



Palm Beach Air Conditioning  
Contractors Association, Inc.

# the *plenum*



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NOVEMBER 2022

VOL. 37 • NO. 11

## 20th Annual GOLF TOURNAMENT

**Friday**

**Nov. 18, 2022**

1:00 p.m.. Shotgun Start



### Wellington National Golf Club

400 Binks Drive  
Wellington, FL 33414

**Another  
way  
PBACCA  
Serves You!**

**FEB 2, 23**

PBACCA Presents  
**GENERAL MEETING** Thursday, February 1, 2023  
**Patrick Lange of Business Modification Group**  
Call Pam at **561-585-3880**

**FEB 2, 23**



## --PBACCA 2022 OFFICERS--

**President: Tony Kiser**  
**EDS Air Conditioning & Plumbing**  
 (561) 586-7090 • Cell (561) 628-8084  
 akiser@EDSAirconditioning.com

**President Elect: Robin Worrell**  
**State Energy Heating & Air**  
 (561) 688-6264 • Cell (561) 795-1130  
 stateenergy@aol.com

**Vice President: Kelly McCann**  
**CMI Air Conditioning & Electric**  
 (561) 844-1004 • Cell (561) 644-5668  
 kelly@cmiac.com

**Secretary/Treasurer: Steven Castillo**  
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**Director: Sean Caplan**  
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**Director: Arturo A. Alba, Jr.**  
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 (561) 586-3331 • Cell (561) 436-7881  
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**Director: John Riley**  
**Al Packer Ford-Lincoln**  
 (561) 689-6550 x206 • Cell (561) 818-5424  
 jriley@alpackerford.com

**Director: Daryl Sholar**  
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 dsholar@wellingtonfl.gov

**Director: Carissa Duemig**  
**Fund-Ex Solutions Group**  
 (954) 780-6676 • Cell (954) 650-3429  
 cduemig@fundexsolutions.com

**Director: Rob Mayhew**  
**Tropic Supply**  
 (561) 684-3997 • Cell (561) 703-8354  
 Rob.Mayhew@tropicsupply.com

**Director: Tom OConnor**  
**Johnstone Supply Ware Group**  
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 thomasOConnor@johnstonewaregroup.com

**Past President: Jim Pickard**  
**CMI Air Conditioning & Electrical**  
 (561) 844-1004 x118 • Cell (561) 644-5623 •  
 jim@cmiac.com

**Executive Director: PAM RIPP**  
**585-3880 • Fax-585-3347**  
**e-mail: pripple@pbacca.org**

**LEGAL COUNCIL: John Hockin - Linkhorst & Hockin, P.A.**  
 (561) 626-8880

**FINANCIAL ADVISOR: Donna M. Sotillo, CPA**  
**Sotillo & Company • (561) 547-5730**

# President's Perspective



**Tony Kiser**

## Greetings HVAC community!

As with the close of every October, our temperatures have become more comfortable outside and, with that, brings the change of license plates and additional traffic to our area. Be safe out there!

I would like to start this month's plenum by thanking all of our PBACCA membership for showing up in strong attendance at our September general meeting. It was a great opportunity to build a connection with Palm Beach County's chief building inspector and the many others in attendance. We even had a few retired members make an appearance!

Next month is our 20th Annual Golf Tournament, to be held at the Wellington National Golf Club on Friday, November 18. Spots are filling up quickly for this four-man, scratch style tournament. I, for one, will be out there taking my cracks at the ball and I look forward to seeing all of you. There are still a few sponsorship opportunities for vendors to jump on if you haven't yet. I've spoken with some vendors who have sponsored in the past, setting up a table at the tee box to show off their products (I would suggest a full cooler as well!). Registration and sponsorship information can be found on our website (pbacca.org) or by contacting Pam.

Following the golf tournament, wow, does PBACCA have an end-of-the-year blowout planned for Thursday, December 1st! PBACCA will be hosting Casino Night at the Lake Worth Beach Club alongside our 9th Annual Toy Drive. We have additionally reserved the outdoor tiki bar so everyone can mingle outside on a lovely December evening, and, we will also be installing the PBACCA officers and board members for the 2023 year. Haven't registered yet? Hop on to our website or reach out to Pam. Be sure to put the word out at your office, and let's end the year with one heck of a good time gambling, listening to music, sipping drinks, and conversing with friends.

