

May 2019

OnSite

METROPOLITAN BUILDERS & CONTRACTORS ASSOCIATION OF NJ MAGAZINE

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Mission Statement: Metro is a professional organization that shall serve to protect and advance the rights and interests of builders, remodelers and associates in all matters affecting the building and remodeling industries. Metro shall support the business interests of all its member firms, support safe and affordable shelter, and foster the American dream of home ownership.

Vision Statement: Metro is the leading trade association for the construction industry. Metro inspires active membership through professional development and advocacy. We embrace free markets to promote cost effective housing in NJ.

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President's Message

May 2019

As the busy Spring market gets underway and the building industry is in full swing, we are reminded that this month is National Remodelers Month. This is a terrific time to get the word out to consumers about the work that we do and to market your company. What better way than to showcase your work in Metro's Awards of Excellence? Get those cameras ready! Take your before and after pictures and get ready for 2020's Awards of Excellence submissions! Join us on June 6th to support this year's winners and see their amazing submissions. There are some truly wonderful projects that have been entered this year and they seem to get better every year!

Why not relax and network in a more social setting? We have lots of upcoming events that are sure to fit the bill. Coming up on June 20th, we have a fishing trip in the bay for fluke. The waters tend to be calmer on the bay. We also have Grillin' & Chillin' and the Golf outing coming up in September and October. I'm looking forward to seeing you all at an upcoming event and challenge you to reach out to a member you have not personally met and get more involved in Metro so that Metro works for you.



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Yolanda's Blueprint



May is National Remodelers Month. Metro would like to recognize all of our Remodelers in the association. We appreciate your talent, dedication and support to the construction management industry.

Metro has a host of events scheduled during the summer and fall months. There is still time to register for AOE dinner and support our members on June 6th at the Hanover Manor.

We are kicking off the summer with our annual fishing trip on June 20th— this time going out for Fluke. There is a networking bbq mixer hosted by Reno's Appliance on July 11th. September 12th, get ready for the infamous Grillin N' Chillin BBQ at the Raritan Valley Inn and for all you golfers, mark your calendars for October 1st at Royce Brook. Our Committee Chairs are always looking for volunteers to assist.

Are you looking to obtain more facetime with Metro members? Why not consider being an Event or Tabletop sponsor at one of our monthly General Membership meetings? Please contact our office to learn more about it.

As always, visit our website, submit monthly articles in OnSite, like and share Metro on Facebook. Don't forget to get involved with our partners NJBA and NAHB. They offer a wealth of information on the state and national levels.

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Residential Construction Employment Across States And Congressional Districts, 2017

Special Studies April 1, 2019

By **Paul Emrath, Ph.D.**

NAHB Economics and Housing Policy Group, Report available to the public as a courtesy of HousingEconomics.com

The most recent American Community Survey (ACS) data show that, including self-employed, 10.3 million people worked in construction in 2017. NAHB estimates that out of this total, more than 4 million people worked in residential construction, accounting for 2.6% of the US employed civilian labor force. These numbers reflect steady job gains that took place since 2011 when construction employment bottomed out. Nevertheless, the industry employment levels remain below the peaks reached during the housing boom when more than 11 million worked in construction, and home building employed more than 5 million people, including self-employed workers.

NAHB estimates also allow analyzing the distribution of home building jobs across states and congressional districts. Congressional district estimates are particularly useful to highlight the importance of home building to voting constituency residing in the district. The NAHB estimates show that the average congressional district has about 9,300 residents working in residential construction but that number is often significantly higher. In Montana's single Congressional district, over 21,000 residents are in home building. Arizona's 7th and Idaho's 1st are close second and third districts with over 20,000 residents working in residential construction.

New NAHB residential construction employment estimates only include workers directly employed by the industry and do not count additional jobs created when building material suppliers, furniture producers, landscaping and other dependent industries hire workers in response to shifting demand for their products and services triggered by residential construction.

Data Sources and Methodology

NAHB estimates of residential construction employment by state and congressional district rely on the two main sources of data: the American Community Survey from the US Census Bureau and the Quarterly Census of Employment and Wages (QCEW) compiled by the U.S. Bureau of Labor Statistics (BLS).

