



# PIPELINE

FUEL FOR YOUR BUSINESS

NOV/DEC 2017

THE NEWSLETTER OF UTAH'S HVACR INDUSTRY

153 SOUTH 900 EAST, #3 • SLC, UT 84102 • WWW.UTRMGA.ORG

## RMGA Promotes HVAC at Pathways to Professions

ON OCTOBER 25-26, OVER 9,000 high school students were bused to the South Towne Expo center to meet with industry leaders, business owners, and education partners to learn about the myriad of career opportunities they can consider.

RMGA members showcased the HVAC industry, speaking to the students about opportunities available to motivated individuals to learn on the job, and go to a technical college evenings, make good money all while learning valuable skills that can take one anywhere.

Thanks go out to Esco for donating the service vehicle, and Johnstone Supply, Rentmeister Total Home Services, Carman Refrigeration, Western Heating & Air, and Thornton Plumbing & Heating. ■



Basic wiring skills were taught



We were encouraged by the number of young women who showed interest in HVAC



# MESSAGE FROM THE PRESIDENT

Ryan Rentmeister  
ryan@rentmeister.com  
801-807-9901

RYAN RENTMEISTER



*Dear RMGA Members & Friends,*

*It is a great time to be in the RMGA. We have been busy moving the industry forward. I would like to mention two things on my mind. First, the RMGA has been working on a potential threat to our industry and others. A utility company has approval from the PSC to allow a for profit subsidiary to sell warranty policies to rate payers. The billing will be done thru the utility company rate payers bill. We feel this is unfair to smaller warranty companies and HVAC contractors that offer similar warranty products. One of the other problems we have with the deal is the name of the warranty company and the utility are almost identical. We feel this will be confusing to the customer. They will think they are the same company. It gives them instant credibility. We are still in the process of fighting this battle. I will let you know how it ends. During this process we have been working with the UPHCA and the IEC of Utah. They have been right by our sides fighting this battle. It is good to have friends among the different trades. We are all moving toward a common goal. I look forward to working with them more in the future.*

*Second thing I would like to address is how much our industry has changes in the last few years. Especially in new construction with the energy codes. Our required heating and cooling loads have been cut in half. We as a industry need to continue to learn and adapt to this new lower energy construction. We need to throw away the old rules of thumbs. We need to accurately engineer our designs both in new construction and retrofit. If you have not been to a design class taught by Brent Ursenbach lately I would highly recommend it. I feel it is also imperative to go thru a code and energy code update class at least every code cycle if not sooner. Let's face it we tend to forget or at least I do.*

*We want you and need you actively in the RMGA. Let me know of any of you that would like to help on boards or committees. Have a productive and profitable month.*

A handwritten signature in black ink that reads "Ryan Rentmeister". The signature is written in a cursive, slightly slanted style.

## RMGA 2017-2018 OFFICERS & BOARD MEMBERS

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CLAY THORNTON  
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[clayct@floor-heat.com](mailto:clayct@floor-heat.com)

BRENT URSENBACH  
Salt Lake County Building Inspector  
[BUrsenbach@slco.org](mailto:BUrsenbach@slco.org)

## Time out for a little humor



## Welcome New RMGA Members!

### RADIANT HEATING COMPANY

Art Hovley  
426 South 300 East  
Centerville, UT 84014  
801-209-0253  
[art@radiantheatingco.com](mailto:art@radiantheatingco.com)  
[www.radiantheatingco.com](http://www.radiantheatingco.com)

### TETON MECHANICAL

Mark Durrant  
PO Box 302  
Henefer, UT 84033  
801-721-3001  
[mdurrant@tetonhvac.com](mailto:mdurrant@tetonhvac.com)

### METCALF HVAC

John Metcalf  
5700 North 1400 West  
St. George, UT 84770  
435-680-5321  
[metcalfhvac@gmail.com](mailto:metcalfhvac@gmail.com)

### SOUTHWEST AIR CONDITIONING HEATING & ENERGY

Lance Hymas  
677 North 3050 East  
St. George, UT 84790  
435-673-4877  
[office@swalehvac.com](mailto:office@swalehvac.com)

**Advertise in RMGA PIPELINE!**

**This size ad for only \$120!**

**Call Duane Hill @ 801-521-8335**

**to reserve your space!**

# Ask The Expert?



**JOEY GILBERT**  
ASSOCIATED GENERAL  
CONTRACTORS OF  
UTAH

## Question:

**What are some of the biggest challenges in the construction/HVACR industry moving forward in this decade and beyond?**

## Answer:

A scarcity of skilled workers has been a notable message heard by the construction industry and the top business challenge for many RMGA members for the past few years. US Census Bureau economists have determined that 60% of construction workers left the industry during the housing bust and recession (2007-08) and did not return, opting to move into other industries or leaving the labor market altogether.

