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We wish you a very Happy New Year!

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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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PRESIDENT'S MESSAGE

Welcome to 2017!

By Jordan Petras, Carroll Management Group, BAAA President

I would like to personally thank all of the 2016 Executive Committee, Directors, committee chairs, staff, and committee volunteers.

You all worked under the direction of our plan of action and made it easy for me to preside in my role as the President of the association. The time and dedication you all put into our industry doesn't go unnoticed.

Looking back at the last year and all of the accomplishments this association has made is astonishing, it really was the year of change and growth for us. We have reached record numbers in our

membership surpassing every goal we set. With over 135,000 units, 605 management members, and 245 associate members we are the strongest we have ever been in the history of BAAA. We had over 77 members get their national designations through NAAEI, and we brought in some of the best speakers in the industry. It was also the first year the Associate Council President served in an executive position on the board, allowing for the associates to have a larger role in our association. One of our biggest accomplishments for me however was the opportunity for more people to get involved through the multiple com-

mittees and task forces. Last year every single event and committee created a positive revenue and sold out attendance for our association and it wouldn't have been possible without those volunteers working together to make those events successful.

To all of you that has committed your service for 2017 I promise it to be another exciting year. The staff has been working behind the scenes to roll out our new AMS software complete with a new enhanced website which is more user friendly. We will be working alongside of our Government Affairs Director to push legislation in Tallahassee that will help reduce unnecessary expenses to our owners. Add that to all of the regularly scheduled events and meetings and we will sure have another action packed year ahead of us. Be sure to register in advance for both the FAA and NAA education conferences this year. NAA will be held in Atlanta from June 21-24, and FAA will be at the Contemporary Resort in Disney from October 11-13.

I want to pledge my own commitment to each of you again this year. I promise to provide our membership exceptional leadership, transparency, and most importantly the ability to serve you. I am always available to speak with; you can email me directly at jordanpetras@gmail.com or contact me through the Bay Area Apartment Association office at 813-882-0222.

I hope to see all of you at our events throughout the year. •

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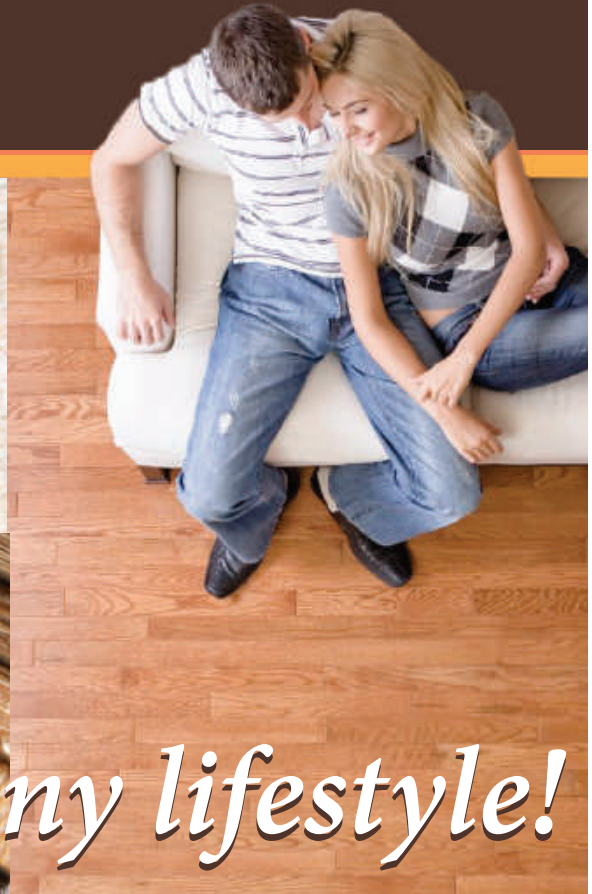
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Door-front Waste Bins Get Reprieve in Clearwater

By Kevin Schwartz, BAAA Government Affairs Director

Door-to-door waste service at apartments, which had been threatened throughout Pinellas County by a Clearwater fire marshal's order, will be allowed to continue mostly as it exists today after stakeholders worked out a compromise.

The Clearwater Fire Department has agreed to allow door-front waste bin collection in apartments throughout the city to continue to operate mostly unchanged.

The service, offered by Valet, Affinity, Invisible Waste and others, had been threatened since a letter circulated by the department to all multi-family buildings in late summer demanded that the service cease immediately because it violated the fire code.

A specific citation to Bayside Arbors Apartments, managed by ZRS, on October 6 was challenged in an appeal hearing December 8, which generated a stakeholders meeting on December 13 where an agreement was hammered out.

The service may continue as long as a bin in an outdoor breezeway still allows for 36 inches of egress between it and the opposite wall (44 inches in breezeways with more than 25 doors). If the egress cannot be maintained, the service must revert to a bag on a mat with no container.

For indoor hallways, providers must use a metal safety can with a closing lid.

In all cases, the bins must be of a size that can be taken in each service day by the resident, preferably no more than 13 gallons. Bins must not remain in hallways or breezeways continually, and property managers must be vigilant in enforcing that in addition to sending a letter to the department that indicates understanding of the rules.

