

3 Cash Flow Management Mistakes Construction Companies Make



[Article was originally posted on
www.constructconnect.com]

By Aki Merced,

Most construction companies are struggling to get paid on time. According to a recent survey of construction company owners, 1 in 5 respondents say that cash flow is a problem they have to face at a constant basis. Only 13% reported that they do not experience any cash flow problem at all.

Cash flow problems not only affect your company's liquidity, but it also hampers your growth and affects your future goals. Negative cash flow leads to operational issues, including late payments on company bills and delays in employee compensation. Bigger construction companies may manage to stay afloat amidst these cash flow woes. Small contractors may not be as lucky. Worst case, these cash flow problems can be fatal.

Before bad becomes worst, you need to know the pitfalls that affect your cash flow. Here are some of the most common mistakes in construction cash flow management.

Failure to Prepare for Contingencies

Financial management in construction companies can be a daunting task for business owners. Due to the nature of the industry, unexpected events such as inclement weather, market conditions,

accidents, and subcontractor unavailability can cause cash flow fluctuations.

You may be closing a lot of sales and enjoying exponential growth now but it doesn't mean you won't experience operational problems later. Construction suppliers may increase prices or you may have unforeseen expenses that need to be paid immediately.

Always keep a cash reserve for when the unexpected happens. It will happen, guaranteed, and you need to be prepared for it. When something goes wrong, you have the cash to maintain your business operations. The best time to build your cash reserve is yesterday. The second best time is today.

No Cash Flow Strategy

Construction business owners who do not have systems in place to manage cash flow shortages will experience cash flow crises. Keeping a cash reserve is only a temporary solution to a cash flow problem. Without finding the root causes of your cash flow issues, you'll only deplete cash reserves and that could lead your business to its untimely demise.

A cash flow strategy is important to ensure smooth business operations. It defines the steps and processes you put in place for the purpose of managing the movement of cash in your business. Your cash flow strategy must involve close

inspection of business processes, monitoring expenses, and analyzing debt collections, as well as revenue sources.

Maintaining a healthy gross profit margin is key to an effective cash flow strategy. Studying job costing reports is one way to manage your margins. A job costing report allows you to identify if you are pricing your services right by outlining the true cost of your service and supply delivery. There are business owners who haven't taken a serious look at their costing and pricing, unwittingly running their company with no prospect of profitability.

A cash flow analysis also helps with planning your inventory, managing the timing of borrowing and investments, and adjusting your business plan to maximize profit.

Being Passive on Collecting Payments

The faster the money flows in, the quicker you can solve a cash flow management problem.

A lot of the cash flow problems in the construction industry stems from a lengthy period between billing the client and collecting payment. Let's face it. Clients can be notorious for stretching pay periods. If you are passive in sending payment reminders on the due date, they are likely to delay your payment.



California Sub-Bid Request Ads

REQUESTING BIDS FROM DBE/MBE/WBE/SBE/LBE/DVBE/OBE Subcontractors and Vendors

Project: VTA Montague Pedestrian Overcrossing Project, Milpitas, CA
Reference #: C18231F

Owner: Santa Clara Valley Transportation Authority (VTA)
Bid Date: April 22, 2019 @ 2:00 pm

DMZ Builders is bidding the above referenced project as a Prime Contractor. We are requesting bids from the following trades/vendors/suppliers:

Project Scheduling, Construction Staking, Erosion and Sedimentation Control Action Plan Element (ESCAPE), Temporary Construction Fencing, Flagger, Construction Area Signs, Changeable Message Sign, Flashing Arrow Board, Traffic Control System, Type III Barricade, Temporary Type K Railing, Temporary Crash Cushion Module, Portable Delineator, Temporary Drainage Inlet Protection, Street Sweeping, Temporary Entrance/Outlet Tire Wash, Temporary Concrete Washout, Temporary Fiber Roll, Job Site Management, Remove Concrete Sidewalk and Curb, Tree Protection Fence, Temporary High-Visibility Fence, Clearing and Grubbing, Grading, Dewatering, Roadway and Structure Excavation, Structure Backfill, Soil Management Report, Irrigation Audit and System, Planting, Remove Tree, Remove/Replace Concrete Pavers, Plant Establishment, Class 2 & 3 Aggregate Subbase, Crusher Fines Aggregate Base, 24" and 30" Cast-in-Drilled Hole Concrete Piling, Remove Concrete, Structural Concrete, Steel-Reinforced Elastomeric Bearing Pads, Garage Fin and Cable Modifications, Oldcastle Precast Christy Bos N40 Expansion Joint Assemblies, Bar Reinforcing Steel, Headed Bar Reinforcement, Furnish and Erect Structural Steel, Metal Decking, Paint Structural Steel, Area Drain, Pop-up Emitter, 6" PVC Pipe, 3" PVC Conduits, 12" Reinforced Concrete Pipe, 18" x 18" inlet, Concrete Splash Block, Abandon Pipe, Remove 12" Pipe, Cobble at Splash Blocks, Minor Concrete, Miscellaneous Metals, Electrical System, Transformer Pad Protective Bollards, Communication System, Closed Circuit Television System, Fire Alarm System, 2" Copper Pipe, Water Meter Box, Cleaning/Testing/Disinfecting Water Lines, Midwest Guardrail System, End Anchor Assembly (Type SFT), Alternative In-Line Terminal System, Refresh Pavement Delineation and Markings, Remove Temporary Pavement Delineation Tape, Paint Gypsum Board/Metal Deck/Piping/Conduit Boxes, Epoxy Coating, Rigid Insulation, (POC, Landing Area Elevator Shaft, Elev/Mach/Elec)Room, Metal Roof (POC, Landing Area, Elevator Shaft, Elev Mach/Elec Room), Metal Wall (Elevator Shaft, Elev Mach/Elec Room) Firestopping, Metal Door and Frames (Mach/Elec Room), Aluminum Framed Storefront, Door Hardware (Mach/Elec Room), Glazing (Elevator Shaft), Louvers (Mach/Elec Room), Gypsum Board, Woods/Plastics/Composites, Bird Control Devices, Waterproofing Membrane, Static-Resistant Flooring Treatment, Hydraulic Elevator, Exterior 2-hr Access Panel, Safety Specialties, Dimensional Letter Signage, Stainless Steel Mesh (Bridge), Guardrail (North Landing and Stair), Stainless Steel Handrail (North Landing Stair), Powder-Coated Steel Mesh, Stainless Steel Mesh at Underside of Stairs, Plumbing/Heating/Ventilation/Air-Conditioning and Fire Protection.

Plans and specifications are available to interested firms via VTA's procurement website (<http://www.vta.org/about-us/procurement>) and/or can be viewed at DMZ Builders Concord, CA office, by contacting DMZ office to make an appointment.

