

# THE FLOW

**Oct 2025  
INSIDE THIS  
EDITION**

**NUCA OF NORTH FLORIDA, INC.**



## **General Membership Meeting October 2 Maggiano's**

### **Upcoming Events**

**October 2nd - All Membership  
Meeting; Maggiano's Little Italy**

**October 22nd-24th - Fall  
Leadership Conference; Denver CO**

**November 4th— Annual Clay Shoot;  
Jacksonville Clay Target Sports**

**November 13th -Top Golf /Seamark  
Ranch Fundraiser**

**December 2nd -Young Professional  
Quarterly Networking Event—  
Intuition Ale Works**

**January 15, 2026—Installation of  
Officers—Maggiano's**

**February 10-13, 2026—NUCA  
Convention, Tucson Arizona**

**February 28, 2026—Icemen**

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Ranch Fundraiser  
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**NUCA National  
Convention  
Pg 15**

**NUCA**  
REPRESENTING UTILITY & EXCAVATION CONTRACTORS  
NORTH FLORIDA

# Presidents Message

## October Flow Presidents Letter

Dear Friends and NUCA Members

In my last Update letter I was hopeful that the mornings would start to cool off and bring a sense of fall to the air. That does not appear to have happened to the degree I was hopeful for, however we have been lucky statewide to have avoided any major hurricanes and dangerous storms. Here's to hoping our luck holds out for the remainder of this storm season.

September started out with our Young Professionals networking event at Fore Score Golf Tavern on September 10<sup>th</sup> which provided them the opportunity to network and start to develop the relationships that will form the next generation of utility contractors serving the North Florida region. Thanks to United Rentals - Trench Safety for hosting our Next Man Up training event on September 16 which covered dewatering, excavation solutions and trench safety. The Presidents Golf Cup which goes to support our legislative activities in Tallahassee was held in Longboat Key on September 18<sup>th</sup> and 19<sup>th</sup>, was a great success and a fun time for all that were able to attend.

October will offer more events for everyone to get involved with our organization. We start off with our General Membership Meeting on October 2 at Maggiano's Little Italy at the Town Center starting at 6:00. We will have presentations from our representatives from Tallahassee on the past and upcoming legislative efforts, a representative from ACE Mentorship to inform us what their organization is doing to inspire the next generation of construction workers, and finally a representative of JEA to give a state of their upcoming work and what we can look out for in future from them. Please remember to RSVP if you have not already. If you have not already signed up, now is the time to register for the annual Clay shoot which will be held November 4<sup>th</sup>, please see details in this issue of Flow. Finally, we will have our annual Top Golf event to benefit Seamark Ranch on November 13<sup>th</sup>. Please see inside for more details and information on how to RSVP.

Again, I would invite anyone interested in taking a more active part in our organization, please reach out to myself, any of the members of the Executive Committee or the Board of Directors or our amazing Executive Director Jennifer Puff-Blomgren about opportunities in one of our many committees, working on the Board of Directors or getting involved with the Executive Board. We are making plans for next year, and fresh energy and ideas are always welcome. This is your organization and the more you put into it the more you get out of it. Please consider it.

Respectfully,

*Paul Gilsdorf*

Paul Gilsdorf

Senior Project Manager

Haskell

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# 2025 OFFICERS & BOARD OF DIRECTORS

## EXECUTIVE COMMITTEE

### President

Paul Gilsdorf, Haskell

### President-Elect

Alvaro Rios, T.G. Utility Company, Inc.

### Vice President I

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### Vice President II

Blake Nugent, J.B. Coxwell

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Marty Adams, TB Landmark

### General Counsel

Tony Zebouni, Lindell & Zebouni

### Past President

Caleb Hurlbert, A.J. Johns, Inc.