There is no timetable for service that would require the metal cans. Clearwater inspects properties every two years. Language for the letter is available from me or your provider.

Clearwater Fire Marshal Steve Strong said he would take the agreement to the other 18 fire marshals in Pinellas County and ask for their compliance. He leads the county Fire Marshals Group and is the most senior fire marshal in the county.

Anyone who is subject to a fire inspector's action on the waste bins should call me immediately! The details of the agreement are below.

1. Trash containers shall not protrude more than 12 inches into the corridor. Unless the corridor is excessively large to accommodate larger protrusion that meets #2.
2. Per the Florida Fire Prevention Code section on apartments:
 - a. Corridors serving 50 persons or less: 36-inch clearance shall be maintained.
 - b. Corridors serving more than 50 persons: 44-inch clearance shall be maintained.
3. Every property shall be determined on a case by case basis as every property could be unique and different in design as to accommodate corridor clearance.
4. Trash containers (plastic type) are only to be permitted in exterior corridor.
5. Interior corridors shall require the use of only fire rated safety can, as to comply with the requirements of the Florida Fire Prevention Codes section on Interior Finish Requirements.
6. The time frame for when the trash containers are allowed to be out shall be followed at all times.
7. If the time frames aren't followed, the property and valet type trash service will be in violation of the code and subject to the appropriate fine.
8. Properties using a valet type trash service shall provide a letter (from each complex) to the Clearwater Fire

& Rescue Fire Prevention Division to acknowledge they understand the guidelines set forth. This letter shall be signed by the representative from each property as acknowledgement of the valet type trash service and hours of operation for setting out containers and collection times.

MAKE YOUR VOICE HEARD IN TALLAHASSEE

BAAA will again be providing bus transportation to Tallahassee for the 2017 Legislative Days February 7-8, leaving at 7 a.m. from Cort Furniture Rental on N. Dale Mabry in Tampa on the 7th and returning the next night.

We will be arriving pre-session during committee weeks which should provide an ideal atmosphere for meeting with our elected state house representatives and senators from Tampa Bay. You will join your fellow members and peers and friends from across the state as we team up to make one loud, powerful voice on a single day.

This session, FAA will advocate for the full funding of the Sadowski Affordable Housing Trust Fund and retaining the 10 percent cap on commercial property tax rates in addition to fending off a host of unnecessary regulatory actions unfriendly to the industry that are certain to come up.

Registration and hotel booking is available now at <http://www.faaahq.org/legislative-conference>.

Please do not wait as the Tally hotel block fills up very quickly and alternatives are nearly impossible to find. The bus could also fill up.

Kevin Schwartz can best be reached on his cell at 727-290-8238 by phone or text, or by email at Kevin@baaahq.org. If texting, please identify yourself! And check the BAAA website for more government affairs updates. •



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Helping Different Cultures Blend Successfully

We all would like to find a magic pill for crossing cultures, to get the “right” answers with a simple list of do’s and don’ts to assure that your new residents are adjusting to a new country and becoming more comfortable in what can be described as a life changing situations.

But embracing a new culture is a complex process, where context is everything. A list of behaviors or a list of approved procedures can only take you so far, for what is a “do” in one set of circumstances might very well be a “don’t” in another.

Cross-cultural training involves not only learning about the place your new

residents have come from but also taking into consideration the assumptions and values that also have shaped you.

In the coming months, Diversity Digest will take a look at and examine the behaviors and values of people in their new country in relation to those of people in our own. The point is not to suggest that American culture is necessarily superior or inferior in any way to your residents former country’s culture.

The goal is to better understand the attitudes, values, even entire ways of thinking and behaving that may surprise or puzzle new residents. It will be interesting to learn what you have in

common with these new additions.

People in any culture, for example, need to find an acceptable way to express anger, cope with sadness, manage conflict, show respect, ask for assistance and deal with their differences. As we examine the differences between two cultures, we are often looking at different ways of answering the same questions. If you don’t notice the similarities, it’s because the ways in which we act or think differently are what produce the most challenge and tension for us. What we have in common often goes unnoticed, but it is one of the most important things we need to understand and respect.

The goal is understanding and sharing the best parts of all of our residents, native born or recently immigrated to the United States. Along the way, you may want to learn a few words of a language other your own or even Spanish which is truly almost a second language necessity in many of our communities. If your property has a sizeable population from a specific country, it won’t take you long to begin to learn and read the silent language of cultures, your own their former country’s.

In trying to appreciate the differences between your culture and theirs, you may feel frustrated that your new residents aren’t accepting all these differences quickly enough. Cultural sensitivity, means knowing about and respecting the norms of the local culture, not necessarily liking them instantly. Increased understanding will lead to greater respect, tolerance, acceptance and awareness.

Information for this article was excerpted in part with thanks from the Culture Matters Workbook, www.peacecorps.gov

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House of Floors has been a family operated business since 1989. Over the past 22 years we have become a premier provider in the multi-family housing industry. House of Floors climb to market leadership is the result of our persistent focus on delivering service and honesty upon which we have built our company's reputation. We understand that in this challenging economy, you need a flooring company who you can trust to provide excellent quality, prompt service, and the most competitive and consistent pricing. We understand your needs and we can deliver!

