



# Training our People



Every time I read an article in a construction publication or trade magazine, they are talking about worker shortages, training, and the uncertainty of “who will be manning our future jobs?”.

It has probably been a problem for the past ten years, but leaner economic times throttled the demand. Even if we never return to the over-employed days of 2006, the retirement of some very talented workers will shrink the ranks.

To combat this prob-

lem, I have stopped reading the articles and have committed to solving the problem. We are developing internal programs designed to advance an entry level worker through the ranks. This is in an effort to fill vacancies created by retirement or if we are so fortunate to be in the position to increase the size of our workforce.

Our formal program is being designed by our field employees in hopes that employees will advance their skill set to benefit both them

and the company. It is truly a win-win situation for everyone at Johnson-Davis Inc.

This program will only be a success if everyone works hard to make it work. I believe that technology has done all it can do to reduce the number of workers in a pipe crew. We will continue to need seven people for a mainline crew, and I believe it is our duty and obligation to train the best.

Scott Johnson  
President



Southern Boulevard Weir Rehabilitation/Village of Royal Palm Beach: The crews of Lenny Arce Urieta and Everton Henry, along with shop employees under the guidance of Gene Gardner, replaced a catwalk (fabricated in aluminum by the J-D shop), repaired cracks and spalls in the control structure, re-graded the slope, and placed rock rubble.

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# Project Spotlight: CR A1A from Jupiter Beach Road to US Highway 1

By Clark Cryer, Project Manager

In November 2014 Johnson-Davis began work on the A1A Bike Lanes project as the prime contractor for the Town of Jupiter. This is the first phase of a project to redesign A1A from US1 to Jupiter Beach Road, the area better known as Inlet Village.

The project consists of installing two new independent drainage systems that discharge into the Intra-

coastal Waterway. They consist of over 4,000 feet of RCP ranging in sizes from 12"x18" elliptical to 48" diameter and include 48 structures.

Additionally Johnson-Davis will install over 4,000 feet of new water main from 6" to 10" ductile iron pipe while abandoning the old asbestos cement main. The project is estimated to be complete September 2015.

The project has been split into two phases. The first phase is A1A from Jupiter

Beach Road to Saturn Street. Although this area was less congested, it was not without its challenges. Due to the diligent scheduling of Superintendent Joe Bagford and impressive work by many Johnson-Davis crews, this phase was completed sooner than originally anticipated.

The second phase is A1A from Saturn Street to US 1. Because of the busy tourist season, Johnson-Davis was unable to begin work in phase 2 until April. This phase has proved to be more challenging due to many restaurants, bars, and retail

locations.

To accommodate the needs of local businesses and to minimize the impact on them, Johnson-Davis worked with the Town

of Jupiter to perform the majority of the drainage work at night. We have received positive feedback on our work. So far progress has been successful as we move to

complete the drainage and begin the installation of new water

main.

Working conditions have been difficult on the project from the start. Most of the drainage consists of deep cuts in tight quarters

where dewatering and trench boxes are required. All drainage structures have two foot sumps, and the majority of them are over ten feet in depth. Some

structures required a crane to be set.

Installation of the new water main was no small feat either. The existing water main is asbestos cement pipe which requires meticulous abatement when removing and abandoning.

Throughout the installation of both the water main and the drainage systems, Johnson-Davis has encountered extensive conflicts with existing utilities which has required the Johnson-Davis expertise to complete the job.

Project challenges have also allowed the Johnson-Davis crews



*Chescal Ceance and crew tie into the outfall.*



*Lenny Arce Urieta and crew reroute force main.*



*Pipelayer Santos Arce installs drainage under existing utilities.*

# Project Spotlight continued

to demonstrate special trench and other safety measures to help ensure all employees return home as safely as they arrive on the job.

Johnson-Davis welcomed the assistance of some excellent subcontractors to ensure a smooth project and meet early completion goals.