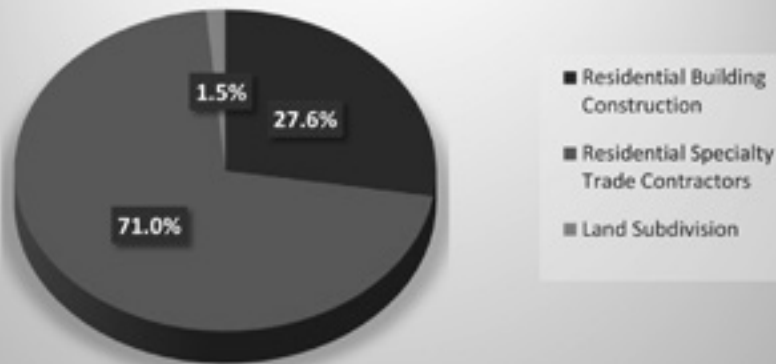
The ACS surveys households rather than businesses and, consequently, covers self-employed workers in addition to workers employed by private companies, government and non-profit groups. Because of this broader employment definition, the ACS employment numbers exceed the estimates based on surveys of businesses with payroll employees, such as the QCEW, but count voting constituencies and reflect the political importance of home building more accurately. In addition, the ACS employment estimates are available not only by state and metro area but also by congressional district, something that no other employment data source can offer.

Counting self-employed is particularly important in the construction industry where they traditionally make up a larger share of the labor force. In fact, the construction sector registers one of the highest shares of self-employed among all industries. According to the 2017 ACS, 23.5% of construction workers are self-employed, while the economy-wide average is below 10% of the employed labor force.

The drawback of the ACS is its limited construction industry information, particularly, it does not differentiate between residential and non-residential construction. In contrast, the Quarterly Census of Employment and Wages data specify whether employees work in commercial or residential building. Furthermore, the QCEW differentiates between residential building construction, land subdivision and residential specialty trade contractors. The QCEW data come from quarterly tax reports filed by employers covered by various unemployment insurance programs, and, in essence, amounts to a "virtual census" of businesses with payroll employees. However, it completely misses self-employed workers.

The 2017 QCEW data show that residential specialty trade contractors account for close to 71% of all private payroll jobs in the home building industry (see Figure 1). This is consistent with a 2015 NAHB survey showing that two thirds of single-family builders subcontract out at least 75% of their work. Residential building construction (which includes single-family and multifamily builders, whether they build on their own land or land owned by a homeowner or investor, and residential remodelers) accounts for 27.6%. The remaining 1.5% is in land subdivision.

Figure 1. Private Payroll Jobs in Residential Construction



Source: Quarterly Census of Employment and Wages, 2017

To account for self-employed workers and, at the same time, have access to the detailed industry structure information, NAHB Economics combines data from the ACS and QCEW. First, the share of residential construction is estimated for each state based on the QCEW data. Residential building construction, residential specialty trade contractors and land subdivision are combined to form “residential construction”, or “home building”. The resultant state shares are then applied to the ACS data to break construction workers into residential and non-residential. The estimates assume that, within each state, the share

of construction workers who work in the home building industry is the same whether they are self-employed or working as employees of a construction company. This, probably, results in a somewhat conservative estimate, because the self-employed share in residential construction, especially, in remodeling, is likely to be greater than in non-residential.

Construction Self-Employed through the Housing Boom and Bust

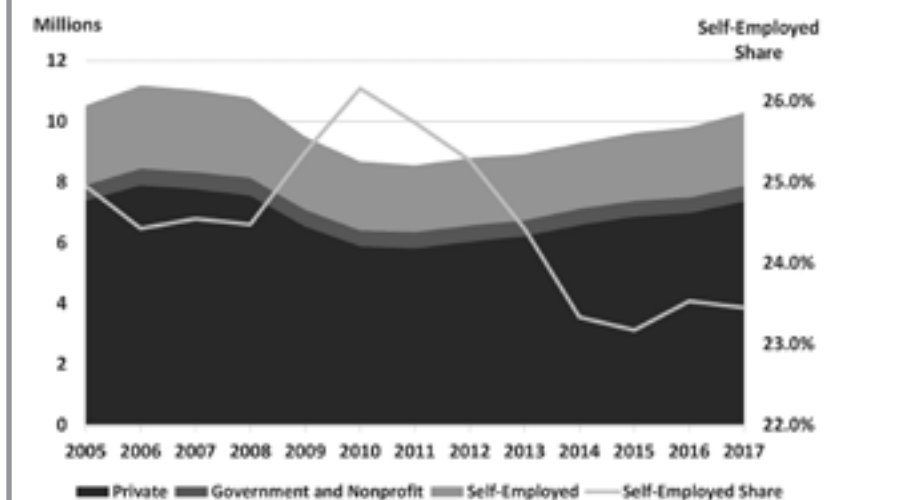
The 2017 ACS shows that 10.3 million workers were employed in the construction industry in 2017. This is still 0.9 million fewer jobs than in 2006, at the peak of the housing boom. Nevertheless, it represents six consecutive years of steady job gains (see Figure 2).