Looking forward to seeing you all at these final events for 2022!

With appreciation  
 Tony

## Associate Distributors - Palm Beach County

Advanced Work Van, Riviera Beach	561-657-0406
Arco Supply, Lake Worth	561-586-3331
Baker Distributing, Boynton Beach	561-806-7075
Baker Distributing, West Palm Beach	561-848-1416
Carrier Enterprise, West Palm Beach	888-827-3352
Economic Electric Motors, West Palm Beach	561-683-6262
Gemair Distributors, West Palm Beach	561-842-6311
Goodman Distribution SE, Inc., West Palm Beach	561-616-9466
Johnstone Supply, West Palm Beach	561-689-3366
Refricenter, West Palm Beach	561-689-8075
Trane Company, West Palm Beach	561-683-3306
Tropic Supply, West Palm Beach	561-684-3997

Palm Beach Air Conditioning Contractors Association (PBACCA) is an independent association serving the needs of the HVACR industry in Palm Beach County. PBACCA is not affiliated with the national group Air Conditioning Contractors of America (ACCA). The mission of PBACCA is to assist and better enable PBACCA members to acquire, serve, and satisfy their customers.

***Palm Beach Air Conditioning Contractors Association Presents***

**2023 Officer Installation, 9th Annual Toy Drive & Casino Night**

*Join us in welcoming our incoming slate of 2023 officers and to thank those who have served during 2022. Enjoy Dinner, Music by DJ Tango and have a chance to win many great raffle prizes*

*3<sup>rd</sup> Annual Casino Night*

*Raffles, Re-Buys No Limit*

**REGISTER NOW** to reserve your spot at a table!



**\$125 Buy In Donation Per Person**

**Includes \$300 in chips, dinner ticket, and 2 drink tickets  
light dinner and Board Installation 5:30pm  
Games Begin 6:30pm Thursday, December 1, 2022**

**The Beach Club  
1 7<sup>th</sup> Ave N  
Lake Worth Beach, Fl 33460**

**Raffles for many exciting prizes! 50/50 Raffle \$2/ticket**

**For Registration & Sponsorship Opportunities Email: [pripple@pbacca.org](mailto:pripple@pbacca.org)**

**Or Call Pam Ripple ....561-585-3880**



# ***Palm Beach Air Conditioning Contractors Association Presents***

## **2023 Officer Installation, 9th Annual Toy Drive & Casino Night**

Join us in welcoming our incoming slate of 2023 officers and to thank  
Those who have served during 2022. Enjoy Dinner, Music by DJ Tango and have a chance  
To win many great raffle prizes

*3<sup>rd</sup> Annual Casino Night Raffles, Re-Buys No Limit*

REGISTER NOW to reserve your spot at a table!



Thursday, December 1, 2022  
The Beach Club  
1 7<sup>th</sup> Ave. N  
Lake Worth Beach, FL 33460  
Registration 5:30... Games begin at 6:30pm  
Sponsorship Opportunities

**For more information**, to purchase sponsorship packages or individual tickets (\$125), or to make a donation, contact Pam Ripple  
561-585-3880 or complete and return the Registration Form to [pripple@pbacca.org](mailto:pripple@pbacca.org) or fax to 561-585-3347

Event Sponsor ..... \$2,500... 1 available

- Ten (10) tickets
- Banner and sign recognition at event entrance
- Buffet dinner
- \$2,500 in chips
- Event publicity

Game Table Sponsor ..... \$1,500...2 available

- Eight (8) tickets
- Opportunity to display advertising at game table
- Buffet dinner
- \$1,600 in chips
- Event publicity

Deck of Cards Sponsor .....\$1,000...4 available

- Four (4) tickets
- Sign recognition
- Buffet dinner
- \$800 in chips
- Event publicity

Dice or DJ Sponsor ..... \$500...5 available

- Two (2) tickets
- Sign recognition
- Buffet dinner
- \$400 in chips
- Event publicity

Yes, I would like to be a Sponsor 3rd Annual Casino Night

\_\_\_\_\_ \$2500 Event Sponsor      \_\_\_\_\_ \$1500 Game Table Sponsor      \_\_\_\_\_ \$500 DJ Sponsor

\_\_\_\_\_ \$1000 Deck of Cards Sponsor      \_\_\_\_\_ \$ 500 Dice Sponsor

I would like to Purchase \_\_\_\_\_ individual tickets \$125 each includes 2 drink tickets dinner ticket and \$300 in chips

