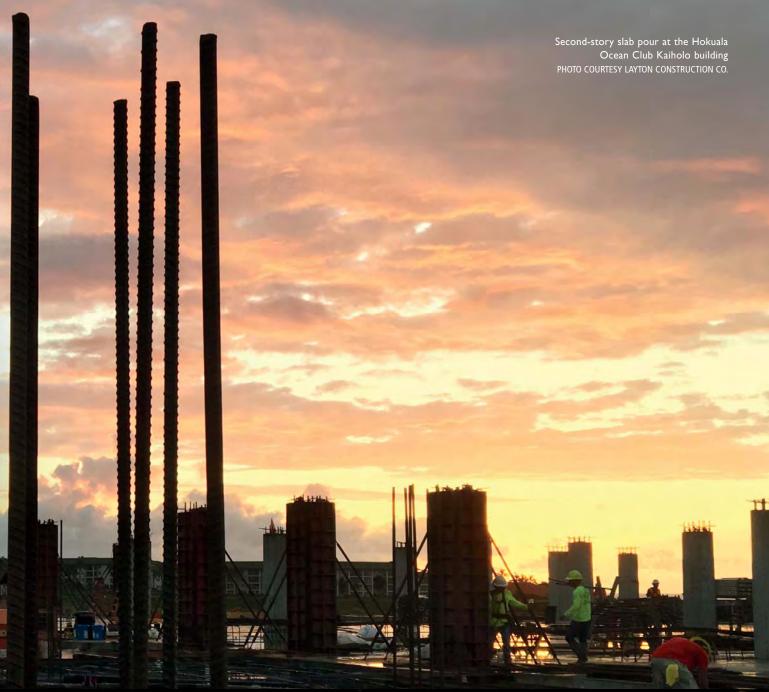


Brett Schmauch

A Million Visitors

"Kauai depends heavily on tourism-the Garden Island will welcome about a million visitors and \$1.4 billion in visitor spending in 2016," says White.

The Hawaii Tourism Authority



reports that increased Kauai visitor traffic has boosted the island's June visitor expenditures 5.5 percent over the same month last year.

Direct air access from the West Coast to Lihue is also expanding. "As of April, Hawaiian Airlines carried about 18,000 passengers on the new nonstop LAX-LIH flights this year,"



Peter Ingram

says Peter Ingram, Hawaiian Airlines executive vice president and chief commercial officer.

New Jewels in the Crown

Increased arrivals and Kauai's reputation as one of the world's top tourism destinations are driving new multimillion-dollar hospitality projects and many new luxury vacation and residential builds.

At the Coco Palms Resort, Pacific Concrete Cutting & Coring Inc. is reported to be conducting selective demolition of the iconic 46-acre site. Reports have pegged the entire renovation's value at \$175 million, with the completed resort to open as a Hyatt-branded property in the second quarter of 2018.

Near Poipu, Koloa Landing's

\$85 million Phase Three is currently underway by Layton Construction Co. and is scheduled to wrap in early 2017.

New Luxury Builds

Kauai's legendary allure inspires many who visit to stay.

In January, Layton broke ground on Phase I of Timbers Resorts' Hokuala on 450 acres overlooking Kalapaki Bay. The resort will feature both vacation ownership villas and a luxury hotel. Phase I, which includes a 28-unit Ocean Club building, a 14-unit residences building and other amenities, is set to wrap in early fall 2017. The entire project has been reported as having a total value of \$700 million to \$800 million, with all construction scheduled for completion in 2023.

Another Layton project, renovations of The Point at Poipu, a vacation ownership resort, are on track for completion in July 2017.

Also near Poipu in Kukuiula, Phase One of Alexander & Baldwin's 20-unit Kainani Villas resort condominium is underway, also with Layton as general



Dale Keep

contractor. "Phase One consists of two luxury condominium buildings, each with four units," says Dale Keep, Layton's business development manager. Keep says completion is sched-

uled for early 2017 and future phases will include three additional buildings of similar size and design.

Nearby, Unlimited Construction is raising The Hales at Kainani, two 5,000-square-foot model homes for



Koloa Landing Phase Three by Layton Construction Co. PHOTO COURTESY LAYTON CONSTRUCTION CO.

Kukuiula Development Co. LLC. "These homes were started in February of 2015 and will be completed in May and July of 2017," says Schmauch.

Unlimited is also building 11 custom private residences at Kukuiula. "These homes range in retail value from \$1.2 million to \$13 million, with most of them in excess of \$5.5 million," says Schmauch. "There are still many unimproved parcels in the development and Kukuiula has plans to expand."

In October, Earthworks Pacific Inc. will break ground on Makahuena Point Subdivision, 10 one-acre luxury residences on one of the last oceanfront parcels in Poipu.

The \$4.3 million drill-and-blast hard rock excavation is set to wrap in June 2017.



Master plan for the future Makahuena Point Subdivision GRAPHIC COURTESY EARTHWORKS PACIFIC INC.

New Commercial Centers

According to White, Kauai commercial construction provides "a vital infrastructure component that creates jobs in the construction, retail and visitor-related industries."

In September, Hunt Development Group will break ground on Kilauea Lighthouse Village, an approximately 47,000-square-foot neighborhood complex anchored by The Market at Kilauea, a 10,000-square-foot upscale grocery. The \$17 million complex will also feature a mix of businesses and services including a bank, pharmacy, fitness center, restaurants, small retailers and office space. The complex is



Finish Well.

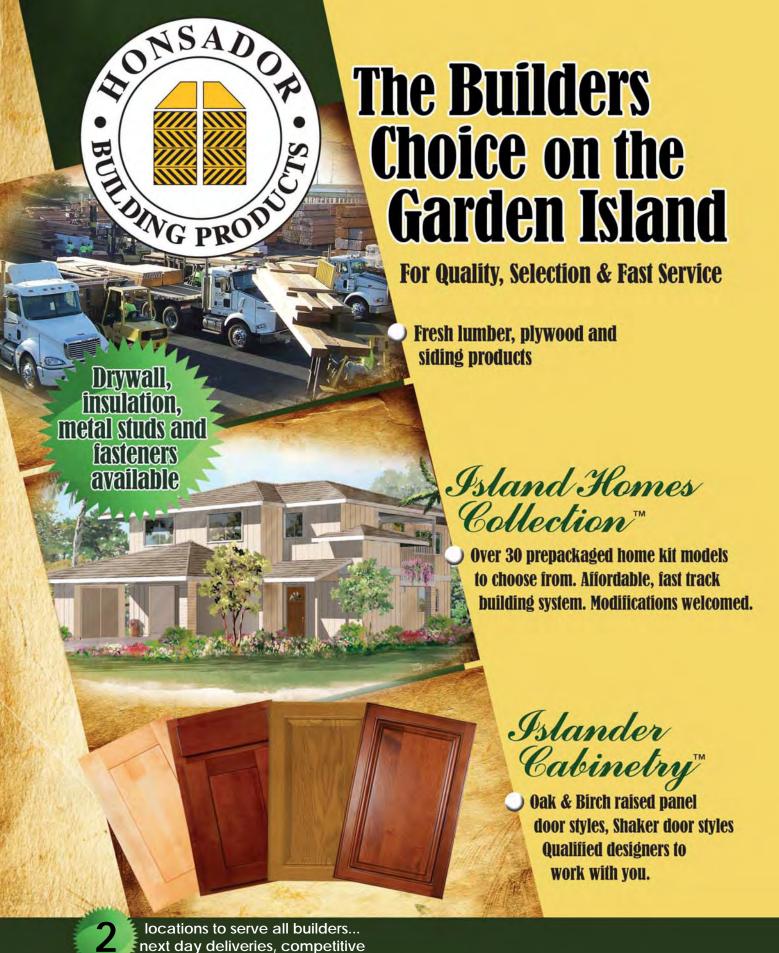
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scheduled to wrap in 2017.

At the south side's Hokulei Village complex, Layton is close to finishing a Chevron gas station, a Circle K outlet and a car wash near the Safeway store built by Layton last year.

New Residential

In March, Earthworks Pacific started mass grading and utility infrastructure work at D.R. Horton-Hawaii Division's \$14 million Hooluana at Kohea Loa residential development in Hanamaulu. Kohea Loa is a masterplanned community on 54 acres, with Hooluana—the first of four development phases—containing 151 single-family and duplex homes on 26 acres. D.R. Horton expects to begin vertical construction at the end of the year or at the start of 2017.

New Public-Private Partnerships

"Kauai has a shortage of housing that not only makes it difficult for

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The future Kilauea Lighthouse
Village by Hunt Development Group
RENDERING COURTESY HUNT COMPANIES

residents to find housing, but also drives up the cost of the available rentals that come on the market," says Kanani Fu, County of Kauai housing director. The county's Kanikoo and Lima Ola proj-



Kanani Fu

ects, she says "will provide a permanent supply of affordable housing for our residents."

Kanikoo Phase II, a Lihue affordable senior living housing complex, broke ground in

March 2016. Phase II's three stories will add 30 one- and two-bedroom units to the complex's existing 60 units. Vitus Development heads Phase II as a public-private partner with Shioi Construction,

"Demand will remain robust into 2017." —Peter Ingram

Bow Engineering and the Hawaii Housing Finance & Development Corp. Phase II's first occupancy is expected to start in November 2016.

In fall 2017, says Fu, the county plans to issue a procurement for onand off-site infrastructure work on the first phase of Lima Ola in Eleele, which will consist of 149 affordable units of residential density (multi-family and single-family units) and a community park. Total density for Lima Ola at full build-out is 550 units.



A New Town Core

In October 2015, the County of Kauai received \$13.8 million in Transportation Investment Generating Economic Recovery (TIGER) federal grant funding aimed at revitalizing Lihue's town core, and raised \$2 million in matching funds. TIGER's \$15.8 million upgrades include traffic, transit, bikeway and pedestrian improvements. Federal grant monies are required to be spent by 2021.

2016 Sector Stats

The following Kauai building industry statistics were provided by the County of Kauai Building Division and Pacific Resource Partnership.

Value of All Kauai Building Permits

The values below include all Kauai building sectors for the first six months of 2015 and 2016.

SOURCE: COUNTY OF KAUAI BUILDING DIVISION

2015 (JANUARY TO JUNE)	2016 (JANUARY TO JUNE)		
\$146,675,751	\$103,163,942		

Value of Kauai Commercial Building Permits

The data for Kauai commercial permits below includes hospitality as well as other private sector commercial activity for Q1 2015 - Q2 2016.

	2015 QTR 1	2015 QTR 2	2015 QTR 3	2015 QTR 4	2016 QTR 1	2016 QTR 2
NUMBER OF COMMERCIAL PERMITS	28	28	28	25	18	18
VALUE OF COMMERCIAL PERMITS (TO THE NEAREST \$100 K)	\$26.2 million	\$19.2 million	\$9.7 million	\$12.5 million	\$2.4 million	\$4.7 million





Kaua'i

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TIGER in Town!

Upcoming Lihue revitalizations covered by the county's joint TIGER (Transportation Investment Generating Economic Recovery) funding include:

- Safety improvements
- A shared-use path from the Lihue Civic Center to the Kauai War Memorial Convention Hall
- Hoolako Street bicycle and pedestrian improvements
- Completing the conversion of Eiwa Street to a transit hub
- Installing sidewalks on Hoala and Kalena Streets
- Designing Puaole and Malae Streets to be bicycle-friendly
- Expansion of Lihue Civic Center transit services
- Rice Street improvements

New Runways and Flights

Bids are currently being reviewed by the state's Department of Transportation for the rehabilitation of Lihue Airport's Runway 3-21 and Taxiway B starting in January 2017. The \$14 million project will replace four inches of existing asphalt pavement for Runway 3-21, Taxiway B and adjoining taxiways. Affected areas will be re-striped and Runway 3-21 will be re-grooved. Since the airport cannot be shut down, DOT says coordination between the project's contractor and LIH operations is imperative. The project is expected to wrap in October 2017.

"Based on the success of our current service, we have every reason to believe demand will remain robust



Earthworks Pacific Inc. grades the site of D.R. Horton-Hawaii Division's Hooluana at Kohea Loa neighborhood.

PHOTO COURTESY EARTHWORKS PACIFIC INC.

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Kukuiula's Lot 47 has ocean and golf course

PHOTO COURTESY UNLIMITED CONSTRUCTION

into 2017," says Ingram. "We look forward to continuing and expanding our direct service from LAX-LIH in 2017 and beyond."

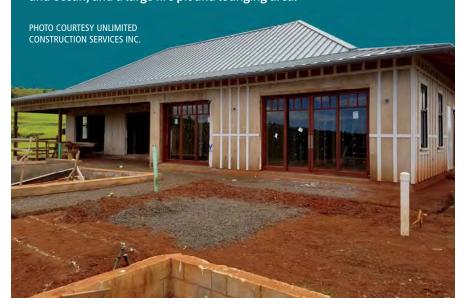
New Industry Optimism

Schmauch says the current state of construction on Kauai continues to remain strong "with an upward trend." And according to White, the longer-term outlook for commercial construction is positive.

"Overall, optimism appears to be prevailing," says Schmauch. "Barring unforeseen circumstances, Kauai's construction industry should see a strong finish to this decade."

