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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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# Affordable Housing ... Is There Hope for the Future?

By Robert Griffiths, BAAA Government Activities Director

Rents continue to rise with all the new multifamily communities being built that are coming on line with beautiful amenities and upgrades – even so, developers are dealing with escalating costs for city and county mandated infrastructure improvements, permits, taxes and assorted fees. Throw in the continued shortage of skilled labor and higher payroll costs and the NOI potential shrinks even more. Florida is still considered a high demand state for more rental housing and some statistics forecast that it could be up to 15 years before housing needs and capacity ease in our area. We are fortunate to live in a state that is attracting better paying jobs that welcomes renters by choice who are able to afford the benefits these new communities offer.

With those future projections in place and higher building costs, the question becomes, How are we going to get and sustain an inventory of “Affordable Housing” considering BAAA’s 100,000+ units that are currently 35-50+ years old? For many older properties, re-hab or cosmetic ‘make overs’ are a consideration.

Other possible answers may be to re-align the Current HUD Voucher Program, to increase participation by private owners, encourage more public/private partnerships and to form a coalition of organizations to stop the Florida Legislature from raiding the Sadowski Housing Trust Fund and to guarantee the use of the funds to build affordable housing.

NAA will be in Washington in the coming weeks and everyone needs to contact their Senator or Representative and carry NAA’s message that affordable housing isn’t a luxury, for many people, it is one step away from homelessness.

That same message should be conveyed to all Florida legislators, loud and clear and often. “Stop raiding the Housing Trust Fund.” It truly is time to do something about finding solutions that will allow young and old renters alike, the opportunity to live in housing that they can take pride in calling home. Write, call or email your legislator as often as you need to make your voice heard. •



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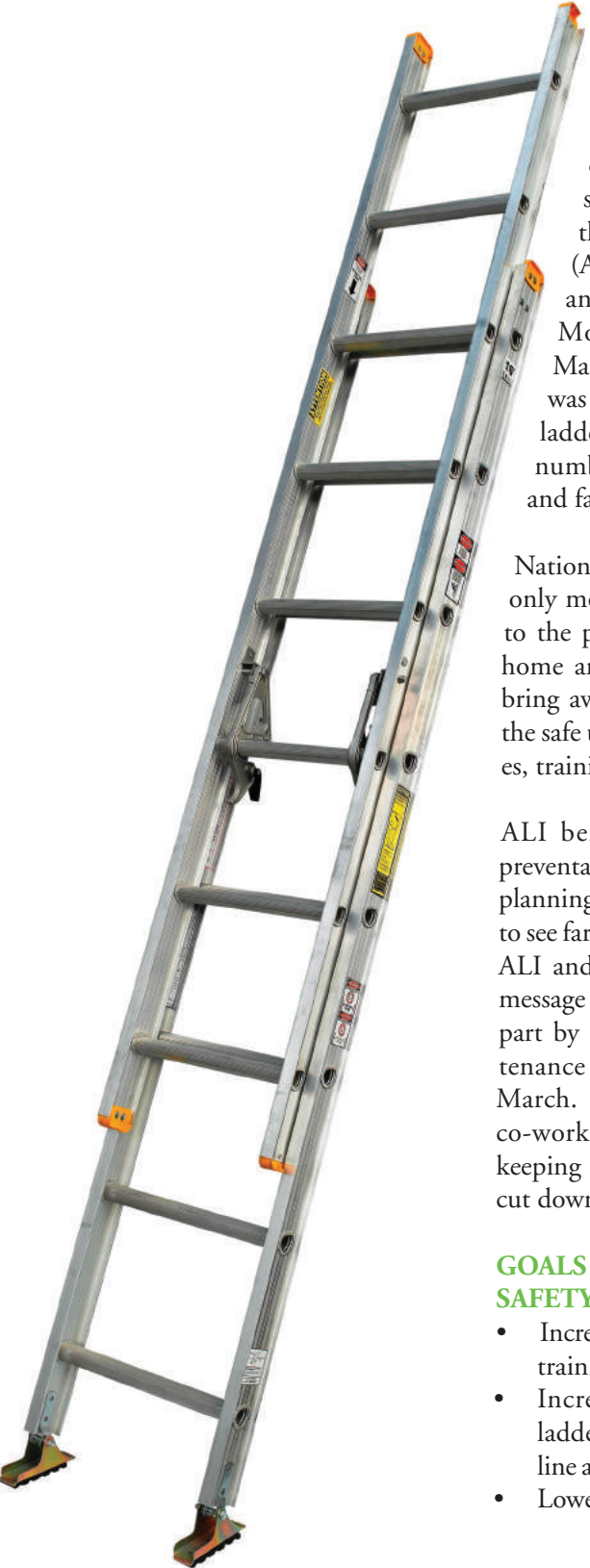
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# National Ladder Safety Month: Every Step Matters!