Requirements: DMZ Builders, an Equal Opportunity Employer, is requesting quotations from all qualified subcontractors, suppliers, and service providers, including DBEs, for the Santa Clara Valley Transit Authority (VTA) Montague Expressway Pedestrian Overcrossing (Contract C18231F). To be counted toward the Project's DBE Participation Goal, DBE firms must be certified by the California Unified Certification Program (CUCP). Subcontractors must provide their active contractor's license number and Department of Industrial Relations (DIR) registration number with their quote. Subcontractors will be required to execute DMZ Builders Standard Subcontract Terms and Conditions and meet insurance requirements, including Worker's Compensation Waiver of Subrogation. A copy of our Standard Subcontract Terms and Conditions and Purchase Order Agreement (for suppliers) are available for review in electronic format, upon request. Subcontractors may be required to provide payment and performance bonds in the amount of 100 percent of Subcontract value. DMZ Builders will reimburse Subcontractors for bond premium at actual cost, not to exceed 2.0%. DMZ Builders is a union signatory contractor. This Project is subject to specific Federal Requirements, including but not limited to Buy America certification(s). For any assistance in obtaining bonding, lines of credit, insurance, equipment, supplies, materials, technical assistance, and/or any other coordination required for the project, please contact Adam Sheldon: Phone # 925-826-5387, Fax # 925-826-5766, or e-mail estimating@dmzbuilders.com. DMZ will work with interested subcontractors, suppliers, service providers, and truckers to identify opportunities to break down items/work into economically feasible packages. DMZ Builders intends to work cooperatively with all qualified firms seeking work on this project.

DMZ BUILDERS
4070 Nelson Avenue, Ste A,
Concord, CA 94520
Phone 925-826-5387 • Fax: 925-826-5766
An Equal Opportunity Employer

Zolman Construction & Development, Inc.
as a "GENERAL CONTRACTOR"

is requesting quotations on "ALL TRADES" from all qualified subcontractors & suppliers, including LBE, DBE, SBE, MBE, WBE firms for the following project:

PROJECT TITLE: CCSF OCEAN CAMPUS DEMOLITION PROJECT
INVITATION FOR BID #243

PROJECT LOCATION: 50 FRIDA KAHLO WAY, SAN FRANCISCO, CA

ESTIMATED CONSTRUCTION VALUE
OF THE WORK: \$ 220,000.00

OWNER: CITY COLLEGE OF SAN FRANCISCO

BID DATE/TIME: April 11, 2019 AT 2:00 PM

ZOLMAN CONSTRUCTION & DEVELOPMENT, INC.
(Signatory to the Carpenters & Laborers Union)
90 GLENN WAY, UNIT 2,
SAN CARLOS, CA. 94070

Please Submit & Fax all proposals to
650-802-9902

For more information, please call
Milu Magsombol at (650) 802-9901

Request For Qualified
MBE/WBE/OBE/SBE/LBE & DVBE
Subcontractors, Consultants, Suppliers,
Manufacturers & Truckers For:

Contra Costa County Public Works Department
Project No. 0662-6U4134

Jersey Island Road Bridge Repair
In Oakley, CA

Bid Date: April 16, 2019 at 2:00 PM

Requesting quotes for but not limited to:
Lead Compliance Plan, Construction Area Signs,
Temporary Fence (Type ESA), Fiberglass Jacket,
Hydroseed, Bar Reinforcing Steel, Miscellaneous
Metal (Bridge)

CEC is willing to breakout any portion of work
to encourage MBE/WBE/OBE/SBE/LBE & DVBE
participation.

Plans and specs are available for viewing at our
Pleasanton office or at the Contra Costa Public
Works Department 255 Glacier Dr. Martinez, CA
94553 or they Are available for purchase online at
www.cccounty.us/pwprojects.

If you are interested in bidding on this project,
please contact Jeff Hollfelder at The contact
information below

100 % Payment & Performance Bonds will be
required from a single, treasury-listed surety
subject to our approval. CEC will pay bond
premiums up to 1.5%. Subcontractors awarded
on any project will be on CEC's standard form for
subcontract without any modifications. Please call
for assistance in bonding, insurance, lines of credit,
technical info, equipment and supplies or if any
other assistance is needed.

California Engineering Contractors, Inc.
20 Happy Valley Road, Pleasanton, CA 94566
Phone (925) 461-1500 Fax (925) 461-0510
Email: estimator@cecmain.com
Estimator-Jeff Hollfelder

AN EQUAL OPPORTUNITY EMPLOYER

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interested firms to contact.

Contact Info:

795 Folsom Street, 1st Flr, Room 1124

San Francisco, CA 94107

Email: sbe@sbeinc.com

Website: www.sbeinc.com

Phone: (415) 778-6250, (800) 800-8534

Fax: (415) 778-6255

Publisher of
Small Business Exchange
weekly newspaper



California Sub-Bid Request Ads



5225 Hellyer Avenue, Suite #220
San Jose, CA 95138
Phone (408) 574-1400 Fax (408) 365-9548
Contact: Bryan Jones
Email: estimating@graniterock.com

REQUESTING SUB-QUOTES FROM QUALIFIED DBE FIRMS SUBCONTRACTORS/SUPPLIERS/TRUCKERS FOR:

**Rebid –
Light Rail Track Intrusion Prevention
Contract C19003F
Owner: Santa Clara Valley
Transportation Authority
Engineers' Estimate: \$3,500,000.**

**REVISED BID DATE:
April 9, 2019 @ 1:00 PM**

Items of work include but are not limited to: Traffic Control, Remove Striping & Markings, Concrete Barrier Wall, Slurry Seal, Chain Link Fence & Swing Gate, Metal Picket Fence & Sliding Gate, Signs, Striping & Markings, Electrical, Irrigation and Trucking. Granite Rock Company 'Graniterock' is signatory to Operating Engineers, Laborers, Teamsters, Carpenters and Cement Masons unions. 100% performance and payment bonds will be required from a qualified surety company for the full amount of the sub-contract price. Bonding assistance is available. Graniterock will pay bond premium up to 1.5%. In addition to bonding assistance, subcontractors are encouraged to contact Graniterock Estimating with questions regarding obtaining lines of credit, insurance, equipment, materials and/or supplies, or with any questions you may have. Subcontractors must possess a current contractor's license, DIR number, insurance and worker's compensation coverage. Subcontractors will be required to enter into our standard contract. Graniterock intends to work cooperatively with all qualified firms seeking work on this project.

We are an Equal Opportunity Employer

CAHILL CONTRACTORS LLC
requests bids from Certified SBE Subcontractors and Suppliers for the following SELECT trades:

Driven Piles / Elevators / Solar Hot Water (Design-Build) / Photo Voltaic (Design-Build) / Fire Sprinklers (Design-Build) / Fire Alarm (Design Only) / Exterior Building Maintenance (Design-Build)

MISSION BAY SOUTH BLOCK 9 - EARLY TRADES
410 China Basin Street, San Francisco, CA 94158

This is an OCII project with prevailing wage and construction workforce requirements.

BID DATE: 4/19/19 @ 12 PM

BID DOCUMENTS:

Please contact Colby for access to documents on BuildingConnected.

CONTACT:

Colby Smith at estimating@cahill-sf.com,
(415) 677-0611.



O.C. Jones & Sons, Inc.
1520 Fourth Street • Berkeley, CA 94710
Phone: 510-526-3424 • FAX: 510-526-0990
Contact: Jean Sicard

**REQUEST FOR DVBE & SBE
SUBCONTRACTORS AND SUPPLIERS FOR:
Cold Plane Asphalt Concrete Pavement and A
Place HMA (A)
Hwy 12 Rio Vista/Solano County
Caltrans #04-0P7504
BID DATE: April 11, 2019 @ 2:00 PM**

We are soliciting quotes for (including but not limited to):

Trucking, Temporary and Permanent Erosion, Lead Compliance Plan, Construction Area Signs, Traffic Control System, Portable Changeable Message Sign, Water Pollution Control Program, Sweeping, Noise Monitoring, Crack Treatment, Tack Coat, Cold Plane AC, Pavement Marker, Striping & Marking, and Construction Materials

An Equal Opportunity Employer

100% Performance & Payment Bonds may be required. Worker's Compensation Waiver of Subrogation required. Please call OCJ for assistance with bonding, insurance, necessary equipment, material and/or supplies. OCJ is willing to breakout any portion of work to encourage DVBE & SBE Participation. Plans & Specs are available for viewing at our office or through the Caltrans Website at www.dot.ca.gov/hq/esc/oe/weekly_ads/index.php.