Deluxe Build-Out

Kukuiula's Lot 22, which broke ground in April 2015, is a 5,000-squarefoot, five-bedroom, five-and-a-half bath luxury home. When Unlimited Construction wraps on Lot 22 in October, it will feature exposed beam ceilings, all-wood interiors with crown moldings and cottage trim, hardwood and tile floors, an infinity pool and spa overlooking the golf course and ocean, and a large fire pit and lounging area.







CLEAN & COOL

Even in Hawaii's hottest months, regular servicing keeps air conditioning systems operating at peak efficiency

BY DAVID PUTNAM

Noella Cosco

hen it comes to air conditioning in Hawaii, there are two choices: Keep your system clean (and stay cool), or ignore it until it grinds to a stop (and squirm in the heat).

Experts tell us that by keeping the heating, ventilating and air-conditioning system (HVAC) cleaned and serviced, a property can save money on energy and extend the unit's lifespan. Regular maintenance can also mean spending fewer dollars on repairs and replacements. This applies to cooling systems in all kinds of structures—high-

rises,

rises, shopping centers, office buildings, industrial facilities, condominiums, single-family dwellings and schools.

"Failing to maintain your AC equipment will eventually lead to costly compressor failure, which is the heart of

the AC system," says Lance Kurata, manager of the service department at Alakai Mechanical Corp. "We recommend that AC units in the workplace be maintained at least every

other month. With Hawaii's humid climate, condensation may cause water leaks due to restricted drain lines, which could cause ceiling and equipment damage below.

"Once you have a maintenance contract in place," Kurata adds, "your service technician should recommend coil cleanings on an as-needed basis."

Jason Takaki of Pristine Air Hawaii agrees. "Maintenance is key for all AC systems," he says. "Take care of it so it can take care of you."

According to studies, failing to perform regular maintenance can cause an air conditioner to lose about 5 percent of its original efficiency for each year of

operation. With regular tune-ups, however, an AC system can maintain up to 95 percent of its original efficiency for many years.

"Failing to maintain the air conditioning is

detrimental to the longevity of the unit," says Noella Cosco, executive vice president at Cosco Hawaii. "Whenever a mini-split system has a red light on the face of the unit, it means it needs to be serviced. Ignoring this icon could lead to costly and time-consuming service work by the contractor. But most importantly you are not reaching full capacity of your AC unit's cool capability.

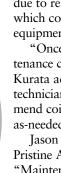
"More often than not,

mold and mildew proliferate on the blower wheel and drain pan of the fan coil and blows right into your face, which is not only stinky but downright unhealthy," she adds.

"Professional service is good to do every six to 12 months," says Takaki. Hawaii, he adds, has "a wide variety of systems here, so it will vary, but generally six to 12 months is a good idea. Cleaning should be done on an as-needed basis."

Takaki says that cleaning of a ductless split system can involve the removal of the blower wheel and drain pan assembly. He also recommends cleaning of the coil, drain pan, blower wheel, drain line and other parts of an indoor unit. "Rinsing of the outdoor unit is also necessary for some applications," he notes.

"Failing to maintain a system can lead to lack of efficiency, or even system failure altogether," Taketa says. "It also can reduce the life-expectancy of the system."





Keep It Clean

The ductless mini-split system has become a popular choice due to its practicality and efficiency, especially in the topical climate of Hawaii. It has an outdoor condenser unit and an indoor evaporator/air handler unit, but the main difference is that the indoor unit is placed in the single room or zone that it serves; it doesn't rely on ductwork to deliver conditioned air.

But like all cooling systems it requires cleaning and servicing. Noella Cosco of Cosco Hawaii, which sells Nu-Calgon cleaning kits, offers these steps:

- Turn off all power supply to the unit(s). Remove face panels of the indoor fan unit and follow the directions outlined in the owner's manual.
- As for the outdoor unit:
- Have water hose close to the condenser unit for easy and quick use.
- Mix the coil cleaner in the pump sprayer per the manufacturer's instructions.
- Spray on the coil.
- Wait about 5 minutes for the cleaner to foam up.
- · Wash off the cleaner and dirt with the water hose.



An air conditioner's filters and coils accumulate dust and dirt that affect its efficiency. PHOTO COURTESY ENERGY.GOV

Kurata points out that "thorough coil cleaning involves wrapping indoor units with plastic to contain and pump out water, applying biodegradable cleaning solution to the coil and rinsing with water." The procedure should be continued, he says, until the unit coil is clean.

Kurata also notes that when a new business takes over an existing building or space, they need to do due diligence on their air

condition system. "New businesses should have their AC equipment assessed for repairs or replacement before renovating the space."

Cosco recommends "preventative maintenance" for all cooling systems.

"If possible, set up a cleaning service program with the AC contractor before there is a problem. Many times customers and contractors alike overlook this concept—service tends to be an afterthought."



Cosco Hawaii designed a custom coil to replace the Kaiser High School band room condenser coil.



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Rendering of Honolulu International Airport's new ConRAC facility

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Watts Set to Break Ground on ConRAC The \$314.5M facility will consolidate

BY BRETT ALEXANDER-ESTES

The \$314.5M facility will consolidate rental car firms servicing HNL

atts Constructors LLC expects to receive NTP this month on construction of Honolulu International Airport's \$314.5 million Consolidated Rental Car facility.

"The ConRAC project will result in a significant reduction of airport traffic that will prove integral to



Gennaro Di Nola

improving the visitor experience for Hawaii's No. 1 industry, tourism," says Gennaro Di Nola, Watts Constructors general manager. "The project will benefit residents,

business travelers, tourists and the rental car companies themselves in saving time and improving operational efficiencies."

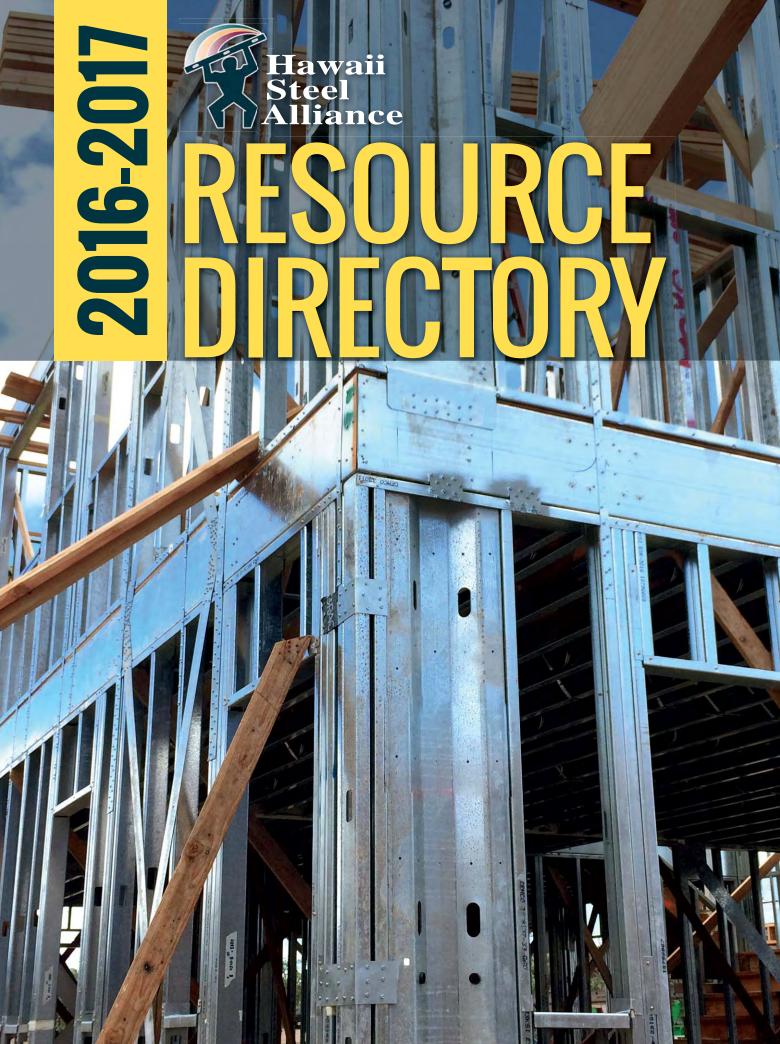
The new ConRAC, which consolidates all rental car companies servicing HNL, will be built across from the main terminal next to the parking garage on the Diamond Head side. The state's \$314,548,504.63 contract was awarded to Watts on July 5 and the project is expected to be completed in September 2020.

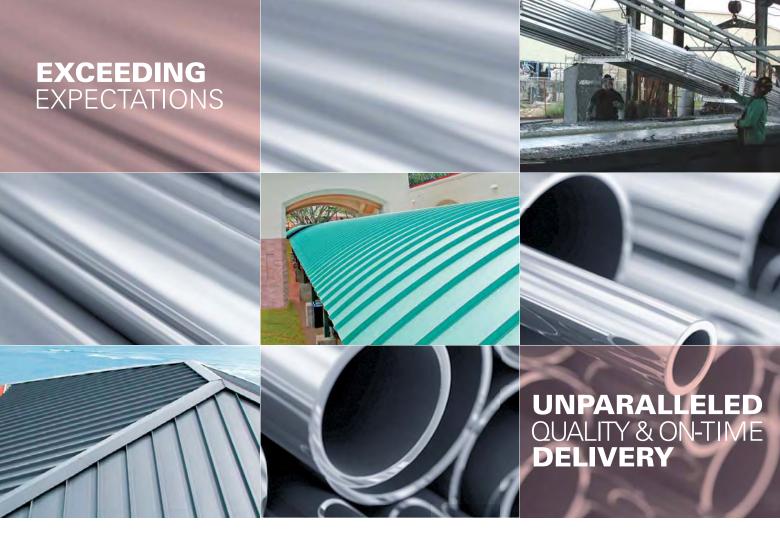
Di Nola says the project includes the demolition of the existing car rental buildings and construction of a five-story, 1.8 million-square-foot cast-in-place concrete structure. The new ConRAC will contain vehicular parking areas—including 2,250 parking stalls—rental agency areas, office spaces, car wash equipment and fueling stations.

Sequential phasing of the project will allow for continuous operation of HNL's existing interim rental car facility, Di Nola says. Phase A is scheduled for 640 days, Phase B for 540 days and Phase C for 150 days, with 75-day move-in periods between phases.

The project is aiming for LEED Silver certification with features including onsite storm-water management, construction waste management focused on recycling, use of low-emitting materials (adhesives, sealants) and regionally sourced construction material, including recycled content.

"The project will also stimulate Hawaii's building industry by creating construction and trade-related jobs for local construction companies and material suppliers," Di Nola says.





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PRESIDENT'S WELCOME

elcome to the 16th edition of our Resource Guide. We hope that you will find helpful information here for your steel framing and metal roofing projects.

We would like to extend our appreciation to our advertisers and supporters who have contributed to make this publication available to you. We ask that you support these companies because with their help we can continue to grow the market for steel framing and metal roofing.

As we are currently enjoying a robust construction economy once again, we are proud that the strength and sustainability of steel is a major part of our projects in Hawaii. The advantages of steel such as being termite proof, non-combustibility, and energy efficiency have been contributing factors in the sustained growth in steel construction over the past 19 years resulting in our state being the nation's leader in steel framing. Hawaii has also been a leader in metal roofing for many years. Now using the latest technology in reflective paints it has become even more popular and a major provider of 'cool roofs' for our homes and businesses.

2017 will mark the 20th anniversary of the Hawaii Steel Alliance. We can all look forward to a year full of celebration of our accomplishments. With a focus on diversity, the HSA has embraced the design and use of both cold-formed and



red iron steel in mid-rise construction. As our organization looks forward to the next 20 years, we anticipate embracing even newer technologies and techniques that will make steel construction even better.

We hope that you find this Resource Guide helpful and trust that you will use it to your advantage as a valuable reference for sourcing your next project.

Mahalo for your support and interest in steel framing and metal roofing.

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The Hawaii Steel Alliance (HSA) was established in May 1997 to encourage and promote the widespread, practical and economic use of cold-formed steel framing and metal roofing for residential and commercial construction in the Pacific Rim. The HSA strives to be the pre-eminent worldwide steel framing resource for developers, contractors, engineers, architects, building officials, suppliers and homebuyers. The HSA has regular

membership meetings and provides educational opportunities and training for its members.