From step stools to extension ladders, make sure you're putting the right foot forward. Every year over 100 people die in ladder related accidents, and thousands suffer disabling injuries. Join the American Ladder Institute (ALI) and participate in the third annual National Ladder Safety Month February 24 through March 31. This important month was designed to raise awareness of ladder safety and to decrease the number of ladder related injuries and fatalities.

National Ladder Safety Month is the only movement dedicated exclusively to the promotion of ladder safety, at home and at work. It is designed to bring awareness to the importance of the safe use of ladders through resources, training and a national dialogue.

ALI believes ladder accidents are preventable, but without better safety planning and training we will continue to see far too many fatalities. Please join ALI and its members in sharing this message year round. You can do your part by dedicating at least one maintenance team safety meeting during March. Spend some time with your co-workers, leasing staff and house-keeping team to discuss how you can cut down on ladder related accidents.

### GOALS OF NATIONAL LADDER SAFETY MONTH ARE TO:

- Increase the number of ladder safety training certificates issued by ALI
- Increase the frequency that free ladder safety training is taken on line at [www.laddersafetytraining.org](http://www.laddersafetytraining.org)
- Lower the number of ladder related

safety citations on OSHA's yearly "Top 10 Citations List"

- Decrease number of ladder related injuries and fatalities
- Increase the number of in person ladder training
- Increase the number of companies and individuals that inspect and properly dispose of old, damaged or obsolete ladders

### ARE YOU USING LADDERS SAFELY?

This free ladder safety training is a tool for the proper selection, care and safe use of all ladders, including stepladders, single and extension ladders, articulated ladders, and mobile ladders. Provided by the American Ladder Institute, this training outlines safe ladder practices in all applications, such as construction/painting, building and custodial services, and at home.

#### 1. REGISTER FOR FREE!

The ladder safety training is 100% free. If you are a Maintenance Supervisor or Safety Training Manager you can register the techs in your company as well.

#### 2. SELECT A LADDER TYPE

Choose from the American Ladder Institute's library of safety training modules. Take a pretest to see what you know.

#### 3. WATCH AND LEARN

Watch media rich training videos that demonstrate safe ladder practices.

#### 4. TAKE THE SAFETY TEST

Successfully complete the final safety test to earn your certificate of completion. It's up to you and your team.

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# Spring: A Time to Celebrate!

**Editor's Note:** Spring is in the air and Diversity Digest is celebrating several of the many March holidays that are of interest to a variety of cultures representing team members and residents that live at BAAA's many apartment communities.

Next month, Diversity Digest will return with Part 3 of our on-going discussion to make workplace and cultural diversity a useful part of your understanding and respect for the differences that unite us all.



**ST. PATRICK'S DAY - MARCH 17**  
St. Patrick is the patron saint of Ireland. Green is the color used today in celebration of St. Patrick's Day. The association of the green color and St. Patrick's Day can be traced as far back as the 17th century where green shamrocks were worn in celebration of St. Patrick's Day.

The first St. Patrick's Day celebration in the United States took place in Boston, Massachusetts in 1737. Today, St. Patrick's Day is celebrated across the United States with parades and other activities. A few of the United States activities include Chicago, Illinois, where the city dyes its river green; Savannah, Georgia, where the city dyes its fountains green; and Hot Springs, Arkansas, where the shortest St. Patrick's Day parade is held.



## THE WORLD'S SHORTEST ST. PATRICK'S DAY PARADE

Located in Hot Springs, Arkansas, this annual event has hosted numerous celebrities as the Grand Marshal. The claim of the event is that Bridge Street, the street that the parade travels over, is the shortest street in the World. The parade is officially only 98 feet in length!



## SOUTH BOSTON IRISH PARADE AND PUB CRAWL

It would be difficult to discuss Irish culture without mentioning Boston. As one of the United States' largest St. Patrick's Day parades, this parade will be viewed annually by 600,000 – 1,000,000 people. Afterwards, celebrateurs can visit various Irish attractions around the city, or find Fish and Chips and a glass of Guinness at one of Boston's many authentic Irish pubs.

Countries all across the globe enjoy the festivities of St. Patrick's Day. The first St. Patrick's Day parade in Tokyo was in 1992 and has been celebrated each year since then. In Australia, all of March is a festival month with many days incorporating the St. Patrick's Day theme. Canada, Brazil, Italy, wherever one finds a wee bit of Irish, one will find a St. Patrick's Day celebration.