Thanks to J.W. Cheatham who played an integral role with maintenance of traffic and lane restoration. A new temporary lane and new pedestrian path in both phases of the project were required so Johnson-Davis could install the main line drainage under the existing northbound lane. The temporary lane has been a useful tool for Johnson-Davis to construct the job while assisting with residential and commercial access in the busy community center. After main line installation, J.W. Cheatham reconstructed the traffic lane in a timely manner.

Also thank you to Wilco Electric

cal who diligently installed over 14,000 feet of power and communication conduit.

The A1A Bike Lanes project has



*Chescal Ceance and crew set a 37,000 pound structure.*

been a great success due to the hard work and exceptional safety practices of our dedicated employees. Johnson-Davis looks forward to finishing strong and continuing our utility improvements throughout the south Florida community.

Special thanks goes out to all of our subcontractors and suppliers on the A1A Bike Lanes project for their dedicated support ensuring the continued success of Johnson-Davis in the underground industry.



*Jerry Philbrick and crew install rubble rock in front of existing 42 inch outfall.*

**OWNER:**  
*Town of Jupiter*

**ENGINEER:**  
*Calvin, Giordano & Associates, Inc.*

**PROJECT MANAGER:**  
*Clark Cryer*

**SUPERINTENDENT:**  
*Joe Bagford*

**ESTIMATOR:**  
*Bernie Vito*

**MAJOR SUBCONTRACTORS AND SUPPLIERS:**

*J.W. Cheatham LLC  
Wilco Electric Inc.  
True Lines Inc.*

*E.A. Tapping Services, LLC  
Culpepper Plumbing Inc.*

*Tru Trucking  
Bob's Barricades  
American Concrete Industries*

*Ferguson Waterworks Inc.  
Simpson Environmental  
Longhorn Landscaping and Sod LLC*

*Underwater Engineering Services*

*Lakepoint Restoration  
HD Supply*

*WBE Environmental Inc.  
US Concrete Pipe*

*Rinker Cement Pipe  
Only Trees LLC*

*Palm Beach Aggregate  
Betsy Lindsay, Inc.*

# Johnson-Davis Inc. Employee/Family Picnic

An incredibly wet day flooded our tents and cancelled outdoor activities, but employees and their families still gathered under a pavilion for some fun and comradery.

Employees socialized with friends, won gift cards, celebrated coworkers who were recognized for awards, and enjoyed barbeque.

## SAFETY AWARDS

Each year we recognize employees who have demonstrated excellence in Safety and Security. Safety Director Andy Thomson recognized each of this year's winners with a certificate and \$50 gift card:



*Driver Bob Parkinson is recognized with a Safety Award.*

- **Alfonso Arce**
- **Juan Barragan Ocegueda**

- **Chescal Ceance**
- **David Gonzalez**
- **Jacky Henrisme**
- **Peter Lipski**
- **Jesus Molina Rios**
- **Robert Parkinson**
- **Michael Pawlowski**
- **Ronald Rhoads**
- **Gary Joe Warner**

Congratulations to our deserving recipients.

## EQUIPMENT CARE AWARDS

Congratulations to this year's Equipment Care Award winners. Backhoe Operator **Jose Meza Rodriguez** and Loader Operator **Alejandro Nava Rivera** were recognized by Equipment Manager Gene Gardner for providing excellent care to their equipment, both inside and out.

Each received a certificate and \$100 gift card. Well done, Jose and Alejandro!



*Chris and Scott Johnson thank Foreman Jeff Brady for his 20 years of service.*



## SERVICE AWARDS

Many employees were recognized by Scott and Chris Johnson for reaching milestone years of service with Johnson-Davis. Read more about these employees on the following pages.

## THANK YOU!

Thank you to those who helped with the event, especially Clark Cryer, Gene Gardner, Bob Hopler, Yamileth Hoffman, Michael Llewellyn,

Tex Miller, Andy and Bonnie Thomson, and Norm Weaver.