The ACS data also highlight the high reliance of the industry on self-employed workers. Out of 10.3 million construction workers, 23.5% (2.4 million) are self-employed while the economy-wide average is below 10%. The high self-employment rates in construction reflect a common practice of builders and remodelers to maintain relatively small payrolls and rely on subcontractors for a large share of the construction work.

During the housing downturn, construction self-employment increased from 24% in 2006 to more than 26% in 2010. Once the situation stabilized and construction started gaining jobs, the self-employment rates reversed their course in 2011 and fell close to 23% in recent years (see Figure 2).

During the downturn builders and remodelers who were no longer able to maintain a steady work flow may have tried to manage costs by eliminating payroll positions and joining the ranks of the self-employed. It is also possible that some construction employees laid off during the downturn were able to stay in the industry by striking out on their own. The share of self-employed workers in construction peaked in 2010, exceeding 26%.

Figure 2. Construction Employment



The opposite hiring trends emerged once the housing industry started its slow climb out of the cyclical trough. The construction industry has been adding payroll jobs since 2011, while the number of self-employed construction workers continued dwindling until 2015. The ACS data show that from 2011 to 2017, construction gained over 1.5 million (26%) private payroll jobs but the pool of self-employed workers grew by about 200,000 (10%). This helps explain why builders have reported more extreme labor and subcontractor shortages than commonly cited numbers based only on payroll employment suggest.

Residential Construction Employment across States

NAHB estimates that, out of 10.3 million people working in construction in 2017, more than 4 million people worked in residential construction, accounting for 2.6% of the US employed civilian labor force. This represents the sixth consecutive year of modest employment gains for home building. However, the number of residential construction jobs remains below the peak levels the industry reached in 2006 when, according to the NAHB estimates, more than 5 million people worked in residential construction.

Not surprisingly, the most populous state—California—also has the most residential construction workers. Over 586,000 California residents worked in home building in 2017, accounting for over 3.1% of the state employed labor force. Both numbers are still significantly down from the 2006 cyclical peak. At that time, California was home to over 788 thousand residential construction workers. A decade later, over 200,000 home building jobs are still gone.

Despite being one of the states most severely affected by the housing downturn, Florida comes in second with close to 380,000 residential construction workers (still unable to restore close to a third of homebuilding jobs compared to the 2006 levels). Florida has fewer residents than Texas and about as many as New York but owing to its large vacation and seasonal housing stock, employs more residential construction workers. In Florida, residential construction workers account for a relatively high 4.0% of the employed state labor. Even though this share is well above the national average (2.5%), it is drastically lower than in 2006 when Florida registered the highest share among all 50 states and the District of Columbia, 6.5%.

Among the states hardest hit by the housing downturn and slowest to recover home building jobs are New Mexico, Nevada, Arizona and still showing job losses of 50, 39, and 38%, respectively, compared to 2006. Despite these significant job losses, home building in Nevada and Arizona continues to employ a relatively high share of local workers – more than 3.2 and 3.3% of the employed civilian labor force, respectively.

Similarly to Florida, other states with a high prevalence of seasonal, vacation homes top the list of states with the highest share of residential construction workers in 2017. Idaho with 4.6% of the employed labor force working in home building takes the top spot on the list. Montana and Florida are close behind with 4%. In addition, eleven other states register shares of residential construction workers that exceed 3%: Utah (3.9%), Colorado (3.7%), Vermont (3.6%), Maine (3.4%), Washington (3.3%), Arizona (3.3%), New Hampshire (3.2%), Nevada (3.2%), California (3.1%), Oregon (3.1%) and North Carolina (3.0%).

