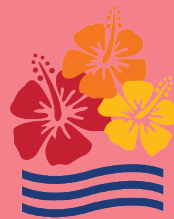


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*Bayline* Magazine is published monthly in the interests of all segments of the apartment industry. Opinions expressed are those of the authors and do not reflect the opinion of the Bay Area Apartment Association unless specifically stated as such. We invite the contribution of articles or information that would be of interest to the multifamily housing industry.

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# Monitoring the Sadowski Housing Trust Fund

By Robert Griffiths, BAAA Government Activities Director

We are in the midst of this year's Florida Legislative Session. BAAA and FAA continue to monitor the four priority issues that were discussed at the Florida Apartment Association's February Legislative Conference.

The Sadowski Housing Trust Fund continues to be an ongoing issue for our industry. This Fund is usually dealt with at the end of the Legislative Session when the budget is being finalized. In many of the past several years, the Sadowski Fund has been raided and cannibalized to offset and fill the shortfalls of other programs and projects, leaving meager scraps of money left that belongs to the Housing Trust Fund for necessary and needed use in providing money for

Affordable Housing needs.

The Sadowski Housing Coalition is a diverse group of over 32 statewide organizations including The Florida Apartment Association. The coalition came together in 1991 with the goal of obtaining a dedicated revenue source for Florida's affordable housing programs. Membership in the coalition has grown since and continues to grow today. Currently, membership in the coalition ranges from business and industry groups to faith based organizations, demonstrating a wide breadth of support across all industries in the State of Florida.

The Coalition has asked the Florida

Legislature to use all projected \$352 million state and local housing trust fund monies allocated for housing in Fiscal Year 2019 20 after the recent release of the 2019 Florida "Home Matters Report." The data contained in the report overwhelmingly supports the need for more affordable housing in our state. [Click here](#) to obtain a copy of the report. To learn more about the Sadowski Housing Coalition, please visit [www.SadowskiCoalition.org](http://www.SadowskiCoalition.org).

To follow all of FAA's and BAAA's priority issues, please go to [www.baaahq.org](http://www.baaahq.org) – then scroll down to Advocacy News where you will find an update on our issues every week until this year's session ends. •



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### BUSINESS/ INDUSTRY GROUPS

- Associated Industries of Florida
- Coalition of Affordable Housing Providers
- Florida Apartment Association
- Florida Bankers Association
- Florida Chamber of Commerce

### ADVOCATES FOR THE ELDERLY/ VETS/ HOMELESS/ SPECIAL NEEDS

- AARP of Florida
- Florida Association of Housing and Redevelopment Officials
- Florida Coalition for the Homeless
- Florida Housing Coalition
- Florida Legal Services

### GOVERNMENT/ PLANNING ORGANIZATIONS

- American Planning Assoc., Fla. Ch.
- Florida Association of Counties
- Florida Association of Local Housing Finance Authorities
- Florida Housing Finance Corporation
- Florida League of Cities
- Florida Redevelopment Assoc.
- Florida Regional Councils Assoc.

### BUSINESS/ INDUSTRY GROUPS

- Florida Green Building Coalition
- Florida Home Builders Association
- Florida Manufactured Housing Association
- Florida Mortgage Bankers Association
- Florida Realtors
- Florida Retail Federation

### ADVOCATES FOR THE ELDERLY/ VETS/ HOMELESS/ SPECIAL NEEDS

- Florida Supportive Housing Coalition
- Florida Veterans Foundation
- LeadingAge Florida
- The Arc of Florida
- United Way of Florida

### FAITH BASED ORGANIZATIONS

- Florida Conference of Catholic Bishops
- Florida Impact
- Habitat for Humanity of Florida
- Volunteers of America of Florida



Comprised of thousands of individuals, local, or regional organizations, Sadowski Affiliates are comprised of the local organizational members of the Sadowski Coalition members, such as local Realtors, United Way offices, and Habitat Affiliates, as well as hundreds of individuals throughout Florida who are not affiliated with any organization. They are Many Voices having One Message: Use all of the State and Local Housing Trust Funds for Housing.



