

Heavy/Highway/Utility Estimating & Job Control Systems

Fall 1999 Regional User's Group Meetings Hands-On Training Classes Offered Near You

November 19-20, 1999

December 3-4, 1999

January 14-15, 2000

Houston, Texas

Princeton, New Jersey

Palo Alto, California

HCCSS is always looking for ways to make all of the regional user meetings better than ever and this year is no different. The 1999 Regional Meetings are being held in three cities again this year, but we have added California for those customers on the west coast. Other additions include basic estimate entry classes for users other than just beginners; one day *HeavyJob* training for managers, and one day *HeavyJob* training for field personnel.

The two-day *HeavyBid* classes are designed as hands on basic estimate entry classes for three levels of expertise. The training classes will feature an easy step-by-step format which will guide attendees from creating an estimate to closing out a bid. This training is primarily for

new users but will benefit current users still in need of additional basic hands-on training. This is not the place for more experienced users that normally attend the February User's Group Meeting.

HeavyJob is becoming more widespread and we are receiving more requests for help with training personnel. *Managing with HeavyJob* is a one day session on Friday designed for the owners, managers, office and accounting staff that want basic training using the *HeavyJob* package.

Saturday is also a one day *HeavyJob* session, *Field Entry Training*, which is geared toward those individuals that enter the daily timecard information. On Saturday, attendees will go over basic computer usage, practice entering

timecards, analyzing information and then sending it to the office. This is the perfect opportunity to let HCSS help you get your field personnel up and running with *HeavyJob*.

We will only be able to accommodate 80 attendees per meeting, so make your reservation ASAP to get a seat.

We are having dinner and entertainment on Friday evening and we're changing that up a bit as well, so don't miss out. Our goal is to make the regional training meetings very educational, but we never want anyone going home without having some fun.

If you have not yet received the brochure for the regional meetings, you can download the information from www.hcss.com.

Palm Pilot Experiment

During the past several months we have been learning to program the small hand-held organizer from 3COM called the "Palm Pilot". We owe the suggestion to do this to Jay Elder of RG. Elder in Iowa. Now that we know how to program it and transfer data between it and personal computers, we need help from any of you that would like to use it in the field to enter data. The logical use is to enter *HeavyJob* data, but we welcome any suggestions. We need customers to tell us specifically how they wish to use it including who would be using it and exactly what data they would want to enter. The first few people to call in will likely get exactly what they want. Please contact MaryJo, Jeff, or Mike @ hcss.com or give us a call.

Mike's Vacation to Alaska This Summer



Mike Rydin Visited Frank Chandler & Chuck Leet at Pruhs Corporation in Anchorage.

Mike then went to M-B Contracting in Anchorage; left to right: Mike, Nathan Powell, and Mike Miller.



On the Road in... Anchorage, Alaska

While in Anchorage, Mike and his son John stopped by Tam Construction. left to right John Rydin, Mike Rydin, Druex Boehmer and Bill McKeever.



Mike had a quick visit with Wilder Construction. Pictured left to right Dave Fulton, Dave Dickhaus, Jeff Dennis and Mike.



West Construction was another stop for Mike where he had an opportunity to visit with George Tipner.

Psychological Testing of Employees

For years there have been a number of tests that categorize adults into various degrees of four personality traits. Although these are difficult for those of us in business to master, we are getting good enough to start seeing some benefit in using them.

We use one called The PEAC SYSTEM(r). The letters stand for the following personality traits: P=Power, E=Extroversion, A=Analysis, C=Conformance.

To give an example, Mike (our president), is high in Analysis and gets irritated with people who are not. In the past, he didn't know why he was irritated; now he does and can make allowances for it.

Another example might be finding that

an employee has high Conformance which would tell you that this person would likely need lots of supervision and rules to follow. Someone with low Power and very high Extroversion might make a poor manager because the need to be liked might interfere with judgement and affect discipline and firing skills.

It is amazing how many combinations of behavior can be explained by the relative highs and lows of only four character traits.

Various positions in a company require different traits. Bookkeepers, for example, should have high Conformance because they are supposed to be following strict accounting rules. Sales and Marketing people should be high in Extroversion. Executives should be high in Power, but one who is very low in Extroversion would result in a much different working

environment than one who is much higher.