In addition to a large exodus of workers from the industry, the construction workforce is aging. As stated in the AGC of America's 2015 Workforce Development Plan and per the U.S. Census Bureau's current population survey, roughly 40 of the construction workforce is 45 years of age or older. This means there are 3.7 million construction workers who will be approaching retirement within the next 10 years — which brings me to the Millennial generation.

Per a 2015 study by the Pew Research Center, more than one-in-three American workers today are Millennials (adults ages 20 to 36 in 2017). The number of Millennials in

the US workforce is expected to grow and it's estimated that by 2020, they will make up fifty percent of the U.S. workforce.

## Question:

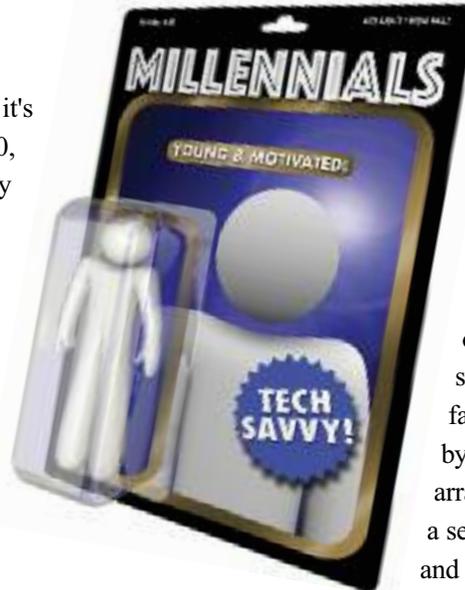
**What do we do as an industry to attract and retain the best talent?**

## Answer:

No organization can afford not to recruit the best talent, but the challenge for the HVACR/construction industry is to come up with creative solutions to provide Millennials with what they want and expect from employers.

Loyalty of Millennials represents a serious challenge to any business looking to employ them. But where are you going to turn when they now represent the largest segment of the potential workforce?

The 2016 Deloitte Millennial Survey states that during the next year, if given the choice, one in four Millennials would quit his or her current employer to join a new organization or to do something different. That figure increases to 44 percent when the time frame is expanded to two years. By the end of 2020, two of every three hope to have moved on, while only 16 percent of Millennials see themselves with their current employers a decade from now.



When money is removed from the equation, work/life balance and opportunities to progress or take on leadership roles stand out. Those factors are followed by flexible working arrangement, deriving a sense of meaning, and training programs that support

professional development.

“If a Millennial is choosing between companies offering similar financial incentives and benefits, other factors come into play. Understanding these factors as a package will help employers attract and retain Millennial talent. An employer that can offer these is likely to be more successful than its rivals in securing the talents of the Millennial generation,” says Deloitte.

I recently was talking to a large Utah commercial contractor that is internally beginning to look at a good work/life balance to set them apart from their competitors and attract Millennials. Ideas that they are beginning to look at include: Modified work schedules for field employees that would consist of four 10-hour or three 12 hour shifts, flexible time off for family activities such as school programs and sporting activities, and

# RMGA EDUCATION CLASSES

3 Hours  
Continuing  
Education

## GAS CERTIFICATION CLASSES

### Salt Lake City

Friday, November 3 &  
Saturday, November 4

8 am - 5 pm

Review and Exam

Saturday, November 11

8 am - 4 pm

All classes will be held at:

Johnstone Supply

2940 South 300 West

South Salt Lake, UT 84115

\$375\* per person

Price includes books, 10 on-line videos, testing fee and 2 lunches!

\*Members earn a \$75 education credit

### Salt Lake City

Friday, December 1 &  
Saturday, December 2

8 am - 5 pm

Review and Exam

Saturday, December 9

8 am - 4 pm

All classes will be held at:

Johnstone Supply

2940 South 300 West

South Salt Lake, UT 84115

\$395\* per person

Price includes books shipped, 10 on-line videos, testing fee and 3 lunches!