## INTERNATIONAL DAY OF HAPPINESS - MARCH 20

Celebrated all over the globe on March 20th, International Day of Happiness is a day that recognizes the importance of happiness to human beings and is also a day in which people are encouraged to do those things that make them happy. This holiday was initially founded in 2011 by the United Nations and has become an important day for millions of people all over the world.

International Day of Happiness is celebrated by pursuing the goals that make you happy. It doesn't matter if your passion is writing, painting, playing with your dog or spending time with your friends and family. This day is the perfect day to do whatever will make you happy.

It is also a day that can be celebrated

by ensuring the happiness of others. This can be done by saying a kind word to someone, giving them a gift or even just a smile. You can also celebrate the day by doing charitable acts for those in need. These are all things that can make another person happier.

during the Vietnam War. It is also a day to give proper recognition to the men and women who returned home from that war and didn't receive a proper welcome home. It's a holiday that's been celebrated since 1973 on either March 29th or March 30th of each year.

any recognition for their service, didn't receive the proper amount of recognition for their service or were outright protested against. Those veterans would come home to a country divided over the debate about the war and many veterans had trouble readjusting to civilian life in the U.S.

In 2017, the date of the holiday was set as March 29th by U.S President Donald Trump. This day is now officially known as National Vietnam War Veterans Day.

As time passed, however, public sentiment about Vietnam veterans began to soften. While many people still viewed the war as wrong, they now felt that veterans of that war were only doing their duty to their county. Nowadays, many Vietnam veterans are finally receiving recognition for their service.

According to the U.S Department of Defense, over 8 million U.S troops served all over the world during Vietnam. Of these 8 million soldiers, sailors, airmen and marines, over 58,000 of them died in theater.

The Vietnam War was a divisive and difficult time for the United States and many veterans didn't get the recognition for their service they deserved which is why commemorating this holiday is so important.

The Vietnam War was the longest war in United States history. The war was a very divisive time in the United States, as well as through much of Europe and Australia. Many veterans who returned home either didn't receive

*Excerpted in part from  
www.holidayscalendar.com •*



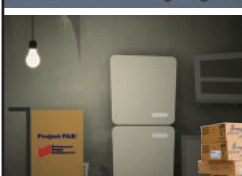
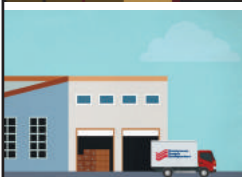
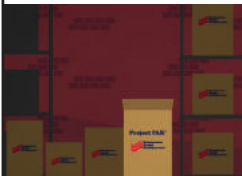
**NATIONAL VIETNAM WAR VETERANS DAY - MARCH 29**

National Vietnam War Veterans Day is a commemorative holiday in the United States which recognizes the sacrifices that veterans and their families made



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# Visionary Women: Champions of Peace and Non-Violence

## *Fascinating Facts for Women's History Month*

History texts and classes are often dominated by male figures, yet women have played and continue to play a major role in the world's economy, politics, culture and discoveries and deserve their fair share of recognition as well. March is Women's History Month and there's no better time to celebrate their contributions. Here are some fascinating facts about women's history that showcase the accomplishments and the impact of Women in our country.

In 2018, an all time record number of women are employed, and, just last year, women filled 58 percent of new jobs. Today, 71% of moms with kids under 18 work. In 1975, fewer than 47% did. Once upon a time, the idea of women working outside of the home was frowned upon and most women who did so worked as maids, seamstresses, took in laundry or worked in one of the traditionally female fields. Today, more women not only work outside the home, but hold a wider variety of jobs, making it to the top of business, technology and science fields.

Women currently hold 17% of Congressional and Senate seats and 18% of gubernatorial positions in the

U.S. While women are still under represented in political life, the current state of things is a far cry from a time when women weren't even allowed to vote — a mere 90 years ago.

Approximately 14% of active members in the U.S. armed forces today are women. In 1950, women comprised less than 2% of the U.S. military. Today, women play an active role in serving their country through military service, but many in years past would simply disguise themselves as men in order to gain access to the battlefield, including well known examples like Frances Clayton in the American Civil War.

Over 60 percent of college degrees awarded in the U.S. every year are earned by women. More American women work in the education, health services, and social assistance industries than any other. It seems that while women are moving into the workforce in large numbers, they're still taking on traditionally female positions like teaching, nursing and social services.

These three industries employ nearly one third of all female workers.

### HIGHLIGHTS OF WOMEN WHO HAVE MADE A DIFFERENCE IN NATIONAL WOMEN'S HISTORY MONTH

2016 - Hillary Rodham Clinton is the first woman to be nominated for President by a major political party.