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Customer Service

Does the company you are currently with, offer online, fax, phone and email ordering? Does your flooring company offer you online reporting capabilities that allow you to manage all of your ordering history?

House of Floors appreciates how important your time is; therefore we strive to make every interaction with us as seamless as possible. We give every customer the ability to order in the way that is most convenient to them. 24/7 Online, over the phone, via email, or via fax, we will take your order accurately and professionally no matter the modality you choose. Do you ever come across a situation where a renter didn't care for their flooring and it did not last its entire lifespan? Have you ever had to determine what the prorated amount would be? Do you ever just need information about what was done and when? We have you covered! With a few simple clicks, you can access your Order History, Invoice History, and even Pro-Rate the cost of the carpet to charge back the resident who damaged it.

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Quality

Does your carpet company provide you with licensed, insured, uniformed installers?

Each one of our 350 installation crews are prompt, efficient and highly skilled in flooring installations. From the moment a House of Floors uniformed installer arrives on your property, you can be assured that they will conduct themselves professionally and with as little disruption as possible to your property's residents and to your staff. Best of all, you can rely on the quality of our work. Our installers are fully licensed and bonded. Do you know if the company that you currently use can promise that?

Do they have a quality assurance program, to ensure consistent quality work, every time?

House of Floors has a quality assurance program to ensure we meet or exceed quality assurance standards. Our installers are consistently evaluated on every aspect of their work, from their appearance, to timeliness and quality of installation. If you choose House of Floors, you can rely on the quality of our work to be done right the first time... every time.

Environmental Responsibility

Is your current company environmentally responsible? Are you aware of their environmental impact?

It is up to all of us to ensure we minimize our environmental impact as much as possible so that future generations have the opportunity to enjoy it as we have. We are doing our part with an industry changing initiative to provide "cradle to cradle" solutions for your flooring needs. By partnering with Shaw Industries we can not only provide materials that are environmentally friendly and will never find their way into a landfill, but we will also make sure that the carpet from your property will also be recycled back into carpet.

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We can appreciate competition in our industry, and understand that you have a choice in which company you decide to use, so whether you are looking for the best Customer Service, Coverage Area and Turnaround Time, Quality, or the most Environmentally Responsible company, you will find everything you are looking for when you do business with House of Floors! For further information, contact us today or look us up online at:

www.houseoffloors.com



MAINTENANCE MATTERS

Maintenance Shop Checklists... Who Needs 'Em?

Let's face it! Santa has left the building for another year and now it's back to the same old, same old routine. Grab a cup or coffee or an energy drink and start the day after picking up the pool deck and throwing away the remains of last night's midnight burger and beer bash. Once inside, there's a line waiting to get a piece of you and it's not even 7:30 in the morning.

Then, there's the annual shop inventory and safety equipment checklist that's due by the end of the week - with the New year barely started. The good news is that it's all there on the computer right in front you. All those little boxes or circles with Yes, No or N/A demanding your attention. This year, have

some fun with the check list and get it done with the help of your co-workers and maybe even score a free pizza lunch or breakfast drop from one your favorite suppliers. An afternoon ice cream break would be good, too!

Start by breaking the list down into manageable parts and printing them out. Next, divide the list up and hand out each part to your team members. Hold a little water cooler meeting and explain what each person's job is and be explicit in making sure everyone understands that you expect each list to be completed and signed off on by the date you tell them to return the completed work to you. Ask for their cooperation and most importantly make an effort to

share that a clean, safe and productive maintenance shop benefits everyone including senior management, the office staff, residents, grounds keepers and suppliers. Don't have a check list, check out the two listed at the end of this article.

Think of this process as a form of job security for everyone. If you find things, good or bad on your list, make a note of it to discuss when all of you are together for the wrap up meeting. If you find something that poses a real hazard or danger, take it to your supervisor for immediate action NOW - you can finish your list later.

As you go through your list, look at ways to improve the way the maintenance shop handles customer service requests - not just work orders, communication with the leasing staff and front office the third party contractors who work on the property. When everything is completed and signed off on, give yourself a pat on the back and thank your team mates who cover for each other and keep your community running smoothly 24/7/365.

Start the new year off right with a "Can Do" attitude once the completed check list has been sent to your manager along with a list of suggested improvements and new ideas to make this a great year. Invest in yourself by learning something new about what interests you every day. Make it everyone's job to make on the job safety your number one priority.

Information for this article referenced with thanks from www.mcasylum.marines.mil and www.umaine.edu •



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Do You Have a “Back to Work” Holiday Hangover?

Going back to work after the holidays can be stressful and de-motivating. Here are some quick solutions to ease the pain of returning to work after too many late nights, too much rich food and facing the reality of getting your work life back on schedule.

Accept that your presence is important to your company, co-workers and residents. Turning up with a holiday mind set can cause problems when you return to work, ranging from lack of concentration on the tasks at hand to forgetting appointments and causing delays on work that is in progress.