# Service Award Spotlight

Johnson-Davis is delighted to recognize some of its outstanding employees who are celebrating service anniversaries.

## **JAMES WILLIAMSON RETIRING AFTER 35 YEARS OF SERVICE**



James "JJ" Williamson started his career with Johnson-Davis on October 29, 1980. Always devoted to his job and his employees, JJ began as a very good Pipelayer and earned a promotion to Foreman. He was adept at deep storm drain and sanitary sewer work. JJ put in whatever time was required to get tough jobs complete. He also communicated well with inspectors and other outside parties. JJ, we wish you all the best for a very happy retirement!

## **JEFFREY BRADY 20 YEARS OF SERVICE**



Jeff Brady is being recognized for 20 years of service. He returned as a Pipelayer on August 29, 1995. Jeff was soon promoted to Foreman, a position he has retained since. Jeff is known to be a dependable and consistent Foreman, willing to do whatever is asked of him without complaint. He is level-headed, and his strong knowledge of our industry is extremely beneficial on all types of projects. Congratulations Jeff!

## **THOM LARDIERE 20 YEARS OF SERVICE**



On March 13, 1995, Thom Lardiere began working at Johnson-Davis as an Estimator. He specializes in estimating private work for water, sewer, and drainage. He is very committed to the company, good with deadlines and pressure, and thorough. Thom has very good relationships with customers and suppliers and is looking forward to his upcoming retirement in North Carolina. Thank you for your many years of service, Thom!

## **LARISA DITU PELKEY 15 YEARS OF SERVICE**

On January 10, 2000, Larisa Ditu Pelkey began working at Johnson-



Davis. She is our Accounts Receivable Manager and is very talented collecting money due our company. She also prepares all billings and puts together our DOT prequalification packages. Larisa is trustworthy and committed to the company's success. She is an animal lover and surrogate "mom" to our office cat Olivia Newton Johnson. Thanks for all that you do!

## **JOSEPH BAGFORD 10 YEARS OF SERVICE**



Joe Bagford is celebrating 10 years with the company. Originally a Foreman for us, he performed well and made his Superintendents' jobs easier. In 2011, Joe was promoted to Superintendent. He has a vast knowledge of our industry and now successfully manages technically challenging projects. Joe also does well managing subcontractors and external elements. Congratulations, Joe, on your milestone!

# Service Award Spotlight continued

## ABRAHAM COX

### 10 YEARS OF SERVICE



Abe Cox started at Johnson-Davis on March 21, 2005. Since then, Abe has proven himself to be an excellent small engines mechanic.

Abe is known for taking great pride in the equipment and his work. He also works in other areas such as larger pumps and rebuilding engines. Abe is resourceful, dependable, and a creative thinker. Thanks for your many years of service!

## JACQUECY LORMEUS

### 10 YEARS OF SERVICE



Jacquency Lormeus began working at Johnson-Davis on May 31, 2005. He works hard, gets along well with others, and is very reliable. He keeps the tools organized and keeps his Foreman aware of

what is needed. He also fills in as mason and in other areas as needed. Congrats, Jacquency, on your 10 year milestone!

## MARK TONY ESTEP

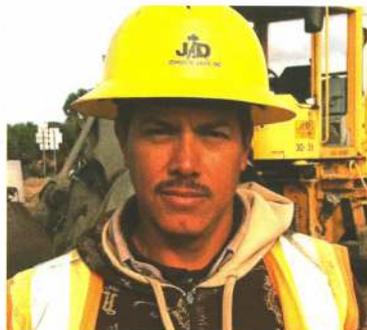
### 5 YEARS OF SERVICE



Tony Estep started with us on September 14, 2010, as a Skilled Laborer and soon became a Backup Crew Leader. Currently, he is responsible for the Lantana Yard. He is trustworthy, easy to work with, and reliable. Tony will help with anything at anytime, and he is very committed to the success of Johnson-Davis. We appreciate all you have done for us, Tony!

