

3rd Qtr  
2024

# INDIANA LICA NEWS

## Upcoming Events You Won't Want To Miss!

### January 21st-23rd 2025

All INLICA Contractors that renew their dues by December 15th will be guaranteed a FREE ticket to attend NACADE. All Associates must be registered with NACADE in order to Exhibit at their show.

## INLICA ANNUAL MEETING AND BANQUET

Join us for breakfast and our Annual meeting on January 21st at the Renaissance Marriott North in Carmel, Indianapolis. Following the meeting, members will be traveling to the NACADE Show.

On Wednesday the 22nd, members will be attending the NACADE show educational seminars as well as visiting all of the vendor booths. Wednesday afternoon/evening members will be traveling back to the Marriott for a social followed by our annual awards banquet, dinner, entertainment and auction.

This years entertainment will be comedian Josh Sneed. Josh has been seen on Comedy Central, Last Comic Standing, The Bob and Tom Show, as well as clubs, colleges, and comedy festivals across the country.



### 2024 INLICA Officers

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## A Word from our President

Happy Fall y'all!

It is hard to believe but based on the Earth's tilt and revolution around the Sun, autumn has arrived. Along with it the crops are leaving the fields and each one of us is now busy either with harvest or getting into those freshly emptied fields to improve the quality of the land. I am currently relieved and elated for the rain that has come to my area as the ground could use some of that liquid sunshine that many almost forgot existed. Right now the headlines are focused upon the recent hurricane and the flooding that has occurred in particular areas from its heavy rainfall. This will no doubt stir up more of the climate change fanatics about how to control flooding issues. Each of us should be aware of the conversations in our work areas and do our best to educate the public about how drain tile and other conservation practices can help these issues. No single solution is perfect and it may take several initiatives to fully resolve issues to the fullest extent possible. Be aware also of the failing infrastructure locally that needs attention. A simple culvert replacement should not have to wait until it is a true emergency to replace nor should it take several pages of environmental study and 'years' of planning. Contact your local legislator and tell them about it. Sometimes painting a dreadful picture is necessary but gets the point across that bureaucracy hinders improvements too much.

Quickly approaching is the season of Thanksgiving. I want each to be aware of the many blessings received as this season comes. This organization is one of them. There are many friendships found within it across not only our state but the many state chapters among members. I can attest that not only friends are made, but people that can train and teach each other. I have seen the mature and experienced members share something with some younger, or even new to the industry, members. Others that may not be as mature in years come with other skills that can aid our other members in improving each other's operations. I am thankful for several that I have personally met and work with across the breadth of this organization.

This all reminds me of two online posts I recently saw that can be relatable. The first was about a septic service provider that was once again at a school to pump the lift station as there was some sort of pump or control failure and the replacement parts were several days from arrival to alleviate the issue. On this particular day a teacher and student walk by and the teacher tells the student to not skip school, get good grades, go to college, etc. so as to not be like the septic service provider in a dirty industry. The other post was from one of our members that received a call from someone concerned about another individual. Our member later that day contacted the individual, which is a contractor, and chatted with him. They didn't discuss anything about work. They just caught up with each other. They hadn't seen or specifically talked with each other regularly, but the conversation went as though they had spoken frequently and were good friends. Each contractor member in this organization doesn't get to work banker's hours nor gets to stay perfectly clean every day. Not one has every day go perfect and not all have been to college or may hold a degree. But this organization, which represents many 'dirty' industry sectors, has individuals that genuinely care about each other. Industry sectors with jobs that might be dirty, but are rewarding in more ways than money. This organization is part of the dirt world. And each member is working to make the dirt world a better place.

Stay safe out there!

Joe Stull

Joe Stull

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## COMING TO YOUR MAILBOX SOON!

Dues notices will be going out very soon. Included with that will be registration paperwork to attend the INLICA Annual Meeting, including Breakfast, as well as registration paperwork for ticket purchase of our annual awards banquet, entertainment and auction. This will be an evening you won't want to miss! Make your room reservations today.

