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FOCUS

HOME BUILDERS ASSOCIATION of WAYNE & HOLMES COUNTIES



FALL GOLF OUTING

Fire Ridge Golf Course, Millersburg
Friday, September 23, 2016

Registration: 8:00 a.m.—Shotgun start: 9:00 a.m.

\$65.00 per person, Builders: \$200/foursome

Associates \$240.00/foursome Non-Members \$260/foursome

RSVP REQUIRED BY SEPTEMBER 16

Many levels of Sponsorships with recognition available!

See page 6 for more details!

**THE HBA WILL BE CLOSED FOR A MUCH NEEDED
VACATION THE WEEK OF 8/22**

The annual Reverse Raffle is **October 18**
Memories Party Center, Back Orrville Road, Wooster.

RSVP is October 11.

\$10.00/each, 200 TICKETS SOLD

GRAND PRIZE - \$500.00, ADDITIONAL CASH PRIZES - \$340.00

Buying a ticket is **NOT** an RSVP call or email the HBA!

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Focus on Membership

***WELCOME
NEW MEMBERS!***

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Suttle Construction
Wayne Siding Home Imprv.

SORRY TO SEE YOU GO

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LIFE SPIKE Thru 7/31/16

Terry Pol	288
Gerald Swartzentruber	216
Ed Suttle	169
Dave Schlabach	167
Greg Starr	132
Ron Lechner	120
Terry Eaton	106
Alan Ratliff	95
Paul Miller	87
Connie Curren	63
Rob Yoder	60
Marlin Yoder	58
Tony Mullet	54
Dave Suttle	51
Wayne Riggerbach	49
Sue Williams	47
Atlee Yoder	45
Steve Nolletti	42
Ken Weaver	35

WORKING TOWARDS LIFE SPIKE

Wayne Yoder	20
Mark Zollinger	18
Jeremiah Swartzentruber	15
Michael Downs	13
Mark Dorffer	12
Merle Stutzman	11
Steve Miller	10
Bill Williams	9
Ivan Yoder	7

HONORARY LIFE MEMBERS

Leroy Mullet	2002
Stan Galehouse	2003
Ben Weaver	2003
Paul Miller	2004
Terry Pol	2004
Atlee Yoder	2007
Ron Lechner	2015
Tony Mullet	2015
Wayne Riggerbach	2015
Dave Showers	2015
Ed Suttle	2015



A Message from your Chairman of the Board Merle Stutzman

Summer sure is going by quickly as we are close to the end of August already. I am writing this update from Miami Florida. The NAHB board meeting was held here yesterday with some extra energy. Donald Trump was here to speak to our board in the morning before the afternoon meeting. A representative from Hillarys campaign was here the day before as well. Of course on the campaign trail everything sounds good, they both talked about how important housing is to our economy but we never know for sure what happens when they get into office.

On another note some of the updates from the meeting were, NAHB will finally finish in the black again after a number of years operating in the red. That is great news as we all know you can only survive so long operating in the red. Housing is predicted to increase 11% in 2017, interest maybe increasing slightly, we are still facing a labor shortage in our industry and some areas worse then others, the overtime law has been changed and new requirements will go into affect in December of this year (make sure to review how this might affect your business), NAHB is still fighting against the proposed silica law, and lending is still a problem for construction loans. Those are some of the main updates.

Plan now to attend the 2017 International Builders Show in Orlando. Early registration through August is free for show floor and reduced prices for a full admission that includes the education seminars. More information can be found at www.Buildersshow.com. This is always a great event to learn what is new, learn from education classes and network with others in our building industry.

A bank for your business



We have also just wrapped up the parade of homes which was well attended and successful thanks to all who helped make it happen and all who attended.

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Merle

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EAT!!



Mark Z. & his crew

Mark D. & his crew



FAMILY PICNIC



*New Member Angel Rose & husband Jason
Of HER Realty—WELCOME!*

*As Clint would say
"Go ahead make my day"
I will bump you out of the way!*



*AND of course all smiles on the
race track!*

**WHAT A GREAT
TIME! A little
sprinkles never
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**Many levels of Sponsorships
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Hole Sponsors: \$100

Goodie Bag Sponsor: \$100

Baby Ball Sponsor: \$100

Pop/Water Sponsor: \$150

Lunch Sponsor: \$250

Donate a door prize worth \$25 or more

***RSVP REQUIRED BY
SEPTEMBER 16***

HBA BOARD OF TRUSTEES ELECTIONS

PLEASE READ CAREFULLY & MAKE SURE YOUR COMPANY VOTES!

We will be taking nominations from the members for positions on our Board of Directors until September 26.

You must call in, fax or email your nominations by this date. We will then call your nominees to see if they are interested in serving on the Board.

