

Structural Engineers of NH

May 2006



Serving New Hampshire

Next Meeting:

Thursday

June 1, 2006

What to Expect from a
UNH Engineering
Graduate

The New England Center
Durham, NH

SENH PRESIDENT'S LETTER...

The June 1st meeting will be held at the New England Center in Durham and will feature a presentation by Professor Ray Cook. This is also our annual membership meeting when we have a brief meeting to elect members for the Board of Directors. As noted in the March newsletter, current Board members up for re-election, James Karmozyn and Linda McNair Perry have agreed to run for another term.

Statute of Repose Update

The New Hampshire Supreme Court recently upheld the constitutionality of the Statute of Repose which had previously been deemed unconstitutional in Superior Court. For those who are not familiar with this statute, it states "... *all actions to recover damages for injury to property, injury to the person, wrongful death or economic loss arising out of any deficiency in the creation of an improvement to real property, including without limitation the design, labor, materials, engineering, planning, surveying, construction, observation, supervision or inspection of that improvement, shall be brought within 8 years from the date of substantial completion of the improvement ...*". SENH has been following this as it has moved through the courts and participated in the amicus brief submitted by Donovan Hatem, LLP on behalf of AIA, SENH, ACEC, ASCE and others.

Engineer of Year/Young Engineer of the Year

The SENH Board of Directors is soliciting nominees for the 2007 Engineer and Young Engineer of the Year Awards. If you wish to nominate an SENH member for either of these prestigious awards, please write to the Board. Remember, nominees must not be informed of their nomination.

Legislative Update

On the legislative front, the International Residential Code has been adopted and will be in effect starting July 8, 2006. The Landscape Architecture Licensure Bill also passed. Thanks to Alex Azodi and Linda McNair Perry who represented SENH for these two bills.

NCSEA Excellence in Structural Engineering Awards

Every year, NCSEA holds a competition to recognize Excellence in Structural Engineering. Every year, the SENH budget includes money to sponsor worthy applications from our organization. If you have a project that would qualify, please contact the Board. Applications are due June 15th. For more information on the application requirements, go to www.ncsea.com/ and follow the link to the "Call for Entries 2006".



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Member of

Other Meetings and Seminars

May 24th - New Hampshire Housing Finance Authority, Wood Trusses, Shear Walls, Wall Bracing, Uplift and Anchoring. Manchester Country Club, 8:30 AM to 4:00 PM. Price is Free. Contact Robert Frasier: (603) 472-8623

SFNE's 25th Anniversary Seminar will be held at WPI on May 25th. Additional information on this event is included at the end of the newsletter.

As always, if you have any questions regarding SENH, what's planned for the future, or suggestions on how to improve our organization, please don't hesitate to contact any member of the Board of Directors.

Sincerely,
Structural Engineers of New Hampshire
Steve W. Johnson, P.E.
President



Structural Engineers of New Hampshire Meeting Attendance

DATE: March 15, 2006

PLACE: Ya Mammas Italian Restaurant, Merrimack, NH

RE: Recruit and Retain Star Employees & Ownership Transition
(2.0 PDH Assigned)

NAME	ORGANIZATION	NAME	ORGANIZATION
Roderick D. Bard, P.E.	Stahlman Group, Inc.	Timothy L. Grant, P.E.	TL Grant Engineering Consulting
Paul M. Becht, P.E.	H. L. Turner Group	Scott L. Harmon	S.W. Cole Engineering, Inc.
Josif Bicja	Hoyle, Tanner & Assoc., Inc.	Robert S. Hartford, P.E.	Kalwall Corporation
Darren Blood	Parsons Transportation Group	William Hickey	H. L. Turner Group
Jay H. Brown, P.E.	Structural Systems, Inc.	Steve W. Johnson, P.E.	Vanasse Hangen Brustlin, Inc.
Robert S. Busby, P.E.	Kalwall Corporation	James Karmozyn, P.E.	H.E. Bergeron Engineering
John Byatt, P.E.	CLD, Inc.	Thomas T. Kendrick, P.E.	Parsons Transportation Group
Lou Cote	Steffensen Engineering Assoc., Inc.	Theodore Kupper, P.E.	TL Grant Engineering Consulting
Tony Coviello, P.E.	JSN Associates, Inc.	Matthew J. Low, P.E.	Hoyle, Tanner & Assoc., Inc.
Edward F. Decelle	Structural Systems, Inc.	David A. Macolini, P.E.	JSN Associates, Inc.
G. Keith Donington	Parsons Brinckerhoff	Anthony P. Manzi, P.E.	Emanuel Engineering, Inc.
Kathy J. Dougherty, P.E.	---	Kenneth G. Marshall, P.E.	Foley & Buhl Engineering, Inc.
Khaldoun Doukmak, P.E.	Louis Berger Group	Donald F. Mayo, P.E.	Donald F. Mayo, P.E., Inc.
Joe Ducharme	H. L. Turner Group	Chad B. Michaud, P.E.	S.W. Cole Engineering, Inc.
Robert H. Durfee, P.E.	Hoyle, Tanner & Assoc., Inc.	Raymond G. Morin, P.E.	Raymond G. Morin, P.E.
Fred Emanuel, P.E.	Emanuel Engineering, Inc.	Lisa Oakes-Coyne	Zweig-White Consulting
George Fallet, M.S., P.E.	Consulting Engineer, Inc.	Linda McNair Perry, P.E.	GV Engineering, LLC
Joel Fisher, P.E.	Fisher Engineering, P.C.	David Rabinovitz	Zweig-White Consulting
Jason L. Gallant, P.E.	The Louis Berger Group	Steve Richard	Steffensen Engineering Assoc., Inc.
Roger W. Gayer, P.E.	Structures Unlimited, Inc.	Richard E. Roberts, P.E.	Foley & Buhl Engineering, Inc.
Paul Goldberg, P.E.	Pro Con, Inc.	Arthur W. Rose, P.E.	Arthur W. Rose, P.E., PLLC
Martin Gorham, P.E.	JSN Associates, Inc.	John G. Stockton, P.E.	Louis Berger Group
Bob Gould	Emanuel Engineering, Inc.		