## AGUSTIN GUERRERO OSEGUERA

### 5 YEARS OF SERVICE



On October 25, 2010, Agustin

Guerrero Oseguera began working with us as a Skilled Laborer on a Carpentry crew. He excelled in this role and then moved to a Mainline as a Skilled Laborer, then Tailman, and most recently to Loader Operator. He also gets along well with others. Congrats!

## TAURUS HILL

### 5 YEARS OF SERVICE



Taurus Hill is celebrating 5 years of service with us. Currently a Loader Operator, Taurus is a hard worker who will accept any work he is given. He has a good attitude and can fill in for most positions on the crew including laying pipe. Taurus is always willing to work and help out anyone. Thank you, Taurus!

## JODIE KIRK

### 5 YEARS OF SERVICE



Jodie Kirk is being recognized for 5 years of service with Johnson-Davis. Currently a Backup Crew Leader, she has previously held the Tailman and Pipelayer positions. She also steps up to fill in as Foreman when needed. Jodie excels with testing and installation of water services. She will try to do anything asked of her, and she represents the company well.

Congrats, Jodie!

### **ALEJANDRO NAVA RIVERA**

#### **5 YEARS OF SERVICE**

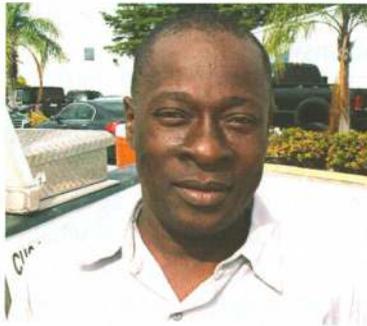


Alejandro Nava Rivera began working with us on February 16, 2010. He has been a Skilled Laborer and now is a Loader Operator. Alejandro takes great pride in his equipment and takes very good care of his machine. He is very knowledgeable, a hard worker, and dependable. He will also get off of the machine to help when needed. Thanks for all that you do for us!

### **ROBENS PIERRE**

#### **5 YEARS OF SERVICE**

Robens Pierre has been a Mason for Johnson-Davis since October 5, 2010. He is an extremely talented Mason with excellent work-



manship who will also fill in other positions on the crew such as Tailman as needed. Robens is a hard worker and dependable. He is easy to work with and very pleasant. Congratulations on achieving this milestone with Johnson-Davis, Robens!

### **ARISTHENE THELISNORT**

#### **5 YEARS OF SERVICE**



Ari Thelisnort has been a Pipelayer for Johnson-Davis since June 16, 2010. He is knowledgeable and takes great pride in his work. No matter how difficult the project his crew is assigned, Ari works very hard to accomplish the task. Ari is safety conscious. We appreciate all that you do, Ari!

### **ERNST TURENNE**

#### **5 YEARS OF SERVICE**



Ernst Turenne began working for Johnson-Davis on November 2, 2010, as a Skilled Laborer. As the Hillman, he keeps tools and the truck in order for the crew. Ernst is responsible, reliable, and gets along well with others. Congratulations, Ernst, on reaching this 5 year milestone!

### **GARY JOE WARNER**

#### **5 YEARS OF SERVICE**



On January 4, 2010, Joe Warner began working at Johnson-Davis as a Loader Operator. He is a steady operator. Joe will volunteer to help and will get off the machine to assist the crew. Joe is available to work when needed, even for last minute weekend work. Joe can also cover on a backhoe and dozer as needed. Thanks, Joe!

# Safety Scoop: Down to Basics

By Andy Thomson, Safety Director

Safety is not complicated. Safety programs become complicated, but the real business of safety is very basic and simple – something we lose sight of sometimes because we are trying to follow rules we don't always understand. Trying to work in compliance with a hundred different rules becomes dangerous because we lose focus.