1983 - Sally Ride becomes the first woman in space.

1981 - Sandra Day O'Connor is the first woman appointed to the United States Supreme Court.

1920 - Women are granted the right to vote thanks to the 19th Amendment.

Think of a woman you look up to and admire. She can be someone in your personal life or a public figure. Write her a letter describing the impact she has had on your life. Your thoughtful gesture is sure to be appreciated.

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





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# A Salute to BAAA's Smoke Free Communities

FAA and BAAA partners with Tobacco Free Florida to support smoke free apartment communities throughout the Bay Area. Smoke free multifamily housing is in demand among Florida's renters. In fact, more than 83 percent of adults in Florida do not smoke, and four out of five of them would prefer to live in smoke free housing.

Altis Wiregrass Ranch	Wesley Chapel
Artisan Apartment Homes	Dunedin
Azure	St. Petersburg
Bay Vista	Tampa
Camden Westchase Park	Tampa
CitySide Apartments	Sarasota
Contempo Lane	Dunedin
Costa Del Sol	Seminole
Crescent Lane	St. Petersburg
Echo Lake at Lakewood Ranch	Bradenton
Grady Square Apartments	Tampa
The Hampton at Clearwater	Clearwater
Harbour Cay	Largo
Imperial Village	Seminole
Magnolia Place	Tampa
Mainstreet Apartments	Clearwater
Mystic Pointe Apartments	Land O' Lakes
Overture at Grand Oaks	Sarasota
Park Village	Largo
Pineview Apartments	Clearwater
The Retreat at Trinity	Trinity
San Christopher Apartments	Dunedin
Serenity Lane	Clearwater
Summer Cove Apartments	Sarasota
Sunpointe Place	Largo
Winding Lane	Largo

# Three apartments, one difference

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# Getting to Know Your New Job and It's Culture

Asking questions when you start a new job causes a large amount of anxiety. You don't want to seem inadequate for the job, but at the same time, learning the job and doing the work correctly is very important. Keep in mind that some of the things you don't know are second nature to the people who have been there for awhile and were simply overlooked.

Get to know who to approach when you need guidance. This will include your supervisors as well as other knowledgeable employees in case your manager or supervisor is busy. Try to ask questions when the other person is not busy and try to ask them at once. Instead of asking the same question repeatedly, start a Questions list on your computer, then jot down what you need to know so that you can ask in person or email your questions detailing any clarification you need.

## GET TO KNOW THE TEAM

As soon as you arrive at the new job, new faces, names, and jobs fly at you. It will be virtually impossible to learn them all in the first day, but you want to be sure to learn them as soon as possible. This should include all of your co workers, management and anyone else that you meet to demonstrate respect. When meeting someone, you want to be sure

to use manners and basic etiquette such as 'hello', 'good bye', and 'nice to meet you'. Smiling also makes a significant difference; you will appear friendly and approachable.

Making friends and getting to know the people you work with helps to fit into the office culture as well. Dig a little beyond the surface to learn what others take interest in and let others get to know you without becoming too personal. Attending after hour functions easily moves you into the circle of acceptance. This does not mean you need to make best friends, but be sure to get to know the others enough that you can work together comfortably.

## UNDERSTAND OFFICE POLITICS

Understanding the ins and outs of the many relationships at work is a necessary part of fitting in, but it requires some delicate work. The idea is that you want to know where the sore spots are so you can avoid them and learn how the team works together best. Becoming directly involved creates nothing but trouble that can quickly end your new job, or at least eliminate any chance you have at advancement.

Rather than asking co-workers what they think of one another, make

a mental note of how each person interacts with each other. Where do you notice tension? Where do the tightest bonds appear? This allows you to react according to the situation and make sure that you remain a positive member of the team.

## LEARN THE FINER POINTS

Once you have mastered the basics of the job, learn the preferences of your supervisors as well as the company. Find out what the company defines as a success, what you need to achieve in the future, and what the company dislikes. This allows you to set your own goals and gives you a pre warning of pitfalls to avoid.

Fitting in at a new job involves paying attention to the small details of the work environment. When it comes to relating, think of your fellow team members as customers because, in a way, they are. If you treat everyone with respect while demonstrating a genuine interest in your job, the transition period will go smoothly for everyone and increase your chances at a successful future with the company.