SENH March 15, 2006 Meeting Minutes

I. BUSINESS PORTION OF MEETING:

The meeting was called to order by President Steve W. Johnson, PE, at 7:30 pm, after the social time and dinner.

1. Treasurer, Jim Karmozyn, PE, reported that the SENH account had balance of \$13,182.
2. New Member Applications Approved: Keith Donington, P.E. (Member) was introduced.
3. CE: SENH website now lists conferences and CE courses. Please notify Bob Busby of upcoming events for posting.
 - a. AISC new Specification Seminar on April 6 – announcement will follow by email.
 - b. NH Housing Authority (NHHA) is sponsoring a free seminar on May 24 re: Wood Trusses and Shear Walls - announcement will follow by email.
 - c. SEAM has a welding seminar in March.
 - d. SENH next meeting will be on June 1 at NE Center on UNH campus with Professor Ray Cook speaking.
4. Legislative Updates: Joel Fisher, PE – our representative on the State Building Code Review Board gave an update on codes.
 - a. The legislation related to the adoption of the IRC has a hearing in the House this March.
 - b. The 2006 IBC is being considered for adoption by the State Building Code Review Board and will go through study committees before being formally proposed in legislation.
5. Steve J. introduced the speaker.

II. TECHNICAL PRESENTATION

Lori Oakes-Coyne, Associate, with Zweig-White presented “How to Recruit and Retain Star Employees”.

Salaries have always been an incentive to attract and keep star employees, but in today's market, many firms are implementing other practices to gain a competitive advantage. The average annual turnover rate is 14% where the high profit firms have a turnover rate of 10.7%.

It appears that the traditional means of recruitment by placing an advertisement in a paper and waiting for the results is both expensive and not very effective. Companies consider other sources, such as the people who work with their clients, or, even the people who work with the competition as potential candidates. They use their own websites to advertise for candidates and other internet job posting sites including Craig's List. Companies even canvas their own employees for referrals. If an employee presents a candidate who is hired and retained, that employee receives a small stipend at the end of six months and again after a year if the candidate is still working for the company usually around \$500 to \$1,000. College infiltration requires more than attending job fairs – try brown bag seminars, scholarships, design competition, and develop relationship with professors.

Companies attract candidates by getting to know them, learn their needs, and promote the advantages of their company in meeting the employee needs. The potential candidate may be skeptical and it may take time and repeated offers to eventually persuade them. Even if the candidate agrees, the process of procuring them is not over. Continuous contact is always recommended. Do not allow communication to be dormant for more than a couple of days. People may receive other offers or even counter offers from their own company. The new hire must be made to understand that accepting a counter offer from their existing employer is a bad move in the long run. It tells the current employer that preparations are needed to replace this individual because they are unhappy with their position.

Employees want advancement. The advancement could be job training, improved skills, new job challenges, etc. Flexible hours are also an attraction along with company's social events (picnics, Christmas party). It is important to keep the employee informed with the workings of the company. People like to understand why and how the company does things. It gives them a sense of belonging to the company. An opportunity of aid and contributions from the employee to solve problems is an added reward of keeping people informed. The physical environment is important. Employees usually spend more time at work than at home. The conditions of the office should not be an embarrassment. The employee should be able to feel proud to bring clients, guest or other family members to their work place.

When it comes to maintaining profits, it is better in the long run, to have highly paid employees reduce their wages than to layoff trained people which are hard to replace at a later date. Having sacrifices made at the top level sends a positive message of caring and promotes loyalty. Usually the sacrifice made by the top level has less impact on those employees than sacrifices made at the lower levels. While many senior managers feel that they have put in their time and made their sacrifices, they must remember that they set an example for new recruits. If a manager frequently leaves at four to play golf, the new employee will hardly be motivated to work late. To

JUNE MEETING ANNOUNCEMENT

NEXT MEETING: Thursday June 1, 2006

PRESENTATION: **“What to expect from a UNH Engineering Graduate”**
Professor Ray Cook, University of New Hampshire

PLACE: **The New England Center**, Conference Center
15 Strafford Avenue, University of New Hampshire,
Durham, NH www.newenglandcenter.com
Phone 862-2801

DIRECTIONS:

From North or South: Spaulding Turnpike (Route 16) to Exit 6. At Exit 6 West, take Route 4 West for 5½ miles to the Madbury Road traffic light. Turn left onto Madbury Road. Skip to “Proceed...” below.

