



The Hopper

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Call for Content

THE HOPPER, the official newsletter for NAPSA, warmly welcomes article ideas, content, and photos submitted by members. Don't be shy. This is **your** newsletter. Send content, high-resolution pictures, and ideas to the attention of the editor at info@powersweeping.org.

A Call to Serve

By Karen M. Smith

NAPSA's board of directors consists of five executive officers, seven contractor members, and three associate members. This governing board are volunteers who work for the advancement and improvement of the power sweeping industry. They network with contractors and equipment manufacturers and suppliers; they keep a finger on the pulse of legal matters pertaining to the industry; they seek to improve the professionalism and reputation of those working in the industry.

Let's face it, anyone who remembers Fractured Fairy Tales remembers the animated street sweeper with his rolling bucket and broom who appeared in the rolling credits at the end of each animated episode. To paraphrase the old Virginia Slims cigarette advertisements, "We've come a long way, baby." Today's power sweepers are modern and mechanized with toes dipped into cutting-edge alternative fuels, GPS, and other technologies.

Now that we've dated ourselves as old and decrepit, it's time for some new blood to step up and serve the nation's premier professional association for power sweeping. Your commitment of time, energy, and resources will include monthly conference calls and an in-person meeting at the National Pavement Expo. Hey, who says we can't use our time efficiently? Combine attendance at NPE and the NAPSA convention and the board meeting – that's killing

three of those proverbial birds with one stone.

Board members lead and participate on teams tasked with accomplishing organizational goals. You have witnessed the manifestation of such efforts recently with this year's successful launch of the Certified Sweeper Operator program and collaboration with the Accredited Snow Contractors Association on Capitol Hill regarding slip-and-fall legislation. Other teams devote their attention to benefits, bylaws, documents, environmental issues, executive matters, legislative issues, membership (recruitment and retention), and website development.

Oh, yeah, and members will also expect you to contribute to The Hopper. Don't worry if you're no William Shakespeare, association staff can help.

Board members declare they get as much out of service as they give in terms of knowledge shared and learned and the enduring friendships made. If you haven't considered serving, do yourself a favor and embark upon an adventure that enriches your personal and professional life: volunteer to become a NAPSA board member.

Board member elections will be held during October 2018. **The deadline for nominations is September 28, 2018.**

Contact NAPSA headquarters at info@powersweeping.org or call 1-888-757-0130 to find out more.

Do I Need a CDL?

By Karen M. Smith

Power sweepers run the gamut of machines anchored to the beds of pickup trucks to fully incorporated vehicles of impressive size and weight. *For Construction Pros* notes that “manufacturers offer mechanical sweeping units either based on a ¾-ton or 1-ton truck chassis, which is about as large as one gets without needing a CDL.” Other power sweeping equipment configurations may not be so easily distinguished from those based on a pickup truck chassis and require a commercial drivers license.

According to *Trucking Truth*, a vehicle’s gross vehicle weight rating (GVWR) determines whether a CDL is required for legal operation. *DMV.org* cautions, “Keep in mind that the CDL classification you apply for will determine not only the type of vehicle you are allowed to drive, but also which endorsements you may be required to obtain.”

CDL requirements kick in according to certain weight categories of vehicles and come in three classifications:

Class A – Any combination of vehicles in which the combined weight exceeds 26,000 lbs. and the towed vehicle exceeds 10,000 lbs. A tractor and trailer is considered a

combined vehicle, with the trailer being the “towed vehicle.”

Class B – A single vehicle with a GVWR exceeding 26,000 lbs. or which tows another vehicle weighing up to 10,000 lbs. These include straight trucks, busses, and box trucks.

Class C – The vehicle does not meet the above criteria for either Class A or B, but does transport at least 16 passengers or hazardous materials. Such vehicles include small HAZMAT vehicles and passenger vans/shuttles.

Of course, exceptions exist for agricultural equipment, including tractor-trailers with farm plates. Some states, such as Illinois, except firefighting equipment, because of the extensive training and re-training requirements necessary to qualify and maintain qualification as an active firefighter. Operators of military vehicles and personal use recreational vehicles also qualify for the exemption.

Manufacturers of power sweeping equipment understand that not every job requires the biggest machine. In some areas, employers also find it difficult to find job candidates who already have the necessary CDL classification.

In May 2017, *For Construction Pros* noted a long-term, trending market

shift toward non-CDL sweepers that started in the 1990s. Manufacturers responded to the burgeoning need for small, lighter weight, more maneuverable sweepers by designing and building smaller vehicles that fulfilled the market need and added benefits such as lower operating and maintenance costs and better fuel efficiency.

In today’s tight labor market, the demand for power sweeping equipment that does not require a CDL for operation rises to new heights, because – let’s be frank – there are more good job candidates without a CDL than with one. Without the onerous and costly requirement for CDL training and testing, power sweeping contractors also save on employee training and get the new hires operating equipment quickly.