\*Members earn a \$75 education credit

### Salt Lake City

Friday, January 12 &  
Saturday, January 13

8 am - 5 pm

Review and Exam

Saturday, January 20

8 am - 4 pm

All classes will be held at:

Johnstone Supply

2940 South 300 West

South Salt Lake, UT 84115

\$395\* per person

Price includes books shipped, 10 on-line videos, testing fee and 3 lunches!

\*Members earn a \$75 education credit

**Call 801-521-8340 to register for all classes**

*Partial funding of RMGA training programs have been provided by the Division of Occupational & Professional Licensing from the 1% surcharge funds on all building permits.*

family vacations, as well as limiting travel requirements for management personnel work on out of state projects.

Additionally, I have also talked to other contractors that are taking a more proactive look at Professional Development programs and clearer outlined paths for Leadership Opportunities. To move ahead and find good talent we should, as an industry, not only look at what other industries

are doing to attract good talent but also think about how we can improve what is already being done.

I am proud to be a part of the construction industry and when it comes to finding solutions and answers you can always rely on a contractor to roll up his or her sleeves to get the job done. I can't think of a better organization or group of industry professional to do just that.

*Note:* The latest Deloitte survey collected

the views of nearly 7,700 Millennials across 29 countries. All participants were born after 1982, had obtained a degree, were employed full time, and mainly worked in large (100+ employees), private sector organizations.

*Joey Gilbert is the vice president of the Associated General Contractors of Utah.*

*This article originally appeared in the 2017 AGe of Utah, [www.agc-utah.org](http://www.agc-utah.org)* ■

# MECHANICAL CODE DISCUSSION

## Design Conditions — Outdoor Design Temperatures



**BRENT URSENBACH**

**SALT LAKE COUNTY PLANNING AND DEVELOPMENT**  
 bursenbach@slco.org  
 385-468-6694

IN THE LAST ISSUE OF THE PIPELINE, we started a discussion on load calculation, duct design and equipment selection. In this issue, we'll discuss design conditions, and the limited number of locations listed in *ACCA/ANSI Manual J, Residential Load Calculations*; however, a discussion on the values listed in *ACCA Manual J* is in order.

**Winter:** 99% design temperature. This is the outdoor temperature that your locations stay above for 99% of all the hours in the year, based on a 30-year average. Turning it around, the outdoor air in

the location you're considering, is going to be colder than this temperature for only 1% of the hours in an average year. That happens to be about 88 hours per year. In Salt Lake City, at the International Airport, the 99% winter design temperature is 14° F.

**Summer:** 1% design temperature. The location will go above this temperature only 1% of the hours in a year, again, based on a 30-year average. In Salt Lake City, at the IAP, that

number is 95° F, so we go above that temperature for only about 88 hours in

City or Town	Heating 99% OD Dry Bulb	Cooling 1% OD Dry Bulb
Cedar City MAP	9	91
Hill AFB	12	91
Logan-Cache AP	0	91
Milford MAP	3	93
Moab	11	98
Price, Carbon AP	8	90
Provo MAP	13	91
Richfield	5	91
St. George AWOS	28	104
Salt Lake City IAP	14	95
Vernal	5	91
Wendover, USAF	12	93

an average year.

The table above, a fraction of the data in *Manual J -Table 1A*, includes the locations and the Outdoor Design Temperatures for each location.

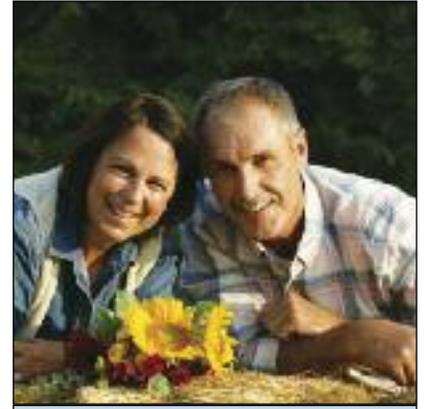
Obviously, this table is lacking, providing only general direction. It's up to you, your system designer, and the Building Official for the jurisdiction/city where the home will be built, to determine the design conditions for your specific project. Common

sense should apply. . . . Consider the Salt Lake Valley; where, as I'm writing this, we just experienced our first frost, according to the weather reports from the Airport. That night of the first frost at the airport, was the 8th frost at my home in South Jordan. The Airport is probably the poorest representative location for the Valley, as the Great Salt Lake moderates both the summer highs and winter lows. I consider 98° F summer and 10°F winter, reasonable design temperatures for South Jordan.

