

# **BUILDING** **INDUSTRY HAWAII**

APRIL 2019/\$4.95

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# Your Managing Agent: An Important Partnership for Successful Developers

When it comes to developing a building or community, proactive planning and partnership is important at every stage from concept to inception to completion – and through the inaugural board meeting when the association is turned over to the owners. Hawaiiiana welcomes the opportunity to participate in proactive management planning with every developer client. Effective communication, team work and accountability are just a few of our strengths.

We are industry experts, and work with numerous developers to prepare for condominium and community association projects. As we share our experience and expertise, we are often able to avoid operational inconsistencies or expensive change orders. We understand that developers require a

forecasted budget and allocation of maintenance fees for each owner as part of their condo filing. Our standard developer management agreements include budget preparation with unit allocations. In addition, Hawaiiiana clients find it invaluable to review the association's governing documents while in the drafting phase. As a result, we review condo documents, bylaws and house rules prior to having your attorney finalize them. This often saves time and costly revisions, as the rules and requirements can sometimes conflict with industry best practices.

With local ownership, local operation, and management of over 725 associations throughout Hawaii, Hawaiiiana has the unique ability to draw actual budget data from projects of similar scope.

**“There are very few businesses we have chosen as exclusive partners. Hawaiiiana is one of them, and we have been the better for it for over 20 years.”**



**Bob Bruhl, President  
D. R. Horton Hawaii**

This helps developers to better prepare by establishing an accurate expectation of the cost of project operations. In addition, Hawaiiiana's team includes management executives with numerous years of experience and expertise

in bringing developer projects to fruition.

For more information on Hawaiiiana's developer services, please contact: Mele Heresa, CCIM®, CPM® at [meleh@hmcmgt.com](mailto:meleh@hmcmgt.com) or (808) 593-6827.

 **HAWAIIANA**  
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## COFFEE BREAK

The General Contractors Association of Hawaii has a strong agenda for 2019 that covers ways the GCA will be supporting its membership and lobbying legislators on behalf of the Islands' building industry. Our reports include insightful thoughts from GCA Executive Director Johnny Higa and 2019 President Layne Machida.



Hawaii developers discuss ways they are

becoming more creative in their strategies to produce sustainable projects.

The state leads the nation in the use of rooftop solar. And, according to our report, is inching closer to achieving its 2040 goal of deriving 100 percent of its electricity from clean energy sources.

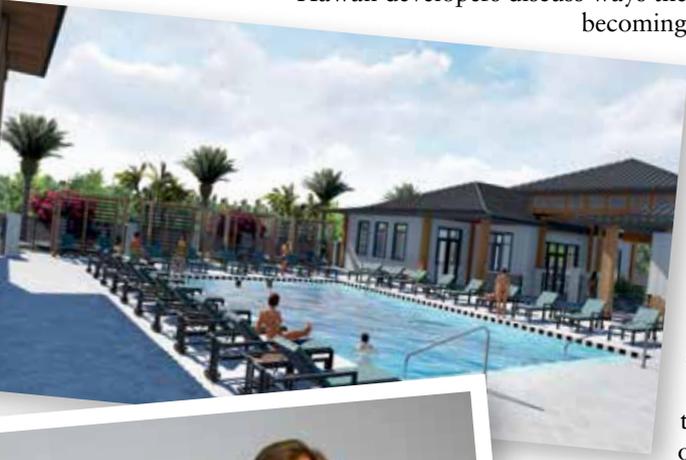
Hawaii's flooring industry offers a growing range of products, thanks to new technology. From the use of non-metallic rebar to both wood and stone polymer composites, see our report on flooring available today and in the not-too-distant future.

And we also take a look at how doors and windows are incorporating security features. 🏠

*A hui hou,*

david@tradepublishing.com

Developers Cayenne Pe'a  
and Jon Wallenstrom



# BUILDING INDUSTRY HAWAII

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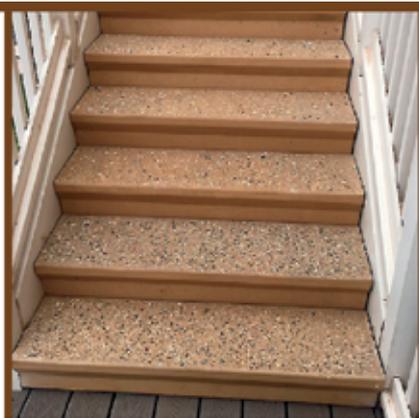
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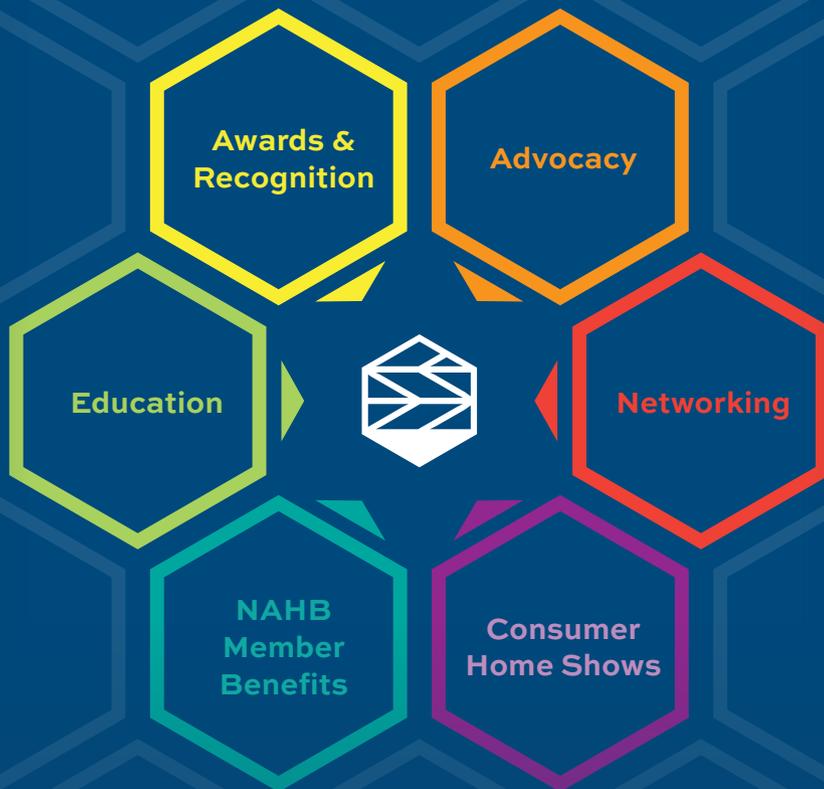
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# Discover the value of *membership.*



The Building Industry Association of Hawaii is affiliated with the National Association of Home Builders (NAHB) and was chartered in 1955. Our members are comprised of builders, contractors, developers, designers, and other professionals with shared interests in the construction industry. Our members build the community that we call home. BIA-Hawaii provides members with the political advocacy, marketing support, and networking opportunities that allow their businesses to thrive in Hawaii. Members will also enjoy access to a state-of-the-art training facility and the best professional designation and continuing education courses in the State. Since BIA-Hawaii is affiliated with the NAHB, our members also receive those member benefits and discounts. So, what are you waiting for? Discover the value of a BIA-Hawaii Membership today.



For more information about membership, programs or events, please call 629-7507 or visit us at [BIAHAWAII.ORG](http://BIAHAWAII.ORG)



PHOTO: The Howard Hughes Corporation

## GENERAL MEMBERSHIP MEETING

BIA-Hawaii's General Membership Meeting and Dinner on April 10 will include a presentation and panel with Castle & Cooke, D.R. Horton, Kamehameha Schools, and The Howard Hughes Corporation. Join us for "Development NEXT." Members and non-members welcome.



PHOTO: Archipelago Luxury Homes

## BUILDING INDUSTRY DESIGN & CONSTRUCTION AWARDS

Submit your residential and commercial construction or development projects for the 2019 Annual Building Industry Design & Construction Awards. Presented in partnership with the NKBA Aloha Chapter. Applications available online and early bird entry fees available before April 30.

PHOTO: Archipelago Luxury Homes



## THE BIG SUMMER HOME BUILDING & REMODELING SHOW

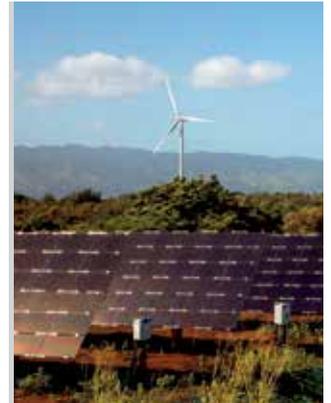
The Big show is back at the Blaisdell, August 9-11. Members receive the best rates and early bird applications are even better. Apply for space now by visiting our website today.

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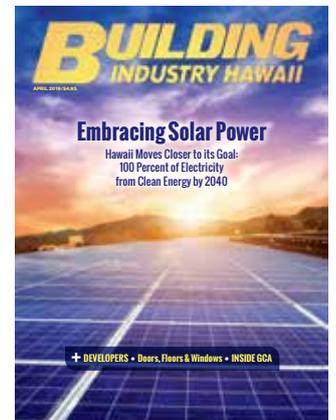
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Design by Ursula A. Silva



## COMING IN MAY

*Building Industry Hawaii* reports on **Site Prep** along with what's new for **Health & Safety** on the jobsite. We also offer our annual **Military Appreciation** coverage on **Department of Defense** projects in Hawaii. And we report on what can be done to prepare for **Hurricane Season**.

# HELPING OUR CLIENTS SUCCEED EVERY STEP OF THE WAY.

▮▮ I just wanted to thank and congratulate Swinerton on a terrific job on the TCO Royal Hawaiian project – the feedback throughout Tiffany right up to the top levels of the business has been excellent and you've set the bar for Flagship expectations going forward. ▮▮

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**APRIL 1**

**Electrician Continued Competency: License Renewals Course**

This Associated Builders and Contractors Association Inc. Hawaii Chapter (ABC Hawaii) course is open to ABC members and any licensed electrician in the state. Course satisfies the state's continuing education requirements for Electrical Journey Workers IAW HRS section 448E-8.5.

Contact ABC Hawaii at 845-4887 for additional information and/or to sign up for the next available class.

**APRIL 2**

**Architecture Month Kickoff Event: Design Presentations**

The American Institute of Architects Honolulu Chapter (AIA Honolulu) opens Architecture Month with design presentations at the 2019 Biennial.

6:30-8:30 p.m. Biennial Hub Space (former location of Famous Footwear), 1200 Ala Moana Blvd. To register and for more information, go to [aiahonolulu.org](http://aiahonolulu.org), call 628-7243 or email [contact@aiahonolulu.org](mailto:contact@aiahonolulu.org).

**APRIL 4-6**

**Construction Quality Management (CQM)**

Offered through the Building Industry Association of Hawaii (BIA-Hawaii). This U.S. Army Corps of Engineers (USACE) three-day class for credentialed CQ managers is limited to four attendees per company per course. Certificate issued after

completing course; valid for five years.

Noon-4 p.m. (daily). CTC-Pacific, 94-487 Akoki St., Waipahu. Register with payment at [biahawaii.org](http://biahawaii.org). For more information, contact Barbara Nishikawa at 629-7505 or [BLN@biahawaii.org](mailto:BLN@biahawaii.org).

**APRIL 5**

**ABC Orientations for 2019-2020 School Year**

Mandatory orientation for new ABC Hawaii apprentices are held every Friday and run through mid-June. Apprentices must complete orientation before attending ABC Hawaii classes.

Call the ABC Hawaii office at 845-4887 to RSVP or sign up at [abchawaii.org](http://abchawaii.org).

**APRIL 5**

**Design "Firm Crawl" Open House**

AIA Honolulu sponsors an illuminating evening at downtown design firms. Print out a map from AIA's website, hop from firm to firm and learn about outstanding projects and professionals.

5-8 p.m. Download map of participating AIA Honolulu firms at [aiahonolulu.org](http://aiahonolulu.org). Register at [contact@aiahonolulu.org](mailto:contact@aiahonolulu.org) until April 5. For more information, call 628-7243 or email [contact@aiahonolulu.org](mailto:contact@aiahonolulu.org).

**APRIL 6, 13**

**Estimating and Job Costing (PMDP Module 1)**

The General Contractors

Association (GCA) of Hawaii and the AGC present a Project Manager Development Program designed to enhance the performance of novice (less than two years' experience), newly-hired and team-based project managers. Module 1 explains the link between design, estimating and project costs. Certificate available after completing course.

8 a.m.-4 p.m. (daily). GCA Conference Room, 1065 Ahua St. To register and for more information, go to [info@gcahawaii.org](mailto:info@gcahawaii.org) or [gcahawaii.org](http://gcahawaii.org), email [judee@gcahawaii.org](mailto:judee@gcahawaii.org) or call 833-1681 ext. 14. Fee: GCA of Hawaii members \$395; nonmembers \$495. No refunds after March 22. Replacements accepted.

**APRIL 8-11**

**OSHA 501 - Trainer Course in OS&H Standards for General Industry**

Offered by BIA-Hawaii and UC-San Diego's OSHA Training Institute. Four-day OS&H trainer course prepares students to teach the 10- and 30-hour Outreach classes. Students are authorized to teach the outreach classes and receive other industry credits after successfully completing course. A Verification of Prerequisite Form, proof of OSHA 511 course completion and other industry or academic credentials required. Laptop recommended.

8 a.m.-4 p.m. (daily). CTC Pacific, 94-487 Akoki St., Waipahu. No online class enrollment. To register, call (800) 358-9206 or go to [osha.ucsd.edu/](http://osha.ucsd.edu/). For more information and Verification of Prerequisite form, go to [biahawaii.org](http://biahawaii.org) and [osha.ucsd.edu](http://osha.ucsd.edu). Fee: \$765. No refunds after March 25.

**APRIL 10**

**General Membership Dinner Meeting-April 2019**

Open to both members and non-members, BIA-Hawaii's April dinner meeting presents a panel including Castle & Cooke Hawaii, D.R. Horton, Kamehameha Schools and The Howard Hughes Corporation, and also presents a legislative update.

5:30-7:30 p.m. The Pacific Club,

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1451 Queen Emma St. For information and registration assistance, email Benedict Juliano at [baj@biahawaii.org](mailto:baj@biahawaii.org). Fee: BIA-Hawaii members \$55; non-members \$65; walk-ins \$80.

#### APRIL 12

##### AGC CM-Lean Exam

The Association of General Contractors (AGC), along with GCA of Hawaii, offer the qualifying exam for AGC CM-Lean certification. Candidates must successfully complete all Lean Construction Education Program courses, provide AGC with a completion record and submit an approved application before the exam.

8 a.m.-noon. GCA Conference Room, 1065 Ahua St. To register with payment and for more information, go to [gcahawaii.org](http://gcahawaii.org) or contact Meri Woods, AGC senior director of education advancement and credentialing, at (703) 837-5366 or email [woodsm@agc.org](mailto:woodsm@agc.org). Fee: \$575.

#### APRIL 16

##### NCMA Aloha Chapter: "Government Contracting-Trends & Cases That Shaped 2018"

National Contract Management Association (NCMA) speaker and attorney Glenn Sweatt reviews landmark developments in 2018 government contracting. Topics include bid protests, FAR, claims and terminations, Contractor Performance Assessment Reporting System (CPARS), required federal reporting, and Office of Federal Contract Compliance Programs (OFCCP) trends for affirmative action.

