INTRODUCTION

Three years ago, ACEC Indiana initiated its current four-year Strategic Plan. Last year, a full membership survey was conducted to gain perspective from the members on initiatives addressed in the Plan.

The ACEC Indiana Board of Directors considers member feedback and reviews the objectives and actions taken on the Strategic Plan on a bimonthly basis. The organization continues to reference the Strategic Plan to make informed decisions and allocate resources in the best way to help maximize your firm’s ROI from membership.

Now as we approach the point to update the Strategic Plan, we consider the organization’s guiding principles and will contemplate and explore emerging concepts to incorporate moving forward.

STRATEGIC PLAN

Five Strategic Objectives comprise the Strategic Plan:

1. Elevate our voice as THE legislative advocate for the promotion and protection of the business interests of engineering companies of Indiana.
2. Serve Indiana engineering companies as their primary resource on business practices.
3. Develop and diversify Leadership opportunities throughout ACEC Indiana.
4. Enhance relationship-building among members.
5. Purposeful Abandonment (use limited resources wisely).

ACEC Indiana members and staff with U.S. Congressman Andre Carson (D-IN) (fifth from left) at a member’s office in Indianapolis.
LEGISLATIVE ACTION

STATE
The short session of the 2020 Indiana General Assembly wrapped up early on March 12th, and saw the retirement of Speaker of the House Brian Bosma. Going into this session, ACEC Indiana had one priority issue to pass: ensuring that the needs for storm water would be affirmed, to move it towards to the finish line like drinking water and waste water from the 2019 legislative session. At the same time, we were acutely aware of several bills being introduced that would be adverse to the ACEC Indiana membership and Professional Engineers, too, such as “plastic pipe materials” mandates, prohibitions of local building standards, and several licensing reforms. The good news is that ACEC Indiana was successful in defeating adverse legislation or seeing it amended to acceptable form. All in all, we ended the session in a strong position.

BUSINESS AND LICENSING

HB 1008 Occupational Licensure Endorsement- Did not pass due to a disagreement between the House and Senate between their differing versions of the bill. Authored by Rep. Martin Carbaugh (R - Fort Wayne), the introduced version in the House of “universal licensing” would have required a board that issues a license for certain regulated occupations to issue a license to an individual who: (1) is licensed in another state or jurisdiction in the regulated occupation; (2) has established residency; (3) has passed a substantially equivalent examination; (4) is and has been in good standing; (5) pays a fee; and (6) completes the licensure application form. ACEC Indiana and ally AIA Indiana succeeded to get an amendment in the House bill to exempt professions that already have a national reciprocity system in place such as NCEES. When the bill went to the Senate, Senator Mark Messmer (R-Jasper) further amended it to eliminate engineers, surveyors, architects at our urging plus a few other professions. In the end, the House and Senate were not able to agree on a compromise and the bill died. ACEC did not support the concept of “universal licensing” because Indiana’s comity system is streamlined and maintains standards for education, testing and work experience that protects public health and safety.

SEA 427 Provisional Licensing– Passed. Authored by Sen. Brian Buchanan (R - Lebanon), it allows a spouse of an active duty member of the armed forces assigned to Indiana to be issued a provisional license for the regulated occupation at the same practice level allowed that the spouse held in the state previously resided in. ACEC Indiana and AIA Indiana succeeded to get an amendment to exempt professions that already have a national reciprocity system in place such as NCEES, so Professional Engineers and Surveyors may follow existing comity system.

SB 55 Pipe Materials Mandate– Did not pass. Authored by Sen. Blake Doriot (R - Goshen), the “PVC piping mandate,” sadly, was introduced again this year but died earlier in the session in committee. Thankfully, SB 55 did not garner enough support to even have a vote taken on it in committee! The bill sought to legislate the criteria engineers use in determining the most appropriate materials to be used on a project. This same bill was also considered in previous sessions with language requiring the consideration of a specific type of piping, PVC. ACEC Indiana opposed this measure because it imposed arbitrary and unnecessary specification requirements, sought to solve a non-existent problem, and was a thinly veiled effort to promote a product. The bill, if it would have passed, would have set a terrible precedent for future material “mandates.” SB 55 was being pushed by Indiana Builders Association (home builders) and the American Chemistry Council. Thank you to all who contacted your state senators asking them to oppose SB 55. Your efforts made a difference!
LEGISLATIVE ACTION CONT.