*Excerpted in part from [www.thecvstore.com](http://www.thecvstore.com) and [www.wikipedia.org](http://www.wikipedia.org)*

# New Job! Now What Do I Do?

## SET REASONABLE GOALS

Make it your intention from day one to give all of yourself to your new position. When you have goals that you bring to work with you, your work will take on more meaning than merely checking off a few responsibilities every day. Your goals can be large or small, yet still notable achievements, such as delivering on a project earlier than the due date or mastering online training modules on time.

## HIT THE GROUND RUNNING

Sometimes the first few days of a new job can be slower than what you might later encounter. You may need time to acclimate to your new position – remember to use those buffer days wisely. Perhaps establish connections with your new team by learning about your predecessors successes and what you can learn from them. You don't have to duplicate

the person before you, but you can learn from someone who was in your position at some point. Try to establish an air of productivity from the start, not only for your own sake but also to create a positive impression for your coworkers and manager or supervisor.

## BE CONSISTENT

Even if your first impression is a good one, you have to be consistent in the respectful way you treat your coworkers, in the depth of effort you put into your position. Excellence then is not an act, but a habit.

Be consistent in the standard you set for yourself and perform to that level. Always demonstrate your competency. You don't have to stretch yourself thin every day; just consistently put all your effort into what you do every day and keep going. •



An advertisement for Rose Paving LLC. The top left features the company logo: a red rose icon, the word "Rose" in a stylized font, "PAVING LLC" below it, and the tagline "Beyond Paving. BEYOND EXPECTATIONS.™". The top right has a "40 OVER 40 YEARS OF SERVICE Since 1974" badge. The main image shows several workers in orange safety vests and hard hats operating a large paving machine on a road. Overlaid on the bottom of the image is the text: "Honest Work By Honest People" in large red letters, followed by "Trust the industry experts with over 40 years of international experience. Our values remain the focal point of our business just as they did in 1974." Below this text is a red horizontal bar containing six white hexagonal icons: a paving machine, a cement mixer truck, a worker with a tool, an upward-pointing arrow, a worker with a tool, and a circular seal with a globe. At the bottom of the ad are three contact options: "(888) 773-ROSE", "(813) 226-6686", and "RosePaving.com".

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RosePaving.com

# 10 Ways To Fit In At Your New Job



Congratulations, it's your first day on your new job! You may find this information helpful, no matter if you are back room, call center, maintenance supervisor, VP of Everything or whatever department you work in on a daily basis.

You are all set to go! But wait, you just started this new position and you are the new kid at work. You may not really know anyone at the company. Everyone either treats you as the newbie or acts as if you know where everything is and are an expert; things can be awkward. There are many things you can do to put yourself in a good position among your new coworkers, and if you are lucky you may even find a mentor. What do you now? Break the ice by saying Hello, Good Morning and using those manners your Mother taught you. Ask for a 'quick' tour to find the important things, bathroom, kitchen, your desk etc. Then, stop, regroup and check out this good advice.

## FIRST OFF, TAKE HEED OF WHAT NOT TO DO:

1. Be careful not to be too eager to know every single detail of your co workers' lives. It's totally fine to be curious about how someone is doing, but keep it to a certain extent. Superiors and co workers tend not to like being around people who give them the chills. Give

them some space and things will work out in turn.

2. Don't lie about your hobbies, talents, or interests just to fit in or impress your superiors! Most importantly, don't lie about your skill set. If you don't have the necessary hard skills to complete a task, ask for help instead of trying to do it all yourself. It will probably end up coming back to bite you once your superiors give you a project that you supposedly "already" know how to do. It's not fun dealing with that awkwardness.

3. Don't try to start arguments with the people you work with! Sometimes, people may have differing opinions from yours and that is completely okay. Keep your drama separate from the workplace, and people will like being around you!

4. Don't be overly sarcastic while you are having conversations. Big one here. Sarcasm is a natural aspect in some people's personalities, but wait until you have worked there for a long enough time, so that you know how much personal sarcasm is acceptable in your workspace.

5. Finally, DON'T flirt with your co-workers. This is one of the most unprofessional things you can do. The workplace is there to get things done

and not a place for a starting a budding romance. People will feel uncomfortable being around you if they find out that you are a flirt.

## NOW, SOME SUGGESTIONS ABOUT WHAT TO DO:

6. Have a sense of humor. People generally like being around others who are easy going and make funny jokes. But keep it minimal and not to the point where everything that comes out of your mouth is supposed to be a "joke." Expressing individuality allows others to trust you and you will make better connections instantly.

7. You should definitely get to know the people you are working with! It is especially important to remember their names. Who knows, you might make a valuable connection or find an ally when you need inspiration or encouragement.

8. Learn to give genuine compliments to people. It's not hard to tell someone that you think that they did a great job in some area. They will definitely appreciate your compliments and in turn, may give you one back. Mutual appreciation feels good.