## BOARD OF DIRECTORS

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Wesley Cook, Florida Roads Contracting

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Joseph Geiger, Cemex

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**2025 NUCA of North Florida**  
**Monthly Sponsors**

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**Sunbelt Rentals**  
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**CALENDAR OF EVENTS**

**Upcoming Events**

**September 10th**  
**Young Professional Network-**  
**ing**

**September 16th**  
**Next Man Up Training**

**September 18th-19th**  
**President's Cup**

**October 2nd**  
**All Membership Meeting**

**November 4th**  
**Annual Clay Shoot**

**November 13th**  
**Top Golf/Seamark Ranch**  
**Fundraiser**

**December 2nd**  
**Young Professional Network-**  
**ing Event**

**January 15**  
**Installation of Officers**



# The Law and Your Business

The Law and Your Business- Easements  
Tony Zebouni, Lindell & Zebouni, P.A.

A recent appeals court reversed a trial court's ruling on an easement dispute. The matter involved an assertion of easement rights on real property. Lot B is an unimproved 1.14-acre bayfront property. In 2018, AK Land purchased Lot B with the intent to construct a single-family home. In preparation, AK Land cleared part of the vegetation, coordinated the installation of drainage pipes, and arranged for the construction of a seawall. Hurd had an easement over Lot B for "beach privileges" by virtue of a recorded restrictive covenant, which stated:

A perpetual easement is granted over lot "B" of Evergreen Shores Subdivision, as shown by plat recorded at page 68 of Plat Book "A" of the Public Records of Santa Rosa County, Florida, to provide beach privileges to those property owners in the First Addition to Evergreen Shores.

The trial court permanently enjoined AK Land from *ever building any house on the property*.

While the whole of Lot B is subject to the "beach privileges" easement, those privileges are all plainly associated with the sandy portion of Lot B -- that is, the *beach*. "the permanent injunction prohibiting the building of any house, of any kind unreasonably deprives AK Land of its use of the property."

An easement is "a privilege without profit", which the owner of one tenement has a right to enjoy in respect to that tenement in or over the tenement of another person, whereof the latter is obliged to suffer or refrain from doing something on his own tenement for the advantage of the former. Put simply, it is the right of one other than the owner of the land to use land for some particular purpose or purposes. Easements are mere rights to make certain limited use of lands.

An easement, however, cannot be inconsistent with the general property rights of an owner. An easement holder's rights in the property are not absolute and unlimited. Rather, they are limited so that each party may reasonably enjoy his respective property rights. Accordingly, an easement "permanently depriving the grantor of any reasonable use of the property is against public policy and, therefore, is void and unenforceable."

The permanent injunction, issued by the trial court, which purports to enforce the easement, turned Hurd's "beach privileges" into total control of the whole 1.14-acre property and it leaves AK Land with nothing more than a duty to bear the liability risks, insurance costs, and maintenance expenses for a beach park that serves the easement holders.<sup>1</sup>

The appellate court held that the trial court's injunctive relief deprives AK Land of its reasonable use of Lot B. With 1.14 acres of land, AK Land may be able to build a house that would not interfere with the easement holder's "beach privileges."

*AK LAND TITLE, LLC v. DONALD W. HURD, JR.,*

## Industry News and Advocacy

### **Congress Returns For Appropriations Action**

Lawmakers returned to Washington this week after their month-long recess with a looming Sept. 30 deadline to fund the federal government or face a shutdown. Both the House and Senate have 14 legislative days to reach an agreement on a stopgap continuing resolution. However, with the Trump Administration's cutbacks in several sectors running into Democratic opposition, final spending agreements are not expected to be reached until the end of the year, at the earliest--and some lawmakers are already proposing a full-year continuing resolution (CR). The EPA's SRF funding remains in FY2026 legislation at about 20% lower than FY2025, but NUCA is pushing hard for it to be restored to at least full FY2025 numbers. NUCA and our industry allies continue to press Congress on the importance of increasing SRF appropriations, which have remained flat for several years.

