

Crewmembers

How to Find 'em, How to Keep 'em
P.18

Truss Installation

Doing it Safely
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5 Top Products

Voted Best at the Expo
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May 2018


Rural Builder

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A large, bright restaurant interior with round tables covered in white cloths and wooden chairs. The ceiling features exposed white trusses and modern lighting fixtures. In the background, there is a bar area and a staircase.

Heart & Soul

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A circular inset image showing the exterior of a large, modern barn with a grey metal roof and white siding.

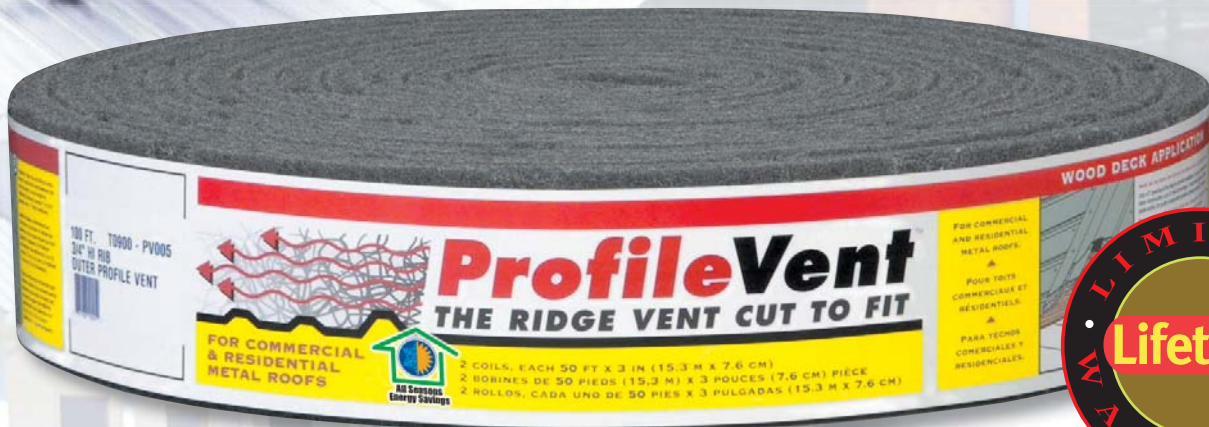
Ahhh..the beautiful things you can build with post frame P.26



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Check our website at
www.ruralbuilder.com

editor's note

BY SHARON THATCHER

This Issue...

This issue of *Rural Builder* includes some ongoing discussion, started in the March issue, on the pros and cons of creating a prescriptive code for post frame. Below is a letter to the editor from a builder with his opinions in support of such a guidance code.

On the flip side, Mike Momb offers a differing opinion in his "Behind the Hammer" column.

We welcome additional input as this important topic is vetted prior to any possible action.

Also in this issue is the start of a four-part series on recruiting and retaining employees, another significant topic in the construction industry. Instead of just rehashing the problem, however, we plan to bring specific ideas that can be easily and inexpensively implemented. If you have any ideas you have found successful, feel free to share them by contacting me.



Sharon Thatcher, editor
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Letter to the Editor

How timely, and I cannot tell you how much I agree with this article ("Locked Out of the Residential Market? The Case for a Prescriptive Code for Post Frame," in March *Rural Builder*). I was just part of a forum discussion online with a gentleman who is outside of a code enforcement area and wishes to build a post-frame residence ... This is not the first time by far. I've witnessed failure after failure as DIY'ers have tried to figure out the details on their own, absent prescriptive guidance.

I've been in construction most of my life. The moment I mention needing an engineer to most homeowner clients the door is closed on whatever method I am proposing and we find a prescriptive path. That is the reality. If you look into the comments on the log home prescriptive standard as it was under development, you'll find my name. ... I'm behind you here 100 percent.

And then I opened this month's copy of *Rural Builder* and read your and [David] Bonhoff's article ... Yes!

Another thought; when the land grant universities were founded, their mandate was the dissemination of information to the farmers and the public who supported them with their tax dollars. The agricultural wing of those universities gave us the Extension Service, invaluable help to the farmers. The engineering branch, up until and through the '70's, did the same thing.

Then there seemed to be a shift in their focus, training engineers for hire but not disseminating knowledge for the public good. The farmer gets the carrot, the builder the stick.

Take a look on the left sidebar on the Forestry Forum pages (forestryforum.com), all the way at the bottom, the toolbox icon, click it, scroll to the bottom. I've asked the AWC [American Wood Council] to post more online calculations for wood, but until then, I'm planting carrots.

— Don Pridgen, Virginia

In Memoriam

Kenneth K. Kistler, a 2011 inductee of the *Rural Builder* Hall of Fame, died Easter Sunday, April 1, 2018, at the age of 71.

A resident of New Tripoli, Pennsylvania, he and his wife, Beverly, had previously owned and operated Kistler Pole Building Company and Kistler Building Supply in Fogelsville. Later, the couple opened Perma-Column East, LLC in Lenhartsville.

Kistler was an active member of the National Frame Building Association for many years as an officer and board member.

Kistler is survived by his wife, two sons and three granddaughters.

MARKET PULSE

INCREASING POPULARITY OF ESOP TRANSFERS

More construction businesses are using ESOPs to transfer ownership, reports FMI Capital Advisors, Inc., in its recent "Ownership Transfer and Management Succession Survey."

"Given the labor challenges and rapid pace of technological advancement in the construction industry, it's now more important than ever for business owners to have a succession plan in place," said Matt Drake, director at FMI Capital Advisors and head of FMI's ESOP Advisory Practice. "Whether they sell to a third party, to management or to an ESOP, owners should weigh all of their options to ensure they are making a fully-informed decision."

Over the past few years, ESOPs have become a more popular exit vehicle for owners of construction companies, Drake explained, "not only due to the significant tax and economic incentives for the sellers, but also because of the cultural, legacy and employee benefits an ESOP can offer."

In the larger picture, the survey focuses on the increased activity in mergers and acquisitions which are also on the rise. Credited for this interest were "conducive capital markets, forecast demand for traditional infrastructure and increased interest from international and private equity buyers," as well as "the demographic need for owner succession due to retiring baby boomers."

In FMI's 2017 "Ownership Transfer and Management Succession Survey," it was learned that only 32 percent of all respondents indicated they plan to pass the business on to the next generation, down from 52 percent in 2013.

"The demographic succession needs in the industry (fueled by baby-boomer retirements), coupled with increased buyer interest, are resulting in a robust [merger and acquisition] market for engineering and construction companies."

Source: https://www.fminet.com/wp-content/uploads/2018/04/MATrendsReport_2018_FINAL.pdf

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*In order to achieve a specialized gable, valley, or angled cuts, purchase of additional blade sets are required.



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supplier news

BY RURAL BUILDER STAFF

■ McElroy Metal adds solar panels to California manufacturing plant

McElroy Metal, Bossier City, Louisiana, has added solar panels to a second manufacturing facility that will more than offset the plant's electrical usage and show a return on investment in approximately three years.

McElroy Metal's manufacturing facility in Adelanto, California, (less than 100 miles from Los Angeles) didn't need a new roof, but is now benefiting from 646 solar modules, attached with the RibBracket IV clamp from S-5!

