



Minnesota Educational Facility Management Professionals

The Messenger

Registration for the MASMS 2022 Conference is Now Open!

Power of the Past
Force of the Future
MASMS 2022

Conference

Thursday October 6th & Friday October 7th, 2022 | *Holiday Inn and Suites, 75 South 37th Avenue, St. Cloud, MN*

Educational Opportunities | Educational sessions beneficial to all areas of Building & Grounds.

Great Trade Show on Thursday Afternoon | Opportunity to visit with over 200 vendors under one roof.

Presidents Reception | Banquet | Entertainment | Thursday

Enjoy an evening with your peers and business members—network, relax and honor achievements.

Twelve \$500 Building & Grounds Grants will be Awarded on the Trade Show Floor

Networking | Multiple days to network and learn from your peers and MASMS business members!

Dollars for Scholars Golf Event | Benefit for MASMS Scholarships

Wednesday October 5, 2022 | 10:00 AM | *Wapicada Golf Course, 4498 15th Street NE, Sauk Rapids, Minnesota*

Registration starts at 8:30, shot gun start at 10AM, dinner at 4:30 PM.

18-hole best ball tournament, with fun on the course all day long!

Proceeds from this golf event fund the MASMS Scholarship Program

Open to all MASMS Educational and Business Members | Teams are assigned at random.

Member Appreciation Reception

Wednesday October 5, 2022 | 7:30 PM | *Holiday Inn and Suites, 75 South 37th Avenue, St. Cloud, MN*

All Business, Educational and Retired Members are Invited!

Join us for an Hors d'oeuvres reception with light entertainment and great networking opportunities

Registration Forms

WWW.MASMS.ORG | 2022 Conference Information and Registration under “MASMS” News!

Or click here for the form you need:

[2022 Educational Member Conference Registration](#)

[2022 Retired Member Conference Registration](#)

[2022 Business Member Conference Registration](#)

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CONTACT US

(320) 685-4585

ruth@masms.org

[linkedin.com/company/masms](https://www.linkedin.com/company/masms)

MASMS.ORG

**MESSAGE FROM
THE BOARD**



*Wade Nibbe
Director West Chapter*

Embrace the Grind!

Summer Slam, that's what we call it here in our district. I hope this finds all of you maintaining personal health and sanity! There are days I just want to turn off the phone and crawl into a cave. I suspect we are all experiencing the same challenges. My biggest this year for some reason is the extreme amounts of facility use by renters, summer programs, athletics and rentals. Trying to balance all of that use and yet trying to get the "summer slam" items done, waxing, projects, painting, additions, abatements.....the list is endless! We try to have our B&G crew on day hours in the summer as it is somewhat of a treat. But when we have to cover facility use, not only does it create scheduling challenges, but the reward of day hours is forgotten. I always allow vacation requests this time of year, not only because it is nice to have them use less during the school year, but just to maintain the crew's mental health. And that also means taking time for yourself!

Another challenge I think we are all facing is labor/manpower shortages. If you have any advice as to good recruiting methods, please share with the group! The networking, info sharing, and professionalism of our MASMS organization can help us all with these challenges AND MORE! I wish you all the best in navigating the "Slam", it's already 1/3 gone!! Stay sane Best wishes!



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WELCOME NEW EDUCATIONAL MEMBERS

- Jason Bruns, Fridley ISD
- Ryan Sorenson, Elk River ISD
- Andrew Nordstrom, Lakeville ISD
- Tim Buttweiler, Fridley ISD
- Wayne Wiener, Belgrade, Brooton, Elrosa ISD
- Laura Davis, Glenville-Emmons ISD
- Sarah Schumaker, Glenville-Emmons ISD
- Rob Duijndam, Roseville ISD
- Joshua Lorentz, Bemidji ISD
- Danny Moffit, Pipestone ISD
- Scott Otto, Nicollet ISD