9. Try to learn the different 'lingo' that is spoken at your new workplace. Most jobs have their own set of terms that will facilitate your understanding of customers, residents, prospects, vendors and suppliers.

10. Take the time to enjoy learning your new job and to enjoy the opportunity to become one of the team and not just the new hire.

Take these tips with your new job, and good luck on getting used to your new company position! Follow these steps and you may become the new cool kid on the block that everyone at work wants to be around.

*Excerpted in part with thanks from  
www.themuse.com •*



### ASSOCIATES

#### **Altieri Transco American Claims**

518 N Tampa St, #200  
Tampa FL 33602  
(813) 247-4757

*Insurance Loss Consultants*

#### **AptStaf**

11212 W Hillsborough Ave  
Tampa FL 33635  
(833) 278-7823

*Staffing, Employment Services*

#### **Awnclean USA**

501 N Newport Ave  
Tampa FL 33606  
(813) 258-9344

*Pressure Washing,  
Cleaning Services, Windows*

#### **Belfor Property Restoration**

5433 W Crenshaw St  
Tampa FL 33634  
(813) 386-3473

*Disaster Restoration, Water Restoration,  
Mold Remediation, Air Duct Cleaning*

#### **House of Ava**

8911 El Portal Dr  
Tampa FL 33604  
(813) 841-5920

*Painting Contractors, Flooring,  
Cabinets, Drywall, Bathtub Refinishing  
& Repair, Pressure Cleaning &  
Washing, Cleaning Services,  
Fence Installation/Repair*

#### **Latite Roofing**

5411 Boran Dr  
Tampa FL 33610  
(813) 316-4846

*Roofing Contractors*

#### **McGriff Insurance Services**

12485 28th St N, 2nd Floor  
St. Petersburg FL 33716  
(727) 803-8100

*Insurance, Claims, Loss Consultants*

### COMMUNITIES

#### **Bayside Arbors**

2717 Seville Blvd  
Clearwater FL 33764  
(727) 797-5073 Units: 360  
*ZRS Management*

#### **Bella Sol Apartments**

1200 Signal Pointe Circle  
Sarasota FL 34237  
(941) 953-2266 Units: 186  
*SPM Property Management*

#### **Benchmark El Mar Apartments**

17035 Gulf Blvd  
N Redington Beach FL 33708  
(727) 350-5915 Units: 42  
*Benchmark Management of Florida, Inc*

#### **Benchmark Sailpointe Apartments**

6742 Gulfport Blvd S  
Pasadena FL 33707  
(727) 350-5915 Units: 60  
*Benchmark Management of Florida, Inc*

#### **Calais Park Lofts**

5800 Calais Lane  
St. Petersburg FL 33714  
(727) 565-1287 Units: 261  
*ResProp Management*

#### **Crosswynde Apartments**

1502 Marsh Cove Ct  
Tampa FL 33619  
(813) 621-5319 Units: 248  
*Alliance Residential*

#### **Park Crest Terrace Apartments**

100 Park Crest Terrace  
Sebring FL 33870  
(863) 382-3349 Units: 144  
*Equity Management Partners*

#### **River's Edge Apartments**

5604 La Salle Court  
New Port Richey FL 34652  
(727) 409-7462 Units: 21  
*KRI Properties*

#### **St. Luke's Life Center**

915 Quincy St  
Lakeland FL 33815  
(863) 682-4087 Units: 150  
*Equity Management Partners*

#### **Tapestry Cypress Creek**

2300 Tapestry Park Dr  
Land O Lakes FL 34639  
(919) 949-9199 Units: 341  
*Arlington Properties*

#### **The Groves at Wimauma**

5316 Sun Paradise Court  
Wimauma FL 33598  
(407) 240-3000x103 Units:  
108 *Apartment Property  
Management Services, LLC*