Many of these states, where home building accounts for a higher share of the labor force, also register higher shares of self-employed. Notably, Montana and Vermont have the highest shares of self-employed construction workers in the nation, 39% and 35%, respectively. In Maine, more than a third of the construction workforce is self-employed.

The New England states are where it takes the longest time to build a house. Because of the short construction season and longer times to complete a project, specialty trade contractors in these states have fewer workers on their payrolls¹. As a result, a greater share of work is done by independent entrepreneurs, thus explaining high self-employment shares in these states that go together with elevated shares of residential construction workers in local labor force.

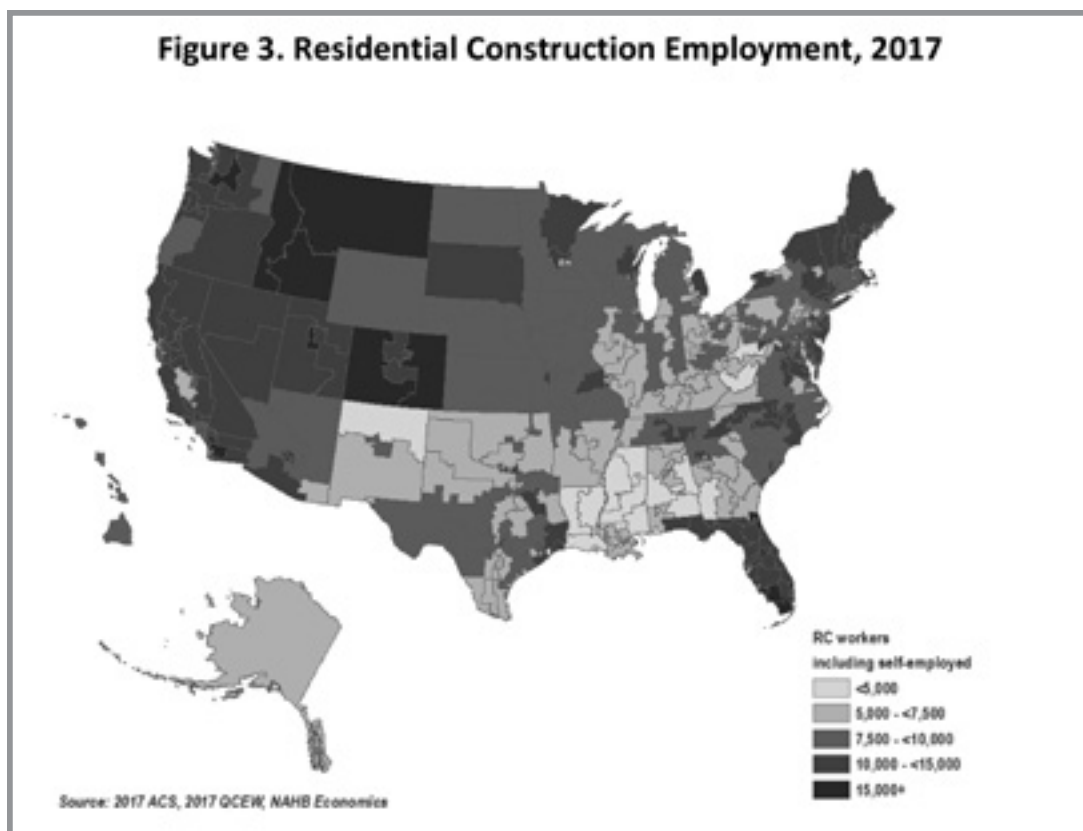
Residential Construction Workers in Congressional Districts

The detailed geographic coverage in the ACS also allows RC employment to be estimated by Congressional district (see Table 2). In 2017, the average Congressional district had around 9,300 residents working in residential construction, still down from the average of more than 11,000 workers in 2005. Figure 3 helps visualize the distribution of RC workers across the Congressional districts. Many areas that were once booming and consequently hardest hit by the housing downturn still show higher than average numbers and shares of residential construction workers.