WELCOME NEW BUSINESS MEMBERS

- Travis Brown, Egan Company
- Renee Johnson, Nor-Son Construction
- Garrett Radcliff, Nardini Fire Equipment Co.
- Kim Kuhn, Nilfisk
- Nels Onstad, SitelogIQ
- Pat Westby, SitelogIQ
- Cullen Bahn, SitelogIQ
- Neil Furman, MN Dept. of Labor & Industry
- Pat Connel, State Supply Company
- Ralph Thoren, Summit Fire Protection
- Lee Bergstrom, ALLEGION

Legislative Update

Sam Walseth | MASMS Lobbyist

Special Session goes bust – Campaigns in Full Swing

We're over a month out from the close of the regular legislative session. Hopes for a special session to re-vive tax, spending and bonding legislation under the leadership "4-4-4" plan have evaporated. Both sides are pointing a finger at each other for the failure to produce significant legislation amidst a multi-billion dollar surplus. Governor Walz is calling for a brief special session to pass one-time rebate checks, \$1,000 for individuals and \$2,000 for families. GOP leaders from Senate Majority Leader Jeremy Miller, House Minority Leaders Kurt Daudt and GOP candidate for Governor, Scott Jensen, have all panned the one-time rebate checks as an election year gimmick. They're hoping to keep the surplus intact for the next full budget session in January and run the table on the November elections. If they do, permanent tax cuts are their primary goal.

Infrastructure-only Special Session?

Left out of the finger pointing on taxes and spending is any mention of a bonding bill. 2022 was supposed to be a bonding year after all. Between now and the election there will be speculation about a special session to pass a bonding bill and perhaps setting aside state matching funds to draw down Minnesota's share of the federal infrastructure bill. If there's any hope for an "infrastructure-only" special session it would most likely have to wait until after the primary election in early August. Many rank and file GOP incumbents in the legislature have found themselves with primary challengers to deal with this summer.

OVER \$5,000,000 IN GRANTS STILL AVAILABLE for schools in Xcel territory



- ◆ Enjoy lower electric bills for 25+ years
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- ◆ Combine with LED lighting upgrades
- ◆ NEW OPTION ... third-party ownership and maintenance of the school's solar system. Let us show you how it works!

ACT QUICKLY. Funds are limited and available to one school per school district (some exceptions).

Please contact MASMS member Andy Goke, at Andy.Goke@ApadanaTech.com, or 612-470-1393 for more information.



Campaign Season

A recent poll show a tight race for Governor with a healthy portion of the voters still undecided on Walz or Jensen. There's a ton of money on both sides and Senate Majority Leader Jeremy Miller will remind folks that in 2020, his caucus was targeted nationally by Democrat interests and outspent 3:1, but they hung onto their majority. The pundits say it's shaping up to be a good year for the GOP given the inflation and gas price woes as Biden takes the blame, deserved or not, it's just the way things have gone in mid-terms and the President's party. The D's hope to rally their base to the voter booth as they look at Roe vs Wade, gun violence prevention and continued fallout from the January 6th investigation. Will it be enough? Who will tune in and turn out to vote next fall is the big question. Minnesotans tend to buck national trends and vote in large numbers, which could keep legislative majorities thin. Time will tell, but for now, enjoy this summer season.

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Time to renew your MASMS Membership! Membership year runs from July 1st to June 30th each year.

Educational and Retired members, click on the form to renew your membership.
Business members, click on the form to renew your membership and select marketing options.

Forms:

[EDUCATIONAL FORMS](#)

[BUSINESS FORMS](#)

[RETIRED FORMS](#)

***Instructions:** When you click on the provided files, fill in the pages by moving from field to field with tab or your mouse, save it and email it back to the MASMS Office OR you may open the form, print it, fill it out manually, scan it and email it to the MASMS office or copy it and snail mail it to the MASMS office. Or you may go to www.masms.org and select membership forms under "quicklinks" on the left hand side of the window.*

MASMS provides facility professionals the training and resources they need!