"We had the roof inspected because it's 25 years old," says Marc Scammerhorn, manufacturing manager for

McElroy Metal. "It's in the desert, so there's no rust or corrosion. It will definitely hold up and last as long as the solar panels."

The projected annual net electrical bill savings for the Adelanto plant, however, resulted in a favorable return on investment and made it a wise decision financially.

Almost five years ago, McElroy re-roofed its manufacturing facility in Peachtree City, Georgia, and topped the standing seam roofing with 1,960 solar panels. The 238T symmetrical standing seam roofing system with the half-megawatt solar system



was installed on top of a 34-year-old galvanized R-panel roofing system. The energy generated on the Peachtree City facility surpasses the plant's energy consumption, saving McElroy Metal thousands of dollars.

"McElroy Metal is committed to being a leader in the growing use of solar power," says Ken Gieseke, vice president of marketing at McElroy Metal. "It's one thing to promote the use of metal roofing in conjunction

with solar panels, but it's another thing to invest in a project of this magnitude on your own facility. This project serves as a showcase for those interested in the use of solar panels with metal roofing."

Gieseke says McElroy Metal will continue to explore solar opportunities for its manufacturing and service center facilities.

► For information visit, www.mcelroymetal.com

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supplier news

BY RURAL BUILDER STAFF

■ S-5! RELEASES UPDATED ATTACHMENT SOLUTIONS & PRODUCTS BROCHURE

S-5! has published its “2018 Attachment Solutions & Products” brochure and made it available for download.

The brochure contains information about uses for S-5! attachment products and how to correctly use them. It also contains solutions for attaching solar panels, snow retention systems, signs, banners, pipes and conduits, HVAC and rooftop equipment, satellite dishes, lightning protection, fall protection and more.

► The 20-page brochure can be found under the resources/download-library tab at www.s-5.com.



■ Ventco expands facility to accommodate direct sales

Ventco Inc., Glenside, Pennsylvania, announced a plant expansion to accommodate its growing list of customers ordering its ventilation products, including the company’s signature product, ProfileVent.

In 2017, Ventco started selling direct to customers. The 6,000-square-foot expansion allows for the setup of next-day shipping and brings the facility to 79,000 square feet under roof.

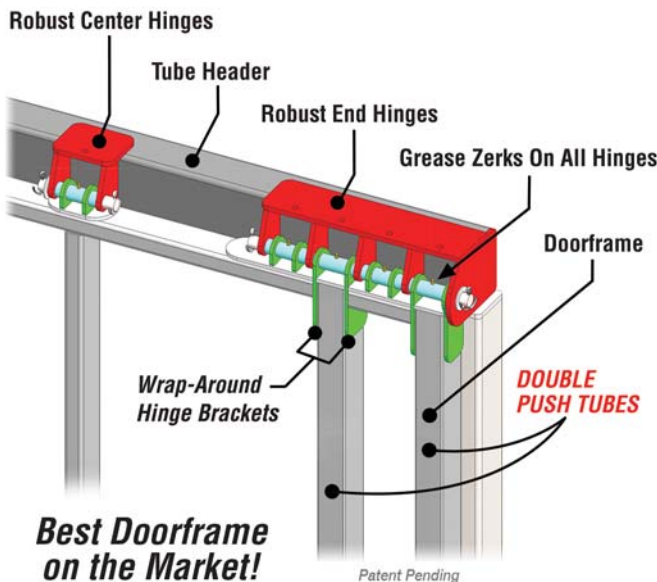
“Because we have ProfileVent stocked for more than 47 different metal roofing profiles, we’re able to help more customers who have their own portable roll formers,” says Martin Rotter, owner of Ventco. “We have the only ventilation system that perfectly matches those older profiles. And because we’re selling direct, we can ship next day.”

► For information visit, www.profilevent.com

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supplier news

BY RURAL BUILDER STAFF

■ RICHLAND LAMINATED PARTNERS WITH PLANETSAVER INDUSTRIES

Richland Laminated Columns LLC, Greenwich, Ohio, has become a manufacturer and distributor for GreenPost Barrier Wrap, a product of Planetsaver Industries LLC. Richland distributes and manufactures in the Midwest from two locations, selling wholesale only to lumberyards and dealers.

Richland Laminated added two new buildings, another laminating line, a full line of Perma-Columns, Sturdi-Walls, Footing Post pads in addition to GreenPost Barrier Wrap to grow its offering of alternative post-frame foundation products.

► For information visit, www.planetsaverind.com



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This knife boasts a full tang blade, meaning the blade doesn't stop at the handle, it runs the full length of the knife. According to Gear Patrol, a full tang blade is key, saying "A full tang lends structural strength to the knife, allowing for better leverage ...think one long steel beam versus two."

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BEST OF THE BEST

These five products turned heads and generated votes at the Frame Building Expo

This year's Best Products in the viewing area at the Frame Building Expo in Columbus, Ohio, generated lots of visitors and votes for the products on display. The results were close, with only a 20-vote spread across the top five finishers. Two of those five, in fact were tied for votes.

Receiving the most votes was the Strong Way Column foundation system from Strong Way Systems, a new exhibitor.

There was a tie for second place between the Main Street Vinyl Window from A.J. Manufacturing and the COR-10 WOOD-X screw from Lakeside Construction Fasteners.

Next was the Snow Defender from Levi's Building Components, followed by the Thermal 3Ht insulation from Thermal Building Concepts.

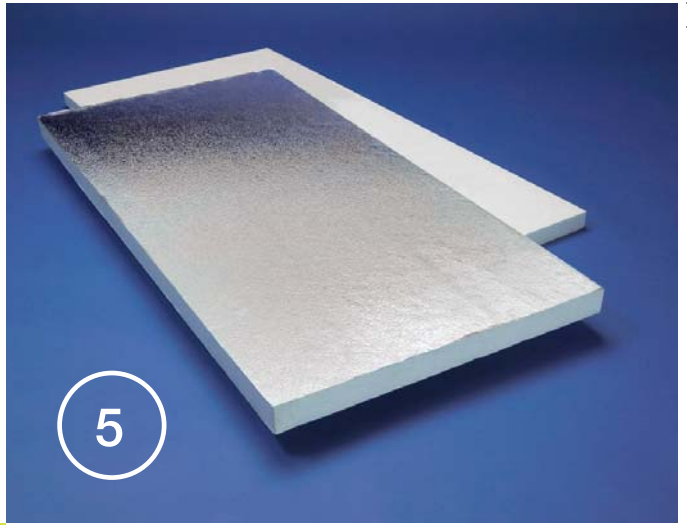
Take a look at the top five winners.