TRANSPORTATION
HEA 1070 Distracted Driving- Passed, authored by Rep. Holli Sullivan (R-Evansville). It has a one year “grace period” before points would be applied to drivers ticketed for using phones with their hands, considered time to educate the public about the new law.

HEA 1095 Emergency Road Repairs- Passed, allows INDOT Commissioner to declare an emergency, instead of the Governor, and speed up the process to get the state highways repaired for the traveling public.

HB 1279 Transit Development Districts– Did not pass. Many member firms expressed serious concern with an amendment that would have impaired the Indy Go Transit System; a late amendment on 2nd reading in the Senate would have required immediate implementation of Marion County portion paid by funds other than taxes and fares, but the House was not satisfied with compromise language, killing the whole bill in the end.

WATER AND ENVIRONMENT
Storm water Needs Assessment ended up not requiring legislation; rather, it will be surveyed by Indiana Finance Authority during the interim, with the findings to be published before the next legislative session, which is a “budget” session.

HEA 1099 Low Head Dams- Passed, requires DNR to establish roster of potential hazardous dams.

HEA 1131 Extend Water & Sewer Mains- Passed. Municipally-owned utilities required to pay for certain “oversized” extensions and subjected to IURC oversight. ACEC IN had concerns about long-term impact to “site readiness.”

SEA 229 Regulated Drains– Passed, at urging of County Surveyors to ease repair of broken/damaged tiles, but IDEM and some environmental groups had concern about wetlands impact.

SEA 254 Water & Wastewater Utilities- Passed, allows cost recovery associated with local road/street improvements.

ENERGY, UTILITIES, MEP & STRUCTURAL
HEA 1218 Locating Underground Utility Infrastructure- Passed, for new or replacement utilities goes into effect June 30, 2020.

SEA 405 Exemptions from Design Release- Passed for some niche projects that are part of certain other projects.

HB 1060 Regulation of Building Materials– Did not pass. ACEC IN opposed because it would have prohibited local building standards.

FUNDING, TAX & LOCAL GOVERNMENT REFORM
SEA 190 Controlled Projects– Passed, exempting road projects from local referendum and allows funds outside of Property Taxes to be excluded from referendum caps on other projects.

SEA 340 Local Condemnation of private property– Passed, some changes to eminent domain for local projects.

SEA 350 Central Indiana Regional Development Authority– Passed with Indianapolis MPO Asset Management Planning.

Now is the time for every member of ACEC Indiana to establish or strengthen your relationship with your State Senator and State Representative so that you can help educate them about the value and expertise of professional consulting engineers. Depending on the situation with COVID- 19, you may or may not be able to get together in person. Consider looking for opportunities to meet virtually. You can discuss any of the subjects addressed above since these topics are fresh to the legislators. You can find your legislator online to contact them. It won’t be too long before interim study committees begin and bills start to get drafted for the 2021 session, so don’t delay.
LEGISLATIVE ACTION CONT.

FEDERAL

Each year, ACEC Indiana dialogues with members of Congress on infrastructure and regulatory issues.

Our Message:
America’s engineering firms are ready to build a 21st century America, but their efforts require the support of Congress. That means:

- Long-term, rational and sustainable infrastructure funding that addresses revenues and the long-term solvency of the Highway Trust Fund
- Tax policies that encourage investment in sustainable construction
- Regulations that emphasize resilient design techniques that adapt to a changing climate and increasingly severe storms and disasters
- A workforce agenda that prioritizes STEM education and immigration policies that allow us to keep the best and the brightest
- Contracting and procurement rules that emphasize project success
- Increased investments in the nation’s airports, ports and waterways

ACEC Indiana members with U.S. Rep. Jackie Walorski (R-IN) (4th from left). Pictured left to right: Scott Hornsby, GAI Consultants; Phil Beer, USI Consultants; Michael Rowe, United Consulting; Drew Bender, VS Engineering; Carl Camacho, Lochmueller Group; Rick Olson, Earth Exploration.

THANK YOU TO OUR 2019-20 BOARD OF DIRECTORS FOR THEIR LEADERSHIP & VISION!