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THE HAWAII STEEL ALLIANCE

Organized to Help Builders Build Better

he Hawaii Steel Alliance (HSA) is a 19-year-old nonprofit membership organization established in Hawaii to facilitate and defend the use of steel framing and metal roofing products used in construction in the Pacific region. In this short period of time, the Hawaii Steel Alliance has had tremendous success increasing public awareness of coldformed steel (CFS) framing and metal roofing. Before the HSA was created, less than 20 percent of the homes on Oahu were framed with steel. Today over 70 percent of new homes on Oahu have steel framing in them. That is a huge increase and it shows the power of this trade association coming together



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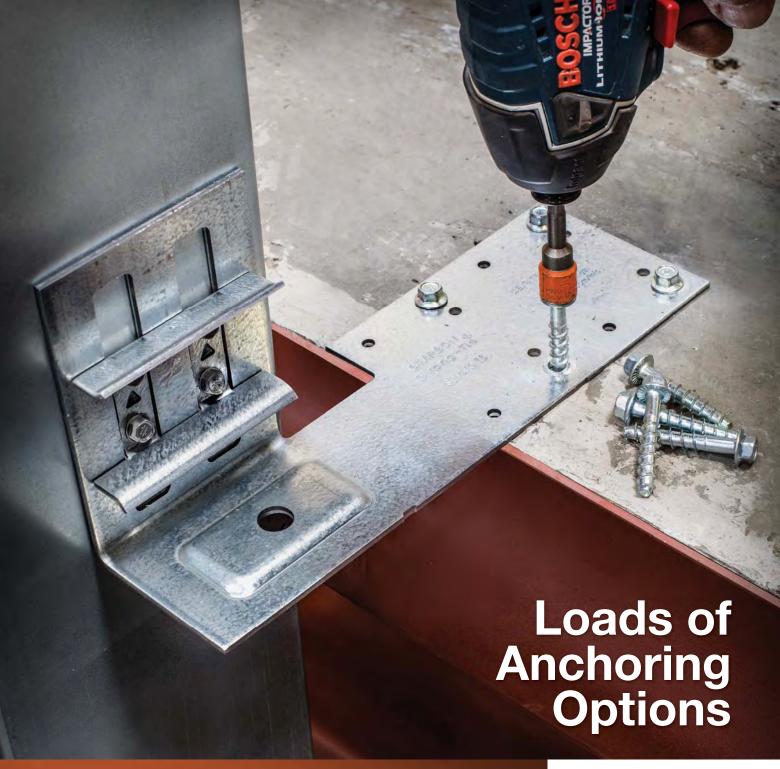
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to help facilitate the growth of an emerging market.

It is rare to see a young organization accomplish so much in such a short period of time. The HSA has been a constant clearinghouse of the latest information on steel framing technology. Before the building codes contained standards using steel framing, the HSA was there to assist engineers and architects on the latest prescriptive methods that have since become standards referenced in the building codes. Back when most of the carpenters were only familiar with wood framing, the HSA was there with Stud University, training journeyman carpenters how to frame with steel. In addition, the HSA developed a training curriculum and assisted with training programs to help overcome the deficit of experienced steel carpenters.

Back when only a few design professionals were familiar with how to design with steel, the HSA incubated a strong core of structural engineers in Hawaii to be more proficient in the design of CFS structures. The HSA developed a close relationship with the Cold Formed Steel Engineers Institute (formerly known as the Light Gauge



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Steel Engineers Association), and hosted many training workshops introducing structural engineers to mid-rise steel framed buildings such as assisted living centers and hotels. The HSA also conducted training programs for the Army Corps of Engineers and Naval Facilities Engineering Command for their projects designed in steel.

In order to help with plans review and jobsite inspections, the HSA trained code officials and even achieved standards acceptance (before steel framing was referenced in the building codes) with a team of trainers that reached out to all four Hawaii counties. Back before steel framing codes were developed the HSA brought funding to the University of Hawaii to conduct research on corrosion, load bearing top plates, and other areas of concern that were specific to Hawaii or had not been completed yet on the mainland.

To help improve the learning curve for the carpenters in the field, the HSA brought mainland manufacturers to Hawaii to use jobsites as laboratories to improve tools and construction methods like screw guns, fasteners, bit tips, saw



blades, floor joists, connectors, etc. The HSA hosted several dinner meetings and workshops with experts from many different industries to train and educate our local builders on the many benefits that steel framing and metal roofing bring to our environment and our state. The HSA served as an information resource and database, including the latest cost-effective details for engineers, architects, and steel framers alike. Back when steel framing was new to everybody, the HSA actively helped to solve field issues and responded to builder needs on the jobsite.

All of these meetings brought together many different companies including manufacturers, suppliers, and contractors—all involved in the construction food chain that allowed them to network and bring in more business for their respective companies. The HSA provided steel framing and metal roofing literature to Hawaii Developers' sales and marketing teams to communicate this information to the homebuyer.

In an effort to reach out to the general public, the HSA participated in trade shows (in Hawaii, the Mainland, and overseas) and hosted six world-class international conferences in Hawaii (The Pacific Rim Steel Framing Conference) with attendees from as far away as Australia, Japan, Germany, and Turkey. The HSA continues to print an annual resource directory (such as this one) to support their membership and get the latest information out to the general public.

Approaching 20 Years of Excellence

The HSA continues to have regular membership meetings and provide educational opportunities and training for its members to this day. Despite all the advancement and training the HSA has completed in the past 19 years, their work has not been completed. There are still engineers and architects who are not familiar with the most cost-efficient designs and standards. There are many design professionals who are not familiar with the benefits of a cool metal roof. There are still code officials who are not familiar with how to inspect steel framing in the field. There are still many builders in Hawaii that are not using the benefits steel framing provides like straighter walls and fewer call backs for their construction projects.

The HSA has been very active with



the State Building Code Council and the Subcommittee for the Hawaii Energy Code. The HSA, with assistance from the National Steel Framing Alliance was effective in providing alternative methods of achieving new energy efficient standards other than using costly exterior continuous foam insulation. These amendments are included in the 2015 Hawaii Energy Code that has been adopted by the State, and will soon be included in the County Building Codes.

HSA members actively participate on committees and help steer the Alliance's future activities. They continually network with the large track builders (also HSA members), potential customers and other suppliers with latest products and techniques they can adopt to meet the needs of their business. HSA members test the latest best practices and learn what makes other member companies successful using steel framing and metal roofing. Through training and education, they keep up with the latest code requirements, and newest technologies to keep them ahead of their competition. But mostly, they are a group of members with a passion; a strong passion to support a strong, sustainable, termite proof building material that homebuyers in Hawaii have come to expect: Steel Framing and Metal Roofing.

The Hawaii Steel Alliance will be celebrating its 20th Anniversary in 2017. For more information on the Hawaii Steel Alliance, its products, members, and the upcoming 20th anniversary celebration, visit www.hawaiisteel.com.

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What Subs Should Know About Mechanic's Lien Rights



BY SCOTT BATTERMAN

n private sector construction jobs, subcontractors and material suppliers who have not been paid often come to us and ask about their mechanic's lien rights. A mechanic's lien can be a powerful tool in getting an owner to pressure a general contractor to pay his subcontractors and material suppliers; and if the general contractor has run into real trouble, it can be the only source of payment.

Here are some things you should know about the mechanic's lien process:

• It is a separate court proceeding, with separate costs.

In most states, you claim a mechanic's lien just by filing a sworn notice with the court. In Hawaii, you have to file an application in Circuit Court, and if it is contested, there is a hearing to determine if you are entitled to a mechanic's lien.

Often, simply filing the application for a mechanic's lien, or getting the court to approve the application, is enough to get paid. But if it is not, then you have to file another action, to foreclose on the mechanic's lien.

If you are successful in court on the foreclosure action, or in a simple lawsuit against the contractor, you can recover some or all of your attorney's fees. However, there is no right to recover attorney fees in a mechanic's lien proceeding. You may need to weigh the amount you are owed against the non-recoverable cost of the mechanic's lien proceeding application.

• Even if you are licensed, if the general contractor is not, you lose.

Unlicensed contractors cannot receive a mechanic's lien. But even a licensed subcontractor has no lien rights, if the general contractor was unlicensed when the work was performed. This can happen even if the general contractor was licensed when you contracted the work, but then had its license suspended before you perform the work, because its insurance coverage lapsed

This also affects material suppliers, but only if the work is for repair or improvements to residential property: Materials supplied to an unlicensed general contractor or subcontractor for that purpose are not eligible for a lien.

• If you wait too long, you lose your rights.

You must file an application for a mechanic's lien no later than 45 days after the "date of completion." Basically, the owner or general contractor publishes an advertisement in the newspaper for two weeks, stating the work is completed. The newspaper then files an affidavit in Circuit Court, attesting to the publication. This is the "date of completion, and 45 days

after that, no mechanic's lien can be filed.

You can look for Notices of Completion by going down to Circuit Court, or by subscribing to *BidService Weekly*, which includes this information. If the general contractor has been slow in paying, and the project is at or near completion, you need to keep watch for this; your attorney needs sufficient time within which to prepare a proper mechanic's lien application, and if you wait too long you will lose your rights.

• No liens for working for condominium associations.

If you subcontract to a general contractor who is working for a condominium association, you have no lien rights. The Hawaii Condominium Law bars the application of a mechanic's lien to the common elements of condominium. In those cases, you should be aware that you are relying strictly on the general contractor, and make your decisions on that basis.

• No residential liens if the general contract violates the lien disclosure law.

In an earlier article, we noted that contractors who do residential construction, repair or renovations must comply with HRS Section 444-25.5. This requires that contracts with homeowners must disclose lien rights (along with other required information and language). If the contract violates that statute, among other serious consequences, the contractor loses its mechanic's lien rights.

The Circuit Court has held that this will apply, not only to the general contractor, but also to all of its subcontractors. Accordingly, if you are subcontracting for residential work, you may want to talk to the general contractor to make sure it is aware of the need to have the contract comply with the law.

Be careful of lien release language.

Many times, an owner will require the general contractor to submit lien releases from all of the subcontractors before payment will be made. Before you sign the release, read it carefully to ensure that it is only effective if you actually receive payment; and that if there any outstanding disputes, they are exempted from the release.

If you sign the wrong form, you could find that you have lost your lien rights, even if you have not been paid. If you are not sure, have your attorney take a look at the form.

Scott Batterman is an active trial attorney with the Clay Chapman Iwamura Pulice & Nervell firm specializing in construction litigation, contract preparation and project arbitration and mediation. Connect with him at sib@paclawteam.com or 535-8400.

Busy Backlogs for Site Contractors

Sitework activity—from a Google experiment to rail stations—remains consistent for another year

BY DAVID PUTNAM

orking with Google's semi-secret "X" division, which develops advanced technology, to build a kite-driven energy farm on the Big Island provides an "exciting" break for Goodfellow Brothers Inc. from the typical preparation of a site for roadwork, utility installation or vertical structures.

Google X's Makani Wind Project, says Ed Brown, GBI's vice president



Ed Brown

and manager of Hawaii operations, "entails the construction, support infrastructure and the erection of an experimental energy kite that simulates the tip of a wind turbine blade (the

part of a turbine that makes most of the energy)."

According to the Makani website, its kite system generates 50 percent more electricity than traditional turbines while using 90 percent less materials. The Alameda, Calif.-based company was acquired by Google in 2013 and assigned to its X Division.

Describing it as an "exciting project," Brown explains that the "rotors on the kite act like propellers on a helicopter to launch it from the ground station. Once the kite is in flight, air moving across the rotors forces them to rotate, driving a generator to produce electricity, which then travels down the tether to the grid."

One kite, he adds, is estimated to generate 600 kilowatts of energy.

Not all sitework jobs have the cutting-edge novelty of a Google experiment. Most involve traditional

clearing and grading and, toward that end, 2016 "is shaping up to be another good year" for GBI, says Chad Goodfellow, company president.

"Our backlog



Chad Goodfellow

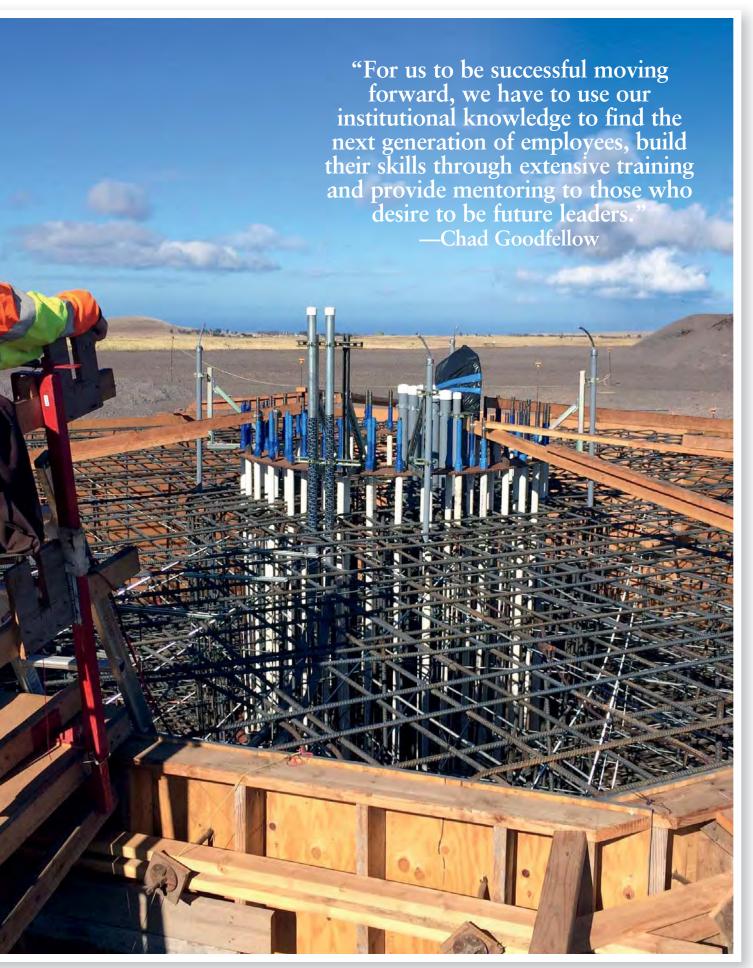
continues to grow," he says, "yet we have seen some projects stalled due to legal challenges, delays in obtaining necessary permits and financing issues. While the industry is growing for site contractors, we have not seen the robust growth that other trades have felt due to the large building projects in Kakaako and the surrounding corridor."