Let's break our safety efforts down into their simplest form. All the activities in our safety program surround three basic principal strategies:

1. Helping all employees recognize the hazards associated with the tasks they perform,
2. Establishing and taking the necessary action(s) to eliminate or lessen those hazards, and
3. Making #'s 1 and 2 above self-sustaining parts of our company's culture.

This sounds pretty easy when you break it all down into these three simple points. If you ask any safety professional to break down their company safety program goals as

simply as possible, the above three items should be the purest form of the answer.

The complications begin when we add the fact that all companies must adhere to certain regulations imposed by government agencies. These regulations tell us what to train employees on, how to train, the materials that must be covered, and how long it should take. These rules even tell us how to record evidence of training and how long we can go before re-training on the same topic. Let the company worry about these parts, and focus on the simple strategy in numbers 1 through 3 above.

To help us follow the spirit of these three goals, we will soon begin a simple program called the "Job Hazard Analysis". This is a pre-job meeting tool that takes only a few minutes each morning after each crew is safely within their MOT. It is designed as simply as possible to have each crew come together to:

1. List the hazards and associated potential injuries on their job site together, and
2. List the steps they need to take to eliminate or lessen the severity of the hazards listed in #1.

We are excellent at the business of installing sewer, water, and drainage – we know the normal progression of work on our job sites. This means we are generally always on the same page, and all know what comes next in doing our work.

There are a great many dangers that exist that we can do little about. The JHA tool puts us all on the same page with

recognizing those hazards and figuring out how to work safely around them together.

The real key to making this work is in keeping it as simple as possible – any activity that becomes a burden will never succeed. Keep it simple, and stay safe!



## Kudos Korner



Foreman **Stern Lashley and crew** were recognized by the City of Pompano Beach for their good work on the Pinnacle Village project. Great job!

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Appreciation goes to the employees who participated in a food drive in

December. Employees donated quite a bit to the Palm Beach County Food Bank, and all donations went to Palm Beach County residents in need. Thanks for giving to the community!

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AT&T recognized Foreman **Dave**

**Richards** and crew for outstanding work on the Relocate FPL Discharge Canal project for AT&T. AT&T also recognized Superintendent **Leonard Dennis** for his knowledge and expertise assisting with a difficult design concept during planning, designing, and implementation. Thanks to all involved!

# Employee Development– Congratulations!

The following personnel underwent training on topics including Fire Prevention and Protection, Lock Out Tag Out, and Basic First Aid:

- Pierre Adolphe
- Abe Cox
- Phil Cupples
- Tony Estep
- Sergio Filipone Sr
- Gene Gardner
- Terry Gayle
- Tyler Johnson
- Al Leininger

- Brian Lewis
- Michael Llewellyn
- Kernandy Mitchell
- Michael Pawlowski
- Colville Watson
- Herb Wolfson

\*\*\*\*\*

The following employees completed Competent Person and Asbestos Awareness training:

- Alfonso Arce
- Santos Arce

- Vincent Carr
- Egnocce Estime
- David Fayssoux
- Odilon Hernandez
- Delroy Lewis
- Kevin Maag
- Pedro Morales Hernandez
- Don Myers
- Nate Stephens
- Tranquilino Velasquez

\*\*\*\*\*

Joe Bagford completed Asbestos Awareness training.

## Some Current and Upcoming Projects

| <u>Job #</u> | <u>Project</u>                                       | <u>Prime Contractor</u> | <u>Owner</u>                                  | <u>Status</u>   |
|--------------|--|-------------------------|---|-----------------|
| 11136        | Town of Palm Beach<br>Forcemain Rehabilitation       | Johnson-Davis Inc.      | Town of Palm Beach                            | Start July 2015 |
| 21138        | S-24 Culvert Replacement                             | Johnson-Davis Inc.      | Central Broward Water<br>Control District     | Start June 2015 |
| 71146        | 12" Watermain Extension<br>on South Main Street      | Johnson-Davis Inc.      | Palm Beach County<br>Water Utilities District | Start July 2015 |
| 31154        | Lantana Airport LN 15-4                              | Community Asphalt Corp. | Palm Beach County Dept of Airports            | Start July 2015 |
| 31156        | Town of Palm Beach Pump<br>Stations D-4, D-10, & E-6 | Burkhardt Construction  | Town of Palm Beach                            | Start July 2015 |



SR 5 Cocoa/Astaldi Construction: (Left) David Reid's crew assembles a slide rail system. (Right) The crew installed 48 inch pipe in depths up to 20 feet using this system. After compaction the crew removed the panels as they back-filled and repeated the process for 1,000 feet.