O.C. Jones & Sons, Inc.
1520 Fourth Street • Berkeley, CA 94710
Phone: 510-526-3424 • FAX: 510-526-0990
Contact: Greg Souder

**REQUEST FOR DBE
SUBCONTRACTORS AND SUPPLIERS FOR:
Roadway Excavation and Minor Concrete Paving
Hwy 680 San Jose/Milpitas
Santa Clara County
Caltrans #04-0J6604
BID DATE: April 9, 2019 @ 2:00 PM**

We are soliciting quotes for (including but not limited to):

Trucking, Lead Compliance Plan, Temporary and Permanent Erosion, Lead Compliance Plan, Construction Area Signs, Traffic Control System, Temporary Crash Cushion, Portable Changeable Message Sign, SWPPP, Rain Event Action Plan, Storm Water Sampling & Analysis, Sweeping, Treated Wood Waste, Clearing & Grubbing, Roadway Excavation (Aerially Deposited Lead), Haul & Dispose Type Com, Z-2, & Z-3 ADL, Check and Test Existing Irrigation Facilities, AC Dike, Minor Concrete, Roadside Signs, Maintain Traffic Management Systems, and Construction Materials

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100% Performance & Payment Bonds may be required. Worker's Compensation Waiver of Subrogation required. Please call OCJ for assistance with bonding, insurance, necessary equipment, material and/or supplies. OCJ is willing to breakout any portion of work to encourage DBE Participation. Plans & Specs are available for viewing at our office or through the Caltrans Website at www.dot.ca.gov/hq/esc/oe/weekly_ads/index.php.



11555 Dublin Boulevard • P.O. Box 2909
Dublin, CA 94568-2909
(925) 829-9220 / FAX (925) 803-4263
Estimator: **VICTOR LE**
Website: www.desilvagates.com
An Equal Opportunity/Affirmative Action Employer

DeSilva Gates Construction (DGC) is preparing a bid as a Prime Contractor for the project listed below:

**CALTRANS ROUTE 70 –
CONSTRUCTION ON STATE HIGHWAY IN
BUTTE COUNTY NEAR OROVILLE FROM
0.1 MILE SOUTH OF PALERMO ROAD TO
0.6 MILE NORTH OF OPHIR ROAD
Contract No. 03-3H71U4,
Federal Aid Project No. ACNH-P070(135)E
Disadvantaged Business Enterprise Goal
Assigned is 14%**

OWNER

**STATE OF CALIFORNIA -
DEPARTMENT OF TRANSPORTATION
1727 30th Street, Bidder's Exchange, MS 26,
Sacramento, CA 95816**

BID DATE: APRIL 18, 2019 @ 2:00 P.M.

DGC is soliciting quotations from certified Disadvantaged Business Enterprises, for the following types of work and supplies/materials including but not limited to:

AC DIKE, BIOLOGIST CONSULTANT, CLEARING AND GRUBBING/DEMOLITION, COLD PLANE, CONSTRUCTION AREA SIGNS, ELECTRICAL, EROSION CONTROL, FENCING, LEAD COMPLIANCE PLAN, METAL BEAM GUARDRAIL, MINOR CONCRETE, MINOR CONCRETE STRUCTURE, ROADSIDE SIGNS, RUMBLE STRIP, STRIPING, SURVEY/STAKING, SWPPP/WATER POLLUTION CONTROL PLAN PREPARATION, TEMPORARY EROSION CONTROL, UNDERGROUND, VEGETATION CONTROL, TRUCKING, WATER TRUCKS, STREET SWEEPING, IMPORTED BORROW, CLASS 2 AGGREGATE BASE MATERIAL, HOT MIX ASPHALT (TYPE A) MATERIAL, RUBBERIZED HMA (OPEN GRADE) MATERIAL, RUBBERIZED HMA (GAP GRADE) MATERIAL.

Plans and specifications may be reviewed at our offices located at 11555 Dublin Boulevard, Dublin, CA or 7700 College Town Drive, Sacramento, CA, or at your local Builders Exchange, or reviewed and downloaded from the ftp site at <ftp://ftp%25desilvagates.com:f7pa55wd@pub.desilvagates.com> (if prompted the username is <ftp://desilvagates.com> and password is [f7pa55wd](ftp://desilvagates.com)) or from the Owner's site at www.dot.ca.gov/hq/esc/oe/weekly_ads/all_adv_projects.php

Fax your bid to (925) 803-4263 to the attention of Estimator Victor Le. If you have questions for the Estimator, call at (925) 829-9220. When submitting any public works bid please include your DUNS number and DIR number. For questions regarding registration for DIR use the link at www.dir.ca.gov/Public-Works/Public-Works.html

If you need DBE support services and assistance in obtaining bonding, lines of credit, insurance, necessary equipment, materials and/or supplies or related assistance or services, for this project call the Estimator at (925) 829-9220, or contact your local Small Business Development Center Network (<http://californiasbdc.org>) or contact the California Southwest Transportation Resource Center (www.transportation.gov/osdbu/SBTRCS). DGC is willing to breakout portions of work to increase the expectation of meeting the DBE goal.

At our discretion, 100% Payment and 100% Performance bonds may be required as a subcontract condition. This will be a PREVAILING WAGE JOB. DGC is an Equal Opportunity/Affirmative Action Employer.



California Sub-Bid Request Ads



Proven Management, Inc.
225 3rd Street, Oakland, CA 94607
Phone: 510-671-0000 • Fax: 510-671-1000

PMI requests proposals/quotes from all qualified and certified Disadvantaged Business Enterprise (DBE) suppliers and subcontractors for the following project:

**SANTA CLARA VALLEY
TRANSPORTATION AUTHORITY
MONTAGUE EXPRESSWAY
PEDESTRIAN OVERCROSSING
CONTRACT NO. C18231F
Bids Due: 04/11/19 @ 2 PM
DBE GOAL – 5.57%**

SURVEY/STAKING; SWPPP; TRAFFIC CONTROL; PAVEMENT MARKING; STREET SWEEPING; CONCRETE DEMOLITION; CLEARING AND GRUBBING; GRADING; DEWATERING; ROADWAY EXCAVATION; STRUCTURE EXCAVATION; BACKFILL; IRRIGATION; TREE REMOVAL; CIDH PILES; PAVING; CONCRETE CURBS/SIDEWALKS; STRUCTURAL CONCRETE; REBAR; STRUCTURAL STEEL; METAL DECKING; METAL DOORS AND FRAMES; MISCELLANEOUS METALS; PAINTING; COATINGS; UNDERGROUND UTILITIES; ELECTRICAL; COMMUNICATIONS; CCTV; FIRE PROTECTION; FIRE ALARM; GUARDRAILS; HANDRAILS; GLAZING; WATER-PROOFING; ELEVATOR; PLUMBING; HVAC

Bonding, insurance, lines of credit and any technical assistance or information related to the plans & specifications & requirements for the work will be made available to interested DBE certified suppliers and subcontractors. Assistance with obtaining necessary equipment, supplies, materials, or related assistance or services for this project will also be offered to interested DBE certified suppliers, subcontractors, truckers. PMI is a signatory to the Operating Engineers, Carpenters and Laborers Collective Bargaining Agreements.