### **Congress Returns To Begin Work on Surface Transportation, SRF Reauthorization**

As Congress reconvenes in early September 2025 after the traditional August recess, lawmakers face a packed fall agenda dominated by fiscal deadlines and infrastructure priorities. Beyond FY2026 funding, the fall Congressional session is expected to spotlight surface transportation reauthorization. The Infrastructure Investment and Jobs Act (IIJA) passed in 2021, authorizing \$550 billion for highways, transit, and rail through FY2026, nears expiration next September 30, 2026, but groundwork should begin this month.

House Transportation & Infrastructure Committee hearings this fall will emphasize streamlining permitting, bolstering Highway Trust Fund solvency amid a projected \$150 billion shortfall, and prioritizing safety and resilience. Water infrastructure looms large too, with potential reauthorization of the State Revolving Funds (SRFs). The Clean Water SRF and Drinking Water SRF, bolstered by IIJA's \$50 billion infusion, are the lifeblood of the American utility construction industry.

### **Landmark FAR Updates Announced By White House**

The federal government's Office of Federal Procurement Policy (OFPP) announced Aug. 15 several major updates to the Federal Acquisition Regulation (FAR) within its "Revolutionary FAR Overhaul" (RFO) program instituted by the Trump Administration.

This FAR overhaul--the most significant in 40 years--allows agencies to immediately remove non-critical requirements of those not grounded in statute or executive order and deemed to have minimal impact on contract performance. The OFPP also stated that agencies may "immediately begin eliminating one-third of requirements from their future contracts that are not required by statute or executive orders and have little to do with contract outcomes," and directed agencies to use government-wide contracts for common commercial products and services. The RFO initiative significantly reduces regulatory complexity and opens federal contracting to innovative small businesses and new entrants. New and seasoned federal contractors should become familiar with the revised FAR structure and prepare for ongoing changes.

## Association News

### Update Your Listing For The NUCA Buyers Guide By Oct. 31

All NUCA Members who have categories on their profile are listed in the [Online NUCA Member Directory](#). Associate Members are also listed in the NUCA Buyers Guide issue of *Utility Contractor*. *To ensure that your listing is up to date for the November/December issue, please log into your NUCA Member Dashboard by visiting [my.nuca.com](http://my.nuca.com) on or before October 31, 2025. For questions about logging in or your membership benefits, please contact Lauren Hensley at [lauren@nuca.com](mailto:lauren@nuca.com). Members without categories selected may not be included in both the Buyer's Guide and the nuca.com online directory, so make sure your organizations information is up-to-date--don't miss out on potential business referrals!*

### Calling All Expert Equipment Operators To The Utility Expo

Have you heard? NUCA is bringing the National Equipment Operators Championships to The Utility Expo in Louisville, Kentucky, October 7-9, 2025. Test your skills on excavators and backhoes while completing corn hole, soccer, and golf challenges! Stay tuned for more details on how to sign up to compete. With more than 21,000 attendees and 1.5 million square feet of products and services, The Utility Expo 2025 is once again the #1 trade show for utility construction professionals. NUCA will be in booth EH2113. All operators competing in the National Equipment Operators Championship must register for The Utility Expo. Use promo code NUCA to save 20% on your registration. Go to [www.theutilityexpo.com/attend-the-show/registration-and-pricing](http://www.theutilityexpo.com/attend-the-show/registration-and-pricing).

### NUCA Choice: Our Industry's Choice For Commercial Insurance Coverage

NUCA Choice delivers to NUCA members commercial insurance options for auto, crime, property, general liability, marine, surety, umbrella and workers' compensation. NUCA Choice is offered in partnership with FCCI Insurance Group and is offered to all NUCA members where FCCI writes business. Members can also consult with FCCI's local risk control team and use the FCCI Risk Solutions Network, a cloud-based platform to help participants stay compliant, manage risks and educate employees to build a safer workforce. To find out more about NUCA Choice and how it can help your bottom line in 2025, go to [NUCAChoice.com](http://NUCAChoice.com) to find a FCCI agent in your area.

