



PHCC TEXAS

PLUMBING-HEATING-COOLING CONTRACTORS
ASSOCIATION OF TEXAS

2024 MEMBERSHIP DIRECTORY

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TEXAS NEEDS TECHNICIANS



Growth of **women** in the industry is on the rise.



Average technician pay in Texas is **\$56,890 per year.**



Unlimited possibilities. Trade business owners can make **\$200,000+ per year.**



The number of plumbers will **increase by 5%** between 2020 and 2030.



Between 2018 and 2028, Texas will have one of the **highest** demands for plumbers (**6,760 openings**).



Plumbers can enjoy **job security and competitive advantage** in the job market due to high demand.

Source: Bureau of Labor Statistics



Scan to learn more!

PHCC Texas is proud to provide Texas State Board of Plumbing Examiners approved plumbing continuing education, in addition to test prep training. We also offer training in Medical Gas, Residential and Commercial Code, OSHA, and Backflow Prevention Testing.



PHCC
Texas

• 145 Trademark Dr, Buda, TX 78610

• phcc-tx.org



**DEPARTMENT OF LABOR APPROVED
PLUMBING APPRENTICESHIP PROGRAMS**

Construction Education Foundation (CEF)

Construction Education Foundation of North Texas
101 S Royal Lane, Bldg. B
Coppell, TX 75019
972-574-5200

Students meet Monday - Thursday during the day for one week per quarter.

PHCC-San Antonio

St. Philip's College
SW Campus
800 Quintana Road
San Antonio, TX 78212
210-824-7422

Students meet twice weekly in the evenings starting in September.



PHCC ONLINE

(512) 523-8094

PHCC Plumbing Apprentice E-Learning

PHCC HVACR Apprentice E-Learning

Online Plumbing and HVAC apprentice E-Learning. This program is recognized by the Department of Labor, Employment and Training Administration as a reasonable option for apprentice training. Each course is the equivalent of one year of classroom instruction.

On-the-job training is required and coordinated by the employer.

Contact PHCC-Texas (512-523-8094) for questions or to enroll.

ASSOCIATED PLUMBING-HEATING-COOLING CONTRACTORS OF TEXAS 2024 MEMBERSHIP DIRECTORY



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5 REASONS YOU SHOULD BE WORKING IN A TRADE

1



HIGH DEMAND

Due to trades being in high demand, there is limitless opportunity and strong job security!

2



OPTIONS

A trade skill comes with necessary training and education. This gives you the option to start your own business or pursue a highly specific role.

3



GREAT PAY

Salaries often depend on experience, industry, company size, and education. However, skilled trade careers consistently make a good living.

4



INSTANT EXPERIENCE

The plumbing-heating-cooling industry pays you while you learn!

5



TIME

Depending on the trade, a certificate can be earned in just two years!



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Message from the Executive Director



Greetings,

I'd like to take a minute to reflect on the importance of PHCC and the Power of the Association as we move into this next year of growth. Many of us might wonder why we need an Association, or how an Association can support us, which are valuable questions but as members of PHCC you know that while we might be great alone, we cannot do it by ourselves.

When we gather as an Association, we find the friendship and support to guide us through the hard times or the uncertainties of owning our own business. Knowledge is shared among members, friendships are forged, and we know we have a group to talk to who have all been where we are. From fishing trips to late-night texts with questions that need a solution immediately, our Association members are here for each other.

An Association also supports us on a state level, it gives power to our voice as we navigate legislation that might impact how we do business, or whether we can continue to do business. There is value in being a licensed tradesperson, and we need to speak that as often as possible to continue to let people know that it matters who we hire and how we do business. PHCC Texas continues to be a leading voice in the capital to ensure that the interests of the plumbing and HVAC trades are represented.

Thank you to everyone who continues to support PHCC Texas through memberships, who joins the Board to provide guidance and share input, and who explains to the world that a license matters. Our members are the reason we are here, and we are here for you. There is a staff at the state office who will answer questions, provide support, or connect you with resources, we all work for you.