\_\_\_\_\_ I would like to donate a Raffle prize. Item: \_\_\_\_\_

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

City/ST/Zip: \_\_\_\_\_ Phone#: \_\_\_\_\_ E-Mail: \_\_\_\_\_

For Registration & Sponsorship Opportunities Email: [pripple@pbacca.org](mailto:pripple@pbacca.org)

or Call Pam Ripple ....561-585-3880 send check to:

PBACCA PO Box 3407 Lantana, FL 33465

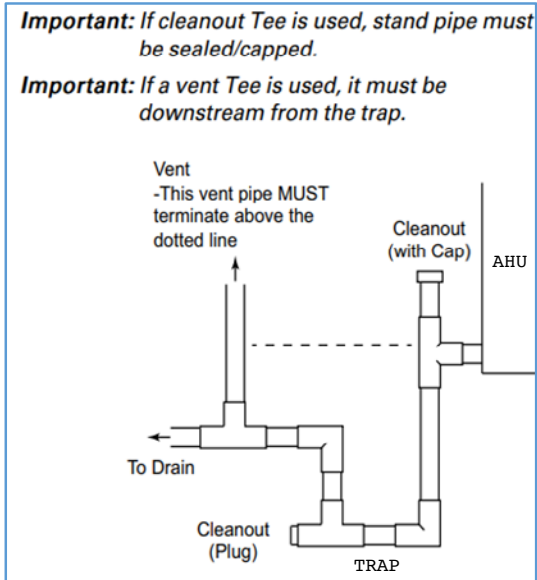


# TECHNICIAN'S CORNER

## BASICS OF CONDENSATE DRAINS

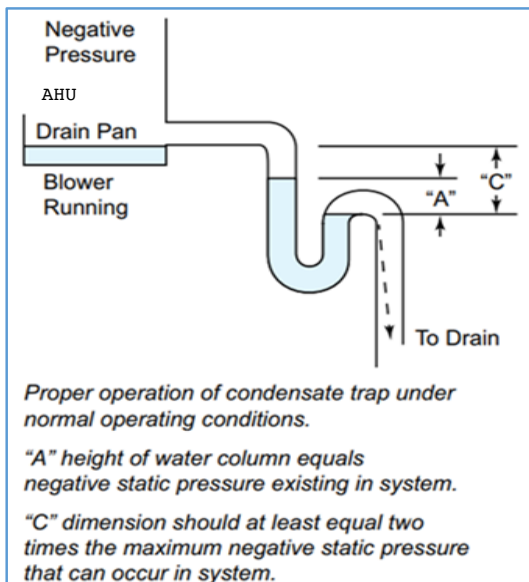
By Kelly McCann

One of our most common service calls: the blocked drain. The call can come in disguised as a no cool, blank thermostat or even property damage. In any case the drain is often thought of as a simple thing and sometimes regarded with little concern. The drain system must be installed and maintained correctly.



When discussing installation; drains should have 1/4" drop per foot (1" per foot). In addition to the drop ratio we must be mindful of the traps, cleanouts and vents. Many manufacturers will state in their Installer's Guide on the placement and size of the trap. The trap is suggested by most to be installed close to the air handler rather than outside, away from the air handler. There is some confusion amongst the techs I speak with about the difference between a cleanout and a trap. The difference is function and placement. A clean out (image to the left) is installed between the trap and the air handler. The cleanout must be capped to allow for proper drainage. A vent is placed after the trap (or between two traps if necessary), it must be open to the atmosphere and rise above the air handler drain connection. Always keep in mind water is self-leveling, if the vent is not above the primary drain pan water can come out of that vent.

The trap itself must be sized properly. As seen in the image (below) the size of the trap is dependent on static pressure; the purpose of the trap is to overcome the negative pressure associated with the return side of the air handler, this "pull" is also seen in the drain, thus the trap. This does not apply to positive pressure cabinets. Traps can be created un-expectantly or over time. This can occur in long, poorly supported drains causing "bellies" or low points which creates a running trap. A drain system cannot have multiple traps, this



will create an air-lock and prevent proper drainage. We should take care when installing the drain system and address these items before they cause a problem. While I've included some images from only one manufacturer, please check the installers guide for the specific brand you are installing; make sure that manufacturer does not have a specific requirement.