## MAINTENANCE MATTERS

# Making your Maintenance Team and Supplier Partners Feel Valued and Appreciated in Today's Time Crunched "Not Now I'm Busy" Work Environment

A great deal of thought has been devoted to the question of how companies can make their employees feel valued, but what about peer to peer interactions? How can you as a Maintenance Supervisor raise morale and make sure that your coworkers know that you appreciate them and recognize they almost daily go above and beyond their job descriptions? Here are three simple suggestions for the next time you're ready to hand out some "Good Job" compliments.

### JUST SAY THANKS

Someone sends you an email with some info that you needed and requested. You don't have to reply, but sending a quick note back to thank them delivers an important message — that their work isn't taken for granted. If you want to go even further, be more detailed in your response — tell them exactly how their help will contribute to your success — that is, "thanks so much" is good, but "thanks so much, this will really help me with getting this order out on time or returned quickly to the manufacturer for credit" is even better.

### RECOGNIZE THEM IN FRONT OF OTHERS

Call people out, but in a good way. Not only does it let them know that you really mean it, but it lets them receive the gratitude of many instead of one. It also contributes to a culture where employees recognize each other and reinforce helpfulness and teamwork. As an individual employee, this sort of leading by example is one of the best ways for you to have a positive impact on those around you.

### DON'T WAIT FOR THE RIGHT TIME TO SAY "THANK YOU"

Of course you're going to want to thank someone who's done you a favor. But there's no need to wait until that happens or be stingy with your praise. Even if you just stop the package delivery service driver and spend two minutes with the property manager at the door to say Thank You, especially right now, with more and more residents ordering on-line Easter treasures to share with family and friends just weeks from now.

If you notice that someone has been working hard recently or going out of their way to assist others, let them know. Getting positive feedback will both make them feel good and set a precedent that others can follow. That includes housekeeping and the leasing team who often get the brunt of unhappy resident requests.

Making your team and all your co-workers feel valued is all about acting toward them the way you would want them to act toward you. Regardless of your job title, you have the power to positively shape organizational culture simply by being thoughtful and appreciative on an individual level.

An occasional pizza, homemade cookies would be nice, too.

*Special thanks to [www.govloop.com](http://www.govloop.com) for sharing the thank you concept for co-workers. •*







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# Becoming Self Aware and Developing Enhanced Diversity Skills



In the past ten years, the workforce has changed dramatically. More than ever, a workplace is a diverse collection of individuals proud of who they are: their gender, their sexual orientation, their religion, their ethnic background, and all the other components that make an individual unique.

Ask yourself, “Just What is Diversity?” The short answer is: Differences. Human Diversity means differences among people. It’s all of us in our rich and infinite variety. The challenge becomes: how can we make these diverse individuals work as a team? We all know what happens to organizations that don’t have effective teamwork: they fail.

There are three basic areas where people need to develop diversity skills:

- Knowledge of historical developments, cultural differences and causes of exclusion
- Attitudes (flexibility, willingness, warmth, empathy)
- Skills such as communications, negotiation, and conflict management

Another way to identify these com-

petencies include:

- Head (Knowledge)
- Heart (Attitudes)
- Hands (Behaviors and skills)

All three areas are interrelated. For instance, the Hands section might not necessarily indicate a lack of skill, but may indicate an attitude of fear or an unwillingness to take risks in certain circumstances. Let’s look at ways to improve these skills to develop a better diversity comfort level.

Suggestions on ways to improve your HEAD skills:

- Regularly reading a diversity publication
- Actively seeking people who are different from you and asking questions
- Studying legislative developments related to diversity
- Reading articles and publications on intercultural relations

Suggestions on ways to improve your HEART skills:

- Working on self awareness and self knowledge; consider attending workshops, using self awareness

instruments, or reading self help publications

- Asking yourself whether some of your discomfort could stem from personal experiences, fear of risk, or fear of failure (for example, you may be afraid of offending someone)
- Actively putting yourself in others’ shoes when possible

Suggestions on ways to improve your HAND skills:

- Actively working on your communication, conflict management, and leadership skills through workshops, self study, coaching, and observation

The next step is to explore stereotypes and how to avoid the pitfalls of careless assigning real people with undeserved labels that are wrong and difficult to defuse in the workplace. Give some thought to working on your own Head, Heart and Hands issues to improve your diversity progress.