8 a.m. (check-in); 8:30 a.m.-4:30 p.m (event). Hale Koa Hotel, 2055 Kalia Rd. To register and for more information, email [ncmahawaii@gmail.com](mailto:ncmahawaii@gmail.com), call 351-4459 or go to [sites.google.com/site/ncmahawaii/home](http://sites.google.com/site/ncmahawaii/home). Fee: NCMA members \$200; nonmembers \$225. Group rates available. Register by April 9.

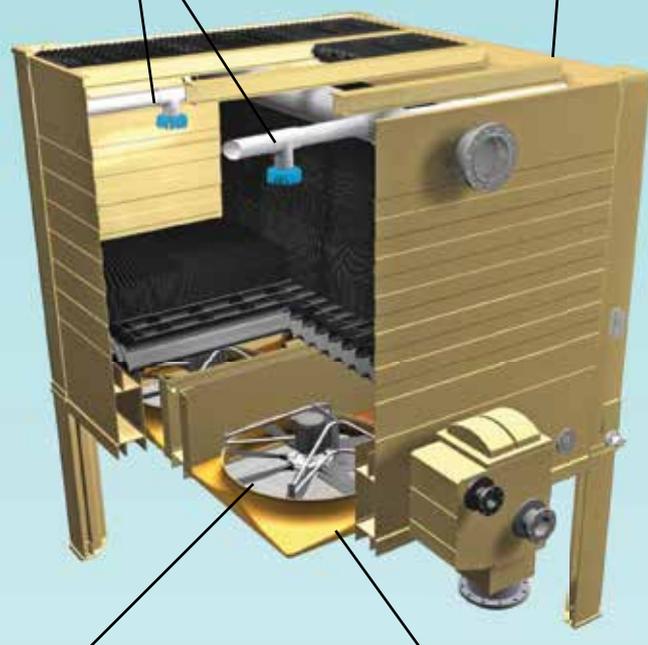
#### APRIL 16-18

##### Construction Quality Management

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and the Naval Facilities Engineering Command, Pacific Division present three-day mandatory USACE and NAVFAC training/certification for appointed contractor quality control system managers (CQCSM). Valid for five years. Two employees per company per course.

Noon-4 p.m. (daily). GCA Conference Room, 1065 Ahua St. To register and for more information, go to [gcawaii.org](http://gcawaii.org) or contact Judee Calaro at 833-1681 ext. 14 or [judee@gcawaii.org](mailto:judee@gcawaii.org). Fee: GCA members \$95; nonmembers \$125.

**APRIL 18**

**NAWIC General Membership Meeting: “The Psychology of Women and Leadership”**

Dr. Kimberley Cooke, executive director of U.S.VETS INC (Barbers Point), explores the psychology of female workplace leaders at this National Association of Women in Construction dinner meeting.

5 p.m. (networking and dinner); 6 p.m. (speaker); 7 p.m. (meeting). Honolulu Country Club, 1690 Ala Puumalu St. To register and for more information, go to [nawic114@yahoo.com](mailto:nawic114@yahoo.com) or [nawic-honolulu.org](http://nawic-honolulu.org). Dinner fee \$40.

**APRIL 19**

**Manager/Employer/Supervisory Staff Training (CSIP)**

BIA-Hawaii’s Construction Safety & Injury Prevention (CSIP) Program is for workers, safety staff, managers and owners as well as those supervisors and/or project leaders (e.g., a Collateral Duty Safety Officer) who are responsible for a company’s safety program. Includes HIOSH/ OSHA compliance, and how to customize a Safety & Injury Prevention Plan (mandated for businesses with more than 25 employees).

8 a.m.-2 p.m. CTC Pacific, 94-487 Akoki St., Waipahu. Register at [biahawaii.org](http://biahawaii.org). For more information and registration, contact Barbara Nishikawa at 629-7505 or [bln@biahawaii.org](mailto:bln@biahawaii.org). Fee: BIA-Hawaii members \$195; nonmembers \$295.

**APRIL 20**

**Architectural Walking Tour at Punahou School**

Docent-guided tours will explore the historic Punahou campus, share stories and features of several buildings and show how the campus strives for the highest level of green design. Various credits available.

8 a.m.-noon. Punahou School, 1601 Punahou St. For registration and more information, go to [aiahonolulu.org](http://aiahonolulu.org), email [camilla@aiahonolulu.org](mailto:camilla@aiahonolulu.org) or call 628-7245. Fee: \$15 per person.

**APRIL 27**

**2019 Build Hawaii Awards Banquet**

GCA of Hawaii’s 2019 Build Hawaii Awards banquet honors GCA members who build the state’s most significant construction projects ranging across the building, highway and transportation, municipal and

utilities, and federal and heavy divisions.

5 p.m. Hilton Hawaiian Village Waikiki Beach Resort, Coral Ballroom, 2005 Kalia Rd.

**APRIL 29-MAY 2**

**OSHA 500-Trainer Course in OS&H Standards for the Construction Industry**

Offered by BIA-Hawaii and UC-San Diego’s OSHA Training Institute. Four-day OS&H trainer course prepares students to teach the 10- and 30-hour Outreach classes. Students are authorized to teach the outreach classes and receive other industry credits after successfully completing course. A Verification of Prerequisite Form with OSHA 510 documentation and other industry or academic credentials required. Laptop recommended.

8 a.m.-4 p.m. (daily). CTC Pacific,

**JULY 1**

**2019 Pacific Building Trade Expo Early Bird Deadline**

July 1 is the reduced-rate registration deadline for booth exhibitors at the 2019 Pacific Building Trade Expo held on Oct. 1. Produced by the American Institute of Architects (AIA Honolulu) and the Construction Specifications Institute (CSI) Honolulu chapters and presented by Honblue, the 2019 Expo showcases products and services from more than 200 vendors and presents more than two dozen AIA-registered continuing education seminars.

For more information about the 2019 Pacific Building Trade Expo, visit [pbtexpo.com](http://pbtexpo.com).



Tropical J owners and staff join reps from Corradi USA, one of the firm’s awning manufacturers, at the 2018 Pacific Building Trade Expo.

PHOTO COURTESY PACIFIC BUILDING TRADE EXPO

94-487 Akoki St., Waipahu. No online class enrollment. For more information, go to [biahawaii.org](http://biahawaii.org), call (800) 358-9206 or email [oshatraining@ucsd.edu](mailto:oshatraining@ucsd.edu). Fee: \$765. No refunds after April 15.

**MAY 4, 11**

**“Leadership and Motivation”  
(STP Unit 1)**

GCA of Hawaii presents the AGC’s Supervisory Training Program (STP), designed and field-tested for contractors. Unit 1 presenter Kristi Koga covers motivation, feedback, teamwork and more. Certificate available.

8 a.m.-4 p.m. (daily). GCA Conference Room, 1065 Ahua St. Register with payment by April 24 at [gchawaii.org](http://gchawaii.org) or contact Judee Calaro at 833-1681 ext. 14 or [judee@gchawaii.org](mailto:judee@gchawaii.org). Fee: GCA of Hawaii members \$295; nonmembers \$395. Substitutions available.

**MAY 9**

**2019 BIG T Golf Tournament**

Due to popular demand, BIA-Hawaii has added tournament spaces and expanded the field in its annual Building Industry Golf Tournament (BIG T). Tournament proceeds help fund the Pre-Apprenticeship Construction Training Program (PACT). Includes luncheon.

9:30 a.m. (registration); 11:30 a.m. (shotgun start)-5:30 p.m. Hawaii Prince Golf Course, 91-1200 Fort Weaver Rd., Ewa Beach. Register at [biahawaii.org](http://biahawaii.org). For more information, email Benedict Juliano at [baj@biahawaii.org](mailto:baj@biahawaii.org). Fee: \$175 (single golfer) to \$5000 (six golfers/Tournament Sponsors).

**MAY 11**

**AIA Architectural Walking Tour  
of Honolulu**

On every second and fourth Saturday of the month, AIA Honolulu hosts walking tours of Honolulu’s architectural landmarks. Tour groups must be 4-12 people.

9-11:30 a.m. AIA Honolulu Center for Architecture, 828 Fort Street Mall, Suite 100. Go to [aiahonolulu.org](http://aiahonolulu.org) or call 628-7243 to RSVP with payment in advance and for more information. Fee: \$15 per person.



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# A Woodsman All the Way

John Heideman, new president of HPLA, touts the versatility of wood and new ‘engineered-wood’ products that are revolutionizing construction



A small poster on the wall above John Heideman’s desk at Mendocino Forest Products reads, simply, “Wood is good.” And that is essentially the message the 2019 president of the Hawaii Lumber Products Association (HPLA) wants to spread during his year at the helm, in a focused way.

“What we’re really planning on doing,” Heideman says from Mendocino’s busy Kapolei yard, “is educating mainly architects and engineers as to the newest technology and

“There are things that will soon be available to the masses that weren’t there before,” Heideman says.

Put it this way: We’ve come a long way from log cabins.

While touting wood’s strength, durability, utility and beauty, above all Heideman talks about wood’s versatility. Which is where the construction industry’s “mad scientists” come in. Much like those folks in lab coats revolutionizing everything from concrete mixes to new types of piping, the wood industry keeps plenty of Ph.D.’s employed.

understand that if you’re using wood in the incorrect way, you’re not going to like wood. But if you use wood in the way it’s supposed to be used, you’re going to love it, because it’s going to do exactly what you want it to do. That’s really where HPLA’s education is focused, helping the people of Hawaii understand there are excellent opportunities to use wood in ways people are not even thinking of yet.”

The term for this new generation of products is “mass timber.”

“It’s kind of a hot topic in our industry right now, and the reason for that is the innovations,” Heideman says. “It’s the next level of engineered-wood products. It’s the next step in our evolution. What it allows wood to do, you’re creating structurally stronger products, building products that allow engineers to use them in a design for a building that gives it the strength that steel or concrete would, but also allows it the ability to withstand fire.

“The innovation, we’re just on the cusp of it. The International Building Code just approved mass timber to be in mass construction products, up to 18 stories, and there are projects being done out there that are upwards of 18 stories. When you engineer wood, all the natural defects—knots, twists, warp—you get rid of all those and create a much stronger, much sturdier, more stable product. That’s the way we’re headed, finding applications we couldn’t even think of 20 years ago.

“It’s so cool, we all nerd out about it.”

Looking back at his youth in Eugene, Ore., Heideman almost seemed destined for a career in timber. As a hobby, his father, Fred, who’d worked for the U.S. Bureau of Land Management, “bought a portable head rig (the big saw that begins the process of turning logs into lumber), and we went out and cleared properties and made rough lumber and ended up selling it (to timber companies). I used



John Heideman

newest developments that are taking place with wood, including new products coming out. That’s our foremost goal, let people know about the latest technology and products that show the potential to use wood in a lot more types of construction.”

That outreach extends to University of Hawaii-Manoa architecture and engineering students. In conjunction with Wood Works, an arm of the Wood Products Council, HPLA and other forest-related organizations participated in an educational day at UH last month.

“You get different benefits from different species (of wood), whether it’s in an architectural or structural application,” he says. “But wood products are so diverse in the ways you can use them—you can use woods in ways people don’t even recognize. And with the technology and diversity of the new concepts in the industry, we’re coming up with new and innovative ways of creating new products for the marketplace all the time. The wood products industry is constantly evolving.

“We want to help people

to help him on weekends. We were obviously just a little outfit, but that's how I got started in the wood products industry, my dad's hobby."

Although Oregon State University in nearby Corvallis offers an excellent forestry program, Heideman decided to stay home in Eugene and attend the University of Oregon, where he came away with a psychology degree. Post-

**“If you're using wood in the incorrect way, you're not going to like wood. But if you use wood in the way it's supposed to be used, you're going to love it, because it's going to do exactly what you want it to do.”**

grad, he tried several jobs.

And then a church friend told him about his work in timber brokerage. “I twisted around in many different directions before I figured out what I wanted to do. ... So I started brokering for North Pacific Group. It's not what I dreamed of growing up at all. I actually wanted to be an architect as a kid. I've always had the desire to design and build buildings. In a roundabout way, I ended up where I was supposed to be. The person I talked with, by the way, was Steve Kilgore, now CEO of Timber Products.”

Heideman moved to Universal Forest Products and spent 15-plus years there, helping it grow from a \$300 million company to a \$3 billion company:

“It's a very diverse company in the wood products industry. It serves the retail sector, is the largest wood treater in the United States, the largest truss manufacturer in the U.S. I helped them develop concrete forming systems, as well as industrial packaging systems. I had excellent mentors, excellent leadership at that company, and it drove me to think outside the box.”

So when HPM Building Supply offered him a chance to open a Hawaii office in 2014, he jumped.

“My kids (a boy and a girl adopted from China) were in kindergarten at the time, and I said if we're going to do it, this is the time to do it.”

He subsequently moved to Mendocino in January 2017. He

describes it as “a redwood company. We actually have several companies under our umbrella, including Humboldt Redwood. We own just under half a million acres of redwood forest in Northern California. Also have a treating arm, All-Weather Woods, and mill locations where we're manufacturing from log to lumber, and then our distribution centers,

including this one.

“The only thing we do is distribution. This particular facility, we're servicing mostly Home Depot, all their stores in Hawaii. Most goes for single-family homes, but to put it into

an even narrower category, it's specifically for the remodel. Annually, we pass through 25 million board feet. You can build a lot of stuff with that.

“And the great thing is, it just keeps growing—more trees are growing every day.”

Timber is his business, but wood has a hold on him that runs deeper than that, deep at least as those early hobby-logging outings with his dad:

“What I really enjoy about wood is I can always get my creative juices flowing, whether it's trying to come up with a better idea or woodworking. I've accumulated a lot of machinery in my own garage (in Makakilo). I've made tables, chairs, made some cabinets, made my son a Murphy bed because his room was too small. I've got stuff in clamps right now in my garage.”

Wouldn't you know. 🏠

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# Agency Awards Fall Short of 2018 Record

Government contracts awarded in February—valued at \$73,256,682—rank third among the same months during the past decade but fail to keep pace with record 2018 volume of \$152,816,808.

The lion's share of 2019 contracts worth \$69,074,219 is allocated for

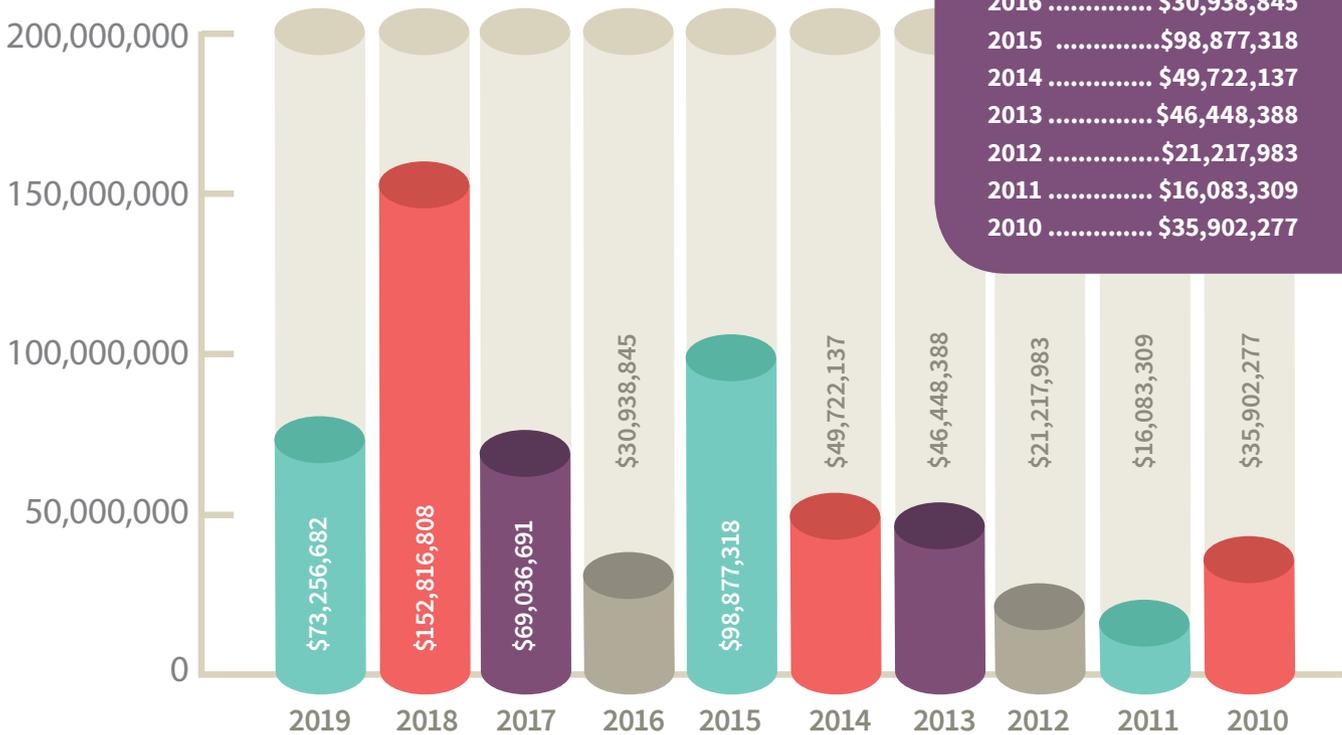
projects on the Island of Hawaii. Department of Transportation awards account for \$61,190,823 of the total.