In addition to the installation, we should discuss preventative maintenance. As an industry we have noticed an increase in "drain calls" since we moved to all aluminum evaporator coils. I'm not saying that aluminum coils are worse than copper by any means. What we should recognize is the difference; one of those is that copper is a natural anti-microbial and aluminum is not. This being the case all aluminum coils can develop microbial growth faster than a copper coil; which leads to blocked drains. In addition the microbial aspect we must understand that the

aluminum header on the evaporator coil is not a "carrying handle" even though it's convenient to use it as one. I can say with almost certainty that using the suction header to carry the coil will result in a leaking coil. (I know, not really a drain concern, but it seems relevant to the topic).

## TECHNICIAN'S CORNER CONT.

Cleaning drains is critical to the maintenance call. There are many products in the market to use; however, there are some common points. The high strength acidic formulas should not be poured directly into the drain pan, apply it to the drain line cleanout. Follow the manufacturer's directions and safety protocols calls when using these types of products. An alternative can be warm water poured directly in the air handler drain pan. While the warm water is in the drain system have your wet-dry vac outside attached to help pull out the warm water and the other "stuff" inside the line. Remember only pure water (H<sub>2</sub>O) evaporates, everything else in the water stays behind, scale, sediment, microbial growth etc... The coils are also part of the equation, clean them thoroughly as what drips off the coils goes into the drain. When the primary pan has drained out completely, clean the pan with the vac or a rag. Pay close attention to the drain connection, while it's a ¾" connection the opening is smaller than ¾" which can be easily blocked with growth or debris. I've heard of some contractors using 1" PVC drain instead of ¾" which is not a bad idea; don't forget about the air handler drain connection. It's a still ¾" and a potential blockage point.

When cleaning the drain please use caution by not attaching a garden hose to the drain termination point outside (sending water from the outside to the inside). Running pressurized water in the drain line can cause older glue joints to come apart sending water to the most inconvenient area (inside a wall, over an expensive piece of furniture etc...). Or simply by overflowing the primary drain pan; either way this can turn out to be a costly mistake. This is a good time to remind us that PVC glue can and does dry out over time, using pressure of any kind (CO<sub>2</sub>, nitrogen, water) may cause an elbow or coupling to separate. The next consideration is pan tabs. While useful, we should not blindly throw a handful of tablets in the primary pan. This can cause a blocked drain at the connection point.



I feel it's an important reminder for those of us performing preventative maintenance calls; don't be tempted to take the short cut. Of course, follow your company's guidelines, but make sure you are taking off the covers and cleaning the inside, a proper drain cleaning isn't just attaching the wet-dry vac to the termination of the drain. Check pitch, traps, connection points, float safety switches in addition to all the other maintenance points on your checklist. Float safety switches should be checked for function as well as application, are they installed in the correct location and pitched correctly? Something as simple as a drain can lead to costly property damage as seen in the image here.

This article mostly addresses residential style units; although, many concepts are similar in commercial units except for the size of the drain.

One lesson I learned early, always watch the drain flow naturally after you complete your work. Unfortunately I got this one the hard way. Many years ago I started up a system, once the charge was set I cleaned up and headed home – didn't verify the drain. Yep, you guessed it, there was a problem with the drain. While this only caused minor damage, it's something I still carry with me today. Please stay safe in all you do; from driving to ladder work to crawling around an attic!

***Palm Beach Air Conditioning Contractors Association is excited to announce that their Twentieth Annual Golf Tournament will Be held at the Beautiful Wellington National Golf Club, Wellington, Florida  
On Friday, November 18 2022, 1:00 p.m.***



***Wellington National Golf Club is the proud host of a 2021 Puerto Rico Open Golf Championship Qualifier, a 2021 Honda Classic Qualifier, and in 2022 will host a U.S. Open Regional Qualifying site as well.***

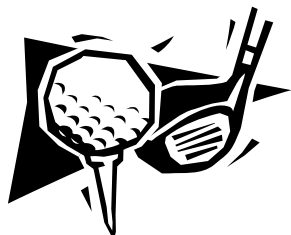
***Wellington National Golf Club is an Exclusive Member's only golf and country club that features an award-winning golf course Designed by the legendary Johnny Miller. We are truly honored to have them host our 20th Annual Tournament.***