Montana's lone Congressional district (Rep. Greg Gianforte – R) registers the record number of residential construction workers among all districts, over 21,000. Arizona 7th (Rep. Ruben Gallego – D) that includes much of inner Phoenix and Idaho's 1st (Rep. Russ Fulcher – R) that comprises the western part of the state are close second and third with close to 21,000 residents employed in home building. Colorado's 7 (Rep. Ed Perlmutter – D) that encompasses parts of the Denver-Aurora metro area is next with just over 19,000 residential construction workers residing there. Next on the list are three congressional districts in Florida with close to 19,000 residents working in home building. Florida's 25th (Rep. Mario Díaz-Balart – R) stretches from west of Miami to east of Naples and Marco Island. Florida's 19 (Rep. Francis Rooney – R) serves an area on the west coast of Florida from Fort Myers to Marco Island. Florida's 10th (Rep. Val Demings – D) is inside Orange County and includes parts of Orlando, Winter garden.

¹ The 2012 Economic Census data show that specialty trade contractors in Montana, Maine, Rhode Island, Vermont, Idaho, New Hampshire have the smallest payrolls in the nation with 5 to 6 workers, on average. Whereas, the national average is close to 9 workers.

Figure 3. Residential Construction Employment, 2017



Texas's 33rd (Rep. Marc Veasey - D) that includes parts of Dallas and Fort Worth and Florida's 26th (Rep. Debbie Mucarsel-Powell - D) in far South Florida have close to 18,000 residential construction workers. Colorado's 3rd (Rep. Scott Tipton - R) that includes the cities of Grand Junction, Durango and Pueblo concludes the top ten list with close 17,500 residents working in home building.

By design, Congressional districts are drawn to represent roughly the same number of people.

So generally, large

numbers of residential construction workers translate into high shares of RC workers in their district employed labor forces. Arizona's 7th and Florida 19th register the top highest share of residential construction workers in the employed labor force, 5.5%. The 33rd District of Texas has similarly high share, 5.3%. Idaho's 1st makes this list as well, with 5.1% of employed labor force working in home building. Three additional districts from Florida register the shares of 5% or higher – Florida's 17th, 11th, and 25th.

At the other end of the spectrum there are several districts that contain parts of large urban areas: the District of Columbia (Rep. Eleanor Holmes Norton – D), the 12th of New York (Rep. Carolyn Maloney – D), located in New York City, Illinois's 7th (Rep. Danny K. Davis – D) that includes downtown Chicago and Pennsylvania's 2nd (Rep. Brendan Boyle – D) that includes areas of the city of Philadelphia. Most residents in these urban districts tend to work in professional, scientific, and technical services. The District of Columbia stands out for having the lowest number of RC workers residing in the district, around 2,000. At the same time, it has a disproportionately large share of public administration workers. The 12th District of New York and the 7th District of Illinois are home to a very large group of finance and insurance workers. Meanwhile, in Pennsylvania's 2nd, more than a third of residents work in health care and educational services.

Conclusion

The new estimates show that despite losing thousands of jobs during the housing downturn, the home building industry employs a substantial number of workers in most parts of the country. The average Congressional district has about 9,300 residents working in residential construction but the number can be twice as high or higher, and exceeds 21,000 in Montana's At-Large Congressional District.

Considering that the estimates only include workers directly employed by the industry and do not count jobs created in related industries— such as design and architecture, furniture making, building materials, landscaping, etc. - the true impact of residential construction on local employment is underestimated.



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Awards of Excellence (AOE) Corner



By **Erin Myers**, Evergreen Recycling Solutions, LLC, 2019 AOE Chair

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Here’s how the exchange works. If it’s a straight asset-for-asset exchange, you will not have to recognize any gain from the exchange. You will take the same “basis” (your cost for tax purposes) in the replacement property that you had in the relinquished property.

Frequently, however, the properties are not equal in value, so some cash or other (non-like-kind) property is tossed into the deal. This cash or other property is known as “boot.” If boot is involved, you will have to recognize your gain, but only up to the amount of boot you receive in the exchange. In these situations, the basis you get in the like-kind replacement property you receive is equal to the basis you had in the relinquished property you gave up reduced by the amount of boot you received but increased by the amount of any gain recognized.

Example. Ted exchanges land with a basis of \$100,000 for a building valued at \$120,000 plus \$15,000 in cash. Ted’s realized gain on the exchange is \$35,000: he received \$135,000 in value for an asset with a basis of \$100,000. However, since it’s a like-kind exchange, he only has to recognize \$15,000 of his gain: the amount of cash (boot) he received. Ted’s basis in his new building (the replacement property) will be \$100,000: his original basis in the relinquished property he gave up (\$100,000) plus the \$15,000 gain recognized, minus the \$15,000 boot received.