The elections will take place according to the By-Laws:

ARTICLE 9 NOMINATIONS & ELECTIONS

Section 9.2 Nominations for Positions in this Chapter. All nominees must be members in good standing. The Board of Trustees shall hear the recommendations of the Nominating Committee for all offices and special assignments at the Board Meeting in October each year, and elections shall be held by the general membership via mailings to be sent, upon approval of the ballot by the Board, immediately following the October Board meeting and received by the HBA office by the end of October. Only one vote per member company will be mailed.

Section 9.3 Nominations from the Floor. Nominations for the position of Trustee may be made from the floor from the General Membership at the September general membership meeting. Any such nominee must be a member in good standing. Any such nomination must be in writing and must have attached the written consent of the member to accept the nomination. Only one person per member company may be nominated.

Section 9.4 Contested Elections. In the event that more than two (2) candidates are named for any one office, a majority of the members voting shall be necessary to elect. In the event such majority is not obtained, then a second vote shall be taken upon the two (2) candidates receiving the greatest number of votes.

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EXECUTIVE VICE PRESIDENT'S COLUMN

By Vincent J. Squillace, CAE

Executive Vice President,

Ohio Home Builders Association

A LOT OF OUTRAGEOUS TALK IN THE NEWS

While heated and often ridiculous political talk is not new, it seems a higher level is being established now. Unless you have a safe haven like Netflix, one cannot escape the barrage of insults and innuendo. Even folks on the same team are slinging mud at one another. That is a function of the news today, put it on the air, the more outrageous the better. Nothing new here.

With the legislature in recess we have the opportunity to clear out some old files. This chore always brings back memories', good and bad. Of interest was the issue waged with the entire state government over growth. The history is not so distant in the past, just 15 or so years ago. It all began with the farmland task force. In short, the report as established by the many experts in the field from academia and elsewhere was simple; starvation was at our doorstep. The culprit, too many residences and rampant growth. Pretty outrageous we claimed.

It was an obvious claim in the face of all the facts we presented in rebuttal. We were correct then and, sadly, history has triple underlined our proclamations. Ohio then was in the early stages of steep economic decline. Population was in decline particularly with the younger set. Manufacturing jobs were bolting by the tens of thousands. More farmland was converting to forest land than being developed. Ohio was actually shrinking, not bursting with growth. Despite our protestations, the state enacted a program to lure landowners to sell development rights via a perpetual conservation easement so that the land would NEVER be developed. Ahh the memories!

A point here is that OHBA took the bold stance in protecting private property rights and stressed the need for active and meaningful economic development. Fortunately, the current administration understands this and is a big reason for the state climbing out of the economic doldrums. Despite all that, those who oppose reasonable growth incentives are still in the arena. However they cannot throw out incorrect information about the perils of growth. We are proud of the work we provided in that endeavor.

The realistic view at this point is, the work is not done. We are all aware of the foes to growth and affordable housing. The state is on the verge of rewriting utility generation and extension laws which will impact all future development.

Education is awaiting huge pay-outs from the state and Lake Erie is suffering from you know what and some form of remediation will be concocted that will involve all land development activities.

The role our industry plays is a noble one. We have few allies and it is clear it is up to us to represent our needs and interests especially for those who would like to participate in owning a piece of the American dream.



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The New Overtime Rule

The U.S. Department of Labor (DOL) has issued a final rule regarding overtime eligibility and specifically, the exemption for employees serving in executive, administrative and professional capacities, also known as the “white collar” exemption. Employers must comply with the new rule by Dec. 1, 2016.

The rule will have significant ramifications for many employers, including home building firms and not-for-profits, such as HBAs. According to NAHB analysis, nearly 100,000 construction supervisors will now be eligible for overtime under the new rules. NAHB has produced a [webinar](#) with helpful compliance information and additional resources.

Background

The Fair Labor Standards Act (FLSA) requires overtime to be paid to employees when time worked exceeds 40 hours per week. There are some exceptions: Executive, administrative and professional employees can be exempt from overtime as long as they meet certain criteria including salary basis, salary level and standard duties. The new rules did not change the salary basis or standard duties provisions, but did increase the salary level criteria.

Under the new rules, the Administration doubled the annual salary level used in determining whether an employee qualifies for the exemption from \$23,660 to \$47,476. If an employee previously met the exemption, their salary must be at least \$47,476 to continue to meet it. The salary threshold will be adjusted every three years under the new rules.

Some [states](#) have also enacted overtime laws. Where an employee is subject to both the state and federal overtime laws, the employee is entitled to overtime according to the higher standard (that which will provide the higher rate of pay).

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MISSION STATEMENT

The Home Builders Association of Wayne & Holmes Counties is committed to professional excellence & dedicated to promoting its members, furthering consumer knowledge & serving the community.

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Home Builders Association
Wayne & Holmes Counties

FAIR DAYS!