Consider the following when selecting design temperature:

- After completing a Load, we don't order a furnace or AC which is exactly the size for the load. We select the next larger size, which gives an oversize factor, often as much as 20-25%, sometimes more.
- Selecting design temperatures at record highs and lows results in gross oversizing.
- Don't be completely ridiculous — an HVAC contractor submitted a

# Meet and Get to Know: LEE METTMANN



KIM &amp; LEE METTMANN

**Q.** What is your position within your organization?

**A.** Currently serving as an Operations Foreman for Dominion Energy.

**Q.** When you were a child, what did you want to be when you grew up?

**A.** Pretty much the same as everyone else a Fireman or a Cowboy.

**Q.** How do you relate to the HVAC Industry?

**A.** Dominion Energy is the supplier of Natural Gas to most residences and business throughout the intermountain region. My position deals with the transportation of gas as well as the use of gas at the burner tip.

**Q.** What are your favorite aspects of your job?

**A.** The good people I work with and the multiple skills and tasks associated with it.

**Q.** How did you become affiliated with your organization?

**A.** Back when I was a young man and became engaged I needed benefits for my soon to be family. Back then stability was the name of the game and a utility company was about as secure as you could

get so I talked my way into a job.

**Q.** What was your most unusual organizational experience?

**A.** In 38 years there have been so many I can't even remember them all.

**Q.** What is a motto that you live by?

**A.** Regarding an iceberg: You may only see about 1/4 of the iceberg because 3/4 of it is below the surface. This relates to people you only see a small part of them and it takes a while to get to know the rest of them. I haven't done the best when trying to get to know others but I do realize that it's what you don't see that may be the most important.

**Q.** If you could travel anywhere in the world, where would you go, and why?

**A.** Too many places to go that I would love to experience but I really enjoy my own back yard. There are so many wonderful places to see and things do in the west.

**Q.** What three items are always in your fridge?

**A.** Catsup, bagels and yogurt.

**Q.** What is the most high tech thing in your house?

**A.** TVs...I have seven!

**Q.** Where is your favorite place to shop?

**A.** The hardware store.

**Q.** What is your favorite movie?

**A.** The Cowboys.

**Q.** If you could invite any three people to dinner (dead or alive), whom would you invite?

**A.** Christ, John Wayne and my dad.

**Q.** People would be surprised to know...

**A.** I am a dork at home according to my wife. She always says if the guys could see you at home they wouldn't believe it.

Lee Mettman can be reached at [lee.mettman@dominionenergy.com](mailto:lee.mettman@dominionenergy.com) or 801-230-8548 (cell). ■

load for Midway, with a summer OD design of 107°, 8 degrees higher than the all-time high in that mountain community.

■ Also important is to select a reasonable inside design condition. Exaggerating the summer inside temperature to 67°, is the same as adding 8° to the outside temperature.

■ If there is a reasonable justification for higher indoor winter and lower indoor summer design temperatures,

this should be justified in writing when submitting to the city. I consider a 78° F winter inside temperature is justified for senior housing, and perhaps a 70°F summer temperature for a good friend with MS, who isn't comfortable unless it is quite cool.

■ Equally important is you insure the R-values, U-factors and air infiltration rates used in the load calculation match the **actual construction** of the home. Do you identify the values and factors the

builder supplied to you in your proposal?

■ Be cautious in blaming the **code** for a system which does not cool as expected. There are numerous other factors which may prevent the installed system from operating at full capacity.

*Remember, the output of a load calculation software package is only as accurate as the data inputted — garbage in + garbage out. Thanks for your question and on this subject. Enjoy your upcoming Holidays. —Brent ■*



# PIPELINE

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If this is what you see...



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Poor driving decisions could keep you and your employees from making it home S.A.F.E. today.



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To learn more about our new Drive S.A.F.E. risk management resources, please contact your local marketing representative.

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