The largest contract worth \$55,532,387 went to Nan Inc. for work on the Koa Federal Inspection Services (FIS) Building at Ellison Onizuka Kona International Airport.

The next largest award of \$8,978,540 also for Big Island work, went to Isemoto Contracting Co. Ltd. For culvert replacements.

## FEBRUARY AWARDS

2019	\$73,256,682
2018	\$152,816,808
2017	\$69,036,691
2016	\$30,938,845
2015	\$98,877,318
2014	\$49,722,137
2013	\$46,448,388
2012	\$21,217,983
2011	\$16,083,309
2010	\$35,902,277



### AWARDS BY AREA

Hawaii	\$69,074,219
Oahu	2,480,096
Kauai	1,359,375
Maui	342,992
<b>TOTAL</b>	<b>\$73,256,682</b>

### AWARDS BY AGENCY

DOT	\$61,190,823
DPWH	8,978,540
DOE	985,335
UH	804,812
DLNR	799,931
Dept. of Water Maui	342,992
DAGS	154,249
<b>TOTAL</b>	<b>\$73,256,682</b>

### Oahu

<b>The H. E. Johnson Co. Inc.</b>	<b>\$535,700</b>
Buoy Maintenance and Repair Services for the Island of Oahu	
<b>Ted's Wiring Service Ltd.</b>	<b>394,262</b>
William S. Richardson School of Law, Law School and Law Library Fire Alarm Upgrades, University of Hawaii at Manoa	
<b>A's Mechanical &amp; Builders Inc.</b>	<b>375,000</b>
Hale Aloha Cafeteria, 40-ton AC Replacement, UH-Manoa	
<b>Close Construction Inc.</b>	<b>309,632</b>
Wheeler Elementary School, Miscellaneous R&M for FY16	
<b>MJ Construction Co.</b>	<b>295,000</b>
Aliamanu Middle School, Miscellaneous R&M FY16	
<b>MJ Construction Co.</b>	<b>294,000</b>
Nimitz Elementary School, Miscellaneous R&M FY16	
<b>Close Construction Inc.</b>	<b>154,249</b>
Keelikolani Building, New Hearings Room for DLIR-HIOSH	
<b>Walk On Wood Floor Co. Inc.</b>	<b>55,290</b>
Aiea High School, Bldg. T, Repair Gym Floor	
<b>EBJ Construction Inc.</b>	<b>35,550</b>
Hamilton Library, Exterior Concrete Stair Improvement 2019	
<b>R&amp;C Roofing Contractors</b>	<b>31,413</b>
McKinley High School, Various Buildings, Roofing Repairs	

### Maui

<b>ITC Water Management Inc.</b>	<b>342,992</b>
Kaupo Non-Potable Tank Replacement Project	

### Hawaii

<b>Nan Inc.</b>	<b>55,532,387</b>
Koa Federal Inspection Services (FIS) Building at Ellison Onizuka Kona International Airport at Keahole, Kailua-Kona	
<b>Isemoto Contracting Co. Ltd.</b>	<b>8,978,540</b>
Alii Drive Culvert Replacement, Alii Drive, Kailua-Kona	
<b>Global Specialty Contractors Inc.</b>	<b>4,299,061</b>
Hawaii Belt Road Guardrail and Shoulder Improvements, Vicinity of Kalopa Bridge and Kaunoali Bridge to East Paaulo Bridge	
<b>Site Engineering Inc.</b>	<b>264,231</b>
Kalopa State Recreation Area, ADA Improvements, Honokaa	

### Kauai

<b>Paul's Electrical Contracting LLC</b>	<b>1,047,700</b>
Replace Apron Lighting at Lihue Airport	
<b>Commercial Shelving Inc.</b>	<b>311,675</b>
Replace Roll-Up Doors at Pier 2 Shed, Nawiliwili Harbor	

## LOW BIDS

The companies below submitted the low bids in February 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

<b>Mira Image Construction</b> .....	<b>\$5,833,173</b>
Interstate Route H-1, Guardrail and Shoulder Improvements, Kapiolani Interchange to Ainakoa Avenue, Vicinity of Honolulu	
<b>MEI Corp.</b> .....	<b>2,518,350</b>
Waialae Iki 180' Reservoir Repairs	
<b>StarCom Builders Inc.</b> .....	<b>2,468,850</b>
Waimanalo 230-foot Reservoir Repairs	
<b>Hellas Construction Inc.</b> .....	<b>1,785,350</b>
Clarence T.C. Ching, Field Track Replacement	
<b>Hawaii Works Inc.</b> .....	<b>1,100,871</b>
Nuuanu Stream Flood Control Improvements at North Kukui Street	
<b>Ralph S. Inouye Co. Ltd.</b> .....	<b>990,000</b>
Stan Sheriff Arena, Ring Beam Roofing and Miscellaneous Interior Improvements, UH-Manoa	
<b>Henry's Equipment Rental &amp; Sales Inc.</b> .....	<b>469,354</b>
Access Road Repair and Drainage Improvements for Niu Valley Highlands 298-foot Reservoir	
<b>Ted's Wiring Service Ltd.</b> .....	<b>444,214</b>
Moore Hall, Replace Electrical Service Equipment, UH-Manoa	
<b>Economy Plumbing &amp; Sheetmetal Inc.</b> .....	<b>428,878</b>
Honolulu Police Department, Training Academy Building Gymnasium Hot Water System Improvements	
<b>Mega Construction Inc.</b> .....	<b>378,667</b>
Honolulu Zoo, Giraffe Exhibit Improvements	
<b>Island Construction &amp; Demolition</b> .....	<b>343,933</b>
Repair Concrete Pavement at Pier 39, Honolulu Harbor	

### Maui

<b>Maui Kupuno Builders LLC</b> .....	<b>486,302</b>
Paia/Haiku District Resurfacing FY 2019	
<b>Islandwide Fencing LLC</b> .....	<b>163,796</b>
Kaunakakai Little League Ballfield Fencing	

### Hawaii

<b>Jas. W. Glover Ltd.</b> .....	<b>196,250</b>
FY19 Pavement Repairs at Hilo Harbor	

### Kauai

<b>Hawaiian Dredging Construction Co. Inc</b> .....	<b>3,751,790</b>
Opaekaa Bridge, Repair/Rehabilitation, Kawaihau	
<b>Maui Kupuno Builders LLC</b> .....	<b>686,800</b>
Pavement Repairs at Waapa Road and Pier 2 Apron, Nawiliwili Harbor	
<b>Islandwide Fencing LLC</b> .....	<b>346,873</b>
Repair Fence at Pier 1, Nawiliwili Harbor	
<b>Beachside Roofing LLC</b> .....	<b>41,100</b>
Roof Repairs at the Lihue Wastewater Treatment Plant	

## FEBRUARY'S TOP 10 CONTRACTORS

1. Nan Inc. (1).....	\$55,532,387
2. Isemoto Contracting Co. Ltd. (1) .....	8,978,540
3. Global Specialty Contractors Inc. (1) .....	4,299,061
4. Paul's Electrical Contracting LLC (1) .....	1,047,700
5. MJ Construction Co. (2) .....	589,000
6. The H. E. Johnson Co. Inc. (1).....	535,700
7. Close Construction Inc. (2) .....	463,881
8. Ted's Wiring Service Ltd. (1) .....	394,262
9. A's Mechanical & Builders Inc. (1) .....	375,000
10. ITC Water Management Inc. (1).....	342,992

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

# HAWAII BUILDS WITH WOOD



## THE FACTS

- When compared with other building materials, wood framing systems can better withstand wind and seismic forces, making wood both the most flexible building material for construction.
- Wood timber framing systems also were found to have a greater fire resistance than other building materials, making wood the natural choice for handling the stresses that nature can put on a structure.
- According to the American Forest & Paper Association, over 900,000 people are employed in forest products manufacturing - more than any other construction industry.\*
- Building with wood reduces a building's carbon footprint; researchers at Yale University and the University of Washington found that using wood in construction could save 14%-31% of global Co2 emissions, and 12%-19% of global fossil fuel consumption. \*\*

\* US Department of Energy, Office of Energy Efficiency & Renewable Energy  
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The new American Savings Bank Campus in downtown Honolulu  
PHOTO COURTESY NORDIC PCL CONSTRUCTION INC.



# Banking on Nordic PCL

\$93M American Savings Bank Campus rises 11 floors and houses 660 employees

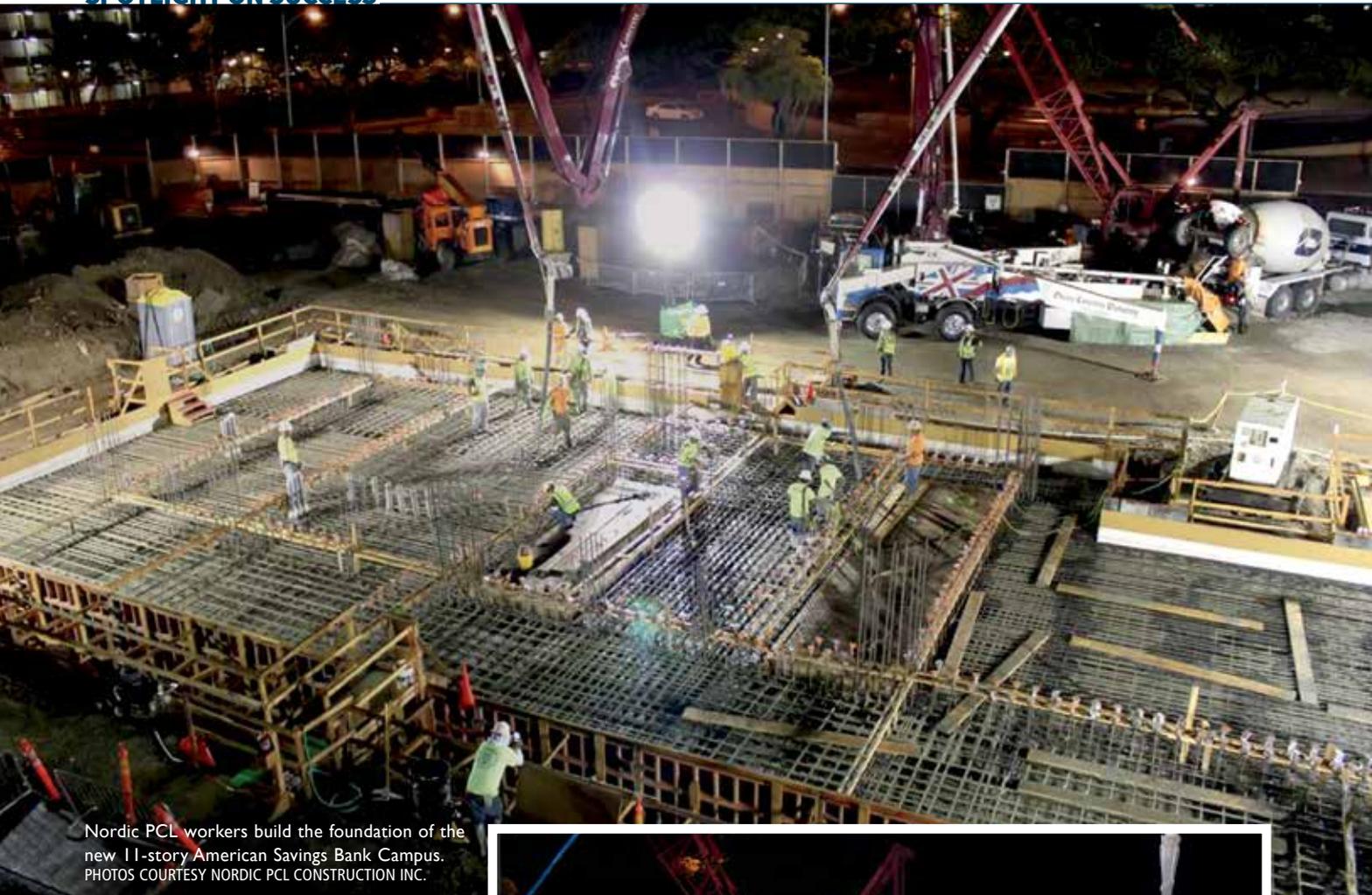
BY DAVID PUTNAM

Most downtown Honolulu working people and motorists probably won't notice two of the main features of the \$93 million American Savings Bank Campus at the outskirts of Chinatown on North Beretania Street and *mauka* of Aala Park:

- It is the largest and among the earliest installations in Hawaii of View Dynamic Glass as an exterior glazing system, and

- The new building is the largest load-bearing architectural precast structure in the Islands.

Nordic PCL Construction Inc. broke ground in February 2017 on the 11-story building. The tower includes six levels of parking with 434 stalls and five levels of office space for a gross building area of 380,196 square feet, says Glen Kaneshige, president of Nordic PCL. Interior office spaces on the seventh through 11th floors total 113,608 square feet.



Nordic PCL workers build the foundation of the new 11-story American Savings Bank Campus. PHOTOS COURTESY NORDIC PCL CONSTRUCTION INC.

“The new main campus for American Savings Bank was built to consolidate their operations into a single location,” Kaneshige says. “There is also a 4,500-square-foot branch at the ground floor as you enter the building from the main entrance on the *makai* side.

“The structure is a load-bearing precast column and spandrel beam system carrying prestressed double-tees that provide the suspended floors. The elevator and stair cores are cast-in-place concrete and provide the lateral shear strength to the precast system.”

Pointing out that the ASB Campus is the first new office tower to be built in downtown Honolulu since 1995, “we were pleased to be selected for this opportunity,” Kaneshige says. “Because the structure is the tallest load-bearing architectural precast concrete in Hawaii, it made the project unusual, and we understood our team would come



across challenges that would not be encountered in typical cast-in-place reinforced concrete structures.

“Sometimes, you don’t know what you don’t know when you’re dealing with something out of the usual,” he adds, “and this was often the case with this project. However, our team adjusted and adapted as challenges arose to overcome the obstacles.”

While some finishing work is expected to continue until December,

the heavy lifting on the load-bearing architectural precast structure has been done.