- Southern, Northern, Northwest, West and Metro Chapter Meetings provide training on current issues and networking.
- The yearly statewide conference provides great educational seminars, a full vendor exhibit show and networking with MASMS members from all over the state.
- Facility Manager Certification Program.
- Monthly Newsletter.
- MASMS Website featuring ever changing information and access to all members.
- Annual Custodial/Maintenance/Grounds Days.
- Boot Camp Training.
- Knowledge specific to your career.
- Access to business members knowledge, product and services.

Please contact the MASMS office with any questions and/or concerns (ruth@masms.org or (320) 685-4585).

Traits of a Great Networker

In last month's article I described how Jimmy Fallon's networking skills and efforts helped shape and advance his famous career. This month we will look at a list of traits that most great networkers have and we'll use Jimmy once again as an example:

Sincerity – Great networkers tend to be open and honest and they are “down to earth”. If you try too hard to impress people by being something you aren't, people can sense that. Just try to be yourself! Even though Jimmy Fallon is a huge celebrity, he never seems to come across that way and he really seems like a genuinely nice person.

Show Interest in People – When you talk to people (which is a big part of networking obviously) you need to show interest in what they are saying. Truly listen and engage that person when you talk to them, make eye contact and ask questions as needed. This is a very important trait; if you feign interest in someone or act disinterested or bored, they are going to remember that. Give people your full attention, as hard as that is some days.

Be Positive – If you watch the Tonight Show, Jimmy always seems happy! Night after night he smiles, says positive things, and tries to have some fun. Having a positive attitude not only makes you more approachable to people, but also more memorable.

Be a Team Player – Networking isn't all about trying to connect with people that you can do work for, or sell products to, in the future but instead you should also think about how you can use and strengthen your network to connect other people! You might get a lead or hear of an opportunity that isn't a fit for you or your company, but maybe it IS a fit for someone else you know in your network. People like this are known as “Connectors” and they tend to be great at networking because they are focused on helping the “team” and not just themselves. The late great Fred King comes to mind as a legendary “Connector”, you wouldn't believe how many people he connected over the years for things like finding jobs, lining up people with problems with people that could help them with those problems, etc.

Be Enthusiastic – Enthusiasm, like being positive, is a magical quality that attracts other people. If you aren't excited about something, why would you expect anyone else to be?

Be Humble – On Jimmy's first night as the new host of the Tonight Show, he gave an emotional speech about how lucky he felt to get this huge opportunity, thanked the people that helped him get there, and said “If you guys let me stick around enough long enough maybe I'll get the hang of it.” He showed in that one speech how humble and appreciative he was. Try to be humble, appreciate what you have, and know your place.

Be Confident – Think about the confidence it must take to go on stage, all by yourself, to host one of the most watched television shows that there has ever been! You might have all the talent in the world and be one of the best people/companies that is out there, but if you don't have the confidence in yourself to network and talk to people they will never know!

Be Current – Whatever industry you are in, it's important to stay “current” and be fully informed about the latest trends, newest problems, recent successes, new developments, etc. By being current and informed, you can add value and insight to discussions with people or groups, and being informed also makes you a more valuable asset to other people's network too.

Be Respectful – It is critical that you show respect for your colleagues and peers and others at all times. Not only does being respectful help you build a strong network, it also helps show others that they should be respectful as well. Jimmy Fallon at times has a difficult balancing act – making jokes about people he admires while at the same time still being respectful.

Be Thankful – Finally, be thankful! In Jimmy's emotional speech he made during his first show hosting the Tonight Show, the first thing he did was thank everyone that had helped him get to that point. Always try to thank those that help you, gave you their wisdom and their time, those that have provided you opportunities and trust in the past. A simple “thank you, I really appreciate it” still goes a long way in the business world, and in life in general. Be appreciative of everything you have and also the people that have helped you now and over the years.

Hopefully you already have most of the traits listed above, and we can always work on the traits we don't have already!