From the West: Rt. 101 East to Exit 7 (Rt. 125). Take Rt. 125 North for 9.25 miles to Rt. 4 East. Route 4 East to Madbury Road traffic light, right at the light onto Madbury Road.

Proceed one mile on Madbury Road to the Edgewood Road stop sign. Turn Right onto Edgewood Road for approximately 1/2 mile to Strafford Avenue, which is on your left. Take Strafford Avenue one block and the New England Center is on your right.

AGENDA: 5:30 pm-6:30 pm Social Hour
6:30 pm-7:15 pm Dinner
7:15 pm-7:30 pm Business Meeting
7:30 pm-8:50 pm Presentation

DINNER: Buffet: Angel Hair with Sun-Dried Tomato Pesto, Baked Stuffed Haddock, and the Breast of Chicken Parmesan.

COST: Member: \$35.00 Non-Member: \$40.00 Full Time Student: \$30.00

RSVP: by Wednesday, May 24, 2006
Please send check payable to “Structural Engineers of New Hampshire” with list of attendees to:

SENH
P.O. Box 226
Manchester, NH 03105-0226
Contact: Deb Coon, Administrative Assistant, (603) 669-5555

NOTE: 2.0 PDHs have been assigned for attendance to this program. Attendees are responsible for ensuring their check-in on the attendance list upon arrival at the meeting.

25th ANNIVERSARY UPDATE – 25 MAY 2006

Worcester Polytechnic Institute
Fuller Labs, Perreault Lecture Hall: 1:15 PM to 8:00 PM

co-sponsored by
STEEL FABRICATORS OF NEW ENGLAND
AISC and WPI

- 9:30 am** New England SEA officers meet in Kaven Hall, lunch courtesy of SFNE
- 12:30** **REGISTRATION OPEN**, Fuller Labs, Perreault Lecture Hall
- 1:15** **WELCOME:** **Carol Simpson**, WPI; Provost and Senior Vice President, Academic Affairs
Hollie Noveletsky, Novel Iron Works, Greenland, NH
President, Steel Fabricators of New England
- 1:30** **DESIGN!!!**
James Fisher, PE, AISC J. Lloyd Kimbrough Award Recipient
Computerized Structural Design, Milwaukee, WI
- 2:15** **NCSEA's NEW STRATEGIC PLAN**
Vicki Arbitrio, PE, SECB, President, NCSEA
Gilsanz Murray Steficek, New York, NY
- 2:45** Refresh Break, sponsored by NUCOR-YAMATO STEEL
- 3:30** **Recognition of Service: Emile Troup, PE, SECB**
Craig Barnes, PE, SECB, CBI Consulting, Boston, MA
Formation of an SEA in Massachusetts
Cindy Chabot, PE, President, Boston Association of Structural Engineers
- 3:45** **DESIGN of STEEL STRUCTURES for**
RESISTANCE to PROGRESSIVE COLLAPSE
Ronald Hamburger, PE, SE, SECB, 2006 TR Higgins Award Recipient
Simpson Gumpertz & Heger, San Francisco, CA
- 4:30** **KATRINA's TRIFECTOR: Flood, Wind & Storm Surge**
David Granpre, PE, C.A. Pretzer Associates, Cranston, RI
- 5:00** **PROPOSED STRUCTURAL PROVISIONS:**
7TH EDITION, MASSACHUSETTS STATE BUILDING CODE
Joseph Zona, PE, SECB, Simpson Gumpertz & Heger, Waltham, MA
- 5:30** Open Forum
- 6:15** **RECEPTION:** Co-sponsored by SFNE and Nucor-Yamato
Founders Dining Room, WPI

REGISTRATION for 25 May 2006
SFNE/AISC Structural Steel Seminar
at Worcester Polytechnic Institute

****NAME(s)**_____

COMPANY_____

NO., STREET_____

CITY_____

STATE, ZIP_____

TEL; FAX_____

E-MAIL_____

*****Please indicate, after each attendee's name, if "PE" or "SECB" applies***

Fee: \$69 per person. **TOTAL ENCL.\$**_____
Free for full time Educators and Students

Four (4) PDH will be awarded to attendees.

Check payable to: "SSFNE" and mailed to:
Emile W.J. Troup, P.E., SECB
PO Box 663, Canton, MA 02021



**STRUCTURAL ENGINEERS
OF NEW HAMPSHIRE**

P.O. Box 226
Manchester, NH 03105-0226

WE'RE ON THE WEB!
WWW.SENH.ORG