“The sequencing of the precast erection had to be carefully planned and coordinated to provide the lateral stability to the structure before the concrete topping could be placed over the prestressed double-tees to provide diaphragm shear strength,” Kaneshige says.

“Some of the precast pieces

weighed more than 30 tons, so the crane picks were carefully planned to maintain workflow without posing a safety hazard. A sudden gust of wind pushing against a heavy precast piece could destabilize the crane jib and result in a catastrophic mishap, so weather had a large influence on the schedule.”

Kapolei-based GPRM Prestress supplied the precast concrete for the project, he says.

Providing unequaled views—from inside or outside the building—is the View Dynamic Glass that Nordic PCL installed.

Kaneshige explains: “The electrochromic layer sandwiched between the glass panes in View Dynamic Glass darkens when charged by an electrical current. By controlling the amount of electrical current, the degree of shading of the glass could be increased or reduced, thereby eliminating the need for mechanical shades to control natural lighting and solar heat.”

He says installing the special glass



Cranes lift precast concrete into place on the American Savings Bank building.  
PHOTO COURTESY NORDIC PCL CONSTRUCTION INC.



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Rendering of American Savings Bank's new Honolulu building  
COURTESY AMERICAN SAVINGS BANK

“required much coordination for the cabling pathways for the glazing tinting controls. Our project team and glazing and electrical subcontractors worked closely with the manufacturer, View, to ensure that their first large installation in Hawaii would be successful.”

Kaneshige says “American Savings Bank won’t need to utilize mechanical shading on their window wall system to help control the amount of natural lighting entering the building and the correlative heat gain. The View Dynamic Glass will change the appearance of the glass at different times of the day.”

**“Though the project proved to be very challenging, American Savings Bank is very pleased with their new corporate headquarters.”**  
—Glen Kaneshige

“We worked with an all-star team on the construction of our ASB Campus, including our general contractor Nordic PCL, project manager Rider Levett Bucknall and architects Leo A Daly and hierarchy,” says Rich Wacker, president and CEO of American Savings Bank. “The ASB Campus is the first major office building to be built in the downtown/Chinatown area in nearly 25 years, and we are so proud of how it turned out.

“The building’s innovative precast design, use of View Dynamic Glass and sustainable features position it as an outstanding modern workplace in Hawaii,” Wacker adds.

Nordic’s workload included:

- Auger cast pile installation;
- Excavation for pile caps and elevator mat footing;
- Form and place concrete foundation;



Rich Wacker, American Savings Bank president and CEO, plays in the “Flip Cup Challenge” against a team of Nordic PCL workers.

## Flipping Coins: Builders vs. Bankers

When it comes to money, bankers are experts on how to invest it, save it or even flip it, as workers on the American Savings Bank Campus discovered in a game of “Flip Cup Challenge.”

“During the project, the executives of American Savings Bank engaged with our workers to express their appreciation for their efforts on a very challenging project, and to reinforce how important they believed their safety was on their project,” says Glen Kaneshige, president of

general contractor Nordic PLC Construction Inc.

“A friendly competition of a game called ‘Flip Cup Challenge’ pitted the American Savings Bank executives against the best of the hourly workforce.

“This kind of interaction with the client,” he adds, “kept the workforce engaged on the importance of the project to American Savings Bank.”

No word on which team plopped the most coins into the red plastic cups.

- Erect precast concrete structure;
- Enclose the building envelope with the window wall;
- Interior mechanical and electrical rough-in work; and
- Interior finishes.

“The footprint of the building covers most of the site. So this created logistical challenges for staging the work,” Kaneshige says. “This made it especially challenging for the erection of precast on the *mauka* side of the building since the *makai* side of the building was the only location to stage the crane.”

The campus’ exterior and interior design was done by Leo A Daly and ZGF Architects. ASB also brought in Native Hawaiian designers Manaola Yap and Sig Zane to create custom artwork to tell ASB’s story.

In addition to the branch bank on the ground floor, ASB’s new headquarters will house approximately 660 employees and features meeting rooms, a multi-purpose room and a fitness center on the seventh floor with a 4,500-square-foot lunchroom and



Rendering of American Savings Bank’s new headquarters building  
COURTESY AMERICAN SAVINGS BANK

two lanais.

“Though the project proved to be very challenging, American Savings Bank is very pleased with their new corporate headquarters,” Kaneshige says.

To help keep the job on schedule

and on budget, he says “there were weekly coordination meetings with ASB, the architects and subcontractors to ensure that lines of communication were open and expectations were made known.

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*May God Bless*

Nordic PCL  
and American  
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The American Savings Bank Campus covers a two-acre site.  
PHOTOS COURTESY NORDIC PCL CONSTRUCTION INC.

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“Our team engaged the subcontractors for their input using the Last Planner System as promoted by the Lean Construction Institute so that all stakeholders had a say in the planning process that would allow the project to move forward efficiently.”

Kaneshige singled out Dorvin D. Leis Co. Inc. for its “phenomenal service in deploying the mechanical, plumbing and fire sprinkler systems.” He says key members of Nordic’s team were George Burkards, senior project manager; Danyelle Kahanaoi and Chad Henderson, project managers; Phil Keller, general superintendent; Justin Labore, finishes superintendent; Charles Uyehara, concrete superintendent; and Jason Chun, general foreman.

The project’s outstanding feature, Kaneshige says, is the architectural precast façade, which “creates an exterior with an interesting relief pattern that helps to break up the surface of such a massive structure. At night, the architectural lighting washes over the building façade to give it an unusual appearance.” 🏠

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American Savings Bank  
Campus Project  
Photo by Angellica Hermano,  
Project Engineer  
for Group Builders, Inc.

# Developers WHO MAKE A Difference

New projects are changing Hawaii's future—and some building industry playbooks

BY BRETT ALEXANDER-ESTES

**H**awaii's economy is soaring in 2019. But so are housing and environmental concerns, as well as the price of land, labor and building materials. So leading Hawaii developers—who are finding new ways to craft public-spirited, sustainable projects and make them pencil out—are also inventing effective new building strategies.

## A Vertical Neighborhood

Jon Wallenstrom and Cayenne Pe'a, principals at Alaka'i Development, expect to break ground soon on 690

Pohukaina, a Honolulu residential complex that will also house a state Department of Education (DOE) elementary school.

Alaka'i Development is building the project as a public-private partnership with the Hawaii Housing Finance and Development Corporation and the DOE, following an HHFDC and DOE 2017 memorandum of agreement.

The agreement designates Alaka'i Development as developer of "a mixed-use project at 690 Pohukaina" containing a school, two residential towers and a parking garage.

Rochelle M. Nagata-Wu, an associate at WRNS Studio, a national design firm, says WRNS is the DOE's architect for



Cayenne Pe'a

memorandum of agreement.





The cantilevered glass pool at Anaha, a Howard Hughes Corporation tower  
PHOTO COURTESY THE HOWARD HUGHES CORPORATION

the school, adding that the project “is in the early conceptual design phase.”

Wallenstrom’s vision for 690 Pohukaina is clear. “The school will be organized vertically, with different grades and functions occurring on different floors, a first for the DOE,” says the former Forest City Hawaii president.

“Having a public school in a

mixed-use development is too compelling to ignore. We are thrilled to be advancing this project.”

The DOE tower will include approximately 200 residential units priced lower than market rate, says Pe’a, a former director of finance at Forest City Hawaii, adding that the units will be designated as LIHTC

(low-income housing tax credit).

Wallenstrom and Pe’a plan to break ground on the DOE school in 2020, with build-out expected to take about a year and a half.

690 Pohukaina’s second tower “will be within existing height limits in the area and will be developed by Alaka’i Development,” with about 400 market-rate residential units, Wallenstrom says. The project “will have elements of a public-private venture simply by the nature of the surrounding uses. The exact structure of the deal is still to be determined.”

Terms will likely include sustainability. “We have not yet determined how



Plans for Alaka’i Development’s new 690 Pohukaina tower include a DOE elementary school and approximately 200 residential units.

RENDERING COURTESY WRNS STUDIO



When Kapolei Lofts opened in 2015, it was the “first class-A apartment community that had been delivered in 30 years.”

PHOTO COURTESY ALAKA’I DEVELOPMENT

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Park Lane Ala Moana

PHOTO BY NIC LEHOUX & SOLOMON CORDWELL & BUENZ

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Kapolei Sustainable Energy Park was built over a remediated and capped waste pile formerly used to dispose of steel byproduct.  
PHOTO COURTESY ALAKA'I DEVELOPMENT

our focus on sustainability and resilience will influence this design,” Pe’a says, but “sustainability is at the forefront of everything that we have developed.”

As owners of large rental apartment communities at Forest City Hawaii, “we quickly got into photovoltaic (PV) development as a means to reduce electricity costs, which were

our single-largest operating expense,” Wallenstrom says. “Rooftop PV then led to several standalone ground-mounted installations, such as the Kapolei Sustainable Energy Park”—and to Kapolei Lofts, “the first class-A apartment community that had been delivered in 30 years.”

Like the duo’s earlier projects,

Kapolei Lofts is energy-efficient. The 499-unit complex features a 2.5 megawatt solar system that powers common areas, as well as electric vehicle charging stations, recycled asphalt pavement, reclaimed water for irrigation and energy-smart fixtures.

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Ko'ula will adjoin Victoria Ward Park.  
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developed, operated and completed the lease-up of a market-oriented rental community,” says Pe‘a. “Although other rental apartments have been built since, Kapolei Lofts is the only community to have reached stabilization.

“Important initiatives that have benefitted our developments have also benefitted the state of Hawaii.”

### Technology is Key

Gentry Homes at Coral Ridge and SEABridge feature solar water heaters, open-cell foam insulation in attics and living room walls, LED lighting, dual-pane low-E windows, a digital thermostat, 20-SEER air conditioning with a MERV 8 filter, CAT-5 computer-grade cable for high-speed networking and a Home Electronics Protective Device (HEPD80) that provides surge protection for sensitive electronics.



Rick Hobson

Gentry has delivered affordable Hawaii residences for more than 50 years.

“As the first production builder on Oahu to include solar hot water and the first to include photovoltaic panels, Gentry Homes continues to look at technology as the ‘key’ value proposition in new home



Victoria Ward Park in Ward Village  
PHOTO COURTESY THE HOWARD HUGHES CORPORATION



HHC is installing expansive sidewalks and green space along Auahi Street.  
RENDERING COURTESY THE HOWARD HUGHES CORPORATION

construction,” says Rick Hobson, vice president of sales and marketing at Gentry Homes.

## Future-Proofing

Ko‘ula, a sleek residential tower slated to break ground in Ward Village later this year, points to The Howard Hughes Corporation’s focus on sustainability and the future.

Ko‘ula’s “cool” design “works for both the operation of the building as well as individual residences,” says Todd Apo, senior vice president for community development at HHC.

“The way the exterior of the building was designed, some of those (design) elements move what was normally on the interior of the building to the exterior, to provide additional shade and reduce the solar heat gain that happens across the building from morning to night.”

If HHC was following Hawaii’s usual



Todd Apo



An elevated walkway may link Ward Village with Kewalo Harbor.

RENDERING COURTESY THE HOWARD HUGHES CORPORATION

development rules, Ko‘ula and Ward Village would be encased in concrete—laterally as well as vertically. But HHC has shelved two nearby luxury towers so that Victoria Ward Park extends towards Kewalo Harbor, Apo says.

Eventually, Ward Village will provide 4,500 homes in 60 acres, and was recently named “Master Planned Community of the Year” by the National Association of Home Builders and “Best Planned Community in the United States” by *Architectural Digest*.

HHC may create even more green space through proposed elevated

walkways that are “just a really nice peaceful escape,” Apo says. People can “walk and stroll and enjoy the family, and a safer environment for the kids to run around.”

At street level, Apo says, Ward Village features higher and wider sidewalks. “So if you look at any of our new buildings, the (adjacent) sidewalks are all raised. It looks like it’s just aesthetics, but it’s really so that if and when the city comes and raises Auahi Street and the streets around us, the integration will work together.

“They’re ready for the future.” 🏠



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# Developing the ‘Missing Middle Piece’

## Wallenstrom, Pe‘a join forces to focus on residential housing

BY DON CHAPMAN

**L**ots of people talk about Hawaii’s housing shortage. Few actually do anything about it.

Count Jon Wallenstrom and Cayenne Pe‘a among the few ... and the busy. Three years ago, they founded Alaka‘i Development to meet, Pe‘a says, “the needs of Hawaii’s housing shortage by creating quality rental residences.”

And the former colleagues at Forest City Hawaii for 10 years—Wallenstrom was president, Pe‘a headed finance and accounting—have a specific focus.

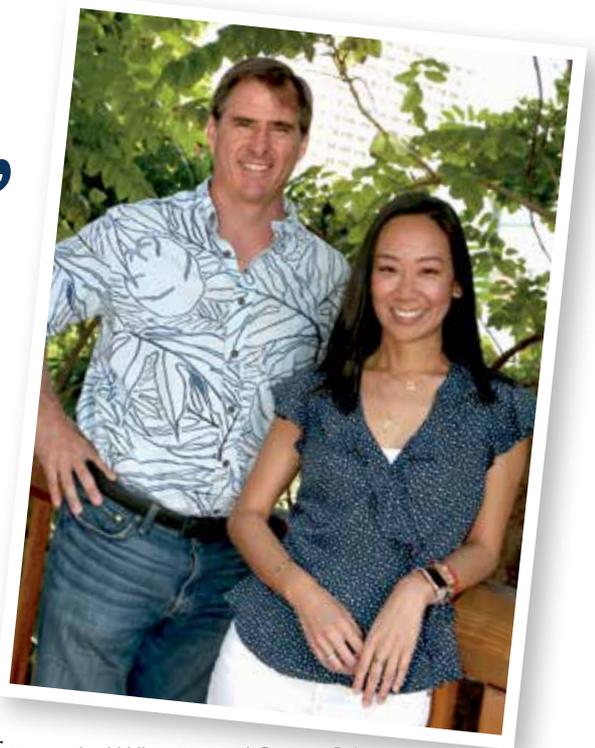
“There are rental mechanisms for the lower-income, and there are luxury condos being built all over town,” Pe‘a says. “But there’s really nothing there for the middle. So what we do hits right in that missing middle piece—for hard-working people who live and

work here. That’s what keeps our society moving.”

When they were at Forest City they developed Kapolei Lofts, and “it was fun,” Pe‘a says, “because it was a little bit of everyone—young professionals, people with kids, empty nesters.”

That award-winning complex serves as a sort of model for a project they are calling The Element, which will be “on a rail stop in Ewa Beach,” Pe‘a says. “But we can’t divulge yet exactly where.”

“We can show you pictures, but we’re under a confidentiality clause as to the location,” Wallenstrom says. “And we can say that, again, we’re pretty laser-focused on our niche in the apartment market. The project is in pre-development right now.”



Jon Wallenstrom and Cayenne Pe‘a  
PHOTO BY NATHALIE WALKER

Pe‘a adds that they’re hoping to begin construction by the end of the year, with the first units ready by next summer.

“A lot of what we do has been building in West Oahu, and I grew up in Makakilo, so it’s like coming home,” says Pe‘a. “And I really believe in Kapolei being the ‘Second

Rendering of The Element in Ewa Beach



City,' so a lot of what we do is in and around that area."

Business cards for Wallenstrom and Pe'a identify each as "principal" at Alaka'i Development. "We have a huge whiteboard, and every morning we come in, see what's on deck, OK, these are my three priorities for the day and these are his," Pe'a says.