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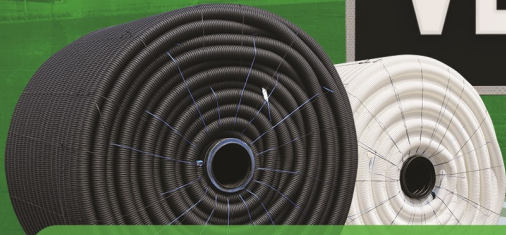
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Indiana LICA was proud to be able to participate in the first LICA Water Management Forum. This 2 day event was held on the former St. Joe Campus in Rensselaer, IN this past June. Available for both contractors and students, there were several educational sessions as well as both indoor and outdoor exhibits. Featured on the INLICA Banners were 2 INLICA Contractors local to the area. Johns Brothers Tiling (pictured right) and West Central Water Management (pictured left) INLICA looks forward to helping make this Water Management Forum a regular event. If you were unable to attend this year, be sure to make attendance a priority when it comes around again!



# Indiana LICA travels to Pittsburgh for National LICA Summer Meeting

Members of INLICA recently traveled to Pittsburgh for the annual summer meeting. While there, they participated in both educational seminars as well as committee meetings. INLICA has been heavily involved on several of the committees over the years. Plans were made here for a Region 3 “Lunch and Learn” Webinar. Be watching for details on this easily accessible learning opportunity.



## Indiana Land Improvement Contractor's Association 2024 Price Summary Results

Responses		Average	Max	Min	Responses		Average	Max	Min
<b>Drainage Tile - Plow (installation per foot)</b>					<b>Grassed Waterway Drainage Tile (installation per foot)</b>				
4 inch	7	\$0.65	\$0.85	\$0.50	4 inch	5	\$1.37	\$2.40	\$1.00
5 inch	5	\$0.77	\$1.00	\$0.60	5 inch	5	\$1.64	\$2.64	\$1.20
6 inch	6	\$1.06	\$1.38	\$0.70	6 inch	7	\$2.24	\$3.20	\$1.40
8 inch	5	\$2.11	\$4.25	\$1.00	8 inch	7	\$2.97	\$4.80	\$1.50
10 inch	3	\$2.33	\$3.50	\$1.50	10 inch	6	\$3.92	\$7.60	\$2.15
12 inch	3	\$4.25	\$6.00	\$2.25	12 inch	7	\$5.14	\$11.70	\$2.50
15 inch	1	\$10.00	\$10.00	\$10.00	15 inch	6	\$8.01	\$16.80	\$4.25
18 inch	2	\$9.50	\$12.00	\$7.00	18 inch	4	\$7.31	\$12.00	\$5.00
24 inch	1	\$15.00	\$15.00	\$15.00	24 inch	4	\$8.38	\$15.00	\$5.50
<b>Drainage Tile - Trench (installation per foot)</b>					<b>Grassed Waterway (per foot installed)</b>				
4 inch	9	\$1.56	\$4.15	\$0.65	30' top width	2	\$2.75	\$3.00	\$2.50
5 inch	8	\$1.86	\$4.72	\$1.00	40' top width	2	\$3.13	\$3.25	\$3.00
6 inch	9	\$2.24	\$5.31	\$1.25	50' top width	2	\$3.63	\$3.75	\$3.50
8 inch	9	\$3.08	\$7.10	\$1.30	60' top width	2	\$4.00	\$4.00	\$4.00
10 inch	9	\$4.18	\$9.77	\$1.50	<b>Tile Outlet Pipe with Animal Guard plus Install (per outlet)</b>				
12 inch	9	\$5.34	\$12.10	\$1.65	4 inch	4	\$126.67	\$150.00	\$80.00
15 inch	7	\$9.03	\$16.90	\$4.00	5 inch	1	\$150.00	\$150.00	\$150.00
18 inch	5	\$10.34	\$23.21	\$4.50	6 inch	5	\$162.00	\$200.00	\$123.00
24 inch	5	\$13.07	\$32.37	\$5.00	8 inch	4	\$225.00	\$275.00	\$175.00
<b>Bulldozer (per hour)</b>					10 inch	3	\$212.50	\$250.00	\$175.00
75 hp (D3)	3	\$120	\$130	\$105	12 inch	3	\$237.50	\$300.00	\$175.00
85 hp (D4)	3	\$140	\$150	\$135	15 inch	1	\$250.00	\$250.00	\$250.00
100 hp (D5)	4	\$165	\$190	\$150	18 inch	1	\$300.00	\$300.00	\$300.00
150 hp (D6)	3	\$182	\$200	\$145	24 inch	1	\$400.00	\$400.00	\$400.00
240 hp (D7)	3	\$233	\$250	\$200	<b>Riser Pipe plus Install (per riser)</b>				
300 hp (D8)	1	\$300	\$300	\$300	4 inch	3	\$150.00	\$150.00	\$150.00
<b>Rubber Tired Backhoe (per hour)</b>					5 inch	2	\$162.50	\$175.00	\$150.00
65 hp	3	\$113	\$150	\$85	6 inch	5	\$220.00	\$350.00	\$150.00
100 hp	6	\$127	\$160	\$95	8 inch	5	\$258.00	\$375.00	\$175.00
<b>Excavator (per hour)</b>					10 inch	3	\$212.50	\$250.00	\$175.00
mini	6	\$118	\$150	\$75	12 inch	4	\$393.75	\$550.00	\$175.00
1 cy	5	\$185	\$220	\$150	<b>Dump Truck (per hour)</b>				
2 cy	4	\$203	\$250	\$160	Single axle	4	\$94	\$120	\$65
> 2 cy	3	\$238	\$275	\$200	Tandem axles	0			
Long Reach	0				Triaxle axles	6	\$120	\$130	\$85
<b>Scraper (per Hour)</b>					<b>Stone Hauling / Placement (per ton)</b>				
10 cy	1	\$200	\$200	\$200	Bedding	2	\$39	\$56	\$23
14 cy	1	\$550	\$550	\$550	Revetment	2	\$55	\$59	\$50
20 cy	0				Class 1	1	\$50	\$50	\$50
<b>Skid Steer (per hour)</b>					<b>Snow Removal (per hour)</b>				
Rubber Tire	1	\$125	\$125	\$125	Per hour	5	\$110	\$150	\$75
Tracked	7	\$119	\$150	\$96					
<b>Loader (per hour)</b>									
< 100 hp	0								
100 hp	2	\$141	\$145	\$136					
210 hp	1	\$150	\$150	\$150					