The argument has been made that requiring a CDL improves operator safety and reduces insurance costs due to the training and testing required to qualify for a commercial drivers license. Regardless of the argument for or against equipment requiring a CDL, the decision of what to use and/or purchase should primarily factor how the equipment will be used and in what capacity.

No matter which license a driver has, sweeper operators who complete NAPSA’s Certified Sweeper Operator training program have an advantage over operators without this specialized education. Companies with professionally trained drivers will benefit from improved efficiency and safety which equates to better insurance rates overall. To get information on the CSO driver training course, visit www.SweeperSchool.com. NAPSA members are eligible for a 50% discount code on this 18-module training.



Monthly Checklist for Small Business

By Karen M. Smith

Contractors with plenty of experience in their field of work often do not have much experience in managing a small business. This lack of knowledge comes into play particularly at tax time. Before the IRS comes knocking at your door or to save your accountant some sleepless nights, get the financial records for your small business under control.

Ensuring that the necessary administrative tasks are complete means developing a checklist of tasks. A monthly checklist keeps the burden from overwhelming you or the lonely individual designated as your accounting department.

Pam Prior, CEO of Priorities Group, suggests the following: 1) input vendor bills; 2) download/input bank and credit card transactions; 3) reconcile accruals for outstanding vendor bills; 4) record monthly sales; 5) reconcile balance

sheet accounts; 6) write off bad debts; 7) book payroll; 8) review bonuses and other non-invoice accruals; 9) validate balance sheet and income statements; compare profit and loss statements versus budget from month to month; close out the month's transactions. With the information for the month closed, you can review any trends and budget for the next month.

Payroll recommendations

Unless your business runs on all volunteer labor, payroll concerns affect any business that's more than a one-man shop. Income taxes and property taxes levied by the municipalities in which your employees reside affect their paychecks. Rather than attempt to keep everything straight, small business owners are well advised to use payroll services that keep

comprehensive records of every tax district's requirements. These services charge base monthly fees that more than compensate for the time and aggravation of processing payroll in-house.

According to Business News Daily, the best payroll services are Intuit, Gusto, OnPay, and SurePayroll in four categories, respectively best for small businesses overall, best for sole proprietor or S-corporations, best for very small businesses, and best for household employers. In the article, author Chad Brooks explains the methodology used for his recommendations. The article also offers a full list of payroll services with their best picks indicated. As a member of a trade association, NAPSA members also have the ability to network with other members for recommendations. Remember, NAPSA is your power sweeping community!



WORD SEARCH

The Schwarze Word Search is a word game that consists of the letters of words placed in a grid. The objective of this puzzle is to find and mark all the words hidden inside the box. The words may be placed from left to right or right to left, either horizontally, vertically, or diagonally.

C S T N E D I C N I S J T W X
T O R L I M I T S K W S A E I
T U M E T R E L A O E T G L A
P R O M P L O C K S E L O B A
S C A K U O J U T H P E U A C
G N J I C N R T Z A E B T T C
Y U O S N O I T C U R T S N I
R E I I R I L C O O H A W E D
U I D D T O N A A H O E A V E
J S S I E C T G E T L S R E N
N D F K U L E A F D I K N R T
I I M V S G I P R F C O I P S
S D R A Z A H N S E S T N F Z
M E E T I N G S E N P T G B P
~~B L I N D S P O T S~~ I O S W B

SAFETY
ACCIDENTS
ALERT
~~BLINDSPOTS~~
COMMUNICATION
GUIDE
GUIDELINES
HAZARDS
INCIDENTS
INJURY
INSPECTIONS
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CIRCULATION

As of February 1, 2017, members of the North American Power Sweeping Association may receive THE HOPPER as a part of their paid membership. THE HOPPER is an official publication of the North American Power Sweeping Association and is published bi-monthly.

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Creative Employee Recruitment & Retention

By Karen M. Smith

Today's news reports proclaim good news: the percentage of unemployed workers has reached its lowest point since 2001. While that's great for people seeking work, employers are having a hard time filling vacancies.

Obviously, you don't want to hire just anyone for the vacant positions within your company. Hiring mistakes are costly in terms of training, low employee morale, and client dissatisfaction. Regardless of technological advances, every business needs good talent to keep and improve its competitive edge.

When the labor pool shrinks, the stakes for hiring increase. Whether you run a small operation or manage a department within a large company, identifying the right talent requires some creativity. Employment Crossing offers some

ideas:

Employee referrals. Offer bonuses – cash or other perks – to employees whose referrals are hired.

Network. Other business professionals and friends may know good job candidates, but not have the right job vacancies at their companies.

Hire a professional recruiting firm to do the initial legwork for you.

Post job openings across multiple platforms. Yes, that includes the local newspaper's classifieds and Craigslist, as well as Monster, Indeed, ZipRecruiter, and other services. A wide broadcast will yield the best selection of candidates.