*Excerpted in part with thanks from Valuing Diversity [www.gov.pe.ca](http://www.gov.pe.ca).*



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# Make Play Time Fun for Everyone

## *April 22 - 26 is National Playground Safety Week*

One of the goals of the National Program for Playground Safety (NPPS) is to help educate communities on safe, quality, and fun play areas for children. NPPS works at the local, state, and national level to support play, access, and enjoyable playground environments.

Researchers have shown the great benefits children receive from being in nature and having direct exposure to natural elements. Children need chances each day to explore and engage with materials that allow them to use their creativity, imagination, and initiative.

Not every apartment community can dedicate the space and funds to create the perfect playground complete with all the latest bells and whistles. Over 50% of the multi-family properties in BAAA's area are over 35+ years old and were never built with a playground or play yard in mind. Fast forward to 2019, the on-going sales of many of these 'value added' properties brings the promise of re-hab projects and amenities updates for our residents.

Look around your common areas as you think about all the available possibilities in your budget limits to plan a low cost project which would allow you to create an indoor and/or outdoor environment that will support children's healthy growth and development. Note to self: "Happy kids" usually have "Happy Parents who want to renew when their lease is up.

Take your time in the planning stage

and identify the space(s) you will need to make your plan work. Based on your properties layout and design you may want to consider the following:

- How many children in general live on your property and their ages?
- How close is your community to the nearest public parks and recreation areas?
- Do you have room for a vegetable and flower garden? Kids & adults of all ages enjoy gardening. There are many stylish 'bucket' garden containers for growing vegetables and tending flowers.
- Is there room and the funds to add a small playground with swings and age appropriate equipment?
- Do you have a picnic or grilling area located nearby?

The goal of this planning is to create a relaxed and fun place for children to explore. If possible, connect any indoor space to the outdoor space. Create art and craft zones inspired by nature to help children make deeper connections with the world around them. Make it easy for parents to encourage their children to learn new things and be curious about nature as they try and then master new skills both indoors and out.

Child development experts all agree that play is an essential part of childhood. Outdoor play has potential to help children develop physically, emotionally, socially, and intellectually. Play areas allow children to foster experiences that build self confidence.

Outdoor play time in early daycare, Pre-K and children's programs, may be one of the first independent social experiences for children. Structured outdoor play areas offer children opportunities to play alone or with other children. Children need opportunities to be creative, use their imaginations, explore, manipulate, investigate, and engage. Outdoor environments can encourage communication, social growth and cooperation and sharing development skills.

Play areas are a fun way for children to develop intellectually. Playgrounds offer opportunities to learn problem solving skills, explore, and manipulate 'stuff'. Being outside brings a different dynamic to learning than indoor spaces. The outdoor environment is a great place for children to explore how their body works as they run and play while processing how using their movements on and off the play yard equipment to help build strength, coordination and flexibility.

No matter whether you have the room and money to add a play zone to your apartment community, consider

the benefits of finding a spot for a garden and flower plot, sponsoring a 'pool side' kids arts 'n' crafts project or some other summer resident and kid friendly project as we head into the end of the school year. A mini play zone would be nice, too.

*Excerpted in part with thanks from [www.playgroundsafety.org](http://www.playgroundsafety.org).* •



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# Is Your Office Respectful?

Does your office pass the “civility test?” Workplaces that are civil and respectful have employees who are caring, considerate and courteous in their interactions with co-workers, residents suppliers, prospects and the and the public, notes the Canadian Center for Occupational Health and Safety.

“For workers, a civil and respectful workplace can translate into greater job satisfaction, greater perceptions of fairness and a more positive attitude,” notes the CCOHS, adding that “the organization’s bottom line benefits from improved morale, better teamwork, enhanced supervisor-staff relationships, and reduction in sick leave and turnover.”

If this doesn’t sound like your office, don’t fret. Check out these 10 steps to help transform your office into a more respectful workplace:

- Train workers. Provide training on conflict resolution, anger management and how to listen better.
- Practice what you preach. Adopt non-discriminatory language and maintain the confidentiality of employee’s personal information in all communications.
- Pay attention. Show workers respect by giving them your full attention during meetings and recognizing everyone’s input.
- Mind your language. Saying “please,” “thank you” and “I’m sorry” can have a big impact. Regularly express appreciation to co-workers for their help, and avoid interrupting others when they’re speaking. Apologize if you have mistakenly offended anyone.
- Say “Hi.” It’s not uncommon in some work environments for co-workers to essentially ignore each other, so make an effort to say “hello.” Courtesy is infectious.
- Be considerate with your humor. Before making a joke, pause and ask yourself, “Is this remark at someone else’s expense? Will it embarrass someone?” If the answer to either is yes, don’t share the joke.
- Be inclusive. Look for ways to include co-workers in events or projects by inviting them share lunch or take a quick coffee break or asking for their input.
- Be humble. Give others credit when they do a good job.
- Be a role model. Train managers and supervisors on how to promote and reinforce respectful leadership behavior.
- Don’t let disrespectful behavior stand. Establish policies that detail consequences for inappropriate behavior. Make an effort to manage conflicts in an effective and timely manner, and follow up with everyone involved.

*Excerpted in part with thanks from [www.safetyandhealthmagazine.com](http://www.safetyandhealthmagazine.com).*

## April is Distracted Driving Awareness Month

Just one second of distraction behind the wheel is all it takes to change a life forever. During the month of April, the National Safety Council is leading an effort to raise awareness about the dangers of distracted driving in workplaces, homes and communities. OSHA encourages employers and workers to make safe driving a priority.

Please look at the Distracted Driving check list and make it a priority to follow the advice on the check list. It only takes a few seconds to lose concentration and end up in an accident. The cost of distracted driving is too high a price to pay for an unanswered text or cell phone call.

### Be Safe.





# A Lifesaving Checklist

Thousands have died in vehicle crashes because drivers are distracted by cell phone conversations, emails, text messages and social media. Do not become a statistic. Here are some tips to keep your eyes on the road, your hands on the wheel and your mind on the drive.

- First and foremost, turn off your cell phone. Put it in the glove compartment, in your purse or in your trunk. There is no safe way to make a call while driving – not even hands-free.
- Send and read text messages and emails before you start driving.
- If you're going on a longer drive, schedule breaks to stop, park safely, and respond to messages.
- Using voice features in your car's infotainment system is also distracting. Take care of communications before you start driving.
- Know where you're going before you put the car in "drive." Put your destination into your GPS so you do not need to touch it while the car is moving.
- Social media can wait. No update, tweet or video is worth a life.
- Park in a safe area if you must take a call, return a text or check email.
- Do not call or text friends or family if you know they are driving.

Distracted driving is an epidemic.

**Be part of the solution, *Just Drive.***



DISTRACTED DRIVING AWARENESS MONTH 2018



[nsc.org/justdrive](http://nsc.org/justdrive)



# Make a Positive Impact on Your Career with these 4 Daily Habits

It's easy to think big in your career... I'm going to achieve ginormous goals, develop a 100 new skills and reach the top in my field. The problem is that reaching those big goals feels impossible from where we stand today. One resolution that may help is to think smaller by allowing yourself to take easier, more bite sized steps to get there.

Want to know how? Here are four things you can do every day to reach your career goals that are so simple you'll be surprised you don't do them more often.

## 1. READ

Whoa, don't panic! Reading can mean a lot of different things. For some folks, it can mean checking out one in depth

blog post, while other days it means reading five pages of a book before bed.

Smart people know that by keeping up with industry news or downloading the latest professional development book, they're always one step ahead of the game. Constantly learning and engaging with new ideas, new voices, and new perspectives will help shape the decisions they make. This is one of the ways you can become a better communicator is by witnessing good written communication first hand.

Make it a point to read something every day. Start small, then increase that number over time — maybe even a daily field related blog or something that inspires or motivates you to be and do better. This isn't school, so don't make

it feel like work.

## 2. CONNECT

Chances are you check social media daily. There's something called keeping your networking warm, and it's just as important as checking your social media. Try things like commenting when someone changes their job status on LinkedIn, sending a Facebook "Like" to a colleague who just got engaged, or texting an old friend to catch up. While this may not directly impact your career now, but it will help keep the door open for when you may need something later on, like a reference or help with a challenging project. When that time comes, you won't regret having spent a few minutes now and then nurturing that relationship.



### 3. WRITE

Writing isn't a word to throw around loosely. Just like reading, it's important to develop your writing and grammar skills — no matter in what fashion. Whether it's a journal, creating a bucket list, a short story, a monthly report or just an outlet to clear your head, writing is often better than any form of therapy out there.

Writing also is a way to keep an eye on your goals and accomplishments in the past week, month, or year and see how your 'big' goals are coming along.