***The 4-man scramble will start the day with a complimentary Box lunch during check-in, SHOTGUN START at 1:00 p.m., drinks will be provided on the course, a Barbeque Dinner and award ceremony will immediately follow the tournament at Wellington National Golf Club Ballroom. Additional Dinner tickets can be purchased from PBACCA. In addition, there will be trophies for 1st, 2nd, & 3rd place and prizes for the longest drive, straightest drive, closest to the pin, and more!***

***Sign your team up now! Treat your friends, business associates, or your employees to a day of fun! It is suggested that you register early because this tournament will be a sell-out with a waiting list.***

***Contact Pam with any questions regarding the tournament  
561-585-3880 or [priple@pbacca.org](mailto:priple@pbacca.org)***





## PBACCA's 20<sup>th</sup> Annual Golf Tournament

Palm Beach Air Conditioning  
Contractors Association  
Wellington National Golf Club  
400 Binks Drive Wellington, FL 33414

### **WHEN**

*Friday, November 18th 2022*

1:00 p.m. Shotgun Start Scramble

- Box Lunch at check in (11:30 p.m. check in)
  - Drinks provided on the course
  - Trophy and Prizes for 1<sup>st</sup>, 2<sup>nd</sup> & 3<sup>rd</sup> place
  - Prizes for longest drive straightest drive, closest to pin and more!
  - Raffle prizes for everyone!
  - FREE Barbecue Dinner included with green fees to be held at **Wellington National Golf CLUB Ballroom.**
- (Sponsorships still available)

**The Awards Ceremony:** After you finish, join us for the awards banquet at Wellington National Golf Club Ballroom. We will serve barbecue chicken, burgers, and hot dogs, slaw, potato salad, beans and more! Your family and friends are welcome to join for the awards ceremony and dinner.

Friday, November 18th  
Wellington National Golf Club

Company \_\_\_\_\_  
Address \_\_\_\_\_ City \_\_\_\_\_ St \_\_\_\_\_ Zip \_\_\_\_\_  
Phone \_\_\_\_\_ Fax \_\_\_\_\_ Email \_\_\_\_\_

Shirt Size

Golfers

1) _____	_____	_____	S M L XL XXL
2) _____	_____	_____	S M L XL XXL
3) _____	_____	_____	S M L XL XXL
4) _____	_____	_____	S M L XL XXL

There will be \_\_\_\_ # golfers @ \$200 (if you register before Nov, 1st) or \$225.00 per person after Nov. 1st =\$ \_\_\_\_\_

Dinner Tickets Only--- \$25.00 dollars Per Person children under 6 free =\$ \_\_\_\_\_

Hole sponsorship with foursome.....\$950 (you save \$50.00) =\$ \_\_\_\_\_

**ADVANCE RESERVATIONS ARE MANDATORY FOR GOLF! TOTAL** =\$ \_\_\_\_\_

We must receive your reservation and payment before the tournament.

Send this completed form and your payment to:

PBACCA, PO Box 3407 Lantana, FL. 33465

Phone \* 561-585-3880

**COMPLETE YOUR REGISTRATION AND FAX TO 561-585-3347**

**Or e-mail to [pripple@pbacca.org](mailto:pripple@pbacca.org)**

## **PBACCA Twentieth Annual Golf Tournament Sponsorship/Volunteer Opportunities**

We have specific sponsorships available, but will be open to other types of sponsorship suggestions. Please review the following list of opportunities, fill in the form below and mail to the specified address. Sponsorships on this list are first come-first serve basis. The earlier you confirm your sponsorship the more recognition you'll receive in future marketing.