Len Dempsey

Len Dempsey, vice president for Hawaiian Dredging Construction Co. Inc.'s Heavy Division, notes that "while construction is up in 2016, sitework







activity is more consistent with 2015 levels. There are a few more projects that are being priced; however, some of those efforts appear to be budgetary efforts. It is unclear exactly when



Rodney Nohara

the projects will be released for construction."

Rodney Nohara, president of Jayar Construction Inc., says that while the building industry overall has seen a recent growth in

activity, "the sitework contractors are still busy, but not busier than the previous two years.

"Construction activity has been up for a couple of years now, with the rail work, the residential buildings in Kakaako and single-family residences in the Kapolei/Ewa areas," Nohara points out, adding that "the City of Honolulu has also being doing a lot of road repaving, which keeps the paving contractors busy."

Jeff Fisher of Lihue-based Earthworks Pacific Inc. says a challenge for the industry "is the lack of engineering prior to getting work started. Plans are being pushed



Jeff Fisher

through design to get work started and more burden is being placed on the contractor due to incomplete or incorrect plans."

"Another challenge," Fisher adds, "is the shortage of skilled laborers and subcontractors. This has put a burden on getting projects completed on schedule."

Goodfellow says GBI does all it can to help clients get their projects going and completed.

"We have helped some of our loyal customers by providing bridge loans to get stalled projects up and running," Goodfellow says. "Timing is extremely important to our clients due to market uncertainty and the significant carrying costs for undeveloped land.

"If we can creatively help our customers generate returns sooner, then we are truly living our mission to be their contractor of choice."

Jobs Available

In addition to trying to maintain a full workload throughout the year, sitework contractors say there's also a need for more experienced workers.

Myles Mizokami, director of civil operations at Nan Inc., says the "greatest challenge for the sitework industry is human resources, or the limited quality workforce. The sitework industry requires an experienced workforce to properly execute, and in comparison

to the building industry, there are fewer entry-level positions available.

"Considering the median attrition rate that has been affecting the construction industry throughout, there are progressively fewer workers in the sitework industry with an average of five to 10 years of experience, and even fewer workers with 10 to 20 years of experience. Combining this with the fact that it takes at least five to 10 years for an individual to gain enough experience to deal with the many differing site conditions that are encountered in sitework/underground construction, it leaves contractors with this great challenge of being able to maintain a quality workforce," Mizokami savs.

Goodfellow also laments that "the lack of seasoned tradespeople continues to accelerate construction costs at an alarming rate.

"Hawaii is the most remote group of islands in the world, and many employees who left the industry during the Great Recession do not plan on returning. For us to be successful moving forward, we have to use our institutional knowledge to find the next generation of employees, build their skills through extensive training and provide mentoring to those who desire to be future leaders.

"In the short term," he adds, "this means higher costs, yet it is our



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business to keep the learning curve as short as possible."

Mizokami says an increase in sitework construction during the first half of 2016 was "evidenced by the limited amount of union workers out of work.

"However, with Kiewit completing their phases of the rail project, there has been an increase in the amount of union workers out of work," he adds. "This, of course, will completely reverse itself when the third phase of the rail commences, although the effects on the labor pool will not be seen until 2017.

"Without the rail, we appear to be at a level of construction that is balanced with the available quality workforce."

Across the Islands

Dempsey says Hawaiian Dredging is involved in several sitework projects, including the Westin Kaanapali Ocean Resort Villas on Maui and the Farrington Highway Rail Stations for the Honolulu Authority for Rapid Transportation (HART). Hawaiian Dredging also has earthwork/sitework for the next extension of the Lahaina Bypass, a design-build project that is



expected to start in early 2017.

Scot Oshiro, project manager for Nan Inc., says that "so far, Hawaii Island sitework contractors have been experiencing a mediocre year for largescaled projects. The overbuilding of private sector subdivisions around the end of the first decade of the 2000s has resulted in a slower-than-expected start-up of new housing tracts on the Big Island."

Additionally, he says, "public infrastructure spending has provided some sitework projects. However, new sitework construction has been limited."

Nan's jobs on the Big Island include Pahoa Park and Waimea Park. "The Pahoa Park project was noteworthy as lava flows in 2014 nearly cancelled the project," says Mizokami. "Once the lava flow ended, the county made the decision to proceed and build the park for the Pahoa community. During the excavation for the Pahoa Park, Nan Inc. encountered some extremely hard rock."

To resolve the problem, Nan found the equipment it needed from Indeco North America, he says, adding that Nan now is the dealer for Indeco in Hawaii.

Also, *iwi* discovered during the work was reinterred under the supervision of the Burial Council, and significant delays were avoided.

Another Nan job was the Flood Mitigation Project at Fort Shafter Flats which was comprised of drainage improvements to the immediate area and to increase the capacity of Kahauiki Stream, inclusive of driving permanent sheet piling and installing articulated concrete blocks and a levy wall. Mizokami says the stream work that was completed near the end of 2015 "passed with flying colors, after it was put to the test this summer when Tropical Storm Darby brought severe flooding to Oahu half a year later on July 24."



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Nan also worked on the HART Airport Section Utilities project, which is on schedule for completion in October.

On Kauai, Goodfellow Bros. is putting the final touches on the designbuild Nawiliwili Road project from Kaumualii Highway to Kanani Street.

"Fronting the busy Kukui Grove Shopping Center in Lihue, our project team replaced four lanes of asphalt pavement over a half-mile stretch of Nawiliwili Road with durable concrete pavement," Brown says. "Improved drainage will help to eliminate chronic ponding by adding 1,600 linear feet of underground pipe and 20 drain structures.

"Another project benefit will be improved pedestrian access and safety through the addition of sidewalks and bike lanes."

GBI also installed traffic signals at two intersections and added streetlights.

On Oahu, Goodfellow Bros.' work includes the new Kapolei Bridge and Interchange that will span nearly 360 feet over the existing H-1 Freeway. Brown says the project entails 3,025 cubic yards of structural concrete, 68,000 cubic yards of mass grading, 4,200 linear feet of drainage pipe, the relocation of the existing 30-inch and 36-inch water lines to accommodate new bridge abutments and 23,000 square yards of new concrete paving for freeway ramps.

Earthworks Pacific's projects include the new Upper Kapahi Reservoir Dam for the Department of Land & Natural Resources, Hooluana at Kohea Loa on Kauai for D.R. Horton – Hawaii Division, Makahuena Point Subdivision on Kauai for CIRI Land Development Co., site work for the Kainani Villas, luxury town homes at Kukuiula in Poipu, site work for Rice Camp Senior Housing Phase 2 and site work for a new Chevron gas station and car wash in Hokulei Village.

"Our current work load has shifted significantly to the private sector," says Earthworks' Fisher. "What was 70 percent public and 30 percent private in years past is now 80 private and 20 percent public.

"This trend appears to be continuing into 2017."

Jayar Construction's ongoing projects include Aeo with Layton



Hawaiian Dredging's projects include the Westin Nanea Ocean Villas on Maui.

Construction as general contractor, Kunia Village with Lend Lease, Keauhou Place and The Collection with Hawaiian Dredging and Anaha Tower with Albert C. Kobayashi. Earlier this year, Jayar completed the Ala Moana Center ewa mall expansion with Hawaiian Dredging.

Looking Forward

Nan Inc.'s Oshiro says the industry is rapidly adapting to new technologies. "The new technologies involving GPS tracking and machine-control technologies have definitely been making headway and are something to watch," he says. "This also includes new software that integrates BIM capabilities to make quantity take-offs easier and faster."

Adds Jayar's Nohara: "As technology advances, more and more methods of construction will involve robotics and remote control of equipment. This can minimize the dangers involved in sitework construction. In a dangerous situation, such as working in a deep trench, personnel are not exposed to risk of injury due to the trench collapsing."

As for the workload through 2016 and beyond, "with new residential housing projects like Castle & Cooke's Koa Ridge and D.R. Horton's Hoopili on the horizon, subdivision contractors could be very busy in the near future," says Nohara. "The rail stations will be another source of work for sitework contractors.

"The ongoing maintenance and/ or replacement of our infrastructure, especially the sewer and water systems should keep the utility contractors busy," he adds. "Under construction now are the car rental facilities at the Kahului Airport and the Honolulu International Airport, which are contributing to the sitework activity."

For most sitework contractors, public sector projects remain the main source of their workloads.

"We find that public works projects coming out to bid have been in larger dollar volumes than private work," says GBI's Brown. "We are seeing some growth in the private work sector, yet with much smaller dollar volumes. It appears that owners and developers are more cautious to release projects than in the past, and





the projects that are being released are nearly always phased."

Ford Fuchigami, director of the Hawaii Department of Transportation, this month wrote in the Hawaii Transportation Association's publication that his agency plans to focus on system preservation projects. Fuchigami says that "means HDOT will not be moving forward with capacity projects which focus on building new expensive roads, have higher impacts to the environment and take much longer to complete.

"We understand people are concerned about postponing large capacity projects. However, building new and expensive roads does not make sense if the state does not have the money to maintain the roads it already has. From a practical perspective, the focus on system preservation and safety makes sense and is supported by federal legislation."

Says Brown: "With the announcement from HDOT suspending the start of any new capital improvement projects for a while, we are concerned that it will negatively impact the industry for the foreseeable future."



Caceres Takes Reins at NAWIC Guam

Incoming president aims to expand chapter's outreach efforts

BY AMANDA PAMPURO

ith fewer than 30 members, the Guam chapter of the National Association of Women in Construction is small but close-knit—and Shierly Caceres, who takes over as president in October, has an ambitious goal of bringing more

women into the island's trades.

"Choose an organization, join it and be active," is the message from Caceres to women in the building industry. "You should meet these girls and get to know them. These women had to be



Shierly Caceres

smart and they had to work hard to get where they are.

"If women want a place to grow, then they should join NAWIC," adds Caceres, senior marketing coordinator for Hensel Phelps Construction Corp.

In addition to networking, the organization helps members stay up-to-date on policy changes and industry news. The Guam chapter was chartered in 2012, although NAWIC was founded as the Women in Construction of Fort Worth, Texas, in 1953. NAWIC now has more than 4,500 members in 170 chapters across the U.S., including more than 40 members in the NAWIC Honolulu chapter, and also has affiliates in Australia, New Zealand, the United Kingdom and South Africa.

Before ascending to the president's role, Caceres served NAWIC Guam as treasurer in 2014-2015 and vice president in 2015-2016.

"I'm competitive and I like learning," she says. "I'm creative and I can organize things. I think that's why the girls like me—I'm a doer; when someone gives me a project, I finish it."

NAWIC Guam hosts free monthly training sessions. In August, a seminar on

preparation for new overtime rules was offered. Future topics include regulations, safety, marketing, management and navigating federal and local laws.

"Guam is so isolated and we have a high number of proposals," says Caceres, who also is a member of the Association of Proposal Management Professionals and a LEED Accredited Professional.

After attending her first NAWIC meeting a few years ago, "I thought it was a good venue to learn in," she says. "Construction is such a maledominated industry; probably only 10 percent are female, so it can be hard to find mentors or advocates.

"For my year as president, I want to do more outreach. You want to start in high school so girls can decide if this is a career for them. You have to go out there and show them there are more opportunities."

"My dad has always been in construction, so I've always had the

exposure."

Caceres, however, says it was not until she took a CAD (computer-aided drafting) course in college that she gained firsthand job experience. She excelled in the course to the point that the instructor asked her to tutor others, and then hired her as an AutoCAD technician.

Caceres says she remembers the first construction proposal she was assigned after graduating with a marketing degree because, "I messed it up, I missed one question on the RFT, and that automatically disqualified the proposal."

Instead of letting the experience defeat her, Caceres attended conferences and enrolled in online courses to improve her skills. "When you fail at something, it sticks with you," she says.

Looking back, she adds, "if I had known more about the scholarships and opportunities women have, I would have gone into engineering."

NAWIC Events

Every March, NAWIC affiliates celebrate Women in Construction Week, and the Guam chapter takes to the busy Bank of Guam Intersection to advertise its mission. To support its elementary school Lego competition, "Block Kids," NAWIC Guam holds "Belles, Bags and Bubbles" and "Beer, Boys and Toys" fundraisers.

The association also works with the Guam Contractors Association (GCA) Trades Academy on "Pizza, Pop and Power Tools," an annual event that draws dozens of women of all ages and gives them hands-on home-improvement projects and starts a conversation about STEM careers.

"We should stop trying to limit the options available for young girls," says Jessica Marie Barrett, NAWIC Guam's outgoing president. "There is a very big labor shortage and this is the highest demanding field there is. If you're good at what you do, you can command big money, there are million-dollar projects out there for the taking."

The organization gives a \$2,000 scholarship each year to a recent high school gradate to cover the cost of core classes at the GCA Trades Academy.