Write a LinkedIn article, take on a freelance project, write an article for your company's blog, craft clever tweets or post on your company's Facebook page. Create a paper trail you can be proud of and that'll also remind you how much you've grown and learned.

### 4. ASK QUESTIONS

This is the easiest advice you'll get all day. Ask your boss how they got where they are today, ask your team members what they're working on, ask a supplier to explain about their products that your company uses — ask for help when you need it. Be curious — in meetings, while sitting at your desk, at events, over drinks. Always strive to learn more and understand what you don't know. There's truly no such thing as a dumb question (in fact, it'll only make you look smarter), and if you don't ask now you'll only look back later and wish you had.

That's it! Seems almost too simple, right? If you're someone who wants to grow and reach your career goals, these four steps are great places to start. After all, how hard can it be to read, write, connect with, and ask about one thing a day? Why not start today?

*Excerpted with thanks from  
www.themuse.com.*

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*Pinnacle*

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#### Five Star Roofing and Construction

9340 N Florida Ave  
Tampa FL 33612  
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*Chemical Roofing, Contractors, In-  
surance Claims Contractors, Roofing  
Contractors*

#### Grace Hill, Inc.

15 S Main St #500  
Greenville SC 29601  
(404) 895-9570  
*Online Training/Education*

#### Promise Construction and Repair Solutions, LLC

PO Box 17742  
Tampa FL 33682  
(813) 988-8633  
*General Contractors*

#### The Swenson Group

8870 N Himes Ave #324  
Tampa FL 33549  
(813) 549-6388  
*IT, Printer/Copier Services*

Welcome



# GOLF OUTING





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HD Supply	

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presents

## The 16th Annual Fair Housing Symposium

*"Strengthening Diversity in our Communities"*



Friday, April 26, 2019

8:30 a.m. to 2 p.m. • Registration begins at 7:30 a.m.

Crowne Plaza, 5303 W. Kennedy Blvd., Tampa, FL 33609

Registration Fee – \$65.00

Lunch and Door Prizes (*must be present to win*)

**REGISTRATION:** Online at <http://www.tbfhc.org/event-3188957>

Featuring innovative workshops, presentations and a dynamic panel discussion in the following areas:

- Implicit Bias
- Fair Housing 101
- ADA: Service/Assistance Animals and Reasonable Accommodations
- Strategies and Tips to Strengthen Diversity in our Communities
- Sexual Harassment

For more information or special accommodations, including the provision of auxiliary aids or service, please contact [tbfairhousing@gmail.org](mailto:tbfairhousing@gmail.org).



Hillsborough  
County Florida





# STAR AWAKEN YOUR FORCE WITHIN WARS

BATA TRADE SHOW  
MAY 9, 2019

4-8 pm

Florida State Fairgrounds • Entertainment Hall  
4800 U.S. Highway 301 • Tampa, FL 33610

*COMING TO YOU IN A  
GALAXY NOT SO FAR AWAY*



# PB&J for Tampa Bay Feeding Frenzy



Young Professionals

Hosted by

&



Community Service Committee



RONALD MCDONALD  
HOUSE CHARITIES  
TAMPA BAY

**Friday, July 12th at 2:00 p.m.**

**Location: Chadwell Supply  
5115 Joanne Kearney Boulevard, Tampa FL 33619**

**REGISTER YOUR DONATIONS & TO VOLUNTEER AT  
BAAAHQ.ORG/EVENTS/PBJ-FEEDING-FRENZY-2019**

**Make a monetary donation at  
[baaahq.org/products/pbj-donation](http://baaahq.org/products/pbj-donation)**

## WHAT'S NEEDED:

- VOLUNTEERS!
- PEANUT BUTTER
- JELLY & BREAD
- ZIP SANDWICH BAGS
- SPREADERS
- INDIVIDUAL PACKAGES OF:  
CRACKERS, CHIPS,, NUTS,  
MINTS, FRUIT SNACKS

The YP's and the Community Service Committee have teamed up to host a feeding frenzy to provide snack packs for the families living at the Ronald McDonald Houses across the Bay. Join us to help make a difference in our community!