I am honored to work for you as your Executive Director and I will strive to add value to this Association, as you all add value to this trade. We have great things ahead and look forward to PHCC Texas continuing to be the premier provider of quality Continuing Education and an advocate for everyone in the plumbing industry.

Vicki VanNest
Executive Director
PHCC Texas



Mission Statement

PLUMBING-HEATING-COOLING CONTRACTORS OF TEXAS

PHCC Texas is your resource for leadership, networking, advocacy, and education.

PHCC Texas proudly provides Texas State Board of Plumbing Examiners approved plumbing continuing education, trade classes, test-prep courses, and more. Our instructors are qualified, experienced, and professional. Year-round classes are generously discounted for all PHCC members and their employees.

We take great pride in our reputation as not only a leading provider of continuing education, but also as a strong advocate working on behalf of the plumbing, heating and cooling industry. It is through the support of our membership that we are able to stay at the forefront of our industry, offering first-rate service to our members.

We are driven by the needs of our members to add value by:

- Being the primary legislative and regulatory watchdog and advocate for the plumbing, heating and cooling industry in Texas.
- Delivering quality education events and opportunities, including pre-licensing preparatory courses and state-mandated continuing education programs.
- Developing and subscribing to the highest level of ethical standards and other measures of excellence for our customer's satisfaction.
- Providing information dissemination through a variety of forms including networking, mentoring, and collaborative contractor problem solving.
- Creating cooperative discount product and service opportunities to assist our members in remaining competitive.



The Changing Consumer Rapid Responses

Act Fast to Capture Consumers' Attention

54% of consumers decide on a home services provider in less than four hours.

70% consumers favor companies that have more ways of contacting them (e.g. phone, text messaging, online chat).

90% of consumers expect a response within 24 hours, the majority of whom prefer same-day communication.

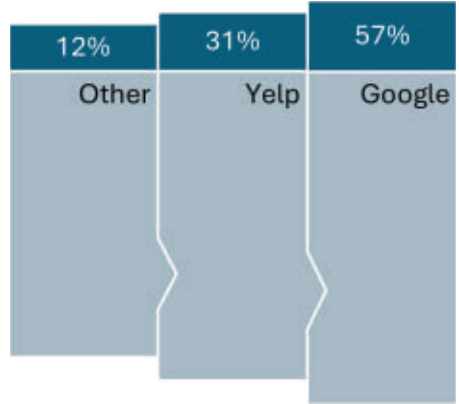
Customer Reviews

A Must for Trust in Home Services

For home services, the importance of reviews cannot be overstated. Positive online reviews build trust and credibility and influence consumer decisions. Scorpion's research found that 67% of consumers check at least three different review sources before deciding, highlighting the significance of reviews in the decision-making process.

Additionally, 50% of consumers read at least seven reviews before feeling confident in their decision, making it critical to have a substantial number of positive reviews. 64% of consumers only consider providers with at least a 4 out of 5-star rating.

Which Review Sources do Consumers Trust Most?



Final Thoughts:

Mastering Home Services Trends

Consumers today want quick, reliable, and trustworthy service when managing their largest investment: their home. To stay ahead of the competition, here's a rundown of what will help you succeed:

- **Be Lightning Quick:** Use automated systems and tools like AI-powered chat to respond to customers ASAP.
- **Spruce Up Your Website:** Make sure it's error-free, loads fast, and has the information people need to trust you.
- **Earn Their Trust:** Encourage happy customers to leave reviews everywhere, so others know you're the real deal.
- **Make It Personal:** Offer multiple ways to stay in touch, access to your techs, and photo-sharing capabilities.

By focusing on these strategies, you'll differentiate your business and position your company as a trusted resource for the communities you serve.