### Why NUCA Members Should Rethink Their 401(k) Strategy

Managing a 401(k) plan often creates more work than it should especially for NUCA members already stretched thin. That's why NUCA has now partnered with Voya, AMP Administrator, and Greenline Wealth Management to create the Voyager 401(k) Pooled Employer Plan (PEP), built specifically for utility contractors and their employees.

Voyager simplifies plan administration by pooling multiple NUCA companies into a single structure unlocking access to economies of scale and service. Voya's platform provides investment tools and financial wellness resources to help workers stay on track for retirement. Greenline also conducts a no-cost benchmarking review for NUCA members to identify savings and help reduce fiduciary liability through full outsourcing. Whether you're offering a plan today or considering one for the first time, Voyager offers a compliant, cost-effective solution designed around your construction business. Schedule your free plan review today by calling 561-405-6609 (option 7), or email [info@greenlinewm.com](mailto:info@greenlinewm.com).

# SAFETY NEWS

By Jeff Blomgren  
Chair, NUCA Safety Director's Forum

## **Fall Safety Tips**

We all welcome the seasonal changes that occur in fall, especially after a long hot summer. Although we don't have the extremes of the more northern states, we do have some cooler weather that may challenge us. For instance, at the beginning of a cool morning, we break out the hoodies and the stocking caps but often, we are still wearing the smaller summer safety vests that won't fit on top of our heavier clothing. We know that being visible is a safety issue and we can prepare by issuing vests that are sized to fit over the warmer clothing. One way to preserve the safety and visibility is the hi viz bomber jacket. It provides warmth and visibility during those cold early mornings when we know that the day will eventually warm up. We also must remember that our hard hats do not fit properly when there is an unauthorized covering between the hard hat and our heads.

Choosing clothing that provides a wicking function is a good plan. Hypothermia can be an issue even when the weather isn't what we would normally think of as being an issue. Staying dry is crucial for regulating body temperature. Synthetic fabrics like polyester and nylon are excellent at wicking moisture. Cotton traps moisture and can leave us feeling cold as the day cools. Another thing that's common is that we don't drink as much water in cooler weather as we did when it was hot. The result is that we still need water to stay hydrated, so we need to drink even when we don't think we need it. Knowing what's coming and making the right preparations can help us stay safe and healthy. We all have I-phones with a weather app to help us stay aware of any changing conditions. Stay safe and warm and enjoy the cooler days to come.



# Commercial Insurance Insights



## Commercial Insurance Insights

Tanner Brewer, Commercial Insurance Advisor

AssuredPartners a Gallagher Company

(904) 881-9317

### Understanding and Improving Experience Modification Rate (EMR)

#### Why EMR Matters in Construction and Contracting

Many view EMR only in terms of insurance cost. And yes, that's a factor:

A lower EMR means lower premiums. A higher one? You'll pay more. Sometimes significantly more.

But here's the bigger picture:

- **Bid Eligibility:** Many public and private projects now require an EMR of 1.0 or less to prequalify. A 1.15 might seem close—but it could disqualify you.
- **Perceived Risk:** Owners and general contractors see your EMR as a reflection of your safety culture and operational discipline. A high EMR may raise concerns about jobsite risk, schedule impacts, and even legal liability.
- **Reputation:** Over time, your EMR becomes part of your brand. It tells project stakeholders how seriously you take your people, your planning, and your performance.