"We have different skills and talents and strengths, and only because I've been at this longer, I can play a little bit in some of the sandbox that Cayenne gets immediately," Wallenstrom says.

**"In Hawaiian, alaka'i means to lead or guide. We see ourselves leading Hawaii to a better future by creating the projects we do."**

**—Cayenne Pe'a**

"She is stronger for certain finance things, but I can hold my own because I've been doing it for years."

He was born in the middle of the country, educated on both coasts as his family followed the career path of his father, a lumber salesman.

"That's why I'm doing what I do," he says, "because in summers I'd frame houses, dig ditches, things like that, just because my dad sold lumber. And I wanted to build stuff. That's how I started, then moved over to development."

After graduating from Princeton with a degree in medieval history, with an emphasis in Welsh ecclesiastical history, and a stint at Oxford, he taught English in Korea, and in transit stopped in Hawaii. Back on the East Coast, Wallenstrom spent 15 years developing properties, including with Archstone Communities Trust in the mid-Atlantic region where he helped provide more than 4,000 multi-family homes.

His wife, the former Heather Keevil, is a Hawaii native and Kaiser High School grad, so when Forest City recruited Wallenstrom to head up a military housing project here, he couldn't say no.

"The attraction of Hawaii was certainly something, and then I thought it would be fun to do something different with this big public-private venture," he says. "We did everything—tore down houses, put 'em

back together, renovated old houses, renovated historic homes."

Pe'a is a K-12 Kamehameha Schools "lifer." Always something of a math whiz, she earned a Science of Accounting degree at Loyola Marymount.

"After school I started at Deloitte and Touche in L.A., and was able to transfer home," she says. "Forest City was one of my very first clients as an auditor here in Hawaii.

"I was with Deloitte for a few years, then moved to Forest City to

accounting, I got to see all sides of the business: legal, accounting, construction, everything—soups to nuts—so that gave me the exposure to take this dive into the next step."

That step was creating Alaka'i Development.

"In Hawaiian, alaka'i means to lead or guide," Pe'a says. "We see ourselves leading Hawaii to a better future by creating the projects we do. As time goes by, that's the legacy, really making a meaningful dent in providing housing for people who live and work here. This is the next five years of our lives right here, and I would just love to do more of these projects."

"We have to understand that we're competing for the minds and hearts of these young people who can help our society. And as beautiful as our state is, as wonderful as our culture is, people still want a place to live," says Wallenstrom. "We have the best beaches in the world, a culture of aloha, and that's wonderful, but people still want a nice home they can enjoy.

"It's more than a market demand, it's a societal demand." 🏠

run their finance and accounting department. We did everything at Forest City: development, construction management, asset management, property management. Being in finance and



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Each year GCA of Hawaii sponsors Construction Career Day. PHOTO COURTESY GCA OF HAWAII

# Another Strong Year for Builders

## General Contractors Association has 'stable' forecast, ambitious plans for 2019 construction

BY DAVID PUTNAM

**T**he Islands' construction industry in 2019 is expected to mirror the robust numbers put up during each of the past two years, says Johnny Higa as he enters his 30th year with the General



Johnny Higa

Contractors Association of Hawaii. According to Higa, executive vice president of the GCA of Hawaii, the building sector will have a year that is "stable, similar to the total work hours seen in 2018 and 2017."

As the longtime head of the 87-year-old GCA, Higa says he "would like to express my sincere appreciation to our GCA members, board of directors, past presidents, committee members, federal, state and county agencies for their support on vetting and resolving industry issues."

To them, he adds, "it has been a true honor working with all of you, and I thank you for the opportunity to be a part of the largest contractor association in Hawaii."

The GCA introduced Layne Machida as its 2019 president in January.

"During my term, I look forward to the GCA taking the leadership role within the building industry to develop a timely plan to reduce project delays with 'common sense,' non-legislative solutions on governmental projects," says Machida, president of Civil-Mechanical Contractor.

"This plan will include the other organizations all working as a team to minimize project delays on government projects," he adds, pointing to partnering with such industry-related groups as the Big Island Contractors Association,



Layne Machida

Kauai Contractors Association, Associate Building Contractors, Building Industry Association of Hawaii and architects, engineers and others.

"The GCA has over 500 member companies that include contractors, suppliers, banks, insurance companies, etc. As the president of the GCA," Machida says, "I hope to get these member companies to work as a team—to give back to the community that we live, work and play in."

Community outreach has been a mainstay of the GCA's mission.

"The GCA primarily focuses on the business aspect of the construction industry. The great majority of our members do B2B, or business to business, transactions," Higa says. "That is why I give so much credit to our past presidents, board of directors and members for their leadership, support and giving to GCA's community outreach, or give-back to the community projects."

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community outreach efforts, including:

- GCA Education Foundation.

Founded in 1993, the foundation was created to support and assist the construction management program and faculty at the University of Hawaii with the goal to educate and prepare students for a career in the construction industry. GCA and its members have contributed over \$3 million.

- GCA Annual Charitable Give

Back to the Community. Since 2008, GCA members and partners band together to support a charity. To date, GCA has contributed more than \$300,000 and material donations to: Foodbank of Hawaii, Blood Bank of Hawaii, Ronald McDonald House, HUGS Hawaii, Make-A-Wish Hawaii, Center for Tomorrow's Leaders, Institute for Human Services, Child and Family Service, Kapiolani Medical

## About the GCA

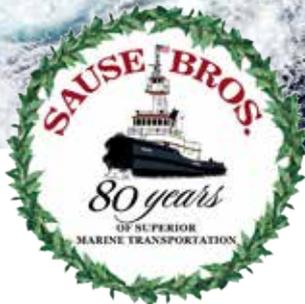
The General Contractors

Association of Hawaii was formed in 1932 by contractors from the state's four major islands. The GCA is a full-service construction association serving general contractors, subcontractors, equipment/material suppliers and associate members, and is dedicated to skill, integrity and responsibility.

According to the GCA, its mission is to represent its members and be their voice in all matters related to the construction industry. The GCA aims to provide a full range of services to satisfy the needs and concerns of its members, thereby improving the quality of construction and protecting the public interest.

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• Construction Career Day. The GCA has sponsored this event for the past 12 years and has contributed \$45,000. The GCA, along with industry stakeholders from the private sector, labor unions, apprenticeship programs and institutions and government agencies such as the University of Hawaii, state Department of Education and Department of Transportation, each year provide thousands of students an introduction to the Islands' construction industry. Students get to experience the trades with hands-on activities and demonstrations.

In carrying on the GCA's mission as president, Machida says he counts on the accumulated knowledge of Higa and past officers.

"I do not have a so-called 'go-to guy' at the GCA," Machida says. "The GCA membership has a wealth of information and years of experience. Everyone— executives from construction companies, heads of banks and insurance companies, GCA committee chairs, the membership—has all volunteered valuable information to me over these past few months.

"Going forward, I will continue to seek the input of others as I introduce additional initiatives during my term as the 87th president of the GCA."

*(For more on Machida's initiatives, see the story on page 36.)* 🏠



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# Machida Plots Course for GCA

## Construction organization's 2019 president outlines 'out-of-the-box' ideas to accomplish initiatives

BY DAVID PUTNAM

When Layne Machida took the reins in January as 2019 president of the General Contractors Association of Hawaii, he told members at the organization's installation banquet of his key initiatives: To tackle project delays, the Islands' shortage of workers and community outreach.

Machida, founder of Aiea-based Civil-Mechanical Contractor, has since expanded on his plans, noting "we may be able to add a few more 'thinking-out-of-the-box' initiatives that will benefit the GCA and the rest of the building industry."

Only three months into his term as GCA of Hawaii president, Machida

reveals some of those "out-of-the-box" details to accomplish his three main goals:

### Project Delays

"This initiative is to establish a pilot program with a group of governmental agencies working hand-in-hand with the GCA to identify, find 'common sense' solutions and implement these solutions to curb project delays," Machida says.

He says some steps can be "immediately implemented without any type of legislative action, just a simple memo or directive from a person of authority."

The City and County of Honolulu, DAGS and the University of Hawaii "have agreed to participate in this pilot program" and met in February to



Layne Machida speaks at the ground-breaking and blessing ceremony for The Gathering Place at Kaiser High School. Story, page 59.

"identify common project delays and suggested grass-roots solutions," such as a list of "differing site conditions, timely processing of change orders and conflicts between project documents," he says.

The group planned another meeting to discuss additional plans in March.

### Workforce Shortage

To attract more workers to the trades, Machida proposes an

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“Introducing Students to a Career in Construction” initiative.

“The principal at Kapolei High and I worked on a program to create real-life situations to better prepare his students for life after high school,” he says. “From the GCA perspective,

apply for a position in the program, interview for the position and, if selected, participate in the program.”

The GCA’s Education Committee is assisting in the program and, in February, more than 80 Kapolei High School students attended the GCA’s

**“The emphasis here was to make the students aware that a career in construction includes engineers, accountants, human resources personnel, banking, insurance, equipment and material sales and marketing—and not only working with your hands in the trades.”**

this program will help to expose students to a career in construction as the construction industry competes for employees with the other fields like healthcare, tourism and the military.”

The “real-life” framework of the program, he says, is “to introduce students to construction and, if interested,

presentation. “The emphasis here,” Machida says, “was to make the students aware that a career in construction includes engineers, accountants, human resources personnel, banking, insurance, equipment and material sales and marketing—and not only working with your hands in the trades.”

The program netted almost 60 interviews among the students interested in a one-week hands-on program, and Machida says “two-thirds of the students were selected.”

In May, the GCA will assist Kapolei High School in the development of its “Capstone” program—Machida says it is “similar to a Boy Scouts Eagle project”—for the senior class of 2020 during the Fall of 2019. The program also is being considered for Castle High School, and presentations are in the works at elementary schools and organizations where construction toys and educational erector sets may be donated.

### Community Outreach

Machida’s “Give Back to the Community” initiative includes three major components:

- Marine Corps Base Hawaii: Access sidewalk (Healy Tibbitts Builders Co.). “This project involves converting a gravel path to a concrete walkway. The new concrete walkway will serve upward of 1,550 users per month,” Machida says. “Since January, Healy Tibbitts has met with the client’s representative, construction drawings have been created and the project is currently being scheduled for construction.”

- Kaiser High School: The Gathering Place (Layton Construction). “This project involved the design and construction of a 120-foot long seating area cut into the hillside, with two 30-foot diameter concrete pads below,” Machida says. “Each pad will be accessed by sidewalks and furnished with outdoor tables and benches for the Kaiser students to sit, study and have lunch.”

Drawings were prepared in February and have been approved by the Department of Education, he says. The groundbreaking was held on March 4, and the project is scheduled to be completed in late April.

- Centennial Park: Community park (Hawaiian Dredging Construction Co. Inc.). Machida says the project involves converting 33,000 square feet of vacant land in Waikiki into a community park that “consists of a walkway through a landscaped lawn with sitting areas and large shade trees.”

Drawings for the park have been completed, and Machida says the project is in the permit review phase. Estimated completion is in June. 🏠



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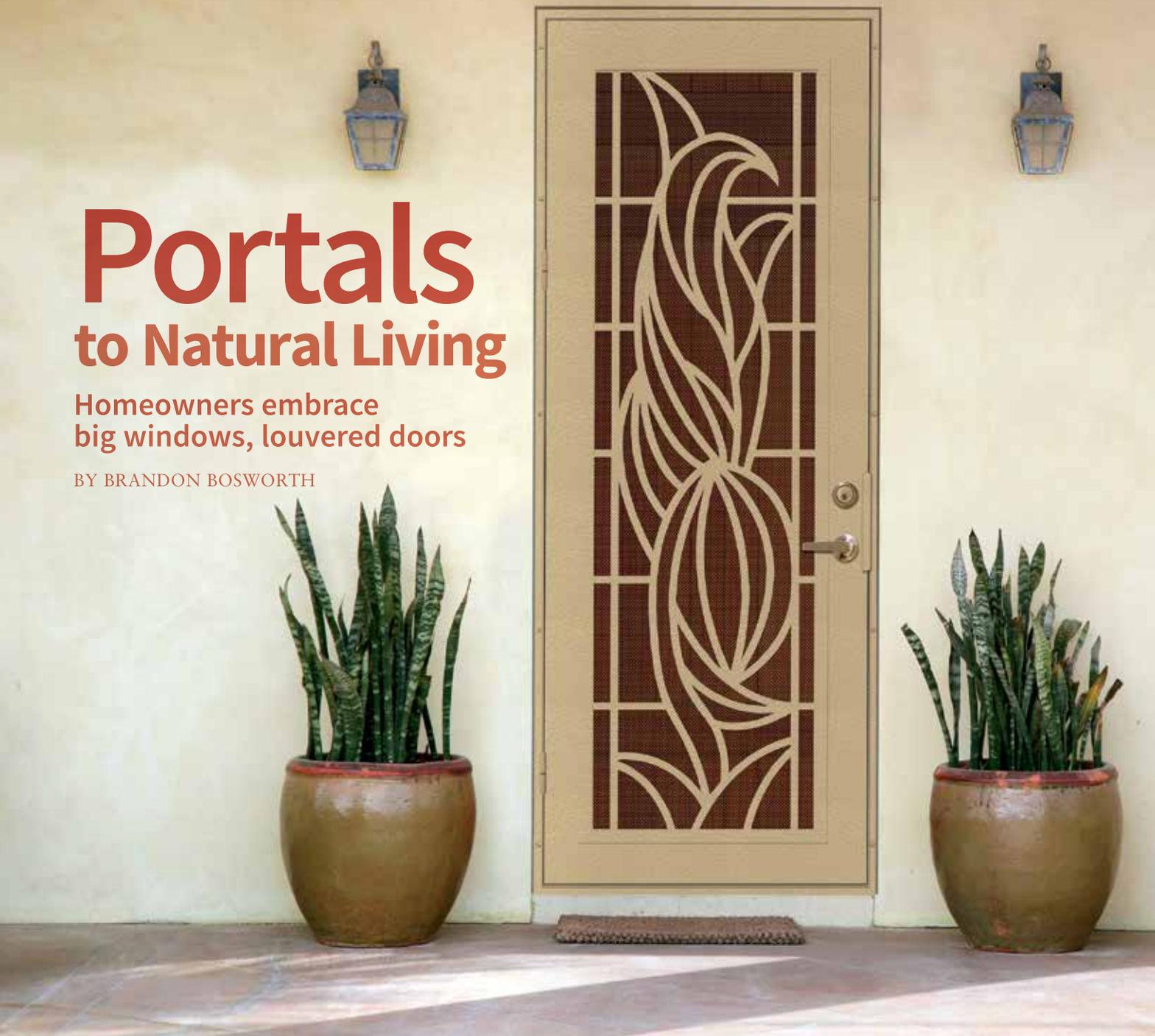
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# Portals to Natural Living

Homeowners embrace  
big windows, louvered doors

BY BRANDON BOSWORTH



If one word can sum up current window trends, it's "big," according to Jim Hay, senior territory manager for Marvin Windows and Doors.

"People are looking for ways to live healthier and happier, and they expect their homes to be part of the solution," Hay says. "We are spending more time in our homes and we often look to designers and architects to help create positive home

environments, and these experts are increasingly considering light as an important tool to boost happiness."

Hay notes research indicates that "increased exposure to light makes people more productive and improves their sense of well-being,"



Jim Hay

adding "it's no surprise, then, that homeowners and architects alike are exploring ways to bring more natural light into homes."