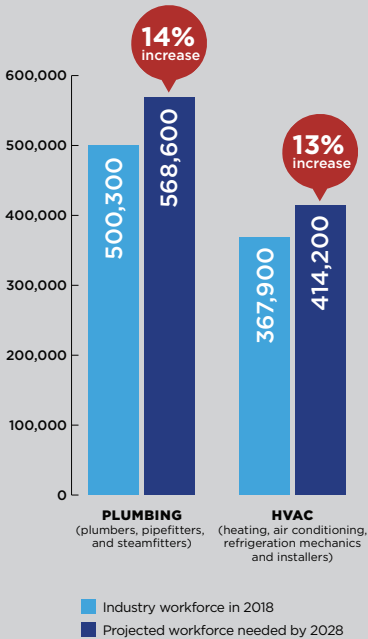
*** Courtesy of Scorpion Home Services Search Trends Survey*

Plumbing and HVAC Careers are IN DEMAND

Across the U.S., skilled plumbers and HVAC technicians are needed to fill the projected shortage of workers as the plumbing-heating-cooling industry grows.

More than 114,500 workers will be needed by 2028!

The projected shortage of workers in the plumbing-heating-cooling industry is staggering. By 2028, the U.S. Bureau of Labor Statistics estimates that the industry will need approximately 114,500 new workers.



Consider a Career in the P-H-C Industry

and you'll play a vital role in protecting public health and safety and the environment!

Average technician salaries are more than **\$54,155 + benefits**.



Opportunities to learn and use **cutting-edge** skill sets, in highly technical work.



Potential for **salary advancement, career growth**, and unlimited job possibilities.



Growth of women in the industry is **on the rise**.



Earn while you learn!
No degree? No problem.
 The P-H-C industry pays you while you learn!



PLUMBING-HEATING-COOLING CONTRACTORS ASSOCIATION
Best People. Best Practices.

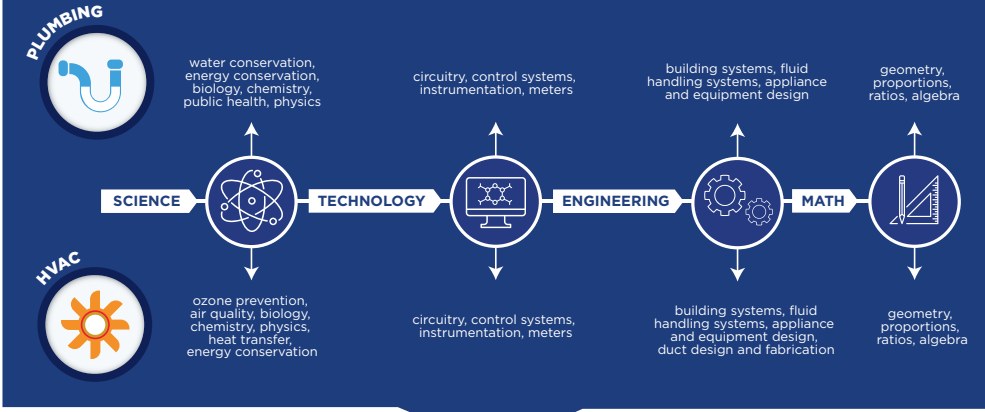
Plumbing-Heating-Cooling Contractors Association

Developed in Partnership with PHCC Educational Foundation

Source: Bureau of Labor Statistics



An Industry Dependent on STEM Skills



Great Pay.
Unlimited Possibilities.

Business Owner	\$200,000+
General/Operations Manager	\$132,680
Construction Manager	\$103,110
Materials Engineer	\$92,800
Sales Representative, Wholesale/Manufacturer	\$91,830
Estimator	\$68,310
Inspector	\$59,700
Drafter	\$55,550
Plumbing Technician	\$58,150
Sheet Metal Worker	\$52,710
HVAC Technician	\$50,160

Average salaries vary across the country



Why Professionals Love the P-H-C Industry

- No student debt
- Great salary
- Job security
- Opportunities to own your own business
- Flexibility
- Sense of pride

To learn more, call **800-533-7694** or visit phccweb.org/workforce and phccareers.com



Source: Bureau of Labor Statistics
Developed in Partnership with PHCC Educational Foundation



CODE OF ETHICS

PLUMBING-HEATING-COOLING-CONTRACTORS OF TEXAS

Plumbing-Heating-Cooling
Contractors Association

It's Not Only the Right Thing to Do... It's Just Good Business.