PMI will provide assistance in obtaining necessary bonding, insurance, equipment, supplies, materials or other related services. 100% Payment & Performance bonds will be required from a single, Treasury-listed surety company subject to PMI's approval. PMI will pay bond premium up to 1.5%. Subcontractors awarded on any project will be on PMI's standard form for subcontract without any modifications. For questions or assistance required on the above, please call 510-671-0000.

We are an Equal Opportunity Employer



Proven Management, Inc.
225 3rd Street, Oakland, CA 94607
Phone: 510-671-0000 • Fax: 510-671-1000

PMI requests proposals/quotes from all qualified and certified Local Small Business (LSB) suppliers and subcontractors for the following project:

**BAY AREA RAPID TRANSIT DISTRICT
C25 INTERLOCKING RENEWAL PROJECT
CONTRACT NO. 15CQ-115
Bids Due: 04/16/19 @ 2 PM
LSB GOAL – 17%**

DEMOLITION OF EXISTING TRACK; TRAFFIC CONTROL; SPECIAL TRACKWORK; EARTHWORK; SUBDRAINAGE WORK; ELECTRICAL WORK INCLUDING RACEWAYS & UNDERGROUND DUCTWORK, LOW VOLTAGE; TRACK WORK; METAL WELDING; BALLAST; CONCRETE TIES; TRACTION POWER WORK; PRECAST PORTLAND CEMENT CONCRETE

Bonding, insurance, lines of credit and any technical assistance or information related to the plans & specifications & requirements for the work will be made available to interested LSB certified suppliers and subcontractors. Assistance with obtaining necessary equipment, supplies, materials, or related assistance or services for this project will also be offered to interested LSB certified suppliers, subcontractors, truckers. PMI is a signatory to the Operating Engineers, Carpenters and Laborers Collective Bargaining Agreements.

PMI will provide assistance in obtaining necessary bonding, insurance, equipment, supplies, materials or other related services. 100% Payment & Performance bonds will be required from a single, Treasury-listed surety company subject to PMI's approval. PMI will pay bond premium up to 1.5%. Subcontractors awarded on any project will be on PMI's standard form for subcontract without any modifications. For questions or assistance required on the above, please call 510-671-0000.

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**431 Payran Street, Petaluma, CA 94952
Phone: 707-835-2900 • Fax: 707-835-2994
Contact: Kelsey Godfrey
Email: bid@arntzbuilders.com**

REQUESTS QUOTATIONS FROM ALL STATE OF CALIFORNIA DGS CERTIFIED DVBE SUBCONTRACTORS & SUPPLIERS and ALL QUALIFIED SUBCONTRACTORS & SUPPLIERS FOR ALL TRADES FOR THE FOLLOWING PROJECT:

**LAZEAR CHARTER ACADEMY
MODERNIZATION
OAKLAND, CA**

BID DATE: APRIL 17, 2019 @ 2:00pm

Trades needed but not limited to: Selective Site Demo, Concrete, Structural Steel, Steel Decking, Metal Railings, Decorative Metal Railings and Fences, Play Structures, Site Furnishings, Electrical, Earthwork, Site Clearing, Stone Paving, Chain Link Fences and Gates, Planting Irrigation, Landscape Planting, Turf Planting, Piped Utilities, Storm Drainage Utilities, Hazmat, Waterproofing, Sheet Metal Flashing and Trim, Joint Sealants, Hollow Metal Doors and Frames, Access Doors and Frames, Overhead Doors, Door Hardware, Glazing, Gyp Board, Acoustical Panel Ceilings, Resilient Tile Flooring, Epoxy Flooring, Painting, Toilet Compartments and Accessories, Fire Extinguishers, Roller Window Shades, Plumbing, HVAC

CONTACT:

Kelsey Godfrey bid@arntzbuilders.com

All contractors shall be registered with the Department of Industrial Relations pursuant to Labor Code Section 1725.5 to be qualified to bid on, be listed in a bid proposal (submitted on or after March 1, 2015) or be awarded a contract for public work on a public works project (awarded on or after April 1, 2015). In addition, they are subject to the requirements of Section 4104 of the Public Contract Code.

BONDING, INSURANCE, TECHNICAL ASSISTANCE AVAILABLE. PLANS AVAILABLE IN GC'S PLAN ROOM. SUCCESSFUL SUBCONTRACTORS WILL BE REQUIRED TO SIGN ARNTZ BUILDERS, INC. STANDARD SUBCONTRACT AGREEMENT WHICH INCLUDES ARNTZ BUILDERS, INC. REQUIREMENT THAT SUBCONTRACTORS PROVIDE A 100% FAITHFUL PERFORMANCE AND PAYMENT BOND OF THE SUBCONTRACT PRICE FROM A TREASURY LISTED SURETY COMPANY ACCEPTABLE TO ARNTZ BUILDERS. BOND PREMIUM TO BE INCLUDED IN BID AS A SEPARATE ITEM. SUBCONTRACTORS WILL BE REQUIRED TO PROVIDE A WAIVER OF SUBROGATION ENDORSEMENT TO THEIR WORKERS COMPENSATION INSURANCE.

WE ARE SIGNATORY TO THE
CARPENTER'S AND LABORER'S
COLLECTIVE BARGAINING AGREEMENTS
AN EQUAL OPPORTUNITY EMPLOYER

3 Cash Flow Management Mistakes

Continued from page 1

One way to make collecting payments easier is by having a regular invoice schedule. Include the billing schedule in your contract so your client knows when to expect it. Follow the schedule closely and don't slack on sending invoices.

Before your receivables cause a serious cash flow problem, take a close look at your clients' accounts that are past due. Start making calls and follow-up emails to these clients, especially the accounts that are at risk of becoming delinquent. Imposing penalties for late payment may also improve your collection rate.

To improve your cash flow, it's crucial to be more vigilant in managing accounts receivable and proactive in collecting payments. In times of cash flow shortages, every dollar counts.

Don't allow your business to fall prey to these cash flow management mistakes. Awareness is always the first step to effective cash flow management. It may not be the most exciting part of your business, but it is vital in keeping your business alive.

Aki Merced is the Content Manager at Handle.com, where they build software that helps construction businesses get paid faster by automating the collection process of unpaid commercial invoices.

SOURCE:

<https://www.constructconnect.com/blog/operating-insights/3-cash-flow-management-mistakes-construction-companies-make/>

SMALL
BUSINESS
EXCHANGE

Direct Mail is Hot Again. Here's How to Use It



By Rieva Lesonsky,

From Glossier to Quip, a variety of hip new companies is targeting millennials with...mailers? From postcards to catalogs, “hot, digitally savvy, direct-to-consumer” brands including Casper, Harry’s, Wayfair, Rover, Quip, Away, Handy, and Modcloth have all started targeting customers via direct mail, Vox notes.

Here’s why direct mail is hot again and how your business can use it effectively.

Why Direct Mail Is Hot

Why is direct mail so hot? One reason is a higher trust factor. Younger consumers don’t associate direct mail with “junk mail” the way older consumers do. They’re more likely to attach that label to email.

Direct mail can be more effective. While direct mail and email marketing campaigns get similar response rates, a recent study found direct mail campaigns generate purchases five times larger than email campaigns. Combining email with direct mail led to the best results of all: purchases six times larger than email alone generated.

Direct mail stands out. Young people get hundreds of emails a day but only a few pieces of actual mail, notes one marketer quoted by Vox. In the same way digital-first companies such as Warby Parker and Glossier have begun opening physical stores to create a special experience, sending physical mail is a way to stand out from the crowd.