Richard D. Olson, Earth Exploration - President
Michael A. Rowe, United Consulting - VP/Treasurer
Cash E. Canfield, American Structurepoint - Secretary
William L. Bailey, Crawford, Murphy & Tilly
Andrew A. Bender, VS Engineering
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Shelby A. Swango, WSP
Scott Sutton, Somerset CPAs, P.C.
John D. Taylor, CE Solutions
Gregory P. Cafouros, Kroger, Gardis & Regas
INDOT/ ACEC/ ICI- 360° STRATEGIC ENGAGEMENT

In 2018, INDOT, ICI and ACEC came together as part of a 360-Strategic Engagement to identify opportunities to collectively improve how we serve the citizens of Indiana. Focus centered on:

- Process Issues
- Contracts & Policy
- Inconsistencies
- Subjectivity
- Decision-making
- Communications
- Performance Management
- Dispute Resolution

Meetings held in 2019-2020 within each District fostered relationships and lead to progress on partnering and constructability reviews. The Indiana Transportation Team will continue to work short-mid and long-range improvements for the whole industry in the year ahead.

WORKFORCE DEVELOPMENT

ACEC Indiana recognized the need to increase the pipeline of engineers and other professional staff that support the consulting engineering community. In the Fall 2018, the Board of Directors added this initiative to the current Strategic Plan and established a Workforce Development Committee. The Committee continues to develop recommendations to the Board for proactive approaches towards creating solutions for the workforce demand within ACEC Indiana member firms.

The first initiative of the effort focused on fueling the immediate workforce gap at member firms by partnering with TMap. In the first subscription period of the TMap partnership, we learned a great amount about the recruitment process of out-of-state engineers. We reported that we had one successful hire of an out of state candidate at ACEC Indiana firm. We continue to learn from experiences in the first subscription period to make some important changes recommended by TMap that we believe will increase the quantity and quality of candidates. We remain committed to providing this member benefit and are excited to share the upcoming changes to improve upon it.
ACEC NATIONAL PAC

ACEC Indiana was once again the first to reach, and exceed, its 2020 ACEC National PAC goal by more than 187 percent, raising more than $36,000 for our federal PAC that supports candidates for U.S. Congress. The ACEC National PAC is the largest federal PAC in the design industry, raising more than $1M annually.

National ACEC PAC Trustees allocated $42,000 for the primary and general elections to Congressional candidates in Indiana who support issues of concern to consulting engineering firms.

Members who would still like to lend support can participate in the Fall Sweepstakes contest. Contact Colleen Torres at cتورres@acecindiana.org to make a contribution.

Special thanks to ACEC/IN State PAC and ACEC PAC Champion: Philip Beer, USI Consultants, Inc.

ACEC INDIANA STATE PAC

ACEC Indiana received more than $37,000 in contributions to the State PAC in 2019-20 which will be distributed to select candidates for the Indiana House and Senate who support issues of common interest. It does not contribute to candidates seeking statewide office (i.e. Governor) or local offices.

Because all ACEC Indiana PAC funds are only used within Indiana, corporate contributions are accepted. Individuals may contribute to the ACEC Indiana PAC, too. State law imposes no limits on personal contributions.

ACEC Indiana members are also very active hosting private House Republican Campaign Committee and Senate Majority Campaign Committee events to further discuss issues relating to the profession and industry.

Visit ACEC Indiana’s website under the “Advocacy” tab and then “State and National PAC” to find out how you can contribute personally online!
MEETINGS & EVENTS

ACEC Indiana hosted a plethora of opportunities to network and enhance business practices for member firms including:

- ACEC Indiana Annual Meeting
- Designer Training with Indy DPW
- Diversity Networking Fair
- Emerging Professionals Panel Discussion
- Engineering Excellence Awards
- Engineering Leadership Series
- Environmental Business & Funding Sources Conference
- HR, Finance, IT, Project Management & Legal Forums
- Legislative Luncheon
- National Engineers Week Student Outreach
- Northern and Southern Indiana Roundtables
- Principals & Owners Winter & Summer Summit
- RPR Training with Indy DPW

MEMBERSHIP

ACEC Indiana experienced another successful year of membership retention and recruitment. Efforts were made to boost our presence on social media to increase ACEC Indiana’s messaging on important issues including: membership, industry updates and more. ACEC Indiana’s membership strength now stands at 111 Regular member firms and 30 Associate members. We welcomed the following firms as new members in 2019-20:

- Advanced Engineering Services (AES)
- Aerotek
- Clear Creek Engineering
- GME Testing
- Jacobi, Toombs & Lanz, Inc.
- Kimley-Horn
- Moench Engineering, P.C.
- Solential Energy, LLC
- Woolpert

ANNUAL SALARY AND BENEFITS SURVEY RESULTS

Each year, ACEC Indiana surveys member firms on salary information for engineering and other staff positions as well as benefit packages. **36 firms** responded to the 2020 survey, which was an increase from 2019 participation.

A few things that are new this year include a geographic breakout of Eastern (Fort Wayne), Northern (South Bend) and Southern (Evansville) when five or more firms reported a match with a surveyed job. Salaries for professional engineers also include a breakout by years in the profession. On the last page under business challenges, the consultant acknowledged that information for this survey was being collected as the COVID-19 virus was rapidly spreading.

**Participating firms received the survey results for free, and non-participating member firms are able to purchase the findings for $500 and $1000 for non-member firms.** To purchase survey results, visit ACEC Indiana’s website at: acecindiana.org and check under the “Resources” tab.
Maintaining a high-level presence with state and local officials continues to be essential to advocating the interests and concerns of Professional Consulting Engineers. ACEC Indiana’s member-led liaison committees continued to meet with key state and local government agencies, in addition to internal committees, taking action to enhance the value of membership. This is a summary of ACEC Indiana’s accomplishments on behalf of all member-firms.

**COMMITTEE UPDATES**

**DIVERSITY**

Building on its overall goal of diverse participation in engineering, the Committee developed specific goals to work towards. Goals for broadening diversity and inclusion in the membership included increasing attendance at diversity events, focusing on XBE participation by working on establishing a Diversity Award and continuing the focus on diversity in the workplace with planned reestablishment of the Mentor Protégé Program. The 2019 Diversity Business & Prime Consultants Networking Event highlighted a lively setting to meet new contacts, build upon existing relationships and find commonality within attendees’ diversity. The City of Indianapolis completed its Disparity Study in 2019 and the Indiana Department of Administration kicked off its Disparity Study in 2020. The Committee will continue to engage with the agencies and will update the full membership as policies and procedures evolve to promote inclusion and participation.

*Committee Chair: Melanie Reddick, Crawford, Murphy & Tilly (CMT)*

**EDUCATION**

More than 80 presentations were given during National Engineer’s Week at Indiana elementary, middle, and high schools; a 20 percent increase from 2019. This included a number of schools outside of the greater Indianapolis area such as Evansville, Columbus and South Bend.

In addition to reaching middle and high school students with the National Engineer’s Week presentations, six college engineering students were awarded $17,500 in scholarships from ACEC Indiana. The scholarship funds are raised through the support provided to the Annual Golf Outing.

*Committee Chair: Jason Hoy, Strand Associates*

**ENVIRONMENTAL BUSINESS**

ACEC continued to strengthen its relationship with the Indiana Department of Environmental Management (IDEM) and Indiana Finance Authority (IFA)/State Revolving Loan Fund (SRF), providing feedback for clarification on new regulations and permit language. Highlights include:

- Planning for the 2020 Environmental Business and Funding Sources conference
- Continuing to review and provide feedback on general permit language for the Municipal Separate Storm Sewer Systems (MS4) and General Permit for Temporary Discharges
- Providing IDEM with guidance on implementation of the laws stemming from the Water Infrastructure Task Force.

*Committee Chair: Bob Page, HNTB*
**GOVERNMENT AFFAIRS**

ACEC Indiana experienced another successful year during the “short” session of the 2020 Indiana General Assembly. Our two biggest accomplishments this year came in the form of stopping a bill that would have mandated the use of PVC pipe on all projects, effectively taking the decision making away from engineers to make informed decisions as to whether it is appropriate. The second victory was in successfully getting Professional Engineers, as well as Land Surveyors and Architects, exempted from a bill that would have created a “universal license,” or automatic recognition of professional licenses between states. The chief concern was it would have allowed under-qualified individuals to attain Professional Engineer licenses in Indiana. Since our profession already has a simple system in place that better safeguards qualification standards and public safety, we convinced the legislature to take engineers out of this legislation, and the bill failed to advance. Success would not have been possible without the efforts of our members who contacted their legislators on the key issues supported or opposed by ACEC Indiana. We thank our lobby team at LegisGroup Public Affairs, LLC for their tireless effort on behalf of ACEC Indiana and Matt Brase in particular. We also thank our special lobby team at APPIAN, Dennis Faulkenberg and Laurie Maudlin for their effort on the water-related infrastructure legislation.