Vendor Corner



*Mike Remington, Inspec
MASMS Vendor Rep*

Ten Strategies that Help me Understand, Manage and Coach my Gen Z Workers

Submitted by: Jeff Brinks, Elevated Surface Cleaning

I started Elevated Surface Cleaning 11 years ago with just one worker; me! Since then, my business has grown and I have had the opportunity to hire many workers. I am classified as a Baby Boomer and embrace my parents' work ethic. But how does this Baby Boomer manage Gen Z workers? I have ten strategies that might help you better manage, motivate and make sense of this newest generation.

1. **Breakfast.** I can't imagine starting my day without coffee and a light breakfast. This generation not only skips coffee, they would rather sleep five more minutes than get up to eat breakfast. So when they arrive at my shop early in the morning, I have a refrigerator stocked with Redbull (they like their caffeine cold!) and a freezer full of breakfast burritos and sandwiches. I've learned it's worth a trip to Costco over the weekend to eliminate stopping for food at a gas station on our way to our worksite.
2. **Lunch.** When I was a young worker, my mom made sure I had everything to pack my lunch. Some days, she even packed it for me! In my experience, this generation doesn't typically pack a lunch. We can waste so much time driving off site to a fast food restaurant or convenience store to get overpriced, terrible food. So when I'm making a Costco run, I also pick up healthier foods and snacks so they can quickly refuel. Did I mention we also have a microwave in the trailer with a really long extension cord? My work trailer may double as a food truck but I have full, happy and productive workers.
3. **Dinner.** My team loves big projects with overnight travel but I draw the line at providing dinner out of the work trailer. Instead, I give a cash travel per diem each day to cover their food. Now, when I travel, I can't wait to experience the local Diners, Drive Ins and Dives; but not my Gen Z's. They head to a grocery store and buy a loaf of bread and one jar of peanut butter and one jar of jelly. They eat PB & J sandwiches every single night while playing their Playstations and Xboxes tournaments in the hotel room and saving nearly all of their per diem. They are smart! (I wish I had this job in college.)
4. **Time Off.** We work five long days each week and my Gen Z's can really feel fatigue and burnout in mid August as they look forward to returning to college or high school activities. This year, I hired an additional two workers so each employee can have one day off each week (if they choose) to enjoy a long weekend or a boat day mid week. My goal is to have an energized workforce every day!
5. **Buy The Socks.** I had an employee routinely show up for work not wearing socks. It drove me crazy. (Workers must take off their shoes to enter a home and they can't be barefoot; it's unprofessional!) I'm already providing them breakfast and lunch; surely I don't have to provide socks as well? But one Saturday I looked down in my Costco cart there was a 12-pack of socks. I caved. The socks aren't important. What's important is that we have smooth, efficient work days and this young employee has the tools to be successful. That's why I bought the socks. (Btw - the socks have not been needed yet.)

Continued on Page 7

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Ten Strategies that Help me Understand, Manage and Coach my Gen Z Workers