Pam Barrett, marketing director at Coastal Windows, sees the same trend. She says the 2019 National Association of Home Builders (NAHB) International Builders' Show in Las



Pam Barrett

(above) Screens and Things' line of Titan Premium Security Doors come in 41 designs and 12 colors. PHOTO COURTESY SCREENS AND THINGS



Jim Hay of Marvin Windows and Doors sums up current window trends with one word: "Big!"  
PHOTO COURTESY MARVIN WINDOWS AND DOORS

Vegas in February "featured a continuing trend toward big windows and floor-to-ceiling window walls, massive doors and unobstructed views. The continued desire to merge indoor and outdoor spaces, bringing more light in, while maximizing views, demands floor-to-ceiling window walls.

"Doors are getting bigger and better, too," she adds, "with a growing demand for taller sliding lanai doors up to 8 feet, rather than the 6-foot-8-inch standard."

The massive windows require special considerations, Barrett says.

"Mulling is a process of attaching two or more individual window units together," Barrett says. She says mulling is needed when homeowners want "big windows with even bigger views," requiring more glass and less frame. "Mulling reduces the amount of framing and trim for a cleaner, more modern appearance.

"As a window manufacturer, we prefer to mull the units at the factory whenever possible, in order to produce the best overall product. The factory

provides a more controlled environment, allowing the units to be built with more precision and sealed against air and water infiltration. There are instances where field mulling is necessary, though. For example, if the overall mull unit is too large to transport, won't fit in an elevator, etc."

### Less is More

Another trend, according to Eric Wong, vice president and general manager of One Stop Windows & Doors, is minimalism.

"Over the last four or five years, we've seen customers moving toward straighter, cleaner lines and less ornamentation," Wong says. "Customers are also opting for aluminum frames. It makes for a good combination of price and aesthetics."

Even as more consumers embrace aluminum, wood still has its fans. "Lots of people still like the old style,"

Wong says. "There are plenty of beautiful older homes with wooden accents."

He says companies such as Milgard offer windows that have fiberglass exterior and wood interiors, so homeowners "can enjoy the look of wood with less worry about termites or water damage."

### Saving Energy

Newer doors and windows can also help a property be more energy-efficient.

"There are remarkable improve-

ments in window and door energy performance," says Frank Alexich, vice president and general manager of Screens and Things Inc. "Innovations in glass and composition by the major suppliers of glass to the manufacturers of windows and doors continues to reduce thermal transmission—heat transfer through the glass. Additional



Eric Wong



Frank Alexich

frame design improvements contribute to increased energy efficiency—reducing the amount of solar heat gain (measured by SHGC ratings) from outside while keeping cool air inside.”

**“The continued desire to merge indoor and outdoor spaces, bringing more light in, while maximizing views, demands floor-to-ceiling window walls.”**

**—Pam Barrett**

Alexich says “almost all of our industry suppliers” now carry windows and doors that meet Title 24 standards. “Title 24, broadly described, is part of the California Code of Regulations that relate to Building Energy Efficiency Standards and covers existing and new buildings,” he says. “It is one of the most, if not the most, stringent in the country.

“Due to the size of the California market, Title 24 drives many changes in the industry. Our weather extremes here in Hawaii obviously are nowhere near those in most parts of the country where temperatures may vary locally from

below zero to highs exceeding 100 degrees. Clearly, many of these new innovations are simply not needed here. Seeking advice from a window and door expert can help homeowners choose the brand and series that best meets the needs identified by the homeowner without paying for unneeded features.”

**Ventilation**

To improve air flow and keep homes cooler, Wong says interior doors with plantation louvers from companies such as Simpson are a good option. “Plantation louvers are a little wider, and allow for air to flow through a house,” he says. “We’ve seen them used in several renovation projects.”

Louver windows remain popular in Hawaii, and are more secure and weather-tight than ever before.

“Many people love louver windows for the free ventilation,” Wong says. “New louver windows are all encased; there are no parts exposed to salt and the elements. The blades that hold the glass in place are made of space-age plastics and vinyl that won’t rust.”

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A mullioned window unit by Coastal Windows at the factory.  
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New louvers are also more secure. Wong says louvers by companies such as Breezeway “use pins to hold the glass in place. An intruder would have to break the glass to get in, just like on a standard pane window.”

Even if Hawaii’s weather isn’t especially extreme, high winds and hurricanes remain a threat.

“In extreme weather conditions, hurricane force winds can wreak havoc—causing window failure that can lead to the catastrophic destruction of homes and property, ranging from water damage to complete structural failure,” says Barrett, whose company offers CoastalGuard impact-resistant windows and doors to help minimize these risks.

**“There are remarkable improvements in window and door energy performance.”**  
—Frank Alexich

Barrett says CoastalGuard products “have been rigorously tested and approved to meet or exceed the most stringent building codes required: ASTM/E1886/E1996 tests for missile impact, as well as pressure cycling tests. They are certified to DP-40/DP-45 corresponding to Missile Impact Level D and 140 mile-per-hour, Wind Zone 3.”

“We are seeing more and more use of Marvin IZ3 (Impact Zone 3) rated product being considered and specified on projects here in Hawaii,” Hay says. “Hurricane products have grown in size, options and operations so architects, builders and homeowners have more variety to choose from. We currently offer Marvin Clad and Marvin Fiberglass products in IZ3 products.”

## Security

With Hawaii’s high rate of property crime, protection against intruders remains a concern.

“Our Titan Premium Security Doors come in 41 designs and 12



Marvin IZ3-rated (Impact Zone 3) products are more resistant to hurricanes and other strong winds. PHOTO COURTESY MARVIN WINDOWS AND DOORS

popular colors,” Alexich says, “with a heavy-gauge aluminum alloy frame that is up to six times stronger than steel, and marine-grade 316 stainless steel mesh, which is both an intruder and insect barrier.”

Alexich says the doors have been tested to exceed International Building Code (IBC) standards “for dynamic impact, knife shear and jimmy pry bar” and the Titan doors feature Meshtec Stainless Steel Security Mesh (with Perforated Aluminum Mesh option available). “The marine-grade stainless steel mesh is .8mm diameter that provides ultra-high tensile wire. The superior mesh is further coated by a proprietary pretreatment before receiving a powder coat paint that exceeds 10,000-hour salt spray corrosion standards.”

## Residential Demand

Residential renovations and remodels continue to drive the local market in doors and windows, though bureaucratic snags may be slowing things down.

“We did notice a steady increase in window replacement in the residential remodeling market in 2018, and do

expect that growth to continue into 2019,” says Barrett. “However, the ongoing delays in obtaining building permits for larger home renovations and additions has been challenging.

“We have all too many instances where the architect has drawn up the plans, the windows have been specified and style selection has been made, only to have the order sitting on hold due to delayed permits. We have jobs that have been waiting over a year. While we’re hoping the new 60-day time limit specified by the City Council and the passing of Bill 64 will help to move the process along, we have yet to see the effects.”

New construction is also an industry driver. “I would say we are split 50/50 between the remodel segment and new construction segment,” Hay says. “Over the years, Marvin has invested in products that cater to both of those segments so our builders can provide solutions to the owners of various types of projects.

“We know our builders’ types of projects change when the economy changes, so we want to provide them with an arsenal of products that range in scope and value.” 🏠



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Stone polymer composite (SPC) is popular on Hawaii residential projects.  
PHOTO COURTESY AMERICAN CARPET ONE



# Eye-catching Floors

As new projects break ground, the Islands' builders are using a wealth of new products

BY BRETT ALEXANDER-ESTES

**M**ost Isle projects are still underpinned with concrete and steel. But once a slab is cured or a panel is locked, it's game on—local flooring vendors are vying for business with a wide array of new products.

## Ground Reinforcements

High humidity often compromises Hawaii's new concrete foundations. "Typical issues are ... with the moisture (vapor) transmission through the

concrete," says Kirk Hashimoto, executive director of the Cement and Concrete Products Industry of Hawaii (CCPI).

Since moisture remediation takes time and money, Hashimoto says Hawaii builders can use many products "to give a great substrate for floor coverings."

According to Kimo Scott at OK Hardware, one of these products, Vapor Lock 20/20, is slated for Momilani School's site improvements and a new large Barbers Point project.

Because Hawaii's concrete

slabs—both floors and walls—are also vulnerable to spalling (corrosion from chlorides and metal rebar), "non-metallic and corrosion-resistant reinforcing is increasingly being used and accepted for all concrete work," Hashimoto says. Builders who want to successfully use non-metallic rebar should consider all properties relevant to its application during design, he notes.

Gatorbar—non-metallic rebar made of fiberglass-reinforced polymer (FRP)—is "gaining more acceptance

all the time” on Hawaii projects, says Paul Kane, owner and manager at Aloha Marketing. A recent Kapolei warehouse project, he says, used 30,000 square feet of Gatorbar grids in a February pour.

When using steel frame throughout a project, says Akira Usami, field sales manager-Hawaii at CEMCO, the firm’s Sureboard 200S “combines non-combustible floor sheathing products with great floor and roof diaphragm values for the structural engineer.” CEMCO’s 200S was



Gatorbar was used in the walls and slab of this recent Kapolei project.

PHOTO COURTESY ALOHA MARKETING MANUFACTURERS REPRESENTATIVES LLC

## Concrete Industry Promoting Certification

This year, says Kirk Hashimoto, executive director of the Cement and Concrete Products Industry of Hawaii (CCPI), the organization is advancing American Concrete Institute (ACI) and other industry best practices.

“We have been working to uniformly certify inspectors and craftsmen in concrete-related areas that will make concrete projects more durable and safe,” Hashimoto says. “Uniform certification of concrete technicians ensures that the materials continue to meet the expected standards required by the project.”

CCPI, he says, has “worked with most of the stakeholders to accept the ACI certifications we offer.”

Certifications are internationally recognized, Hashimoto says. CCPI offers ACI courses and qualifying exams that “test on the information from nationally recognized standards and are overseen by a selected pool of examiners.”

CCPI’s Adhesive Anchor Installer course has presented “several sessions over the past couple of years, and has gone from a handful of certified installers to dozens of certified installers and inspectors,” Hashimoto says.

“Demand for more certified installers and inspectors continues to grow.”

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launched recently, he says, and “has been successful on West Coast roof- and floor-framing projects. It is a great product for future mid-rise design projects in Hawaii.”

### Topping Off

According to Hashimoto, stained

or polished concrete floors are becoming increasingly popular. Advantages include no volatile organic compounds (VOCs), low cost, and superior durability and life of the product, estimated at a hundred years or more.

But cold, hard concrete isn’t for everybody, and many 2019 Isle projects

feature kinder, gentler flooring. This includes porcelain tile, wood polymer composite (WPC), stone polymer composite (SPC), luxury vinyl tile, sheet vinyl, COREtec—and of course, carpeting.

### Flooring for All Sectors

Porcelain tile may sound dainty. But porcelain tile by “Daltile, American Olean and Marazzi has a huge breadth of products that satisfy all commercial, hospitality, residential and industrial projects,” says Janna Arrisgado, sales representative at Daltile Sales Service Center in Honolulu.

Current Hawaii projects using these products include “Block O, Hale Koa room renovations and 7-11,” she says. The product “resists decades of heavy traffic, is stain-proof, scratch-proof, waterproof and fire-resistant ... (and) made with the lowest carbon footprint of any floor—it is green-certified and completely free of any VOCs.”

Mohawk Group flooring products are also used in projects in all Hawaii building sectors, says Madeline Murphy-Lopez, an account executive at Mohawk’s Hawaii division.



Non-VOC porcelain Daltile finishes both the floor and the backsplash. PHOTO COURTESY AUGUST SALBOSA

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Mohawk Group’s new PivotPoint ERT line is PVC-free.  
PHOTO COURTESY MOHAWK GROUP



In 2019, wood polymer composite (WPC) is often in high demand.  
PHOTO COURTESY AMERICAN CARPET ONE

## Commercial Flooring

Mohawk's commercial flooring is currently being installed at Kaiser corporate offices and in the corridors at the 1450 Young Street Condominium, Murphy-Lopez says, and will be installed at Hale Ikena-U.H. Hilo in May.

In 2018-2019, she says, Mohawk's best-selling commercial products are "carpet tile, Enhance Resilient Tile (ERT)—otherwise known as Luxury Vinyl Tile (LVT)—and sheet vinyl."

Through 2020, she says, Mohawk is launching "PVC-free ERT Pivot Point ... (and) Molveno and Prize Fighter rigid waterproof core ERT." Mohawk also "has the first Living Product Challenge-certified flooring products—Lichen and Nutopia carpet tile collections."

Carpets and rugs by Embassy Carpets, often seen at Hawaii hospital-ity properties, feature a bleach-proof proprietary dye, built-in antibacterial protection and contain 110 stitches per square inch. According to Dara Jilla, president at Embassy, the colorfast vinyl carpets' main benefits are that they are "virtually maintenance-free" and "never fade under the tropical sun."

## Residential Flooring

Trisha Makiya, store manager at American Carpet One Floor & Home, says both wood polymer composite and stone polymer composite are "waterproof, kid-proof and pet-proof," and are currently in high demand. Both products will expand this year with "SPC Pro Plus line and WPC New Mega Refresh (that) will include some new herringbone looks."

Makiya says COREtec waterproof vinyl planks and tiles are popular in Hawaii residential projects. COREtec customers, she says, value the product's "quality, enhanced graphics, easy maintenance and easy installation."

## More New Products

New 2019 products and processes will likely benefit floors and foundations of concrete and steel.

"(Concrete) materials and methodology continue to advance," Hashimoto says, and points to many 2019 Hawaii jobsites where "there are self-consolidating concretes, as well as admixtures that enhance the concrete. All products are geared toward better construction and longer service life."

Usami says "another product innovation CEMCO will be launching in the second quarter of 2019 is a new and improved tabbed-track Sure Span Rim Track for our Sure Span Floor System. This continues CEMCO's long-standing commitment to providing the most efficient cold-formed steel floor-framing system in the industry."

With so many new projects underway and on the horizon, Hawaii's flooring vendors are eager to install their new finishes—and dazzle their clients.

"Design as art is a leading trend for 2019," says Arrisgado. "With bold colors in geometric patterns and unique shapes, every product in our Spring launch offers an element of eye-catching style to take the design beyond mere function." 🏠

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# Sunny Outlook for Solar



Solar farms play a major role in Hawaii's move toward renewable energy.  
PHOTO COURTESY BLUE PLANET FOUNDATION

# Hawaii leads the nation in the use of residential rooftop PV systems

BY BRANDON BOSWORTH

The continued embrace of solar power is helping move Hawaii closer to achieving its 2045 goal of deriving 100 percent of its electricity from clean energy sources.

“In 2018, our companies saw the addition of nearly 4,000 private rooftop solar installations, supporting the drive to reach the state’s next milestone of 30 percent renewable energy by 2020,” says Jim Alberts, Hawaiian Electric Company’s senior vice president of business development and strategic planning.

“There are several reasons for the increase, including the addition of newer

programs such as Smart Export and Customer Grid Supply-Plus,” he adds. “Also, our Customer Interconnection Tool now provides a streamlined application process for those interested in installing renewables such as rooftop solar.”

Alberts says Hawaii “leads the nation” in residential rooftop solar adoption.

“Eighteen percent of residential customers in the Hawaiian Electric Companies’ five-island service territory are using rooftop solar, up from 17 percent in 2017,” he says, noting that, according to the Smart Electric Power Alliance, “the state’s percentage is more than double that of Connecticut, which is second at 6.8 percent.”

Rounding out the top five are California at 5.9 percent, Arizona



Jim Alberts



Hawaii leads the nation in residential rooftop solar adoption.

PHOTO COURTESY HSEA

at 4.5 percent and Utah and Massachusetts, both at 3.4 percent, according to the Smart Electric Power Alliance.