1

The Strong Way Column STRONG WAY SYSTEMS

The Strong Way Column is a permanent foundation system for post-frame buildings. This engineered steel column eliminates wood column embedment and installs in half the time of other foundation types. Now weighing only 36 pounds, the Strong Way Column is backfilled with concrete to maximize strength and longevity. Offered in 18" of height adjustability and accuracy to within 1/32 of an inch. Built-in features include an integrated grade-board bracket and center-line indicator. | www.strongwaysystems.com



2. Main Street Vinyl Windows

AJ MANUFACTURING

A.J. Manufacturing Company's complete line of durable high-quality aluminum and vinyl windows includes the popular Main Street vinyl line. The Main Street is an energy efficient thermal window that never requires painting. It is made with a multi-chambered mainframe for increased rigidity and energy efficiency, and fusion-welded corners for strong weathertight windows. Installation options include nailing fin, integral J-Channel or the company's patented EZ-V vinyl trim and flashing system. The line comes in single hung, horizontal slider and fixed lite. | www.ajdoor.com

3. COR-10 WOOD-X Screw

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4. 4500 Snow Defender

LEVI'S BUILDING COMPONENTS

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5. Thermal 3Ht

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behind the hammer

BY MIKE MOMB

Counterpoint: A Prescriptive Building Code for Post-Frame Buildings is Not the Answer

[Editor's Note: In the March issue of *Rural Builder*, our cover story featured an article supporting the creation of a prescriptive code for post frame. In this issue, Mike Momb, the writer for the column "Behind the Hammer", explains why he is against such a code. Momb is technical director for Hansen Buildings, a provider of pre-engineered post-frame packages. For more opinions, see Letters to the Editor on page 3. Feel free to join in on the conversation by emailing sharon.thatcher@fwmedia.com.]

Most building code provisions are "prescriptive" meaning they lay out a recipe for the work, with specifications for both the material and the installation.

The IRC (International Residential Code) is a prescriptive-oriented (specification) code with some examples of performance code language. It has been said the IRC is the complete cookbook for residential construction. It is important to understand the IRC contains coverage for what is conventional and common in residential construction practice. While the IRC will provide all of the needed coverage for most residential construction, it might not address construction practices and systems which are atypical or rarely encountered in the industry—like post-frame construction. Contrary to the popular belief of some in both the construction side and the inspection side of the table, the IRC does not cover post-frame construction—currently only the provisions of the IBC (International Building Code) may be utilized.

Wouldn't life be simple if one could just open up the IPFC (International Post-Frame Code) book and everything was just spelled out? As long as buildings were designed per the IPFC, no RDP (Registered Design Professional, such as an architect or engineer) would be required, and permits would be readily issued.

If it sounds too good to be true, then it probably is, and here are the reasons why, (using the provisions of the IRC as a springboard since it is the current model of a prescriptive code).

- Snow loads would be limited to regions with ground snow loads of 70 psf (pounds per square foot) or less. Wonderful for those

who do not have to deal with significant amounts of snow, but would not help those in mountainous regions of the West, the Upper Midwest or much of the New England states.

- The IRC limits story heights to 11 feet 7 inches (and laterally unsupported studs are limited to 10 feet in length). A goodly proportion of post-frame buildings have heights greater than this. Now for our ideal PFC, we could pick any height we want, however keep in mind, the greater the value chosen, the more likely it is to negatively impact lesser structures.
- Wall deflection is a huge issue already with those who are used to placing girts flat on the outside of wall columns. Under provisions such as the IRC, the deflection limits for steel-covered walls could become H/120, instead of the IBC's L/90.
- The clearspan of a truss could be limited to 40 feet (as in the IRC).

I will interject here that there are more than a few permit-issuing jurisdictions who currently provide their own prescriptive guidelines for non-RDP required post-frame construction. I have personally reviewed several of them and have yet to find a single one in which every point addressed would meet with accepted engineering practice. I have challenged some of them, and in each case, changes have been made to the requirements following my arguments.

Before we even begin to author our IPFC, we should consider the complexities involved in our current industry—everyone seems to have their own version of the correct method to design and construct their post-frame buildings. This is without even beginning to factor in the myriad of various structural load combinations.

In the western U.S., common designs space columns 10, 12 and even 14 feet apart utilizing double trusses and roof purlins on edge. In the Midwest, column spacings of anywhere from 7 feet 6 inches to 10 feet are common, with single trusses and purlins again on edge. Continuing east, columns are spaced at 8-foot centers, with truss carriers (headers) attached to the columns supporting trusses on



Mike Momb is technical director for Hansen Pole Buildings, LLC of Browns Valley, Minnesota. His post-frame blog and "Ask the Pole Barn Guru" column can be followed at www.hansenpolebuildings.com/blog/.



Instead require all post-frame buildings to be designed and have plans and calculations signed by a RDP.

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behind the hammer

BY MIKE MOMB

2- or 4-foot centers. Not much continuity, and our IPFC needs to provide answers to address as many scenarios as possible.

Keep in mind—prescriptive requirements are going to have to apply to worst-case conditions, and to be effective, need to encompass as many geographic areas and climactic conditions as possible.

So what might our basic starting point IPFC look like? (Remember, it will grow exponentially in coverage and complexity over time).

- As clearspans 60 feet and greater require the involvement of an engineer, we could start with spans up to 60 feet. Overall truss heights should be limited to 10 feet of rise or less (which would be a 60-foot span at a 4/12 roof slope).
- Wall heights – maybe provide a table with a couple of different eave heights, say 12 and 16 foot for discussion's sake.
- Wind – sorry about the Gulf and Atlantic coasts, but most of the country has a Vult (ultimate wind speed) of 120 mph (miles-per-hour) or less, so you are going to be left out in the breeze. Probably best to design everything for Exposure C, as well as if it was partially enclosed, as many post-frame buildings either have some or all of a wall open, or have windows and/or doors which are not wind rated.
- Lumber – for the sake of simplification, the weakest values of the four major framing lumber species (Douglas Fir, Hem-Fir, Spruce-Pine-Fir and Southern Pine) will probably have to be used. In most instances this would be #2 Southern Pine for untreated lumber, Hem-Fir for solid sawn columns embedded in the ground.
- Some common connections are going to disappear – roof purlins laid flat over trusses every four feet and 2x4 purlins on edge on a single truss every 7 to 10 feet with a single nail driven through them into the top of the top chord. Neither one of these pencil out as being about to

resist uplift loads. Plan on engineered connectors or perhaps some sort of steel straps.

- Some limitations would need to be placed on building length-to-width ratios, probably only up to twice as long as wide. Endwall door and window openings would need to be limited as well. Maybe to only one-half of an end, with no opening closer to a corner than one-half of the eave height.
- Columns – most likely the choices would be nailed up, without splices, solid sawn timbers or glulams (with a minimum strength requirement on the glulams – probably of Southern Pine #1 lowers and 1650 msr uppers, as this is the most common combination).
- Soil bearing – many post-frame designers are assuming a soil bearing capacity of 3000 psf, which in my humble opinion is fairly liberal. Many western states have significant areas where the soil bearing capacities are 1500 psf or less. If we accept 1500 psf as a baseline (sorry, most of California), then footing areas would double for many!

The goal is going to be to get jurisdictions to accept the IPFC without amending it, and there are more than a few (especially in the West) who require column holes to be totally backfilled with premix concrete. Others require poured concrete footings of 8 inches in thickness.

Not liking the sounds of this? Thinking it is going to change how you build, as well as add costs?

If the goal is to make a trade from simplicity (the way you are used to building) to complexity and added expense, then a prescriptive code is most likely the way to go.