Continued from Page 6

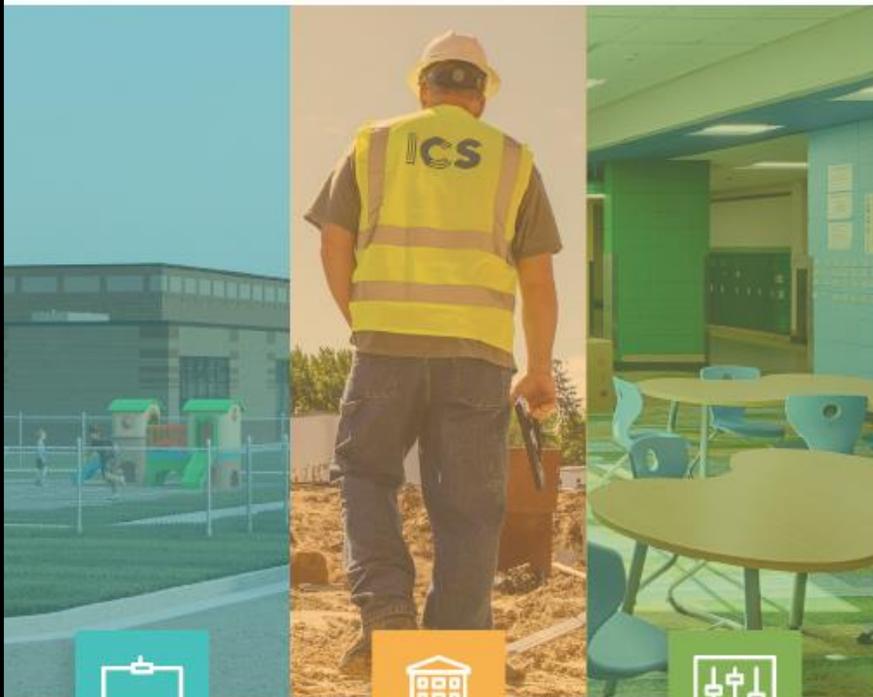
6. **Reality.** I've had Gen Z applicants ask for \$25/hour. That's not reality. Most days, I don't make \$25/hour and I own the company. They have no idea what the real world is. I pay the best I can, between \$14-16/hour and give increases when they are able to work independently and maintain our high standards. I believe in rewarding great work.
7. **Picky. Picky. Picky.** The smallest details make the biggest difference in window cleaning. I want things done a certain way. Occasionally a worker develops their own way. This is when I learned that it's more important to explain the "why" vs. the "how" in a calm manner. Gen Z's don't want to be yelled at (who does?!) They don't mind being coached but they want to have a conversation..
8. **Team Building.** Consider team building activities but be prepared they may not embrace the idea initially because they don't include video game tournaments. We've had boat days, golf events, bowling challenges, and even rode the Spirit Mountain Roller coaster. While there might be initial hesitation, don't give up on the idea. I'll never forget one employee saying to me, "I thought it was going to be stupid, but it was really fun."
9. **Texting.** There's nothing quite like getting a text from an employee on a Friday night giving you their two week notice. They purposely text me when I won't respond, around 8:30pm when they think I've gone to bed. When I call them, they don't answer. However, they text me right back, "What's up?" Be prepared to handle a lot of communication over text.

Mentoring. Ultimately, I want to be a mentor, not just a boss to my younger workers. I want to be able to give them lifelong employment skills such as:

- Showing up on time
- Respecting equipment
- Following directions
- Communicating issues
- Pulling their weight and being a great co-worker

The Gen Z's will keep you on your toes. They are motivated, smart (they figured out how to get me to buy their breakfast and lunch!) and great problem solvers as well. It's been fun to watch them grow professionally as young adults. I'm hoping someday they will work for a large organization with dusty ductwork or dirty windows and give Elevated Surface Cleaning a call. I'll even throw in free lunch from our trailer.

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Who is Generation Z?
Born between 1997 and 2012, the oldest members of Gen Z will be turning 25 this year, and the youngest will be turning ten.





Health & Safety The MASMS Health & Safety Committee supplies information for this section. If you have a specific topic you would like to see covered, let the MASMS office know.

Beat the Heat

The human body is normally able to regulate its temperature through sweating, until it is exposed to more heat than it can handle. Heat exhaustion and heat stroke can escalate rapidly, leading to delirium, organ damage and even death. In 2019, 884 people died and 2,061 were injured in the U.S. from exposure to excessive heat, according to [Injury Facts](#).

People most at risk include:

- Those who work in the heat
- Infants and young children, especially if left in hot cars
- People 65 and older
- People who are ill, have chronic health conditions or are on certain medications
- People who are overweight

If your job requires you to work outside in hot weather, you and your supervisors can take precautions to minimize the risk of heat-related illnesses. The [National Institute for Occupational Safety and Health](#) recommends:

- Working shorter shifts until workers have adjusted to the heat
- Staying hydrated and drinking before you get thirsty
- Watch out for co-workers exhibiting signs of heat exhaustion or heat stroke
- Take time to rest and cool down

Knowing the symptoms and proper response to these illnesses can save a life.