Your team members and boss might give you a little leeway, especially if some

I like work.
It fascinates me.
I can sit and look
at it for hours.

~ Anon

of them are in the same position, but not for long! Recognize that you've had a few days off and now it's time to get on with what you're good at in your work environment.

Return to work on a Tuesday, mid week, or when a long weekend immediately follows work return. The fewer days at work help to create a sense of

space and time that you can deal with mentally, rather than having to slog it out over a long week.

Tidy up. If you left a mess before you left for the break, now's the time to remedy it! Start by organizing your desk space, shelves and files. Take a few minutes to create new file folder labels to start 2017 off on the right track. Dispose of the candy canes and leftover Christmas cookies and snacks.

Toss out junk “snail mail” and clean up your e-mail in box and electronic files. Prioritize phone calls and e-mails to be returned based on the urgency and available resources that you need to provide the caller. Don't get upset



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if your in box is overflowing. Don't blame co-workers who you thought were supposed to take care of work orders, collecting the mail or handling routine small emergencies while you were gone. Instead of jumping on someone, take a quick break until you calm down.

Meet with team members who worked or were on call about what you missed while your were gone. This will help you to feel more comfortable about where things are at since you left for the holidays as well as giving everyone time to catch up over morning coffee. Splurge on a box of healthy energy bars and a bag of apples to share with the team. If things get overwhelming, grab an apple and take a walk around the property.

If you work from home, resettling back in the routine can be harder because there is nobody else to keep you motivated. As stated earlier, follow the same plan, clean up your workspace, set yourself a "do-able" schedule and stick to it. Use a timer if necessary to complete tasks on time.

Relax. Sometimes, like the spring and fall time changes, coming back to work after a holiday break just takes a little time to re-focus your energy and move forward.

Excerpted in part with thanks from www.wikihow.com



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Business Strategies that Work... A Framework for Disability Inclusion

What's the third largest market segment in the United States? The answer might surprise you. It's not a specific race, gender, or age group. It's people with disabilities. The size of this population — 54 million strong — surpasses Hispanics, African Americans and Asian Americans, as well as Generation X and teens.

Add in their families, friends, and

associates, and you get a trillion dollars in purchasing power. The Multi-family Industry is an important part of consumer spending.

This article is about identifying promising employment policies and practices for recruiting, hiring, retaining, and advancing qualified individuals with disabilities. It is a guide for employers who want to ensure that

their workplaces are truly diverse and inclusive.

Employers can find free resources through the Employer Assistance and Resource Network on Disability Inclusion (EARN). Companies can learn more about disability inclusion and implementing inclusive policies and practices. "Business Strategies that Work: A Framework for Disability Inclusion" is



a valuable tool that identifies promising employment policies and practices for recruiting, hiring, retaining and advancing workers with disabilities. You can download it at www.dol.gov/odep/businessstrategiesthatwork.pdf

What's the Buzz(word)? You've likely heard the terms "diversity" and "inclusion" tossed around when companies talk about their hiring practices, but what do these terms really mean? Diversity is the recognition that there are people of different races, cultural backgrounds, genders, ages, abilities, classes and more that make up this world and, subsequently, the workplace.

Inclusion is the idea that all people, especially those in marginalized groups, should be able to participate equally in social, civic and educational activities. Companies benefit significantly from diverse and inclusive practices — they

even makes us smarter. These terms are not just buzzwords: diverse and inclusive practices better serve communities, increase innovation and improve workplace culture.

DISABILITY = DIVERSITY

What do you think of when you hear about "diversity?" Is it race? Gender? Age? Disability is a part of diversity, too. A diverse economy is a strong economy. People with disabilities are an important part of the makeup of a diverse workforce, but they are often under represented in employment rates.

DISABILITY AS A PART OF DIVERSITY MATTERS


A diverse workforce that includes people with disabilities gives employers a wider pool of talent to hire from and contributes to the overall success of a company. There are many ways to encourage diversity through disability inclusion,

like taking proactive steps to recruit workers with disabilities and providing workplace accommodations.

JOIN THE PARTNERSHIP FOR INCLUSION


The Campaign for Disability Employment (CDE) is an initiative funded by the U.S. Department of Labor's Office of Disability Employment Policy that encourages employers and others to recognize the value and talent people with disabilities bring to the workplace, the CDE highlights the message that, "At work, it's what you CAN do that matters."

Start the new year, by taking a look at your current job openings to see if a person with a disability may be the right choice for a chance to become part of the growing multi-family industry. •





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- Stamped steel louvered coil protection
- Aluminum micro-channel tubing
- Scroll compressors
- PSC outdoor fan motor
- Nitrogen holding charge, R407C must be field charged
- Factory installed liquid line filter drier
- 3/8" liquid line & 3/4" suction line connections
- 5 year warranty on parts and compressor
- R-407C operating pressures are very similar to R22





200407 R-407C REFRIGERANT

- 25 lb Cylinder
- Disposable cylinder
- Do not mix with other refrigerants
- Compatible with POE oils

MSH #	Ton	Mfg#	Dimensions L x W x H
225800	1.5 Ton	GAW14L18C21S	29-1/4" L x 29-1/4" W x 30" H
225801	2.0 Ton	GAW14L24C21S	29-1/4" L x 29-1/4" W x 30" H
225802	2.5 Ton	GAW14L30C21S	29-1/4" L x 29-1/4" W x 36-1/4" H
225803	3.0 Ton	GAW14L36C21S	35-1/4" L x 31-3/4" W x 33-1/4" H

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And the Winner Is...