Personally, I feel the true solution is to require all post-frame buildings to be designed and have plans and calculations signed by a RDP. This will allow for the fewest changes to the way each of us prefers our buildings to be assembled, as well as easing plans through permit-issuing jurisdictions. **RB**



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people in the news

The Bradbury Group has promoted **Matthew J. Moody** to managing director for Bradbury International UK Ltd. Moody joined Bradbury in 2004 and was promoted to General Manager in 2015.



Matthew Moody

In his new role he will be responsible for leading the Bradbury International UK business.



Charles Dyck

Lester Building Systems, LLC, Lester Prairie, Minnesota, has given its highest honor, the 2017 Dealer of the Year, to **Prairie Building Systems Inc.**, of Moundridge, Kansas, a dealer of seven years. The company was chosen from a pool of 135 dealers nationwide. To be considered for this award, the dealer must exhibit outstanding customer service and a commitment to marketing and growing their business with Lester Buildings. Prairie Building Systems is owned by brothers Charles Dyck and Dwight Dyck.

industry news

ASABE Revises Standard for Building Diaphragm Design

The American Society of Agricultural and Biological Engineers (ASABE) has completed a revised standard, ANSI/ASAE EP484.3 DEC2017, Diaphragm Design of Metal-Clad, Wood-Frame Rectangular Buildings.

The standard was revised to incorporate data from research completed at Washington State University through the National Frame Building Association. Additions include support information and design considerations for unit shear strength of steel clad wood-framed shear walls.

EP484.3 is available now and will be submitted for incorporation into the next version of the International Building Code (2021 IBC Section 2306 on Allowable Stress Design for wood materials).

ASABE members with standards access and those with site-license privileges can access the full-text via electronic download on the ASABE online Technical Library at elibrary.asabe.org/. Others can obtain a copy for a fee directly from the library or by contacting ASABE headquarters at OrderStandard@asabe.org.

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in focus

BY KATHY JONAS



Employee Recruitment and Retention

Good Workers Abound if You Know Where to Look and How to Motivate Them

THE CHALLENGE OF FINDING QUALITY, long-term employees for your company may be the biggest challenge facing contractors in the coming decade and beyond. The retirement of baby boomers, once just a theoretical possibility, is now a reality coming to bear on contractors across the country who are looking at a good economy paired with a low unemployment rate.

Take Todd Carlson, for example. As chairman of the board of the National Frame Building Association (NFBA), he is well aware of the situation. As president of A.J. Manufacturing Inc., a manufacturer of doors and windows for the post-frame industry, he feels it daily.

“We’ve experienced a labor hurricane,” says Carlson, who employs 200 people in his company. While a variety of things occurred in his area of western Wisconsin, including a large explosion of job opportunities in the frac-sand-mining industry, which mines and processes the world’s highest quality sand for the oil and gas industry, hiring became a challenge as the pool changed and shrank.

The company responded with a very

methodical recruitment effort that moves much more quickly than in the past. No more waiting around for resumes, references and interviews. And it is an ongoing process.

“Today, we’re interviewing five days a week. It’s more stress and strain on our HR department, but it pays off,” says Carlson.

A.J. Manufacturing uses other techniques such as increasing its online presence and offering a weekend shift for nearby college students who want to make better money than they might in a fast food establishment, for example. He understands that his situation is different than frame builders who have more difficulty instituting flexible scheduling. “The key is change,” says Carlson. “It is necessary to change from where you are to something that works for your business.”

“What is traditional is not traditional anymore,” says Mike McKinley, a speaker, author and consultant who has devoted more than 30 years to improving the business workplace and in turn, business success. “I’m preaching the gospel of change.”

A CLOSER LOOK

Rural Builder is beginning a four-part series on this critical issue in collaboration with McKinley, who was well received at the 2017 Post-Frame Marketing and Economic Summit in Indianapolis. McKinley, who has spoken to hundreds of companies including IBM, Kellogg and Coldwell Banker, uses humor to help audiences absorb a positive message of change.

For example, he shows photos of signs he’s taken during his travels to illustrate certain points. Outside a candy shop a sign reads: “NO WE DO NOT HAVE ICE CREAM.” He took the picture and looked at his wife, Nancy, and begged her: “Please, please, can I go in and ask?” We’ll be including some of those photos in the series.

While the subject of a labor shortage is a serious one facing the industry, it is not insurmountable or intimidating. McKinley’s work emphasizes the importance of a good attitude—by everyone in the company from the top down—in order to achieve long-term success and growth.

We’re going to be throwing out a lot

BY KATHY JONAS

of tips and examples of strategies you can employ to attract and keep good workers. As is the case with most things, some of it will apply to your business and some of it won't. Hopefully some of these tips that have helped others in the industry will ring true and cause you to take a good, hard look at improvements you can make in your company. Some can be easily implemented, others take longer and require some soul searching. Here is a summary of the upcoming series:

Part I – Best Practices in Recruitment: Where in the World are the Good Workers?

Just as you don't lose 10 or 20 pounds in a few days or a few weeks, recruiting changes take some time and are not automatic. McKinley advises employers to concentrate on three things that employees today want to see in an ideal workplace: a positive environment, an idea of what kind of future they will have at the company, and good pay.

Some areas to be covered:

- How to write a creative, compelling and accurate job description.
• How to create a recruitment program used by all employees in the company.
• Being transparent about the work, not sugarcoating the demands of working outside in inclement weather, but also noting the benefits of getting out from behind a computer.
• The importance of offering benefits that attract younger workers, such as additional health insurance add ons, more vacation time, etc.
• Customizing the job for the applicant rather than pointing out how the applicant doesn't fit the job description. With a little training, this person could be a star employee.
• How to avoid the numbers rut. If you've previously had seven people, maybe five could work just as well or better. You might pay someone a little more and benefit in the long run.
• Learning the value of looking at older applicants. He or she could be just what you need to complement your existing workforce and offer needed experience.
• How to give prospective employees a reason to say "yes" to your company.

Part II – The Culture of Your Business: It's Not Just a Buzz Word

We'll talk with Kyle Stumpfenhorst, a young contractor in Illinois who has 40,000 subscribers to his You Tube channel. The owner of Rural Renovators, he gave up a career in the computer industry to start a post-frame business, erecting custom structures for clients. With only three crew members, it's

critical those employees are a good fit in his company.

We'll discuss culture by examining:

- The importance of branding your company to stand out from your competitors, and how a social media presence is critical to the brand.
• How appreciation factors in to a successful environment.
• New insights on the millennial

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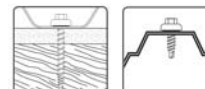
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in focus

BY KATHY JONAS

generation that you might not have heard about in the past. For example: a very small percentage of these workers really WANT to bounce from job to job every couple of years.

- How your culture reflects your values and mission statement. Gimmicks and fads won't cut it with young workers.
- Instituting a customer-driven workplace, a new concept for some new employees.
- The importance of trust between you and your workforce. Without it, success will remain more of a vague concept than a reality

Part III – Retention – Train Them or Trade Them

McKinley is a strong believer in the role of continuing education in the ability to keep workers happy in their jobs, year after year. "If you are an education-driven organization, it will give you an advantage as an employer," he says.