Direct mail is more shareable. Unlike email that goes to one person, physical mail goes to a household. RetailWire reports 88% of key purchase decisions for retail, financial and automotive categories are discussed at home, and direct mail pieces give recipients a reason to talk over the offer.

Direct mail has a longer lifespan. Email has a lifespan of just a few seconds, RetailWire reports, while direct mail’s average lifespan is 17 days.

Making Direct Mail Work

If you want to get started with direct mail, you have several options, including postcards, catalogs or catalog-like booklets. There are even group mailers that combine several companies’ offers in an envelope. (Vox cites one company, Share Local Media, that’s targeting millennial Brooklyn hipsters with the type of mailers their parents used to get full of ads for mini blinds or power washing services.)

The option you choose will be based on your budget (direct mail isn’t cheap) and your goals. Once you’ve made a decision:

Start with your existing customers. If your direct mail isn’t relevant to the recipient, it will hit the circular file. More than two-thirds (68%) of consumers immediately throw away mail from a brand or retailer they haven’t heard of. However, 76% will discuss mail from a brand or retailer they have purchased from in the past.

Target your mailings. Focus your mailings on people who have expressed interest either in your business or your category. Two-thirds of consumers will discuss mail from a brand or retailer they’ve never heard of if the category is of interest to them; 54% will discuss mail from a brand/retailer they have heard of, but not purchased from. You can target customer demographics using the USPS Every Door Direct Mail program, buy or rent mailing lists from companies like InfoUSA or DirectMail.com, or create your own house mailing lists.

Style it right. If you’re trying to attract millennial consumers, think of your direct mail pieces as physical Instagram posts. Keep the text brief, the layout streamlined and the photography eye-catching.

Make worthwhile offers. Email offers for discounts are a dime a dozen, clogging up the average millennial’s mailbox. But a glossy postcard or catalog with a special offer can catch the eye. Make it worth the customer’s while, not just a few dollars off.

Create landing pages for your direct mail.

Three-fourths of people who use direct mail to make purchasing decisions also consult online sources for more information, so drive them where you want them to go. If you’re sending out a direct mail piece promoting a sale on your store’s athletic shoes, for instance, include a URL that goes to a landing page for that specific offer.

Don’t overload them. Direct mail is special precisely because your customers don’t get a lot of it. Carefully limit how often you send direct mail to avoid it becoming “spam” and eroding the recipient’s trust. For example, you could send direct mail with a special offer for a customer’s birthday, or after somebody makes their first purchase.

Combine direct mail with email. Media Post suggests starting with direct mail and following up a week later with email. It also recommends sending two emails for everyone piece of direct mail. You can make direct mail part of your automated marketing campaigns by setting up triggers to send direct mail after a prospect takes certain actions, just as you would with a drip email campaign. Both the email and the direct mail piece should use the same design elements and messaging to reinforce your brand and your offer.

Track results. Use landing page visits, coupon codes, and redemption rates to see how well your direct mail campaign is working.

About the Author:

Rieva Lesonsky is CEO and President of GrowBiz Media, a media company that helps entrepreneurs start and grow their businesses. Follow Rieva at [Twitter.com/Rieva](https://twitter.com/Rieva) and visit SmallBizDaily.com to sign up for her free TrendCast reports. She’s been covering small business and entrepreneurial issues for more than 30 years, is the author of several books about entrepreneurship and was the editorial director of Entrepreneur magazine for over two decades

SOURCE:

<https://www.sba.gov/blogs/direct-mail-hot-again-heres-how-use-it>



Public Legal Notices



CITY & COUNTY OF SAN FRANCISCO
DEPARTMENT OF PUBLIC WORKS

Contract No. 1000013376
GEORGE CHRISTOPHER
PLAYGROUND RENOVATION
“PW GEORGE CHRISTOPH PLYGD
RENO”

Sealed bids will be received at 1155 Market Street, 4th Floor, San Francisco, California 94103 until **2:30:00 p.m. on April 17, 2019**, after which they will be publicly opened and read. Digital files of Bid Documents, Plan Holders Lists, and Addenda may be downloaded at no cost from the Public Works Electronic Bid Documents Download site at www.sfp-publicworks.org/biddocs. Please visit the Contracts, Bids and Payments webpage at www.sfp-publicworks.org for more information (click on Resources > Contractor Resources). Notices regarding Addenda and other bid changes will be distributed by email to Plan Holders.

The work to be done under this contract consists of 1) the renovation of an existing restroom; 2) the renovation of an existing playground and associated park improvements; 3) the renovation of existing asphalt pathways; and 4) the renovation of existing site lighting located at George Christopher Playground in the Diamond Heights Neighborhood, San Francisco, California, all as shown on the Drawings and as specified in these Specifications. The time allowed for completion is 319 consecutive calendar days. The Engineer's estimate is approximately \$3,000,000. For more information, contact the Project Manager, Jacqueline Ho at 415-581-2541.

On July 1, 2014, the registration program under section 1725.5 of the California Labor Code went into effect. The program requires that all contractors and subcontractors who bid or work on a public works project register and pay an annual fee to the California Department of Industrial Relations (“DIR”).

No contractor or subcontractor may be listed in a bid or awarded a contract for a public works project unless registered with the DIR as required by Labor Code section 1725.5 [with limited exceptions from this requirement for bid purposes only under Labor Code section 1771.1(a)].

This Project shall incorporate the required partnering elements for **Partnering Level 1**. Refer to Section 01 31 33 for more details.

Pursuant to San Francisco Administrative Code (“Administrative Code”) Section 6.25 and Chapter 25 of the Environment Code, “Clean Construction” is required for the performance of all work.

This Contract is subject to the requirements of Administrative Code Chapter 12X, which prohibits the City from entering into any Contract with a Contractor that has its United States headquarters in a state with laws that perpetuate discrimination against LGBT populations (“Covered State”) or where any or all of the work on the contract will be performed in any of those states. A list of states on the Covered State List can be found at: <https://oag.ca.gov/ab1887>.

The Specifications include liquidated damages. Contract will be on a Lump Sum Bid Items basis. Progressive payments will be made.

The Contract will be awarded to the lowest responsible responsive bidder.

A bid may be rejected if the City determines that any of the bid item prices are materially unbalanced to the potential detriment of the City.

Bid discounts may be applied as per Administrative Code Chapter 14B. LBE Subcontracting Participation Requirement is **15%**. Call Diane Mai-Tran at 415-558-4080 for details. In accordance with Administrative Code Chapter 14B requirements, all bidders shall submit documented good faith efforts with their bids,

except those who exceed the above stated LBE Subcontracting Participation Requirement by 35%. Bidders must achieve 80 out of 100 points to be deemed responsive. Bidders will receive 15 points for attending the pre-bid conference, if scheduled. Refer to CMD Form 2B.

A pre-bid conference will be held on **April 3, 2019 at 10:00 a.m.** at George Christopher Playground. Meet at the level landing between the playground and the clubhouse building, just outside the clubhouse south door.

For information on the City's Surety Bond Program, call 415-986-3999 or bond@imwis.com.

A corporate surety bond or certified check for ten percent (10%) of the amount bid must accompany each bid. Administrative Code Section 6.22(a) requires all construction greater

than \$25,000 to include performance and payment bonds for 100% of the contract award.

Class “A” license required to bid.

In accordance with Administrative Code Chapter 6, no bid is accepted and no contract in excess of \$600,000 is awarded by the City and County of San Francisco until such time as the General Manager of the Recreation and Park Department recommends the contract for award, and the Recreation and Park Commission then adopts a resolution awarding the Contract. Pursuant to Charter Section 3.105, all contract awards are subject to certification by the Controller as to the availability of funds.