OVER

## Indiana Land Improvement Contractor's Association 2024 Price Summary Results

Responses					Responses				
	Responses	Average	Max	Min		Average	Max	Min	
<b>Seeding (NRCS Standards)</b>					<b>Labor Charged (per hour)</b>				
Per acre	4	\$1,159	\$2,000	\$450	Laborer	8	\$66.25	\$85.00	\$45.00
<b>Erosion Control Blanket - Double Net (per sy)</b>					Operator	6	\$84.50	\$120.00	\$52.00
Installation	3	\$2.62	\$4.40	\$0.95	<b>Minimum Charge (per job)</b>				
<b>Straw Mulch (per acre)</b>					Hours	5	3	8	1
Installation	3	\$1,204.00	\$1,862.00	\$250.00	Dollars	3	\$617	\$800	\$500
<b>Clearing (\$/acre)</b>					<b>% Markup (per job)</b>				
Woods	7	\$5,450	\$14,000	\$1,950	Material	6	18%	25%	7%
Brush	6	\$3,008	\$5,000	\$1,250	Subcontractor	3	12%	15%	10%
<b>Compacted Earth Fill (\$/cy)</b>					<b>Septic Field Installation - Typical 3 bedroom home (per job)</b>				
1000 cy	2	\$6.54	\$7.57	\$5.50	Conventional	3	\$11,000	\$12,000	\$10,000
4000 cy	1	\$5.25	\$5.25	\$5.25	Dosing/Pumping	3	\$7,633	\$16,000	\$2,900
> 4000 cy	1	\$4.25	\$4.25	\$4.25	Mound	2	\$18,000	\$20,000	\$16,000
<b>Concrete Form / Placement (per cy)</b>					Sand Line	2	\$19,000	\$22,000	\$16,000
< / =10 cy	1	\$500	\$500	\$500	Perimeter Drain	2	\$2,750	\$3,500	\$2,000
> 10 cy	0				Pump 1,000gal	1	\$350	\$350	\$350
					Inspection	1	\$500	\$500	\$500
					Clean	2	\$270	\$340	\$200
					<b>Parts of the state work is done</b>				
					North	2			
					South	0			
					East	1			
					West	2			
					North-East	2			
					North-West	2			
					South-East	1			
					South-West	1			
					<b>Counties most work is done in</b>				
					Allen, Elkhart, Fountain, Hancock, Madison, Noble, Kosciusko, Morgan, Owen, Park, Rush, Shleby, Tippecanoe, Vermillion, Whitley				