# Welcome

# Congratulations to the Maintenance Mania Winners!

## NATIONAL CHAMPIONSHIP QUALIFYING PROGRAM

### 1st Place Overall - John Perez

Camden Bay, Camden Property Trust

### 2nd Place Overall - Miguel Robles

Northridge Apartments, Res Prop Management

### 3rd Place Overall - Nick Williams

Madison Gateway, Madison Apartment Group

#### WATER HEATER

1st Place - Miguel Robles

Northridge Apartments, Res Prop Management

2nd Place - Erik Norling

Arbors at Carrollwood, Res Prop Management

3rd Place - Ariel Santiago

Camden Visconti, Camden

#### A/C REPAIR

1st Place - John Perez

Camden Bay, Camden Property Trust

2nd Place - Ariel Santiago

Camden Visconti, Camden

3rd Place - Shane Wolski

Madison at Roosevelt, Oak Hill Group

#### TOILET

1st Place - Nick Williams

Madison Gateway, Madison Apartment Group

2nd Place - Erik Norling

Arbors at Carrollwood, Res Prop Management

3rd Place - Miguel Robles

Northridge Apartments, Res Prop Management

#### ICEMAKER

1st Place - John Perez

Camden Bay, Camden Property Trust

2nd Place - Miguel Robles

Northridge Apartments, Res Prop Management

3rd Place - Nick Williams

Madison Gateway, Madison Apartment Group

#### FIRE-CO SAFETY

1st Place - Nick Williams

Madison Gateway, Madison Apartment Group

2nd Place - Ariel Santiago

Camden Visconti, Camden

3rd Place - Kim Feliciano

Brandon Crossing, Cynergy Property Management

#### KEY CONTROL

1st Place - Miguel Robles

Northridge Apartments, Res Prop Management

2nd Place - John Perez

Camden Bay, Camden Property Trust

3rd Place - Nick Williams

Madison Gateway, Madison Apartment Group

#### HEATING ELEMENT

1st Place - John Perez

Camden Bay, Camden Property Trust

2nd Place - Ariel Santiago

Camden Visconti, Camden

3rd Place - Joshua Rosado

Lantower Westshore, Lantower

#### RACE CAR

1st Place - Nick Williams

Madison Gateway, Madison Apartment Group

2nd Place - Sheldon Walker

Vinings at Hunters Green, Milestone Management

3rd Place - Kim Feliciano

Brandon Crossing, Cynergy Property Management

MAINTENANCE MANIA





# MAINTENANCE MANIA





MAINTENANCE MANIA





# MAINTENANCE MANIA





MAINTENANCE MANIA





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# MAINTENANCE MANIA





MAINTENANCE MANIA





# MAINTENANCE MANIA





MAINTENANCE MANIA





# 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**



# 8<sup>th</sup> Annual "Spikes for Tykes" Volleyball Tournament

**Friday, April 12, 2019**

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

**Post Card Inn at  
St. Pete Beach**

**6300 Gulf Blvd. St. Pete  
Beach, FL 33706**

**SPONSORSHIPS:**

Titanium (\$1000)  
Court Sponsor (Limit 5)

Platinum (\$850)  
Luncheon Sponsor

Gold (\$750)  
Swag Bag Sponsor (Limit 1)

Silver (\$600)  
Beverage or Entertainment

Bronze (\$450)  
Awards Sponsor

Court Sign (\$250)  
Sponsor

**ENDS 3/22!** "In Your Face"  
Volleyball Logo Sponsor  
Team: \$125/No Team: \$150

Fill the Swag Bag (\$50)  
First 12 Companies

Raffle & Door Prize Sponsors  
(\$100, \$150, \$200)

**PLAYER'S COST:**  
**\$350 per  
6-Person Team**

**\$60 per  
Individual Player**  
Includes lunch &  
one drink ticket

**SPECTATOR'S COST:**  
**\$35 per Person**  
Includes lunch &  
one drink ticket

Put a co-ed team  
Together with at least  
2 females and play volleyball!  
Or, just be a spectator and come  
out to cheer on your favorite  
team! It's all for a great cause!  
Online registration to play, to  
sponsor or to watch  
is at: [www.baaahq.org](http://www.baaahq.org)

**Sponsored by:**



**YOUR ORDER | OUR TRUCK | NEXT DAY**

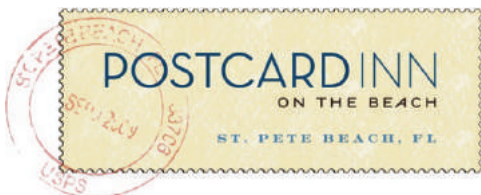


**LEAVE YOUR CAR AT HOME!**

Save time, headache and lives!  
USE BAAA'S DISCOUNT UBER  
CODE: **VB19EVENT**



**UBER**



**Stay the night at Post Card Inn**  
\$179 room rates! Just call (727) 367-  
2711 and mention 'Spikes for Tykes'

**Help us reach our goal for  
The Children's Home Network in 2019!**

Benefitting:





## EDUCATION & EVENTS

### MARCH 5 & 6

2019 NAA Advocate Conference  
Grand Hyatt Washington  
1000 H Street Northwest  
Washington, DC 20001  
<https://www.naahq.org/advocate>

### MARCH 12

#### **DIVERSITY & INCLUSION SEMINAR**

8:30 to 11:45am  
Tampa Housing Authority  
5301 West Cypress Street  
Tampa, FL 33607 \$69  
Members, \$89 Non-Members

This training is designed to expose people to their unconscious biases, provide tools to adjust automatic patterns of thinking, and ultimately eliminate discriminatory behaviors. Because our implicit associations are stored in our subconscious, we may act on our biases without even realizing it. Often, our implicit biases contradict our values.