“The Hawaiian Electric Companies—Hawaiian Electric, Maui Electric and Hawaii Electric Light—annual use of fossil fuels has declined by 88 million gallons over the past 10 years, about 19 percent,” Alberts says.



Brian Gold

Brian Gold, president of Inter-Island Solar Supply, says the local solar industry has been “steadily improving” and cites the impact of various regulatory changes.

“The Public Utilities Commission ruled to end Net Energy Metering (NEM) in October 2015, but legacy NEM agreements in process kept the industry steady through 2016,” he says. “In 2017, the industry hit a rough patch, the residential PV (photovoltaic) sector especially.



Blue Planet Foundation is pursuing policies that would expand Hawaii’s existing electric vehicle charging requirement to multi-family buildings and workplaces.

PHOTO COURTESY BLUE PLANET FOUNDATION

There were simply too many changes, too quickly, resulting in mass consumer confusion.

“Last year saw improvement as utility interconnection, permitting,

material supply, sales processes and financing started to improve. We still have work to do as an industry to improve the consumer experience in these areas but are again forecasting,



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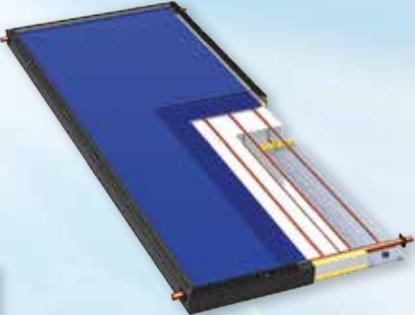


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and on track to achieve, growth this year from our PV division.

“Amidst this major PV market shift,” adds Gold, “a consistent bright spot has been the steady solar hot water (SHW) market. Because we’re blessed with a non-freezing climate, SHW systems remain a simple, efficient, cost-effective way to offset, on average, 40 percent of a home’s total energy consumption.”

To further support the spread of solar, Blue Planet Foundation and other stakeholders launched the first phase of a community solar program in 2018.

“The program—referred to as Community-Based Renewable Energy (CBRE)—will be rolled out in two phases,” says Melissa Miyashiro, chief of staff at Blue Planet Foundation. “Phase 1 is designed to



Melissa Miyashiro

be a limited test of the program comprised of 8 megawatts of total capacity (about 2,500 typical residential customers, or 140 typical commercial customers), with 5 megawatts on Oahu, 1 megawatt each on Maui and

Hawaii Island and 0.5 megawatt each on Molokai and Lanai.

“Phase 2 will be capped at 64 megawatts total. For simplicity, Phase 1 only allows solar PV projects, but systems that include various

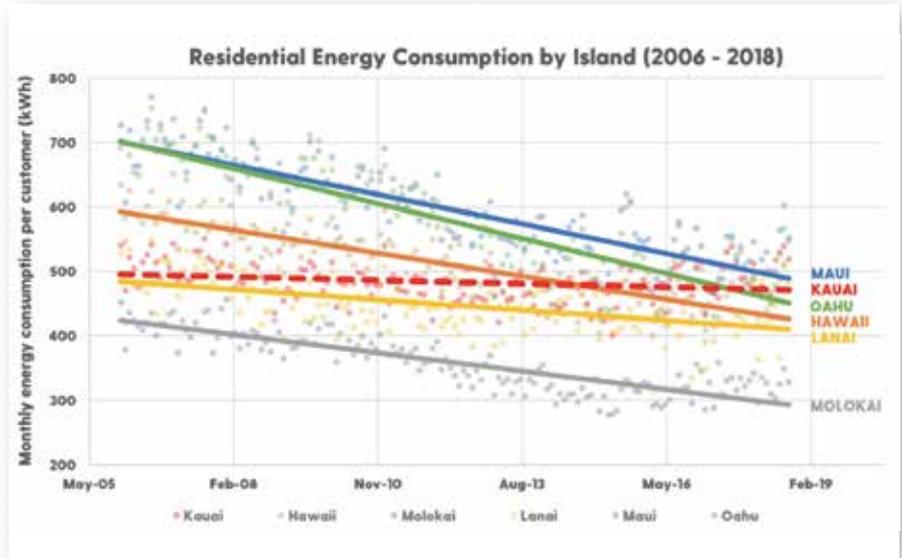


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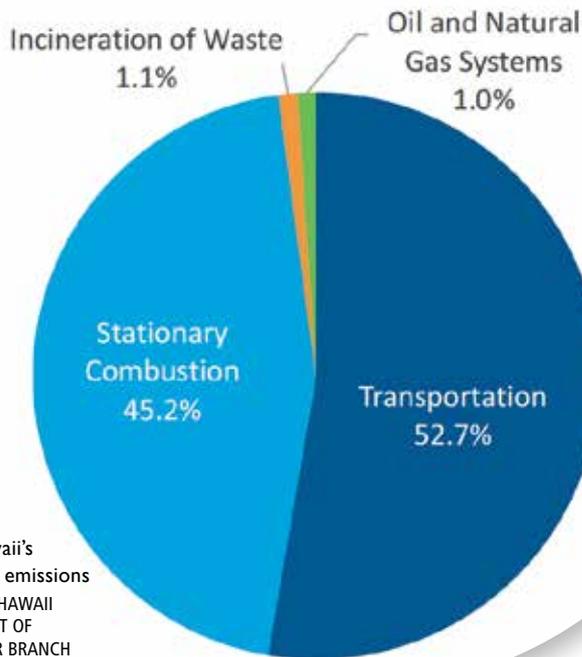
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Sources of Hawaii's greenhouse gas emissions  
CHART COURTESY HAWAII STATE DEPARTMENT OF HEALTH, CLEAN AIR BRANCH

community-based renewable energy technologies (such as battery storage) would be allowed in Phase 2, providing power throughout the day and assisting in grid management.”

Once the program is fully off the ground, Miyashiro says utility customers will be able to “subscribe to a community renewables project and receive a credit on their electric bill, even if the project is miles away from their actual home.”

She says discussions on the CBRE program have been largely “developer-focused,” but that “Blue Planet Foundation hopes to work collaboratively with Hawaiian Electric and other stakeholders to help streamline the public-facing messaging for individual customers and community groups, particularly low- and



Caroline Carl

## Have Battery, Will Travel

### The Islands continue to embrace electric vehicles

BY BRANDON BOSWORTH

Solar is just one component of the move toward greater energy efficiency. The continued embrace of electric vehicles (EV) is another.

There are more than 7,000 EVs registered in Hawaii, and Hawaii is second in the nation in the number of EVs per capita, trailing only California. The Hawaii Automobile Dealers Association reports that more than half of Hawaii's 70 dealerships are selling electric cars, and a study by the Hawaii Natural Energy Institute (HNEI) estimates there will be 140,000 EVs on the road in Hawaii by 2040.

However, there are bumps in the road when it comes to wider embrace of electric vehicles.

“Our buildings are not necessarily equipped for this growing demand for electric vehicles,” says Melissa Miyashiro, chief of staff at Blue Planet Foundation. “As the number of EVs in the state continues to skyrocket, adequate vehicle charging infrastructure remains a concern. Residents in multi-family dwellings

or condos are often unable to find a place to charge, preventing them from receiving the benefits of EVs. In addition, EV charging during the middle of the day when low-cost solar energy peaks helps the overall energy system, but most workplaces lack such charging infrastructure.

“Blue Planet Foundation is pursuing policies that would expand Hawaii's existing EV-charging requirement to multi-family buildings and workplaces. We also need to ensure that new and renovated buildings are ‘EV-ready,’ with adequate infrastructure in place to accommodate future EV charging, to avoid costly upgrades later.”

To help increase the number of charging stations, Hawaii Energy now offers a Workplace Electric Vehicle Charging Station Rebate Program.

“This effort is a strong push toward getting island businesses EV ready,” says Caroline Carl, deputy director at Hawaii Energy. “We’ve teamed up with Ulupono Initiative to offer a limited-time, \$5,000 rebate for the installation of, or upgrade to, a

dual-port Level 2 EV charging station at workplace and apartment/condominium parking lots.”

The offer ends on June 30, so Carl says “eligible companies and property managers need to act fast.”

Another Hawaii Energy initiative involves working with owners and managers of large commercial properties to upgrade aging electrical power distribution transformers.

“These significant, behind-the-scenes pieces of equipment run around-the-clock, providing important power to the building's electrical equipment, but continually consuming energy,” Carl says. “Unlike most electronic products, large or small, transformers are designed to run for an estimated 30 to 40 years. This long lifespan means great potential for substantial, cumulative energy savings. Transformers being manufactured today feature advanced technology.”

To make transitioning easier, Hawaii Energy offers rebates to help cover the cost of purchasing new energy-efficient transformers.

moderate-income residents.”

Gold says one factor slowing further residential adoption of solar is the permitting process.

“Consumers remain frustrated at the period it takes from signing an agreement for a solar system to being granted permission to operate that system from HECO,” he says. “Hawaii Solar Energy Association (HSEA) member companies report this period to be an average of 60 to 90-plus days, which is deemed simply unacceptable by homeowners. These issues ultimately impact end-user pricing and slow progress toward 100 percent renewable.”

HSEA has proposed a suite of improvements to the mayor’s office and the Department of Planning and Permitting that Gold says “would help



The demand for EV charging stations in Hawaii continues to grow.



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accelerate the deployment of customer-sited solar energy resources and bring the city more in line with state's energy goals."

"These proposals are based upon

other permitting jurisdictions across the country who have implemented similar changes with great success," Gold says. "Among these is a proposal to streamline solar interconnection

and permitting processes between HECO and DPP.

"If we hope to achieve our publicly stated energy goals as a state, we must, and can, do better." 🏠

## 'Greening' the Government

A greener Hawaii calls for regulatory reform by legislators

BY BRANDON BOSWORTH

Part of the fight for a greener, more energy-aware Hawaii will take place in the legislature and at government agencies.

"This is a primary focus for Blue Planet Foundation," says Melissa Miyashiro, chief of staff at Blue Planet Foundation. "We see policy as a critical lever for driving change. Each year, we work to introduce a clean energy and climate policy package at our state legislature.

"At the beginning of the 2019 session, that policy package included measures that increase electric vehicle charging infrastructure in multi-family residential buildings and workplaces, require zero fossil fuel vehicle sales after 2030, place a ban on coal, explore putting a significant price on carbon, and adopt appliance efficiency standards and building efficiency requirements. A number of these bills are still alive at crossover, and we'll be focused on pushing these measures across the finish line in the coming months."

Blue Planet also works with the Public Utilities Commission (PUC). "Most recently, we've been actively engaged in the PUC's performance-based regulation, which has the potential to reimagine the way our electricity utility is compensated," Miyashiro says. "Rather than a regulatory structure that promotes status quo investments, what if the utility could be compensated for more quickly connecting renewable energy to the grid, customer equity, or reducing greenhouse gas emissions? The performance-based regulation docket is exploring that question."

"Each legislative session we play

close attention to energy-related legislation that could potentially affect our business and our customers," says Jim Alberts, Hawaiian Electric Company's senior vice president of business development and strategic planning.

"Among the measures we have been tracking is legislation to implement a carbon emissions tax and repeal existing fuel taxes. The intent of the bill is to be revenue-neutral, but our high-level estimate is that it would add over \$19 million in costs each year to our customers. Any tax should not unfairly burden our customers, nor should it create an uneven playing field for the company when we are already firmly committed to transitioning our piece of the state's energy system off of fossil fuels."

State lawmakers are currently considering House Bill 556 which, according to Hawaii Energy Deputy Director Caroline Carl, "would enable Hawaii consumers to make the best energy, water and financial choice over the lifetime of the equipment and protect our consumers from 'dumping' by manufacturers who cannot sell less efficient products in markets where standards do exist."

Carl says there is "a strong push" to have Hawaii adopt appliance efficiency standards.

"More than a dozen states have already implemented some form of appliance standards for various equipment, with California, a market leader, paving the way," she says. "As an example, with minimal or no additional upfront cost, these

appliance-efficiency standards could potentially save households with electric water heaters more \$200 annually and could save 1,122 GWh over the next 15 years. Standards will also protect Island renters who often have little say in purchasing decisions by their landlords, but who may then bear the brunt of higher electric bills."

During the most recent legislative session, Gov. Ige signed into law SB 2939, Performance Based Ratemaking (PBRM), making Hawaii the first state to have performance-based ratemaking mechanisms on the books.

"The bill essentially requires the PUC to establish the utility model of the future by Jan. 1, 2020 through linking utility revenue to performance metrics like affordability of electric rates, service reliability and rapid integration of renewable energy services rather than gold-plating capital investments," says Brian Gold, president of Inter-Island Solar Supply. "Our trade association, the Hawaii Solar Energy Association (HSEA), is an intervenor in this docket."

Gold adds that "another important regulatory development will be a ruling on the second phase of the Distributed Energy Resources (DER) docket that HSEA is also an intervenor in. Currently we have five different active interconnection tariffs for consumers to choose from. The DER docket should define a single, long-term, stable tariff that appropriately values the grid services provided by distributed energy resources like solar energy."



Groundbreaking on The Gathering Place in March at Kaiser High School  
PHOTO COURTESY HENRY J. KAISER HIGH SCHOOL

## Layton Breaks Ground on Kaiser Project

Layton Construction Co. LLC in March joined students, faculty and administration at Henry J. Kaiser High School in breaking ground on The Gathering Place, a new campus improvement project.

Improvements include an amphitheater, seating area, benches, tables and walking paths to facilitate informal student gatherings and events.

Over the past year, Kaiser students helped raise money for the new

facility. After drawing up a budget and getting estimates, they took their proposal to the state legislature and won support for the project.

Layton teamed up on the project with the General Contractors Association (GCA) of Hawaii, Civil-Mechanical Contractors, G70, Foundations Hawaii and Hawaii 3Rs—a program that repairs, remodels and restores Hawaii schools.

“We were very impressed with the

depth of effort the students went to in order to help this dream become a reality, and we had to be a part of it,” says Tyler Dillon, executive vice president at Layton. “The Gathering Place will be a unique spot where students will be able to relax, socialize and enjoy being with each other. Layton Construction is honored to assist in helping this project come to life.”

Layton expects to wrap on The Gathering Place in late April.

## Allied Builders to Wrap \$1.6M Renovation

Allied Builders System is slated for an April wrap of the \$1.6 million lobby renovation of the Hilo Hawaiian Hotel.

The oceanfront Castle Resorts & Hotels property has remained open during the renovation, which features organic textures and materials such as natural wood floors and trim complemented with coral, stone and other accents. New touch-screen directories, monitors and charging ports are also being installed throughout the lobby.

“Lauded as Hilo’s best full-service hotel, Hilo Hawaiian Hotel is a gem of a property, and we’re proud to upgrade our beautiful lobby to enhance our guests’ experiences,” says Alan Mattson, president and CEO of Castle Resorts & Hotels.

Allied Builders System began the renovation in February.



The future renovated lobby of the Hilo Hawaiian Hotel  
RENDERING COURTESY KORY WONG OGLESBY

## Nan Inc. Completes \$7.6M Kalani Upgrade

Kalani High School in February dedicated extensive upgrades by general contractor Nan Inc. of the school's athletic facilities and other campus sites.

Campus improvements include a new girls' locker room, an athletics trainers' facility, a judo and wrestling room, additional field storage for the track and field area and a renovation of the existing girls' locker room and shower facilities.

The new 19,300-square-foot facility addresses Title IX gender equity requirements by providing the school with its first girls' athletic locker room.