Note that no matter how much boot is received, you will never recognize more than your actual (“realized”) gain on the exchange.

If the property you are exchanging is subject to debt from which you are being relieved, the amount of the debt is treated as boot. The theory is that if someone takes over your debt, it’s equivalent to his giving you cash. Of course, if the replacement property is also subject to debt, then you are only treated as receiving boot to the extent of your “net debt relief” (the amount by which the debt you become free of exceeds the debt you pick up).

Like-kind exchanges are an excellent tax-deferred way to dispose of investment or trade or business real estate. If you have additional questions or would like to discuss the topic further, please call.



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Why The Personnel Problems At SDA Could Be A Big Problem For Builders

By Anjalee Khemlani

The multibillion-dollar budget of the Schools Development Authority is up for renewal for Fiscal Year 2020 amid the headlines of the alleged hiring of friends and family by current CEO Lizette Delgado-Polanco.

The turmoil is affecting an entire industry waiting on the sidelines to see how it all pans out.

The SDA supports a significant number of jobs and businesses in the state and eliminating its funding — as has been suggested — would have a serious impact on the building industry.

SDA officials oversee \$11 billion in borrowed capital for projects, and are currently seeking approval to issue more bonds.

If the SDA is entirely defunded or folded into another agency, it could affect job prospects for some builders.

State officials have said the SDA will not just disappear even if their bonding is not reauthorized.

Two individuals who formerly worked for the Schools Development Authority and one current political operative in the state all agreed to talk about the potential impact — but only on the condition of anonymity, due to the sensitive nature of the ongoing controversy.

Building industry officials weren't as forthcoming.

The issue is a sensitive one for the industry, and several calls to building and developer groups returned "no comment" replies. Several said, on background, that the issue is too political — and that the industry was waiting to see what will happen.

How this will unfold is unclear, the sources said.

One of the anonymous sources said the calls by Senate President Stephen Sweeney to fold the SDA back into the Economic Development Authority, as reported by NorthJersey.com and the USA Today network, would have no effect on the industry at all.

This is because, they said, providing capital to fund school construction in the state's most underserved communities is a Supreme Court-mandated obligation for the state — as determined by the Abbott decisions by the Supreme Court.

Even if the SDA were to be entirely defunded, they said, the state would have to find another way to continue building schools.

"Whether you have the SDA or not, there is a multibillion dollar need within the state related to the design and construction of school facilities in the most economically challenged districts, which is why the program exists in the first place," the source said.

"If money wasn't an issue, there aren't enough architects and designers and contractors to do everything at once. So, it's also a question of managing priorities. It's also understanding the public process."

The source said the state could easily be funded by grants or choose another agency to continue the construction management services the SDA currently provides.

"The SDA is essentially a construction management

company," they said. "It doesn't construct anything."

One source said that though Sweeney has been looking to fold the SDA back into the EDA, the source felt leadership at the EDA is not likely to be able to handle the burden of the SDA's projects, due to the internal changes and strategic shift currently going on within the EDA.

Another source pointed to the potential jobs and suggested the entity could be folded into the Department of Treasury.

"I feel bad for the employees who are left there," the source said. "I've talked to a whole bunch of people over the last 30 to 45 days."

"But the people who are ultimately going to suffer are the kids in the SDA districts. Despite how it started, in the middle, for a period of 10 to 11 years, it functioned the way it was supposed to function."

"That need still exists."

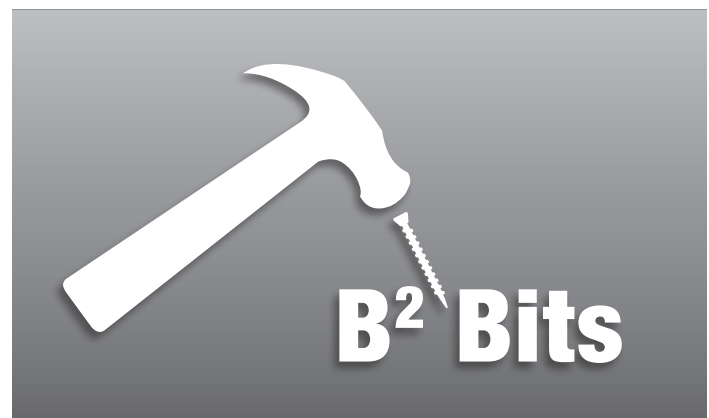
The previous source agreed, adding that the last time the SDA was on a hiatus it affected a whole generation of New Jersey.