Of course, hiring new candidates is only part of the solution to keeping a full staff of good people in a tight labor market. You must

also retain those good employees you already have, which may mean revising and updating policies and benefits and, perhaps, wages. The NAPSA Certified Sweeper Operator (www.SweeperSchool.com) training program is a great tool for improving skills while possibly earning that higher rate of pay! The goal of policy changes and generous benefits is to build the company's reputation as a good employer that cares about its employees – a place where people want to work.

Another tactic to weed out unsuitable employees is to be as specific as possible when writing job descriptions and candidate requirements. This helps prevent unqualified candidates from applying for job vacancies. The obverse is that rigid requirements may cause the company to miss out on great workers who only need a bit of training.

Look beyond the usual candidate pool for employees. If a job position doesn't really require a university degree or certain certifications, then consider candidates who bring a strong work ethic, great attitude, and willingness to learn instead of academic degrees and professional certifications. If the commute doesn't restrict employees, seek workers in rural areas beyond your metropolitan service area. Hiring someone who otherwise would have found a job in a normal economy, you'll likely find a grateful employee who will bring a strong array of skills and experience to the company. Take a chance.



NAPSA Congratulates...

NAPSA New Members

Contractor Members:

Kyle Harkins
HTA Companies, Inc.
Diamondale, MI

Bradley Davis
Davis Seasonal Maintenance, Inc.
West Milwaukee, WI



NAPSA CSC Renewals

Pete Phillips
Clean Sweep
Chattanooga, TN



NAPSA new Certified Sweeper Operators

Jim Blackerby
Louisville Pavement Sweep

Vincent Granby
C & L Sweeping

Mark Powell
CSS Industries

Joseph Renda
CSS Industries

Maurice Fuches
CSS Industries

Martin Barrett
CSS Industries

Ramone Reaves
CSS Industries

Jamar Jones
CSS Industries

Russell Gilchrist
CSS Industries

Tasha Williams
CSS Industries

Matthew Raffile
CSS Industries

Michael Martinez
CSS Industries

Steven Slater
Progressive Sweeping Contractors

Nathan Allnutt
Progressive Sweeping Contractors

Marcus Scott
Progressive Sweeping Contractors

Isaac Mohon
Progressive Sweeping Contractors

Francisco Martinez
Progressive Sweeping Contractors

Lakisha Rogers
Progressive Sweeping Contractors

Manuel Serrano
Reilly Sweeping

Alfredas Sasnauskas
Reilly Sweeping

George Dill, Jr.
Reilly Sweeping

John Lewis
Reilly Sweeping

Carmen Annette
Reilly Sweeping

Nicholas Borreggine
Reilly Sweeping

Albert Davis – Hy-Tech Property Services

John Sullivan - Hy-Tech Property Services

Don't Miss This All-Inclusive Power Sweeping Industry Event!

2018

Sweeper Summit & Equipment Expo

Leadership Conference

November 8-9, 2018

Hilton Lake Las Vegas

www.SweeperSummit.com

- Outdoor Equipment Expo & Demos
- Industry Specific Educational Sessions
- Group Panel Discussions
- Network with Other Leaders in the Sweeping Industry

KEYNOTE SPEAKER, JOHN LANKFORD

SPONSORED BY:

Learn from a nationally recognized speaker on leadership training and network with other professionals who will share knowledge to help your business boom!

This is **the event** to attend if you are in the power sweeping industry.



NAPSA

NORTH AMERICAN POWER SWEEPING ASSOCIATION

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President's Message *By Pete Phillips, Clean Sweep*

I don't know about you, but I have been really busy this summer! That is great to say but it really makes it a challenge to do anything other than work! At NAPSA however, the board and members need to carve out time for other important things as well. This may include some down time, but it may include working on things such as a legislative agenda.

In the past, NAPSA hasn't really been proactive about legislative issues. It wasn't that it wasn't important, it just didn't hit the radar. Well that has changed. On September 4 – 6, a group of NAPSA members went to Washington DC to meet with

members of our government. We did this because it really matters. We need to tell our officials why supporting S. 237 is important but before we do that, do you understand why it is important and how this directly affects you as a contractor?

Since I like things simple, I will give you the simple answer. A few years ago, some legislators made changes in a law. The change opened the door for people to file in court but have 21 days to drop the case. What happened after that is that people were playing a game of roulette so to speak. They would claim that they were injured and file in court then our insurance companies would

say that it is cheaper to settle so they would settle for a fraction of the cost and the case would get dropped. Only about 15% of cases actually make it through to a hearing, the others are settled whether you agree with it or not. Guess what that does to contractors like you and me? You got it, the insurance companies tagged us with these increased and raised our insurance rates.

In a nut shell, that is why it is important for us to support S. 237. The Lawsuit Abuse Reduction Act of 2018. This closes the loop on that 21 day drop period so if someone files in court, they better be prepared to spend some money. It helps you and me both.