Jupiter Utility Repair/Town of Jupiter: Lenny Arce Urieta and crew took the below meter assembly and raised it above ground. The crew did all associated work including the concrete.

# 2015 Johnson-Davis Inc. Scholarship Recipient



Johnson-Davis is pleased to announce that this year's Johnson-Davis Inc. Scholarship recipient is Olinpia Arce.

The daughter of Backhoe Operator **Alfonso Arce** and niece of Pipelayer **Santos Arce** and Foreman **Lenny Arce Urieta**, Olinpia is a repeat winner of this Scholarship.



She is studying at Palm Beach State College, working

towards her Bachelor's in Supervision and Management. In addition to her studies, Olinpia also works full time.

Olinpia enjoys the criminal justice field. She intends to work for the Palm Beach Sheriff's office, where she hopes to reduce criminal activity in her community.

Congratulations, Olinpia! We look forward to hearing about your successes!

**Mechanic Pierre Adolphe** completed training on heavy duty vehicle air conditioning.



**Project Manager Clark Cryer** passed the Underground Utility Contractors trade and Florida Construction



Business & Finance exams required for an Underground Utility license.



**Oakbridge Building/Oakbridge HOA:** Lenny Arce Urieta and crew upgraded a drainage system between two buildings in a low-lying area.

**Intracoastal Waterway Forcemain Crossing/Town of Lantana:** Under the supervision of Crew Leader Dan Follett, subcontractor Centerline Directional Drilling performed 1350 LF of HDPE directional drill. The underground portion of the force main work is being completed by Kenny Harp, Everton Henry, Dan Follett, and their crews.



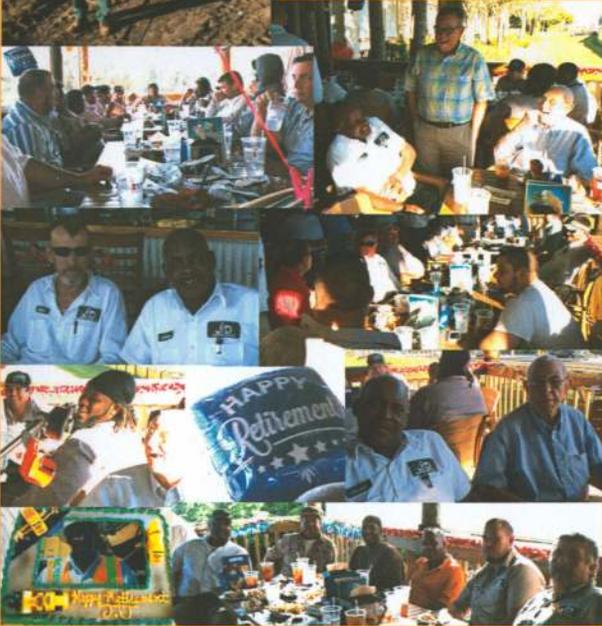
**West Palm Beach Wetland Hydration/City of West Palm Beach:** Odi Hernandez and crew installed east side structures that included a Whips Water Control Gate and stainless steel skimmer. The catwalk with aluminum railings and skimmer were custom-made by the Johnson-Davis shop and fabricated according to the engineer's plans.



# Employee Spotlight



Congratulations to Foreman **JJ Williamson** on his retirement, after 35 years with Johnson-Davis! We will miss you! Read more about JJ on page 5.