The Pantone Color Institute has announced its Color of the Year for 2017 — Pantone 150343, or “Greenery.” The color is said to be symbolic of new beginnings — somewhat fitting after what turned out to be a long, emotional, angry and exhausting year.

“Greenery” has been described by the Pantone Color Institute as a fresh and zesty yellow green shade that evokes the first days of spring when nature’s greens revive, restore and renew.”

“While Serenity and Rose Quartz, the Pantone Color of the Year 2016, expressed the need for harmony in a chaotic world,” said Leatrice Eiseman, Executive Director of the Pantone Color Institute. “Greenery bursts forth in 2017 to provide us with the hope we collectively yearn for amid a complex social and political landscape. Satisfying our growing desire to rejuvenate, revitalize and unite, Greenery symbolizes the

re-connection we seek with nature, one another and a larger purpose.

Pantone LLC, is considered to be one of the global color authorities and providers of professional color standards for the design industry for more than 50 years. Pantone continues to chart future color direction on how color influences human thought processes, emotions and physical reaction by providing a greater understanding of color and how to use it more effectively. The Pantone color standards system is an essential element of designer and color inspired products throughout the industry.

BAAA is fortunate to have multiple associate members representing a great variety of known and respected paint companies and painting contractors who can assist with estimates, requests for proposals, color choices and recommendations for the best products for your buildings. Color choices are almost

limitless with new digital color matching technology.

Whether your community is undergoing a “mini make over” or a full re-hab, a look at “Greenery” and the popular 2016 Colors of Rose Quartz and Serenity can spark ideas for interior paint, wall paper and home furnishings. If your models are in need of a new look, adding a “Greenery” accent wall, new toss pillows and bath or kitchen accents may freshen up the entire apartment and help close more leases.

Need a quick and easy change up — try adding a cork wall in the space between the bath and bedroom. You will have a quick and easy “leave a note” reminder station where everyone can find their “at home” messages.

Information for this article provided in part by www.pantone.com •

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- ⚡ Apartment renovation
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- ⚡ Tennis court lighting
- ⚡ Breezeway lighting
- ⚡ Exterior lighting
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- ⚡ Sign lighting
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- ⚡ Smoke detector installation
- ⚡ Rehab and remodel
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- ET & T Distributors
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CHAMPAGNE

- City Recycling Group
- Matrix Residential
- Weller/Bridge

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Affordable Community of the Year
Under 250 Units

Booker Creek Apartments
Richman Property Services

251 - 399 Units
Windtree Apartments
Windtree, Inc.

Conventional Community of the Year
Under 250 Units

The Sedona
Richman Property Services

251 - 399 Units
Avesta Bay Crossing
Avesta

400 Units and Above
Egret's Landing at Boot Ranch
Sentinel Real Estate Corporation

Major Rehab Community of the Year
Under 250 Units

The Vinings at Hunter's Green
Milestone Management

251 - 399 Units
Mezzo of Tampa Palms
Bridge Real Estate Group

New Construction/
Lease up Community of the Year
251 - 399 Units

The Addison at Tampa Oaks
ContraVest

400 Units and Above
Bainbridge Brandon Apartments
The Bainbridge Companies

Social Media Community of the Year
Under 250 Units

The Landing's at Boot Ranch
WRH Realty, Inc.

251 - 399 Units
Westminster Apartments
Pinnacle Family of Companies
Associate Member of the Year
Lucas Bourgeois - RentPath