**COLLECTIONS ARE ALSO TAKING PLACE AT ALL  
BAAA FUNCTIONS**



## EDUCATION & EVENTS

**APRIL 9**

**“MOTIVATION”**

*You'll Never Believe*

*What Happened Today...*

*Stories from the front lines of the multifamily industry.*

**8:30am to 12:00pm**

**Tampa Housing Authority**

**5301 West Cypress Street**

**Tampa, FL 33607**

**\$69 Members, \$89 Non-Members**

Working in multifamily can be stressful...very stressful. You have to wear more hats than you can manage, have task lists as long as your arm, oh and someone just call in sick. The time has come to get back your multifamily swagger.

This seminar goes over the common pain points, provides solutions, and helps prevent future issues. Productivity, helping residents not flip out over rent increases, competing as an established community against new construction, winning the amenities war, helping residents and team members (including you) love life at your community.

**APRIL 12**

**‘SPIKES FOR TYKES’**

**VOLLEYBALL**

**TOURNAMENT**

**9:00am to 5:00pm**

**Postcard Inn St. Pete Beach**

**6300 Gulf Boulevard**

**St. Pete Beach, FL 33706**

**\$35 Spectators**

**Includes lunch & one drink ticket**

**APRIL 16**

**EPA CERTIFICATION**

**CLASS SPRING 2019**

**8:00am to 5:00pm**

**(lunch provided)**

**Chadwell Supply**

**5115 Joanne Kearney Blvd**

**Tampa, FL 33619**

**\$159 Members, \$199 Non-Members**

**Instructed by: Vann Flippin**

**(Chadwell Supply)**

“NEW” EPA/Universal Certification program now includes ALL types of Freon and NEW Exam requirements.

The Federal Clean Air Act, Section 608, requires that persons who service, maintain, repair or dispose of appliances and equipment that contains regulated refrigerants be certified in proper refrigerant handling techniques. The EPA has also placed a sales restriction on refrigerants, limiting the sale of regulated refrigerants to certified technicians only. Technicians who violate these provisions may be fined, lose their certification, and may be required to appear in Federal Court. There will be a CLOSED book exam after lunch! Study materials in Spanish by advance request!

This is an Environmental Protection Agency (EPA) approved course. Chadwell University is certified through the ESCO Institute to offer the required training and administer the EPA 608 Certification Exam.

*Members must log in to the website to receive member pricing.*

*Reservations and cancellations accepted up to 48 hours before event. No shows and non-cancelled reservations will be invoiced.*

**APRIL 22 & 23**

**CERTIFIED POOL**

**OPERATOR**

**SPRING 2019**

**2-Day CPO Class with Exam on**

**Day 2**

**8:00am to 5:00pm**

**Chadwell Supply**

**2nd Floor Training Room**

**5115 Joanne Kearney Blvd**

**Tampa, FL 33619**

**\$299 Members, \$389 Non-Members**

**Certified Pool Instructor: Vann**

**Flippin**

This CPO course covers Florida (and many other states) Law 64E-9.018 - Public Pool Service Technician Certification. Offered through the National Swimming Pool Foundation (NSPF) with a certified NSPF Instructor.

Course is taught in English. Study Materials available in Spanish on request. National Swimming Pool Foundation, Lic# 32\*100914

**APRIL 23**

**MORNING “MEET & LEARN”**

**ST. PETERSBURG**

**8:30am to 10:30am**

**Beacon 430**

**430 3rd Ave S**

**St. Petersburg, FL 33701**

**FREE Event**

**Attendees MUST REGISTER**

**to receive certificate/CEC's**

BAAA's Monthly Education & Networking Meeting for Community Site-staff and Management companies. We welcome ALL Communities – membership NOT required! Invite your comps and get to know your peers! (Vendors MUST be a SPONSOR to attend )



**APRIL 25**  
**BOARD OF DIRECTORS**  
**MEETING**

4:30 to 5:45pm  
Sheraton Tampa Brandon Hotel  
10221 Princess Palm Ave  
Tampa, FL 33610

**APRIL 25**  
**QUARTERLY**  
**DINNER MEETING**  
**DISASTER PREPAREDNESS**

6:00pm to 8:30pm  
Sheraton Tampa Brandon Hotel  
10221 Princess Palm Ave  
Tampa, FL 33610  
\$45 Members, \$55 Non-Members

Hurricane season begins in June, but it's never too early to begin preparing for Florida's tumultuous weather and other disasters! Join us for an evening of networking, great food and interactive discussion.