**Committee Chair: Greg Rominger, Burgess & Niple**

**FUNDING SOURCES**

ACEC Indiana continues to partner with key state agencies to ensure that communities can improve their water infrastructure. We regularly meet with Indiana Office of Community and Rural Affairs (OCRA), Indiana Finance Authority (IFA) / State Revolving Fund (SRF), Indiana Brownfields Program and Technical Assistance for Brownfields (TAB), US Department of Agriculture (USDA) / Rural Development (RD), Indiana Bond Bank (IBB) and IU Public Policy Institute quarterly. In coordination with each of the agencies, we will publish an updated Funding Sources Timeline brochure. ACEC remained a resource for the Legislative Water Infrastructure Task Force as it focused on storm water infrastructure and funding, following its work on infrastructure for drinking water and waste water. The Environmental Business, and Funding Sources Conference was well attended with all of the funding agencies represented including the Indiana Bond Bank for the first time. Our focus for the second half of 2020 and beyond will turn to COVID-19 relief and recovery. ACEC will stand ready to provide information and data on critical infrastructure needs to legislators as relief or stimulus packages are considered and developed.

**Committee Chair: Wes Christmas, Clark Dietz**

**INDY DPW**

Collaboration continued between ACEC and DPW through the use of six subcommittees – Diversity, Funding, Standards, Pavement, RPR Training, and Designer Training. A seventh subcommittee, Operations, was removed due to those efforts being absorbed into the day-to-day procedures in DPW. Milestone accomplishments from this collaboration include: constructability reviews by ICI on the Stage 2 plans; and re-igniting partnering with different levels of engagement based on project type and complexity. See Page 5 for more details.

The traffic standards subcommittee provided valuable input to INDOT’s 360° Strategic Plan initiated and complete. The Indiana Transportation Team was created to continue the forward movement of collaboration and partnership between INDOT, Indiana Constructors, Inc. (ICI), and ACEC Indiana. ACEC members participated in and contributed to leadership rallies, steering committee meetings, and the larger engagement meetings. Two milestone accomplishments from this collaboration include: constructability reviews by ICI on the Stage 2 plans; and re-igniting partnering with different levels of engagement based on project type and complexity. See Page 5 for more details.

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**IDNR**

One critical goal addressed this year was the consultant’s ability to help clients secure required project permits from IDNR. To better understand the state of affairs with IDNR Permits, the ACEC Indiana membership was surveyed to provide feedback. Key INDOT staff members were also asked to provide input on crossover relations in regards to permit processing. This information was distilled to recognize the apparent top five issues to focus attention and collaboration between ACEC Indiana, IDNR and INDOT. Other areas of focus for the year related to OBS procedures within IDNR, assisting local agencies with IDNR permitting, and the review of certain INDOT policies and MOUs related to IDNR activities.

**Committee Chair: Nick Batta, Crawford, Murphy & Tilly (CMT)**

**INDOT**

With INDOT’s 360° Strategic Plan initiated and complete, the Indiana Transportation Team was created to continue the forward movement of collaboration and partnership between INDOT, Indiana Constructors, Inc. (ICI), and ACEC Indiana. ACEC members participated in and contributed to leadership rallies, steering committee meetings, and the larger engagement meetings. Two milestone accomplishments from this collaboration include: constructability reviews by ICI on the Stage 2 plans; and re-igniting partnering with different levels of engagement based on project type and complexity. See Page 5 for more details.

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**Committee Chair: Toby Randolph, Parsons**
MEMBERSHIP ENGAGEMENT

The Committee continued its service to ACEC Indiana member firms with focus on the needs of young professionals, but also by acknowledging participation of both new and long-standing members.

For the third year in a row, the committee administered the ACEC Young Engineer of the Year award with minor improvements to the application and selection process.