"If you think about the fact that in the high schools, it's a four-year period, so if a high school is delayed from being delivered, when otherwise it could have, a whole generation of high school students have lost the opportunity to have a modern, effective structure," they said.

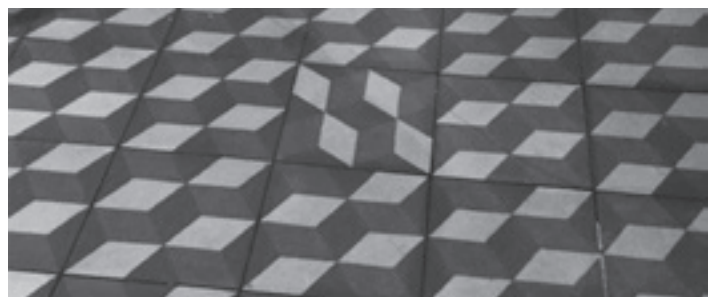
Leadership and governance issues have been a problem at the SDA in the past — before it was rebranded as the SDA.

In fact, one source said, the history of the authority shows that it flipped from having leadership that was good at the public process but lacked knowledge about construction, to having leadership that was well-versed in construction but didn't understand the public process.

"If the SDA were to go out of existence tomorrow, the state is left with the requirement to provide for capital funding for the construction for what is now SDA districts," they said. "The question to the state becomes, 'How do they meet that rationally?'"



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Bi-Weekly Mortgages Carry Many Benefits

Searching for a way to automate the process of making pre-payments on your mortgage? Opting for a bi-weekly mortgage payment, instead of the traditional monthly payment, brings many benefits to homeowners.

Quite simply, making 26 bi-weekly payments throughout the year results in the equivalent of 13 monthly payments. This “extra” monthly payment gets applied directly to the principal of your loan balance. This greatly reduces the amount of interest you pay over the life of the loan.

For a traditional, 30-year mortgage, you’ll pay off the loan in about 26 years by making bi-weekly payments. M&T Bank offers slightly lower interest rates, and correspondingly lower annual percentage rates (APR), with their bi-weekly payment options.

At current markets rates offered in the spring of 2019, you could save more than \$50,000 on a 30-year, conventional mortgage of \$500,000 by taking the bi-weekly payment option.

Another benefit to consider with the bi-weekly option is you are building home equity faster. In the early stages of paying off a mortgage, a very large percentage of your monthly mortgage

payment is applied toward mortgage interest. By making the bi-weekly payments, and generating the “extra” monthly payment during the year, the extra payment applied to the principal of the loan helps you build home equity more quickly.

Selecting a mortgage payment option is definitely a budgeting exercise. For some borrowers, the payment every two weeks may fit nicely with scheduled work paychecks being directly deposited into their bank accounts every other Friday. For other borrowers, the bi-weekly payment may add up to a larger expense than their monthly budget can handle.

Home purchasers should educate themselves about all their different options so they can ultimately pick the mortgage that will work best for their own financial situation. For many people, the bi-weekly payment plan can be a good way to build equity and future wealth.



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NAHB Expresses Concerns Over Cluster Mailboxes

The U.S. Postal Service now requires cluster mailboxes for all new developments.

The letter was sent as the committee held a hearing to examine the fiscal health of the U.S. Postal Service.

Since 2012, the Postal Service has expressed preference for centralized delivery service, typically to cluster mailbox units. In practice though, this change has resulted in a de facto mandate for new construction across the nation.

In its letter to lawmakers, NAHB noted that if home owners are members of a home owners association (HOA), "they will end up paying significantly for the upkeep and maintenance over the life of the cluster box unit. If they are not a member of an HOA, it is unclear who (if anyone) will be responsible for the ongoing upkeep and maintenance of the unit or any associated legal liabilities, especially if the unit is placed on private property."

By moving to cluster mailboxes in an attempt to save money, the Postal Service is essentially shifting this additional upfront cost to home builders – and ultimately – to home owners.

NAHB stands ready to work with Congress to move legislation to improve the outlook of the Postal Service but believes it is important for lawmakers to hold hearings examining the costs and benefits associated with a shift to centralized mail delivery.

For more information, contact Alex Strong at 800-368-5242 x8279.

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