There's more to just hurricanes in emergency planning — think floods, fire, and biohazard emergencies. Bring your thinking caps and we "score" how prepared your community is for the worst!

**APRIL 26**  
**FAIR HOUSING**  
**SYMPOSIUM 2019**

8:00am to 3:00pm  
Crowne Plaza - Westshore  
5303 West Kennedy Blvd  
Tampa, FL 33609  
\$65 (Full payment required at registration, lunch included)  
All event info is on TB Fair Housing Consortium website:  
<http://www.tbhfc.org/>

*You can register for  
any event at [www.  
BAAAhq.org](http://www.BAAAhq.org)*

**MAY 7**  
**HVAC A TO Z**  
**INTRODUCTION**  
**SPRING 2019**

8:30am to 3:30pm (lunch provided)  
Chadwell Supply  
5115 Joanne Kearney Blvd  
Tampa, FL 33619  
\$79 Members, \$99 Non-Members  
*Instructed by: Vann Flippen*  
*(Chadwell Supply)*

Air conditioning is a necessity so be prepared for the warm months by learning how to troubleshoot and repair HVAC systems. This seminar includes terminology, tools, charging procedures, thermostats, evaporator coils, compressors, head pressure, fan and electrical systems and much more!

**MAY 9**  
**ANNUAL TRADE SHOW**  
**"STAR WARS: AWAKEN**  
**YOUR FORCE WITHIN"**

4:00 to 8:00pm  
Florida State Fairgrounds  
Special Events Center  
4800 U.S. Highway 301  
Tampa, FL 33610  
Cost: \$10

Join us for our annual trade show... There will be over 100 booths with vendors displaying their best products and services.

**MAY 14**  
**TRAINING,**  
**ENTERTAINING AND**  
**SUSTAINING AUDIENCE**  
**ENGAGEMENT**

8:30am to 4:30pm  
Location TBD  
\$199 Members

A Train the Trainer, hands-on workshop offering practical, actionable advice for anyone who trains, whether one-on-one or to dozens – or hundreds – of people.

**EDUCATION & EVENTS**

**MAY 20 & 21**  
**NATIONAL APARTMENT**  
**LEASING PROFESSIONAL**

8:30am to 4:00pm  
Tampa Housing Authority  
5301 West Cypress Street  
Tampa, FL 33607  
\$599 Members, \$699 Non-Members

Leasing professionals are the first people prospective residents meet, and often their only gauge of the property staff. This course is designed to teach these professionals skills to help them become top producers. The NALP class covers all aspects of the leasing process. You will enhance your qualifying, demonstrating and closing skills and learn how to turn your prospects into residents.

**MAY 21**  
**HVAC LOW VOLTAGE**  
**HANDS-ON TRAINING**  
**SPRING 2019**

8:00am to 3:30pm (lunch provided)  
Chadwell Supply  
5115 Joanne Kearney Blvd  
Tampa, FL 33619  
\$259 Members, \$99 Non-Members

This course teaches the fundamentals and advanced skills of troubleshooting HVAC electrical system issues. Students must bring hand tools.

**MAY 30**  
**BOARD OF DIRECTORS**  
**MEETING**

4:30 to 5:45pm  
Tampa Housing Authority  
5301 West Cypress Street  
Tampa, FL 33607



## CALENDAR

S	M	T	W	T	F	S
	1	2	3	4	5	6
7	8	9	10	11	12	13
14	15	16	17	18	19	20
21	22	23	24	25	26	27
28	29	30				



S	M	T	W	T	F	S
			1	2	3	4
5	6	7	8	9	10	11
12	13	14	15	16	17	18
19	20	21	22	23	24	25
26	27	28	29	30	31	

*You can register  
for any event at  
[www.BAAAhq.org](http://www.BAAAhq.org),  
members must log in to  
the website to receive  
member pricing.*