Several members of the Committee provided handwritten testimonials to support initial engagement with new members. An engaging Emerging Professional Panel was developed and delivered in early 2020 on “Understanding How YOU Can Help Your Firm Win More Work” with perspectives ranging from the individual, the team, the firm and the industry.

The Committee supported the Next Generation Leaders program aimed at helping firms develop, train and transition the next generation of leaders at their firms by encouraging participation of these future leaders in each of the ACEC Forums.

Committee Chair: David Lahey, Butler, Fairman & Seufert

QBS

This year, the Indiana Advisory Commission on Intergovernmental Relations (IACIR) approached ACEC Indiana for an opportunity to engage in development for a survey sent to Indiana commissioners, county council members, mayors and other elected officials. This partnership offered an opportunity to gain powerful insight into local officials’ familiarity, usage and stance on QBS.

The Committee developed 10 questions for inclusion in this survey and results are anticipated in the summer of 2020. Together with the members, the Committee continued to promote QBS at annual client conferences by wearing the bright orange “QBS! Ask Me” buttons. Presentations were given to multiple MPO’s, INDOT Districts and at ACEC’s annual Leadership Conference. The organization will maintain its outreach and education efforts with local agencies and legislators.

Committee Chair: Scott Wilkinson, Beam, Longest & Neff

VERTICAL

The Vertical Committee started with a strategy session regarding on-going initiatives as well as new goals for the future. As has been the case with previous years, the Committee along with support from the membership is actively promoting the adoption of Chapter 17: Structural Tests and Special Inspections of the International Building Code (IBC). A blueprint was drafted to identify key stakeholders to reach out to and educate about Chapter 17.

Representatives of the association continued to engage in Call 811 efforts through participation in Indiana Damage Prevention Council Central Chapter and One Call Stakeholders meetings. It remains of importance to share consultants and surveyors challenges with Indiana’s 811 program for professional (non-dig) utility locate tickets.

The Committee continues to seek new opportunities to provide education and value to firms working in the vertical space by partnering with ACEC National’s Private Market Resources, AIA and the Indiana Construction Roundtable.

Committee Chair: Tom Bane, SME

Workforce Development

During its second year, the Workforce Development Committee focused on four core objectives: addressing the immediate workforce needs for member firms; collaborating with universities to address future workforce needs; coordinating with other ACEC Committees to utilize existing relationships; and establishing roles and responsibilities for a potential ACEC staff person dedicated to workforce development.

As a result of recent funding initiatives and in conjunction with an absence of available staffing resources, the priority objective for the year was to address the immediate workforce needs. Through a partnership with TMap, a subscription-based candidate database was created with the first enrollment period occurring in fall 2019.

As part of this partnership, several key performance metrics were established with the goal of providing an effective solution to many members firms’ greatest need, regardless of size or services. Feedback from the first subscription period was instrumental to address and retool protocol for the second subscription period beginning in summer 2020.

Committee Chair: Natalie Stephen, Etica Group
ENGINEERING LEADERSHIP PROGRAM

The program graduated the 16th class of participants in this in-depth management training program for potential firm managers and owners, which included 24 individuals from 18 firms.

Participants attended four two-day sessions throughout the year that cover a wide range of industry and business-related topics. These courses are led by individuals from business management to presentation skills to sales to contracts and liability to ownership experiences.

If you are interested in recommending a candidate in your firm for the leadership program beginning November 2020, contact Shelby Dunn at sdunn@acecindiana.org or (317) 637-3563.

ENGINEERING EXCELLENCE AWARDS

The 2020 Engineering Excellence Awards recognized 30 engineering achievements based on uniqueness, originality, technical complexity, social and economic value, and public awareness.

The Grand Project Award was presented to Wessler Engineering and owner Indianapolis Airport Authority for the Stormwater and Deicing Capacity Projects. Primary objectives of the project were to provide conveyance, storage and management of stormwater and deicing runoff from existing and planned development areas and relocate the existing 43 MG facility from the north side to the south side of I-70.

ACEC Indiana President Rick Olson, Earth Exploration, presented the awards with entertaining hosts Dave Dugan and Pat Long, Indiana Chapter-ACPA. Special thanks to major sponsor Professional Design Insurance (PDI) Management.