"The new girls' locker room is a great step forward toward our goal of ensuring equity for all of our female student athletes," says Phyllis Unebasami, the school's deputy superintendent. "We are committed to providing equal opportunities in all aspects of education, and this new facility gives the Lady Falcons a solid foundation of support in all sports."

Nan Inc. began the \$7.6 million campus upgrade in February 2017. The project also includes new restrooms, parking, utilities and improvements to drainage, walkways and landscaping.



PHOTO COURTESY HAWAII STATE DEPARTMENT OF EDUCATION



The new Harry & Jeanette Weinberg Ho'okupu Center in Kewalo Basin

PHOTO COURTESY G70

## Kadowaki Completes Ho'okupu Center

J. Kadowaki Inc. in February completed construction of the Harry & Jeanette Weinberg Ho'okupu Center in Kewalo Basin.

The first-of-its-kind Hawaii facility provides training in green practices to better equip the Kupu program's young participants for academic and employment opportunities. Founded in 2007, Kupu is a Hawaii environmental education non-profit organization.

The new Center's sponsors include the state of Hawaii, the Harry and Jeanette Weinberg Foundation Inc., ALTRES, the Ward Village Foundation, Kamehameha Schools, G70, and the McNerny, MacNaughton and Atherton Family Foundations.

J. Kadowaki Inc. began the Center's construction in June 2018.

## Kiewit Lands \$64.9M Job at JBPHH

Kiewit Infrastructure West Co. landed a \$64,993,500 firm-fixed-price contract from Naval Facilities Engineering Command (NAVFAC) on March 12 for P-704 sewer lift station and relief sewer lines at Joint Base Pearl Harbor-Hickam.

The work provides for two major components. The first is a new wastewater pump station to replace existing pump station SY-001. The second component is a new 42-inch diameter gravity sewer main along South Avenue that replaces an existing 30-inch gravity trunk sewer.

According to NAVFAC, a new pump station and gravity sewer line are needed for an anticipated increase in wastewater flows from proposed shore activities within the existing pump station SY-001 collection

area, and for peak wet-weather flows with the required level of redundancy.

The project is expected to be completed by June 2021. The contract was competitively procured by the Navy Electronic Commerce Online website with five proposals received.

"This military construction contract award is very important to the sustained operations of the wastewater system on Joint Base," says Navy Region Hawaii Regional Engineer and NAVFAC Hawaii Commanding Officer Marc Delao. "It will replace deteriorated infrastructure, improve sewage flow to our wastewater plant as well as reduce the risk of sewage spills that may potentially impact the environment."

## LOUISIANA

# Kiewit Lands \$5B LNG Terminal Contract

Kiewit Louisiana Co. has been awarded the contract to design, engineer, construct, commission, test and guarantee the \$5 billion Calcasieu Pass LNG export terminal in Cameron Parish, La.

Under the terms of the turnkey engineering, procurement and construction (EPC) contract with Venture Global LNG Inc., Kiewit will build a facility which will produce 12 million tons of LNG products per year, according to a report by Bloomberg. The terminal, which is expected to begin operation in 2022, will be equipped with mid-scale, modular, prefabricated liquefaction trains—liquefaction and purification plants—rather than the larger trains typically seen in such projects.

Bloomberg reports that there are 27 LNG projects worldwide worth a combined \$336 billion waiting for approval, including 15 in the U.S.

## SOUTH KOREA

## Robot Museum to be Built by Bots

A futuristic-looking Robot Science Museum is being planned in Seoul that will be built by robots and drones, reports constructiondive.com.

Construction exhibitions are expected to be offered in 2020, and the museum is scheduled to open in 2022.

The structure, designed by Melike Altınışık Architects, will be use robotic construction techniques and drones for building the curving, spherical metal facade, while other parts of the structure will be molded, welded, assembled and polished by bots.

The robots will also 3D-print the concrete landscaping around the museum. Drones will handle mapping,



The Robot Science Museum is expected to open in 2022.



Rendering of the Calcasieu Pass LNG export terminal

site inspections and will control robotic construction vehicles.

## TENNESSEE

## DOT Mandates Use of PlanGrid

The Tennessee Department of Transportation recently adopted the PlanGrid platform and, according to reports, in March began requiring prime contractors and designers doing business with the agency to use the construction productivity software on all public projects.

The adoption of PlanGrid represents the transportation agency's push toward broader technology use and away from paper-based processes. TDOT is requiring the use of the software on projects such as the reconstruction of Interstate 440 in Nashville.

The agency notes that benefits of the program includes instantaneous syncing of data, efficient assigning and tracking of Requests for Information, the ability to overlay and compare different versions of plans, access to photos via georeferencing, the option to create and share markups, the ability to host a complete set of construction documents in one location and a reduction in the use of paper plans.



## UAE

## Underwater Bullet Train Proposed

A concept to build an underwater bullet train network that would connect Mumbai to the city of Fujairah in the UAE in two hours is being explored by UAE's National Advisor Bureau Ltd.



Rendering of Mumbai-Fujairah underwater bullet train

The total length of the rail network would be almost 1,243 miles.

According to a report in the *Khaleej Times*, the UAE's bureau says the train would be used to transport passengers as well as to exchange goods and oil exports and import excess water from Narmada River, north of Mumbai.

# Armstrong Builders Promotes Putman

Armstrong Builders promoted **Marc Putman** to senior project manager. He will take a senior role in providing proposal and design-assist management, estimating, value-added engineering and construction management.

Putman has more than eight years of construction experience and most recently served as project manager. Prior to joining Armstrong Builders in 2016, he worked as a superintendent with Kiewit Infrastructure West Co. He holds engineering degrees from Oregon State University and Westmont College.



## Perez Joins Oahu Extraction

**Ruben Perez**, an 18-year veteran in the flood and mold remediation and restoration industry, has joined Oahu Extraction LLC as business

Ruben Perez  
Oahu Extraction LLC as business

development director.

Perez's background includes positions in claims adjusting, sales and construction and brings residential and commercial property loss-adjusting experience, including nine hurricanes.

"Ruben's dual expertise in claims adjusting and sales combined with his extensive industry knowledge will be a great addition to our rapidly expanding business and a terrific value-added benefit for our clients," says Marco Lima, co-owner of the Honolulu-based flood remediation and restoration services company.

## Armstrong Taps Unlu

Armstrong Builders has promoted **Yigit Unlu** to project manager. Unlu will oversee



Yigit Unlu

Marc Putman



proposal and design-assist management, estimating, value-added engineering and construction management for the firm's commercial and residential projects.

A 12-year industry veteran, Unlu served as project engineer after joining Armstrong in 2017. Previously, he worked as project engineer for Culp Construction on Maui. Earlier project management posts were with JT Magen and KSK Construction Group, both in New York, and with Toll Brothers in Virginia.

Born and raised in Turkey, Unlu holds a bachelor's in architecture from the Izmir Institute of Technology.

## NEWS BEAT

# D.R. Horton's Stew Takes BIA Peoples' Honor

D.R. Horton's "Good Fortune Stew" took the People's Choice Award at the Building Industry Association of Hawaii's annual Build A Better Bowl (Stew Challenge) legislative event on March 12.

In the judges' category in event held at Café Julia, Raynor Overhead Doors tied for first place with Hawaii Home + Remodeling magazine. Daltile placed second and SSFM International was third.



D.R. Horton's award-winning Peoples' Choice team  
PHOTO COURTESY BIA-HAWAII

Judges for the BIA-Hawaii were Christopher Gee of La Tour Café, Terry Kakazu of HASR Bistro and

Jason Peele of Kapiolani Community College's Culinary Arts program and Michel's at Colony Surf.

## Interface for Grinders

The X-Lock interface for grinders by Bosch is designed for greater functionality. Metal-cutting and grinding abrasive wheels with the X-Lock mount allow for wheel changes three times faster than conventional



interfaces. X-Lock wheels are ejected with a lever pull and connected without the need for a spanner wrench or flange nuts. An audible snap tells the user that the wheel is installed securely on the tool. The wheels can cover core grinding applications including bonded discs, flap discs, wire wheels and diamond blades. [www.boschtools.com](http://www.boschtools.com)

## Safety Harness



Pure Safety Group (PSG) released its Guardian Fall Protection S1 safety harness. The S1 is the first in a series of new harnesses designed with three levels of features for various real-life work scenarios. The S1 features steel hardware including a three-bar torso adjustment for quick and proper fitting, various connection point options for use in multiple applications and a chest strap captivation for performance. The S1 Harness is available in four sizes for optimal fit. The harness meets OSHA standards, exceeds ANSI standards and is CSA-certified.

[www.puresafetygroup.com](http://www.puresafetygroup.com)

## Demolition Machine

The 27.5-kilowatt Brokk 200 remote-controlled demolition machine is designed for heavy duty, difficult-to-access projects and applications. It offers the demolition power of a 3-ton Brokk in a 2-ton package. The 200's footprint is similar to the

smaller Brokk 170, but with 15 percent longer vertical and horizontal reach. The extra chassis length and machine weight ensures proper balance, even when wielding heavy attachments, such as breakers, drum cutters, grapples and concrete crushers. The Brokk 200 comes equipped with Brokk's SmartConcept technology that increases efficiency.

[www.brokk.com](http://www.brokk.com)



## Hydraulic Saw

Powered by a separate gas or electric generator, the hydraulic C120 HydraCutter by RGC Construction is reliable in harsh conditions. Steady oil pressure and water flow also enable the tool to tackle demanding jobs with less maintenance. The C120 HydraCutter is environmentally friendly and creates less noise while eliminating the threat of high-voltage injuries.

[www.rgctools.com](http://www.rgctools.com)



Dean and Joy Uchida, Hinano Nahinu, Tracy, Brian Aki

# BIA-Hawaii Networking

Building Industry Association of Hawaii members and guests other industry professionals gathered for a Networking Night on Feb. 28 at the Pacific Source Showroom on Sand Island Access Road.



Chuck Chamberlain, Erik Parubrub



Hannah Furumo, Steven Chiang, Ka Yu Tang, Alexis Lamkin, Craig Washofsky



Dwight Mitsunaga, Patty Tamashiro



Marshall Hickox, Sarah Love, Evan Fujimoto



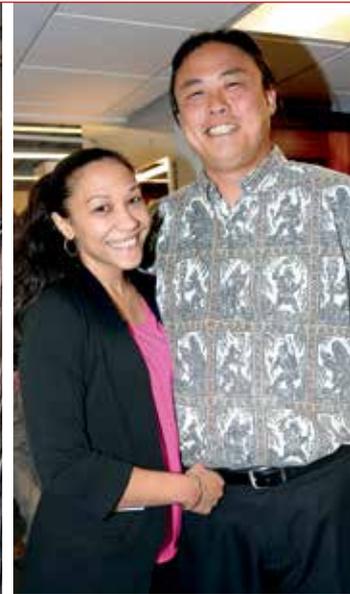
Andrew Lui-Kwan, Denny Schwartz, Ed Donaher, Linda Kondo



Barbara Nishikawa, Ben Juliano, Carolyn Hyman, Naomi Azama



Megan Yokoi, Eleilani Madden, Kehau Amorin



Natassja Arakaki, Brian Mitsunaga



Rob Bruce, Janey Bullock



Alan Twu, Jordie Mukai, Miranda Linsky, Devon Chow



Chris Nordstrom, Chris Ayres, HB Cooke



Beth and Duane Shimogawa, Stacy Philippou, Michael Yee, DeAnn Ramos



Annie Kuhlmann, Joan Nacino, Barry Redmayne, Jennyli Sevilleja

# Master the Ordinary to Achieve the Extraordinary



Successful construction companies often have many unsung heroes who are seldom recognized on a regular basis for consistently performing well in all areas of their job. Leaders and managers tend to focus on the stars who supervise a bad job and make it profitable.

It can appear as though only one individual made it happen. However, this is usually not the case as it is frequently those workers who, day after day, follow established standard operating procedures and perform them without fanfare. They practice “going slow to go fast.”

Generally, “going slow” are routine tasks that are completed flawlessly, day after day and all year long. They are often considered boring.

Here’s a sample of common tasks by unsung heroes who execute extraordinarily well:

- Time sheets accurately completed daily and turned into the office.
- Extra work time and material (T&M) sheets flawlessly prepared and submitted daily, including signatures by the appropriate owner/contractor representative.
- Purchase orders for all purchases with the respective receipts with timely submission.
- Each week the company truck has been washed with the interior cleaned and organized for the upcoming work week.
- Without fail, a one-week comprehensive look ahead is prepared, including labor, equipment and material needed and distributed to the crew for the next week.
- Every morning and after every lunch, a 10-minute huddle is conducted to be sure all workers understand their assigned task, production goals and safety hazards for their work area.

When company leadership focuses on taking the time (“going slow to go fast” concept) to teach employees to master the “ordinary” of completing their job in an extraordinary manner, the usual modus operandi of reacting

to situations, moves to being proactive. There is no longer the need to “hit it over the fence” to be successful. The firm that achieves small wins every day.

Times have changed, and badgering employees to do the right thing is not as effective as it once was. Rather, ongoing training of employees is collaborative and leads to everyday tasks becoming extraordinary.

Here are six ways to train and influence employees to produce the ordinary to become extraordinary:

- **Document the ordinary duties.** Preparation of timesheets, time and material extra work sheets, purchase orders etc. should have a standard operating procedure which is easily understood by all. Foremen meetings are an excellent time to teach or review an ordinary task until it is mastered. Checklists with pictures are an easy way to teach and master. For example, a preparation for a concrete pour checklist could include extra concrete vibrators, generators, floats, plastic in case of rain, curing etc. Enforce the checklist to reduce chaos in the field when something goes wrong at the jobsite.
- **Routinely recognize individuals when they practice the basics.** We all liked to be praised for doing a good job. However, these boring basics don’t usually get the attention they deserve. Be intentional and thank those who are consistently following the standard. At the foreman or staff meetings, don’t hesitate to give small meaningful awards for those who consistently perform the basics according to standard procedures.
- **Develop a culture which promotes mastering the ordinary in an extraordinary way.** Receiving accurately completed timesheets, having purchase orders and receipts turned into the office on a regular basis are an example of an age-old problem in construction. It is management’s job to regularly remind workers to help them stay focused on completing basic tasks extraordinarily. When practiced daily, it prepares employees to take on greater tasks without fear of executing well.

- **Regularly monitor for non-conformance.** A rocket ship will miss the moon if it is off by just one degree. Similarly, managers must monitor standardized procedures to ensure employees stay on course. Projects should be constantly reviewed for compliance, as failure to follow procedures will usually result in profit fade or loss.

- **Twice a year conduct a “boot camp” and “spring training.”** Just as the military has boot camp and professional sports teams have spring training, so also should contractors. Ideally, it will be 40 hours of training per employee each year. Boot camp can be for the new employees and spring training can be for the seasoned pros. Spring training can be divided into half of the time spent getting back in shape for the usual tasks and addressing new areas that need attention in order to be performed extraordinarily.

- **Discipline when required.** There will always be some individuals who are resistant to change and want to revert back to the old ways. They will need to be coached with the concept that the only constant in life is change and this is the new way of doing business. If there are still problems, it is time to discipline or start to write out their exit ticket.

Basics are the foundation for many construction tasks. However, consider the time wasted when standard operating procedures are not practiced. Ideally, money can be saved with less trips to the supply house, less time waiting on instruction if employees started to “go slow to go fast.”

Best of all, when consistently practiced, employee pride goes up, jobsite chaos is reduced and the company reputation is enhanced. 🏠

*Garrett Sullivan is president of Sullivan & Associates Inc., a company that helps contractors clarify, simplify and achieve their goals and vision. Contact him at GSullivan@SullivanHi.com or 478-2564.*

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