#### Four Ways Contractors Can Improve EMR

1. **Build a Proactive Safety Culture** EMR begins on the jobsite. Conduct regular safety meetings. Involve your crew leads. Establish accountability. And ensure that safety is seen as part of productivity—not a separate checklist.
2. **Respond immediately and effectively to incidents** when incidents happen, document them clearly. Report them promptly. Follow up. The sooner you engage with the claims process, the better chance you have of minimizing costs and complications.
3. **Implement a Return-to-Work Program** Getting injured employees back on modified duty—safely and appropriately—reduces downtime, lowers claim severity, and supports employee morale. Insurance carriers also view it favorably.
4. **Review Claims Data and Classifications Regularly** Don't assume your EMR is always accurate. Open or misclassified claims can stay on your record longer than they should. Work with your broker or safety consultant to audit your loss runs, verify classifications, and close out old claims.

# MEMEBER SPOTLIGHT

## ***Rely on Rinker***

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for engineered  
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sanitary infrastructure  
solutions providing  
industry-leading  
strength and durability  
that are built to last.



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# **JOIN US FOR THE NUCA NF 14TH ANNUAL CLAY SHOOT!**

Experience competition and camaraderie in the great outdoors



## **ANNUAL CLAY SHOOT CHALLENGE**

**AWARDS CEREMONY IMMEDIATELY FOLLOWING THE AFTERNOON SHOOT**

**Tuesday, November 4th**

Morning Shoot – Registration 7:30AM  
Shotgun Start 9:00AM

Afternoon Shoot – Registration 11:00AM  
Shotgun Start 1:00PM

**Jacksonville Clay Target Sports**

12125 New berlin Rd.,  
Jacksonville, FL 32226

For More Information  
Email: [nucanf@gmail.com](mailto:nucanf@gmail.com)  
Phone: 904-296-1230

# ANNUAL CLAY SHOOT SPONSORSHIP OPPORTUNITIES STILL AVAILABLE!



## 14TH ANNUAL SPORTING CLAY CHALLENGE SPONSORSHIP OPPORTUNITIES

### **SOLD** \$1500 Hat Sponsor (1)

Your company name will be prominently displayed at the event; your company will be acknowledged at the awards ceremony that day and your company will be recognized in the NUCANF newsletter, The Flow, and the state association publication, The Ditchmen. A complimentary Full-page ad will also appear in December 2025 or January 2026 Flow Newsletter.

### **SOLD** \$1500 Golf Cart Sponsor (1)

Same benefits as Hat sponsor. In addition, this sponsor can put logo items in golf carts.

### **SOLD** \$1000 Raffle Sponsor (1)

Your company name will be prominently displayed at the event; your company will be acknowledged at the awards ceremony that day and your company will be recognized in the NUCANF newsletter, The Flow, and the state association publication, The Ditchmen. A complimentary Full-page ad will also appear in December 2025 or January 2026 Flow Newsletter.

### **SOLD** \$1000 Shotgun Shell Sponsor (1)- Same benefits as raffle sponsor.

### **SOLD** \$1000 Beverage Sponsor (1) Same benefits as raffle sponsor. In addition, can deliver waters to shooters via golf cart.

### **SOLD** \$750 Special Clay Sponsor (2)

Your company name will be prominently displayed at the event; your company will be acknowledged at the awards ceremony that day and your company will be recognized in the NUCANF newsletter, The Flow, and the state association publication, The Ditchmen. A complimentary 1/2-page ad will also appear in December 2025 or January 2026 Flow Newsletter.

### \$500 Platinum Event Sponsor

Your company name will be prominently displayed at the event; your company will be acknowledged at the awards ceremony that day and your company will be recognized in the NUCANF newsletter, The Flow, and the state association publication, The Ditchmen. A complimentary 1/2-page ad will also appear in December 2025 or January 2026 Flow Newsletter.

### **SOLD** \$500 Registration Sponsor (1)

Same benefits as Platinum Event Sponsor

### \$300 Gold Event Sponsor

Your company name will be prominently displayed at the event; your company will be acknowledged at the awards ceremony that day and your company will be recognized in the NUCANF newsletter, The Flow, and the state association publication, The Ditchmen. A complimentary 1/4-page ad will also appear in December 2025 or January 2026 Flow Newsletter.