Minimum wage rates for this project must comply with the current General Prevailing Wage as determined by the State Department of Industrial Relations. Minimum wage rates other than applicable to General Prevailing Wage must comply with Administrative Code Chapter 12P, Minimum Compensation Ordinance.

This Project is subject to the requirements of the San Francisco Local Hiring Policy for Construction (“Policy”) as set forth in Administrative Code Section 6.22(g). Bidders are hereby advised that the requirements of the Policy will be incorporated as a material term of any contract awarded for the Project. Refer to Section 00 73 30 of the Project Manual for more information.

Bidders are hereby advised that the Contractor to whom the Contract is awarded must be certified by the Contract Monitoring Division as being in compliance with the Equal Benefits Provisions of Chapter 12B of the Administrative Code within two weeks after notification of award.

If a bidder objects on any ground to any bid specification or legal requirement imposed by this Advertisement for Bids, the bidder shall, no later than the 10th working day prior to the date of Bid opening, provide written notice to the Contract Administration Division, San Francisco Public Works, setting forth with specificity the grounds for the objection.

Right reserved to reject any or all bids and waive any minor irregularities.

4/4/19

CNS-3237219#

SMALL BUSINESS EXCHANGE



Public Legal Notices



CITY & COUNTY OF SAN FRANCISCO
DEPARTMENT OF PUBLIC WORKS

Contract No. 100009782
VARIOUS LOCATIONS PAVEMENT
RENOVATION NO. 35
AND SEWER REPLACEMENT

Sealed bids will be received at 1155 Market Street, 4th Floor, San Francisco, California 94103 until **2:30:00 p.m. on May 1, 2019**, after which they will be publicly opened and read. Digital files of Bid Documents, Plan Holders Lists, and Addenda may be downloaded at no cost from the Public Works Electronic Bid Documents Download site at www.sfpublicworks.org/biddocs. Please visit the Contracts, Bids and Payments webpage at www.sfpublicworks.org for more information (click on Resources > Contractor Resources). Notices regarding Addenda and other bid changes will be distributed by email to Plan Holders.

The Work is at various locations throughout San Francisco, California and consists of sewer replacement, pavement renovation, curb ramp installation, traffic control, and all related work. The time allowed for completion is 450 consecutive calendar days. The Engineer's estimate is approximately \$12,400,000. For more information, contact the Project Manager, **Ramon Kong** at 415-554-8280.

On July 1, 2014, the registration program under section 1725.5 of the California Labor Code went into effect. The program requires that all contractors and subcontractors who bid or work on a public works project register and pay an annual fee to the California Department of Industrial Relations ("DIR").

No contractor or subcontractor may be listed in a bid or awarded a contract for a public works project unless registered with the DIR as required by Labor Code section 1725.5 [with limited exceptions from this requirement for bid purposes only under Labor Code section 1771.1(a)].

This Project shall incorporate the required partnering elements for **Partnering Level 2**. Refer to Section 01 31 33 for more details.

Pursuant to San Francisco Administrative Code ("Administrative Code") Section 6.25 and Chapter 25 of the Environment Code, "Clean Construction" is required for the performance of all work.

This Contract is subject to the requirements of Administrative Code Chapter 12X, which prohibits the City from entering into any Contract with a Contractor that has its United States headquarters in a state ("Covered State") with laws that perpetuate discrimination against LGBT populations or where any or all of the work on the contract will be performed in any of those states. A list of states on the Covered State List can be found at: <https://oag.ca.gov/ab1887>.

The Specifications include liquidated damages. Contract will be on a Unit Price basis. Progressive payments will be made.

The Contract will be awarded to the lowest responsible responsive bidder.

A bid may be rejected if the City determines that any of the bid item prices are materially unbalanced to the potential detriment of the City.

Bid discounts may be applied as per Administrative Code Chapter 14B. LBE Subcontracting Participation Requirement is **25%**. Call Selormey Dzikunu at 415-554-8369 for details. In accordance with Administrative Code Chapter 14B requirements, all bidders shall submit documented good faith efforts with their bids, except those who exceed the above stated LBE Subcontracting Participation Requirement by 35%. Bidders must achieve 80 out of 100 points to be deemed responsive. Bidders will receive 15 points for attending the pre-bid conference, if scheduled. Refer to CMD Form 2B.

A pre-bid conference will be held on April 11, 2019; 9:00 a.m., at 1680 Mission Street, 3rd Floor.

For information on the City's Surety Bond and Finance Program, call 415-986-3999 or bond@imwis.com.

A corporate surety bond or certified check for ten percent (10%) of the amount bid must accompany each bid. Administrative Code Section 6.22(a) requires all construction greater than \$25,000 to include performance and payment bonds for 100% of the contract award.

Class "A" license required to bid.

In accordance with Administrative Code Chapter 6, no bid is accepted and no contract in excess of \$600,000 is awarded by the City and County of San Francisco until such time as the Mayor or the Mayor's designee approves the contract for award, and the Director of Public Works then issues an order of award. Pursuant to Charter Section 3.105, all contract awards are subject to certification by the Controller as to the availability of funds.

Minimum wage rates for this project must comply with the current General Prevailing Wage as determined by the State Department of Industrial Relations. Minimum wage rates other than applicable to General Prevailing Wage must comply with Administrative Code Chapter 12P, Minimum Compensation Ordinance.

This Project is subject to the requirements of the San Francisco Local Hiring Policy for Construction ("Policy") as set forth in Administrative Code Section 6.22(g). Bidders are hereby advised that the requirements of the Policy will be incorporated as a material term of any contract awarded for the Project. Refer to Section 00 73 30 of the Project Manual for more information.

Bidders are hereby advised that the Contractor to whom the Contract is awarded must be certified by the Contract Monitoring Division as being in compliance with the Equal Benefits Provisions of Chapter 12B of the Administrative Code within two weeks after notification of award.

If a bidder objects on any ground to any bid specification or legal requirement imposed by this Advertisement for Bids, the bidder shall, no later than the 10th working day prior to the date of Bid opening, provide written notice to the Contract Administration Division, San Francisco Public Works, setting forth with specificity the grounds for the objection.

Right reserved to reject any or all bids and waive any minor irregularities.

4/4/19

CNS-3238635#

SMALL BUSINESS EXCHANGE



Public Legal Notices

OAKLAND UNIFIED SCHOOL DISTRICT

NOTICE TO BIDDERS

NOTICE IS HEREBY GIVEN THAT THE GOVERNING BOARD ("BOARD") OF THE OAKLAND UNIFIED SCHOOL DISTRICT ("DISTRICT") WILL RECEIVE SEALED BIDS FOR THE FOLLOWING PROJECT,
BID NO. 17115

**Castlemont High School -
 Athletic Field Replacement
 8601 MacArthur Blvd., Oakland, CA 94605**

1. The Project consists of:

This portion of work is limited to the athletic field replacement.

2. Engineer's Estimate: \$1,250,000

3. Project Manager for this project is **Al Anderson**, he can be reached at **(510) 535-7045**.

4. To bid on this Project, the Bidder is required to possess one or more of the following State of California contractors' license(s):

**A-General Engineering Contractor and/or
 B- General Building Contractor**

The Bidder's license(s) must remain active and in good standing throughout the term of the Contract.

5. To bid on this Project, the Bidder is required to be registered as a public works contractor with the Department of Industrial Relations pursuant to the Labor Code. The Bidder's registration must remain active throughout the term of the Contract.