How do you make sure your customers are not only satisfied with your work, but are also enthusiastic fans who recommend you to others? One of the best ways is to **keep doing what you have always done** — following the highest standards of business ethics. Adhering to these standards is a great way to separate yourself from the competition:

To consider our trade worthy as affording us distinct opportunities to serve society

To improve ourselves, increase our efficiency and enlarge our service, and by so doing attest our faith in the fundamental principles of life, that we profit most who serve best

To realize that we are businesspersons and ambitious to succeed; but that we are first ethical persons, and wish no success that is not founded on the highest justice and morality

To maintain the highest ethical standards of advertising, pricing, selling, installation and service guided by the principles of honesty and integrity

To promote the latest technological advances in the design, types and methods of installation of plumbing-heating-cooling systems; using equipment and materials complying with the standards recognized by this industry

To enter enthusiastically into the association work—to give as well as take—and do our part in elevating the industry

To support all progressive moves that are being carried out along the lines of trade extension, standardization and sanitation

To conduct our affairs that others in our business will find it wise, profitable and conducive to happiness to emulate our example

To follow and execute our work in conformity with federal, state, county and city building, safety, energy and water conservation, fire and housing codes; and refusing to be a party to any action that violates these regulations

To promote conservation of water and energy to the public we serve through improved, adequate, safe, modern installation of energy efficient equipment

Antitrust Compliance

Antitrust compliance is the responsibility of every member. The following rules are applicable to all association activities and all oral and written communications.

No association meeting or activity will be used to bring about an agreement, whether formal or informal, among competitors with regard to prices, terms or condition of sale, sales and promotions, distribution, volume of production, territories, or customers.

No association meeting or activity will include any discussion of actual prices, costs, or any other terms of competition. No information on such subjects will be exchanged or discussed without prior approval of counsel.

No association meeting or activity will include any discussion which might be construed as an attempt to prevent any business entity from gaining access to any market or customer for goods or services, or to prevent any business entity from obtaining a supply of goods or otherwise purchasing goods or services freely in the market.

All members are expected to comply with these standards in informal discussions at the site of any association meeting.

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History of the Association

PHCC: THE FIRST NATIONAL CONSTRUCTION ASSOCIATION

Did you know that PHCC was the first national construction association? On June 27, 1883, 125 master plumbers held their first convention in New York City. It was a city of horse-drawn carriages and gas lights. The Brooklyn Bridge had just been built. Fifth Avenue was a residential street lined with single-family brownstone houses. Times Square was composed of livery stables and harness shops. In New York, as was true across the United States, the most profoundly new thing in people's lives was sanitary plumbing. Only 30 years earlier, sanitary sewers and plumbing systems had been unknown, even in the largest cities.

The master plumbers at the Old Masonic Temple on 24th Street in New York City had come from as far away as St. Louis. Their convention was not a chance occasion. It was prompted by conditions that threatened the survival of plumbing contractors across the land. And it led to the formation of a National Association of Master Plumbers (NAMP).

The contractor of today surely would have been proud of such forebears. Who could fail to notice the quality of these nineteenth-century businessmen plumbers – their skill in parliamentary procedures, the eloquence of their speech? What marked the men in that room, though, was their marriage of intelligence and vision with resourceful action. It is safe to say that the plumbing, heating and cooling contractor's present status as an important independent businessman goes back to what was born there: a movement that, through the years, has allied contractors in the oldest and largest national association of the construction industry, known today as the Plumbing-Heating-Cooling Contractors Association.

Consider the economic forces that brought these association founders together. In a fast-growing plumbing industry in the new industrialism, contractors were very vulnerable. In the 1880s, the effects of a growing mass-production economy were being felt by all American businesses. This new industrialism particularly affected the plumbing trade. The advent of sanitary sewerage and municipal water supply had created a vast potential market for "modern plumbing," and many ingenious inventions had appeared. Great changes had come to the placid old plumbing trade. New technical knowledge and business capabilities were needed in addition to the old craft skills.