### \$200 Station Sponsor

Sponsorship includes signage at the station. Your company will be acknowledged at the awards ceremony that day and your company will be recognized in the NUCANF newsletter, The Flow, and the state association publication, The Ditchmen.

Name: \_\_\_\_\_

Company: \_\_\_\_\_

Payment: \_\_\_\_\_ Bill my account Check (NUCANF) \_\_\_\_\_ Charge credit card\*(an invoice will be emailed)

Email: \_\_\_\_\_

\*A 5% processing fee will be added to all credit card charges.

Return with payment to: NUCANF, PO Box 16810, Jacksonville, FL 32245 or email to [nucanf@gmail.com](mailto:nucanf@gmail.com)

# TOP GOLF To Benefit SEAMARK RANCH

NUCA of North Florida, Inc.  
Cordially invites you to attend the



**TOPGOLF**

## **TO BENEFIT SEAMARK RANCH**

Thursday, November 13<sup>th</sup>, 6:00 pm

Fee includes three hours of golf play and a buffet dinner. Cost is \$100 per player. Space is limited to 72 players.

Name	Company
Phone	

### Attendees:

Name: \_\_\_\_\_

Name: \_\_\_\_\_

Name: \_\_\_\_\_

Name: \_\_\_\_\_

Payment: \_\_\_\_ Bill my account Check (NUCANF) \_\_\_\_ Charge credit card\*

Name on card: \_\_\_\_\_

Email: \_\_\_\_\_

\*A 5% processing fee will be added to all credit card charges.

**Mail or email this form to:** NUCANF, PO Box 16810, Jax, FL 32245,  
Ph: 904-296-1230 Email: [nucanf@gmail.com](mailto:nucanf@gmail.com)



# TOP GOLF BAY SPONSORSHIP OPPORTUNITIES



## **TOPGOLF®**

**TO BENEFIT SEAMARK RANCH  
BAY SPONSOR**

**November 13, 2025**

**\$500**

Sponsorship includes signage at the station. Your company will be acknowledged at the event and your company will be recognized in the NUCANF newsletter, The Flow, and the state association publication, The Ditchmen.

**Company Name:** \_\_\_\_\_

Payment: \_\_\_\_\_ Bill my account-Check (NUCANF) \_\_\_\_\_ Charge credit card\*

Name on card: \_\_\_\_\_

Email: \_\_\_\_\_

\*A 5% processing fee will be added to all credit card charges.

**Return with payment to:**

**NUCANF, PO Box 16810, Jacksonville, FL 32245 or email to [nucanf@gmail.com](mailto:nucanf@gmail.com)**



# NUCA

## TUCSON, ARIZONA

### NUCA NATIONAL CONVENTION

FEBRUARY 10-13, 2026 | WESTIN LA PALOMA RESORT & SPA

*Get Ready! NUCA's Biggest Annual Event  
is Happening February 2026!*

The NUCA National Convention isn't just a meeting, it's where deals are made, partnerships are born, and the future of utility construction takes shape.

Power up your business with the latest trends, tools, and tech from the NUCA National Partners, learn from the industry leaders who know what's coming next in utility construction, and expand your network with the connections that count.

In February, be there to welcome back our thrilling golf tournament, and cheer on the champions at the second annual National Equipment Operator Championship!

All of this unfolds at the Westin La Paloma Resort & Spa, a stunning venue with top-tier amenities in Tucson, Arizona. It's the perfect setting to mix business with a little well-earned fun.

Mark your calendar for February 10-13, 2026! Register today and discover at the NUCA National Convention what's possible for your construction business in the year ahead.

**Registration is now open!**

Find more information at **NUCADIGS.COM**



**Save \$300**  
on registration  
fees when you  
register early!

*Early Bird rates run from September 15  
through October 31, 2025.  
Registration fee must be paid by  
October 31 to receive the discount.*