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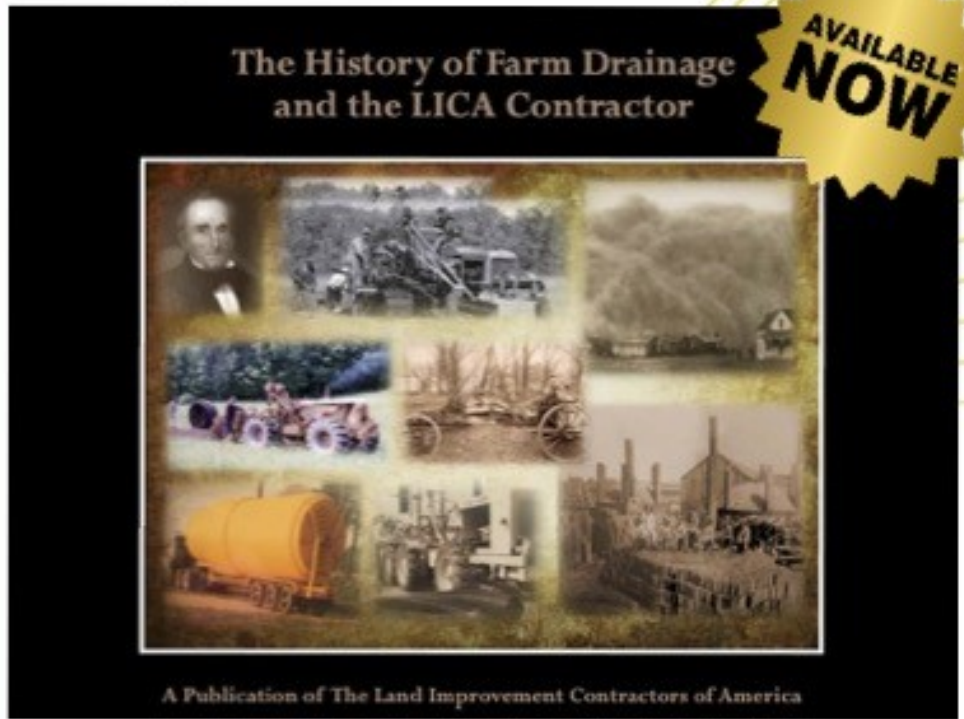
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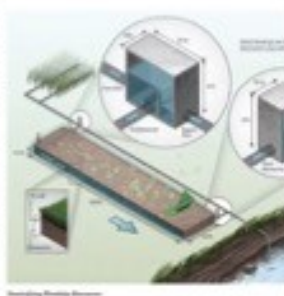
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### Chapter 12 Conservation Practices and the Future of Farm Drainage

This chapter has focused the attention on agricultural conservation practices and philosophies, covering the drainage field contractors' role in the conservation movement and the role of the drainage field contractor in the future of farm drainage.



Conservation Practices and the Future of Farm Drainage



Using a hand-dug ditch in a field.