Many in the trade were ill-prepared. It was not surprising that manufacturers of the new plumbing devices adopted what they felt was the line of least resistance. The material men were selling plumbing goods as over-the-counter merchandise. They promoted to dealers, builders, architects and the public, ignoring the fact that their materials were merely components that had to be combined and installed in a properly planned plumbing system before the user could be assured the benefits of the new health protection. After the merchandise was sold, they assumed that installation of the sanitary system was a labor job, to be done by the lowly plumber. And many a plumber, lacking technical and business knowledge, fell in to this role.

As a result, the future of the master plumber was endangered. He had the knowledge and the ability to assume responsibility for both material and installation, but the trade was becoming a labor-only business. He saw the practices of material men, retail outlets, builders and architects undermining the concept of total responsibility, with disastrous results: shoddy, unsafe, health-menacing installations that threatened to make a travesty of the new era of sanitation. Worst of all, it was "the plumber" who was blamed for the troubles.

First to act were the plumber-businessmen in the large cities where the trade was best organized. These contractors tried to deal with the problem locally, but soon they were forced to the conclusion that a broader approach was needed. Thus in 1882, the newly formed Master Plumbers Association of New York reported that it had "been deeply impressed with the necessity of taking some concerted action looking toward protection against injury to the trade" from the practices of manufacturers and dealers.

From the very beginning, the impulse to join together sprang from a belief that the public interest in sanitation and health protection could be served only by insisting upon the principle of single responsibility. The contractor was the professional who, alone, could assume responsibility for both materials and installation and provide a complete, safe and sanitary plumbing system in the public interest.

This principle, clearly perceived by the early contractors, was to remain the central purpose of NAPHCC throughout the years. It was the basis of everything the association would undertake — education of the trade, fostering sanitary codes or upgrading of the contractor's professional and business methods. Gradually, as the interests of members broadened to include heating and cooling, the organization would expand to embrace those pursuits as well.

As time passed, the methods would change, but never the main goal. And although self-interest naturally was involved, concern for the public interest would always be basic. To a remarkable degree, this was foreseen in the nineteenth century in the first tentative moves toward a national organization, one that still adheres to those basic principles today.

NOTE: The first official group of the Associated Plumbing-Heating-Cooling Contractors of Texas was "The Associated Master Plumbers of Texas," incorporated on April 24, 1914, in Dallas.

The original corporation document was signed by 10 master plumbers from around the state, who gathered together to form the first state chapter. The corporation stated they "formed to acquire, preserve and disseminate valuable information and generally to promote the interests of the plumbing business by the elimination of trade abuses and the encouragement of a higher standard of business."



The Associated Plumbing-Heating-Cooling Contractors of Texas Staff

Associated Plumbing-Heating-Cooling Contractors of Texas

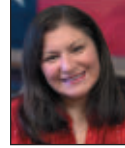
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National Plumbing-Heating-Cooling Contractors Association

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 Website: www.phccweb.org
 Email: customercare@naphcc.org

Cindy Sheridan
 Chief Executive Officer



Texas State Board of Plumbing Examiners

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Main Number: (512) 936-5200

Fingerprints Hotline: (512) 936-5235

Fax: All departments, please indicate to whom you are sending: (512) 302-5090

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TSBPE departments and services can be reached via the following direct numbers:

Fingerprints hotline: Phone:	(512) 936-5235
Apprentice Registrations:	(512) 936-5248
License Renewals (processing and information):	(512) 936-5248
License/Exam Applicants coming from another state:	(512) 936-5228
Certificates of Insurance:	(512) 936-5203
Examination Department:	(512) 936-5212
Enforcement Department/Complaints:	(512) 936-5249
Code Information:	(512) 936-5221
Compliance w/Laws and Board Rules:	(512) 936-5221
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For detailed information, see the Texas State Board of Plumbing Examiners website <https://tsbpe.texas.gov>.

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The Board of Directors of the Associated Plumbing-Heating-Cooling Contractors of Texas

As of August 2024

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AAA Plumbers

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WATER HEATERS
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GENERAL INFORMATION

PHCC National Membership Benefits

Here's what you need to know.