## APRIL

### APRIL 9

#### “MOTIVATION”

8:30am to 12:00pm @ Tampa Housing Authority

### APRIL 12

#### ‘Spikes for Tykes’ Volleyball Tournament

9:00am to 5:00pm @ Postcard Inn St. Pete Beach

### APRIL 16

#### EPA Certification Class Spring 2019

8:00am to 5:00pm @ Chadwell Supply

### APRIL 20

#### Passover

### APRIL 21

#### Easter

### APRIL 22 & 23

#### Certified Pool Operator Spring 2019

8:00am to 5:00pm @ Chadwell Supply

### APRIL 23

#### Morning “Meet & Learn” St. Petersburg

8:30am to 10:30am @ Beacon 430

### APRIL 25

#### Board of Directors Meeting

4:30 to 5:45pm @ Sheraton Tampa Brandon Hotel

### APRIL 25

#### Dinner Meeting - Emergency Preparedness

6:00pm to 8:30pm @ Sheraton Tampa Brandon Hotel

### APRIL 26

#### Fair Housing Symposium 2019

8:00am to 3:00pm @ Crowne Plaza - Westshore

## MAY

### MAY 7

#### HVAC A to Z Introduction

8:30am to 3:30pm @ Chadwell Supply

### MAY 9

#### Annual Trade Show “Star Wars: Awaken Your Force Within”

4:00 to 8:00pm @ Florida State Fairgrounds

### MAY 12

#### Mother’s Day

### MAY 14

#### Training, Entertaining & Sustaining Audience Engagement

8:30am to 4:30pm @ Location TBD

### MAY 20 & 21

#### National Apartment Leasing Professional

8:30am to 4:00pm @ Tampa Housing Authority

### MAY 21

#### HVAC Low Voltage Hands-On Training

8:00am to 3:30pm @ Chadwell Supply

### MAY 27

#### Memorial Day - BAAA offices will be closed.

### APRIL 30

#### Board of Directors Meeting

4:30 to 5:45pm @ Tampa Housing Authority





# QUARTERLY DINNER MEETING

## Emergency Preparedness

Guest Speaker:

Scott Wilcox, LCAM, CA

*Dririte*

**DATE:**

Thursday

April 25, 2019

**PLACE:**

Sheraton

Tampa Brandon Hotel

10221 Princess Palm Ave.

Tampa, FL 33610

**TIME:**

6:00 to 8:30pm

**COST:**

\$45 Members

\$55 Non-Members

**RSVP:**

Register at

[www.BAAAhq.org](http://www.BAAAhq.org)

Hurricane season begins in June, but it's never too early to begin preparing for Florida's tumultuous weather and other disasters! Join us for an evening of networking, great food and interactive discussion.

There's more to just hurricanes in emergency planning — think floods, fire, and biohazard emergencies. Bring your thinking caps and we “score” how prepared your community is for the worst!





# APRIL IS **FAIR HOUSING** MONTH

National Fair Housing Month in April renews The Bay Area Apartment Association's efforts to end housing discrimination and raise awareness of fair housing rights. The month also remembers the assassination of Rev. Dr. Martin Luther King Jr. in 1968 and his contributions to the Civil Rights Movement. This year the Fair Housing Act celebrates its 51st Anniversary during April.

Designed to protect Americans from discrimination in the sale, rental and financing of housing based on color, race, national origin and religion, the act later extended to sex, disability and family status in 1998.

Fair Housing Month Supports ending housing discrimination. Everyone deserves to live in a safe, comfortable home. Sponsored by the U.S. Department of Housing and Urban Development (HUD), the campaign also includes Fair Housing Seminars and educational events in many communities across the country.



## ADVERTISERS

Ally Turnkey Company	11
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*For ad info call BAAA at 813-882-0222.*

## BAAA WEBSITE

**Have you created an account on our website?  
Get the most out of your membership!**

With your login, you will be able to:

Register for events and classes

- Update your profile information to include a photo, bio and other marketing details
- Track event attendance
- View/Pay company invoices
- And, much more!

In order to create your new login, please complete the steps below.

1. Visit <https://www.baaahq.org/login>
2. Click "Create an Account"
3. Agree to the Terms and Conditions
4. Enter your email and select a password.  
(You can also choose to login using your Facebook or Google+)
5. You may be prompted for contact information.  
If so, enter it and click "Complete Registration."

*If you need help, call 813-882-022*

*Memberships expired on December 31, 2018.  
This will be your last issue of Bayline and  
member benefits will cease if you don't  
renew. Contact the Membership  
Department at 813-882-0222 ext. 2 today!*





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For additional questions call 855.206.3791 or [Support@MyRentComps.com](mailto:Support@MyRentComps.com)



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