What can an employer do to emphasize training? Points to be covered:

- Creating specific training to advance a particular employee or a particular group of employees. For example, ensure the sales team is given ongoing training to not only understand the product or systems, but how to best communicate with clients and crew members alike.
- How to ensure that learning is ongoing in your organization, that everyone who works there can serve as a teacher to someone else. Your employees need to understand their roles as educators and to know they are valued for this attribute.
- The importance of training mid-managers, such as crew foremen, who might not have the leadership skills at the beginning. Also, the value of mentors in bringing a promising employee up the ranks in the business.
- The importance of safety training is a must in the post-frame industry.

Formal training should be a priority from the first interview to the day an employee retires. We'll talk to some contractors and employees about how training affects the attitude of the workforce.

Part IV – Change Starts with You

Remember that assertion about the difficulty of losing weight? We all know that weight loss involves changing habits and that change is hard. Progress occurs not only from cutting portions but getting over the psychological feeling of hunger and deprivation in the name of a more healthy and happy person. The same is true with changing your attitude about how to hire and keep good quality employees in your company. One of the hardest realizations that owners face is the need for you—the top guy—to make a change for things to get better.

The last part of the series will look at

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what *you* can do to kick-start the process. A few of the subjects to be covered include:

- How to examine your attitude and what you can do to become a more positive person. A boss who comes into work angry each day will result in employees who cower and “walk on eggshells” rather than solve problems.
- How to live more purposely at home and at work.
- Some examples provided by contractors who have made changes in their thinking with measurable results.
- How you can simplify your workday.
- The importance of being kind and happy and the ways those qualities benefit not only your employees, but how it will help you relieve stress.
- How to have fun so that you and your employees enjoy what they do.

If you have any examples of how some of these strategies have worked—or not worked—for your company, please contact Sharon Thatcher at sharon.thatcher@fwmedia.com

10 Tips You Can Do Now to Recruit & Retain!

1. Start an informal referral program in your company. If an employee refers someone who ends being hired, reward that person and make sure he or she is recognized in the newsletter, employee email or even on a bulletin board.
2. When educating employees on a certain topic, make sure to come back and repeat the information several times at later dates to reinforce it -- Speaker and author Mike McKinley.
3. Look at the classified ads to find examples of good and bad descriptions. Have different people on your staff try writing an ad for their own position and see what they create.
4. Every time you go to a picnic, party or sporting event, keep in mind that your next great hire could be just one conversation away.
5. Spend \$22.50 on professional business cards for your crew members. This employee is proud of the company he or

she works for and is happy to spread the message to other business owners, sub-contractors, vendors, OSHA inspectors, etc. – Speaker and author Mark Breslin

6. Ask employees to describe the company in one word.

7. Try and incorporate fun into the work day. Laughter is one of the greatest stress relievers. “This process does not have to be gut wrenching.” – Mike McKinley

8. Do an extensive interview with those who are leaving the company to determine exactly why they are leaving. The employee must be assured that this information will not be held against him or her in the future.

9. Call two employees a week for a five-minute chat just to check in and see how they’re doing. – Mark Breslin

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DB Building Fasteners



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www.selfdrillers.com

East Coast Fasteners



East Coast Fasteners continues to offer new and innovative products, most recently with the announcement of the Ply-Lo EXTREME—designed for extreme environments. Ply-Lo Extreme has all the features of the original Ply-Lo and now has a 40-year warranty. Ply-Lo Extreme fasteners are available in #10, #12 and #14. East Coast Fasteners has also upgraded the original Ply-Lo fastener. The Ply-Lo EXTENDED is the fastener that built the post-frame industry and now has a 12-year warranty.

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Rural Builder PRODUCT PROFILES

CLIPS & CLAMPS

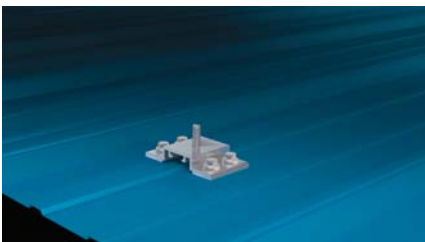
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ASG Clamps from Alpine SnowGuards were designed specifically for metal standing seam roofing applications, offering a rugged, easy to install, cost-effective solution for attaching essentially anything to a standing seam roof. Two oval-point set screws maintain the integrity of the roof without voiding the roofing manufacturer's warranty. It is available in size and configuration options to accommodate a wide range of seam profiles.

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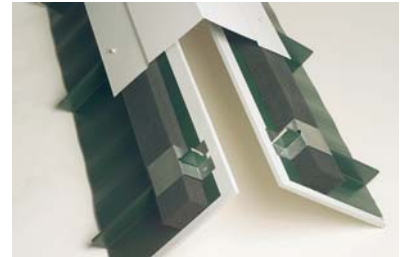
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www.snogem.com

MWI Components



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www.mwicomponents.com

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www.snoblox-snojax.com



Raffi Elchemmas, (white shirt), from Milwaukee Tool, used the help of an audience member to demonstrate the muscles at risk to injury from improper or overuse of tools in this workshop at the 2018 Frame Building Expo. Elchemmas, MBA, AEP, is an industry-leading ergonomist.

5 ERGO-FRIENDLY TIPS

Driving Nails and screws hour after hour, day after day can be real "elbow killers". But there are ways you can minimize or eliminate long-term damage. At the NFBA Frame Building Expo in Columbus, Ohio, Milwaukee Tool provided a step-by-step process to reduce and recognize ergonomic injuries on the job site. This includes preparing for tooling tasks to minimize risk for ergonomic injury and identifying traits of tools that quantify their levels of ergonomic risk. More simply, there are also ways you can reduce risk by handling tools in an ergonomically-friendly way.

TIP #1: Keep wrist straight (neutral);

TIP #2 : Use low force trigger engagements;

TIP #3: Use only the amount of force necessary for the task;

TIP #4: Use power tools when available and select the correct handle orientation; and

TIP #5: Work near elbow height.

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Heart & Soul

Ahhh..the beautiful things you can build with post frame

LIVESTOCK BARNs and machine storage sheds will always have a place in the heart and soul of the post-frame world, but more builders are venturing into a more sophisticated category of building. Such is the case of the Ashton Hill Wedding Barn in Cedar Rapids, Iowa, built by Greiner Buildings, Washington, Iowa.