Whether you hold membership through our Federation model (local, state and national) or if you are a direct member of PHCC–National, we offer everything you need to strengthen your business and educate your employees. PHCC has 39 state chapters* and 127 local chapters throughout the United States. *Engagement opportunities are here for you — just plug in!*



ADVOCACY

- Federal legislative and regulatory representation
- State and local legislative and regulatory assistance
- State legislative and regulatory online tracking tool
- Representation on code bodies and industry coalitions
- Reinforcement of industry standards that protect public health and safety
- Annual legislative conference
- Alerts on laws, regulations and code changes
- Grassroots network
- PAC activities



WORKFORCE & PROFESSIONAL DEVELOPMENT TRAINING

- Free monthly webinars for members
- PHCCCONNECT annual conference and tradeshow offering tailored P-H-C education
- Face-to-face learning opportunities
- PHCC career center and job board
- Career and job fair materials



BROUGHT TO YOU BY THE PHCC EDUCATIONAL FOUNDATION

- Plumbing and HVACR apprentice training
- Plumbing and HVACR Workforce Readiness course
- Plumbing Pre-Apprentice course
- Fast Track to Service Plumbing course
- Foremen workshop
- Assessment tests
- Essentials of Project Management class
- Plumbing and HVAC apprentice contest
- Scholarships



BEST PRACTICES, COMMUNICATION & NETWORKING

- PHCCCONNECT annual conference and tradeshow
- Safety and risk management tools
- Access to subject matter experts
- PHCC water supply calculator app
- Monthly electronic newsletters
- Award winning magazine *Solutions*
- PHCC contractor online directory
- PHCC Online Buyer's Guide
- Online member communities
- State and local chapter events, education, publications and engagement



SAVINGS & DISCOUNTS

- PHCC industry partnerships with manufacturers and product providers to the P-H-C trade
- PHCC Labor Unit Database subscription
- Members-only discounts on programs, events and services



BUSINESS INTELLIGENCE

- Regular PHCC members-only business intelligence reports and insights, forward-facing statistics
- Monthly *Insta-Intel* report
- Quarterly *Competitive Edge* report



CONSUMER AWARENESS

- Find A Contractor online directory
- Branded PHCC outreach



ENHANCED SERVICE GROUPS (ESG)

- **Quality Service Contractors (QSC)**
 - » Offers guidance, education and the resources needed to operate your business more efficiently. Business coaching, custom designed training and networking opportunities bring PHC service and repair professionals together.
 - » Annual Power Meeting
- **Construction Contractors' Alliance (CCA)**
 - » Provides contractors with a means to find solutions to the many issues new construction contractors face. CCA serves PHCC's plumbing and mechanical contractors specializing in residential, industrial, commercial and institutional new construction.
- **Union-Affiliated Contractors (UAC)**
 - » Resource for PHCC members who operate under a union, this group is focused on providing online resources and communities to offer greater assistance and communication with each other.
- **PHCC–National Auxiliary**
 - » Women and men with the purpose of working in partnership with the plumbing, heating and cooling industry through scholarships, education, and industry support. They are comprised of individuals who have a wide variety of backgrounds. The common denominator, however, is an interest in the P-H-C industry.



Plumbing-Heating-Cooling
Contractors Association

*States with no PHCC chapter receive direct benefits from PHCC National only.

PHCC membership pays for itself. *Just plug in!*

Member Savings and Discounts

- **Aramark:** **25% discount** on uniforms.
- **Code Books:** Discounts vary by chapter.
- **ConsensusDocs:** **20% discount** on subscriptions to standard construction contracts.
- **Exxon/Mobil:** **5 cent savings per gallon** of gas using Fleet National card.
- **Home Depot Pro and HD Supply:** Two "Preferred Partner" programs with substantial savings for PHCC members: Home Depot Pro for retail and Home Depot Supply for wholesale.
- **Labor Unit Database:** 30-day free trial and **\$100 discount** off subscription renewal.
- **Market Hardware:** **Free consultation and discount** on web sites and marketing services.
- **Monthly Webinars:** **\$360 value** (\$35/ea. for non-members).
- **PHCCCONNECT Conference and Tradeshow:** **\$100 discount** off each member registration.
- **Solutions** magazine subscription: **\$30 value**
- **Time Communications:** **Discounted monthly rate** on call management systems.
- **Pink Callers:** Access to an administrative support solution that assigns customer service reps to support home service business remotely.
- **Plumbing and HVACR Apprentice eLearning Programs:** Discounts vary by chapter.
- **Plumbing and HVACR Textbooks:** Up to **25% discount** through your chapter.
- **US Bank:** Eligible for a 15-minute consultation to discuss how your business expenses can become opportunities to increase cash flow, lengthen operating cycle, and earn more rewards.
- **Who's Who Directory:** Contact information for your fellow PHCC members across the nation. **Free to PHCC members;** \$75 non-member