### **Sponsorship Opportunities:**

- **PLATINUM SPONSOR** **\$3000.00**
  - HATS, Golf Shirts or Coolers with you company logo  
Sign at Registration Table featuring Company Name and your company Logo, Hang your company banners, Listed on a sign on Beverage Cart, Listed in the Golf Flier received by players day of the tournament, Acknowledged as a Gold Level Sponsor in the Event Article printed by Trade Newspapers and The Plenum, Includes a Foursome in Golf Tournament
  - **Hat Sponsor: Unifirst**
  - **Shirt Sponsor:**
  - **Dinner Sponsor:**
- **GOLD LEVEL SPONSOR** **\$2500.00**
  - Sign at Registration Table featuring Company Name and your company Logo, Hang your company banners, Listed on a sign on Beverage Cart, Listed in the Golf Flier received by players day of the tournament, Acknowledged as a Gold Level Sponsor in the Event Article printed by Trade Newspapers and The Plenum, Includes a Foursome in Golf Tournament.
  - **Lunch Sponsor Trane Residential & HVAC Supply**
- **SILVER LEVEL SPONSOR -** **\$2000.00**
  - Sign at Registration Table featuring Company Name and your company Logo, Acknowledged as a Silver Level Sponsor in the Event Article printed by Trade Newspapers and The Plenum, Listed in the Golf Flier received by players day of the tournament, Includes a Twosome in Golf Tournament.
- **GOLF HOLE SPONSOR AND FOURSOME** **\$950.00**
  - \* GOLF HOLE SPONSOR---\$200.00 ea. 1'x3' sign on green and a commemorative token.
  - \*\*\*Package Deal-Get a Foursome, 4-Dinner tickets and a Hole Sponsorship for \$950.00 (you save \$50.00) \*\*\*
- **DRINKS ON THE COURSE SPONSOR** **\$ 1500.00**
- **RAFFLE PRIZE SPONSOR -** **\$ 1000.00 Johnstone Supply**
- **TROPHY SPONSOR-** **\$ 1000.00**
- **TV Sponsor** **\$ 700.00**
- **BALL SPONSOR-** **\$ 500.00**
- **REGISTRATION TABLE -** **\$ 200.00**
- **GOLF HOLE SPONSOR -** **\$ 200.00 ea.**
- **MULLIGAN TABLE SPONSOR -** **\$ 200.00**
- **CONTEST SPONSOR -** **\$ 250.00 each Longest Drive, Straightest Drive, Closest to Pin,**  
**"Includes Prize" (to be announced at time of give-away)**
- **RAFFLE PRIZE SPONSOR -** **Prize Donation**
- **GOODIE BAG SPONSOR -** **Items Donated for 130 **Federated Insurance****

### **SPONSORSHIP/VOLUNTEER**

**Company/Product Name:** \_\_\_\_\_ **Contact Person:** \_\_\_\_\_  
**PH #:** \_\_\_\_\_ **FAX#:** \_\_\_\_\_ **E-Mail:** \_\_\_\_\_  
**ADDRESS:** \_\_\_\_\_ **CITY/ST/ZIP:** \_\_\_\_\_

Please check one or both of the following:

\_\_\_\_\_ I would like to volunteer to help during the tournament.  
 Volunteers will get free food/beverages and one Dinner ticket!

\_\_\_\_\_ Sponsor (type of sponsorship) choice #1 \_\_\_\_\_  
 If choice #1 already taken choice #2 \_\_\_\_\_

\_\_\_\_\_ Prize Donation. I would like to donate a prize(s) either for the raffle or Goodie Bag items. These are the items I will be donating \_\_\_\_\_

Send check to: PO Box 3407 Lantana, FL 33465

Contact Pam Ripple @ 561-585-3880 - fax to 561-585-3347 or e-mail [pripple@pbacca.org](mailto:pripple@pbacca.org)



## WOULD YOU LIKE TO SERVE?

Would you like to be part of the working body of YOUR association?

The 2023 Nomination process will begin at the October General Membership Meeting by putting together a slate of officers and directors for the 2023 year. Election/Installation will take place at the December General Membership Meeting.

The board meets the first Thursday of every other month throughout the year. The board meetings are where the “business work” of the association is done. As the bylaws require, a commitment to attend a minimum of 5 regular board meetings during the term of office.

If you would like to be considered for the 2023 slate call the association’s office (561-585-3880) or Complete the 2023 Nomination Form and email to Pam at [priple@pbacca.org](mailto:priple@pbacca.org)

### 2023 Nomination Form

<u>OFFICERS</u>	<u>NOMINEE</u>	<u>OTHER CANDIDATES</u>
President	Robin Worrell (State Energy)	_____
President-Elect	Kelly McCann (CMI Air Conditioning & Elec.)	_____
Vice President	Steven Castillo  (Robert R. McGill)	_____
Secretary	Sean Caplan (EDS Air Conditioning & Plumbing)	_____
Treasurer	<b>OPEN</b>	_____