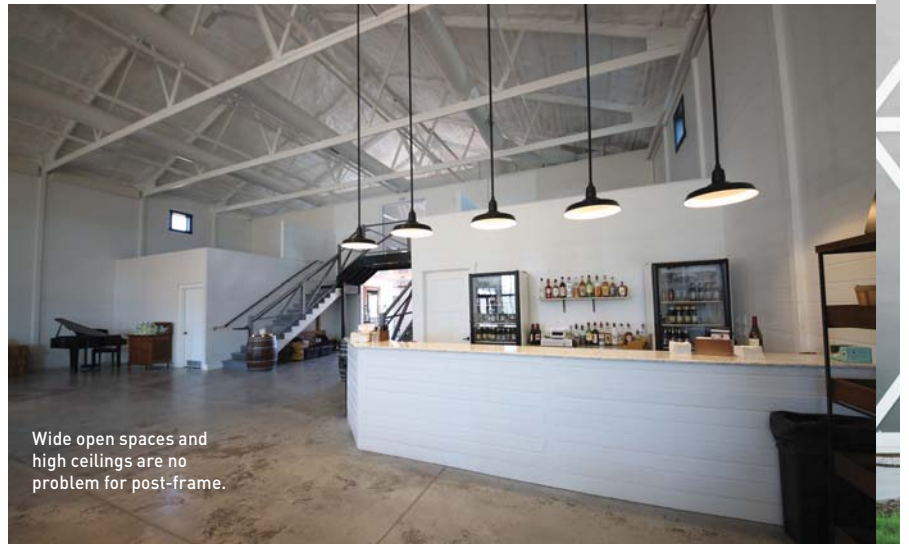
The term “barn” is a bit of a misnomer here, with its many touches of elegance. Basic post frame is part of its charm, with modern design elements bringing both worlds together in a blend that appeals to a diverse audience: an operating Juliet balcony, the all-white interior, a double staircase to the second floor, an outdoor viewing porch with fire pits and 8-foot tall double doors.

According to builder Matt Greiner, the building is used as a wedding and event center. The floorplan allows for larger events with smaller rooms included so guests can hang out or the wedding party can prepare for the big event. Post-frame construction was the perfect option given the size and look the owner wanted to achieve. “She wanted to see the posts on the interior,” Greiner said of the owner. “The trusses were far enough apart without it looking cluttered. It was also more cost efficient for her budget.”

The design works so well that currently the Ashton Hill Wedding Barn is booked into 2019. **RB**



A Juliet balcony, 8-foot tall arcadian doors and a cupola all add charm to this post-frame wedding barn.



Wide open spaces and high ceilings are no problem for post-frame.



Elegant lighting and an all-white interior softens the industrial look of the open ceiling.



Stone and steel in softer tones create a powerful presentation on the exterior. At right, guests can enjoy time outside on the viewing porch near the fire pits.

project of the month

ASHTON HILL WEDDING BARN
BY GREINER BUILDINGS

The Details

Building: Ashton Hill Wedding Barn, Cedar Rapids, Iowa

Builder: Greiner Buildings Washington, Iowa

Building Size: 6,240 sq ft (52Wx120Lx18H)

Post: 2x8 3-ply glulam with Post Saver, 8' on center

Foundation Type: embedded

Insulation: spray foam

Roof Framing: single-ply engineered trusses

Truss/Rafter Clear Span: 52' wide clear span

Purlins: 2x4 MSR 1 650 on edge

Wall girts: 2x4 MSR 1650 flat

Wall & roof sheathing: Central States 29 gauge G90 Panel Loc Plus with Kynar

Exterior finish: The exterior is finished with Central States Kynar Smoke steel and Verseta Stone

Interior finish: Composite siding on the interior walls were painted white as were the trusses. Drywall was used in the smaller rooms.

Windows: ABC Supply/Rhino Aluminum/Gerkin

Doors: Moehl Millwork/Masonite; Arcadian doors from MWI Components

Fasteners: Nails from Maze Nails; screws from Atlas Bolt & Screw

Cupolas: Ridge Craft



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IMAGE PROVIDED BY LESTER BUILDINGS



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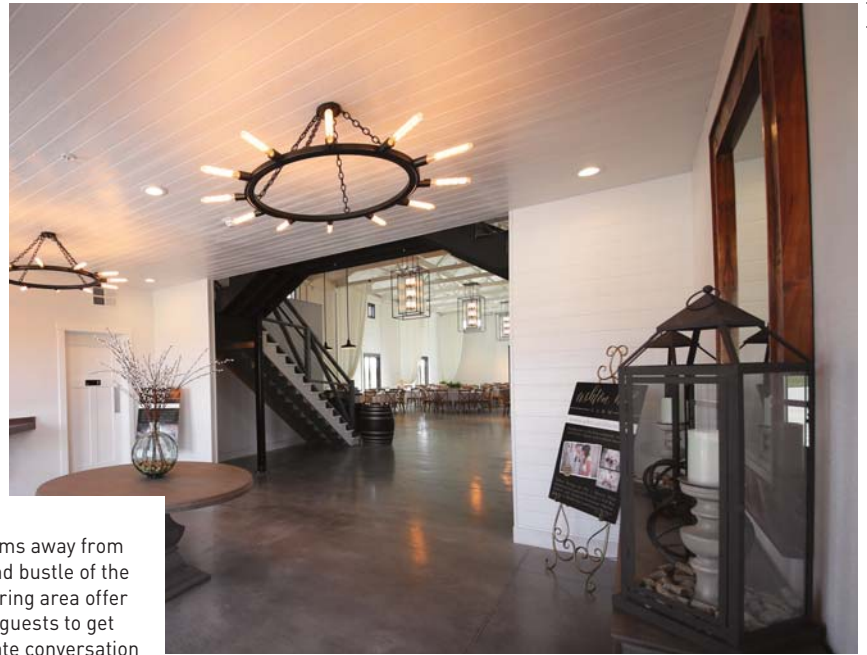
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project of the month

ASHTON HILL WEDDING BARN
BY GREINER BUILDINGS



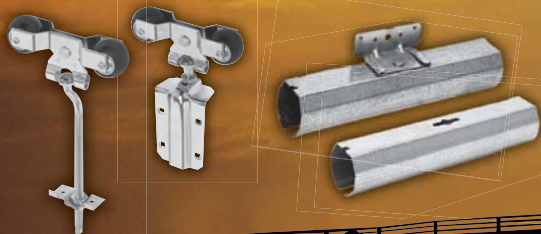
Smaller rooms away from the hustle and bustle of the larger gathering area offer spaces for guests to get away for private conversation or for the wedding party to prepare for the big event.

*Photos by Rachel Fishback,
Greiner Buildings*



ROUND TRACK

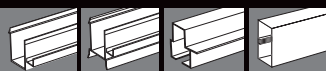
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calendar of events

BY RURAL BUILDER STAFF

05/

MAY

2-4,

Metal Building Contractors & Erectors Association (MBCEA) Conference 2018, San Antonio, TX; www.mbcea.org

9-10,

International Reflective Insulation Manufacturers (I-RIM) Conference 2018, Costa Rica; www.rimainternational.org



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06/

JUNE

10-12,

Western Roofing Expo 2018, Las Vegas, NV; www.wsrca.com

19-20,

Metal Construction Association (MCA) Summer Meeting 2018, Rosemont, IL; www.metalconstruction.org

21-23,

American Institute Of Architects (AIA) National Convention and Expo 2018, New York City, NY; www.convention.aia.org

23-27,

ASHRAE Annual Conference 2018, Houston, TX; www.ashrae.org

27-29,

Florida Roofing and Sheet Metal Contractors Association (FRSA) Convention and Florida Roofing & Sheet Metal Expo 2018, Kissimmee, FL; www.floridarroof.com/convention



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safety tips

BY FRANK WOESTE, P.E.

Safety Information for Post-Frame Truss Installation

(This article first appeared in the February 2018 issue of *The Component Manufacturing Advertiser*. Reprinted with permission.)