The organization's newest program, "Hardhats and Huge Hearts," unites NAWIC with Habitat for Humanity on small remodeling projects for families in need.



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DIAMOND









Controversy Broils Over Pago Bay Resort

Guam's proposed two-tower, \$100M development fuels protests by area residents

BY MAR-VIC CAGURANGAN

Pago Bay residents area vow to continue their fight to have the Guam Land Use Commission reject a proposed multi-story development on the beachside of Ordot Chalan Pago, long regarded as the scenic gateway to Southern Guam.

The Pago Bay Marina Resort is being developed by Guam Wanfang Construction Ltd. Under the original design, the project would consist of a 15-story tower and a 14-story tower, with a total of 304 condominium units along with a common area that includes restaurants.

In April, the GLUC green-lighted the project, but set restrictions on the density variance. The commission limited one of the towers' height to 12 stories, down from the proposed 15 stories, and the other to 11 stories rather than the proposed 14, with the commercial area no taller than 58 feet.

The government's restrictions and the developer's consequent plan revisions, however, has not appeased the residents protesting the \$100 million project.

"I think the people of Ordot-Chalan Pago, the residents of the Pago Bay area, enjoy the quiet community that Pago Bay is," says Ordot-Chalan Pago Mayor Jessy Gogue. "And to have one and possibly multiple hotel-type structures that rise into the sky 10 to 15 stories high, they have some legitimate concerns."

John Sherman, lead engineer for AES Construction that represents Wanfang, has said that the new design is compliant with the GLUC restrictions. "I think public opinion matters, and I disagree with the opinion that

GLUC ignored public demands," Sherman said, noting that the project has been in the pipeline for eight years.

Rodney Webb is among the Pago Bay residents concerned about foreign intrusion into the village. In written testimony submitted to the GLUC, Webb says: "Given the paucity of demand for home lots in neighboring Pago Bay Resort, it is clear that there is insufficient local demand for this type of development. If Chinese nationals then ultimately finance this development, you will have created a permanent foreign enclave in the

Bill Seeks to Empower Village Mayors, Residents

Construction in some areas on Guam has encountered resistance as residents take a "NIMB" (not in my backyard) stance against major projects proposed in their villages.

However, with several projects in the pipeline, local senators are seeking to give mayors and residents a voice in the approval process for proposed developments submitted to the Guam Land Use Commission (GLUC). Bill 318-33, introduced by Sens. Frank Aguon Jr. and Tommy Morrison, proposes to amend Guam's construction laws to require the approval of municipal planning councils for any land-use applications while protecting potential investors from unnecessary obstacles.

The bill, if enacted into law, would give the village councils a veto power to nullify the GLUC's approval.



Sen. Frank Aguon Jr.

Sen. Tommy Morrisor

Under current law, only agencies other than
the GLUC are represented in the approval process—the Guam Power
Authority, Guam Waterworks Authority, Bureau of Statistics and Plans,
Department of Parks and Recreation, Department of Agriculture and
the Guam Environmental Protection Agency.

The bill was prompted by the growing protest against the pro-

posed twin towers in Pago Bay area, which has been approved by the commission.

A similar bill was filed by Sen. Tom Ada, who introduced Bill 318-33 proposing a hybrid commission model to increase municipality representation in the process.

However, Chalan Pago-Ordot Mayor Jessy Gogue and other village mayors oppose Ada's bill, which they say doesn't really give them any deciding vote on proposed projects. Gogue says even though the

measure proposes representation at the village level, the GLUC chairperson eventually gets the final say.





Sen. Tom Ada



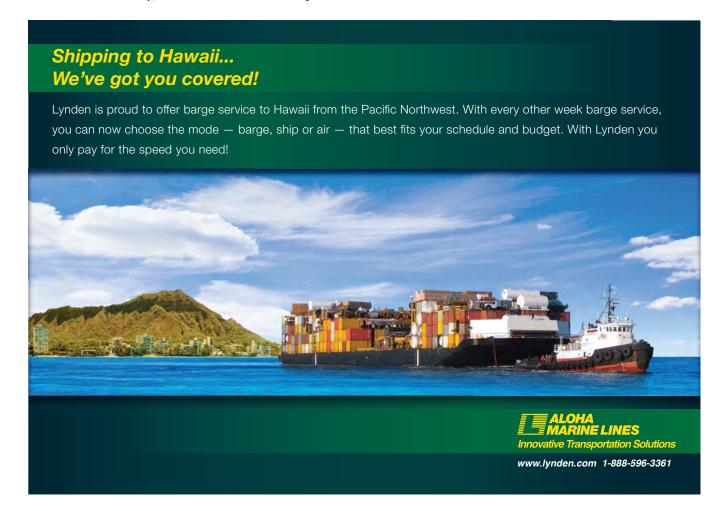
formerly historic, peaceful, scenic and predominantly R-1 residential community of Pago Bay."

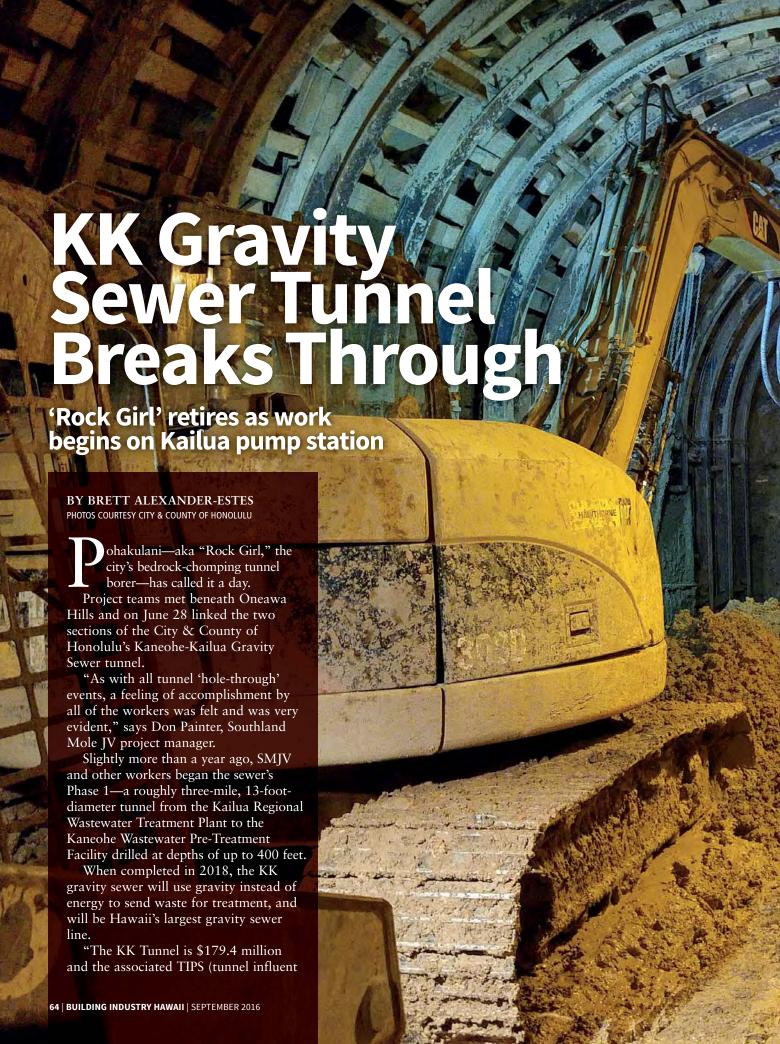
The Save Southern Guam Inc., a group of advocates, is seeking an injunction from the court to halt the development.

The proposed Pago Bay development has the backing of stakeholders in the tourism industry, who note that the project is in line with the government's Tourism 2020—a master plan that seeks to expand Guam's market base and encourage the development of 8,000 additional hotel rooms on the island.

Mark Baldyga, chairman and CEO of Baldyga Group, wrote that Wanfang's owner, Fong Wu, can help Guam expand the Chinese market.

And Bruce Kloppenburg, president of Kloppenburg Enterprises Inc., in written support, notes: "It is important to support opportunities that will bring in more jobs for our people ... and to take tourism outside of Tumon and preserve our unique Chamorro culture and history, while raising the quality of Guam's room inventory."

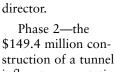






pump station and headworks) is \$149.4 million, which brings the

project to approximately \$329 million," says Lori Kahikina, the city's department of environmental services director.





Lori Kahikina

influent pump station (TIPS) at the Kailua Regional Wastewater Treatment Plant (KRWWTP)—was awarded to Hensel Phelps Construction Co. and began earlier this year.

"The (TIPS) project delivery method was a traditional design-bidbuild," says Robert J. Kroning, the

Robert J. Kroning

city's department of design and construction director. "However, the city—recognizing the complexity of the project—required a preconstruction

Phase 2 Closeup

Robert J. Kroning, the city's department of design and construction director, says Phase 2 will include:

- A new 45 mgd (million gallons per day) TIPS facility constructed within the tunnel-launching shaft
- A new headworks facility providing screening and grit removal processes in a sound-attenuated, odor-controlled enclosed building
- A new 15 mgd-capacity mini-Kailua Influent Pump Station (mini-KIPS) to direct flows from the Kailua sewer system to the new headworks
- New odor systems providing foul air treatment for the TIPS, mini-KIPS, and headworks facilities

phase as part of the contract to ensure that the planning for the project was completed prior to starting the physical construction on-site."

Kroning says Phase 2 improvements to the KRWWTP will support the new tunnel connecting to the Kaneohe Wastewater Pretreatment Facility, and include the new TIPS, a new mini-Kailua Influent Pump Station (mini-KIPS) and headworks. "During peak flows,

wastewater will be diverted to the tunnel via a weir overflow system," he says.

A state-of-the-art, 10-foot-diameter fiberglass pipe is standing by, and SMJV is continuing to complete the tunnel lining work and appurtenances.

"The hole-through in June was a great milestone, and pipe installation is set to begin in August or September," says Kahikina. "Once completed, we will be able to decommission two pumping stations where we have had overflow issues in the past, while also providing a viable storage area for wet weather flows that uses gravity instead of energy to move the wastewater."

Kroning says raw sewage commissioning is expected to occur by the 2010 EPA/City & County of Honolulu consent decree deadline of June 30, 2018. "Remaining contract activities will be complete by the end of 2018,"



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Royalty Returns to Coconut Marketplace

Shioi Construction revitalizes Kapaa shopping center

BY DAVID PUTNAM

he paint is barely dry at Coconut Marketplace after a complete revitalization project at the seven-acre site in Kapaa that once was a coconut plantation.

In the early 1970s, Shioi Construction was called in to build the marketplace and, a few months ago, Shioi returned to Kauai's east side to refurbish the open-air shopping center for new owner ABC Stores.

"The goal was to revitalize the tenant spaces and open up the marketplace views from Kuhio Highway," says Conrad Murashige, Shioi's president. "In addition, the parking area was reconfigured to accommodate the weekly farmers' market vendors and patrons."

The refreshed Coconut Marketplace is comprised of plantation-style kiosks in a central courtyard which is surrounded by seven one- and two-story buildings. The marketplace has more than 66,000 square feet of 30 shops, galleries, boutiques, dining, entertainment and specialty service space for such activities as music and hula.

A few final touches remain but the job is expected to be finished this month.

MAHALO

Building Industry Hawaii thanks **Shioi Construction** for supporting this Concept to Completion.

"Shioi has been on point and has been meeting all of our high expectations," says Roy Toguchi, property manager at ABC Stores. "As any project goes, there are many changes and 'moving parts.' Shioi has been keeping in step and extremely flexible to meeting the needs of the project."

Murashige says Phase 1 of the \$9.1 million project began in July 2014 and focused on common area improvements. Phase 2 on the north side of the shopping center started in December 2015.

"Phase 1 included demotion of kiosk



buildings, a new underground sewer, water, drainage and electrical utilities and new walks and planters," he says. "Phase 2 included altering several kiosk buildings, new restrooms, adding two new gateways, a performance stage, relocation of the cell tower and the speed table across the parking area."

The area, also known as the Royal Coconut Coast, carries historical and cultural significance and was once reserved only for Hawaii's royalty.

Today, the center beckons a new generation of tenants and shoppers. But it is expected to be there only temporarily as the company says it was to be replaced during the Phase 2 work by an Island Country Market, the first on Kauai.

ABC Stores, which bought the property in 2012, has opened Island Country Markets on Oahu, Maui and in Kona on the Big Island. The new concept offers a deli, coffee bar and more.

Murashige lauded the design team that included Darin Fukunaga and



Open-air shopping at the Coconut Marketplace

Craig Kihara of ADM Retail Planning & Architecture as well as Shioi's Val Tokuuke, Coralyn Murayama and Travis Shigeta. Murashige also gave a nod toward major subcontractors including Pacfic Concrete Cutting & Coring, Kauai Hydroseeding, Reflections Glass, Commercial Plumbing and R Electric Inc.

Among the challenges of the project, Murashige says, was the

discovery of human remains.

"Soon after starting excavation work, ancient *iwi* and artifacts were uncovered. We worked with the Burial Council, state of Hawaii, and a consultant archeologist to develop the archeological plan," he says. "SCS Inc. worked with our team to document, inventory and reinter Hawaiian artifacts and *iwi* during all excavation activities."