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Through the years, the LICA members have pioneered advancements in plastic pipe technology, which has made drainage more accessible to the farmer.

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- **Timeline:** Follow a chronological journey through the key events and developments in farm drainage history.
- **The Inception of Farm Drainage:** Exploring the early stages and initial practices in farm drainage.
- **The Development of Plastic Pipe:** How LICA members have pioneered advancements in plastic pipe technology.
- **LICA State Chapters:** A closer look at the contributions of various state chapters of LICA.
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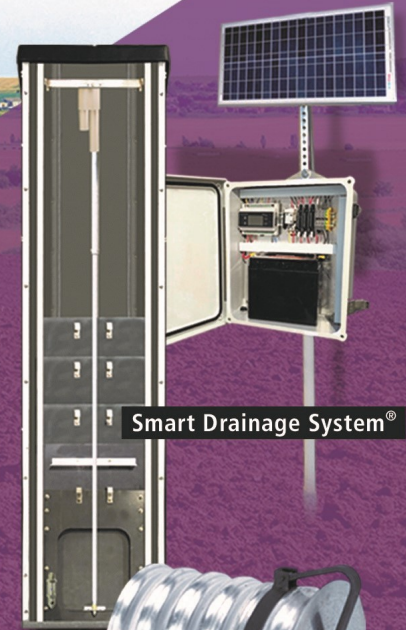
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# Purdue, Bayer Announce Partnership to Create Coalition for Sustainable and Regenerative Agriculture

by Hoosier Ag Today September 21, 2024

Purdue University and Bayer have announced the creation of the Coalition for Sustainable and Regenerative Agriculture, a public-private partnership designed to help improve the soil health of farmland while also increasing food production for a growing population.

The coalition's mission is to generate robust, real-world data in support of regenerative agriculture practices to help farmers restore soil health and biomass, increase biodiversity, and improve the resiliency of ecosystems over time. The coalition's new framework will also support education and outreach programs to enhance sustainable and regenerative agriculture.

The coalition will be administered through Bayer at Convergence, the company's innovation center at Discovery Park District at Purdue.

"America's farmers are already global leaders in providing food worldwide, supplying a substantial amount of grain, meat and other agricultural products," said Karen Plaut, Purdue's executive vice president for research. "But with population projections of 9 billion people in the coming years, it's critical to provide the tools necessary to support those farmers who are called upon to produce even more while also serving as stewards of the land. As a land-grant institution, Purdue is proud to partner with Bayer to find innovative solutions to improve agronomic practices."

The coalition's goal is to accelerate the adoption of agricultural systems that restore soil, water and wildlife while making farms healthier and more resilient. The partners say there is a growing need for innovative solutions at scale to address environmental concerns and to create positive, measurable impact to incentivize producers.

"I couldn't be more excited to see us working alongside like-minded partners — such as Purdue University — who are committed to helping scale regenerative ag practices," said Bob Reiter, head of research and development at Bayer's Crop Science Division. "Through our suite of technologies, we are able to leverage these innovations and help facilitate regenerative ag practice adoption that boosts farmer productivity and creates maximum impact for the environment."

The coalition aims to deliver science-based recommendations and standardized metrics, tailored by crop type, region and climate, in conjunction with digital tools and robust validation systems.

To achieve this vision, the coalition will focus on several key areas:

- **Climate-smart agriculture:** Integrate technology to adapt to changing weather patterns, improve water management and optimize resource use.
  - **Regenerative practices:** Develop more robust practices that capture and store carbon in the soil. Promote techniques that improve soil health and biodiversity and enhance long-term productivity.
  - **Farmer empowerment:** Provide farmers with the tools, knowledge and resources they need to adopt sustainable practices and access premium markets for their products.
- Profitability and policy advocacy:** Provide additional scientific research that supports or incentivizes sustainable practices for farmers and landowners.