Associate Member Company
of the Year

A & A Painting and Beyond

Associate Office Manager
of the Year

Daniela Agosto - A & A Painting

Associate Rookie of the Year

Juliana Calero – BG Staffing

Associate Sales Person of the Year

**Justin Frost –
Affinity Waste Solutions**

Regional Manager of the Year

John Vranich – Weller/Bridge

Corporate Employee of the Year

Amy Parrish – JMG Realty

Groundskeeper of the Year
Under 250 Units

**John Turner – Waters Pointe
Robbins Electra**

251 – 399 Units

**Tony Eliopulos –
Westminster Apartments
Pinnacle Family of Companies**

400 Units and Above

**Matthew Spaw –
Landmark at Grand Palms
Milestone Management**

Housekeeper of the Year

Under 250 Units

**Niolanis Naranjo – Ella at Encore
JMG Realty**

Leasing Professional of the Year
Under 250 Units

**Shavon Dixon – Water Pointe Apts
Robbins Electra**

251 - 399 Units

**Sara Heyden – Trio at Encore
JMG Realty**

400 Units and Above

**AG Rivera – West Park Village
Carroll Management Group**

Leasing Rookie of the Year
Under 250 Units

Nick Metts -

**The Vining's at Hunter's Green
Milestone Management**

251 - 399 Units

**Karena Perenzuela –
Mezzo of Tampa Palms
Bridge Real Estate**

400 Units and Above

**Triston Hodgson –
Landmark at Grand Palms
Milestone Management**

Maintenance Supervisor of the Year

Under 250 Units

**David Aponte –
Avesta Woodlawn Park
Avesta**

251 - 399 Units

**Doug DiLeonardo –
Westminster Apartments
Pinnacle Family of Companies**

400 Units and Above

**Ramon Cruz – Lexington Park
Matrix Residential**

Maintenance Technician of the Year

Under 250 Units

**Geovanys Lopez – Ella at Encore
JMG Realty**

251 - 399 Units

**Grant Strength –
The Grand Reserve at Park Isle
Milestone Management**

400 Units and Above

**Daniel Maggart – Egret's Landing
Sentinel Real Estate Corporation**

Maintenance Rookie of the Year

Under 250 Units

**Luis Hernandez – Ella at Encore
JMG Realty**

251 – 399 Units

**Nick Webber –
The Grand Reserve at Park Isle
Milestone Management**

400 Units and Above

**Waldo Rosales – Coopers Pond Apts
Robbins Electra**

Assistant Manager of the Year

Under 250 Units

**Bianca Kirschner – Reed at Encore
JMG Realty**

251 - 399 Units

**Jessica Malone – NoHo Flats
Greystar**

400 Units and Above

**Robert Kulikowski – Solaris Key
Matrix Residential**

Manager of the Year

Under 250 Units

**Leslie DeMaio –
The Vining's at Hunter's Green
Milestone Management**

251 - 399 Units

**Kywanda Jackson White –
Meridian Pointe Apartments
Richman Property Services**

400 Units and Above

**Mary Sullivan –
Landmark at Grayson Park
Milestone Management**

BAAA Volunteer of the Year

Lisa Dailey –

Balfour Beatty Communities

BAAA Associate
Volunteer of the Year

Lisa LaVigne –

For Rent Media Solutions

BAAA Legislator of the Year

Representative Kathleen Peters

**GOLD
MEDALLION
AWARDS**

AWARDS



AWARDS



AWARDS



AWARDS



AWARDS

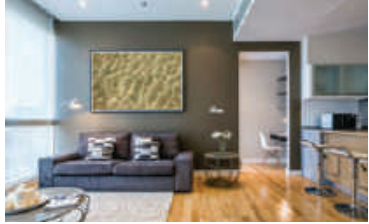


AWARDS

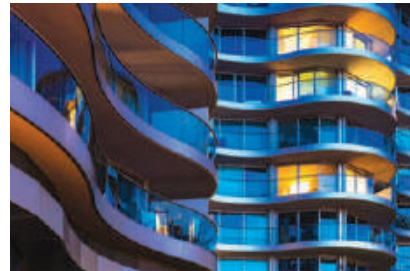


AWARDS





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MAINTENANCE MANIA!

Friday

February 3, 2017

5:30-9:00pm

Egypt Shriner's Activity Hall

4050 Dana Shores Dr • Tampa, FL 33634

Are you the fastest? Here's your chance to prove it!

Come and compete in maintenance-focused challenges, you could earn the title of Maintenance Mania® National Champion. Build a race car from maintenance products ahead of the event to race it down a 32' long track. You are sure to have a darn good time at one or all of the games.

- AO Smith
- Water Heater Installation
- CFG Faucet Repair
- Fluidmaster Duo Flush Toilet Conversion
- Frigidaire Icemaker Installation
- Kidde Fire & Carbon Monoxide Safety Installation
- Kwikset Key Control Deadbolt Test
- Seasons Ceiling Fan Installation
- Race Car Competition

To receive a Registration Package, please call BAAA at 813-882-0222. You must compete in all seven challenges, plus enter a car in the race car competition to be able to qualify for a spot in the National Championship.

Event Schedule:

- Car check-in opens: 5:00 p.m.
- Registration for Guests: 5:30 p.m.
- Practice time: 5:30 - 6:00 p.m. Check out all the games!
- Competition begins: 6:15 p.m.
- Buffet 7:30 p.m.
- Awards Presentation at end of competition

Cost: \$35 Members, \$40 Non-members

To receive a competitor's registration package, please call BAAA at 813-882-0222 or email: staff@baaahq.org

Registration date for participants to complete all forms is 1/27/17. Participants MUST be a member of BAAA in good standing in order to compete. To join BAAA, please call 813-882-0222.