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Resolving Disputes with Mediation

Builders have an option to curb the cost of lengthy litigation, while salvaging working relationships

BY DAVE DONDONEAU

ess than 2 percent of all civil cases that go to court reach a final verdict, which is just one of the reasons attorney Gerald S. "Jerry" Clay believes mediation and

not litigation is the way to go with construction disputes.

"The advantages of mediation are many," says Clay, an attorney and mediator with Clay Chapman Iwamura Pulice & Nervell.



Jerry Clay

"It is simple, less acrimonious, cheaper, quicker and unlike the zero-sum game of the adversary system, there is no declared winner or loser."

Recent studies show the success rate of mediation to be over 80 percent satisfactory for both parties involved.

Clay references the low success rate of litigation that's listed above from the study "Let's Stop Spreading Rumors About Settlement and Litigation: A Comparative Study of Settlement and Litigation in Hawaii Courts." The research was done by John Barkai and Elizabeth Kent at the University of Hawaii and looked at

more than 4,000 cases.

Attorneys agree that mediation is being used more often in the construction world, particularly in instances where the parties want to continue to work together.

Clay says he had been practicing law for nearly 20 years and was training to be a commercial real estate mediator in 1984 when he had the epiphany that mediation saves money and working relationships.

"Think about it," he says. "In the courts we use an adversary system of justice on the basic premise that in every dispute there is a right and wrong, and in court a third party decides the winner and loser. When I started doing mediation I realized how fallacious the adversary is in solving the dispute. In court, there are only two types of cases: criminal and civil. Criminal must prove beyond reasonable doubt the alleged is guilty. In civil court there is a different standard to determine the winner. The winner wins if he has a preponderance of the evidence, which translates in numerical terms into 51 percent as opposed to 100 percent. So now only 1 percent more than the loser."

What makes that so terrible, Clay

SAVE YOURSELF AND YOUR COMPANY

Given the fluidity of daily operations and movement in the construction world, every contractor eventually faces problems either with homeowners or sub-contractors. Evan Fujimoto, president of Graham Builders, offers tips on how to best protect yourself and your business and avoid court battles:

- Document all contact. "Follow phone conversations with emails. Provide paper trails not only to protect yourself, but make sure what is being communicated is correctly interpreted on both ends."
- Manage expectations. "A homeowners interpretation of what will happen may be different from a contractor, be it over work quality or a time issue. It's better to under promise and overdeliver than vice versa. Remember, it's their home and they will be passionate about what's going on.
- Don't assume anything. "Ask and make sure what you're doing as a contractor is acceptable, especially if you're unsure."
- Keep an open dialogue.
 "Establish it right out front.
 At Graham we have a Duty to
 Cooperate clause we go over up
 front in the contract. There will
 be issues on any site, maybe
 with the subcontractor or
 homeowner, but this says both
 sides are committed to work
 together to find a solution."
- Take care and do good business in the first place. "Make sure the customer is happy. It may cost you more in the short term, but in the long run it'll save you money by staying out of courts and mediation and the customer is happy."

says, is that lawyers are trained with a number of tools to destroy any relationship that was there before in order to win a case.

"You're going to court and you are going to show 51 percent to win," Clay says. "The common technique is to destroy credibility of the other parties. That's the adversary system. So people working together—weeks, months, decades—now you must be enemies to see who is right, and in my mind that's the absolute worst way to solve problems by becoming enemies through lawyers."

Legal Costs

Clay is one of the biggest advocates within the Islands when it comes to seeking mediation in the construction world. Because both parties agree on the mediator, they typically choose one familiar and with expertise in the field, which also helps. Plus, unlike court, mediation is confidential between parties.

"There are a lot more mediators today than there were when I started," Clay says. "Like any field there are different levels of experience and expertise. Not all mediators are right for each situation. Most of my dealings nowadays are with complex issues."

Clay has written several papers on mediation and travels the country giving seminars on the subject. He says he charges the same hourly rate to mediate as he does to litigate, but mediation costs can be one-tenth the costs of a court case.

According to an article by Kenny K. Palsey on mediation.com, the cost of mediation typically ranges from \$1,500 to \$2,000 a day and is shared between parties.

"Imagine solving a major dispute for less than \$5,000 in processing fees. Compare this to the tens of thousands in legal expenses necessary to pursue an arbitrated solution or a court decision, and the need for mediation in construction contracting becomes quite apparent," Palsey wrote.

Saving Relationships

On an island the size of Oahu—and on the other islands—destroying working relationships can limit further work.

Several local contractors say they haven't used or needed litigation or

mediation, but like the idea of two parties splitting the cost of a mediator and coming to a solution.

At Graham Builders, their building contracts include a cooperation clause where parties agree to work together to resolve problems and disputes and they make it clear prior to the start of work what the expectations will be.

"Construction sites aren't like an assembly line at a car factory," says Evan Fuijimoto, Graham Builders



Evan Fujimoto

president. "Building a home is a oneshot deal that's live with a lot of moving pieces and in the process of doing things mistakes will get made. Anybody in this business deals with it daily.

Maybe a cut is three inches short or the glass doesn't come in right and has to be reordered.

"The key is to make sure the customer knows what is going on and you both want a win-win situation and you'll work together to solve problems. Communicate."

Like many contractors, Fujimoto says Graham Builders will work with homeowners and customers to resolve building issues before reaching court or mediation.

"Court is expensive and time consuming," he says. "If it means costing us more to make the customer happy and the demands are reasonable, we'll do it. That's the No. 1 priority."

When to Hire a Mediator

Sarah Love, an attorney and board

member of the Building Industry Association of Hawaii, says nearly all court cases eventually end up in some form of mediation and eventually get settled. And while it sounds



Sarah Love

easy to go straight to mediation, it doesn't always work quite that simply. Sometimes, a lawsuit is needed simply to get parties to realize there is something to lose—a wakeup call.

"My view would be that mediation is a tool that can be used during the litigation process to reach a resolution before going through with a trial or arbitration," Love says. "It is true that most cases will settle before a trial or arbitration, usually through a mediation process. However, the mediation process can take place at any point before the trial or arbitration, and often, it takes the parties engaging

in discovery and motions practice to narrow the issues and educate each side about their potential exposure before the parties are ready to reach a resolution in mediation.

"Accordingly, I do not see mediation and litigation being mutually exclusive from one another. For a

contractor in particular, the decision on pursuing litigation usually comes down to the economic impact of being involved in active litigation. Can the contractor make more money putting its time and energy into new projects versus, does the contractor need to devote its time and money into pursuing litigation to recover the sums that are owed or reduce a potential liability?"

Love offers three instances when a party should seek mediation:

- When the parties are motivated
- When litigation costs outweigh the potential or likely recovery on a claim.
- When future business between the parties is anticipated and the parties need the assistance of a third party neutral to help resolve their dispute in an amicable manner to maintain their working relationship.

Clay says it's really quite simple: "People who have relationshipbased disputes shouldn't go to attorneys first. Use a mediator."

DID YOU KNOW...

BINDING ARBITRATION CLAUSES

Many contractors today use form contracts written by the American Institute of Architects (AIA). It requires the parties to mediate before (or at the same time) as filing a case in court or filing a demand for arbitration.

As of 2007, AIA form contracts also allow the parties to choose whether they want disputes to be adjudicated by litigation (court) or arbitration. Before 2007, the form contracts defaulted to arbitration.

Today, the default is litigation unless the parties specifically check the box for arbitration.

If the contract has a mediation requirement for disputes, then an owner has to initiate a mediation at the same time that it files either a Complaint in Court or Demand for Arbitration in arbitration.

-Sarah Love, BIA board member and attorney at Bays Lung Rose & Holma

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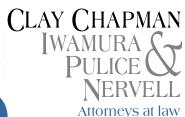
Our principals Gerald Clay and Scott Batterman contributed with Karen Holma and John Manaut to Hawaii Construction Law & Mechanics Liens and with Fletcher Knebel on Before You Sue

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Building with Tourism in Mind

Catering to visitor demands spurs economic growth

BY PRISCILLA PÉREZ BILLIG

uilding for tourism, especially in Waikiki, is driving Hawaii's economic needle forward, industry experts say. The lure of a safe, familiar and affordable destination—spurred by increases in direct flights and seat capacity—stimulates

investment into construction of new builds and renovations.

"When you look at what's recently opened, like the Hilton Garden Inn, the Ritz-Carlton, the Waikiki Trade Center converted into a hotel and others in the process of being sold,

renovated or repositioned, we are really seeing unprecedented growth

on Kuhio Avenue, certainly supported by the International Market Place," says Keith Vieira, principal of KV & Associates Hospitality Consulting. "What that whole corner



Keith Vieira

looks like now is really positive. New properties create positive visitor experiencesw and positive visitor experiences create repeat visitors."

Reimagined Design

Among the many projects currently underway is Hawaiian Dredging Construction Co. Inc.'s first phase of \$55.4 million upgrades to the Hawaii Prince Hotel Waikiki's 567 oceanfront guest rooms and suites, restaurants,





new lobby and onsite wedding chapel, expected to wrap by mid-December. The final phase, including meeting rooms, pool area and the new Club Lounge, will be completed by spring 2017.

Nan Inc. has begun work on the Pacific Beach Hotel's 839-room renovations scheduled for completion in December. In fall 2017 the property will re-emerge into the market as a new \$115 million redevelopment called Alohilani Resort at Waikiki Beach and feature an updated exterior façade and public areas. Highlights include a destination pool deck with a saltwater infinity pool and in-water cabanas, an upgraded oceanarium with more than 1,000 sea animals and two dining concepts by celebrity chef Masaharu Morimoto.

"As a state if we don't increase tax revenues, if we don't increase outside income to the state, how do we continue?" asks Vieira. "If you look at all these renovations, they are primarily outside-of-Hawaii owners bringing in dollars, spending them in Hawaii on

construction which circulates into the economy."

The Supply Side

Summa International, a hospitality renovation management firm with offices in Hawaii and Los Angeles, offers planning, procurement, logistics and installment management for resort renovations worldwide. Procurement encompasses furniture and fixtures as well as operating supplies and equipment.

"We're buying millions of dollars



Bryce Sprecher

of product in extremely large volume," says Bryce Sprecher, Summa International president and CEO. "It is our responsibility to mitigate owner liability by ensuring that every product

arrives on time, on budget and with the vision that was intended."

Among its Hawaii projects, Summa worked with Honolulu Builders to

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create the Surfjack Hotel & Swim Club.

"Surfjack designers infused upscale residential finishes combined with millennial hospitality-friendly amenities to create a comfortable, sophisticated and communal experience for those willing to look past the beachfront properties of Waikiki," Sprecher says. "Orchestrating the production of custom materials around the globe and managing the logistics in bringing them on budget, on schedule and most importantly with the vision that was intended is always a challenge."

Summa also worked with Swinerton Builders on the new Hilton Garden Inn on Kuhio Avenue in Waikiki (formerly the Ohana Waikiki West). As the first Hilton Garden Inn on the Island, the property has undergone a multimillion-dollar redevelopment over the past two years.

"Designed by Los Angeles designer Beatrice Girelli with Indidesign, the new 659-room Hilton Garden Inn brings a new modern resort feel combined with an authentic Hawaiian experience," Sprecher says.

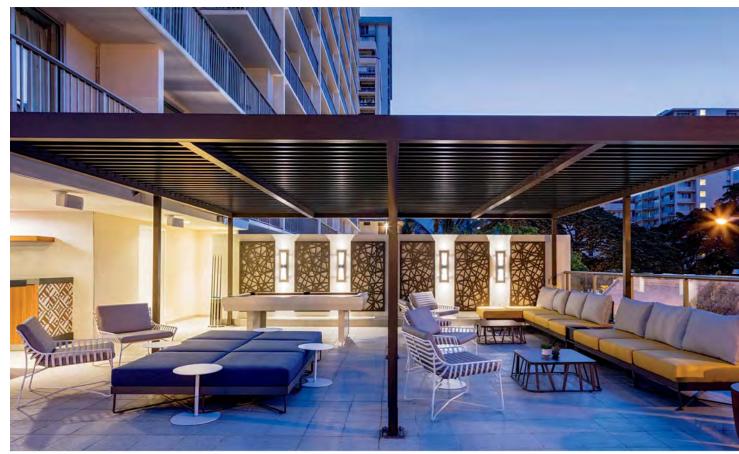
Renovations include an upscale



A redesigned guestroom at the Hawaii Prince Hotel

5,900-square-foot lobby with framed weavings and custom features that include a ladder-like ceiling design and herringbone accent wall, a circulation corridor to guide guests between hotel entrances, making movement seamless and intuitive and guestrooms that pay homage to the Island's culture through color palette and materials inspired by Hawaii's endemic nature.

Additional projects involving Summa International include Hilton Grand Islander Time Share, Ritz-Carlton Residences Tower 2, Hawaii Prince Hotel, Coco Palms Kauai, Queen Kapiolani Hotel, Ilikai Waikiki, Kauai Shores, Maui Bay Villas Hilton Time Share, Hyatt Kauai Time Shares, Outrigger Reef, Outrigger Canoe Club, Marriott Waikoloa, Courtyard



Outdoor lounge at the Hilton Garden Inn

PHOTO BY TAGGART SORENSEN

prerequisites required. Certification provided after successful testing.