We like the PEAC test because they have someone who will spend half an hour or so with us analyzing the test and the entire service is only \$55 per evaluation. After hearing explanations on a dozen people or so, this stuff starts to make some sense. PEAC can be reached at 813-634-5404. They will make your first three evaluations free.

Another popular personality test is the DISC test available from Carlson Learning Company at 800-777-9899.

Disclaimer: Don't rely on our analysis above for any business decisions. We are only amateurs.

Spanking Your Kids

Spanking is one of my favorite subjects partly because I feel so rebellious in the current culture by continuing to do it.

One day three of us discovered that our children had all been taught in school that it was not ok for us to spank them. Since our schools were at least 10 miles apart from each other and in different school districts, this would suggest that maybe all public schools teach this.

Although I disagree with the schools, I have made some mistakes spanking. When my older boy was small, I would spank immediately upon some offense. Then when he went to day care and started telling other kids "No!" and then striking them, I figured that he learned that from me. As a result I started calmly walking him to the bedroom before giving him a spanking (unless he was doing something dangerous).

Once they were old enough to understand what they had done wrong, I would explain to my boys on the way to the bedroom what they had done and why they were going to get a spanking and whether it would be a "medium" spanking or a "hard" spanking. This got their undivided attention.

While in the bedroom they usually begged for me not to spank them and promised to be good. I didn't always spank them. I let them talk me out of it at least half of the time. Some people think I was wimping out, but I had their attention because they were not sure whether I would spank them and, of course, around half the time I did. My objective was to get them to listen to me and to modify their behavior. But I didn't really want to spank them so I didn't if I could avoid it.

A couple of years ago when the older boy (then 11) stopped crying, I could not tell if spanking was working because you had to hit

so hard to make an impression on him. Taking away TV and video games works so much better now.

One thing about spanking is to remember the objective is to change the child's behavior. If you spank all of the time and it is not working, that would suggest trying something else. It feels helpful to spank because we think we are doing something good for the child, but it has to feel helpful AND work.

We spanked our boys about once per month. After a good spanking, threats were effective for awhile. But about a month later that would no longer work and I would have to spank them again.

Because we know children that were never spanked and turned out ok, it would appear that spanking is not necessarily essential to raising good kids. However, almost everyone at HCSS was spanked as a child and we turned out ok also.

by Mike Rydin, HCSS President

Bid News

Rehabilitation of the Bruckner Expy., Cross Bronx Expy., and the Hutchinson River Pkwy NYSDOT D257886

Defoe	\$242,952,000
Schiavone/Halmar	\$266,485,000
Perini/Tutor-Salliba	\$271,441,000
Slattery/Koch/Bi-County	\$281,454,000
Yonkers/Tully	\$291,713,000
Modern Continental	\$322,070,000

Kansas DOT, 8-18-99 Norton Cty. Superpave on K-383

Shears Construction, L.P.	\$7,858,411.03
Ritchie Paving	\$7,945,091.04
Venture Corporation	\$8,071,491.19
Broce Construction Co., Inc.	\$8,412,296.88
U.S. Asphalt Company	\$9,058,166.61

Indiana DOT Contract R-24317-A April 20, 1999

Blankenberger Brothers, Inc.	\$6,324,419.16
Foertsch Construction Company	\$6,583,131.44
Lutgring Brothers, Inc.	\$6,711,533.70
Gohmann Asphalt & Construction	\$6,929,000.00

Jefferson County, PA- SR 80 (544) (105102)

Glenn O Hawbaker, Inc.	\$2,724,400
New Enterprise Stone & Lime Co., Inc.	\$2,730,563
HRI, Inc.	\$3,136,576

GLF Construction Company of Miami, FL was awarded the Berth 30 Crane Rail Extension. This job consists of construction of crane rails and associated foundation work along Berth 30, with connection to existing rails at Berth 31 including a curved crane rail at Port Everglades located in Fort Lauderdale, FL.

Texas Project NH 99(289) Type GR, STRS, BS & SURF Limits from 0.681 KM W of S Kirkwood Dr.