AJOB-SITEINSTALLATIONACCIDENT involving truss construction, [see “Three injured in north Washington County barn collapse;” <http://www.twincities.com/2017/12/05/scandia-washington-county-barn-collapse-three-injured>] is a reminder of the incredible value of **BCSI-B10** for truss installation contractors who install trusses spanning up to 81-feet and spaced up to 12-feet on-center. In some collapse cases that I have investigated, the installation contractors had successfully installed typical “house trusses” without incident, but had not previously installed 60-foot (or greater) widely-spaced trusses, 14–16 feet above grade. The safe erection of typical long-span trusses used in pole barn (post frame) construction is challenging and requires knowledge of special truss erection techniques.

While I am not aware of details of the planned construction and Washington County accident, the news report sounds all too familiar. From the news report, the situation sounds like a typical failure mode of long-span trusses during the installation process:

“The men were putting up trusses....when they noticed ‘a sway or a bend in the trusses,’” noted the media report.

The “sway or a bend” is typically caused by “compressive stresses” in the top chords. When the compressive stress reaches a critical level, buckling of the chords can occur and cause a catastrophic collapse.

Fortunately for contractors, guidance on how to safely erect long-span widely-spaced trusses was developed and published in 1998 by the Truss Plate Institute (TPI). The 1998 document, **HIB-98**, was later revised and updated by SBCA and TPI, and published as **BCSI-B10** by SBCA: [http://support.sbcindustry.com/images/publication_images/b10.pdf].

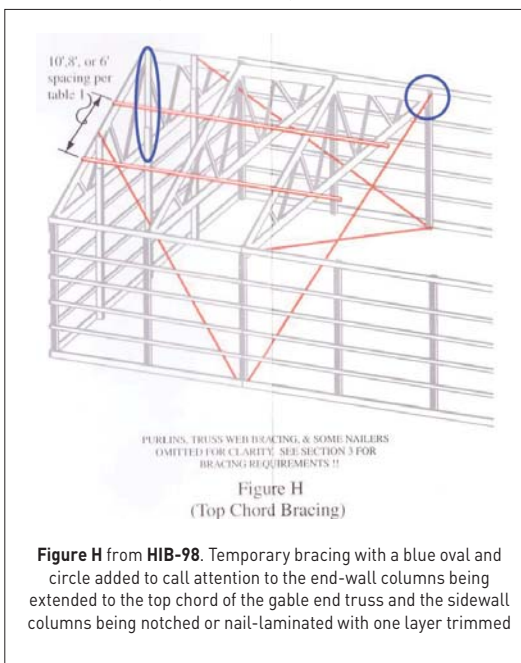
It should be noted that the special installation techniques presented in the **B10** were written by a small group of about 5–6 post-frame engineers

with long experience in both post-frame design and truss installation as well. While the **BCSI-B10** method for safely installing widely-spaced long-span trusses is well illustrated for the contractor, the purpose of this article is to draw attention to important building design details and installation steps that must be coordinated by the Building Designer and truss installation contractor.

Creating a “Truss Sandwich” for Safety

The proven technique used by the most experienced design-build post-frame designers and contractors is to create a “truss sandwich” by extending the gable end wall columns up to the top chords of the gable end truss. As depicted by **Figure H** from **HIB-98** Post Frame Summary Sheet shown here, the gable end trusses are stabilized from “rollover” by structural connections between the end-wall columns and top and bottom chords.

Importantly, these safety precautions have been



Frank Woeste, P.E., is Professor Emeritus, Virginia Tech University and a wood construction consultant. He can be contacted by e-mail: fwoeste@vt.edu



PICTURE 1.
 Example of post-frame
 end-wall columns
 extended to the
 top chord of the
 gable end truss.
*Photo courtesy
 of Stockade
 Buildings Inc.*

safety tips

BY FRANK WOESTE, P.E.

maintained during the document's evolution from **HIB-98** to **BCSI-B10**. Page 2 of **BCSI-B10** provides the following instruction under **Important Notes on Limitations of Recommendations**:

3. For gable style roofs, the end-walls shall have columns that extend to the top chord of the gable end truss with adequate contact between the top chord and column for a structural connection. The gable end trusses are stabilized against rollover by connecting the top and bottom chords to the end-wall columns or engineered bracing system.

This focus on end-wall stabilization is critical to successful installation (**Picture 1**).

Another important feature of the "truss sandwich" method is to stabilize the truss heels against rollover by extending the side-wall columns to the mid-height of the truss heel plus a structural connection between the truss heel and side-wall column. The **BCSI-B10** Important Notes section on page 2 continues with Notes 4 and 5:

4. Side-wall columns extend above the mid-height of the



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truss heel at the connection of the column and the truss.

5. Truss heels are connected to columns or headers (i.e. beams, girders) to resist rollover at the heel.

An example detail for meeting the requirement of Notes 4 and 5 is shown in **Picture 2**.

Conceptually, based on the full implementation of Notes 3, 4 and 5, the gable end trusses and truss heels are stabilized against rotation. Thus, the building design details inherently enhance the likelihood of a safe truss installation process by virtue of the fact that the truss support columns provide support to the trusses when they are lifted onto the roof and (positively) connected to the side-wall columns.

Once the truss heels are stabilized by the side-wall column connection, roof purlins (acting as Continuous Lateral Restraint [CLR]) can be installed at the **Maximum Spacing Between Rows of Lateral Restraint** per Table 1

PICTURE 2. Bolted connection of truss to a 3-ply laminated column resists rollover of the heel during construction. Photo courtesy of Stockade Buildings Inc.

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on page 5 of **B10**. In Table 1, the maximum spacing between rows of lateral restraint, either 10, 8, or 6-ft on-center, accommodates the later installation of purlins at 2-feet on-center. From **B10** Table 1, the application of the Top Chord Temporary Lateral Restraint Schedule is limited:

Important Note: Table 1 is applicable for symmetrical triangular metal plate connected wood trusses with pitched top chords of 3:12 or greater and flat bottom chords. Other truss types are expressly excluded. ... *for truss configurations, spans and/or top chord grades not covered by table 1, consult a registered design professional.*

Care must be taken at each step to ensure proper installation.

Chronological Steps are Critical for Success

Beyond the **BCSI-B10** recommendations for critically important wall-column design details that enable the wall framing to help stabilize the trusses during installation, a unique feature of **B10** for post-frame is the detailed sequence of steps needed to ensure a safe truss installation. On page 3 under *Temporary Installation Restraint/Bracing Principles*, it states:

Use the following chronological steps to provide temporary installation restraint/bracing for truss installation.

In this section, you will find four pages describing four detailed Steps in chronological order, that is, 1, 1.1, 1.2, 2, 2.1–2.3 and so on. The order of installation work matters such that all forces present and generated during the truss installation process have a “complete load path” to the columns, braced walls, and eventually to the ground.