7:30 a.m.-4 p.m. (daily). GCA Conference Room, 1065 Ahua St. RSVP by Sept. 23 at gcahawaii.org. Limited seating; first-come, first-served. Fee: GCA members \$500; nonmembers \$750. No refunds after Sept. 30. Substitutions available.

OCTOBER 8

Fall Protection - End User Training

BIA-Hawaii and Lawson Associates Inc. present eight-hour training for workers presented by a Qualified Fall Protection Trainer (as required by ANSI Z359.2 and ANSI Z490.1) and is based on OSHA 29 CFR 1926 Sub Part M and EM 385-1-1 Section 21.C.01 and 21.C.05 requirements. Includes written reference material, classroom lecture, hands-on training and practical demonstrations. Certification awarded after successful testing.

7 a.m.-3:30 p.m. CTC-Pacific, 94-487 Akoki St., Waipahu. For more information and to register online, go to info@lawsonsafety.com, lawsonsafety.com or contact Lawson & Associates Inc. at 441-5333.

Fee: \$199 plus tax and registration/ on-line ticketing fee.

OCTOBER 10-12

OSHA 503 – Update for General Industry Outreach Trainers

The UC-San Diego OSHA Training Institute Education Center's mandatory training update to OSHA 501-Trainer Course for General Industry for active trainers is offered through BIA-Hawaii's three-day class. Verification of OSHA 501 or OSHA 503 certification within the past four years is required to register. Various industry credits available. Must bring current trainer card to class. Laptop recommended. All materials provided on the first day of class. No online class enrollment.

8 a.m.-4:30 p.m. CTC Pacific, 94-487 Akoki St., Waipahu. For more information, go to www.biahawaii.org or oshatraining@ ucsd.edu or call 800-358-9206. Fee: \$495. No refunds after Sept. 26.

OCTOBER 12

Fall Protection - Program Manager Training

BIA-Hawaii and Lawson Associates Inc. present an eight-hour course for managers presented by a Qualified Fall Protection Trainer (as required by ANSI Z359.2 and ANSI Z490.1) and is based on ANSI/ASSE Z359.2 Minimum Requirements for a Comprehensive Managed Fall Protection Program.

Includes written reference material, classroom lecture, hands-on training and practical demonstrations. Certification awarded after successful testing.

7 a.m.-3:30 p.m. CTC-Pacific, 94-487 Akoki St., Waipahu. For more information and to register online, go to info@lawsonsafety.com, lawsonsafety. com or contact Lawson & Associates Inc. at 441-5333.

Fee: \$199 plus tax and registration/online ticketing fee.

OCTOBER 25

2016 Pacific Building Trade Expo

The Honolulu chapters of the American Institute of Architects and the Construction Specifications Institute coproduce the 17th Annual Pacific Building Trade Expo with presenting sponsor HonBlue at the Hawaii Convention Center. Hawaii's premier exposition for contractors, builders, architects, designers, landscape architects, engineers and other AEC professionals showcases nearly 200 local and national vendors, presents stimulating seminars and provides valuable networking opportunities.

Register at pacificbuildingtradeexpo. com. For exhibit space information or sponsorship opportunities, contact Barbie at barbie@pacificbuildingtradeexpo. com. Free admission for all AEC industry professionals.

Marriott, Marriott Waikiki and The Modern Honolulu.-

"Renovations are booming these

days," says Sprecher. "Manufacturers are becoming backlogged resulting in longer lead times involved with getting

Lobby of the Hilton Garden Inn

PHOTO BY TAGGART SORENSEN

products produced and delivered."

What's Ahead?

Mufi Hannemann, Hawaii Lodging and Tourism Association president and CEO, says many

more new builds and renovations are planned for the near future.

"All will help employ more local construction workers, engage local contractors and help fulfill the



1ufi Hannemann

need to add more quality hotels to our inventory," Hannemann says. "I am confident that the solid and productive relationship between our hospitality industry and the construction industry will continue for many years to come."

for when choosing subcontractors. Safety records, track records and experience were mentioned most often.

All are quick to add, however, it's not that simple.

At Layton, Keep says subcontractor management comes down to three basic principles: clear communication, accountability and respect.

"By incorporating these principles Layton is able to deliver expectations of a predictable schedule, quality, safety and process," Keep says. "To facilitate this, we have pre-award meetings with our subcontractors. We go over the schedule and timing of their activity. During construction we use the latest technologies in a BIM 306 Field software that helps coordinate work and quality control. We will meet weekly in our subcontractor coordination meetings and go over three-week look ahead schedules and safety trainings. Managing subcontractors and schedules takes a lot of collaborated effort on the general's and subcontractor's side."

Blackburn says the size of the subcontract plays a part in determining who the firm will choose, as well as how the subcontractors have bid and performed in the past.

"If it's a large deal we'll want someone qualified and experienced," he says. "Smaller jobs, we look at the best value and price. I would say we have a core group of subcontractors that we use, but we're always searching for more. We have a database we've built off every bid we receive. We call it a SmartBid system."

The SmartBid process can include sending out bid invitations to subcontractors and suppliers, a process Layton follows. The web-based platform includes a database of subtrades and suppliers and sends them emails and a download link to project data plans the company is bidding on.

Keeping Up with Demand

Hawaiian Dredging's Hashizume says there is an ebb and flow in the building industry. Over the past year many general contractors were starting major projects and subcontractors were in high demand. Now that many of the major high-rises and other projects are wrapping up, Hashizume says the demand for finishing

SUBIT OUT

Industry experts gave several recommendations on how to choose a subcontractor:

SAFETY CHECK: In today's litigation world it's important to limit the chance of liability by knowing the safety track record of the company and if they've earned safety awards or have a history of issues.

COURT HAPPY? Do they have a history of litigation or claims? How do they handle disputes? (Google comes in handy.)

REPUTATION: Is the subcontractor known for getting the job done on time and meeting expectations? Do they have a history of working well with general contractors and other subcontractors?

EXPERIENCE: Do they have enough staff to do the particular job, and do they have other projects going on that could delay your own project?

COMMUNICATE. Do they have clear leadership and are willing to sit down at the outset and listen to the general contractor and work together toward resolutions?

COCONUT WIRELESS: If you're not sure, ask friends in the industry who have dealt with subcontractors for suggestions and input.

BUILD RELATIONSHIPS: Good subcontractors can be invaluable, so respect on both ends is needed for a continual relationship.

KEEP YOUR OWN DATABASE: The more personal experience your company has on how subcontractors bid, perform and act is immeasurable.

subcontractors may be up but demand in other areas isn't so high anymore.

Project size, Hashizume says, should play a part in determining a subcontractor.

"They may have an excellent track record with residential or smaller projects but if they come in on a high-rise that's a whole different story," he says. "You have to look at their experience and their capabilities.

"For a while we were getting an influx of subcontractors from the Mainland, and if they don't understand how business is done in Hawaii that can be a problem.

"They may not be used to the construction costs, the union ... it's different than the Mainland because we are so far away from the nearest state. It's not like you're in Vermont and you get into trouble so you call a buddy who is 100 or 200 miles away and ask him to help out. Our nearest state is 2,500 miles away. You've got to make sure they know what they're getting into from the beginning."

Keep and F&H's Blackburn each say bids can reflect when

subcontractors are in demand.

"In today's market, all the sub trades are busy," Keep says. "Some are stretched thin in man power and resources. Recently bids in several trades have been all over the place. There could be differences in 20 to 60 percent from subcontractor to subcontractor bidding the same scope.

"We can really tell which subs are busy and which are still bidding competitively."

The internet is becoming an essential tool for general contractors. They will check subcontractors' safety records and see if they've been in litigation. They can also see what jobs they've been on, staff size and often comments of past clients.

"To answer 'what do you contractors look for in a subcontractor' isn't that easy to answer," Hashizume says. "It's a multifaceted answer. The more information you can have, the better it is. We're in the process of updating our pre-qualification forms for bids so we can have more in-depth information when it comes to choosing."

Hilton Heir Tours Diamond Head CIP Site

Daniel Hilton, son of Barron Hilton and grandson of the late founder of Hilton Hotels' Conrad Hilton, was in Hawaii in late July to tour the construction site of the Culinary Institute of the Pacific at Diamond Head.

Jacobsen Construction is general contractor on the project, which was designed by the architecture firm Ferraro Choi and Associates Inc. When finished, the CIP will house the advanced patisserie and confiserie courses of Kapiolani Community College's current associate in science pastry arts degree.

In 2008 the Conrad N. Hilton Foundation made a \$5 million matching gift to support the culinary school. The new CIP is being built at the former U.S. Army Fort Ruger Cannon Club site on the northern slope of the Diamond Head monument. The new CIP will occupy 40,000 square feet on 7.8 acres and will have two laboratory buildings, a classroom building, an administrative and faculty office facility and a culinary amphitheater in addition to a restaurant designed to serve the public as well as a



John Morton, UH vice president for community colleges, discusses the new Culinary Institute of the Pacific with Daniel Hilton (center) and Noel Trainor (right).

training site for students.

"The Culinary Institute will give Hawaii's students access to affordable, world-class culinary training from top chef instructors from industry and internationally renowned guest chefs, preparing them for success in their chosen field," says Noel G. Trainor, former general manager for Hilton Hawaiian Village and currently president of Savoy Independent Hospitality Consultants. "Graduates from the program will greatly enrich our hospitality sector and help secure Hawaii's global reputation as a culinary destination of choice."

Joining Hilton and Trainor on the tour were University of Hawaii and UH Foundation leaders. Hilton and Trainor also visited the UH John A. Burns School of Medicine and the UH Cancer Center.

HCDA Energy Project Names GC

The Hawaii Community Development Authority has selected Paul's Electrical Contracting LLC as general contractor for the development and installation of the \$15 million Kalaeloa energy corridor, funded this year in the state's FY 2016-2017 budget.

The HCDA is overseeing pre-construction and construction of the corridor, and is currently in the process of executing a contract. The agency anticipates a two-phase construction schedule to begin by the 2nd quarter of 2017.

Phase 1 construction of the HECO standard 12-kv underground line extension begins at the intersection of Kapolei Parkway and Ft. Barrette Road, and ends at Langley Road fronting the Hawaii Army National Guard. Phase 2 construction will continue along Enterprise Avenue from Langley Road, and end at Midway Road fronting the Kalaeloa Airport.

NAVFAC to Re-issue RFP for \$1B MACC

The Naval Facilities
Engineering Command Marianas
has agreed to reissue a new
bidding for a military contract
worth nearly \$1 billion following
a legal settlement between the
U.S. Navy and two protesting
companies on Guam.

NAVFAC officially cancelled the original request for proposal on July 25 after signing an agreement with Pernix Sukut Pacific LLC and Secure Constructors Services LLC/CB&I Federal Services LLC before the U.S. Court of Federal Claims.

Two other companies, Guam MACC Constructors JV and Core Tech-HDCC-Kajima LLC, filed separate lawsuits.

The four protestors challenged

their exclusion from the second phase of the project selection process for the Guam Design Build Multiple Award Construction Contract (MACC), worth \$990 million.

The four companies that protested the RFP were among the 10 bidders that submitted proposals.

The MACC is an indefinite-delivery indefinite-quantity design-build contract that is awarded to multiple companies for the completion of various military projects in Guam and outlying areas in the Pacific.

The previous MACC, worth \$4 billion and awarded to seven companies, expired in May 2015.

Guam Lands TIGER Grant to Rehab Wharf

The Port Authority of Guam received a \$10 million grant from the U.S. Department of Transportation for the rehabilitation of Hotel Wharf.

The grant, which was awarded from the Transportation Investment Generating Economic Recovery (TIGER) program, will partially cover the reconstruction of Hotel Wharf, which is expected to cost \$20 million. The \$10 million in local matching funds will have to come from other sources, says Joanne Brown, PAG manager.

"Once that's addressed, then we'll be able to work with the Guam Economic Development Authority and our consultants on bond financing so we can address long-term debt on the remaining (costs) to rebuild this facility," says Brown.

The wharf has been idle for 15 years after the port authority terminated its lease agreement with Guam YTK, which originally planned to develop the facility into a tuna transhipment station. The plan never materialized as a result of regulatory and market changes after 9/11.

PAG plans to convert the wharf into a multi-purpose facility for breakbulk cargo, sand and aggregate and vehicles. Brown expects construction on the project to begin within a year.

Re-use Hawaii Receives Grant for Workshop

Re-use Hawaii received a \$5,000 grant from the Hawaiian Electric Companies to support the nonprofit organization's monthly Community Workshop Program that teaches basic woodworking and safety skills needed when working with salvaged materials.

The two-hour workshops are held

on the first Saturday of each month at the Re-use Hawaii retail warehouse in Kakaako. A registration fee of \$20 covers the cost of materials needed for each project.

For more information about the Community Workshop Program, call 537-2228.

Trade Expo to Offer Educational Lineup

The 17th annual Pacific Building Trade Expo, which will be at the Hawaii Convention Center on Oct. 25, will offer design, engineering and construction professionals a showcase of the newest products and services from more than 200 local and national vendors.