Resources for Members



Plumbing and HVACR Workforce Readiness: Online course provides individuals with an introduction to working in the plumbing-heating-cooling industry.



TechLine: Expert advice on code questions and clarifications.



Safety Program Builder: Available from Federated Insurance, allows contractors to customize efforts that illustrate your commitment to ensuring safety in your workplace.



Overhead and Profit Calculator: This simple software tool helps business owners calculate their real costs and find the right selling price for their company.



PHCC Water Supply Calculator App: Offers a single resource to determine water supply fixture units and minimum fixture branch sizes for common plumbing fixtures, typical pressure drops in water meters, equivalent lengths of fittings, and more.



Multi-Employer 401(k) Retirement Program: PHCC members can choose among several 401(k) retirement program options offered by Lincoln Financial Group through Certified Financial Services.



Publications: Members receive *Solutions* magazine, *PHCC Online* and the *PHCC Advocate* newsletter, chock full of valuable news and information to help run your business and stay current on industry legislation and regulations.

PHCC National Membership Options

Contractor: A plumbing, heating, cooling/refrigeration business seeking to access the Best People and Best Practices in the industry. Plug into a powerful network of great people, valuable resources, best practices, advocacy, and education and training.

State and local dues are collected at the state level for active state PHCC chapters. This is a federation model membership organization. If not state chapter, this is the only amount you owe annually. Visit phccweb.org/chapters/ to find your state chapter.

\$538 annually

\$269 annually (new member, 1st year*)

\$403.50 annually (new member, 2nd year*)

Note: State and local dues where applicable. You must be a member of PHCC National to belong to any state or local PHCC.

Industry Associate: Business that support the plumbing, heating, cooling/refrigeration contracting industry. Gain visibility among leading p-h-c contractors around the country. Membership, advertising and sponsorship opportunities will be offered to access the decision makers in our industry. Manufacturers, distributors and vendors encompass this membership group. **\$2,000 annually****

Educational Associate: An instructor teaching in a plumbing and/or HVACR program.

\$29 annually**

Quality Service Contractor:

\$10,200 annually (Premium Coaching)

\$4,200 annually (Pro Coaching)

\$4,052 annually (Associate)

An active PHCC national Contractor or Associate membership is required.

Union-Affiliated Contractors:

\$240 annually**

National Auxiliary:

\$100 annually**

\$50 annually (Senior 65+)

Retired: **\$33 annually****

Student/Apprentice: Actively enrolled in a plumbing and/or HVACR program/school. **Free**

CONTACT US: 800-533-7694 | membership@napgcc.org | phccweb.org | phccfoundation.org



@phccnatl



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napgcc



NationalPHCC



Plumbing-Heating-Cooling Contractors-National Association

Additional benefits and savings available through PHCC's state and local chapters.

JOIN PHCC TODAY! www.phccweb.org/membership

**First-time PHCC member.*

***PHCC National membership only.*



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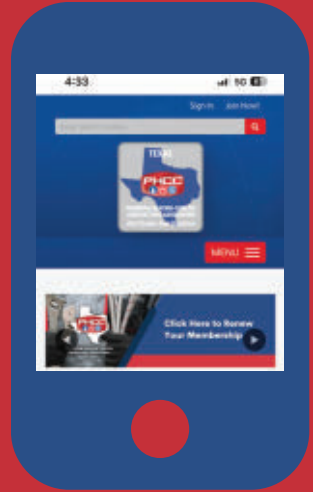
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