Heat Exhaustion

When the body loses excessive water and salt, usually due to sweating, heat exhaustion can occur. According to the [free NSC First Aid Quick Reference app](#), signs and symptoms include:

- Pale, ashen or moist skin
- Muscle cramps (especially for those working or exercising outdoors in high temperatures)
- Fatigue, weakness or exhaustion
- Headache, dizziness or fainting
- Nausea or vomiting
- Rapid heart rate

Uncontrolled heat exhaustion can evolve into heat stroke, so make sure to treat victims quickly:

- Move victims to a shaded or air-conditioned area
- Give water or other cool, nonalcoholic beverages
- Apply wet towels, or have victims take a cool shower

Heat Stroke

Seek medical help immediately if someone is suffering from heat stroke. Signs include:

- Body temperature above 103 degrees
- Skin that is flushed, dry and hot to the touch; sweating has usually stopped
- Rapid breathing
- Headache, dizziness, confusion or other signs of altered mental status
- Irrational or belligerent behavior
- Convulsions or unresponsiveness

Immediately take action:

- Call 911
- Move the victim to a cool place
- Remove unnecessary clothing
- Immediately cool the victim, preferably by immersing up to the neck in cold water

Continued on Page 9

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Beat the Heat (Continued from Page 8)

- If immersion in cold water is not possible, place the victim in a cold shower or move to a cool area and cover as much of the body as possible with cold, wet towels
- Keep cooling until body temperature drops to 101 degrees
- Monitor the victim's breathing and be ready to give CPR if needed

DO NOT:

- Force the victim to drink liquids
- Apply rubbing alcohol to the skin
- Allow victims to take pain relievers or salt tablets

The best way to avoid a heat-related illness is to limit exposure outdoors during hot days.

According to the Centers for Disease Control and Prevention:

- Air conditioning is the best way to cool off
- Drink fluids, even if you don't feel thirsty, and avoid alcohol
- Wear loose, lightweight clothing and a hat
- Replace salt lost from sweating by drinking fruit juice or sports drinks
- Avoid spending time outdoors during the hottest part of the day, from 11 a.m. to 3 p.m.
- Wear sunscreen; sunburn affects the body's ability to cool itself
- Pace yourself when you run or otherwise exert your body

Keep Each Other Safe.

In your community, please check in on neighbors who are elderly, house-bound or otherwise may be reluctant to ask for help. You can offer to host them in the air-conditioned comfort of your living room on hot days, drive them to a local cooling center, or call relatives or city services to arrange for them to stay cool.

Reduce your school's operating costs through conservation

Affordable whole building assessments now available through Xcel Energy's Business Energy Assessments program.

Partner with our efficiency experts to identify low- and no-cost solutions and practical capital improvements to reduce energy waste at your facility.



Apply for a **free**, no commitment building screening at mncee.org/BEA

DO YOU KNOW?

Do you need funding to send yourself and your staff to the MASMS Conference? Do you need funding to provide yourself and your staff needed training?

- Did you know that a district is required to reserve at least 2% of the basic revenue for staff education and development?
- Did you know that Building and Grounds Staff fall under staff that this funding can go to for training?

See the sections in red below of the MN Statutes 122A.61 Minnesota Statutes 122A.61 RESERVED REVENUE FOR STAFF DEVELOPMENT.