Permanent Bracing Addressed

BCSI-B10 also addresses permanent bracing. Pages 7 through 12 contain design data and figures that clearly show the need and position of “diagonal braces” for stabilizing continuous lateral restraint (CLR) bracing. This practice would help mitigate what I have observed throughout my career—the collapse of long buildings (400–600 feet) with webs having one or two CLR and, at best, only a couple diagonal braces. On page 9, Figures Q, R, and S depict the diagonal bracing required for web members. This information is important for all parties using long-span and widely-spaced trusses

Opportunity for Rural Builders

Rural builders have an excellent opportunity to inform their post-frame/pole-barn project crews on the availability of **BCSI-B10 Summary Sheet** and its value for accomplishing a safe installation. This critical

information is also available in the *2015 BCSI Book*[1] (111 pp, 8.5 inches x 11 inches). For crew leaders, the *BCSI Book* addresses a wide range of truss installation subjects beyond the more limited scope of **BCSI-B10**.

In my opinion, the 12-page document (in color) is a “truss safety treasure” for the post-

frame method and common applications that range from barns to schools. To my knowledge, the method or special technique for long-span widely-spaced truss installation has been successful without a reported accident. **RB**



More resources online at <http://support.sbcindustry.com/pubs/BCSIED2-D>

[1] Building Component Safety Information 2013 Edition Updated March 2015 published by the Truss Plate Institute (TPI) and Structural Building Components Association (SBCA). Visit <http://support.sbcindustry.com/pubs/BCSIED2-D> to obtain copies of the BCSI Book.



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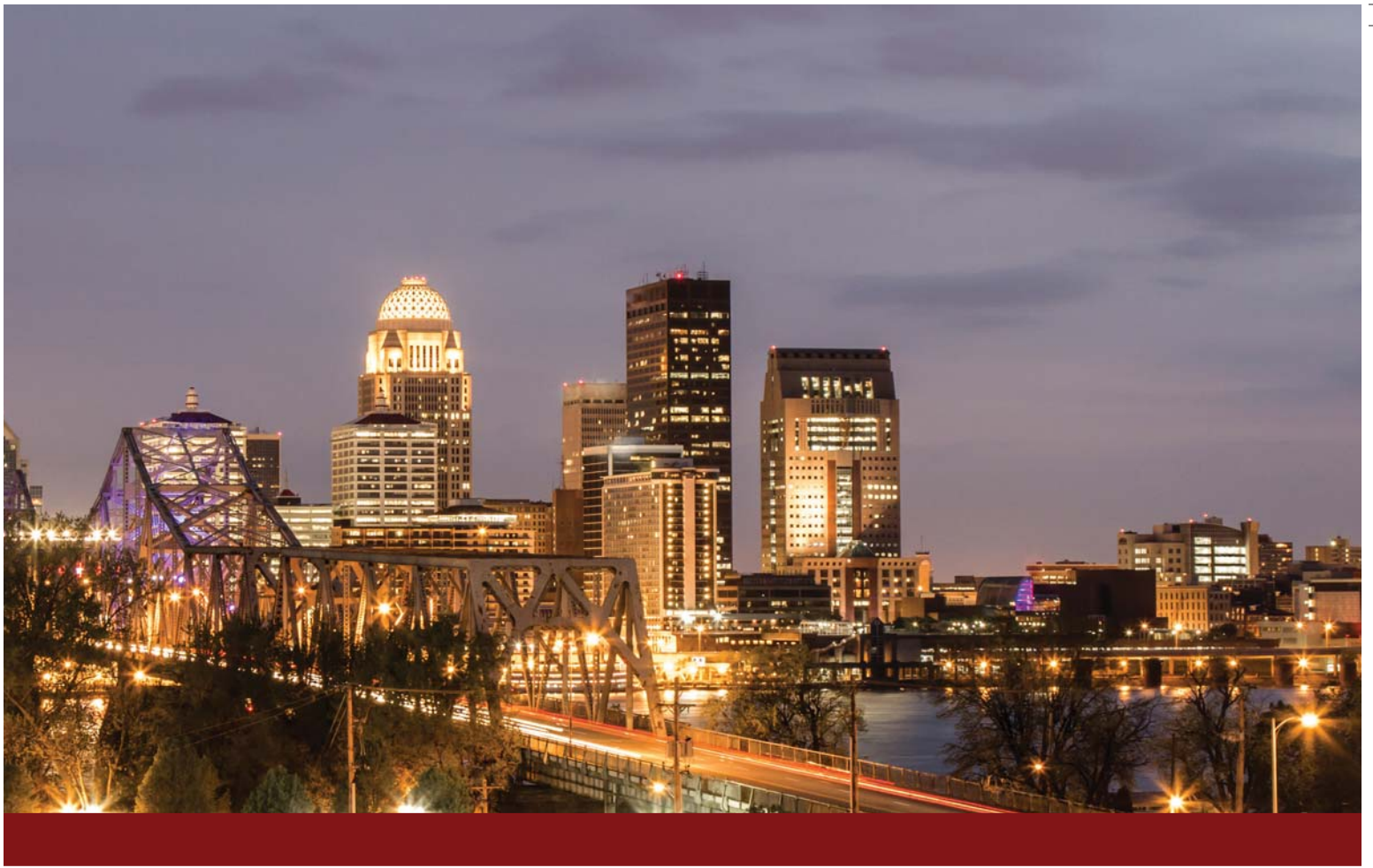
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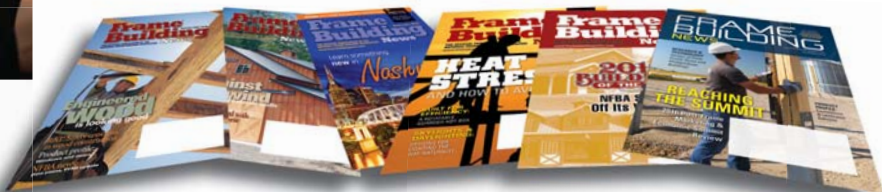


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30TH Special
ANNIVERSARY Edition Issue
1989-2019



We are celebrating our 30th Anniversary with a Special "Collector's Edition" issue of *Frame Building News*. Our issue will look at the last 30 years of *Frame Building News* and the post-frame industry.

We will feature top articles from each decade and the manufacturing stalwarts who support the industry. Only companies in continuous operation for 25 years or longer are invited to participate.

This issue will be polybagged and mailed to the **73,000** readers of *Frame Building News*, *Metal Roofing Magazine* and *Rural Builder*.

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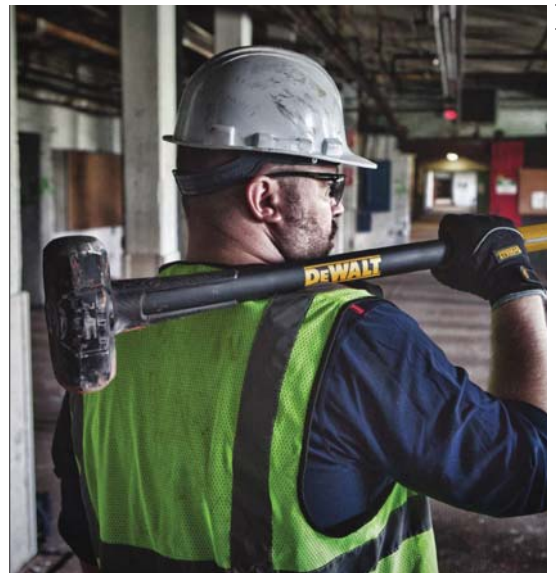
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