#### BOARD OF DIRECTORS

John Riley (Al Packer Lincoln Ford) \_\_\_\_\_  
Arturo A. Alba (Arco Supply) \_\_\_\_\_  
Daryl Sholar (Village of Wellington) \_\_\_\_\_  
Carissa Duemig (Bankers Healthcare Group) \_\_\_\_\_  
Rob Mayhew (Tropic Supply) \_\_\_\_\_  
Tom OConnor (Johnstone Supply the Ware Group) \_\_\_\_\_

**Past President** Tony Kiser (EDS Air Conditioning & Plumbing.)

Get involved with your association!!! Nominate yourself or a co-worker to serve as an Officer or Director for PBACCA. The mission of PBACCA is to assist and better enable its members to acquire, serve and satisfy their customers. In order to best accomplish this we need the support and involvement of people like you.

\_\_\_\_\_





## Why Developing Your Own Talent is the Best Strategy for Your HVAC Company

Finding, training, and retaining good HVAC technicians is one of the most important issues an owner has to deal with. Without good people, your business can't grow, and might start to decline. So talent management is job one. If you're an owner who thinks about hiring only when someone quits, you're probably under a lot of stress. There might be a better way.

Most owners are reactive about hiring. When someone quits, they go all out to find a qualified technician that can start right away. The problem is, that unicorn doesn't exist. The number of highly qualified HVAC techs with great work ethic sitting around unemployed is exactly: zero. The best workers are happily employed at your competitor's companies. That means the ones looking for work are probably not the best of the best unless they're brand new out of school or new in town. If a worker has experience, but isn't already working, you may just be hiring someone else's former problem.

And you might not know that right away. A tech with years of experience may not be reliable. He may not have what it takes to do quality work on the new technology. He may have acquired years of sloppy work habits. You won't necessarily know until you start getting calls from customers whose repairs didn't fix a problem or whose new systems aren't working like they should. Now you're wasting your best guy's valuable time fixing problems for free.

Here's a proactive way to avoid that situation: develop your own talent in house. It's not a quick fix by any means; you'll be investing time, energy, and money for months before the tech is ready to work on his own. But you may avoid having to settle for the first available tech off the street when you have a vacancy.

I've seen this work well in several companies. Here's what they've done.

First, the owner has to **develop a training system** that's skills-based and designed to bring someone along according to a careful plan. Break down the job of a technician into specific skills that can be taught in a few months. You'll be creating a system that gives your experienced techs a helper who will learn skills on the job. The first few months, he'll assist with installations, learning about the equipment, tools, and processes. Once your experienced tech confirms he's got the mechanical ability and is a good worker, you can consider sending him to a trade school to get the formal education and certification.

It's important to **have a written plan** that includes incentives for achieving goals during the training. You can start workers at a lower, learning wage, but you'll need to provide raises when they master skills. Having a well-defined career path with potential for earning more will keep your trainees motivated.

Next, **look for young people with the right attitude.** You can find them through friends and family or by approaching workers who have impressed you where you shop or do business. Ask around to see if anyone knows a person with mechanical ability who's interested in building a trade and a well-paying career. You can find hard workers at retail stores, working construction, just about any entry-level job. Remember that aside from some mechanical aptitude, the main thing you're looking for is a worker who's reliable and willing to learn. Hire for attitude; you can teach the skills.

This kind of training program won't yield immediate results; it will be months before your trainee will be able to handle calls on his own. But you'll be getting a good idea of what kind of worker he is along the way and building a relationship. You will create an employee who believes in your system and does things the way you want them done. No need to un-teach any bad habits. He'll be more loyal to a company that believed in him and invested in him.

If you're a sports fan, you know that the best teams have a deep bench. They have their star players mentoring rookies with potential, helping them perfect their skills and get the benefit of their experience. When you have a system that develops your own talent, you don't have to worry when someone leaves. Instead of scrambling to make a last-minute hire, you'll have a rookie who's ready to go into the game.

You'll even gain value from the salary you're paying the trainee as he learns. When your experienced tech has someone to do the routine tasks, he'll be able to spend his time, energy, and full attention on the important, complex parts of the job. You'll also become a talent magnet as word gets around that you develop hard workers into skilled tradesmen. Recruiting trainees will get easier when you develop that reputation.

If you're wondering when to get started, **the time to hire is when you don't need the help.** Your investment in your bench team will make your job as an owner less stressful and make your whole team stronger in the long run.