A district is required to reserve an amount equal to at least two percent of the basic revenue under section 126C.10, subdivision 2, for:
 (1) teacher development and evaluation under section 122A.40, subdivision 8, or 122A.41, subdivision 5;
 (2) principal development and evaluation under section 123B.147, subdivision 3;

Professional development under section 122A.60 ~ Under this section is specifically states:
 “provide opportunities for staff to learn about current workforce trends, the connections between workforce trends and postsecondary education, and training options, including career and technical education options”

(4) in-service education for programs under section 120B.22, subdivision 2. To the extent extra funds remain, staff development revenue may be used for staff development plans, including plans for challenging instructional activities and experiences under section 122A.60, and for curriculum development and programs, other in-service education, teachers' mentoring under section 122A.70 and evaluation, teachers' workshops, teacher conferences, the cost of substitute teachers for staff development purposes, pre-service and in-service education for special education professionals and paraprofessionals, **and other related costs for staff development efforts.**

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- 24/7 Support

A few pictures from the 4 Days of MASMS 2022 Custodial, Grounds and Maintenance Days | Great Events!



2022 Metro Area CGM Days Event Attendance Recap

327 Educational Members
62 Vendor Booths

2022 Northern/West/NW Areas CGM Days Event Attendance Recap

112 Educational Members
39 Vendor Booths

2022 Southern Area CGM Days Event Attendance Recap

182 Educational Members
49 Vendor Booths

5

SIMPLE STEPS TO KEEP YOUR BUILDING DRY AND SAFE

With a proven methodology that the industry's most trusted experts use...

Maximize the Return on Your Facility Investment & Minimize Your Problems While Saving Up to 60%.

- 1 **Consultation**
Listening to you always comes first, to understand your goals and budget, your past roofing experiences and any known problems before we step foot on a roof.
- 2 **Roof Audit**
We walk your roof to verify its general condition, looking for signs of water entry and other problems. If possible, we'll make minor repairs so that small problems don't become large ones.
- 3 **Diagnostics**
Based on our roof audit, our field advisor may recommend further testing to evaluate roof conditions invisible to the naked eye. Tests such as infrared scanning locating hidden moisture in your roof or insulation, while laboratory tests of roofing core samples determining your roof's composition and condition.
- 4 **Recommendations**
Based on the type and extent of problems we've identified and equipped with solid data, we'll develop a detailed roof asset management plan with short and long term recommendations and a concise budget. This could include restoring your roof instead of replacing it, a savings of 50-60% and much less disruptive to everyone using the building.
- 5 **Project & Asset Management**
Part of our budget and recommendation process is developing a three- to five-year asset management plan for your roofs. This plan extends the life of these assets by maintaining good ("green") roofs, restoring damaged but functional ("amber") roofs and only replacing those that have failed, or are "red". Over this time period, all your roofs will move into a good condition and can stay that way through scheduled maintenance.

5 STEPS

CONTACT: RYAN PALMER, Sales Representative

507.402.6783

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**2022 MASMS Conference
Keynote Speakers**

**Thursday Keynote: Still Standing
The Story of SSG John Kriesel**

When Staff Sergeant John Kriesel lost his legs and two buddies to a roadside bomb explosion on December 2, 2006, no one expected him to survive. This is not just another war story. This is the story of an ordinary young man who overcame extraordinary challenges with a lot of help from others, including many strangers, and he emerged stronger and more in love with his country, his family, and ultimately his own life.

**Friday Keynote:
Momma Told Me There'd Be Days
Like This (Stress Management)
Mark Mayfield**

Stressed out?
Lethargic?
Burned out?

This program will help you solve those ills by learning five behaviors that will help balance your life and by learning techniques to deal with your biggest stressor...PEOPLE! This keynote is high on content AND hilarity.

JOB POSTINGS

Go to www.masms.org and select the QUICKLINK labeled Job Postings Jobs are posted daily for positions throughout the state.

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- EXECUTIVE ADMINISTRATOR** | RUTH KRAEMER, MASMS OFFICE

**School Indoor Air Quality
Plan Training**

MDH is offering school IAQ plan trainings in fall 2022, in-person statewide and a webinar. This training will discuss the state's best practices for school IAQ management plans.

School staff, service providers, and others are welcome to attend. The training is free.

Registration is required. See [MDH School IAQ Plan Training](#) for details and registration.

UPCOMING MASMS EVENTS

- October 5, 2022 Scholarship Golf Event
- October 6-7, 2022 Conference and Trade Show