6. Contract Documents will be available on or after **Wednesday, April 3, 2019** for review at **East Bay Blue Print, located at 1745 14th Avenue, Oakland, CA 94606**. All requests should be addressed Attention: Sandy Petty. Plans can be ordered by:

Ph: 510-261-2990 Fax: 510-261-6077

Email: ebbp@eastbayblueprint.com, Attn: Sandy.
 Online using the Plan Command System at www.eastbayblueprint.com or plans can be delivered to a place of business, at requester's own expense. Payment for plan sets must be made with East Bay Blue Print and are **NON-REFUNDABLE**

In addition, Contract Documents are available for bidders' review at the following builders' exchanges:

Builder's Exchange of Alameda County
 McGraw Hill Construction Data
 San Francisco Builder's Exchange
 Reed Construction Market Data
 Contra Costa Builder's Exchange
 Marin Builder's Exchange

7. Sealed bids will be received until **2:00 p.m., on Wednesday, May 1, 2019**, at the District Office, located at **955 High Street, Front Desk, Oakland, California**, at or after which time the bids will be opened and publicly read aloud. Any bid that is submitted after this time shall be nonresponsive and returned to the bidder. Any claim by a bidder of error in its bid must be made in compliance with section 5100 et seq. of the Public Contract Code.

Pursuant to Public Contract Code section 20111.6, only prequalified bidders will be eligible to submit a bid for contracts \$1 million or more using or planning to use state bond funds. Any bid submitted by a bidder who

is not prequalified shall be non-responsive and returned unopened to the bidder. Moreover, any bid listing subcontractors holding C-4, C-7, C-10, C-16, C-20, C-34, C-36, C-38, C-42, C-43 or C-46 licenses, if used, who have not been prequalified, shall be deemed nonresponsive and will not be considered. Both First-Tier Subcontractors and Prime Contractors **must be prequalified on or before April 26, 2019**. The list of Prequalified Contractors will be **posted on the OUSD's website**.

8. All bids shall be on the form provided by the District. Each bid must conform and be responsive to all pertinent Contract Documents, including, but not limited to, the Instructions to Bidders.

9. A bid bond by an admitted surety insurer on the form provided by the District, cash, or a cashier's check or a certified check, drawn to the order of the Oakland Unified School District, in the amount of ten percent (10%) of the total bid price, shall accompany the Bid Form and Proposal, as a guarantee that the Bidder will, within seven (7) calendar days after the date of the Notice of Award, enter into a contract with the District for the performance of the services as stipulated in the bid.

A **mandatory** pre-bid conference and site visit will be held on **Tuesday, April 16, 2019 at 10:00 a.m. at the Front Entrance**. All participants are required to sign in at the front Entrance of the Building. The site visit(s) is expected to take approximately **[1] hour**. Failure to attend or tardiness will render bid ineligible.

10. The successful Bidder shall be required to furnish a 100% Performance Bond and a 100% Payment Bond if it is awarded the Contract for the Work.

11. The successful Bidder may substitute securities for any monies withheld by the District to ensure performance under the Contract, in accordance with the provisions of section 22300 of the Public Contract Code.

12. The successful bidder will be required to certify that it either meets the Disabled Veteran Business Enterprise ("DVBE") goal of three percent (3%) participation or made a good faith effort to solicit DVBE participation in this Contract if it is awarded the Contract for the Work.

13. The Contractor and all Subcontractors under the Contractor shall pay all workers on all Work performed pursuant to this Contract not less than the general prevailing rate of per diem wages and the general prevailing rate for holiday and overtime work as determined by the Director of the Department of Industrial Relations, State of California, for the type of work performed and the locality in which the work is to be performed within the boundaries of the District, pursuant to section 1770 et seq. of the California Labor Code. Prevailing wage rates are also available from the District or on the Internet at: <http://www.dir.ca.gov>.

14. This Project is subject to labor compliance monitoring and enforcement by the Department of Industrial Relations pursuant to Labor Code section 1771.4 and subject to the requirements of Title 8 of the California Code of Regulations. The Contractor and all Subcontractors under the Contractor shall furnish electronic certified payroll records directly to the Labor Commissioner weekly and within ten (10) days of any request by the District or the Labor Commissioner. The successful Bidder shall comply with all requirements of Division 2, Part 7, Chapter 1, Articles 1-5 of the Labor Code.

15. The District has entered into a Project Labor Agreement that is applicable to this Project. For questions or assistance concerning the Project Labor Agreement, contact **Maribel Alejandre, (510) 835-7603 X 21, Davillier-Sloan, Inc. 1630 12th Street, Oakland, California, 94607**.

16. The District shall award the Contract, if it awards it at all, to the lowest responsive responsible bidder based on:

A. The base bid amount only.

17. The Board reserves the right to reject any and all bids and/or waive any irregularity in any bid received. If the District awards the Contract, the security of unsuccessful bidder(s) shall be returned within sixty (60) days from the time the award is made. Unless otherwise required by law, no bidder may withdraw its bid for ninety (90) days after the date of the bid opening.

Outreach April 2019

Would you like the opportunity to bring positive change to your community? Would you like to help make the City and County of San Francisco a safer place for all? Here is your chance to join the men and women of the San Francisco Sheriff's Department. We are currently accepting applications for the position of Deputy Sheriff. The salary range for this entry level position is \$71,994 to \$91,910 per year with full benefits. Choose to make a difference today!

Minimum Qualifications:

- No previous law enforcement experience necessary
- Must be at least 20 years old
- Possess a high school diploma or GED
- Must be a United States Citizen
- No felony convictions
- Possess a valid California Class C driver's license

To Apply:

Apply with the City and County of San Francisco at <https://www.jobapscloud.com/sf/> (Deputy Sheriff I)

Let your career take off at San Francisco International Airport (SFO)! A variety of career opportunities are available including airport administration, positions with airlines, security, baggage and cargo handling, driving, food service, retail, and more! Some companies are offering signing bonuses. SFO also offers robust education and internship programs, helping to pave the pathway for future employment. Contact community@flysfo.com or 650-821-5242 to learn more.

Big opportunities are also available for small businesses at SFO! The Airport offers a wide variety of business opportunities ranging from construction to concessions to professional services. Contact smallbusiness@flysfo.com or 650-821-5022 to learn more about upcoming opportunities and the range of supports that enable small businesses to compete equitably.

GET FREE, TRUSTED HELP WITH YOUR CITIZENSHIP APPLICATION!

The San Francisco Pathways to Citizenship Initiative provides free legal help from community immigration service providers at our free workshops. Resources for the citizenship application fee are available onsite. Learn more at sfcitizenship.org

When: Saturday, April 27, 2019. Registration is open from 9:30 am - 12:30 pm. No appointment needed!
 Where: San Francisco State University, Mashouf Wellness Center, 755 Font Boulevard, San Francisco, 94132.

APPLY NOW TO THE DREAMSF FELLOWSHIP!

The DreamSF Fellowship is a leadership and professional development program for immigrants in the Bay Area. DreamSF Fellows work directly with immigrant-serving nonprofits in San Francisco 20 hours a week, develop professional skills within the nonprofit sector, receive a stipend, and much more! Must be 18 and over to apply and be enrolled in or recently graduated from an undergraduate or certificate program. Application deadline is April 26, 2019. Program starts in May.

Visit sfimmigrants.org for application details and instructions on how to apply.