### MARCH 14

#### **GET MORE FROM YOUR ASSOCIATION MEMBERSHIP**

8:30am to 12:00pm  
Tampa Housing Authority  
5301 West Cypress Street  
Tampa, FL 33607  
Free to attend

Learn more about what is included in your BAAA Membership and how you can be more involved and share your knowledge, skills and talents!

### MARCH 21

#### **ANNUAL GOLF OUTING**

11:00am to 4:00pm  
Top Golf Tampa  
10690 Palm River Road  
Tampa, FL 33619

### MARCH 22, 2019

#### **LEASING - BACK TO BASICS**

8:30am to 12:00pm  
Tampa Housing Authority  
5301 West Cypress Street  
Tampa, FL 33607  
\$69 Members, \$89 Non-Members

### MARCH 26

#### **MORNING “MEET & LEARN” SARASOTA**

8:30am to 10:30am  
Community & Location: TBD  
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 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 Flippen  
(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.

**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  
Flippen*

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  
NETWORKING DINNER  
MEETING**

**6:00pm to 8:30pm**

**Sheraton Tampa Brandon Hotel  
10221 Princess Palm Ave  
Tampa, FL 33610**

*Details to Come*

**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.tbfhc.org/>**

*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.*

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



## 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						

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				

# MARCH

## MARCH 5 & 6

### 2019 NAA Advocate Conference

Grand Hyatt Washington

## MARCH 12

### Diversity & Inclusion Seminar

8:30 to 11:45am @ Tampa Housing Authority

## MARCH 14

### Get More from your Association Membership

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

## MARCH 17

### St. Patrick's Day

## MARCH 21

### Annual Golf Outing

11:00am to 4:00pm @ Top Golf Tampa

## MARCH 22

### Leasing - Back to Basics

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

## MARCH 26

### Morning "Meet & Learn" Sarasota

8:30am to 10:30am @ Community & Location: TBD

# 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

### Networking Dinner Meeting

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

## APRIL 26

### Fair Housing Symposium 2019

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

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.



# GOLF OUTING

THURSDAY | MARCH 21, 2019

**NEW MONTH! SAME EVENT WITH HALF THE HEAT!**



# TOPGOLF®

**Topgolf | 10690 Palm River Road | Tampa, FL 33619**

**11am to 12pm - Registration • 12pm to 4pm - Golf, Networking, Lunch & Awards**

**\$135 Per Player Members • \$780 Bay for 6 Members**

*Includes: Golf, Prizes, Hosted Bar, Gourmet Lunch and Awards Presentation*



## Golf skills are NOT REQUIRED to have fun!

The event you can't afford to miss with  
300+ industry peers in attendance.

**PHASE 1  
PRICING  
ENDS  
FEB 22!**

Corporate Sponsors



**MaintenX**  
Total Facilities Repair Experts



## ADVERTISING IN BAYLINE

### Monthly Cost:

Fourth Page B/W  
Non-Member Price: \$155  
Member Price: \$125

Fourth Page Color  
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Member Price: \$175

Full Page B/W  
Non-Member Price: \$350  
Member Price: \$250

Full Page Color  
Non-Member Price: \$450  
Member Price: \$385

Half Page Horizontal  
B/W Non-Member Price: \$200  
Member Price: \$175

Half Page Horizontal Color  
Non-Member Price: \$300  
Member Price: \$225

Half Page Vertical B/W  
Non-Member Price: \$225  
Member Price: \$200

Half Page Vertical Color  
Non-Member Price: \$325  
Member Price: \$250

Third Page Vertical B/W  
Non-Member Price: \$180  
Member Price: \$150

Third Page Vertical Color  
Non-Member Price: \$280  
Member Price: \$200

*For more advertising info call  
BAAA at 813-882-0222 or  
go to [www.BAAAHQ.org](http://www.BAAAHQ.org)*

## ADVERTISERS

Ally Turnkey Company	5
Elite Painting & Waterproofing, Inc.	11
FDOH/HCAFA	13
Maintenance Supply Headquarters	9
Proway Construction Group	7
Rose Paving, LLC	15
Switch Electric	2

*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!*





# STAR AWAKEN YOUR FORCE WITHIN WARS

BAAA 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*