BAAA Event Information

DATE:

Friday, February 3, 2017

PLACE:

Egypt Shriner's Activity Hall, 4050 Dana Shores Drive, Tampa, FL 33634

TIME:

5:30pm Registration, 6:15pm Competition Begins, 7:30pm Buffet

COST:

\$35 Members, \$40 Non-Members

RESERVE AT BAAAHQ.ORG

Sponsorship Opportunities

<p>Platinum Sponsor \$900.00</p>	<ul style="list-style-type: none"> • Acknowledgment on all printed material relevant to the event • Four free admissions to Maintenance Mania Event • Sponsorship signage at the event on banner • Recognition from the podium during the event • Assist with awarding prizes and first choice on judging stations
<p>Gold Sponsor \$750.00</p>	<ul style="list-style-type: none"> • Acknowledgment on all printed material relevant to the event • Two free admissions to Maintenance Mania Event • Sponsorship signage at the event • Recognition from the podium during the event • Assist with judging
<p>Silver Sponsor \$550.00</p>	<ul style="list-style-type: none"> • Acknowledgment on all printed material relevant to the event • One free admission to Maintenance Mania Event • Sponsorship signage at the event • Recognition from the podium during the event • Assist with judging
<p>Bronze Sponsor \$350.00</p>	<ul style="list-style-type: none"> • Acknowledgment on all printed material relevant to the event • Sponsorship signage at the event

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IT'S TIME TO GET ON THE BUS

FAA LEGISLATIVE CONFERENCE



February 7 & 8, 2017

Hotel Duval (FAA Host Hotel)

888-717-8854

or

Candlewood Suites

(BAAA Optional Hotel)

850-597-7000

Ride the Bus with BAAA when we depart on Tuesday, February 7 at 7am from CORT Furniture, 7817 North Dale Mabry Hwy, Tampa FL 33614. Plan to arrive between 6:30- 6:45am to allow time to stow your luggage, enjoy a cup of coffee and settle in for the trip. Information and schedules for our visit will be handed out on the bus. Don't forget to bring your business cards to drop off on your visits.

**NOTE: YOU MUST REGISTER WITH FAA TO ATTEND THE
CONFERENCE AND BAAA TO RESERVE A SEAT ON OUR BUS!**

Register for the conference at: <http://faahq.org/legislative-conference>

Sign up for the bus at: <http://www.baaahq.org>

FAA Registration fee of \$115 includes: legislative briefing, reception, and dinner. Deadline for the conference registration and hotel room reservations is Tuesday, January 13, 2017.

There are two hotel options available:

Option 1) Hotel Duval, FAA Room Rate is \$189. Call 888-717-8854 and mention "Florida Apartment Association" to receive the discounted group rate.

Option 2) Candlewood Suites, BAAA Room Rate is \$94.95+tax. Please call 850-597-7000 and mention "Bay Area Apartment Association" to receive the discounted room rate.

If you have any questions, please call BAAA at 813-882-0222.

**JANUARY 19
BOARD OF DIRECTORS
MEETING**

4:30 to 6:00pm
Sheraton Suites
4400 W Cypress St
Tampa, FL 33607

All Members are welcome to attend our Board of Directors Meeting! To insure adequate seating, reservations are mandatory for this meeting. If you plan on attending, please register.

**JANUARY 19
DINNER MEETING
LEGISLATIVE UPDATE**

with Marian Johnson
6:00 to 9:00pm
Sheraton Suites
4400 W Cypress St
Tampa, FL 33607
\$45 Member
\$55 Non-Members

Marian Johnson with the Florida Chamber of Commerce will be giving a legislative update and outlook.

**JANUARY 24
MORNING MOTIVATORS
"STATE OF THE MARKET"**

Sponsored by RentPath
Eligible for .5 CEC's
9:00 to 10:30am
HOST Community:
The Landings @ Boot Ranch
212 Katherine Blvd
Palm Harbor 34684
Free for Attendees
RSVP Required to insure
"Breakfast for Everyone"
Sponsor Fee \$99.00
Sponsor Supplies Breakfast
and 30-minute
"Mini-Education Seminar"
Limit of 2
non-competing companies

Monthly Education Outreach Meetings for Managers and staff will be held the 4th Tuesday of each month. All surrounding Community Managers and staff are invited, including non-members! Join us for breakfast and sharing your "Comps." You'll learn more about BAAA's education, events and more!

**JANUARY 26 & 27
CERTIFIED POOL
OPERATOR (CPO)**

8:00am - Check-In
8:30am to 5:00pm - Class
Lunch Provided
Location TBD
\$279 Members
\$309 Non-Members
Registration/payment deadline:
January 16, 2017

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. Certified Pool Instructor: Vann Flippin National Swimming Pool Foundation, Lic# 32*100914

**FEBRUARY 3
MAINTENANCE MANIA**

5:30 to 9:00pm
Egypt Shriner's Activities Hall
4050 Dana Shores Dr
Tampa FL 33634
\$35 Members
\$40 Non-Members

**FEBRUARY 7&8
FAA LEGISLATIVE
CONFERENCE**

Register at
[http://faahq.org/
legislative-conference](http://faahq.org/legislative-conference)
Sign up for the bus at:
<http://www.baaahq.org>

**FEBRUARY 10
EPA/UNIVERSAL
CERTIFICATION CLASS**

Presented by:
Vann Flippin (Chadwell Supply)
8:30am - Check-In
9:00am to 4:00pm - Class
Lunch provided
Location TBD
\$169 Member
\$199 Non-Members
Full payment due by
January 3, 2017

The Federal Clean Air Act, Section 608, requires that persons who service air conditioning and refrigeration systems containing certain regulated refrigerants be certified under an approved Federal Environmental Protection Agency (EPA) approved course. Through the ESCO Institute, Chadwell supply is able to offer this Universal Certification. Only certified technicians may purchase any regulated refrigerants or pre-charged part with a regulated refrigerant from Chadwell Supply or other HVAC suppliers.