**About the author: Patrick Lange**

[patrick@businessmodificationgroup.com](mailto:patrick@businessmodificationgroup.com)



Patrick Lange is an experienced HVAC-specific business broker with Business Modification Group based in Horseshoe Beach, Florida. He has a unique background in financial planning and has even owned an HVAC business himself. This makes him well suited to working with some of the most successful HVAC business owners in the country. Specializing in companies with 1-10 million dollars in revenue, he maintains a network of buyers and sellers in the industry. He has sold more HVAC businesses than any other broker in the United States over the last three years and is currently the President of the Business Brokers of Florida (North Florida District.)

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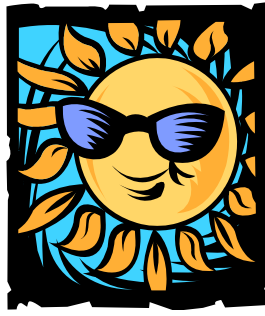
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## **“BEAT THE HEAT” MEMBERSHIP SPECIAL**

**Until December 31, 2022: Join PBACCA now for 2022  
Membership and receive 2023 FREE**

**PBACCA is looking for new contractor or associate members and is offering an attractive incentive to bring them in. PBACCA has launched a “Beat the Heat” membership discount campaign. Until December 31, 2022, the association is offering 2023 membership year FREE when you join as a 2022 member. You pay only the 2022 annual membership dues of \$300.00 (contractor) or \$350.00 (associate).**

**We know that there are hundreds of HVAC/R contractors in the Palm Beach County area, many of who already belong to our association. There are also many contractors who probably have thought about joining, but did not know if they would like it. This “Beat the Heat” membership discount allows you to try out the PBACCA membership...with all its benefits for a very small investment.**

***This offer is only available to first-time contractor/associate applicants and membership applications must be received by December 31, 2022. For additional membership information, call Pam Ripple at 561-585-3880. Or go to our web-site [www.pbacca.org](http://www.pbacca.org)***



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Beans  
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Ketchup/Mustard  
Pancake Mix  
Canned Meat

**Each donation will earn you one entry into our raffle for a chance to win one (1) of the twenty-three (23) prizes.\***

#### **T-5 West Palm Beach Resource Center**

1880 Old Okeechobee Rd.  
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#### **T-9 Delray Beach Resource Center**

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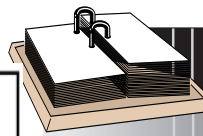
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## Events Calendar

### Palm Beach Air Conditioning Contractors Association, Inc.

### 2022 CALENDAR of EVENTS

- |        |  |
|--------|--|
| Nov 3  | <b>Board Meeting</b> - 4:30 p.m.- <b>Via Zoom</b>  |
| Nov 18 | <b>20th Annual Golf Tournament</b><br>Wellington National Golf Club<br>400 Binks Drive Wellington, FL 33414  |
| Dec 1  | <b>General Meeting</b> - 5:30 p.m.- <b>The Beach Club</b><br>One 7th Ave. North, Lake Worth, FL<br><b>3rd Annual Casino Night &amp; 9th Annual Toy Drive</b><br><b>2023 Board Installation</b> |
| Jan 5  | <b>Board Meeting</b> - 4:30 p.m.- <b>Via Zoom</b>  |
| Feb 2  | <b>General Meeting</b> - 5:30 p.m.- <b>The Beach Club</b><br>One 7th Ave. North, Lake Worth, FL  |
| Feb 18 | <b>Sport Clay Shooting</b> - 8am shotgun start<br><b>OK Corral Gun Club</b><br>9449 NE 48th St. Okeechobee, FL 34972   |

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The old man replies, "No, never."

When the man bends down to pet the dog, it immediately takes a snap at his hand. The man says, "I thought you said your dog did not bite!"

"I did," replies the old man, "but this isn't my dog!"

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**For more information on EPA testing  
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**OUR MISSION: To assist and better enable  
PBACCA members to acquire, serve and satisfy  
their customers.**

## Apprenticeship Corner

### Need Qualified Technicians?

The next time you have an opening for a technician, call the local Apprenticeship office at 561-262-7523. They can help you find a qualified apprentice to hire and enroll in the local PBACCA sponsored Apprenticeship Program offered at Palm Beach Community College. You'll be sure your employee is being taught the right skills and acquiring the training to become a productive journey man.

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