The coalition will leverage previous investments in digital phenotyping capabilities at Purdue Agronomy Center for Research and Education (ACRE) and at the Purdue Agricultural Centers (PACs) and will utilize dynamic and relevant Extension programs, strength in collaborative research across colleges, and support for related projects that are underway. It will build on these existing strengths to create test beds for sustainable and regenerative agriculture technologies that provide demonstrations for a wide variety of agricultural production systems and technologies — regardless of farm scale or end product.

This public-private partnership is expected to evolve and expand to other partners from the agricultural sector, allowing for an even larger network of field sites to test and collect data on this more holistic approach to farming.

The newly signed agreement is the latest in an ever-expanding partnership. Following [an announcement](#) in June 2020, Bayer opened an innovation and collaboration space at the Convergence Center. It serves as the physical hub of the new coalition.

"I am thrilled to see Bayer and Purdue taking the ongoing partnership to a new level and enabling the creation of a world-class research hub focused on regenerative agriculture," said Susana Diaz, innovation manager and head of Bayer's innovation center at Purdue. "This initiative will help farmers produce more and unlock downstream value, while actively restoring nature."

The announcement was made in conjunction with Bayer's Climate Innovation Day, a two-day summit of leaders and stakeholders in agricultural innovation, climate issues and food sustainability initiatives.

**Written by: Wes Mills, Senior Strategic Communicator at Purdue University**

# Port Strike Could Hinder US Ag Shipments

by Eric Pfeiffer  
September 25, 2024

A potential strike at three dozen U.S. ports could upend supply chains and raise prices weeks before election day.

Farm Policy News says the International Longshoremen's Association says it will have 25,000 members walk off the job if the union doesn't come to a new agreement with the U.S. Maritime Alliance, which represents carriers and marine terminal operators, before their contract ends on September 30.

A coalition of 177 trade groups says those ports handle 41 percent of the country's containerized port volume, and their closure would have a devastating impact on the U.S. economy.

Arlan Suderman, Chief Commodities Economist at StoneX, says in his daily email commentary, "This is something that the Biden Administration did not want to see happen just ahead of the U.S. presidential election. President Biden can call for a 60-day cooling off period, but he risks angering the union vote ahead of the election if he does so. However, not intervening could hit the economy hard right ahead of the election. In the end, the assumption is that he will call for a cooling off period soon after the strike starts."

The contract covers all ports between Maine and Texas, including New York, Savannah, Houston, Miami, and New Orleans.

While bulk grain exports would largely be unaffected, the strike would impact containerized agricultural exports like soybeans, soybean meal, and other agricultural products exported via containers would be affected, forcing farmers to move shipments to new ports.

**Source: NAFB News Service**



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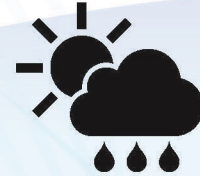
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## Small Business Bulletin

Provided by Prins Insurance

### Reports find Majority of Employees Likely to Stay in Current Job

Recent reports have found that most employees are choosing to stay with their employers. As the labor market becomes less worker-friendly, employees are less likely to search for new jobs. Notably, a report from LinkedIn found that in 2024, employee attrition rates, which measure the percentage of workers that leave an organization, have fallen 26% year over year. This figure is down 37% from its peak during the “Great Reshuffle” in 2022, when employee quits set an all-time record. A recent report from software-as-a-service company Ringover also found that 4 in 5 workers are unlikely to change jobs until 2025. The results of these surveys reinforce the findings of current labor metrics, which show that fewer workers are on the move.

The U.S. Bureau of Labor Statistics (BLS) recently released its June Job Openings and Labor Turn-over Summary. This report revealed that there were 8.18 million job openings in June, a decrease from 8.23 million in May and a total decrease of 941,000 over the year. The job openings rate held at 4.9% in June.

June’s hiring totals were lower than reports from earlier this year, showing that employers are slowing down the pace of bringing in new workers. The 5.34 million estimated hires and the hires rate of 3.4% (number of hires as a percentage of employment) were the lowest since April 2020, when the job market collapsed at the start of the COVID-19 pandemic. Outside of the pandemic, the hires rate hasn’t been this low since February 2014, according to BLS data.