Register
for any event at
www.BAAAhq.org

QUESTIONS?
CALL BAAA
(813) 882-0222

*Reservation and cancellation
deadlines are 48 hours prior to
event. No-shows and
non-cancelled reservations
will be billed.*

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	31				

JANUARY

JANUARY 1

Happy New Year!

JANUARY 19

Board of Directors Meeting

4:30 to 6:00pm at the Sheridan Suites

JANUARY 19

Dinner Meeting: Legislative Update

with Marian Johnson

6:00 to 9:00pm at the Sheraton Suites

JANUARY 24

Morning Motivators: State of the Market

9:00 to 10:30am

Location to be determined

JANUARY 26 & 27

Certified Pool Operator (CPO)

8:00am - Check-In, 8:30am to 5:00pm - Class

Location to be determined

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				

FEBRUARY

JANUARY 1

Happy New Year!

FEBRUARY 3

Maintenance Mania

5:30 to 9:00pm

Egypt Shriner's Activities Hall

FEBRUARY 7 & 8

FAA Legislative Conference

Register at <http://faahq.org/legislative-conference>

Sign up for the bus at: <http://www.baaahq.org>

FEBRUARY 10

EPA/Universal Certification Class

8:30am - Check-In, 9:00am to 4:00pm - Class

Location TBD

FEBRUARY 14

Happy Valentine's Day!

**You can register for any event at www.BAAAhq.org
Members must log in to the website to receive member pricing.**



January Dinner Meeting

LEGISLATIVE UPDATE

with Marian Johnson

DATE:

**Thursday,
January 19, 2017**

PLACE:

**Sheraton Suites
4400 W Cypress St
Tampa, FL 33607**

TIME:

6:00 to 9:00pm

COST:

**\$45 Members
\$55 Non-Members**

*Members must log in
to get member pricing.*

**RESERVE AT:
BAAAHQ.ORG**



Marian Johnson will be the special guest speaker on inauguration eve. Marian was the first Florida prognosticator to correctly predict Trump would win Florida. She is an entertaining speaker and will talk about the upcoming legislative session and how we can be most effective on our issues at the statehouse.

Marian is Senior Vice President of Political Strategy for the Florida Chamber of Commerce, Florida's largest business federation, representing 139,000 companies, associations, state and local chambers. She also serves as the Executive Director of the Florida Chamber Political Institute, a unique research organization that provides vital detailed demographic and political analysis to its members.

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of Commerce

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813-252-8435
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7028 W. Waters Ave.
Tampa, FL 33634-2292
Les Leith
844-APT-TRASH
844-278-8727
Trash Porting, Valet Services

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Key Vista Apartments

12535 Tinsley Circle
Tampa, FL 33612
813-910-0777
Units: 328

Park at Wellington

4311 Jordana Way
Holiday, FL 34691
352-777-4675
Units: 110

Freedom Gardens Apartments

932 Freedom Way
Brooksville, FL 34601
352-777-4675
Units: 96



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Maintenance Supply Headquarters	15
PPG Paints	10
Professional Grounds Management	13
Switch Electric	17
United Renovations Southeast	7

For ad info call BAAA at 813-882-0222.

DIRECTORY UPDATE

The Member Directory is accessible on the website at www.BAAAHQ.org. Please check your listing carefully. If you find something that is not right, complete the form below and return it to us. Please use this form for ALL changes or corrections to *Bayline*.

Company/Property _____

Address _____

City/State/Zip _____

Phone _____ Fax _____

E-mail _____ Page # _____

Comments: _____

FAX TO: (813) 884-0326
E-MAIL: STAFF@BAAAHQ.ORG

MAIL TO:
BAY AREA APARTMENT ASSOCIATION
19031 N. DALE MABRY HWY
LUTZ, FL 33548

ORDER YOUR 2016 THIRD QUARTER SURVEY



Now owners and property managers throughout the Bay Area can simply log on to www.baaahq.org and purchase the 2016 Third Quarter Survey.

The myrentcomps.com on-line market survey software is designed specifically for property managers and owners to report their comps on-line and eliminate the need for making multiple phone calls that often go unreturned. Properties participating in the survey receive custom reports for their property, a free web-site and other benefits to encourage nearby properties to send in their information on a regular basis.

The Bay Area Apartment Association publishes the completed survey after the first and third quarter of each calendar year. The survey includes over 90 pages of detailed information in Hillsborough, Pasco, Pinellas and Polk Counties with both current and historic data. Each issue is available for purchase in both digital and print format at a discounted price for BAAA members.

Members – \$39.00 Digital Format | \$59.00 Print Format
Non - Members – \$150.00 Digital Format | \$170.00 Print Format

Order online at www.baaahq.org

For more information: Please call 813-882-0222.

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Attorneys:
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Claudos G. Spears
Of Counsel

Street Address:
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Suite 215
St. Petersburg, FL 33702

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