CNS-3234583#



California Sub-Bid Request Ads



431 Payran Street, Petaluma, CA 94952
Phone: 707-835-2900 • Fax: 707-835-2994
Contact: Kelsey Godfrey
Email: bid@arntzbuilders.com

REQUESTS QUOTATIONS FROM ALL STATE OF CALIFORNIA DGS CERTIFIED DVBE SUBCONTRACTORS & SUPPLIERS and ALL QUALIFIED SUBCONTRACTORS & SUPPLIERS FOR ALL TRADES FOR THE FOLLOWING PROJECT:

HARVEY MILK ELEMENTARY SCHOOL MODERNIZATION
SAN FRANCISCO, CA
SFUSD Project #11892
BID DATE: April 23, 2019 @ 2:00pm
ESTIMATE: \$11,000,000

Trades needed but not limited to: Cast-in-place Drilled Piers, Selective Demo, Cast-in-place Concrete, Polished Concrete Finishing, Shotcrete, Structural Steel Framing, Metal Fabrications, Steel Decking, Casework, Plastic Paneling, Waterproofing, Thermal Insulation, Sheet Metal Flashing and Trim, Roof Accessories, Fireproofing, Joint Sealants, Hollow Metal Doors and Frames, Access Doors and Frames, Aluminum-Framed Entrances and Storefronts, Glazing, Door Hardware, Cement Plastering, Gypboard, Ceramic Tiling, Acoustical Panel Ceilings, Resinous Flooring, Painting, Signage, Toilet Compartments and Accessories, Fire Extinguishers and Cabinets, Food Service Equipment, Stage Curtains, Roller Window Shades, Fire Suppression, Plumbing, HVAC, Electrical, Earthwork, Asphalt Paving, Chain Link Fences, Hazmat

CONTACT:

Kelsey Godfrey bid@arntzbuilders.com

All contractors shall be registered with the Department of Industrial Relations pursuant to Labor Code Section 1725.5 to be qualified to bid on, be listed in a bid proposal (submitted on or after March 1, 2015) or be awarded a contract for public work on a public works project (awarded on or after April 1, 2015). In addition, they are subject to the requirements of Section 4104 of the Public Contract Code.

BONDING, INSURANCE, TECHNICAL ASSISTANCE AVAILABLE. PLANS AVAILABLE IN GC'S PLAN ROOM. SUCCESSFUL SUBCONTRACTORS WILL BE REQUIRED TO SIGN ARNTZ BUILDERS, INC. STANDARD SUBCONTRACT AGREEMENT WHICH INCLUDES ARNTZ BUILDERS, INC. REQUIREMENT THAT SUBCONTRACTORS PROVIDE A 100% FAITHFUL PERFORMANCE AND PAYMENT BOND OF THE SUBCONTRACT PRICE FROM A TREASURY LISTED SURETY COMPANY ACCEPTABLE TO ARNTZ BUILDERS. BOND PREMIUM TO BE INCLUDED IN BID AS A SEPARATE ITEM. SUBCONTRACTORS WILL BE REQUIRED TO PROVIDE A WAIVER OF SUBROGATION ENDORSEMENT TO THEIR WORKERS COMPENSATION INSURANCE.

WE ARE SIGNATORY
TO THE CARPENTER'S AND LABORER'S
COLLECTIVE BARGAINING AGREEMENTS
AN EQUAL OPPORTUNITY EMPLOYER

American Pavement Systems, Inc.
1012 11th Street #1000, Modesto, CA 95354
Phone: 209-275-7031 • FAX: 209-408-0427
Email: dpimley@americanpavementsystems.com
CA License # 943792

An Equal Opportunity Affirmative Action Employer

REQUESTING BIDS FROM DBE/MBE/WBE/SBE/LBE/DVBE/OBE Subcontractors and Vendors

Project: 2019 Asphalt Rubber Cape Seal & Micro-surface Seal Project, Contra Costa Co., CA
Reference #: 0672-6U2184/2183
Owner: County of Contra Costa
Bid date: May 7, 2019

American Pavement Systems, Inc. (APS) is bidding the above referenced project as a Prime Contractor and is requesting bids for the following trades and/or material suppliers:

Lead Compliance Plan, Traffic Control, Portable Changeable Message Signs, Sweeping, Tree Trimming, Trucking (Haul Slurry Aggregate to Stockpile), Trucking (Transfers with Chip Bars), Asphaltic Emulsion, Slurry Aggregate, Chip Seal Screenings, PG 64-16 Asphalt, Trucking (Tankers hauling Asphalt and/or Emulsion), Adjusting of Monument Covers, Set New Survey Monuments, Thermoplastic Striping Removal and Installation.

Plans and specifications can be obtained from County of Contra Costa by calling (925) 313-2338. Alternatively, please contact David Pimley at American Pavement Systems, Inc. at (209) 275-7031 or email dpimley@americanpavementsystems.com to make an appointment for viewing or for assistance.

American Pavement Systems, Inc. (APS) is signatory to Operating Engineers and Laborers Unions, and will assist with obtaining bonds, line of credit and/or insurance if requested. Please submit quotes at least one day prior to bid date and include any certification document(s) you may have. Please contact David Pimley at 209-275-7031 or email dpimley@americanpavementsystems.com with any questions or for assistance. APS intends to work cooperatively with all qualified responders for this project. Quantities of work can be broken down into economically feasible units and delivery schedules will be accommodated to facilitate maximum participation. Quotations must be valid for the same duration as specified by Owner for contract award.



Johnstone Moyer Inc.
2102 Business Ctr Dr. Irvine, CA 92612
MBE/DBE SUBCONTRACTORS/SUPPLIERS
NOTICE OF BIDS REQUEST

HOLLYWOOD PARK MU10/MU2C RESIDENTIAL PROJECT

Johnstone Moyer (JMI) is preparing a bid as a Prime Contractor for the project listed below and specifically looking for bids from all trades from Minority (MBE)/Disadvantaged (DBE).

This project consists of two separate podium buildings, complete unit finishes and all associated site work and landscape.

MU-10 is a 5 story with 4 stories of Type V-A construction over 1 story of Type IA Podium above 1 story subterranean parking structure. There are 213 dwelling units with 426 parking stalls and amenity space.

MU-2C is a 5 story apartment building with 3 stories of Type V-A construction over 2 stories of Type IA Podium parking structure and apartments. There are 101 dwelling units (R-2) with 203 parking stalls and amenity space.

This is not a Prevailing Wage or PLA project, this is an open shop bid. All bids must be Per Plans and Specifications.

For project specific questions concerning the bidding of this project, please email:

John Lonero at ilonero@johnstonemoyer.com

Additional information relative to resources available to certified MBE/DBE firms seeking assistance in bonding, financing and insurance, please contact Evan Simmons at evan.simmons@pdaconsultinggroup.com, or (310) 680-3740.

ALL BIDS ARE DUE 4/25/19 AT 2:00 pm.

All bids must be submitted to **Johnstone Moyer** via email; ilonero@johnstonemoyer.com and to rday@johnstonemoyer.com by 2:00pm on **April 25, 2019**.

Please note there is a MBE/DBE Outreach Event and Prebid Conference on April 4th, 9-11 AM 2019. This event will be held at Rogers Park Auditorium, located at 400 West Beach Ave, in Inglewood. The job walk is at 1:00 PM, meet at the top level of the Hollywood Park Casino Parking Structure, located at 3883 West Century Boulevard in Inglewood.

Johnstone Moyer is an Equal Opportunity Employer, committed to; and encourages participation of MBE/DBE subcontractors and suppliers on the **HOLLYWOOD PARK RESIDENTIAL PROJECT**.