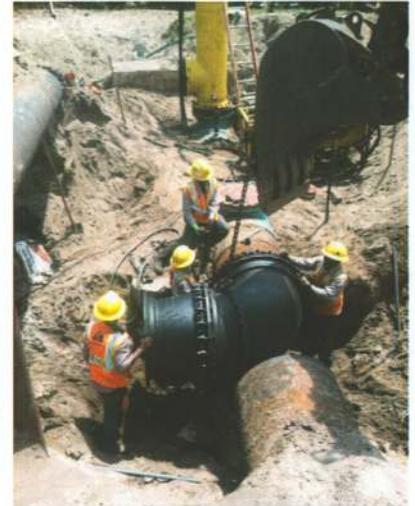


Congratulations to **Luis Ruiz** for successfully completing the FDOT-approved on-the-job training for the Pipelayer classification! Way to go!

Congratulations to new parents Project Manager **Clark Cryer** and his wife Meredith on the birth of baby Ford born April 10, 2015, at 12:49pm. He was 20.5 inches and 7 lbs 15 oz. Best wishes go to the entire family including Grandpa **Scott Johnson**, Great Uncle **Chris Johnson**, and Uncle **Tyler Johnson**.



23rd Street Forcemain/Whiting-Turner: Crews rerouted the forcemain around the existing lift station for the Town of Palm Beach. (Left) Jerry Philbrick and crew install 30 inch forcemain. (Center) The crew is cutting a 36 inch ductile iron pipe to install a 90 degree with a 30x36 spigot by bell reducer. (Right) After installation.



# In Memoriam: Our Company Founder Herb Johnson

Johnson-Davis employees, family, and friends mourn the loss of our company's founder, Herb Johnson, earlier this year.

Mr. J (or Mr. Herb), as he was affectionately known to by J-D employees, was a larger than life character to all who knew and loved him. He was a true gentleman, and his kindness and generosity to those who knew him touched countless lives over the years.

Mr. J. was born in Brooklyn, New York and raised on Long Island. At



the age of 18, he joined the Army and proudly served his country overseas in World War II.

Upon his discharge he returned to Long Island, where he married Dorothy Kuntz. Dorothy encouraged Mr. J. to attend college on the GI bill, and he graduated from Tri-State University in Angola, Indiana, with a degree in Civil Engineering.

In 1975, he moved to Florida. In 1977, he envisioned the need for a specialty utility contractor in Florida and founded Johnson-Davis with his sons.

Mr. J. was widely respected in the industry for building a successful,

reputable contracting company.

Mr. J. was generous, likeable, and genuinely interested in the well being of those around him. He respected all of his employees and treated them fairly. He was known to be kind-hearted and look out for the best interest of his employees.



*Herb Johnson with sons Chris and Scott.*

Mr. J. will be missed, and his legacy lives on through the many lives he positively affected over the years including Johnson-Davis employees and our families.



PC09 Culvert Replacement/Rio-Bak Corporation: Pablo Fernandez Vargas and crew held the Miami Canal back while installing five barrel 84 inch culvert.

## Construct with Confidence

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### Fort Pierce Office:

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Fort Pierce, FL 34945

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Fax: 772-468-9202

**JOHNSON-DAVIS INC.**



SR 70/FDOT Push-Button Contract: Jeff Brady and crew installed rock rubble for bank protection for two steel sheeting weirs that had been washing out prior to repairs. The existing sheet pile was extended between 10 to 12 feet into the banks, and approximately 800 tons of bank and shore rip rap material were installed for bank stabilization between the two locations.



*Thank you to this issue's contributors: Joe Bagford, Clark Cryer, Leonard Dennis, Gene Gardner, Bob Hopler, Doug Ipolito, Kerry Jackson, Rob Lima, Tom Linsley, Walter Pfaffenberger, Robert Tomsik, Andy Thomson, and Brendan Twomey.*