Also, a lineup of 24 AIA/CES registered seminars in six tracks will be available, from building technology and design to sustainability and a series on working with the Department of Defense. Admission to the expo is free to AEC industry professionals.

Among this year's seminars are such topics as "Our Next Building Code," "Thinking inside the Box: Container Housing," "Copyright or Copywrong," "Managing the Risk of Innovation" and "NAVFAC Pacific Business Opportunites."

Each seminar qualifies for one AIA/ CES learning unit and one HSW credit. For more information and to register online, visit pbtexpo.com.





Handheld Light Larson Electronics offers a rechargeable Fill light-

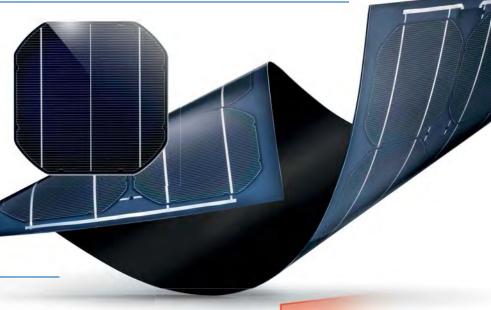
Larson Electronics offers a rechargeable FHD light-weight, ultra-rugged, ergonomic handheld light that operates for 90 minutes on a single charge of its 14.4-volt lithium-ion battery. The 35-watt lamp produces a 3,500 lumen light beam capable of reaching 3,000 feet. A snap-on diffuser lens transforms this unit to a flood configuration producing a 200-foot by 200-foot light beam for close, wide area illumination.

www.Larsonelectronics.com

Flexible Solar

Sunflare introduces an ultra-thin, flexible solar panel. The number of places solar can be installed is still limited as bulky racks must be supported by a roof that meets certain load-bearing requirements and rooflines have to follow certain angles for the panels to function at a maximum. The new technology can be installed on horizontal, vertical and curved surfaces.

www.sunflare.co.za



Pocket Light Ouiglite Inc. introduces the new LED

QuiqLite Inc. introduces the new LED QuiqliteX rechargeable hands-free, multipurpose light that serves as a dual-powered reading light, a safety/location beacon strobe light and a searchlight. Small and compact, the QuiqliteX can be clipped on the inside of a shirt pocket and is designed for anyone who needs light without having to hold a flashlight. www.quiqlite.com

Laser Lines

The Bosch GLL 30 self-leveling

cross-line laser projects two lines, making a cross-line projection for a wide array of level and align uses. The laser lines are visible up to 30 feet. The included MM 2 flexible mounting device provides micro-fine height adjustment and allows the laser to be clamped on any surface from 1/2-inch to

2 1/4-inches thick.

www.boschtools.com/us/en

Silver joins Hunt as **Senior VP Development**

Mitch Silver, a financing and real estate development executive with more than 25 years' experience in Hawaii, the U.S., Asia and Europe, has joined Hunt Development Group as senior



vice president of development.

Silver has worked with Hunt on development ventures in Hawaii since 2001. In his new position, he will oversee a number of Hunt projects statewide, including development of property at Kalaeloa.

Previously, as Flintridge Partners' chief financial officer, Silver worked with Hunt on government privatization of commercial and residential real estate, including military housing.

Silver earned a master's degree in business administration from UC-Berkeley and a bachelor's degree in economics from Stanford University.

Fujimoto Takes Seat on Parker Ranch Board

Parker Ranch Inc. has appointed



Mike Fujimoto

Michael "Mike" Fujimoto to its board of directors.

Fujimoto has been president and CEO of HPM **Building Supply** since 1992.

On the Parker Ranch board. Fujimoto will

replace E. Kyle Datta, who is stepping down from the board.

J. Uno & Associates **Adds Hiraoka**

I. Uno & Associates Inc. welcomes Vinson Hiraoka as project estimator. A licensed architect with 16 years' experience in the construction industry, **Formby Named Interim** Chief at HART

Michael Formby was appointed by the board of the Honolulu Authority for Rapid Transportation to head up the rail project following the resignation of Dan Grabauskas as executive director and CEO.

Formby, director of the Department of Transportation Services for the City and County of Honolulu, is expected to remain as acting rail director until a permanent replacement is found, according to reports.



"I look forward to working closely with Deputy Executive Director Brennon Morioka and the hard-working HART staff as we move quickly to strengthen our working relationship with the mayor, the Honolulu City Council, the state of Hawaii and the Federal Transit Administration," Formby said in a release. "As a HART Board member, I am familiar with the many challenges facing this project and I am committed to working with the HART team to move this project forward in a manner that is transparent, responsive and in the best interest of the transit riders and taxpayers."

Formby served as the interim director of the Department of Transportation in 2010, where he oversaw the management of the Airports, Harbors and Highways Divisions. He was the deputy director of the state of Hawaii Harbors Division from 2007 to 2010.

Formby is an attorney with over 20 years of litigation experience and has taught at the William S. Richardson School of Law. He also has served on the

> Hawaii Community Development Authority, Aloha Tower Development Authority and the Employer-Union Trust Fund.

> Board member Colbert Matsumoto was selected by board Chairwoman Colleen Hanabusa to lead the search

"It has been an honor and a pleasure to have worked on this transformational project for nearly 4 1/2 years," Grabauskas said in a HART news release on Aug. 18. "I believe in the project and its importance to the residents of Oahu, and by stepping aside today I hope to allow HART to move forward

to ultimate success with fresh leadership."

The HART Board and Grabauskas have reached a separation agreement in which he will be paid \$282,250.

Hiraoka has worked on federal, state, military, educational and public housing projects.

Dan Grabauskas

Born and raised on Oahu, Hiraoka earned his bachelor's degree in architecture at

Vinson Hiraoka

University of Hawaii at Manoa after attending Santa Clara University and Iolani School. He is a current member of the American Institute of Architects and the Construction Specifications Institute.



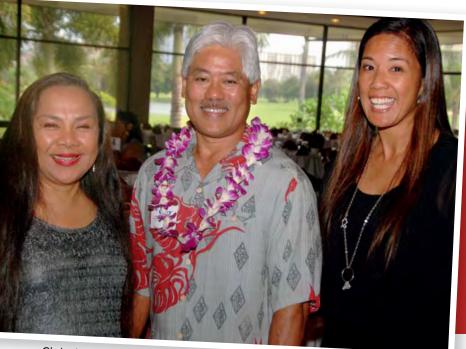
Shari Komo-Matsueda has been named chief financial officer at City Mill Co. Ltd.

Komo-Matsueda will be responsible for the accounting, credit, information technology and human resources departments for City Mill as well as Simply Organized, a storage and organization retail store.



Shari Komo-Matsueda

PHOTOS BY ANJJ LEE



Gladys Hagemann, Clay Asato, Shannon Alivado

GCA Hosts Construction Update

The General Contractors Association of Hawaii presented a construction update to members and guests at the Honolulu Country Club on Aug. 16 with speakers from state and county agencies, including the City & County of Honolulu, the Department of Accounting and General Services, the Department of Education and the **Department of Transportation.**



Victor Szabo, Mary Sullivan, Brian Souza, Nathan Young, Melba and Shem Cavasso



Tom Eloph, Derek Oshita, Scott Jennings, Wendell Elento, Marc Simmons



John Bustard, Mark Tagami, Michael Inouye



Darren Orr, Peter M.H. Lee, Joy Kimura, Clyde Hayashi



Anson Tanaka, Jason Ames, Raymond Nii



(Seated) Michelle Taketa, Evelyn Machida, Layne Machida, (standing) Ted Taketa, Klyde Machida, Roy Shioi, Helito Caraang



Emil Soria, Chris Kinimaka, Rolland Badua



Rocky Guillermo, Rojo Herrera, Bob Johnson



Steve Galicinao, Mabini Zuniga, Eugene Kamasaki



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How to Form and Lead a Strong Workforce in Contemporary Times



BY GARRETT J. SULLIVAN

ince 1964, increases in construction productivity have been minimal. Recent surveys indicate 49.5 percent of the work force is unengaged and 16.5 percent is actively disengaged. With these statistics, how does a contractor create an organization of employees who are highly motivated?

Maybe it is time to move the conversation away from engagement to organizations being authentic. Yes, being authentic may be an overused buzzword over the past few years. However, in today's society, it has become almost normal to not be concerned when politicians alter the facts for their benefit. Contractors completing federal contracts must have an ethics policy in place and trust is locally one of the main platforms for a mayoral candidate.

By focusing on making your company truly authentic, you will help gold plate your reputation in the industry. Today, a company's reputation capital can be lost in a matter of days. While oftentimes unfair, you can be guilty in the eyes of public opinion when you experience an unfortunate or catastrophic incident.

In this environment, how do you build an organization that will attract and retain top employees and get them to do their best work? In short, you need to be an authentic leader who is constantly improving their skill set.

Recent research on this subject has identified six areas that you should review to understand why employees want to work at your company:

Allow the employees to be different beyond diversity.

Move away from the mold where everything and everyone must be the same. There is growing awareness that diversity has become almost outdated, even politically incorrect. Inclusiveness is really about the expanded potential of all who are willing to demonstrate their abilities. Inclusiveness implies a sense of one taking responsibility to be included rather than expecting to be included because of skin color, origin or orientation.

Develop radical honesty.

What is radical honesty? It is faster, more responsive and more proactive in distributing information. Radical honesty is a moment-by-moment expression of your true thoughts and body sensations in order to develop noticing and authenticity in this ongoing process. Radical honesty has been developed to embrace what we truly are, beyond our self-judgments and withholding, to regain that sense of present-tense aliveness we had as a child.

Strive to create extra value.

Many employees feel they are just cogs in a large machine. If you have not already started, consider creating personal and professional programs in which the employee is increasing and developing their personal as well as professional skill set.

Say what you mean, mean what you say.

If you promise something, it must be always followed through. People will judge you by your actions, not your intentions. Don't waffle because other factors may have developed since you made your statement.

Employees want a meaningful job in a meaningful organization.

Does everyone in your company know the "why" of organization and its true purpose beyond just "bid and build?" Employee loyalty is increased when everyone knows the "why" in the company. Do you complete clarity on why your company exists?

Give me simple, agreed upon rules and not the fog of bureaucracy.

Does your company have many manuals and documents outlining many different rule scenarios? Today's employees just want simple rules. One tactic to do this is to shift your paradigm to focus on core values by shifting policy with principles that can guide fast, flexible growth.

As an owner of a large or small company, you need to remind yourself that oftentimes the information you are receiving on a daily basis is filtered. The larger the company, the more filtered the message and therefore you need to work hard to find out what is really going on in your organization. The old adage of MBA (management by walking around) is a great way to obtain accurate information.

These rules apply to not just owners but also work at all levels of your organization. We have all seen a superintendent or foreman with whom everyone wants to work because they are most likely practicing the six rules without even knowing it. When these rules permeate your company, it is doing excellent work; excellent work leads to a productive society.

Garrett Sullivan is the president of Sullivan & Associates Inc., a management consultancy which focuses on the construction industry and is tailored toward leaders who want a reliable, trustworthy partner to help increase profits, streamline operations and influence employees to treat the company like their own. Reach him at GSullivan@SullivanHi.com or (808) 478-2564.

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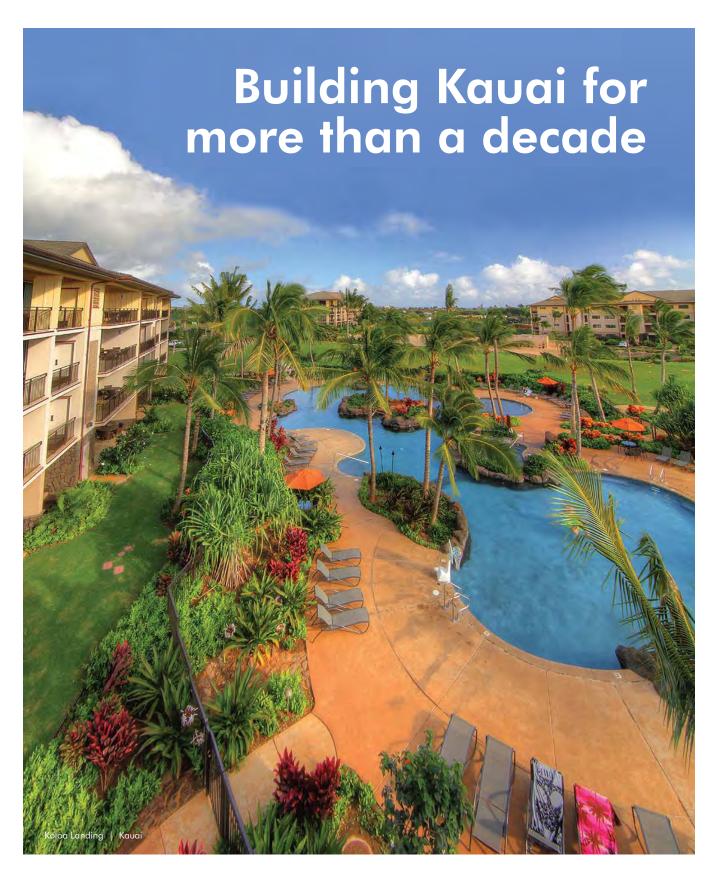
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