Balfour Beatty Construction, Inc.	\$57,916,176
McCarthy Brothers Co.	\$58,171,547
Glade West, Inc.	\$58,506,496
Williams Brother Construction Co.	\$61,817,531
Zachry Construction Corp.	\$63,000,000
J.D. Abrams, Inc.	\$68,784,171

ODOT 505 S.R. 795 Wood County

E.S. Wagner	\$7,737,771
S.E. Johnson	\$7,934,621
Mosser Construction	\$8,186,094
Miller	\$9,299,111

Out of 5 bids awarded by the Ohio DOT, the **Ruhlin Companies** were low bidder by less than 3% on two of the jobs and low by less than 1% on three. One of the bids in particular, **Ruhlin Companies** was low by only .25%.

Project SE-713B/714B Sanitary & Storm Sewers in Barclay Ave., NJ

Northeast Construction	\$19,146,176
Defazio	\$19,256,386
Cruz Construction Corp.	\$19,763,000
Carp Construction Corp.	\$19,876,000

PA Turnpike Commission Mon/Fayette Expy Section 52G

Dick Corporation	\$49,156,205
Brayman Construction Corp	\$49,931,158
Thomas Mekis & Sons	\$51,091,409
G.A. & F.C. Wagman, Inc.	\$51,176,177

All Customers using HeavyBid noted in Bold type.

User Tips

Option Available For Creating Reports

A really simple way to create reports is available in the Query section of HeavyBid. Under the customize tab, you just click on the items that you want displayed and then press OK, the selected information will appear on the screen in a spreadsheet format. You then have the option of choosing REPORT to generate a more formalized report of this information that you can preview on screen or print.

This report option is available within four major queries: Biditem, Activity Costs, Activity Productions, and Cost Detail. A few of the items that you can choose to include are: Cost per Unit, Man hours per Unit, Units per Crew Hours, Crew Used, Number of shifts, Total Labor, Materials, Equipment and Subcontractors, and Unit Costs for Labor, Materials,

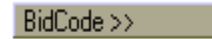
Equipment and Subcontractors. All of these items can easily be placed into a customized report without having to use a report writer.

Windows Version of EBS Now Available

AASHTO has just released their Windows version of the Electronic Bidding System (EBS). A few state D.O.T.s have already implemented plans to move to this new version. *HeavyBid* can import bids from the Windows EBS program without any problems. Please download the program file DOTUP.EXE from www.hcss.com/johne to update HeavyBid with these new import/export procedures. If you have any questions, give support a call.

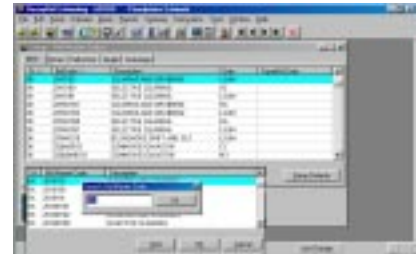
Navigational Help Popups

Heavybid has several ways to help estimator's navigate through screens. In addition to buttons at the ends of fields, spreadsheet column headings with the >> symbols are also lookups. One example is the popups with the >> symbols within the database fields, like this button for Bidmaster codes.



They can be clicked on with the mouse to bring up quick lists. In addition to this, F4 can be used as a keyboard shortcut instead of using the mouse to open lookup lists.

These lookup screens will also take you to where you want to go by simply typing in a few letters.



The system will pull up a small box to show what you are typing and then take you to the first item that matches what you have typed. This will keep you from having to scroll through large lists and save you time.



Stay Cool Vests for Construction Workers

We recently saw an item on TV news that might be of benefit to workers who work in the hot sun. It is a vest with chemical cool packs designed to keep workers cool while working in the heat. The packs were developed by NASA but are now in commercial production. They are kept in ice water and charge to 65 degrees in about 20 minutes. When inserted in the vest they stay at approximately that temperature for 2.5 hours. If you have another set of packs in a cooler, they can replace the worn packs every couple hours. Although not cheap (the vest and two sets of packs costs about \$200), if you could get an extra 30 minutes to an hour a day of solid work in 90+ degree weather, they would quickly pay for themselves. Their web site is barbosacoolproducts.com and phone number is 800-445-0902.



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