**“Labor demand remains concentrated in just a few industries, workers are hunkering down and feeling less confident about job availability, and businesses are more reluctant to bring on new hires.”**

**- Wells Fargo economists Sarah House and Aubrey George**

Total employee quits **totaled** 3.28 million (down by 434,000 over the year). This was the lowest number of quits in a month since November 2020. Because employee quits are generally voluntary separations initiated by the employee, the quit rate serves as a measure of workers’ willingness or ability to leave jobs. A decreasing quit rate generally indicates that workers are becoming less confident in the labor market.

#### Employer Takeaway

Employers may find retaining employees less challenging than in recent years, but attracting new talent remains difficult for those hoping to fill open positions. Workers looking for new employment are likely motivated by the same factors that have driven job decisions for years: pay, job security, health benefits and flexible work arrangements.

Employers should continue to monitor talent trends and labor statistics to keep up with the ever-changing employment landscape. Contact us today for more attraction and retention resources.

Running a business entails a multitude of responsibilities and decisions. Whether they are making strategic choices or overseeing daily operations, business leaders are exposed to numerous risks. Management liability insurance consists of a package of policies designed to cover the exposures businesses and their leaders face. It is primarily designed for privately held firms; nonprofit organizations; and small, publicly traded companies. Larger businesses generally purchase their management liability insurance on a standalone basis.

**Management liability insurance is a crucial component of an organization's insurance portfolio, as it can provide coverage for a business and its leaders.**

It's crucial for business owners to understand the coverage generally included in a management liability insurance policy and why each is important for a business to have.

## COVERAGE IN A MANAGEMENT LIABILITY PACKAGE

The coverage in a management liability policy varies based on the insurer, but it typically includes directors and officers insurance (D&O), employment practices liability insurance (EPLI), fiduciary liability insurance and crime insurance.

**D&O**—This insurance covers a business's directors and officers for lawsuits filed against them regarding their position-related decisions or actions. Examples of potential claims include reporting errors, misuse of funds, inaccurate disclosures, and other management errors and omissions. Having D&O insurance can cover these claims' associated defense costs and legal expenses, which can safeguard the personal assets of an organization's directors and officers.

Additionally, if an organization itself is sued, D&O insurance may offer coverage. By offering this protection, a D&O policy can also serve as a recruitment tool to attract executive and board talent.

**EPLI**—This coverage financially protects against employment-related lawsuits, such as those involving allegations of discrimination, harassment or wrongful termination. All organizations with employees are susceptible to these claims, no matter their size or their diligence and commitment to adhering to applicable employment laws. EPLI can help cover defense costs and legal expenses associated with these claims.

**Fiduciary liability insurance**—This insurance offers coverage for claims that an employer breached their fiduciary duty by mismanaging an employee benefit plan. Allegations this insurance could respond to include improperly changing plan benefits, mismanaging plan assets, wrongfully denying benefits or providing inaccurate plan advice.

Fiduciary liability coverage can help cover defense and legal expenses related to these claims. It can also provide compensation to offset the benefit plan's financial losses caused by these errors, omissions or fiduciary duty breaches.

**Crime insurance**—Even with robust security protocols and systems in place, businesses are still vulnerable to business-related crimes committed by employees. These can include theft, forgery and embezzlement. Crime insurance can provide financial assistance if such unlawful activities occur.

## CONCLUSION

Management liability insurance can provide organizations and their leaders with essential coverage for several exposures. Having the right policies in place is an integral part of a risk management strategy. Contact us for more resources.



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## CALENDAR OF EVENTS

December 7th 2024– Board Meeting, 10AM Renaissance Marriott North, Carmel IN

January 21st-23rd 2025– NACADE Conservation & Drainage Expo

January 21st–INLICA Annual Board Meeting Renaissance Marriott Carmel

January 22nd– INLICA Awards Banquet , Entertainment and Auction

February 11th–15th- LICA National Winter Meeting, Jacksonville FL

March 2025–Board Meeting, TBD

July 8th–12th- LICA National Summer Meeting, Duluth MN

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